



Staff Listing

Executive Director

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TEMPO Office

301 W. Wisconsin Avenue

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Milwaukee, WI 53203

TEMPO Officer and Board Roster 2013/14

TEMPO Officers 2013/14

President - Peggy Williams-Smith, Marcus Hotels and Resorts
Past President - Jennifer Bartolotta, Train-2-Gain
President Elect - Linda Newberry-Ferguson, Newberry-Ferguson LLC
Treasurer – *Lindsay Hammerer, KPMG
VP of Communications - *Heather McAvoy, Northwestern Mutual
VP of Governance - Heather Fields, Reinhart Boerner Van Deuren s.c.
VP of Membership - Jody Lowe, Lowe Group Communications
VP of Programs - *Jayne Hladio, US Bank
Officer - Michelle Mason, American Society for Quality
Officer - Linda Mertz, Mertz Associates

TEMPO Directors 2013/14

Hon. Kitty Brennan, Wisconsin Court of Appeals
*Krista Brookman, Catalyst
Julie Cashman-Kuhn, Experis
Katie Clark, Three Harbors Council, BSA
Lisa Froemming, Columbia St. Mary's Foundation
*Tami Garrison, MillerCoors
Rose Spano Iannelli, Spano Pratt Executive Search
Kimberly Kane, Kane Communications Group
Amy Rislov, Aurora Health Care
Sandy Wysocki, The Business Journal Serving Greater Milwaukee

***New Directors 2013/14**

TEMPO Officers 2013/14



President
Peggy Williams-Smith
Marcus Hotels and Resorts

Williams-Smith attended the University of Wisconsin-Milwaukee and began her career in hospitality operations at a semi-private country club. She has been Marcus Hotels & Resorts for fifteen years, in various positions throughout the company. She is now the Corporate Vice President, Food and Beverage for the Hotel Division. In addition to TEMPO Milwaukee, Peggy sits on the American Heart Association Board of Directors, the Marketing and Communication Committee for United Way and the Board of UCP of Southeastern Wisconsin.



Past President
Jennifer Bartolotta
Train-2-Gain

Jennifer Bartolotta moved to Milwaukee 10 years ago from Chicago where she spent 12 years in sales and sales management with Cintas. She currently serves as CEO of Train-2-Gain, which develops professional socialization and soft skills in employees. Additionally, she serves Bartolotta Restaurants as Director of the company's charitable arm, Care-a-lottas. She serves in an executive capacity on the boards of: TEMPO, the Wisconsin Humane Society, Schools that Can Milwaukee. She has been the recipient of: the TEMPO Mentor Award, the Business Journal's Women of Influence, the United Way's Philanthropic 5 Award and CG Schmidt's Ovation Award.



President Elect
Linda Newberry-Ferguson
Newberry-Ferguson LLC

Linda Newberry-Ferguson is the managing partner of Newberry Ferguson LLC, specializing in leadership and execution solutions for small and medium sized business in the areas of marketing, public relations and leadership development. Linda has served several healthcare systems in various leadership roles, Chief Nursing Officer, Chief Operating Officer and most recently as the Chief Executive Officer at Kindred Hospital Milwaukee, for the past nine years. Linda is a Director of the Board for Society Insurance, based in Fond du Lac Wisconsin. Linda gives back by devoting time and energy to organizations that she is passionate about. She serves as a Director of the Board of TEMPO Milwaukee; a Director and Chair of the Board for Metro Milwaukee American Heart Association; a Director of the Board of the Wisconsin American Lung Association and as a member of the Dean's Advisory Board for University of Wisconsin Milwaukee College of Health Sciences. She is a past board member of the Wisconsin Badger State, Science and Engineering Fairs. Linda received a Bachelor of Science in Nursing from the University of Missouri and a Master of Healthcare Systems from the University of Denver. She is married to Mitch Ferguson and they have four grown children and one granddaughter.



Treasurer
***Lindsay Hammerer**
KPMG

Lindsay is a partner in KPMG's Milwaukee office. Lindsay provides audit related services to companies in the insurance and healthcare industries as well as higher education institutions. She was born and raised in Milwaukee and is currently living in Whitefish Bay with her husband, Peter, and three children - Nick, 20; Erika, 10; and Francesca, 8.



VP - Communications
***Heather McAvoy**
Northwestern Mutual

Currently, Heather serves as the Director of Strategic Communications at Northwestern Mutual. Previously, Heather served as the Vice President, Communications at Assurant Health. In this role, she led the internal and external communication functions and oversaw executive communications, business strategy communications, employee publications and meetings, employee recognition events, sales force meetings and incentive conferences, media relations and community. Heather and her team worked closely with their business partners to develop and implement integrated communication programs that align with business strategy, drive employee engagement, and proactively manage the company's reputation. Heather joined Assurant Health in 2005, and during that time had work recognized by the International Association of Business Communicators (IABC). She holds a Master's degree in Communication from Marquette University and a bachelor of arts in both Organizational Communication and Psychology from Creighton University. She is a member of TEMPO Milwaukee and serves on the Executive Leadership Team of the American Heart Association's Go Red for Women, the Development Council for the Children's Hospital of Wisconsin Foundation and the Marketing Committee of the Next Door Foundation.



VP - Governance
Heather Fields
Reinhart Boerner Van Deuren s.c.

Heather L. Fields is an equity shareholder in the Health Care Department at Reinhart Boerner Van Deuren, s.c. She practices exclusively in the area of health law with a focus on health and hospital systems and hospice and palliative care organizations, addressing a wide variety of health care regulatory and transactional issues. Ms. Fields also is a frequent speaker on health care issues. She is a faculty member of Public Responsibility in Medicine and Research (PRIM&R), the Applied Research Ethics National Association (ARENA), The National Association of IRB Managers, inc. (NAIM), and the Illinois Institute of Continuing Legal Education (IILCE). She is a member of the Aurora Family Service Board of Directors and is also a director on the board of the HIPAA Collaborative of Wisconsin (HIPAA COW) and co-chairs the HIPAA COW Privacy Preemption Workgroup. Ms. Fields is licensed to practice law in Illinois, Michigan and Wisconsin.



VP- Membership
Jody Lowe
Low Group Communications

Jody Lowe is founder of The Lowe Group, a financial and investor communications firm based in Wauwatosa. Her firm's clients include asset management and brokerage firms, investment and technology consulting firms, and publicly-traded companies. Prior to launching The Lowe Group, Jody was Director of Media Relations and Corporate Communications with Strong Financial Corporation. At Strong, she managed media relations, corporate communications and community & government relations. Jody graduated from UW-Madison (Phi Beta Kappa) and attended graduate school at UW Milwaukee. In addition to TEMPO, she serves on the board of the Milwaukee Press Club and the Wauwatosa Public Library Foundation (treasurer and past president), and is a member of the Wauwatosa Plan Commission and the United Performing Arts Fund Campaign Cabinet (Westside Division Chair).



VP - Programs
***Jayne Hladio**
US Bank

Jayne C. Hladio joined US Bank in July 2009 and serves as the Wisconsin Metropolitan Regional Retail Banking Executive. As such, she leads and influences approximately 800 Consumer and Small Business colleagues and numerous related business partners. She possesses 25 years of experience in the financial services industry. In June 2011 Jayne was named "Women of Influence" by The Business Journal. Jayne was recently honored with select US Bank leaders as the "Most Powerful Women in Banking Team 2009, 2010 & 2012" by U.S. Banker and a "Women of Influence" for Inspirational Leadership by the Milwaukee Business Journal 2011, based on impressive business results, community service and colleague engagement. Jayne is one of 13 US Bank leaders representing 66,000+ colleagues on the US Bank Executive Leadership Council. Jayne currently serves on the Junior Achievement Madison Board, US Bank Community Development Network, Discovery World, Milwaukee American Heart Association Chair for the Walk. Jayne and her husband, Matthew and daughter, Lindsey currently reside in Milwaukee, WI where she enjoys complement interests as a professional musician, motivational speaker and leadership consultant.



Officer
Michelle Mason
American Society for Quality

Michelle Mason is a managing director at the American Society for Quality. Prior to ASQ, Michelle was a vice president of strategic research for the American Society of Association Executives (ASAE) & The Center for Association Leadership in Washington, D.C. She has more than 16 years experience in association management. She is a Certified Association Executive (CAE), with an MBA from the University of Maryland, a second master's degree in management with a not-for-profit concentration from the University of Maryland and a bachelor's degree in business administration with an emphasis in marketing. Michelle is a certified quality improvement associate (CQIA) and Six Sigma Champion. She also serves on several boards and committees in the Milwaukee community.



**Officer
Linda Mertz
Mertz Associates**

Linda is President of Mertz Associates www.mertz.com. Mertz Associates is a strategic advisory firm that provides baseline assessments and also helps companies create long-term value in the business and for its owners. Whether companies are thinking of buying, selling or growing, Mertz provides objective guidance built on over 30 years in the middle-market M&A industry.

Linda is on the board of Moore Oil, Services Plus and Cardiac Advancements and past board member of Cheney Company. She is past president of the Wisconsin Chapter of Association for Corporate Growth, past president of IMAP (International Merger and Acquisition Professionals) and a founding member of AICA (Alliance of International Corporate Advisors). She is a CPA, has her MBA and is a past recipient of The Business Journals Woman of Influence award. She is also on the TEMPO board.

TEMPO Directors 2013/14



**Hon. Kitty Brennan
Wisconsin Court of Appeals**

Judge Kitty K. Brennan has been a Wisconsin Court of Appeals Judge for District I since 2008. Prior to that, Judge Brennan served as: Chief Judge for the Milwaukee County Circuit Court for 3 years, (the first woman in that position); a Circuit Court Judge for 14 years; an attorney in private practice for 10 years; and, a Milwaukee County Assistant District Attorney for 7 years. Before her legal career, Judge Brennan was a high school English and Speech teacher. Judge Brennan is honored to have received TEMPO Milwaukee's 2006 Mentor of the Year Award and the Wisconsin State Bar's Judge of the Year for 2005.



***Krista Brookman
Catalyst**

Krista Brookman is the Senior Director of the Catalyst Inclusive Leadership Initiative. In her role, she is working to transform diversity research, expertise, and advocacy into skill-building leadership programs for emerging leaders. Ms. Brookman also serves on Catalyst's Diversity and Inclusion Council and is the relationship manager for several Milwaukee-based Catalyst member organizations.

Ms. Brookman spent more than 15 years in professional services marketing with her latest role at Deloitte. At Deloitte, Ms. Brookman directed the marketing and communication efforts for Deloitte's national manufacturing practice where she developed the Women in Manufacturing initiative in collaboration with several manufacturing trade associations. In addition, Ms. Brookman served as the marketing leader for Deloitte's Women's Initiative and Diversity & Inclusion programs in Milwaukee.

In 2011, Ms. Brookman co-founded the Women's Affinity Alliance, which is the first collaborative resource group dedicated to the progressive development of corporate women's affinity groups in the greater Milwaukee area.

In addition, Ms. Brookman is active in a number of several Milwaukee professional and community business organizations including Milwaukee Women inc, TEMPO, and Professional Dimensions. She has served as the president of the Wisconsin Chapter of the Association for Accounting Marketing and was a member of FUEL Milwaukee's Creative Council. In addition, Ms. Brookman has held various leadership roles for the Association for Women in Communications and the Legal Marketing Association.

Ms. Brookman was officially recognized as one of Milwaukee-area's emerging leaders in 2013 by the Business Journal as a 40 Under 40 award recipient.

Ms. Brookman received a BA and MBA from the University of Wisconsin-Milwaukee.



Julie Cashman-Kuhn
Experis

Julie Cashman is a CPA with more than 20 years experience in the tax and finance field. As Tax Director for Experis, a national professional services firm headquartered in Milwaukee, Julie manages the firm's Wisconsin tax practice, providing consulting work for Experis clients, overseeing tax projects, managing and developing other tax professionals and assisting on sales calls for tax engagements. Julie has previously worked for Titus, Conley McDonald LLP (now Baker Tilly), a regional public accounting firm, as well as AuditForce (now Experis, a division of ManpowerGroup, Inc.) and Journal Communications. Her specific experience includes tax compliance and analysis, process implementation, Sarbanes-Oxley process documentation, tax research and general accounting. She is a graduate of Mount Mary College with a degree in accounting. Julie is married to Gary Kuhn and has two grown children, Robert and Christina, who still live in the Milwaukee area.



Katie Clark
Three Harbors Council, BSA

Katie serves as Director of Development for Three Harbors Council. She is responsible for several special events including the annual Leadership Breakfast, foundations and oversees the marketing and technology departments. She is the council staff person working with Friends of Scouting and United Way relationships as well. She has been employed with the Boy Scouts of America for 22 years in a variety of positions in three different councils. She is a recipient of the Girl Scout Gold Award (the Eagle Scout equivalent), serves on the TEMPO Milwaukee Board of Directors and also serves on the C. M. Travis Academy Board of Directors. She also holds a Private Pilot's license rating.



Lisa Froemming
Columbia St. Mary's Foundation

Ms. Froemming is currently Vice President for External Relations for Columbia St. Mary's, and President/CEO of Columbia St. Mary's Foundation, where she directs marketing strategy, communications and public relations and system-wide philanthropy and serves on the Senior Leadership team. She was previously Senior Vice President for External Affairs and Advancement for the Milwaukee Public Museum, where she led education and public programs, marketing and public relations, philanthropy and membership, volunteers and the IMAX Theater. She has served multiple and varied non-profit clients and organizations in the fields of development, strategic planning, marketing,

community relations and board development. Past employers and clients include Milwaukee Symphony Orchestra, Pennsylvania Ballet, Peninsula Music Festival, Carolina Ballet and United Performing Arts Fund. She serves on the board of Cedarburg Cultural Center and as chair of its programming committee and is a frequent conference panelist and speaker. She lives in Mequon with her two children and three standard poodles.



***Tami Garrison**
MillerCoors

Tami Scully Garrison is the Community Commerce and Partnerships Manager for MillerCoors. She began with Miller Brewing Company in 2005. In her current role, she is responsible for community investments and partnerships in Milwaukee and three other MillerCoors brewery communities. Tami is active in the Milwaukee community serving as a Board Director of: AIDS Resource Center of Wisconsin; American Red Cross in Southeastern Wisconsin; BoardStar; Women for MACC; and the Zoological Society of Milwaukee. She is also the co-founder of the Women's Affinity Alliance. Tami is originally from Southern California and attended Tulane University.



Rose Spano Iannelli
Spano Pratt Executive Search

Rose is a founding and managing partner of Spano Pratt Executive Search. The firm started with an inspiration and vision to make the magic that happens when passion and talent are matched with the right opportunity. Today, Spano Pratt is a leading executive search firm serving a variety of industries including non-profit as well as for profit organizations.

During her more than 20-year career in recruitment, Rose has recruited for a variety of senior leadership positions including President and CEO level placements. Rose has extensive experience working with search committees of board of directors and a successful track record in the area of leadership, creative business solutions and strategic recruitment. She has received the certification from Board Source in non-profit board education and earned the SPHR - Senior Human Resource Professional from the Society of Human Resource Management. Rose is chair of the TEMPO Milwaukee Engagement Committee.



Kimberly Kane
Kane Communications

Kimberly Kane is President and Founder of Kane Communications. Previously, she served as Vice President and Co-Founder of Media Spirits and Vice President Community Relations and Government Affairs at Dohmen. Additionally, she served as Director of Client Solutions with The Novo Group, a highly recognized and awarded search firm in Milwaukee. Kimberly started her career with Novo in 2006 as a recruiter filling senior level positions. In 2008, she moved into business development and has helped broaden Novo's client base in healthcare, non-profit, academic, government and other business sectors. Before joining Novo, Kimberly spent 13 years in the television news industry; eight of them as medical reporter for WTMJ-TV. The State Medical Society of Wisconsin recognized her with the "2000 Medical Issues Reporting Award" and she received recognition from the American Cancer Society for her involvement in a special report on

cancer. Today, Kimberly interviews physicians on camera and in podcasts, develops corporate and training videos and works with companies to strengthen their media skills in media training workshops. She is active on numerous boards and advisory boards: including the Meta House, University of Wisconsin Milwaukee's College of Health Sciences and The Prairie School. She's also a busy mom, helping her four children: Spencer, Dylan, Kyle and Evelyn grow as productive and self confident people.



Amy Rislov
Aurora Health Care

Amy Rislov is the senior vice president of human resources operations for Aurora Health Care, a nationally recognized integrated delivery health care system and leader in efforts to improve the quality and delivery of health care. In her 16-year history with Aurora, Amy has remained focused on supporting leaders and caregivers in creating the best possible environment to work and to provide care to patients and communities throughout eastern Wisconsin and northern Illinois. Amy began her career at Aurora in recruitment and has since served in progressively responsible leadership and executive positions. Recently, Amy led the human resources strategy to open Aurora's two newest medical centers in Summit and Grafton. Amy's passion for TEMPO Milwaukee began early in her membership when she chaired the organization's first and second annual leadership events and has grown as she has served in various positions with the board of directors over the past five years. Amy previously served on the boards of the United Way in Waukesha County and the Arthritis Foundation of Wisconsin. Amy currently serves on the Board of the Aurora University of Wisconsin Medical Group. She has a master's degree in management from Cardinal Stritch University and a bachelor's of science from the University of Wisconsin-Madison.



Sandy Wysocki
The Business Journal Serving Greater Milwaukee

Sandy Wysocki is the Audience Development Director for The Business Journal serving Greater Milwaukee. She joined The Business Journal in January of 2002. In her role at The Business Journal, Sandy is responsible for growing the audiences of the print publication, the daily email update products, events and the website. In her marketing role, she works with dozens of professional and non-profit organizations in coordinating all marketing and sponsorship agreements for The Business Journal. Her goal is to raise awareness of The Business Journal within the business community to foster circulation growth. Before joining The Business Journal, Sandy worked for Journal/Sentinel Inc. for nearly 20 years in a variety of sales and marketing positions including Director of Research. She also worked as Vice President of Marketing for NorthStar Print Group, a subsidiary of Journal Communications.

***New Directors 2013/14**

Contact Name	Email	Company	Phone	Year Joined
Peggy Williams-Smith	peggy-smith@marcushotels.com	Marcus Hotels and Resorts	(414) 905-1154	2006
Jennifer Bartolotta	jenniferb@bartolottas.com	The Bartolotta Restaurants	(414) 935-5011	2006
Linda Newberry-Ferguson	lnf@newberryferguson.com	Kindred Hospital Milwaukee	(414) 525-2101	2008
Lindsay Hammerer	lhammerer@kpmg.com	KPMG LLP	(414) 226-1126	2006
Jody Lowe	jody@lowecom.com	Lowe Group LLC	(414)777-1880	
Linda Mertz	linda@mertz.com	Mertz Associates	(262) 523-4200	
Kitty Brennan	kitty.brennan@wicourts.gov	Court of Appeals, District 1	(414) 227-5160	2006
Krista Brookman	kbrookman@catalyst.org	Catalyst	(646) 388-7708	2010
Julie Cashman-Kuhn	julie.cashman-kuhn@experis.com	Experis	(414) 231-1146	
Katherine Clark	katie.clark@scouting.org	Three Harbors Council, BSA	(414)443-2847	2004
Heather Fields	hfields@reinhardtlaw.com	Reinhart Boerner Van Deuren s.c.	(414) 298-8166	2004
Lisa Froemming	Lisa.Froemming@columbia-stmarys.org	Columbia St. Mary's Foundation	(414) 270-4902	2000
Tami Garrison	tami.garrison@millercoors.com	MillerCoors	(414) 931-3845	2010
Jayne Hladio	jhladio@hotmail.com	US Bank	(414) 765-5005	2011
Kimberly Kane	kimberlykane53403@gmail.com	MediaSpirits	(414) 202-5762	
Michelle Mason	mmason@asq.org	American Society for Quality	(414) 298-8789 x7296	
Heather McAvoy	heathermcavoy@northwesternmutual.com	Northwestern Mutual	(414) 665-4902	2010
Amy Rislov	amy.rislov@aurora.org	Aurora Health Care	(414) 649-5850	2005
Rose Spano Iannelli	rspano@spanopratt.com	Spano Pratt Executive Search	(414) 283-9533	2007
Sandy Wysocki	swysocki@bizjournals.com	The Business Journal	(414) 908-0561	
Tracy Johnson	tjohnson@tempomilwaukee.org	TEMPO Milwaukee	(414) 905-0117	2007
Sarah Puchalski	spuchalski@tempomilwaukee.org	TEMPO Milwaukee	(414) 905-0118	2012

TEMPO Milwaukee Board Member Expectations

- Attend board meetings
- Attend TEMPO program meetings and TEMPO professional development meetings
- Attend TEMPO Milwaukee events. Purchase corporate tables, sponsorships and/or other donations, as possible
- Provide organizational resources to TEMPO, as possible
- Be an ambassador of TEMPO Milwaukee, both internally and externally
- Move TEMPO Milwaukee Strategic Plan initiatives forward on a timely basis

TEMPO Milwaukee Executive Committee Member Expectations

- Attend executive committee and board meetings
- Attend TEMPO program meetings and TEMPO professional development meetings
- Attend TEMPO Milwaukee events. Purchase corporate tables, sponsorships and/or other donations, as possible
- Provide organizational resources to TEMPO, as possible
- Be an ambassador of TEMPO Milwaukee, both internally and externally
- Move TEMPO Milwaukee Strategic Plan initiatives forward on a timely basis
- Participate in a TEMPO mentoring initiative
- Annual review and vetting of the Strategic Plan
- Participate in the review of the Executive Director

TEMPO Milwaukee Committee Co-Chair Expectations

- Lead the work of your committee
- Schedule committee meetings
- Inform the TEMPO office of new and departing committee members. Reach out to new committee members
- Serve as a point of contact, along with the executive director, for members looking for information and involvement on the committee
- Ensure that all committee members are engaged – if they are not, inform the TEMPO office
- Ensure that the committee board liaison and TEMPO office are included in conversations pertaining to the committee
- Assist the board liaison in preparation of the board report to be submitted by ‘end of day’ on the second Tuesday of each month
- With the executive director, inform TEMPO of members looking for further leadership opportunities. Work with the executive director on succession planning for the committee
- Annually, submit the name of an outstanding committee member for recognition at the annual “Volunteer Recognition Luncheon.”
- With the executive director, manage committee budgets (where applicable).
- Serve as an ambassador for TEMPO

TEMPO Milwaukee Committee Liaison Expectations

- Attend meetings for your assigned committee
- Ensure that board reports are delivered to the TEMPO office one week prior to the board meeting

TEMPO MILWAUKEE CONFLICT OF INTEREST AND ETHICS STATEMENT

As an employee/board member of TEMPO Milwaukee, I have an obligation to the organization I serve, to the general public, and to myself to maintain the highest standards of ethical conduct. I will not commit acts contrary to these standards nor will I condone the commission of such acts by others within the organization. I have a responsibility to:

Confidentiality

- Keep confidential information confidential unless legally obligated to do otherwise.
- Refrain from using or appearing to use confidential information acquired in the course of my service for unethical or illegal advantage either personally or through third parties.

Conflict Of Interest

- Avoid direct or indirect, actual or apparent, conflicts of interest and advise all appropriate parties of any potential conflict.
- Refrain from engaging in any activity that would prejudice my ability or the ability of others to carry out duties ethically.
- Refuse any gift, favor, or hospitality that would influence or would appear to influence my actions or the actions of others.

Integrity

- Refrain from violating any criminal or civil law or regulation.
- Refrain from either actively or passively subverting the attainment of the organization's legitimate and ethical objectives.
- Refrain from engaging in or supporting any activity that would discredit the organization.
- Perform my duties in accordance with relevant laws, regulations, organization policies and standards.
- Represent the interests of all people served by this organization and not favor special interests inside or outside the organization.

I _____, attest and agree to be bound by the foregoing standards. I have not been party to an unethical or conflicting action that has not been previously disclosed. I also agree to report any potential future conflicts of interest or observed unethical activity of which I have become aware to the appropriate parties. I do not currently have pending against me any criminal proceedings, nor have I been placed under arrest for or been convicted of a criminal offense within the past year.

Signature

Date

TEMPO Leadership

TEMPO Board of Directors

