



May 2015

Message From Your President

Wow, we're into May already. The April showers have really brought on the May flowers. In the spring I like to look around at all the new flowers just starting to blossom and the trees are starting to leaf out and it's so beautiful. Everything is waking up after the winter months although this wasn't much of a winter with very little snow in the mountains or rain in the valley. We may not have had the rain this winter to fill our buckets, but the Salem chapter is filling our buckets in the next few months with a lot of activities coming up soon.

Career Days is May 12th and we currently have 52 exhibitors expected to come and I'm not sure, but I think that's a record and about 400 students signed up. If you've volunteered to help please try to be there by around 8 AM to help with last minute details.

May 20th is our annual NAWIC Appreciation Night. Chick and I have been working hard to put this event together. This is our opportunity to have a night out with our spouses and/or significant others, our bosses and their spouses and to show them how much we appreciate their support of our NAWIC organization. We'll have raffle items and awards and a lot of laughter. I hope everyone will be able attend this fun event.

June will be our Election of Officers and so please be thinking of holding an office for our upcoming 2015-2016 year. We need you and your ideas to help this chapter grow!!

Nancy Lingle

President, Salem Chapter #198



As material for the construction of our building, I pledge the agility of my hands, the ability of my mind, and the integrity of my heart.

PRESIDENT

Nancy Lingle
Capitol City Door

VICE PRESIDENT

Tricia Mosier
White Oak Construction

TREASURER

Dawn Killough
Rich Duncan Construction

SECRETARY

Jaysa Nesbitt
Salem Contractors Exchange

PAST-PRESIDENT

Kay Evans
Salem Contractors Exchange

DIRECTORS:

Mary Price	Carter & Company
Jeanna Fox	Surety Solutions
Robyn Guzman	Anchor Insurance
Amanda Forkner	Turner Construction

WEBSITE

Visit our website at
nawicsalem.com

In This Issue

Message From Your President	1
Board Officers	1
Forum Alaska	2
Meeting Schedule	3
Calendar	3
Meeting Notice	4
Recap of Last Meeting	5
Rules/Food for Thought	6
Contact Information	7
Committees	8

Upcoming Events

May General Meeting

NAWIC Appreciation Night!

May 20, 2015 5:30 PM

Construction Caree Days

Volunteer for Construction Career Days !

May 12

Forum Alaska

FORUM 2015 Anchorage, AK

April 30 – May 2

by Vickie Squires

I was very privileged to be able to attend the very last Region 9 Forum, expertly presented by the Alaska Chapter. They always go the extra mile to make sure any event they hold is valuable and fun, and this one was outstanding. We are now the Pacific Northwest Region, and include members from Northern California and Nevada.

Imagine a room with five former National Presidents and our current National President. Yes, we were that lucky. Current President Sandy Field, immediate Past President Yasmine Branden, Tamie Taylor, Evie Clark, Nancy Eaton, and Chris Wigginton all added to the, at times, boisterous conversations and much laughter. Everyone's passion for NAWIC was shown in so many ways. The knowledge these ladies have to share, and love to share, is only one of the benefits of attending a Regional or National event.

DATES TO REMEMBER

- May 2 Susan Wood's Birthday
- May 5 Board Meeting
- May 12 Construction Career Day
- May 20 NAWIC Appreciation Night

- June 2 Board Meeting
- June 12 String Sales SCE Golf Tournament
- June 17 Election of Officers

- July 15 Tour by Turner Construction
- Sept 2-5 AMEC 2015 Nashville TN

To my Secret Pal:

Thank you so much for the wonderful birthday basket that you gave me. I love the balloon, basket, candy, candle, note pads and the sticky notes that you gave me. Thank you so much for kindness and thoughtfulness. I love it!!

Susan Wood

NAWIC May Anniversary's

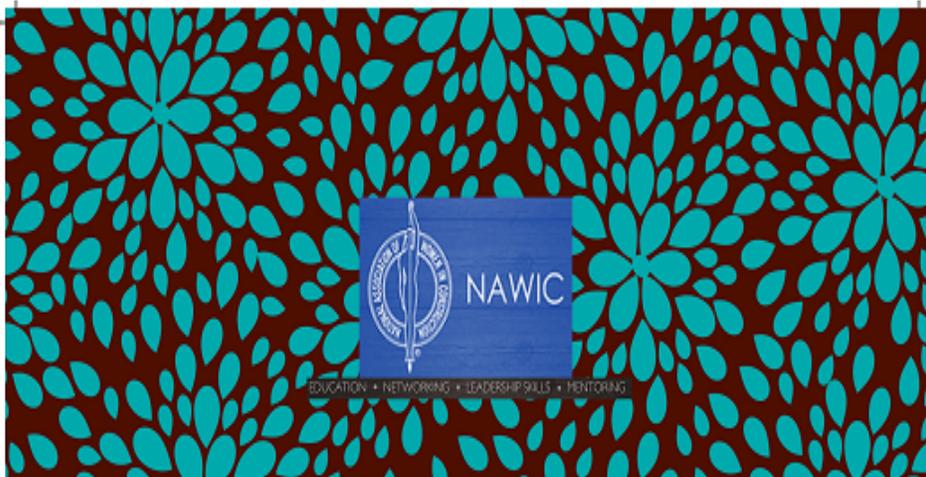
**Amanda Forkner 1 Year
Robin Guzman 1 Year
Vickie Squires 8 Years**

**It is great to have you
on board!**



May

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2 Susan's Birthday
3	4	5 Board Meeting	6	7	8	9
10 Mothers Day	11	12 Construction Career Day	13	14	15	16
	17	18	19	20 NAWIC Appreciation	21	22
23	24	25 Memorial Day	26	27	28	29
30	31	1	2 Board Meeting	3	4	5
6	7	8	9	10	11	12



Don't forget
to invite
your Bosses!

You're Invited
NAWIC Appreciation Night
MAY 20, 2015



Salem Airport Flight Deck

2680 Aerial Way SE
Salem, Oregon 97302



Come join our *Thank You!*
Salem Chapter &
express your gratitude for
those amazing Bosses who
support us!

Menu

Prime Rib
Chicken Marsala
Salmon Baked w/
Pomegranate Molasses

featuring a
Cash Only - No Cash Bar

~Please RSVP by~
~May 11~
chick@aguedowski.com

Social Hour 6pm
Dinner @ 7pm
Cost \$30

April Meeting Recap

We had a great time putting together the bags for Construction Career Day and Dawn took the lead and we voted for the new Region Director.



Last year at Construction Career Days it looks like Jeanna and Kay were the most photogenic of the NAWIC Ladies at least in the group of pictures I had access too!

We are so proud of Susan who has headed this committee up for 11 years, what a great commitment to the construction industry and the community!



50 plus hand on, informative and outside activities...way to go ladies!



Rules are meant for Governing. Staying On Top of Our Chapter.

Standing Rule #6 – The Chapters shall adopt the Sarbanes –Oxley policies approved by the NAWIC Board of Directors and must be placed in the Chapter permanent records. The policies will be reviewed annually with individual Code of Ethics and Conflict of Interest being signed by each Chapter Board Member at the first Fiscal Chapter Board Meetings.

Sarbanes–Oxley was named after sponsors U.S. Senator Paul_Sarbanes (D-MD) and U.S. Representative Michael G. Oxley (R-OH). As a result of SOX, top management must individually certify the accuracy of financial information. In addition, penalties for fraudulent financial activity are much more severe. Also, SOX increased the oversight role of boards of directors and the independence of the outside auditors who review the accuracy of corporate financial statements.

There are six sections that apply to us. Code of Ethics, Conflict of Interest, Expense Reimbursement Policy, Joint Venture Policy, Record Retention/Document Destruction Policy, and the Whistleblower Protection Policy. These documents can all be found on the NAWIC.org website.

Even though it is mandated that the Chapter Board Members review and sign these documents every year, I highly recommend that every member becomes familiar with the wording of the documents and the reason why NAWIC has adopted SOX to remain a non-profit. Of particular importance to our Chapter is the Code of Ethics and the Expense Reimbursement Policy.

FOOD FOR THOUGHT

The BIGGEST Untapped Pool of Qualified Workers May Be Women

from the NAWIC Image

MCS has made measurable progress in appealing to female candidates. One example is the recent hiring of Nicole Heil in New Smyrna Beach, Fla., who joined the company as an Installed Products Specialist. “When I found out about the job, I became interested to learn more about installing insulation,” said Heil. “When I went to the division, I applied using their kiosk, and was interviewed right away. I had a great interview with the production manager, John Ferris, so was hired pretty quickly. On the job, I mainly install batt insulation. It took me a few weeks to get up to speed, but now I make very good money. The work itself is physically demanding, but if you’re motivated, you can do very well regardless if you’re a man or a woman.”

Danny Allen, MCS Division Manager in Monroe, North Carolina, speaks proudly of the female installed products specialists that he’s hired in the past. He said, “Coincidentally, many of the female installers I’ve hired came to me from a NAWIC connection. I even have a plaque on my wall from NAWIC! Anyhow, they mostly install after paint products, which includes shower mirrors, shower doors, and bath accessories. I tend to assign them more to the products that require a lot of skill to install and that are more visible to the customer. It has to be pleasing to the eye and done correctly. They need to be meticulous and take the time to do it right. I also find that the women I’ve hired are more customer-friendly; they’re readily accessible to the customer and take the time to answer their questions. They’re very customer oriented.”

Ultimately, there is no one single answer to the labor shortage challenge in the construction industry. Bridging the gap will undoubtedly require a combination of long-term solutions like immigration reform, training programs, internships, etc. and immediate fixes like broadening the labor pool to include a greater percentage of women. Irrespective of the timeline, the common theme amongst all the solutions is a need for awareness. The construction industry is back in a big way, and the rewards and opportunities are there for anyone who is looking for a great career. ⓘ

Kat Wiggans, a member of the NAWIC East Volusia County Chapter, is currently a HR Processes and Systems Manager at Masco Administrative Services, Inc. She has worked in the construction industry for five years, based in Daytona Beach, Fla.

Ninette Turay – Lewis, a member of the NAWIC East Volusia County Chapter and is a Certified Public Accountant and has worked for Masco for over 12 years. She is currently the Director of Corporate Governance and Facilities and is responsible for Corporate Governance (Compliance & Internal Controls, Contract Compliance, Fraud Prevention, Detection and Investigation) and Facilities Management for Masco Contractor Services (MCS). MCS is a group of independent companies, which are subsidiaries of Masco Corporation (NYSE: MAS). Masco, a Fortune 500 company, is one of the world’s leading manufacturers of home improvement and building products and a leading provider of services that include installation of insulation and other building products.

Contact Information

PRESIDENT	Nancy Lingle	Capitol City Door	ncarter@capitolcitydoorinc.com
VICE PRESIDENT	Tricia Mosier	White Oak Construction	Triciamosier@whiteoakconstruction.net
TREASURER	Dawn Killough	Rich Duncan Construction	dawn@richduncanconstruction.com
SECRETARY	Jaysa Nesbitt	Salem Contractors Exchange	jaysa@sceonline.org
PAST-PRESIDENT	Kay Evans	Salem Contractors Exchange	kay@sceonline.org
DIRECTORS:			
	Mary Price	Carter & Company	junque4mary@gmail.com
	Jeanna Fox	Surety Solutions	jeanna@suretysolutionsllc.com
	Robyn Guzman	AG Sadowski Company	robin@agsadowski.com
	Amanda Forkner	Turner Construction	aforkner@tcco.com

Divine Region 9 Contacts:

Director Sarah Webb sarah@millerssheetmetal.com

Committee Chairs:

Membership Ellie Cooper elliecooper@edgecs.com

PR/Marketing Larissa Arbelovsky larbelovsky@ur.com

PEP Jeanna Fox jeanna@suretysolutionsllc.com

Safety Jackie Lacktorin Jackie.Lacktorin@veca.com

WIC Week Brenda Smith bsmith@paynewest.com

Mentorship Carol Eisenlohr ceisenlohr@legendhomes.com

NEF Lori Barrick lori@mjmgrand.net

Block Kids Cathy Hall Cathy.hall@safarielectric.com

CAD Drafting Erin Holmes eholmes@cachraninc.com

SALEM NAWIC NEWS

Please send all articles and content recommendations for this chapter to Kay by the 25th of each month.

WEBSITE

Visit our website at nawicsalem.com

FACEBOOK

Connect with us on Facebook at <https://www.facebook.com/groups/nawicsalem198>

MAILING ADDRESS

Salem chapter NAWIC #198
P.O. Box 15137
Salem, OR 97309

National Officers

President Sandy K. Field CBT, CIT sfield@hgiosa.com

President Elect Riki F. Lovejoy CBT, CIT rlovejoy@rfl-consulting.com

Vice President Connie M Leipard CIT cleipard@aol.com

Secretary Amy Berg CBT, CIT Aberg.nawic@yahoo.com

Treasurer Stephanie K. Crane CIT stephaniec@mjharris.com

Immediate Past Yasmine A. Branden CCA

yasmine.branden@neilkelly.com

NAWIC SALEM CHAPTER COMMITTEES

2014-2015

BUDGET: Director: Jeanna

Ways & Means: Dawn

Poinsettia Sales: Nancy, Tricia

Responsible for ordering Poinsettias from Egan Gardens and distributing them in December.

Birthday Auction: Chick, Jaysa

Conducts birthday auction at our membership meetings.

Contractors Exchange Banquet: Dawn, Jaysa

Audit: (3 Needed) Nancy, Susan, Chick

Audits the chapter finances quarterly.

Budget: Nancy, Dawn, Vickie, Tricia

Responsible for designing a budget for the year.

MEMBERSHIP: Chairman: Dawn Killough Director: Mary

Membership/Public Relations/Marketing: Robin, Amanda, Linda, Tricia

Responsible for promoting membership; sending NAWIC information & registration packets to prospective members.

Sends press releases to various publications regarding Chapter activities.

Social Media/Website: Tricia, Dawn

Newsletter: Kay, Vickie

PROGRAMS, EDUCATION AND PROJECTS (PEP): Director: Amanda

Legislative Awareness: Dorothy

Scholarship: Dorothy, Amanda, Elisabeth

Advertise, promote and select Scholarship Recipients.

Career Days: *Susan, Nancy, Jeanna, Amanda, Chick, Dawn, Mary, Kay Elisabeth

Helps in the planning and participates in Career Days.

Block Kids:

WIC Week (March 1st-7th): Dawn, Vickie, Amanda

Responsible for planning events for the Chapter during WIC Week, which is the first week of March every year. This includes preparing a commitment form, tracking activities during the week, and preparing a recap form after the week.

SPECIAL COMMITTEES: Director: Robin

Secret Pal: Vickie

By Laws: Robin, Nancy

Responsible for keeping our chapter standing rules and policies and national bylaws current.

Historian: Linda, Robin

Coast Retreat: Tricia, Nancy, Chick

Plans Coast Retreat, a two day event that includes Chapters from our Region. Plans Chapter event in years not hosting.

NAWIC Appreciation Night: Chick, Nancy

Plans the NAWIC Appreciation Night event to honor our bosses, usually held in the spring.