



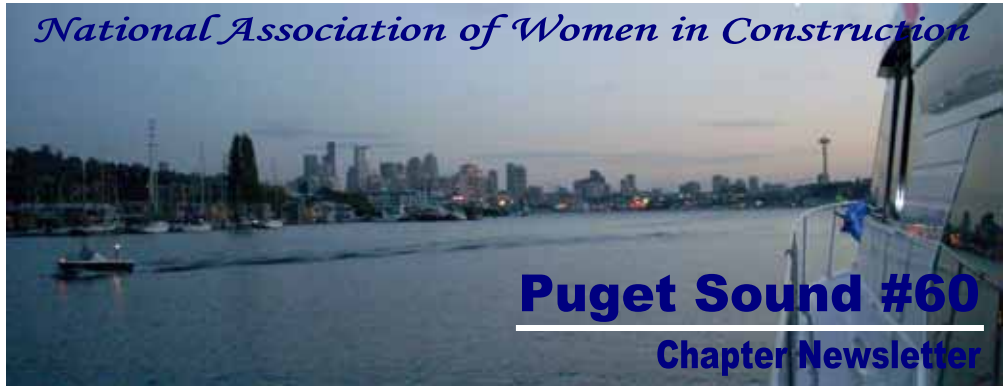
[www.nawicpugetsound.org](http://www.nawicpugetsound.org)

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**NAWIC Core Values**

- Believe in ourselves
- Persevere with the strength of our convictions
- Dare to move into new horizons



2007 Boat Cruise

**Core Purpose: To Enhance the Success of Women in the Construction Industry**

**BELIEVE PERSEVERE DARE**

## President's Message

This year is shaping up to be a great year; we have a strong board, enthusiastic new members, and lots of good ideas. With our membership committee personally contacting members and prospective members, renewal rates are at a high. Highlights of some of these members are in this issue.

Our September meeting was replaced by a social networking night aboard the beautiful yacht (it has better appliances and toys than my house) of Frank Young of GLY Construction. What a success ... the weather cooperated, we got better acquainted with some of our newest members, and even squeezed in a short meeting.

Monday will be our first membership meeting of the new term, which means a new board of directors and a new slate for ideas, activities, and

much more. Our guest speaker, Tom Cole, has so much experience in the construction industry, that he's agreed to share it with NAWIC. Tom has taught at UW, mentored hundreds of students, and is showing us how to give back to the industry (by example).

The program committee has put together a matrix of the meetings for the year, but is still in need of assistance and input from our members. This is your club; make it what you want it to be. We are here to learn, to grow, and to give back to an industry that has the potential to provide us a comfortable life.

I want to Thank Nicole Kampmann for attending the National Convention in Orlando, Florida in September. Conferences are a good way to network with other construction

professionals throughout the country. I attended last year and still keep up correspondence with other members that I have met. It broadens our perspective of NAWIC and gives first hand knowledge of the amazing things that other chapters have accomplished. Next's year convention will be in Las Vegas. I would love to put a whole group together to attend next year. LAS VEGAS, How fun is that??? So let's start thinking and planning for it.

I look forward to seeing all of you at our meeting on Monday. Also, I would like to invite you to use PayPal on our website, since it works well and reduces the paperwork for our chapter. Think sustainability and efficiency for our chapter.

*Jan Lawrence*

## Upcoming Meeting

On Monday, October 8th, NAWIC will host *Lessons Learned* presentation by Tom Cole, Chief Estimator & Director of Preconstruction Services at Lydig Construction.

Mr. Cole is a former instructor in Estimating for the Construc-

tion Management Certificate at the University of Washington Evening Program. In addition, Tom is involved with a newly chartered organization of Professional Estimators.

Mr. Cole will use some of his experiences to illustrate *Lessons*

*Learned* by the construction professional.

This membership meeting is open to guests. Please RSVP at [www.nawicpugetsound.org](http://www.nawicpugetsound.org) or contact Nicole Lamanna at 425-289-1774 or via e-mail at [nicolel@fergusonconstruction.com](mailto:nicolel@fergusonconstruction.com).

# Legal-Related News



**Brenda Molner**  
After Wynne LLP

## New Standard Form Contracts Published by Construction Industry Consensus Group

For the first time an industry group consisting of designers, owners, contractors, subcontractors, and sureties (self titled ConsensusDOCS) have come together to jointly draft a set of model standard contract documents. After three years of work by ConsensusDOCS the 70-plus forms were released on September 28, 2007. The consensus' purpose in generating the documents was to speed up contract negotiations by generating standard form contracts from mutually agreed ideas of what is fair. The effort started to, among other things, address the increasing shifting of risk in construction contracts, usually on to parties least able to bear the risk.

Twenty industry associations participated, including the Construction Owners Association of American (COAA), the Associated General Contractors of America

(AGC), American Subcontractors Association (ASA), Associated Builders and Contractors, Inc. (ABC) and the Surety and Fidelity Association of American (SFAA). The members of the consensus agreed to cease publishing their own form documents as the ConsensusDOCS forms become available. The members will share in the profits of the sale of the new ConsensusDOCS. Notably, the American Institute of Architects declined to participate in the process, saying they questioned the need for new industry documents. The AIA will continue to promote the use of the AIA form contract documents. According to the AIA's ten year update cycle, updates to several of the AIA form documents are due this year, including an update of AIA's A201 general terms and

conditions form.

While engineering groups eventually participated in the consensus process, they came late to the party and have so far declined to endorse the ConsensusDOCS. The Engineers Joint Contract Documents Committee (EJCDC) will continue to promote and publish its own form contracts.

Highlights of some of the terms of the ConsensusDOCS are:

- The subcontract documents require the contractor to pay the subcontractor within seven days after receiving payment from the owner. The documents also establish the subcontractor's right to be paid regardless of whether the owner has paid the contractor (no "pay-if-paid" clauses).
- The subcontract agreement limits the subcontractor's indemnity obligations to claims caused by the negligent acts and omissions of the subcontractor and its subcontractors.
- Contract provisions address issues such as electronic communications, lean construction, and building information modeling (BIM).

Whether the industry will embrace and widely use the new forms remains to be seen. Even if the forms are used, after years of substantially modifying AIA and other form documents to shift project risks, it will be difficult for project participants to resist making a multitude of changes to the ConsensusDOCS that may evaporate the intended "fair" distribution of risk.

For a list of the new ConsensusDOCS forms go to [www.consensusdocs.org](http://www.consensusdocs.org).

*The above article was developed for informational purposes and should not be viewed or relied upon as legal advice. After Wynne LLP urges readers to consult legal counsel regarding specific legal issues and factual circumstances.*



- The parties decide at the time of contracting (by "checking a box") whether to use litigation or arbitration as the dispute resolution procedure of last resort.
- Unlike the AIA documents, claims are not subject to an initial decision by the architect before the parties can move on to other dispute resolution procedures.

## *Member Highlight: Theresa*

**THERESA A. NIELSEN**  
Recruiter  
Quadrant Homes

Ms. Nielsen has been with Quadrant Homes for a year. Quadrant is a local residential builder. Her main responsibilities include recruiting talented employees for Quadrant.

Ms. Nielsen began her career in the construction industry, as a temp in a construction trailer for Winmar Inc. at their Redmond Town Center project. She later worked for LMN Architects, as a project administrator, and then switched gears while working at Starbucks.

Ms. Nielsen first heard about NAWIC at the Women in Trades Fair in Spring 2007. With NAWIC, she hopes to learn as much as possible about the construction industry and to be able to network with other industry professionals.

Outside of work, Ms. Nielsen is married and has a 5 1/2 year old son.

## *Member Highlight: Martha*

**MARTHA A. DAVIS**  
Owner  
City Lites Neon, Inc.

Ms. Davis started City Lites Neon in 1987 with former partner Tony Larson and is now sole owner. She built the business to include not only retail design, fabrication, and installation of both illuminated and non-illuminated signs but also extensive electrical service and subcontract services. They pride themselves to take the time to

find out about you and your business so that they could properly portray your business image. Ms. Davis handles the job scheduling, oversees all business operations, and is the main salesperson and estimator.

Ms. Davis first heard about NAWIC through networking with a colleague. She is interested in networking with other women in construction and in particular, the commercial side. She is the only female owned

electrical sign company in the Puget Sound and would like to meet and connect with other women in the same unusual fields. She's interested in becoming more involved with NAWIC, including possibly volunteering to be on the membership committee.

Outside of work, Ms. Davis is a competitive tennis player. Her team, which has a rating of 4.5, recently qualified for Nationals in Tucson, Arizona.

## *Member Highlight: Vicki*

**VICKI CAMPBELL**  
Director, Human Resources  
Gaco Western

Gaco Western is one of the oldest and best respected manufacturers of elastomeric coatings and polyurethane foam for the construction and waterproofing industries. These products are used in systems designed for roof, pedestrian and traffic deck-

ing, membrane waterproofing, protection of spray-applied polyurethane foam, interior insulation and industrial applications for corrosion and abrasion protection.

Ms. Campbell has been with the company for four months now. Her main responsibilities are to oversee all the functions of human resources, including recruiting, pol-

icy development, employee relations, organizational development and more.

Ms. Campbell first heard about NAWIC Google research. She is interested in networking with other women in construction, learn how women have handled similar challenges, and better understand what the outlook is for women in construction.

## *Member Highlight: Wendy*

**WENDY YOUNG**  
Human Resources/Recruiter  
Quadrant Homes

Ms. Young has been with Quadrant Homes for nearly three years. Prior to Quadrant, she was involved in campus recruiting for one of the big four public accounting firms.

Her main responsibilities at Quadrant are human resources generalist duties, recruiting and staffing, and managing the internship programs at Quadrant.

Ms. Young first heard about NAWIC at the Women in Trades Fair. She says that she is excited to build relationships with a network or women professionals at NAWIC.

Particularly, since Quadrant strongly supports women in construction, including promoting women in the community.

## Member Highlight: Klara

**KLARA C. E. LUKACS, MBA**  
Owner

Cornerstone Cove Properties and Construction, LLC

CCPC was founded 4 years ago. At first, Ms. Lukacs only worked on her own projects; buying distressed (trashed!) entry level houses, fixing them up and selling them, and subbing out spec houses to sell. As the real estate sales market slowed, she knew she had to reinvent CCPC to keep up with

the changes in the economy. She saw a need for a small construction company catering to female consumers, as it can be very confusing to begin a construction project where there are so many little steps to be addressed: architectural conception, blueprints, interior and exterior design, landscape design, permits, electrical, plumbing and coping with the actual rehabilitation. Ms. Lukacs' company takes care of all the steps; one stop shopping for construction! CCPC has four employees, who all

believe in CCPC and do it smiling. They jokingly have a company motto "Cornerstone Cove Properties, looking to do things the hard way"!

Ms. Lukacs heard about NAWIC through other contractors and hopes to network and learn from others.

Outside of work, she enjoys riding and showing horses in equestrian triathalons.

## Recap of National Convention 2007

I really didn't know what to expect when I showed up in Orlando for NAWIC's 52nd Convention. That's just how it is when you're a first timer at convention. They make sure everyone knows you're a first timer by placing a big blue ribbon on your name tag that says, "FIRST TIMER" and there's no shying away from anything with a sign like that on! I was surprised to find myself surrounded by nearly 600 attendees at the welcome party later that night. I felt a little more normal when I learned that were almost 100 first timers there (and after I had a drink).

The following morning the conference started with a review of all the annual reports and Immediate Past President, Christie Wigginton's humor. It was exciting to hear from out international affiliate SAWIC (South African Women in Construction). Ntombi Mbatha gave a moving talk about what SAWIC has meant for her country. SAWIC is focused on accelerated growth programs, development and empowerment for women owned businesses.

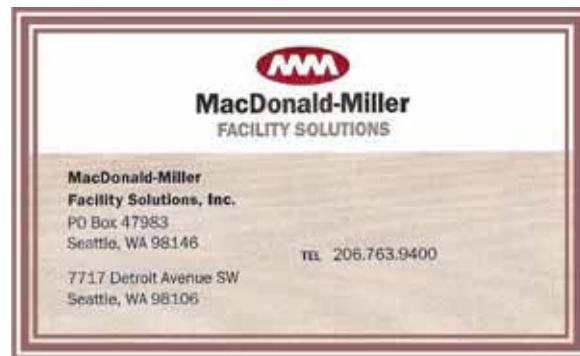
Overall I was impressed with the sense of pride that came from a room full of NAWIC ladies, some members for over 40 years! We were all there because we believe in NAWIC.

Vicki Hitzges, Certified Speaking Professional, is the most energetic and humorous speaker I have ever encountered- really! She shared with us her thoughts on what makes people succeed in business. She started out her presentation by telling us that 7% of our success has to do with our ability to do our job and 93% is our people skills. "People reach out to people who reach out," and the reaching out principal was born.

### "The Reaching Out Principal"

She gave 3 steps to help you be a person who reaches out:

1. Greet someone! She recommends greeting someone with a handshake and then had us practice the correct way to give a firm handshake. She told us a stranger will perceive you to be more intelligent if you smile and look them in the eyes when you first meet them.
2. Listen to what they are saying. "Show someone you care by really listening to them." Eye contact, open body language and repeating back what they said all do the trick.
3. Look for the good in people. She taught us how to give a compliment by complementing on a specific observable behavior. And know how to receive a compliment- don't play compliment tennis.



### "Here I am - There You Are"

There are two kinds of people in the world. One kind is the "Here I am" people- They're the only thing that matters, and the world revolves around them. The second kind are the "there you are people"-what can I do to show you that you're important?

She shared stories of each kind of person, some made us laugh, some made us cry. Everything related back to being the kind of person someone wants to do business with. She says it doesn't matter which type of person you are when you're born; what's most important is who you are at the end.

Favorite quote from the session:

Vicki said, "Gossip is like cannibalism on your friends, families and co-workers, one word at a time."

### "Preparing for Disaster"

(Greg Frith, Fireservice Disaster Kleenup)

Greg shared a lot of interesting information

*Convention, next page*



## *(Convention, continued)*

about hurricanes. He went over the history of how Hurricanes got their names. In World War I & II the military started naming the storms after men's first names so the enemy wouldn't know what they were talking about. In the 80's things got a little more politically correct and they added women's names. In the 90's they added international names. If the storm kills someone, that name is retired. Other names are re-circulated every 8 years.

He said in Florida many companies have great disaster plans but when there's an actual disaster no one shows up to work. Make sure employees have their own plan, and know yours! Make sure everyone at your company knows who's in charge of the disaster plan, including that person. Have a reporting process for employees and have cash on hand.

Insurance statistics show that the average person forgets 20% of their contents after a disaster. Greg recommends creating a room by room inventory list and a video tape explaining what each item is. Describe it, photograph or video tape it. Save receipts for major purchases. Scan them and save all this information some place other than your home (perhaps send to a family member who lives in another state).

He showed a lot of amazing slides of storms in progress and of the clean up that has to happen after the fact. "Disasters happen quick- be prepared!" was his main message.

There's a free training available in all states called C.E.R.T. (Community Emergency

Response Team Training). Contact a local fire district for information.

### **"Turning Around a Troubled Project"**

(Rick Burnham, Tauner Consulting Services)

Rick taught us to use the tools provided in contract documents to assist us in managing any level of a "bad" project. Rick believes the two most common reasons for arbitration are doing business with people you shouldn't be doing business with and personality conflicts. He stressed that the project schedule should be the #1 communication tool for the project.

What do we manage on all of our jobs?

- Time (schedule)
- Money (budgets, cost reports)
- Quality of work (specs, shop drawings, people on site)

Keep good records of changes going on with your project/ 5 types:

- Significant changes in the character of work
- Differing site conditions
- Suspension of work
- Extra work
- Eliminated work

When a project turns "bad" be familiar with all of the options available to you. Four basic risk management strategies are:

1. Avoidance
2. Transference
3. Mitigation
4. Acceptance

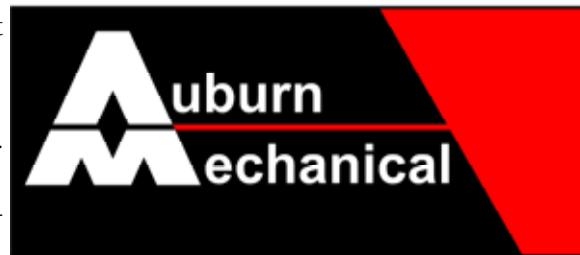
FOCUS ON SOLUTIONS RATHER THAN MAGNIFYING THE PROBLEM!!!

Get good advice. NOT the advice you want to hear!

### **"Construction Workforce Update"**

(Steve Greene, National Center for Construction Education and Research)

This session covered workforce development issues. Majority of slides and facts focused on Gulf Coast devastation. I have



the slide show if anyone wants to use it. Facts that stood out:

- Expected population of the US by 2040 is 400 million
- About 70 million housing units must be built
- That's about 41,000 per year per state for 34 years

#### Workforce Gap

- Our dropout rate nationwide is currently 30%
- By 2020- 60% of work will require a trade skill but only 30% of those people will have gone into trade skills.
- Over 500,000 new construction jobs will be created between 2007 and 2012. 750,000 will leave the industry creating the need for 1.25m workers!

Touched on image problems for the construction industry.

#### Some Long Term Strategies

- Coordinated student recruitment
- Embrace diverse workforce, and train them
- Non traditional recruitment: corrections, high school vocational programs, career colleges
- Owners should be willing to pay for added value
- Tap into government resources

### **"Charting the Future of Your Chapter"**

(Sherry Jagger, Gr. Little Rock, Ark. Chapter)

This was such a good session. I took a lot away from it. "Focus on one thing! - You can't do all of them." The more I hear this, the more I like it. It can be applied at work, at home, and for our chapter. We talked a lot about members and retention. Sherry suggested throwing a new member into a



## *(Convention, continued)*

committee with a chair and co-chair right way. "Their willingness to learn and their energy has great worth to your chapter," says Sherry. She also mentioned the downsides of letting the same person being in charge of the same thing for too long. She warns that that person will get tired of doing it, even if they're really good at it. Use our networking skills to our advantage. Walk around a few minutes before every meeting starts and introduce yourself to new members. Smiles are contagious! She reminded us that if new member's needs aren't being met, chances are they aren't going to renew.

### **Membership**

At the request on Kim Cameron, 2007 – 2008 National Membership Chairman, we held a round table discussion of all members in attendance facilitated by Kathy Sterling, outgoing National Membership Chairman along with fellow committee members Angie McNair & Tony Walker. We broke the attendees up into 4 groups and each was given a topic to discuss as listed below. Listed are my favorite responses and ideas of the congregation.

#### HOW TO FIND PROSPECTIVE NEW MEMBERS

Many chapters find it difficult to find new members. List ways to solicit and find prospective members for a chapter.

- Partner with other organizations, vendors & customer lists
- Send a letter of introduction of chapter on company letterhead to other construction companies
- Put "ask me about NAWIC" in your email signature

#### GETTING GUESTS TO ATTEND A MEETING AND KEEP THEM COMING BACK

Guests attend the meeting, and then we never hear from them again. What can we do to make sure they join the chapter and come to future chapter & regional events?

- Put guests' names on a contact list and send them email notices of meetings and events for at least one year.

- Make reminder calls to guests and see if you can answer any questions they may have
- Send letters and hand written notes thanking them for attending the meetings
- Assign a new member a mentor to call on her and follow up with her

#### MAKING NEW MEMBERS FEEL WELCOMED

When a new member joins our chapter, it is important to make them feel welcomed and a vital part of the chapter. What can we do to make them feel welcomed and to keep them interested in our chapter?

- Have a member greet them at the door and direct them to a table
- Use the Buddy System; find someone to pair the new member up with, having a different buddy each month.
- Have board members split up and sit at each table

#### HOW DO WE RETAIN OUR MEMBERS

The national retention rate runs about 77%. How do we fulfill the needs of our members? What can we do as an organization to help our members see the importance of NAWIC and to re-join?

- Communication, follow up after a member joins and renews
- Hold professional meetings
- Encourage members to become active members from the beginning by taking small steps
- Have NAWIC 101, new member orientation for members three times a year

### **Marketing**

#### **(Krista Wilkie-Boswell Long Beach Area, Calif. Chapter)**

Krista's presentation was no nonsense. She got right to the facts about marketing NAWIC to others. What are we selling?

NAWIC (the success of women in the industry)

Success = the seller believing in their product.

Our competition: Time, other organizations, workloads and families

What's the value? Tell others why you joined and what your chapter offers.

She offered the quickest elevator speech ever for what NAWIC is, "We're an organization for women in the construction industry."

She had a lot of great ideas on how we can passively market NAWIC. One of the easiest ways to spread the word is with NAWIC logo items. She suggests putting something in your budget for items to give away at each meeting. There were examples of T-shirts, mouse pads, business card holders and even a license plate frame. Another easy way to use passive marketing is to put something about NAWIC in your electronic signature, since our most common form of communication these days is email. Ask your employer to print your NAWIC contact info on the back of your business card.

She also touched on:

**Meeting flyers:** reminding us to be as professional as possible

**Websites:** make sure info is up to date, and have contact info for board members

**Press releases:** We are welcome to use the ones from National's website

**PR/Advertising:** Have a committee chair assigned to review all committee flyers and marketing materials

She closed her session with tips on promoting WIC week. She says if you think about NAWIC once during the week you are participating, and encourages all to wear a NAWIC shirt or pin to work that week. WIC week is the first week in March.



**Schedule of Events**

- *October 8th: Puget Sound chapter's regular membership meeting. "Lessons Learned on My Jobs" by Tom Cole of Lydig Construction. Guests are welcome. Go to [www.nawicpugetsound.org](http://www.nawicpugetsound.org) for RSVP and information.*
- *October 20th: Annual Planning Conference hosted by Great Falls, Montana Chapter at the Best Western Heritage Inn. For registration, go to [nawicgf.org](http://nawicgf.org). Our local chapter has budgeted to send 1-2 members. If you are interested in representing the chapter, please contact Jan at [jglaw@comcast.net](mailto:jglaw@comcast.net)*

# October 2007

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
	NAWIC Mtg 5:30pm					
14	15	16	17	18	19	20
						<b>APC</b>
21	22	23	24	25	26	27
28	29	30	31			

# November 2007

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
	NAWIC Mtg 5:30pm					
18	19	20	21	22	23	24
25	26	27	28	29	30	

**Schedule of Events**

- *November 12th: Puget Sound chapter's regular membership meeting. Guests are welcome. Go to [www.nawicpugetsound.org](http://www.nawicpugetsound.org) for RSVP and information.*

## *The Women of NAWIC*

These are the current members of NAWIC Puget Sound Chapter, a diverse group of professionals within construction.

**Kim Anderson** - Owner  
AAR Testing Laboratory Inc.  
Member since October 1990

**Sharon Andreason** - CPA  
McDevitt & Andreason  
Member since April 1992

**Joyce Apple**  
MacDonald-Miller Facility Solutions  
Member since October 2006

**Peigi Barkley** - CM Assistant  
Harris & Associates  
Member since October 2004

**Jessica Bell** - Project Manager  
Wilder Construction Company  
Member since December 2006

**Lucy Bodilly** - Editor  
Northwest Construction Magazine  
Member since February 2006

**Maureen J. Byrnes** - Field Coordinator  
KBA Construction Management  
Member since August 2004

**Vicki Campbell** - Director, HR  
Gaco Western  
Member since September 2007

**Virginia A. Carey** - Office Mgr/Co-owner  
Carey's Rokerries & Grading LLC  
Member since May 1980

**Sabrina Carlson** - Inside Sales/Office Mgr  
Stoneway Concrete  
Member since August 2006

**Brianna Callaway** - Assist. Proj. Mgr  
Hanover  
Member since June 2007

**Vanessa Carmen** - student  
Cardinal Heating & AC  
Member since October 2005

**Robin E. Conner** - Customer Svc/Mktg  
Dexter & Chaney  
Member since October 2006

**Julia Cordero** - Director  
Construction Center of Excellence  
Renton Technical College  
Member since August 2005

**Martha A. Davis** - Owner  
City Lites Neon, Inc.  
Member since September 2007

**Darylene J. Dennon** - CEO/Owner  
Solid Energy, Inc. / Total Care Contracting  
Member since October 2002

**Carrie S. Dossick** - CM Assist. Professor  
University of Washington  
Member since October 2005

**Kristi G. Gillihan** - Human Resources  
Wilder Construction Company  
Member since May 2006

**Marcie Glenn** - CEO  
Another Source, Inc.  
Member since July 2007

**Janith J. Gould** - retired  
Past National NAWIC President  
Member since January 1962

**Colette Guckian-Brady** - CPA/Partner  
Tueffers, Guckian & Gamon, PLLC  
Member since January 2002

**Karen Harnes** - Principal/CPA  
Bace Company  
Member since October 2003

**Gwyn Hart** - HR Supervisor  
Cadman Inc.  
Member since April 1995

**Lily K. Iftner** - Forensic Engineer/Owner  
Construction & Structural Investigation  
Member since March 1999

**Ann Jarvis** - VP of Safety & Education  
Associated Builders & Contractors  
Member since February 1973

**Judy Jewell** - President  
Olympian Precast Inc.  
Member since January 1988

**Teresa M.R. Johnson** - Project Engineer  
McKinstry Co., LLC  
Member since October 2005

**Nicole D. Kampmann** - Proposal Assist.  
MacDonald-Miller Facility Solutions  
Member since February 2006

**Ellyn Kiner** - Project Administrator  
GLY Construction, Inc.  
Member since September 1977

**Jan G. Lawrence** - Cost Accountant  
Member since July 2005

**Klara Lukacs** - Owner/CEO  
Cornerstone Cove Properties & Construction LLC  
Member since June 2007

**Sue Maddox** - Contracts Administrator  
Jackson Dean Construction, Inc.  
Member since January 1988

**Yvonne Missler**  
MacDonald-Miller Facility Solutions  
Member since April 2007

**Marilynn A. Moch** - Owner  
Phoenix Builders LLC  
Member since July 2003

**Brenda S. Molner** - Attorney/Engineer  
After Wynne LLP  
Member since March 1999

**Julie Moulden** - Owner  
Miss J's Enterprises, Inc.  
Member since July 2007

**Theresa Neilsen** - Recruiter  
Quadrant Homes  
Member since October 2007

**Kathleen G. Norton** - Human Resources  
Trane/American Standard  
Member since December 2006

**Judith Peace** - Commercial Banker, VP  
Frontier Bank  
Member since June 2006

**Rhonda Pence** - carpenter  
Druhan Construction  
Member since July 2005

**Sabrina Roberts** - Project Manager  
PSF Mechanical  
Member since August 2006

**Jin H. Rudolph** - CPA  
Gallina & Co., LLLP  
Member since May 2005

**Tammy Vibbert** - HR Director  
Lakeside Industries  
Member since November 2001

**Heather Washington** - Marketing  
Lindal Cedar Homes  
Member since December 2006

**Stephany B. West**  
MacDonald-Miller Facility Solutions  
Member since October 2006

**Heather Winfrey** - new mother  
Member since May 2006

**Wendy Young** - Human Resources  
Quadrant Homes  
Member since October 2007