



Dear EWL,

Happy New Year! Wait, what? It's May! While technically it is no longer the New Year and the dates do all blend together these days, this newsletter is our first of 2020 and the official start of TEMPO Milwaukee's fiscal year. As you will see as you scroll through, we have been nothing short of busy and off to an amazing start!

When we began drafting this newsletter several weeks ago, we never would have anticipated how much the world we live in would evolve. It is an uncertain time for all of us, full of major adjustments, new normal, huge challenges, and opportunities to be creative, but we are hoping that this newsletter meets you where you're at. As we kick off our milestone 5th anniversary year, we encourage you to take some time to reflect on where EWL has come from and where it will go thanks to your contributions and input.

Five years ago, this group was an idea, a gamble, a possibility. Fingers crossed, this group would work and do great things. Now, standing here, we can proudly say 'look at all we have done!' and 'watch out world, here we come.' Now more than ever before, we are looking to this group to keep us all feeling connected, heard and sane. Although we are staying safe alone, there is no doubt that the connections of this group are becoming even stronger through our time apart. This speaks volumes to the work of this initiative and the members that comprise it. Thank you all for your contributions to the Facebook group, your helping hands, your vulnerability in the struggles we are all facing. We know this time will only make EWL stronger together.

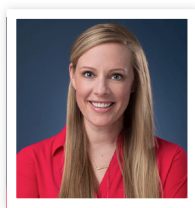
We are thankful you are a member of this beautiful tribe and we look forward to getting to know each of you further and cannot wait to see you all in person again soon!!

With Gratitude,

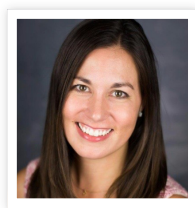
Your EWL Leadership Co-Chairs



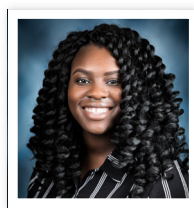
Maggie Beckley
Advocate
Aurora Health



Britt Blackwelder
Capri Senior
Communities /
The British Way



Andrea Hug
Make-A-Wish
Wisconsin



Isioma Nwabuzor
Baird

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2016–2020 STRATEGIC PLAN

TEMPO Milwaukee is poised as an organization unlike any other, with abounding opportunities for our members and the Milwaukee business community. No other organization in Milwaukee serves such a diverse and powerful membership base of executive, C-suite female leaders. We continue to leverage this collective power and unleash it in a way that most effectively capitalizes on our strengths. Bringing our strategic priorities to life over the last four years has required time, work and a sound plan of action.

In 2016, we embarked on a new strategic direction for TEMPO Milwaukee. We are so proud of the work of our four strategic plan committees – composed more than 85 TEMPO members and Emerging Women Leaders. These women provided their time, talent, and energy to ensure we stayed on track with our strategic priorities and met the goals we set when we rolled out the plan. **Here are the accomplishments of our four-year plan.**



Diversity & Inclusion

Increase racial diversity and at the same time create an environment of inclusion for our members, Emerging Women Leaders and the TEMPO Milwaukee board.



Engagement

Increase engagement and identify opportunities that encourage participation of our members and create a greater sense of community and impact.



Collaboration

Strengthen TEMPO Milwaukee's position as a go-to resource on issues related to women in leadership by partnering with area businesses and community organizations.



Preserve Our Core & Stimulate Growth

Ensure TEMPO Milwaukee remains relevant and agile while honoring the organization's 45-year history and guiding principles.

STRATEGIC PLAN



PRESERVE OUR CORE, STIMULATE GROWTH

Ensure TEMPO Milwaukee remains relevant and agile while honoring the organization's 44-year history.

ACCOMPLISHMENTS



Membership Growth

We experienced significant membership growth since 2016. We have averaged 75 new TEMPO Milwaukee members per year for the last four years. In addition, we added more than 200 Emerging Women Leaders.



EWL GROWTH



Emerging Women Leaders

In 2015, we launched our Emerging Women Leaders initiative to support the growing pool of professional women and potential TEMPO Milwaukee members who are mid-career and heading for the executive ranks. EWL began with 40 members representing 35 diverse companies and has grown to 207 members representing 149 companies.



TEMPO Milwaukee Foundation

We brought greater awareness to our TEMPO Milwaukee Foundation including:

- Continued providing undergraduate scholarships through our Mentor Awards resulting in \$270,000 given to female college students over the past 30 years.
- Creation of our first-ever Continuing Education Grant providing opportunities for TEMPO, EWL and non-TEMPO members to continue their professional development. Since its inception in 2017, nine grants have been provided.



DIVERSITY & INCLUSION

Increase racial diversity and at the same time create an environment of inclusion for our members, Emerging Women Leaders and the TEMPO Milwaukee Board.

ACCOMPLISHMENTS

Membership Statistics

Racial diversity of our membership improved by 5 percent over the past year. In 2018-19, TEMPO Milwaukee membership was composed of 93% white women. Today, it is composed of 88% white women and continues to diversify each quarter as new members are confirmed. In comparison, EWL membership is composed of 84% white women. (*Stats include data only from members who have elected to identify their race).

Member Inclusion Survey

As part of our commitment to **equity and belonging** at TEMPO Milwaukee and within our Emerging Women Leaders community, we deployed a survey to better understand how we are doing in terms of achieving and being accountable for inclusion with all of our members. 44% of our membership completed the survey. The results of the survey will help TEMPO Milwaukee better create and/or enhance an inclusive culture by better understanding of feelings of trust, authenticity, value and psychological safety - the Catalyst hallmarks of inclusion. Taking a closer look at these feelings will help TEMPO determine if members feel truly valued, that they belong, that they are able to deeply connect with one another and are able to authentically thrive. The results are being analyzed by a third-party partner – Marquette University’s Institute of Women’s Leadership as well as TEMPO’s D&I Committee and Board of Directors. The results will be shared with our members/EWL this year through discussion, programming and reflection in the organization’s new strategic plan.

D&I-Specific Goals

In the past year, all TEMPO Milwaukee committees have developed D&I-specific goals and executed on them. These goals include intentionally securing women of color as speakers, increasing diversity within membership, providing D&I education/tools in the form of programming and content, ensuring diversity of thought is present on committees, and diversifying the venues and sites where we hold TEMPO Milwaukee events.

Identifying Diverse Women

The Diversity & Inclusion and Membership committees now have a process to identify diverse women who fit TEMPO Milwaukee’s membership criteria or EWL criteria and introduce them to the organization. We acknowledge that diversity encompasses not just race but ethnicity, function, industry, sexual orientation, religion, age, etc.

Board of Directors Update

Erickajoy Daniels, SVP and Chief Diversity & Inclusion Officer, Advocate Aurora Health, joined the TEMPO Milwaukee Board of Directors on May 1 and assumed the role of board liaison and chair of the Diversity & Inclusion committee. We are grateful for Erickajoy’s guidance and expertise as we continue on our D&I journey.

DIVERSITY & INCLUSION COMMITTEE:



Aliah Berman
GMR Marketing



Janette Braverman
Cardinal Stritch University



Krista Brookman
Catalyst



Marybeth Cottrill
BMO Wealth Management



Kelly D'Amato Ostricki
BMO Harris Bank



Erickajoy Daniels
Advocate Aurora Health



Leah Fiasca
Greater Milwaukee Foundation



Cathy Girard
Goodwill Industries of Southeastern WI



Ann Granitz
BMO Harris Bank



Nicole Gulatz
Boys & Girls Clubs of Greater Milwaukee



Erin Hareng
Advocate Aurora Health



Gerry Howze
PEARLS for Teen Girls



Liz Klug
The Leukemia & Lymphoma Society, WI



Diana Moro Goane
Northwestern Mutual



Leana Nakielski
American Family Insurance



Paula Pergl
Lauber Business Partners



Aliya Pitts
The Prairie School



Katie Rasoul
Team Awesome



Beth Ridley
The Brimful Life



Jodi Ristau Baird



Ana Simpson
WHEDA



Ritika Singh



Denise Thomas
The Effective Communication Coach



Allison Wagner
All-In Milwaukee



DeVona Wright Cottrell Baird



COLLABORATION

Strengthen TEMPO Milwaukee's position as a go-to resource on issues related to women in leadership by partnering with area business and community organizations.

ACCOMPLISHMENTS



WOMEN'S LEADERSHIP COLLABORATIVE (WLC) UNITES TOP MILWAUKEE WOMEN'S GROUPS
New collaborative launched on National Equal Pay Day

Women's Leadership Collaborative

In April 2019, TEMPO Milwaukee announced it was joining forces with Professional Dimensions and Milwaukee Women inc to create the Women's Leadership Collaborative (WLC). The WLC is a collection of professional women in the Milwaukee area focused on achieving equity. The collaborative, inclusive of the leading area professional women's organizations, represents the strongest collective of professional women ever formed in Milwaukee. The first issue WLC will focus on is equal pay for women. On average, Wisconsin women who are employed full time lose a combined total of nearly \$14 billion every year due to the wage gap. The projected year when the gender pay gap will close in Wisconsin is 2067.

Thought leadership

- TEMPO continues to be a thought leader and has positioned itself as the go-to resource for members of the media on issues and content related to women in the workplace. Among the issues TEMPO was quoted on in 2019-20 included the #MeToo movement, sexual harassment, equity for women in the workplace and pay equity.

Career & Workplace

Businesswomen's group survey shows 68% of respondents experienced sexual harassment in Milwaukee area

- TEMPO Milwaukee led efforts to collaborate, share best practices and share resources with TEMPO chapters in Madison, Kenosha, Racine and Waukesha.



- TEMPO confirmed a consulting partnership with Milwaukee Women inc. in 2019 to leverage the talent and expertise of TEMPO Milwaukee's Communication & Events Specialist Kelsie Arreguin.



MEMBER ENGAGEMENT

Increase engagement and identify opportunities that encourage participation of our members and create a greater sense of community and impact.

ACCOMPLISHMENTS

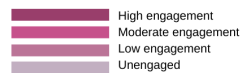
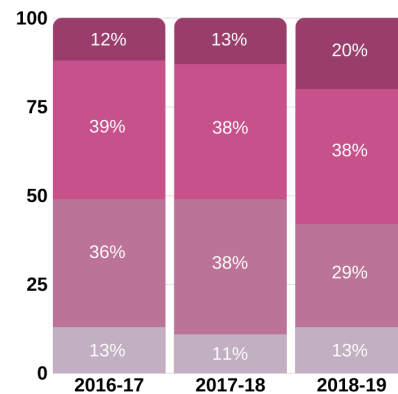
Retention Rates

TEMPO maintained a high member retention rate of 91% from May 1, 2018 through April 30, 2019.

Key Takeaways

- 2016-17 and 2017-18 saw very similar engagement numbers.
- Moderate engagement has remained consistent.
- High engagement increased by 7% in 2018-19; low engagement decreased by 9%.
- Unengaged has remained generally consistent.

TEMPO MILWAUKEE
MEMBER ENGAGEMENT

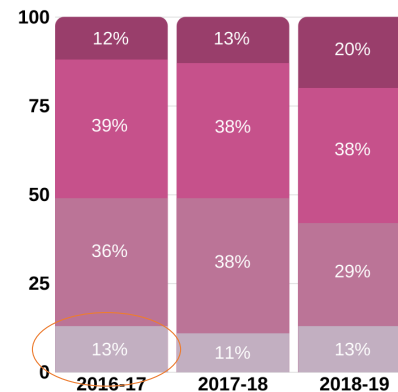


In the fall of 2017, members of the Engagement Committee and Table Ambassadors reached out to women considered “unengaged” to find out why.

Themes from those who responded:

- Scheduling conflicts.
- Just busy.
- Difficult to get downtown for those who work in the suburbs.
- Past President... focused on other experiences now.

TEMPO MILWAUKEE
MEMBER ENGAGEMENT



TEMPO TALKS: SHOW YOUR SUPPORT – LESSONS LEARNED FROM THREE NONPROFIT LEADERS

May 22 | 2:00 p.m. to 3:00 p.m.

As the entire world seeks to reimagine itself after COVID-19, so too must our nation look to reimagine the ways in which we fund, fuel and support the most vulnerable amongst us and the organizations that serve them. Throughout Milwaukee, nonprofit leaders have been forced to reimagine program delivery, fundraising efforts, donor outreach, while still continuing to fight for the needs of those they serve. In this TEMPO Talks session, we will hear the difficult and challenging lessons learned of three nonprofit leaders as well as their ability to adjust, engage in a virtual new normal and highlight their strengths to uniquely deliver their value. Patti Gorsky, Make-A-Wish, will share her team's success in pivoting to a virtual fundraising event in a matter of weeks. Gerry Howze, PEARLS for Teen Girls, will share her organization's response and being one of the last fundraising events to be held in-person before the COVID-19 quarantine. Finally, we will hear from Linda Benfield, who serves as Board Chair of United Way to provide the perspective of a Board's role during a crisis.



TEMPO TALKS: THE FUTURE OF GATHERING

Friday, May 29 | 3:00 p.m. to 4:00 p.m.

The Future of Gathering new write up - No one has a crystal ball, but it's certain that the way people will gather at large events such as concerts, festivals and sporting events will not be the same as the state and municipalities begin to phase out of Safer at Home. In this TEMPO Talks session, three local leaders and TEMPO Milwaukee members, **Jodi Gibson** (Zoological Society of Milwaukee), **Sarah Maio** (Wisconsin Center District) and **Peggy Williams-Smith** (Visit Milwaukee) will share what they're hearing about the future of gathering in large groups, what it means for tourism and hospitality, predictions for what the transition to a new normal will look like and how their organizations are preparing. Additionally, we'll talk about making the most of our Milwaukee summer! This year will look a little different, but there are still plenty of things to get excited about and ways to enjoy the longer days and warmer temps that we wait all year for.





DECEMBER PROFESSIONAL DEVELOPMENT
SERIES LED BY ANDRÉA MICHEL

“HOW TO USE LANGUAGE TO TRANSFORM YOUR LEADERSHIP”

December 6, 2019

Andréa Michel led the final PD Series of the year speaking on the power of language. According to Andréa, the power of language can be depicted when there are two leaders that have some sort of miscommunication, it can begin a war (not necessarily a violent war) or it can end wars. Language is the vehicle to either start or end it. The power of language reaches far and wide, it can make you feel comfortable in a foreign land, allow you to understand certain cues, react appropriately or understand someone more clearly. The importance in understanding the power of language lies in the fact that all transformation leaders must learn how to read cues. With that though comes the responsibility of being able to read the cue but do not interpret or judge based solely on that alone. Ask questions and make sure you are understanding every situation fully. 93% of language is nonverbal. 38% is vocal (tone, pitch, etc.) and 55% is visual (body language, etc).

*“The quality of our lives is determined
by the quality of the questions we ask.”*

PAST EVENTS



ANNUAL HOLIDAY PARTY

The annual holiday party was one for the books with a record crowd of around 250 members, Emerging Women Leaders and their guests in attendance! The event raised more than \$2,500 for the TEMPO Milwaukee Foundation through the raffle. The newest group of Emerging Women Leaders joined existing members for their first official TEMPO Milwaukee event to celebrate the success of 2019 and toast to an even better 2020!



JANUARY PROGRAM MEETING

ECONOMIC OUTLOOK

January 16, 2020

Brian Andrew, Chief Investment Officer at Johnson Financial Group, led our annual Economic Outlook program with a presentation he titled “Liquidity Trumps Growth” in January. Looking at what is expected to come in the year ahead, Brian noted some key trends including politics dominating policy making and markets, stable interest rates, economic growth pick-up, reducing business and investment risks, and alternatives to public markets. Brian examined trends and charts on U.S. economic growth, unemployment vs. wage growth, overall Wisconsin labor growth, and capital expenses to help guide predictions on what is to come in 2020. Brian also explored new technology drivers and the impact that they will have on the future economic outlook.

For our largest Economic outlook to date, Brian delivered an outstanding presentation to both members and Emerging Women Leaders. [Click here](#) to view his full presentation deck.

“Brian Andrew’s presentation was tremendous – insightful, analytical, informative, forward-looking and entertaining.”



MENTOR AWARDS

On February 13, 2020 more than 600 Milwaukee leaders joined in celebrating TEMPO Milwaukee's 30th Annual Mentor Award winners; Nancy Hernandez, DeVona Wright Cottrell and ManpowerGroup. They were honored and recognized for their ongoing dedication to mentoring within the Milwaukee Community.

Corporate Recipient:

ManpowerGroup (accepted by *Michelle Nettles, Chief People & Culture Officer*):

"Every day our employees believe in human potential."

The only corporate recipient to receive the Mentor Award twice, ManpowerGroup was recognized by our judges for its continued dedication to setting the bar for other corporations with its unique mentoring initiatives both in and outside of its walls. ManpowerGroup's nomination outlined the company's passion for mentoring stating, "our company believes the best way to build a diverse talent pipeline is to attract and promote more women and lose less. It is truly a place where women want to work to be mentored and develop their professional skills." ManpowerGroup boasts the most diverse Board in the industry, and are on track for 40% of its Executive Leadership Team and Key Leadership Team roles to be held by women this year.

• **ManpowerGroup designated a scholarship be provided in its name to Alverno College.**

> Watch ManpowerGroup's video [here](#).

Individual Recipient:

Nancy Hernandez, *President, Hispanic Collaborative*:

"Mentoring is a critical path to leadership in our boardrooms."

Nancy Hernandez was nominated by her long-time mentee, Peggy Williams-Smith, who noted Nancy isn't one for the spotlight but rather works to shine the light on others. Nancy was praised in her nomination for taking pride in acclimating new Hispanic professionals into the fabric of the Milwaukee community. She was also credited for ensuring diverse audiences are heard and always looking to get people of diverse backgrounds to the table to ensure they have exposure they normally wouldn't receive.

• **Nancy designated the TEMPO Milwaukee Mentor Award scholarship be given in her name to Marquette University - where she serves on the Board of Trustees.**

> Watch Nancy's video [here](#).



Con'd on next page >



MENTOR AWARDS (continued)

Individual Recipient:

DeVona Wright Cottrell, *Director & Associate General Counsel, Baird:*

*"Mentorship is like running a relay.
The person you are mentoring should
never have to start from the beginning.
They start where you left off."*



DeVona Wright Cottrell was nominated by her mentee, Isioma Nwabuzor. In her nomination, DeVona was recognized for being an incredible resource to women of color, a trusted advisor and for her powerful, reverberating and sincere impact. Her nomination read, "she not only stands in solidarity with those she mentors, but she speaks and fights on their behalf in rooms that they may not have access to. She is a woman of integrity who stands for the progression of those like her."

• DeVona selected **University of Wisconsin-Milwaukee** to receive the **TEMPO Milwaukee Mentor Awards scholarship** in her name.

> Watch DeVona's video [here](#).

Thank you to everyone who joined in celebrating the accomplishments of the winners and the importance of mentoring!



FEBRUARY PROFESSIONAL DEVELOPMENT SERIES

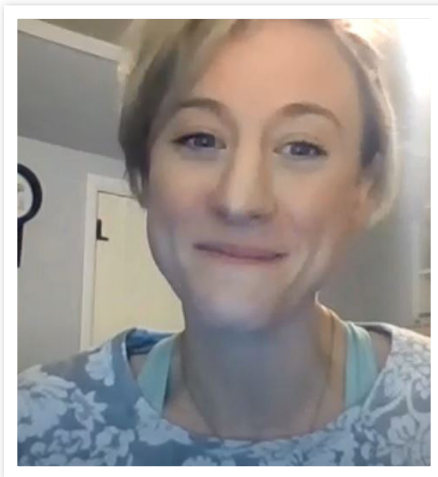
“SERVANT LEADERSHIP – BECOMING THE UNFORGETTABLE LEADER”

February 28, 2020

Kelly Kluge, President & CEO of Kluge Advisors led the first PD Series of the year on servant leadership. Kelly walked attendees through the origin of servant leadership tracing all the way back to 1970 with Robert K. Greenleaf who said *“the servant-leader is servant first...it begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead. That person is sharply different from one who is leader first.”*

So why does this matter? Kelly explained that we are waist-deep in the 4th Industrial Revolution and what is needed now more than ever before is trust. Kelly suggest that the way we master trust is through servant leadership and connecting with one another within our workplaces while also connecting with the organization’s vision, mission and values.

Kelly left attendees with her formula for leadership during our crisis of trust. In order to remember the importance of trust, Kelly taught us $C^3 + E^3 = T^3\infty$. In other words, **C**ommunicate, **C**ollaborate, **C**hange + **E**xperiment, **E**mpathy, **E**volve = **T**ransparency, **T**echnology, **T**rust ...**without limit**.



EWL MINDFULNESS MEDITATION: BE HERE.

April 1

In the midst of the chaos caused by COVID-19, the EWL Engagement Committee came together to pull off EWL’s very first virtual event; a much-needed time for reflection and mindfulness. EWLER Ann Givens, certified yoga instructor and Director of Marketing with Generac, led the meditation virtually, reaching EWLErs all across the region in the comfort of their own homes.

[Click here to view the full meditation.](#)

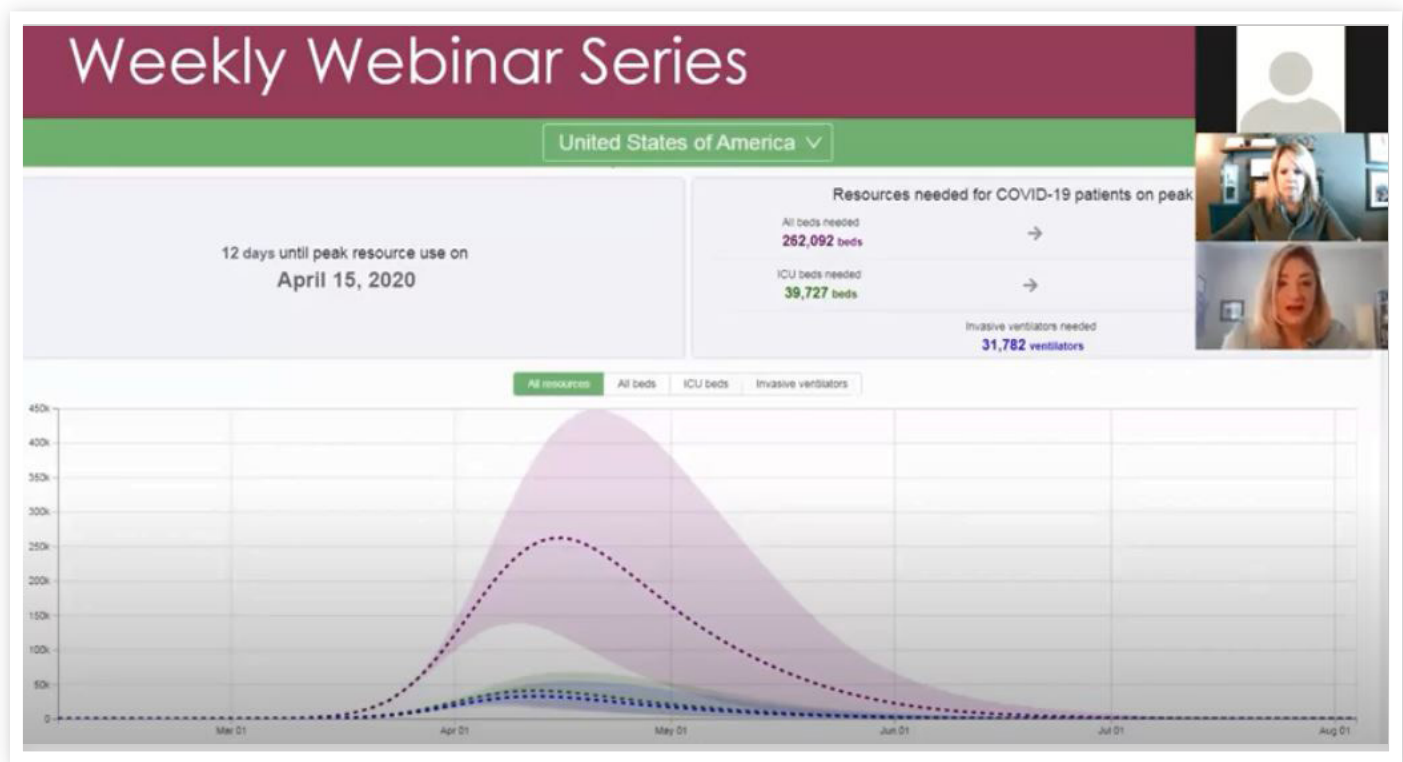
TEMPO TALKS: COVID-19 INFORMATIONAL WEBINAR

Led by Maggie Daun, Corporation Counsel, Milwaukee County
April 3

For the first installment of TEMPO Talks: COVID-19 Informational Webinars, TEMPO Milwaukee member Maggie Daun led a discussion on the most current facts and figures of the ever-evolving impact COVID-19 had on our city and state as a whole. As Corporation Counsel for the city of Milwaukee, Maggie shared detailed insights into the various meetings she participates in daily as more and more information and legislation becomes made known and shared publicly.

Maggie not only gave a look into the government's work on this pandemic but also shared with members, Emerging Women Leaders and guests how she is coping with the ever changing climate, how she continues to engage her team during their extended work-days and the importance of staying home and following updates as they become available.

[Maggie's full presentation can be viewed here.](#)



TEMPO TALKS: EMPLOYEE WELL-BEING DURING TURBULENT TIMES

Led by Kelly Renz, CEO, Novo Group

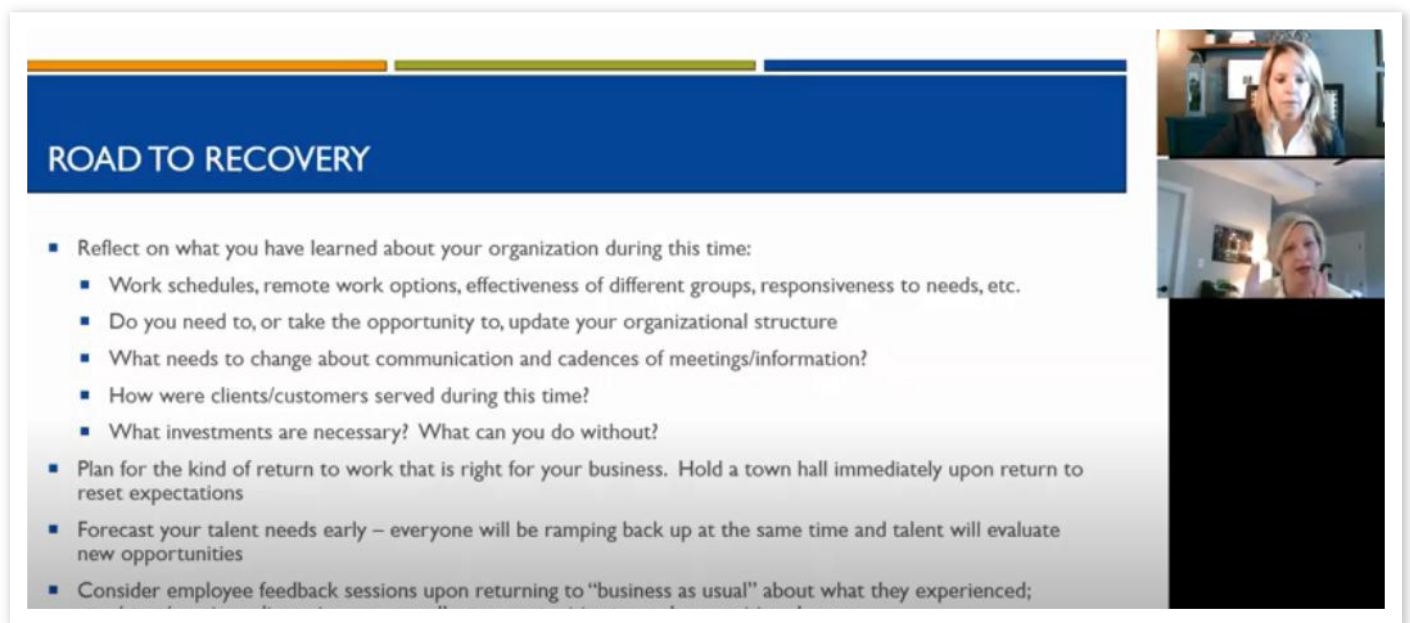
April 9

As CEO of Novo Group, a recruiting and talent effectiveness firm, TEMPO Milwaukee member Kelly Renz provided an informational webinar on how to care for one's team during these uncertain times.

With tangible takeaways on what employers can be doing right now to ensure their employees are feeling heard, connected, and productive in these unique working environments. Not only did Kelly share what can be done right now with employee

wellbeing, but she also spent time looking ahead. While we don't know what the future will look like, Kelly suggests we must begin planning for what those phases could look like for each of our own workplaces and prepare employees.

For those who were unable to attend or would like to re-watch Kelly's presentation, [click here](#).



ROAD TO RECOVERY

- Reflect on what you have learned about your organization during this time:
 - Work schedules, remote work options, effectiveness of different groups, responsiveness to needs, etc.
 - Do you need to, or take the opportunity to, update your organizational structure
 - What needs to change about communication and cadences of meetings/information?
 - How were clients/customers served during this time?
 - What investments are necessary? What can you do without?
- Plan for the kind of return to work that is right for your business. Hold a town hall immediately upon return to reset expectations
- Forecast your talent needs early – everyone will be ramping back up at the same time and talent will evaluate new opportunities
- Consider employee feedback sessions upon returning to “business as usual” about what they experienced;

The slide also features two small video thumbnails on the right side, showing participants in a virtual meeting.

TEMPO MILWAUKEE'S VIRTUAL ANNUAL MEETING

April 16

Nearly 200 members and Emerging Women Leaders attended TEMPO Milwaukee's first-ever Virtual Annual Meeting! Although this event looked much different than what we are used to, the TEMPO connections were felt through the screens and within the audience participation through the Zoom chat box.

With a robust agenda, this year's meeting served as Marybeth Cottrill's final program meeting as Board Chair with a membership vote of approval on the new TEMPO Milwaukee Board including the acceptance of Lori Richards as new Board Chair for 2020-21 and DeVona Wright Cottrell as Vice-Chair.

We also welcomed our newest group of TEMPO Milwaukee members including six Emerging Women Leaders who were nominated and accepted into TEMPO! The third-annual Continuing Education Grant recipients were publicly announced and recognized. And last but not least, Jen Dirks unveiled the new 2020-2023 strategic plan with a summary of our recent Member Inclusion Survey results.

With so much to look forward to, celebrations and important milestones, we encourage anybody who was unable to attend this session to view it [online here](#).



CONTINUING EDUCATION GRANT RECIPIENTS

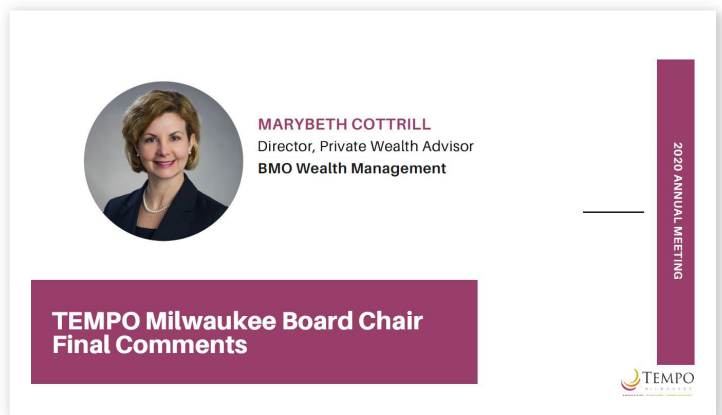
LALITHA MURALI
 Gifted & Talented Coordinator Teacher License
 University of Wisconsin- Whitewater

LOVINA AKOWUAH
 Executive Coaching Certification Program
 Institute for Organizational Development

OBY NWABUZOR*
 Commercial Real Estate Program
 Cornell University
 *EWL member

2020 ANNUAL MEETING

TEMPO



MARYBETH COTTRILL
 Director, Private Wealth Advisor
 BMO Wealth Management

**TEMPO Milwaukee Board Chair
 Final Comments**

2020 ANNUAL MEETING

TEMPO



2019-20 HIGHLIGHTS

45th anniversary 1975-2020

82 New Members
 425 Members Total
 290 Companies Represented

91% retention rate

Celebrated Thirty years of Mentor Awards

68 new mentoring matches with EWL members

Added 25 women to Mentor Circles

43 Events held in 2019-20 including program meetings, Women's Affinity Alliance, and Professional Development Series

Deployed a comprehensive MEMBER INCLUSION SURVEY

SOLD OUT LEADERSHIP EVENT WITH KENDRA SCOTT

\$42,300 AWARDED TO LOCAL WOMEN BY THE TEMPO FOUNDATION

Set a goal to train 1,000 women in salary negotiation

WOMEN'S LEADERSHIP COLLABORATIVE



WHAT WE'LL DO:
FOUR KEY STRATEGIES TO REACH OUR GOAL

THE MEMBER EXPERIENCE

Network & Value
 Acknowledge the collective power of TEMPO Milwaukee's membership network, and the uniqueness of each individual member and leverage these strengths to further impact our mission and vision.

Legacy & Brand
 Maximize TEMPO Milwaukee's brand equity and 45-year history to build awareness of the organization and support growth over the next 45+ years.

Equity & Belonging
 Create an environment of inclusion and belonging where ALL members' differences and perspectives are supported and valued. Provide a platform for advocating, addressing and promoting women's equity issues.

Community & Impact
 Serve as the premier resource, business partner and thought leader to the media, local companies, nonprofits, associations and other businesses with a shared interest in advancing women leaders.

Financially Strong Organization

TEMPO



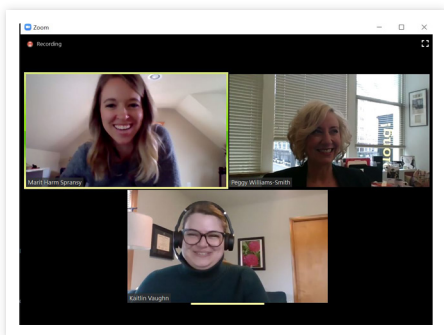
TEMPO TALKS: HEALTH, SCIENCE AND HUMANITY

Led by Mara Lord, VP of University Engagement & Strategic Planning, Medical College of Wisconsin

April 17

TEMPO was thrilled to welcome member Mara Lord as host of this installment of TEMPO Talks where she was able to share with fellow members, Emerging Women Leaders and guests some of her front-line insights into the local fight against COVID-19. Speaking on behalf of the Medical College of Wisconsin, Mara provided a big picture overview of what it is like working in the medical field during this global pandemic.

Taking a look at the science side of the virus, Mara shared current numbers of cases both from a local and national level, explained the process of flattening the curve, or what she shared as “CATtening the curve,” how social distancing works, and a look into the extensive process of developing vaccines. From a humanity perspective, Mara explored the economic impact that the pandemic has already had on our nation and what “getting back to normal” could look like. [Click here for a full recording of Mara’s webinar.](#)



EWL PROGRAM MEETING

“A CONVERSATION WITH PEGGY WILLIAMS-SMITH”

April 23

For EWL’s first-ever virtual program meeting, TEMPO Milwaukee’s own Marit Harm-Spransy interviewed TEMPO member and Past President, Peggy Williams-Smith. As the recently appointed CEO of Visit Milwaukee, Peggy was sought after by EWL to not only hear her unique perspective on the COVID pandemic and obvious impact on our city, but also to hear her leadership journey and valuable insights into the Milwaukee workforce.

Providing a background on her professional journey which led her to becoming the first-ever female CEO of Visit Milwaukee, Peggy shared her humble beginnings starting in hospitality and the impact her very first jobs had on her getting to her current position. With a passion for hospitality and all those that are touched by the industry, Peggy shared that while her move from Marcus after more than 20 years with the organization was not an easy decision, her heart for the people of this city ultimately drove her in knowing the move was an important one to make.

Along with most of us, Peggy admittedly shared that before the COVID outbreak hit Milwaukee, she did not expect it to take as big of a turn as it has. Quickly realizing the severity of the situation, however, her and her team immediately responded and have set into motion ever since plans to continue maintaining Milwaukee’s brand and position of caring for its people. And while she does not have access to a crystal ball, Peggy’s hope and vision for this city and its recovery continue to look bright as she leads her team to “pivot” over, through and under the hurdles thrown their way.

Watch Peggy’s webinar recording [here](#).

TEMPO TALKS: SMALL BUSINESS SUPPORT

Panel Discussion with Wendy Baumann, Inge Plautz, and Meghan Slocum
April 24

As small businesses take a huge hit from the COVID-19 pandemic, TEMPO members and subject matter experts on all things small businesses and banking, Wendy, Inge and Meghan led attendees through an incredibly informative webinar on what support is looking like at this time.

With the various relief packages and government aid, there is a vast amount of resources and information out there that small business owners are tasked with understanding and working through on their own. As President and Chief Visionary Officer at WWBIC, Wendy Baumann is truly a subject matter expert when it comes to small businesses. WWBIC has quickly responded to the pandemic and now houses many valuable resources on their website for all small business owners to access during this time.

From the banking perspective, Inge Plautz, Executive and SVP at Old National Bank, and Meghan Slocum, Vice President with BMO Harris Bank, both shared similar experiences in helping their clients navigate the sometimes-confusing process of applying for assistance, specifically the COVID relief efforts. And although all panelists recognized that the process can be confusing and time consuming, all still stressed the importance of continuing to apply for funding and making sure your information is in order and prepared for submitting so that your banks can assist you as effectively as possible.

To view the recorded webinar, [click here](#).



The graphic features a dark purple header with the text "Weekly Webinar Series" in white. Below this, the title "TEMPO TALKS: COVID-19" is displayed in large, bold, dark purple letters. Underneath the title, it says "WEEKLY WEBINAR SERIES HOSTED BY TEMPO MILWAUKEE EXPERTS" in a smaller, gold-colored font. The graphic includes three professional headshots of the panelists: Wendy Baumann (WWBIC), Inge Plautz (Old National Bank), and Meghan Slocum (BMO). To the right of the headshots is a vertical stack of four small video call windows showing the participants. The TEMPO logo is visible in the bottom right corner.

EMERGING WOMEN LEADERS IN THE NEWS

Have you been acknowledged in the news or received accolades fellow Emerging Women Leaders should know about? Please send the information to Kelsiee at karreguin@tempomilwaukee.org to be featured.



Nicole Biederer (Advocate Aurora Health) started a new position as the Executive Director Human Resources at Aurora in February.



Katharine Foley (Kane Communications Group) was named the 2020 President of the Southeastern Wisconsin Public Relations Society of America (PRSA) chapter.



Kaitlin Henze started a new role as Change Management/Organizational Effectiveness Consultant at American Family Insurance as of March 23.



Mariel Hildenbrand received a promotion in February to Associate Director of Grants and Compliance at WWBIC.



Brook Mayborne Brook Mayborne started a new role as Director of Human Resources Business Partners at Milwaukee Center for Independence in April.



Isioma Nwabuzor (Baird) was honored in February as one of Milwaukee Business Journal's 40 Under 40. Isioma was also featured on the [Milwaukee Business Journal's podcast](#) alongside TEMPO Milwaukee board member DeVona Wright Cottrell who serves as Isioma's mentor.



Oby Nwabuzor (American Heart Association) was one of three recipients of the third annual Continuing Education Grant. Oby will be participating in the Cornell University Certificate in Commercial Real Estate program.



Lisa Proeber (Allsteel) welcomed baby boy, Clayton Jonathan on March 13.

EMERGING WOMEN LEADERS IN THE NEWS

Have you been acknowledged in the news or received accolades fellow Emerging Women Leaders should know about? Please send the information to Kelsiee at karreguin@tempomilwaukee.org to be featured.



Cassie Schell was promoted to Lead Strategic Projects Consultant at Goodwill Industries of Southeastern Wisconsin, Inc.



Becky Stoner took a new role as Director of Development Operations with the Boys and Girls Clubs of Greater Milwaukee in January.



Becca Surges accepted a new role as Director of Development and Communications for the Society of St. Vincent de Paul Milwaukee. Her work supports SVDP's mission of eliminating poverty and hunger throughout Milwaukee County. Each year, SVDP provides \$1.8 million in goods and services to those in need.



Tyshun Wardlaw (Wardlaw Productions) was honored by the Milwaukee Business Journal as a trailblazer at this year's Diversity in Business program.

CONGRATULATIONS!

Congratulations to the six Emerging Women Leaders who were nominated and accepted into TEMPO Milwaukee in April!

Aliah Berman
GMR Marketing

Crystal Flenorl
Advocate Aurora
Health

Carlene Julius
New Resources
Consulting

Brooke Napiwocki
Crescendo Wealth
Management

Katie Rasoul
Team Awesome

Kirstin Stahl
Wells Fargo Asset
Management



NEW MEMBERS

The following new EWL members were nominated last fall and officially welcomed at orientation in January.



LINDSAY ATKINSON, ACCOUNT AND BUSINESS DEVELOPMENT DIRECTOR, BRAINCHILD STUDIOS

Lindsay Atkinson recently joined Brainchild Studios as Account & Business Development Director. Previously, Lindsay served as a Team Leader & account manager at Bader Rutter. She has over 14 years of marketing communications experience with start-up businesses and marketing agencies supporting business-to-business and business-to-consumer brands. She volunteers her time for the Milwaukee West Suburban Moms Demand Action chapter. Lindsay is a native of Watertown, Wisconsin and holds a Bachelor of Arts degree in Mass Communications from the University of Wisconsin Eau Claire.



SHELLEY BALL, CONTROLLER, PENROD

Shelley Ball joined TEMPO Milwaukee's Emerging Women Leaders in 2020. For 22 years, she has been a force of leadership in the workplace, streamlining organization, operations, and finances in diverse atmospheres: legal offices, restaurants, the Historic Third Ward Association, and most recently, a Salesforce consulting company called Penrod. She is currently responsible for creation of processes and procedures, financial reporting, team management and training, and compliance controls. Shelley is and has been a trusted pillar in multiple management roles she has taken on, as she has consistently strengthened each workplace financially, operationally, and within the needs of human resources. She is an alumna of Lakeshore Technical College and Milwaukee Area Technical College, where she studied accounting and computer programming.



MICHELLE BANKS, VP, MARKET MANAGER, ASSOCIATED BANK

Michelle Banks, Vice President Market Manager at Associated Bank. Michelle is an experienced Market Manager with a demonstrated history in the financial industry. Michelle has over 20 years' experience in the Financial Industry. Michelle is skilled in Cash Flow, Commercial Lending and Banking Credit Analysis. Michelle has a strong focus on colleague development and branch management. Michelle has a Bachelor of Science in Business Administration from Mount Mary University. Michelle is a Co-Chair for community involvement for Associated Banks Women's Network.



DIANE BEHM, MARKETING AND COMMUNICATIONS COORDINATOR, LUTHERAN SOCIAL SERVICES OF WI AND UPPER MI

Diane Behm is a passionate communications professional with a diverse history of working in health, technology and social services. From corporate to non-profit she has developed a voice for her organizations internally and externally for all audiences using social media, digital marketing, and content development. Diane loves to work on projects from beginning to end, embracing creative graphic design and execution as well as content development and strategy. A transracial adoptive mother of five, she is driven to improve and inspire change and growth for all in Milwaukee communities, and embrace diversity to overcome systemic challenges to success. Diane serves on the Board of Directors for Connecting Bridges Inc. a support group for foster and adoptive families in SE Wisconsin.

NEW MEMBERS



JENNIFER BEHNKE, DIRECTOR OF MARKETING, TESCHGLOBAL

Jennifer Behnke joined TESCHGlobal in September 2017 as the organization's first Director of Marketing. She is responsible for establishing and implementing strategic and tactical marketing initiatives designed to build brand awareness and drive lead generation. She oversees all day-to-day executions, protects brand image and identity, and focuses on exploiting nation-wide achievements. Behnke is a brand builder having worked with startup, emerging, and established organizations in both B2B and B2C markets. She also serves as the Director of Marketing for HealthLX, a TESCHGlobal company, and Apple Works Winery, her family's winery based in Germantown, WI. Formally, she served as Marketing Manager for SKYGEN USA where she played an active role in the company's rebranding launch. In 2019, Behnke launched TESCH Talks, a video interview series providing insight into business, tech, and community within Milwaukee. She holds a Bachelor of Science degree in both Marketing and Management from Concordia University Wisconsin.



CARRIE BOSANEC, DIRECTOR OF LOGISTICS, RUAN TRANSPORTATION MANAGEMENT

Carrie is the Director of Logistics at Ruan Transportation where she leads a team of logistics professionals with oversight over Ruan's largest client. She is responsible for financial performance, fostering strategic partnerships, and establishing a culture of continuous improvement, engagement, and customer satisfaction. Over the past ten years she has held various roles in logistics focusing on continuous improvement, customer account management and operations. Carrie studied Business Management at Alverno College and in her free time enjoys white wine, reading and playing golf. Carrie and her husband, Paul, live in Racine with their English Bulldog, Birdie Augusta.



ALYSON CAPP, DIRECTOR OF ETHICS, ADVOCATE AURORA HEALTH

Dr. Alyson Capp joined Aurora Health Care in 2016. In her current role as Director of Ethics for Advocate Aurora Health, Aly leads a team that provides education, consultation, and policy development resources for ethics committees, care team members, and leaders. She also guides leaders as they face values conflicts in ethical decision making. Aly provides guidance to health care professionals on ethical issues in areas including social determinants of health, values in end-of-life decision making, women and infants health, and trust in the patient-clinician relationship. Her previous roles include Master's and then Graduate Fellow Ethicist with Ascension Columbia St. Mary's and Clinical Ethicist with Aurora Health Care. Aly holds a PhD in ethics and theology from Loyola University Chicago, a master's degree in theological ethics from Marquette University, and graduated cum laude with a bachelor's degree in History from Marquette University with chemistry and theology minors.

NEW MEMBERS



AMY CARY, GROUP COORDINATOR, PEPPER CONSTRUCTION OF WISCONSIN

Amy Cary joined Pepper Construction in 2015 as a Senior Project Coordinator in their Chicago office. In 2018, she was promoted to Group Coordinator when Pepper expanded into Wisconsin. Amy was instrumental in the opening of Pepper's Milwaukee branch office, filling several key roles within the organization including sales support, business development, community engagement and operational support. She leads Pepper's outreach and networking with the subcontractor community. Amy is passionate about community service and is involved in several volunteer organizations. In March 2019 she was named a Rising Young Professional in Construction which recognized her professional accomplishments within the construction industry. Cary is a Chicago native but has called Wisconsin home for the past two years. She attended the University of Illinois Urbana-Champaign where she earned a dual Bachelor's in Communication and Spanish and graduated Magna Cum Laude.



ELLEN CHIESA, VICE PRESIDENT – GLOBAL HR OPERATIONS, CIELO

As Vice President – Global HR Operations for Cielo, Ellen Chiesa is responsible for leading initiatives that impact Cielo's global expansion and employee experience. As a member of the People & Culture leadership team, Ellen drives HR strategies in employee benefits, compensation and compliance that support the organization's continued growth and innovation as the world's leading strategic Recruitment Process Outsourcing (RPO) partner. Since joining Cielo (formerly Pinstripe) over 13 years ago, Ellen has helped it evolve from fewer than 50 employees to over 2,000 employees spanning 95 countries. Prior to her time at Cielo, Ellen taught English as a Second Language in South Korea, an experience that proved to be invaluable in developing her global mindset. Ellen earned a Bachelor of Science degree in Political Science from Western Michigan University, a Master of Arts degree in Organizational Development from Alverno College and holds the SHRM Senior Certified Professional designation. Native to Michigan's Upper Peninsula, Ellen loves the outdoors, travel and spending time with her family.



AMY CLARK, SUPPLY MANAGER, MOLSON COORS BEVERAGE COMPANY

Amy Clark joined Emerging Women Leaders in January of 2020. She is a Supply Manager in Contract Manufacturing overseeing Innovation at Molson Coors Beverage Company. She has been with MCBC for over two years; prior to MCBC Amy worked at Kohl's Corporate as an Assistant Buyer for five years. Amy is active within her company; she is the national lead of the young professional employee resource group, she is part of the sensory taste panel, and leads several MCBC sponsored events throughout the year. She is actively involved within the Milwaukee community and volunteers monthly with The Women's Center of Waukesha and participates in their Advancing Advocate Counsel. Amy is an Indiana native but has lived in Milwaukee for the last 8 years. Amy is a proud graduate from Purdue University with a Bachelor's Degree in Retail Management.

NEW MEMBERS



MAGGIE DAUSS, COMMUNITY MANAGER AND CO-FOUNDER, THE COMMONS, GREATER MILWAUKEE COMMITTEE

Maggie is the Community Manager and co-founder of the Greater Milwaukee Committee's Talent & Innovation flagship initiative, The Commons. In this role, Maggie manages and supports the relationships among the programs key stakeholders including students, alumni, corporate partners and mentors. She fosters connections and supports the development of relationships across all these groups through meaningful and engaging programming and events. Prior to joining the Greater Milwaukee Committee, Maggie worked in development for the Columbia St. Mary's and served two years in AmeriCorps in Chicago and Duluth, MN with a focus on community outreach and student engagement. Maggie graduated from DePaul University with a B.A. in Communication Studies and a minor in sociology. Her community involvement includes: Public Allies Milwaukee advisory board, Women's Entrepreneurship Week 2020 Steering Committee, Salvation Army Milwaukee Echelon, Zeidler Group Community Outreach committee member and 88Nine Radio Milwaukee volunteer.



JASMINE DEACON, PROGRAM MANAGER, PEARLS FOR TEEN GIRLS

Jasmine Deacon is the Program Manager at PEARLS for Teen Girls, Inc working to create happier/healthier communities by supporting girls in the city of Milwaukee and surrounding areas. Jasmine was introduced to PEARLS during a college internship rotation and was hired shortly after graduation. In her time at PEARLS, Jasmine has been promoted 3 times within 3 years, served about 95 girls weekly, and is now actively coaching direct service colleagues to work collaboratively with girls to become the best version of themselves. Jasmine is a board member for Milwaukee Scholars Charter School and a member of Zeta Phi Beta Sorority, Incorporated. Jasmine is a native of Milwaukee and graduated from Mount Mary University in 2016 with a Bachelor of Arts – Social Work. Jasmine is married to Dr. Albojay Deacon Jasmine is passionate about youth empowerment and positively impacting the city of Milwaukee.



HEIDI DONDLINGER, DIRECTOR – PERFORMANCE INTELLIGENCE ANALYTICS, GE HEALTHCARE

Heidi Dondlinger brings more than 15 years of experience in global product and people management. She leads multi-functional, global teams in strategy and market creation, business model innovation, and life cycle execution. Heidi views her role at GE Healthcare as a customer advocate, creating solutions that deliver on outcomes that matter to them. As Director of Performance Intelligence Analytics, she dives deeply into the user experience, learning the user challenges and what progress they want to make, in order to design a solution that helps them change behavior, invest wisely, and drive patient outcomes. Heidi is also active in her community, serving on the boards of both Schlitz Audubon Nature Center and Present Music, as well as co-leading the Milwaukee GE Girls STEM summer camp for local middle school girls.

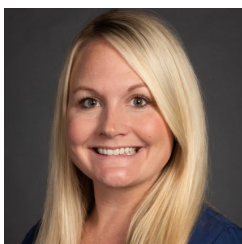
NEW MEMBERS



LAURA EMMER, EXECUTIVE VICE PRESIDENT, FINANCE, PENROD

Laura has worked at Penrod in Milwaukee, WI for over three years holding multiple different roles. She started as an Engagement Manager and transitioned into the Director of Project Delivery two and a half years ago. In her role as the Director of Project Delivery, Laura mentored and managed the Project Management team and led many initiatives to improve delivery processes and operating procedures. With a background in finance and true passion for the field, Laura recently transitioned into the Executive Vice President of Finance at Penrod where she leads the finance, IT, and legal departments.

Laura grew up in West Bend, Wisconsin and studied Finance, Investments, and Banking at University of Wisconsin, Madison where she graduated in 2014.



EMILY ENSLOW, ATTORNEY, SENIOR CONSULTANT, THE NORTHERN TRUST COMPANY

Emily Enslow is a Senior Consultant and 1940 Act Attorney within Fund Governance Solutions at The Northern Trust Company in Chicago, IL. At Northern Trust, Emily engages with clients regarding regulatory and compliance matters in the financial services industry. She lives in Wauwatosa and commutes to Chicago a few days a week. Prior to Northern Trust, Emily worked at U.S. Bank Global Fund Services, LLC. Emily is a Milwaukee area native. She attended UW - La Crosse for her undergraduate studies and Marquette University for law school. Emily is a committee member for the

Steve Cullen Healthy Heart Club Run/Walk, an annual event in which all proceeds go to a grant for heart research at the Medical College of Wisconsin.



MELISSA FARRINGTON-REDLICH, DIRECTOR, COMMUNICATIONS, BUILDING SOLUTIONS NA, JOHNSON CONTROLS

Melissa Farrington-Redlich has served as the Johnson Controls Director of Communications for Building Solutions North America since January 2020. In this position, she is responsible for developing and driving strategic communications for the Building Solutions North America business. As the communications partner for the BSNA President, she leads internal and external communications, provides executive leadership coaching and drives cohesive communication across

the NA direct channel business. She is responsible for strategic communication and change management objectives that support business priorities, drive alignment and engage key stakeholders. Since 2008, Farrington-Redlich has held roles of increasing responsibility across Johnson Controls and Clarios (formerly Johnson Controls Power Solutions). Most recently, she led global internal communications for Clarios as it was launched and established as an independent company. She has held specialized leadership positions focused on M&A communications, including the Johnson Controls and Tyco merger, as well as the Power Solutions separation. Farrington-Redlich previously served on the Business Marketing Association – Milwaukee board from 2012 – 2017. Farrington-Redlich holds a bachelor's degree in Mass Communication from the University of Wisconsin – Milwaukee.

NEW MEMBERS



MEGHAN FOCHT, HUMAN CAPITAL MANAGER, CONCURRENCY

Meghan Focht joined Concurrency in January 2019 as a Human Capital Business Partner and was promoted to her current role as Human Capital Manager in November of 2019. She manages the Human Capital Business Partners and the Training & Development teams for this quickly growing IT Consulting Company. Prior to joining Concurrency, Meghan held various roles in Human Resources supporting Milwaukee area hotels through Marcus Hotels & Resorts for over five years. Her last role with Marcus was as the HR Director of the InterContinental Hotel, now Saint Kate. Meghan is a Wauwatosa native and even though she went to college in Minneapolis at the University of Minnesota and lived a handful of years in Los Angeles, she has been back living in her home town for years. She studied Communications at the U of M, earned a Certificate in Human Resources from UCLA and completed her SHRM – Senior Certified Professional Certification. Meghan volunteers on the HR Committee for the Cathedral Center here in Milwaukee.



KATHARINE FOLEY, PR ADVISOR, KANE COMMUNICATIONS GROUP

As a PR Advisor at Kane Communications Group, Katharine works with clients to develop strategic communications plans that align with their business goals and achieve measurable results. Katharine has worked in industries including technology, start-ups, retail, healthcare, insurance, manufacturing and more. Her dynamic and varied experiences have taught her to enjoy rolling up her sleeves and digging deep to discover the cause of business challenges. She won't give up until she has an answer and a creative way to solve it. Living and working in Honduras and Argentina taught Katharine the importance of building relationships, listening to others' stories and finding common ground. It's about understanding and respecting each other's similarities and differences and becoming stronger together because of them. Not only did she learn how to hold business meetings in Spanish, navigate the complex Buenos Aires subway and teach 1st graders — she also picked up a few salsa dance moves along the way. In her free time, she enjoys going salsa dancing, attempting home improvement projects with her husband and mentoring students trying to find their way in PR.



MORGAN FRIES, DIRECTOR OF ADMINISTRATIVE SERVICES, MARCUS CENTER FOR THE PERFORMING ARTS

Morgan Fries is the Director of Administrative Services at the Marcus Performing Arts Center. In addition to managing the office of the President & CEO, she leads the administrative and office management team, and manages payroll, recruiting and on-boarding. Morgan spends much of her time involved in local young professional groups, as well as supporting her church in various leadership roles. Morgan is a Texas native and attended Texas Christian University where she received a Bachelor's Degree in Fashion Merchandising with a minor in Marketing/Public Relations. She took a detour to New York City to work in the film industry before settling in Wisconsin. She and her husband Jonathan just celebrated their first wedding anniversary.

NEW MEMBERS



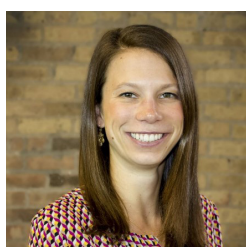
ANN GIVENS, SENIOR MARKETING MANAGER, GENERAC

Ann Givens is an accomplished marketing leader and experienced yoga teacher with over a decade of leadership experience. She currently serves as the senior marketing manager for Generac Power Systems, Inc. where she leads two divisions, Generac Industrial Power and Generac Mobile. Ann oversees go-to-market strategies, product launch campaigns and lead development for a business that produces over \$550 million annually and partners with global leaders representing a \$2 billion publicly traded company. Outside of work hours, she developed the prenatal to parent and baby yoga program at Tosa Yoga. The program has supported over 400 families as they transitioned to parenthood. Ann is an Experienced Registered Yoga Teacher (E-RYT), Registered Pre/Postnatal Yoga Teacher (RPYT) and Yoga Alliance Continuing Education Provider (YACEP) and she holds a Bachelor of Music degree from the University of Minnesota, Twin Cities. Ann currently lives in Milwaukee County with her husband and two children.



CRYSTAL GRAYL, CONTINUOUS IMPROVEMENT LEADER, PERLICK

Crystal Grayl joined Perlick Corporation in 2018 as the Continuous Improvement Leader. She is responsible for Lean and Six Sigma initiatives both in the office and on the manufacturing floor. She works closely with executive management to pave the way for change and innovation that benefit cost efficiency and lead time. Grayl has worked in design engineering, applications engineering, product safety, regulatory compliance, quality, manufacturing, project management, and continuous improvement. She started her career in the hybrid electric vehicle industry where she met with the President of the United States for her innovative work. She graduated from MSOE with a BS in Electrical Engineering and from UW Whitewater with an MBA.



KAITLIN HENZE, CHANGE MANAGEMENT/ORGANIZATIONAL EFFECTIVENESS CONSULTANT, AMERICAN FAMILY INSURANCE

Kaitlin Henze began her career in human resources after graduating from Elon University. Through a two year HR rotational program Kaitlin expanded her knowledge in the HR field as well as developed a passion for leading and developing others. After moving to Milwaukee in 2015, she continued to grow her career as an internal HR Manger at a manufacturing plant and then began working at EmPower HR in 2016. Kaitlin started at EmPower as an HR Consultant providing strategic HR consultation to a variety of small to mid size businesses and eventually began leading the HR team internally. Kaitlin started working for American Family Insurance as a Change Management/Organization Effectiveness coach in March of 2020. She enjoys developing a strong team of HR professionals as well as coaching and leading business leaders. Outside of work Kaitlin enjoys serving the Milwaukee community through community service and mentoring upcoming leaders. She is actively engaged with networking groups to continue her professional career and leadership development. Kaitlin also loves being outdoors, trying new foods, cooking, yoga, and going to local Milwaukee events.

NEW MEMBERS



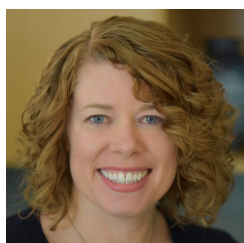
LAUREN HESS, VICE PRESIDENT, TREASURY MANAGEMENT, WINTRUST | TOWN BANK

Lauren Hess is the Middle Market Treasury Management Salesperson for Commercial Banking and Commercial Real Estate in Wisconsin for Wintrust. She has been with Wintrust since 2011 and specializes in Bank Technology, Operational Efficiencies, Fraud Prevention and Relationship Management. Lauren's career has steadily progressed in Treasury from beginning in product setup and implementations. Lauren was promoted in 2013 to be a Sales Associate for the Middle Market team covering Northern Illinois and Wisconsin, later working exclusively with the Business Banking team and eventually becoming the Treasury Salesperson for Middle Market Wisconsin in January of 2018. Lauren received her Undergrad from the University of Wisconsin Whitewater and completed the Leadership Waukesha County program in 2018 offered in partnership by the University of Wisconsin-Waukesha and the Waukesha County Business Alliance. Lauren serves on several local committees: Corporate Development, Juvenile Diabetes Research Foundation, Association for Finance Professionals, WI Chapter AMP, Waukesha County Business Alliance.



MARIEL HILDENBRAND, GRANT & CONTRACT COMPLIANCE MANAGER/ VILLAGE TRUSTEE, WWBIC/VILLAGE OF WEST MILWAUKEE

Mariel Hildenbrand joined the Wisconsin Women's Business Initiative Corp. (WWBIC) in February 2018 as the Grants & Contracts Compliance Manager. As the largest microlender in the state of WI, Mariel ensures WWBIC stays in compliance with all federal, state, and local funders. She has fostered relationships with individual investors and key funding sources through several federal agencies. In 2018 Mariel was elected as the second youngest female ever to serve as a Village Trustee for the Village Board of West Milwaukee. Prior to her work at WWBIC, Mariel traveled across the country working as a Stage Manager for regional theaters with her husband. She's lived in five different states and two different countries. She is a native of Carol Stream, Illinois, and holds dual Bachelor of Arts degrees in Intercultural Communications and Spanish & Latin American Studies, from Blackburn College. Mariel is also a proud recipient of the 2019 Tempo Foundation's Continuing Education Grant.



RENEE HILL, ADVANCE COORDINATOR, MARQUETTE UNIVERSITY

Ms. Hill recently joined Marquette University as the new ADVANCE Coordinator. The ADVANCE project, Moving Beyond Boundaries to Promote Inclusive Faculty Success, is designed to promote success for women and underrepresented minority faculty in our campus NSF-supported fields of Science, Technology, Engineering, and Mathematics (STEM) and Social, Behavioral, and Economic (SBE) sciences. Ms. Hill will be managing and coordinating all day-to-day activities with partners across campus. She spent the previous eight and half years working at the Medical College of Wisconsin as a Program Manager for the Division of Epidemiology and PhD Program in Public and Community Health. She has a BA in International Studies and Spanish from UW-Madison and will be graduating with her MBA in May 2020 from UW-Milwaukee. Outside of work she enjoys traveling the world, snuggling her nieces and being outside. Her community involvement includes raising funds for cancer research and supporting her neighborhood association.

NEW MEMBERS



SARAH JACOBSON, MARKETING SPECIALIST, EUA

Having spent the past 10 years in marketing, Sarah appreciates the ability to communicate a brand's story and value proposition through the right combination of communication channels and content. Currently a Marketing Specialist with EUA, Sarah facilitates and leads project teams in implementing large-scale campaigns, contributes to the firm's marketing efforts through multi-channel platforms and oversees content creation for various initiatives. A bit of a nerd, Sarah takes any chance to foster her curiosity and discover the latest marketing strategies and tactics. Originally from Iowa, she has enjoyed the opportunity of living in several places prior to calling Milwaukee home. Sarah holds a BA in Marketing with a minor in Graphic Design from Cedarville University.



ERIN JODAT, BUSINESS BANKING RELATIONSHIP MANAGER, U.S. BANK

Erin Jodat is a native of Cedarburg, Wisconsin where she still lives with her two children; Noah (15) and McKenna (7). She graduated cum laude from Concordia University Wisconsin with a major in Business Administration and a minor in Marketing. Erin has over 15 years' experience in banking and currently is a Business Banking Relationship Manager for US Bank. She focuses on bringing 'one bank' to her customers while assisting them in growing their businesses. Erin currently serves on the Board of Directors for the Cedarburg Chamber of Commerce to help enrich the Cedarburg community and the businesses located there. She is also very involved with the Cedarburg School district and is currently the Cedarburg High School PTO Treasurer.



HOLLY JOHNSON, FORENSIC ADVISORY SERVICES SENIOR MANAGER, GRANT THORNTON

Holly Johnson is a Senior Manager in the Forensic Advisory Services practice of Grant Thornton. She began her career as an auditor and six years ago transitioned to the forensic practice where she focuses on corporate investigations, litigation support matters, and post-acquisition disputes. She is a Certified Public Accountant and Certified Fraud Examiner who aids clients through legal disputes that require accounting and damage theory expertise. Holly is originally from St. Louis, MO and is a dedicated Cardinals baseball fan. After college in Chicago, Holly continued moving north and has been living in Milwaukee since 2012. She has a 3-year old son and a 1-year old daughter and is on the Finance Committee of the Betty Brinn Children's Museum. In her limited spare time, Holly likes to do yoga.



MAGGIE JOOS, OWNER, THE REAL GOOD LIFE

After several years of figuring out what she wanted to be when she grows up, Maggie realized she kept circling around one topic – food. She went to college at the University of South Carolina to get a hospitality management degree with a goal of opening a restaurant, but the hours weren't conducive to having a life. After a few years of testing the waters as an entrepreneur in other industries, Maggie has finally found her home as the owner of The Real Good Life, Milwaukee's best meal delivery service. The business sells food, but really is peddling time. While Maggie still helps in the kitchen when they need her, her real passion is to connect with folks reaching for crazy goals. Whether it is taking dinner off their plates or strategizing during a daydreaming session, Maggie is here to nourish the soul of anyone striving for more.

NEW MEMBERS



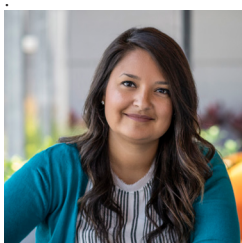
ANDREA JORGENSEN, FINANCIAL ADVISOR, HECK CAPITAL ADVISORS

Andrea Jorgensen has worked in financial services for the past seven years, beginning with six years at Robert W. Baird. Andrea joined Heck Capital Advisors in 2020 where she focuses on providing comprehensive investment management, personalized advice, and strategic financial guidance for clients. Prior to moving back to Milwaukee, and working in financial services, Andrea lived in New York, NY where she worked in fashion for Carolina Herrera and Oscar de la Renta for three years. Andrea is a native of Mequon and holds a Bachelor of Science degree from the University of Denver in Marketing, where she graduated cum laude. Andrea is active in the greater Milwaukee community, continually volunteering her time. Additionally, she previously served on the boards of Big Brothers Big Sisters of Ozaukee County, Gathering on the Green, and the Thiensville-Mequon Sunrise Rotary.



MARISSA KALKMAN, EXECUTIVE DIRECTOR, WELLNESS COUNCIL OF WISCONSIN

Marissa is the Executive Director of the Wellness Council of Wisconsin (WCWI), a statewide non-profit that supports 700 professionals from over 400 member organizations of all industries and sizes across the state, in developing and sustaining results-oriented strategies to impact employee wellbeing. Marissa is responsible for the strategic direction and growth of WCWI and works with the board of directors to ensure that WCWI continues to deliver on its mission. Marissa oversees operations, sponsor and community partnerships, and advocates and speaks on behalf of WCWI's value to Wisconsin employers. Marissa has a unique skillset in employee and organizational wellness gathered from her career experience as a consultant, strategy leader, change agent, program manager, health educator, and coach. She earned a Bachelor's degree in Psychology and Public Health, a Master's degree in Applied Health Science from Indiana University, and is a Master Certified Health Education Specialist (MCHES). She serves the community on the Board for Mental Health America of Wisconsin, on the Advisory Board for the UW Health and Wellness Management graduate program, and on Wisconsin's State Health Assessment Steering Committee



ANGELA KING, CONTROLLER, EUA

When at work, I'm in my ideal world. I'm proud to be in my role as Controller with EUA, and a part of a connected team that is integral to running our core business. I am involved in a variety of financial functions to support the business and provide leadership to our administrative support team. As EUA continues to grow, I believe it's more important than ever to have a diverse support staff that brings new ideas to the table to improve business outcomes. I really enjoy working with others; by taking an open and flexible approach and finding common ground, I am able to build connections internally and externally. I find this approach is the easiest way to work positively in teams and foster growth. When not at work, you'll find me enjoying life with others; volunteering, specifically, serving the board of Eras Senior Network, traveling, and hanging out with family and friends. I am a licensed CPA, and I graduated with a double-major in Accounting and Business Administration from Lakeland University.

NEW MEMBERS



ALISON KLEIBOR, DIRECTOR OF ANIMAL SHELTERING, WISCONSIN HUMANE SOCIETY

Alison Kleibor is the Director of Animal Sheltering for the Wisconsin Humane Society (WHS). Alison has been with WHS since 2007 and has held a variety of positions. As the Director of Animal Sheltering, Alison oversees all animal care, client services, foster, veterinary support, and transfer functions for the organization's sheltering locations. In addition to pursuing a Master's degree in Veterinary Medical Sciences, Alison has attended animal cruelty investigation training as well as animal control and humane officer trainings. Alison is a fellow in the University of Wisconsin's Shelter Medicine Northern Tier Fellowship Program. She is a Certified Animal Welfare Administrator (CAWA) and a Certified Humane Officer in the State of Wisconsin. Alison has an MS from Alverno College, a BS from Marquette University, and a graduate certificate from the University of Florida. Alison brings a passion for helping people and animals to her work and is fueled by a desire to learn and advance the animal welfare industry.



LEAH KNAPP, SENIOR CIVIL ENGINEER | ASSOCIATE VICE PRESIDENT, HGA

Leah Knapp is a Senior Civil Engineer at HGA, Inc, a national architectural and engineering firm with 11 offices around the country. After two years with HGA, she was named an Associate Vice President. She is a rising leader in the design and construction industry and is a trusted liaison and advisor to the clients she serves. Her diverse background includes a breadth of site development, infrastructure, and transportation projects which allows her to deliver innovative solutions. With a focus on sustainability, her talent and passion for the work have helped her break through industry biases in a historically male field and rise to a position where she is respected as an expert and a leader. Leah is an active member of HGA's community outreach team which provides pro-bono and volunteer services within the greater Milwaukee area.



BRIDGET KRAUS, SENIOR MARKETING MANAGER, MORTENSON

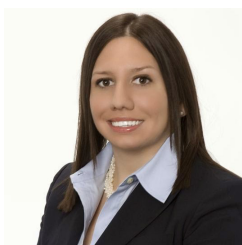
With over 16 years of industry experience, Bridget is an integral part of Mortenson Wisconsin's marketing and business development team. She works closely with the team on work acquisition and partners with customers and project teams to lead project marketing, public relations, and community outreach efforts. Bridget focuses on delivering a far superior experience that extends beyond traditional construction services. Her positive demeanor, strong relationships, and unique skillset enable her to provide creative, tailored solutions that engage Mortenson's customers, their team members, and the community on every project Mortenson builds. She is passionate about engaging and exposing youth to STEM careers and is an active community volunteer. She serves on the board of Wisconsin's Society of Professional Marketing Services (SMPS) and will lead the organization in 2020-2021. Bridget is a Wisconsin native and holds a Bachelor of Arts in public relations with a minor in marketing from Marquette University and is a SMPS Certified Professional Services Marketer. She is also the mom to her son Drew and daughter Brynn.

NEW MEMBERS



ERIKA KYLE, GRANTS ANALYST, MEDICAL COLLEGE OF WISCONSIN

Erika Kyle joined the Medical College of Wisconsin (MCW) in August 2019 as a Grants Analyst in the Office of Research. In her role at MCW, Erika manages a portfolio of medical doctors, researchers, and post-doctoral candidates seeking funding from various federal, for-profit, and non-profit sources, supporting the institution as the second-largest NIH-funded entity in the state of Wisconsin. As a business official of MCW, she manages cross-collaboration with departmental partners to ensure efficient policy- and process-driven functionality. Prior to her work at MCW, Erika held development and management roles in the corporate and non-profit sectors, including with Kendra Scott, Rice University (Houston, TX), and the Leukemia & Lymphoma Society. She is a native of Pittsburgh, Pennsylvania, and holds dual Bachelor of Arts degrees in Sociology and English - Public and Professional Writing, from the University of Pittsburgh, where she graduated magna cum laude. She currently serves on Leadership Committees for the Leukemia & Lymphoma Society - Wisconsin and the Young Wishmakers of Wisconsin for Make-A-Wish Wisconsin.



ALICIA LANTZ, REGIONAL DEVELOPMENT MANAGER, U.S. BANK

Alicia joined U.S. Bank as Regional Development Manager on April 6, 2020. Her most recent role before transitioning was as Practice Management Consultant with Northwestern Mutual where her focus was developing strategy for and consulting to NM's financial advisor teaming platform. Alicia has over 14 years of experience in the financial services industry. Prior to joining NM, she spent over nine years at Baird in various roles in Private Wealth Management focusing on practice management, strategic leadership, project management, and field development and training. Alicia obtained her bachelor's degree in Business Administration and English from the University of Iowa. Alicia serves on NM's Women's ERG board and co-chairs their Business Strategy Alignment Committee. Alicia serves on the board for Girls on the Run of Southeastern Wisconsin. She lives in Mequon with her husband Rob and 2-year-old daughter Ella.



GINGER LAZOVIK, REALTOR, SHOREWEST

Ginger Lazovik is a top producing real estate agent at Shorewest NorthShore. In 2017, she joined the Elsafy team, the highest volume team at Shorewest. Ginger is a resource to her colleagues and office serving as a mentor for new team members and planning volunteer and team building opportunities for agents. She is an active participant in local arts including being a Milwaukee Symphony Orchestra Bravo Member and frequent patron of Milwaukee Ballet and Milwaukee Repertory Theater. Ginger volunteers her time with the Whitefish Bay Education Foundation Board, Whitefish Bay Civic Foundation, and Acts Housing, a local non-profit. A native of the Fox Valley, Ginger has lived in Milwaukee area since 2002 and currently resides in Whitefish Bay.

NEW MEMBERS



SAMANTHA MATOVICH, SALES OPERATIONS ANALYST, PENTAIR

Samantha Matovich is a Sales Operations Analyst at Pentair and is responsible for providing strategic insights to the sales team to help achieve sustainable growth. She has spent her career in various sales and marketing roles within the manufacturing industry. Samantha is also actively involved in her family's restaurant and bar in Menomonee Falls, Wisconsin. Samantha resides in Wauwatosa and holds a Bachelor of Business Administration degree in Marketing from the University of Wisconsin Madison.



SARAH MEADOWS, FOUNDER & CEO, MATCH POINT CONSULTANTS

Sara Meadows is Founder and CEO of Match Point Consultants, a copywriting company, and Co-founder of The Edit Effect, a content strategy company providing consulting and online tools to small business owners. Sara has worked in communications for nearly 20 years, having worked in the agency world at Cramer-Krasselt and in corporate communications at Northwestern Mutual. She is fueled by a passion to help working women, entrepreneurs and busy moms connect with one another and make their lives easier. In addition to her businesses, she fosters community over productivity,

list-making and books with her blog, List to Live, and Instagram account, @saragmeadows. She has also founded Milwaukee's community book club, Paper Bound Society, a North Shore women's small business networking group, North Shore Biz + Bond, and is a board member of Milwaukee Art Museum's Contemporary Art Society. A Milwaukee native, Sara now resides in Whitefish Bay with her husband and two daughters.



JONA MOORE, PROGRAM MANAGER, AFRICAN AMERICAN CHAMBER OF COMMERCE

Jona Moore joined the African American Chamber of Commerce of Wisconsin (the Chamber) in February 2019, first as a consultant and now serving as Program Manager. As Program Manager of the Chamber, she oversees the SPUR Capacity Building Workshops, RISE MKE Entrepreneurial Training Program, and the newest edition of workshops for Corporate Employees. Jona also represents the Chamber on different committees including the Ethnically Diverse Business Council and United Way's: Reducing Barriers to Employment Task Force. She is a proud native of Milwaukee, WI. Jona graduated

from Jackson State University in Jackson, MS in 2010, with a degree in Biology Pre-Medicine. She is also a graduate of United Way: Project LEAD Class of 2016 and Focus Training: Accelerate Institute 2018 Cohort. Her community involvement includes the Milwaukee Urban League of Young Professionals as Social & Cultural Chair on the Executive Leadership Team and she serves on the Board for Signature Dance Company.

NEW MEMBERS



KRISTINA MOUSSEAU, OWNER & CEO, MUSSO CREATIVE

A proud Milwaukeean, Kristina has over 10 years of experience in business, working with both corporations and nonprofits including MillerCoors and Milwaukee Film. In late 2017, Kristina started Musso Creative to provide marketing services and consulting to local small businesses, nonprofits, and other entrepreneurs. She also works with Brainchild Studios, a digital content marketing agency owned by fellow EWL member, Kiley Peters. Kristina thrives on account and project management, content execution, creative problem-solving, morning coffee, and all things Milwaukee. When not working with clients, you can find her training for her next big race, watching a documentary film, or looking for a really good vegetarian taco. Excited to join EWL, Kristina strongly believes that women accomplish amazing things when supported and empowered by one another.



RACHEL OASAN, RISK ASSURANCE MANAGER, PWC

Rachel Oasan is a manager in the risk consulting practice of PricewaterhouseCoopers, PwC. Rachel specializes in advising her multinational clients on their Enterprise Risk Management, Internal Audit and internal controls compliance programs. Rachel empowers her PwC teams and clients to be the best version of themselves in mind, body and spirit. She is an advocate for diversity and creating an inclusive environment in and outside of the workplace. Rachel was born and raised in Omaha, Nebraska. She received a Bachelor of Science in Business Administration with a Concentration in Accounting from Saint Louis University where she graduated Magna Cum Laude. Rachel is a Certified Public Accountant, CPA.



DANIELLE OBERNDORFER, CONTROLLER, SELZER-ORNST CONSTRUCTION

As Controller of Selzer-Ornst Construction Company, Danielle is responsible for managing all finance, human resource and business functions of the firm. She's a member of the executive team responsible for the implementation of the firm's strategic vision, building company culture, developing company policies and leading the company's involvement in community volunteer events. Danielle is a CPA and holds a Bachelor of Business Administration degree in Accounting and a Master of Science in Taxation, both from the University of Wisconsin-Milwaukee. She is an active member of Wisconsin Commercial Real Estate Women (WCREW) where she serves as co-chair of the Membership Committee and is also on the Young Professionals Committee of the Wisconsin Institute of CPA's (WICPA), where she volunteers her time to speak to high school and college students, helping encourage them to enter into the accounting profession. Danielle lives in Thiensville with her husband and two-year-old twins. In her free time (when she finds it!), she enjoys being active doing Zumba, Pilates and hiking outdoors.

NEW MEMBERS



BETH POMIJE, COMMERCIAL VENDOR MANAGER, WISCONSIN STATE FAIR

Beth Pomije has been a part of the Wisconsin State Fair since 2005. As Commercial Vendor Manager, she is responsible for programming the 200,000 square foot Exposition Center and two marketplaces, overseeing over 450 commercial vendor locations for the annual state fair. In her former professional life, Beth taught high school Health and Physical Education and coached girls ice hockey. She now loves to merge her teaching and Fair passions through industry speaking opportunities, school career days, and involvement in the Wisconsin

Fairest of the Fairs program. She serves as the International Association of Fairs & Expositions Young Professionals Initiative Zone 4 Representative and enjoys taking part in an Adopt-a-Grandfriend program at a local assisted living facility. Beth is a native of Wauwatosa, and holds a Bachelor of Science degree in Kinesiology Education, a minor in Health Education, and a certification in Adapted Physical Education from the University of Wisconsin-Madison.



JENNIFER PROM, ENTERPRISE CARE COORDINATION SUPERVISOR, FROEDTERT

Jen joined Froedtert Health, after changing careers, in 2010 as a critical care nurse. She later became an administrative supervisor, while also providing interim leadership for the inpatient behavioral health unit. Her leadership experience subsequently included the role of ICU Manager while overseeing the inpatient hospice unit as well as inpatient dialysis. Jen is currently the Enterprise Care Coordination Supervisor for the Froedtert and the Medical College network. Prior to her nursing career Jen held various roles in business, leadership and sales.

Jen holds a bachelors of science in nursing as well as business administration. In addition, Jen has a master's in healthcare administration. She also has a paralegal certificate, holds a current WI real estate license and is currently pursuing her associates in quality management and change management certificate. She is also a board certified nurse executive and is the current board president for the American Association for Critical-Care Nurses Milwaukee chapter. Outside of work Jen and her husband, Brian, stay busy with their three boys, Logan, Lincoln and Leonidas.



SARA PUDLOSKY, A&D REPRESENTATIVE, CJ & ASSOCIATES

Sara Pudlosky joined the New Business Development team with CJ & Associates, Inc in December 2018. Her role within CJ focuses on taking her passion for design and using it to support Architects and Design firms while developing new business. She has a Bachelor of Arts degree in Interior Design with a minor in Theology from Mount Mary University. Sara is an active leader in the commercial real estate industry through her commitment serving as a board member for WCREW as well as serves on the Programs Committee and Foundation Representative for the National CREW Network. She is also

a member of IIDA, International Interior Design Association. With a passion for Wellness she enjoys supporting the Go Red for Women movement with her CJ Team. When she is not at the office you can find her at an ice rink cheering wildly for her two favorite hockey players or in a horse barn trying to catch some quiet moments learning to ride.

NEW MEMBERS



LINDSEY RODDY, NURSE, PHD STUDENT, CHIEF EXECUTIVE OFFICER, RODDYMEDICAL LLC

Lindsey is using her seven years of experience as a nurse to pursue her next career goals in the form of building her startup company, RoddyMedical LLC, and completing her PhD. She has a passion for combining business and research to improve patients' lives. Her company is developing several medical devices to enhance patient safety and mobility during their hospital stay. She is excited to learn from the experience of this diverse group of women who are leaders in their field, and hopes to bring a unique perspective that will add to an already strong group.



LETICIA SCHWENDEL, RELATIONSHIP MANAGER – WI BUSINESS BANKING, U.S. BANK

Leticia Schwengel joined U.S. Bank in June of 2016 as a Client Manager for Wisconsin's Business Banking Division. In January of 2020 she transitioned into the role of Relationship Manager for the same division of the bank. In her role, Leticia focuses on discovering and developing outside sales opportunities while also managing a large portfolio of business/commercial clients to retain and deepen those existing customer relationships. Leticia's industry experience is largely focused on financing commercial & investment real estate but also has extensive knowledge of both the Manufacturing & Healthcare industries. Leticia attended UW-Milwaukee where she earned a Bachelor's in Social Work with a concentration in Psychology. She then received her MBA from Alverno College. Most recently she graduated from the ACRE program, a real estate partnership program of Marquette University, MSOE, UW-Milwaukee and LISC. Her community/industry involvement include CARW, ACRE, AASEW and the WI Hispanic Scholarship Foundation



MAI DER SHAW, SENIOR CORPORATE COUNSEL, HARLEY-DAVIDSON

Mai Der grew up in Sheboygan, Wisconsin after emigrating from a refugee camp in Thailand when she was three. She attended the University of Wisconsin-Madison where she obtained a Bachelor of Science degree in Political Science and Legal Studies, with a certificate in Asian American Studies. Mai Der is a graduate of the University of Wisconsin Law School and has held various legal roles, from being an associate at Foley & Lardner's Milwaukee office to Legal Counsel and Director of Trade Compliance for S3 International. Currently, she is Senior Corporate Counsel at Harley-Davidson. She lives in Sun Prairie with her husband and their dog, Bruno (who runs the show).

NEW MEMBERS



MEGAN SHEFFER-CZUTA, SENIOR DIRECTOR, BUSINESS INTELLIGENCE, NORTHWESTERN MUTUAL



LYDIA SMITH, SENIOR MANAGER DIVERSITY & INCLUSION, KOHL'S

Lydia Smith is the Senior Manager of Diversity & Inclusion at Kohl's. In her role she leads the development and execution of the company's D&I strategy. Lydia is a graduate of Florida A&M University where she received an MBA with a concentration in Marketing. She's held various roles in IT, Marketing, and HR in the corporate world while driving change for city of Milwaukee as a co-owner of Social X, a professional organization focused on connecting, developing, and retaining minority talent in the city. Currently, she's an adjunct professor at MATC teaching courses in the Business school in addition to serving on the Social Responsibility Committee for the YMCA and the Marketing Committee for Milwaukee Film.



MEGAN SPRANGERS, SOFTWARE PRODUCT MANAGER, CRISIS PREVENTION INSTITUTE

A software product leader and data enthusiast, Megan Sprangers has extensive experience in leading data-driven decision making, with a focus on delivering results and creating value for customers and the business. Megan has experience in custom software solutions from concept to delivery and has excelled working with high-growth companies and start-ups. As a software product manager with the Crisis Prevention Institute (CPI), she is responsible for the vision and delivery of eLearning such as CPI's custom greenfield learning management system. Prior to CPI, Megan was a product manager at a high-growth software start-up providing financial options for orthodontic treatment. Before building software, Megan was the vice-president of business intelligence for the consulting group at an investment firm; she was responsible for reporting and analytics for current businesses and providing due-diligence to potential investments. In her free time, she enjoys playing volleyball and taking hikes along Lake Michigan.



MAGGIE TATE-TECHMANN, DIRECTOR OF ORGANIZATION DEVELOPMENT, HUMANE ANIMAL WELFARE SOCIETY (HAWS)

Maggie Tate-Techmann is the Director of Organizational Development at the Humane Animal Welfare Society (HAWS). Maggie joined HAWS in 2018 after a decade in social services administration and leadership. At HAWS, Tate-Techmann leads fund development, corporate partnerships, community and educational programming, organizational planning and growth and is passionate about growing a humane community. Born and raised in the greater Milwaukee area, Tate-Techmann is a graduate of UW-Milwaukee's Psychology and Women's Studies programming. Committed to the community, Tate-Techmann serves as a School Board Trustee for Woodlands School and is a participant in the United Way of Greater Milwaukee and Waukesha Counties Partnerships Milwaukee 2019-2020 cohort.

NEW MEMBERS



KELLY TRANTOW, TEAM LEAD, MARKETING AUTOMATION, BADER RUTTER

Kelly Trantow is passionate about marketing with more than 10 years of agency and corporate experience. Currently, Kelly is the Team Leader of Marketing Automation at Bader Rutter and an active member of the Business Marketing Association of Milwaukee. She is a Marketo Certified Expert and a Certified Salesforce Marketing Cloud Email Specialist. As the leader of the Wisconsin Marketo User Group, she is motivated to help others in the field and enjoys showing people what's possible when marketers increase operational efficiencies, provide data-driven experiences and support sales readiness. Kelly is a native of Tomah, Wisconsin and holds a Bachelor of Business Administration in Marketing and a minor in Global Business from University Wisconsin Oshkosh.



JASMIN TRESKE, RELATIONSHIP MANAGEMENT ASSOCIATE, BMO EQUIPMENT FINANCE COMPANY

Jasmin Treske is a Relationship Management Associate of BMO Harris Equipment Finance Company. Jasmin is responsible for supporting the Commercial Relationship Managers in both the US and Canada. She is responsible for providing subject matter expertise to the Relationship Managers, answering questions about pricing, equipment, tax, accounting, documentation, and credit, while providing advice on how to best structure the deal. Prior to taking on her current role, she was a Community President at WaterStone Bank and Branch Manager at Associated Bank. Jasmin started her banking career in 2010 as a part-time teller and has excelled in sales and leadership throughout her banking career. Jasmin obtained her BA in Communications from UW Milwaukee and her Associate's in Business Management from Milwaukee Area Technical College. She is currently a Youth Leader at Oak Creek Assembly of God leading the Youth Café. She also serves on the MATC Foundation Finance Committee (member), Cesar Chavez Birthday Celebration Committee as Volunteer Co-Chair, held at the Marcus Center for Performing Arts once a year, and Mount Mary University Latina Taskforce Advisory Committee. Jasmin is also an active volunteer at the Hunger Task Force Farm, Boys and Girls Club of Greater Milwaukee and Habitat for Humanity. Jasmin lives in Milwaukee with her husband Eric and their two boys.



JAYME TSCHANZ, SENIOR DIRECTOR GLOBAL TAX, ENERPAC TOOL GROUP

Jayme Tschanz is a relationship builder, strategic thinker, and lifelong learner. She is currently a Tax Director at Enerpac Tool Group in Menomonee Falls. She has had increasing roles of responsibility throughout her 16 year career including 10 years in public accounting at PwC where she developed a passion for mentoring others. Although her field is technical and constantly changing, what she loves most about her work is the relationship building and career development aspect of leading her team. Jayme is a native of Wisconsin but moved to the Milwaukee area to attend UW-Milwaukee where she earned her B.S. in Accounting and a Masters in Taxation. She is a licensed CPA in the State of Wisconsin. Jayme has served on the board of the Milwaukee Children's Choir and volunteers her time with Children's Hospital of Wisconsin, United Performing Arts Fund, and Girl Scouts of America.

NEW MEMBERS



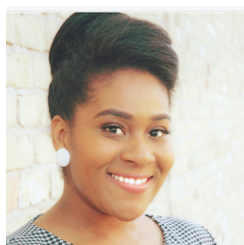
ANDREA VIRSNEIKS, MANAGER, CLIFTONLARSONALLEN LLP

Andrea Virsnieks is a manager and CPA at CLA (CliftonLarsonAllen). CLA is a national professional services firm that exists to create opportunities for their clients, their people, and their communities through industry-focused wealth advisory, outsourcing, audit, tax, and consulting services. Andrea focuses on providing assurance, tax, and consulting services to closely-held companies in the manufacturing and distribution industry. In addition, she has experience with international reporting requirements, employee benefit plan audits, and transaction services. Andrea is also the Chair of the Wisconsin Chapter of Women in Manufacturing (WiM). WiM is a national organization dedicated to supporting, promoting, and inspiring women who are pursuing or have chosen a career in the manufacturing and distribution industry.



LAUREN VOLLRATH, VICE-PRESIDENT, INVESTMENT ANALYST, BAIRD

Lauren is a Vice President and Investment Analyst within Milwaukee focusing on municipal credit research, portfolio analytics and risk control for mutual funds and separately managed accounts. She received the Chartered Financial Analyst designation in 2018 and is a member of the CFA Institute and the CFA Society of Milwaukee. Lauren joined Baird in 2012, starting as a Client Services Specialist and providing back office support to Baird Financial Advisors in Private Wealth Management. She joined Baird Advisors in June 2015 and was responsible for client reporting, compliance and account reconciliation for mutual funds and separately managed accounts. Lauren has Bachelor of Arts degrees in Music Performance and Economics as well as a Certificate in Business from the University of Wisconsin – Madison. She also has a Master of Music degree in performance from the Longy School of Music of Bard College.



TYSHUN WARDLAW, OWNER, DIRECTOR, PRODUCER, WARDLAW PRODUCTIONS

Tyshun Wardlaw is the founder of Wardlaw Productions, a start-up, and boutique multimedia/film production company located in Milwaukee, WI. After graduating from Santa Clara University with a B.A. in Business, Wardlaw relocated back to the Midwest and then earned a Master's degree in Business Management. She has over 10 years of broadcasting and television experience and is the director and executive producer of the feature-length documentary, "Growing Up Milwaukee", because behind every statistic is a story. The documentary will document the stories of three inner city youth growing up in Milwaukee who struggle with the daily dilemma of growing up Black and avoiding becoming just another statistic. The film is currently in post-production. Wardlaw is also engaged with building communities through video partnerships, with a goal of empowering youth and communities to tell their own stories through the lens.

NEW MEMBERS



JOCEE WEAVER, SPONSORSHIP MANAGER, WISCONSIN STATE FAIR

Jocee Weaver is a relationship builder who oversees sponsorships at the Wisconsin State Fair. In this role, she cultivates impactful partnerships and helps deliver meaningful brand experiences for over 125 partners. After spending over a decade in the marketing and sponsorship industry, she understands the importance of developing genuine connections built on integrity and trust. Before joining Wisconsin State Fair, Jocee spent six years working on national partnerships and marketing for Verizon and for the NCAA Maui Invitational Basketball Tournament. Jocee graduated magna cum laude from the University of Illinois' Gies School of Business and spent a summer abroad at Manchester Business School studying merger and acquisition strategies. In addition, she is a proud member of the American Legion Auxiliary and passionately serves our veterans. Outside of work, Jocee enjoys exploring the outdoors via running, hiking, and traveling and loves spending time with her husband and their three kids.



KELLI WERNLUND, ASSURANCE SENIOR MANAGER, ERNST & YOUNG LLP

Kelli is an assurance senior manager at EY with over 10 years' experience serving public and privately held companies, primarily in the industrial, consumer products and retail industries. As part of her tenure, she spent two years on assignment in Geneva, Switzerland gaining international experience working on US SEC clients, focusing on compliance and technical accounting matters. Kelli is a native of Milwaukee, Wisconsin and holds a bachelor's degree in accounting and finance from Marquette University. Kelli is a certified public accountant and member of the AICPA (American Institute of Certified Public Accountants.) She is involved on the leadership team of the EY Professional Women's Network in Milwaukee and is a mentor through the Marquette College of Business mentorship program.



JACKIE WILCOX, ATTORNEY, HUSCH BLACKWELL

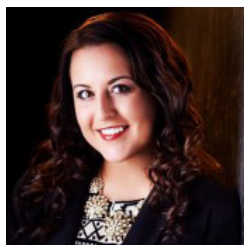
Jackie Wilcox is a business attorney and CPA in the Milwaukee office of Husch Blackwell LLP. Her practice focuses on complex business transactions such as mergers and acquisitions, reorganizations, debt and equity financing, and joint ventures. She also assists clients with commercial contract matters, corporate governance and general business counseling. Jackie received her Bachelor of Business Administration (BBA), concentrating on Accounting with a certificate in Spanish, and her Juris Doctorate (JD) from the University of Wisconsin - Madison. Her community involvement includes pro bono work through the Legal Aid Society of Milwaukee and Children's Hospital of Wisconsin's Guardianship Clinic.

NEW MEMBERS



**KRISTI WILLENBRING, PROGRAM MANAGER,
CANCER SERVICE LINE, FROEDTERT HEALTH**

Kristi Willenbring is the Program Manager for the Cancer Service Line at Froedtert Health. Her primary focus is overseeing the alternative payment models within the cancer service line's value-based program portfolio. Kristi began her healthcare career at Mercy Medical Center in Cedar Rapids, Iowa, holding various roles in finance and strategic planning. She was instrumental in building the infrastructure and processes for strategic planning, business development, and capital planning for the hospital and clinic network. In her previous role at Froedtert, Kristi was a Senior Planning Analyst responsible for the strategic analytics for the cancer service line, including an annual Cancer Service Line Environmental Assessment. Her education includes a Bachelor of Business Administration degree in Finance from the University of Iowa and a Master of Healthcare Administration degree from Des Moines University.



**TAYLOR ZIEGLER, SENIOR HR TALENT GENERALIST –
BUSINESS SERVICES, HARLEY-DAVIDSON**

Taylor is currently employed with Harley-Davidson as a Sr. HR Generalist in business services supporting Harley-Davidson's Brand organization. She is actively involved in the Milwaukee community serving as a member of the UWM Alumni Association and UWM cultural mentor. Taylor has been a part of Big Brothers Big sisters in the Milwaukee area and currently mentoring entry level associates at Harley-Davidson. Taylor is a recent graduate of the Accelerate Leadership Program with Focus training. As a HR leader Taylor has spent six years growing workforce development programs, developing talent, and helping to build the next generation of talent at Harley-Davidson.

1-TO-1 MENTOR PROGRAM PROFILE

MENTEE: Liz Poeschl

About You

Position: Business Development Manager

Company: FOCUS Training

Year Joined EWL: 2019

Favorite Spot to Meet (pre-COVID): We changed it up every time! We mostly met up at places with great brunches or for happy hour. I don't think we've gone to the same place more than once because we both love to explore all the great things Milwaukee offers.

Q&A – Mentee

When were you matched with your mentor? Spring 2019

What has surprised you the most about your 1-to-1 match? How quickly we were able to establish rapport with each other. The first time we met as a match (outside of the orientation event), we went to lunch at Story Hill BKC and just launched into a back and forth conversation for well over an hour without stopping.

What has been the highlight of your 1-to-1 match so far? Honestly, for me just getting matched with a mentor- and specifically Tami- has been the best. I opened my packed last year and when I saw I was matched with Tami I thought it had to be a mistake because I already knew I hit the mentor jackpot. She's involved in so many things and she cares deeply about every one of them. When she gives you her time, she's there and it's a really nice feeling.

Has your mentor helped you work through shifts you are experiencing due to this pandemic? If so, what does that look like? We've met virtually two times during the pandemic through FaceTime or Zoom and have texted or emailed outside of that. The biggest help that Tami has given me during this time is how we are (or need to) reset expectations for what work looks like in this setting.

MENTOR: Tami Garrison

About You

Position: Community Affairs Director

Company: Molson Coors

Year Joined TEMPO: 2002

Favorite Spot to Meet (pre-COVID): Any new place that my mentee recommends that I haven't tried before. Milwaukee has so many amazing spots to discover.

Q&A

What is something you have learned about yourself through being a mentor? I have learned that I find great joy in celebrating others and watching them succeed. And if I can play a small part in helping them become their best selves then that fills my bucket in a way that words can never express.

What is something you have learned from your mentee? Most recently Liz taught me that she is more technologically savvy than I am. We were trying to take a photo during our first virtual 1:1 meeting and I overcomplicated it. It was a typical Millennial/GenXer moment that had us both laughing.



1-TO-1 MENTORING PROGRAM

If you'd like to learn more about becoming involved in the Emerging Women Leaders 1-to-1 Mentoring Program, contact Marit at the TEMPO Milwaukee office.

Want to receive career advice that can take you to the next level? Need advice from someone regarding a difficult situation at work? Want advice on building your brand? These are just some pieces of guidance that Emerging Women Leader mentees have received from their TEMPO Milwaukee mentors.

1-TO-1 MENTOR PROGRAM PROFILE (cont'd)

What has been the highlight of your 1-to-1 match so far? A highlight for me has been discovering Liz's generous soul. She continually thinks of others and finds ways to share joy and comfort. Whether it is through leading virtual workout classes for her EWL colleagues or sewing masks for the team at Froedtert, her thoughtfulness is an inspiration.

How have you been staying connected with your mentee virtually in the new climate we are in? We have done both a virtual happy hour and a virtual lunch since the start of Safer at Home orders. I am also lucky enough to be co-chairing the TEMPO Leadership event with Liz and Kathleen Penniston. That has afforded us several opportunities to connect over the past 8 weeks with more to come as we work together.

COMMITTEE MEMBER SPOTLIGHT

Welcome new committee leadership! (As of January 1, 2020)



LEADERSHIP CHAIR
Andrea Hug,
Make-A-Wish Wisconsin



LEADERSHIP CHAIR
Isioma Nwabuzor,
Baird



**COMMUNICATIONS
VICE-CHAIR**
Amanda Wright,
Northwestern Mutual



**COMMUNITY
INVOLVEMENT
VICE-CHAIR**
Lisa Proeber,
Allsteel



EVENTS VICE-CHAIR
Cassie Schell,
Goodwill Industries of
Southeastern Wisconsin



**MEMBERSHIP –
ENGAGEMENT
VICE-CHAIR**
Katy Schneider,
Medline Industries



**MEMBERSHIP –
NOMINATIONS
VICE-CHAIR**
Fran Sutter,
GMR Marketing



**MENTORING –
1-TO-1:**
Oby Nwabuzor,
American Heart Association



**MENTORING –
EWL CONNECTS CHAIR**
Rebecca Greene,
Reinhart Boerner
van Deuren s.c.

COMMITTEE MEMBER
SPOTLIGHT



**MENTORING –
EWL CONNECTS
VICE-CHAIR**
Audra Jacobs,
Capture Sports Marketing



**PROGRAMMING
VICE-CHAIR**
Natalie Verette, Advocate
Aurora Health



**TEMPO MILWAUKEE
LEADERSHIP EVENT
CO-CHAIR**
Liz Poeschl,
Focus Training

WELCOME NEW EMERGING WOMEN LEADERS! SPRING 2020

Congratulations to the newest Emerging Women Leaders! Headshots and biographies for the following new members will appear in the next issue of the EWL newsletter. EWL will now be accepting nominations bi-annually with the next nomination period in the Fall.

Bonnie Atkinson, Chief Operating Officer, Brainchild Studios

Kristi Bares, VP, Global HR, ManpowerGroup

Fiesha Lynn Bell, Major Gifts Officer, Greater Milwaukee Foundation

Katie Belz, Experienced Tax Manager, BDO US LLP

Emily Boehme, Director, Implementation & Program Services, SVM

Brittany Bozmoski, Chief Marketing Officer, Forever Companies

Michele Brehm, Wealth Management Advisor, U.S. Bank

Maritza Contreras, Strategic Partnerships Advisor, American Family Insurance

Mallory Davis, Business Development and Marketing Manager, Greater Milwaukee Committee

Delila Dawson, Patient Care Manager, Advocate Aurora Health

Ann Duffy, Director of Admissions and Financial Aid, DSHA High School

Christine Dunbeck, Marketing Manager, NARS Solutions Group

Emily Fons, Associate, Quarles & Brady LLP

Julie Gerber, Manager, Global Event Experience, ManpowerGroup

Kimberly Greene, Marketing Manager, TOPS Club, Inc.

Amanda Hoffman, Senior Director, Strategic Communications, Northwestern Mutual

Molly Mattefs, Partnership & Audience Activation Events Manager, Milwaukee Art Museum

Erin McCarthy, VP-Regional Manager, Waterstone Bank

Elizabeth Miles, Shareholder, Davis & Kuehlthau, s.c.

Lauren Peter, Financial Advisor, Northwestern Mutual

Kathryn Pettit, Creative Director, GMR Marketing

Avelina Poppert, Assistant Vice President, Business Development Associate, Byline Bank

Wendy Rice, VP-Regional Manager, Waterstone Bank

Megan Riggi, Vice President, Client and Consulting Services, GMR Marketing

Rachel Rivera, Sales/Business Development Specialist, Building Service Inc.

Crystal Roe, Account Executive, Dersé

Amy Schermetzler, Marketing and Communications Manager, MGS Manufacturing Group

Kayla Schneider, Head Trader/Systems Analyst, Pegasus Partners

Julie Steffel, Human Resources Manager, InCheck, Inc.

Elizabeth Strike, Senior D&I Talent Consultant, Associated Bank

Tori Vertelka, IT Support Engineering Manager, HealthEquity

Ashley Voigt, Talent Manager, InCheck, Inc.

Krista Weaver, Manager, Social Marketing & Consumer Brand Public Relations, Kohl's

Kathryn Whitlock, Account Director – Public Relations, Laughlin Constable

Erica Wright, Partner/Financial Advisor, Bell & Wright Financial Group of Northwestern Mutual



VIRTUAL DONATION DRIVE SUPPORTING SOJOURNER FAMILY PEACE CENTER

Organized by the EWL Community Involvement Committee

Domestic violence doesn't stop for Coronavirus. In fact, domestic violence reports to the Milwaukee Police Department were up 28% in the early weeks of April compared to the same period in 2019. Domestic violence shelters and victim services remain open. The EWL Community Involvement committee is hosting a virtual donation drive throughout the month of May supporting Sojourner Family Peace Center, which provides education, advocacy and resources to keep families safe from domestic violence.

There are several ways to support Sojourner, or we encourage you to support one of the many other nonprofit organizations working to combat domestic violence.

Below are Sojourner's current most-needed items:

- **Pillows (Standard size for shelter beds)**
- **Plus sized pajamas**
- **Paper items for shelter (plates, napkins, etc.) as we continue to avoid close contact during meal times in shelter.**
- **Sanitizing surface cleaner**
- **Hand sanitizer**
- **Masks (cloth and disposable are both welcome)**
- **Disposable gloves**

How to Donate:

Preference is shipping directly to Sojourner from an online retailer such as Amazon, Target, Walmart, etc. However, curbside drop-off for items that do not come from an online retailer will be accepted. Please note that your donation is on behalf of TEMPO's Emerging Women Leaders.

Shipping Address:

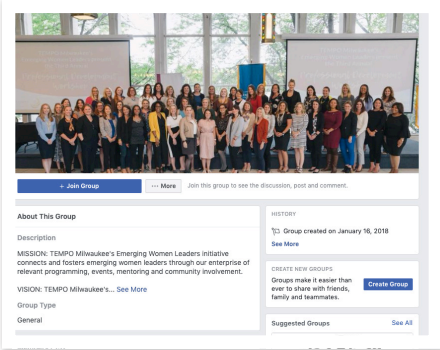
*Sojourner Family Peace Center
619 W. Walnut St.
Milwaukee, WI 53212
Phone: (414) 678-1994*

If you have any questions or would like to make arrangements for your donation to be picked up from your home, please contact the TEMPO Milwaukee office at info@tempomilwaukee.org.



GETTING ENGAGED WITH EWL

Looking to get more involved with EWL? Joining a committee is a great way to meet other Emerging Women Leaders in a smaller setting, lend your voice and talents, and get engaged! Learn more about the different committee opportunities [here](#). Connect with any co-chair or the TEMPO office to learn more and begin getting involved. Joining a committee can take place at any time throughout the year!



EWL PRIVATE FACEBOOK GROUP

If you are on Facebook and not yet connected with the private Emerging Women Leaders group, make sure to do so to keep up to date with upcoming events, birthdays, weekly member profiles, personal and professional accolades and other fun EWL content! This is a great way to connect on a personal level with other EWLers! [Request to join here.](#)

EWL LEADERSHIP CO-CHAIRS

Maggie Beckley, Advocate Aurora Health

Britt Blackwelder, Capri Senior Communities / The Brittish Way

Andrea Hug, Make-A-Wish Wisconsin

Isioma Nwabuzor, Baird

EWL Committee Chairs & Vice Chairs

Communication

Staci Groshek, Children's Hospital Foundation, Chair

Amanda Wright, Northwestern Mutual, Vice-Chair

Community Involvement

Heather Pechacek, Greater Milwaukee Committee, Chair

Lisa Proeber, Allsteel, Vice-Chair

Events:

Megan Carver, Marquette University, Chair

Cassie Schell, Goodwill Industries of Southeastern Wisconsin, Vice-Chair

Membership

Engagement

Ashley Voelz, Artisan Partners, Chair

Mara Sabatini, HGA, Co-Chair

Katy Schneider, Medline Industries, Vice-Chair

Nomination

Angie Emrey, Northwestern Mutual, Chair

Fran Sutter, GMR Marketing, Vice-Chair

Mentoring

EWL Connects

Rebecca Greene, Reinhart Boerner van Duren, Chair

Audra Jacobs, Capture Sports Marketing, Vice-Chair

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Ebony Lewis, Boys and Girls Clubs of Greater Milwaukee, Chair

Oby Nwabuzor, American Heart Association, Vice-Chair

Programming

Kortney Hamm, Leukemia and Lymphoma Society, Co-Chair

Becky Stoner, Boys and Girls Clubs of Greater Milwaukee, Chair

Natalie Verette, Advocate Aurora Health, Vice-Chair

SPONSORED BY:



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