

National Association of Women in Construction



Career

Education



Future



THE CONNECTION

*Connecting leaders and members
to news from NAWIC*

February 2016

Stay Ahead! The Connection is designed to keep you informed with pertinent Association news. Read up on timely announcements and messages from the NAWIC Board, and learn about the outstanding activities our regions, chapters and members are involved in!

ANNOUNCEMENTS

Get connected to what you need to know!

Change to Credentials and Delegate Registration

By now, you should have received an email about Voting Credentials for the 61st Annual Meeting and Education Conference, Aug. 17-20, 2016, in San Antonio, Texas. You may also download Credentials forms online here.

Please note: These forms must be submitted no later than **June 19, 2016**. *There will be no exceptions.* If a chapter has submitted payment for an Early Bird registration and has not submitted its delegates' names **before June 19, 2016**, the Early Bird registration will be invalid and the regular registration rate will apply.

WIC Week 2016 is Around the Corner

It's almost here. WIC Week 2016, March 6-12, is right around the corner. Visit the WIC Week website for information about WIC Week, forms and to order the 2016 posters. We have limited availability of posters, so order today. The posters are two sided again this year so you can use them for WIC Week and then turn them over and use the rest of the year. We have already sold out of the WIC Week Pins.

Attend Your Region Forum 2016

It's almost time for region Forums. Your Region is planning its annual Forum and you won't want to miss out on what your region has planned for you. Annual Forums offer educational seminars, solutions for your business and career, networking and more.

And don't forget the fun! Regions have planned job site tours, museum tours, wine tastings and much more. Forums will be held all over the country, so don't miss the opportunity to attend a NAWIC Forum near you. Check out www.nawicnow.org/forums/ for the 2016 Forum preview guide.

NAWIC Seeks NAWIC Region Director Candidates

Have you decided that now is the time to take the next step on your leadership journey? Now is your chance to serve NAWIC as a region director. Do you know another NAWIC member who would be a great leader? Encourage her to run.

The NAWIC office is seeking qualified members of NAWIC to submit for candidacy for region director for the Midwest, North Central, Northeast and Pacific Southwest Regions. If your chapter has one or more prospective candidates for region director, please click here for more information and instructions. Deadlines are approaching quickly, so submit your candidacy today.

Attend the 2016 CURT National Conference

It's not too late to attend the 2016 CURT National Conference. The Conference will be held Feb. 8-10 at the Hilton Orlando Lake Buena Vista in Buena Vista, Fla. The 2016 national conference of the Construction Users Roundtable will be a unique opportunity to network with colleagues, learn best practices and help improve industry performance. The conference is promising to provide outstanding educational

and networking opportunities. The CURT National Conference is one of the most important industry events of the year. You won't want to miss it! For more information, [click here](#).

Nominate a Deserving Member for a NAWIC National Award

Each year, NAWIC awards three extraordinary and deserving members one of its three national awards. The awards are the Lifetime Achievement Award, the Member of the Year Award and the Future Leader of the Year Award. Nomination forms are now available online, so nominate a NAWIC colleague today. Simply log into the website at www.nawic.org. Then go to Member Center > Committees > Awards and download the forms.

The Lifetime Achievement Award was established to recognize outstanding efforts of a NAWIC member who has been actively involved throughout their NAWIC membership. A member is only eligible to win this award once.

The Member of the Year Award was established to recognize outstanding efforts of a NAWIC member who has been actively involved throughout the current NAWIC year. A member is only eligible to win this award once.

The Future Leader of the Year Award was established to recognize outstanding efforts of a new NAWIC member who has been actively involved throughout their first two NAWIC years as of May 31 of the current year. A member is only eligible to win this award once.

All nominations and required forms must be received by Dede Hughes at dedeh@nawic.org by June 1, 2016. The winners of each award will be recognized at the NAWIC Awards Gala, Friday, Aug. 19, during the 2016 Annual Meeting and Education Conference in San Antonio, Texas.



Save on UPS Shipping

Logistics saves money. Save up to 28 percent on UPS shipping thanks to the National Association of Women in Construction. Sign up today.

Take advantage of special savings on UPS shipping offered to you as a member of NAWIC. You can save up to 28 percent on air and international express shipping services. For complete details or to sign up, [click here](#) or go to www.savewithups.com/nawic/.

Save more. And get more for your business. Along with the savings, you'll have the power of logistics on your side. You get outstanding reliability, greater speed, more services and innovative technology. UPS guarantees delivery of more

packages around the world than anyone, and delivers more packages overnight on time in the U.S. than any other carrier, including FedEx. Simple shipping. Big savings. That's logistics.

Check Out NAWIC Merchandise On Sale

The NAWIC Store is having a sale! Does your chapter need speaker gifts? Would you like a little something to gift your fellow members for WIC Week? If the answer to any of these questions is yes, check out these great NAWIC-branded items on sale in February.

- Large Black and Gray NAWIC Padfolio—regular price \$15, sale price \$6
- Large Black and Red NAWIC Padfolio—regular price \$15, sale price \$6
- NAWIC Collapsible Can Cooler—regular price \$3, sale price \$2
- NAWIC Luggage Tag—regular price \$5, sale price \$4

Hurry and get your NAWIC items while supplies last. Visit the NAWIC Store online at www.nawic.org > NAWIC Store.

Rent a Tabletop Display for Your Next Outreach Event

Did you know that the NAWIC office has 6-foot tabletop displays that you can rent for your chapter or region events? You can find more information and an order form at www.nawic.org > Member Center > Member Forms, by [clicking here](#) or by contacting Lori Wagner at loriw@nawic.org or 800-552-3506. These are great marketing tools for Block Kids events, membership drives, construction expos and more!

Membership Has its Privileges

Your NAWIC membership can save you and your employer money while turning a profit for the Association. NAWIC's member services providers offer you discounts on courses and publications, health insurance, shipping, office supplies and on travel-related services.

Simply go to www.nawic.org > Member Center > Member Services to see the complete list and access the rest of NAWIC's member services.

NAWIC Career Center offers employment tools, jobs targeted to NAWIC members

Employers want you. The NAWIC Career Center features hundreds of jobs that employers want you to see. Where do employers go when they want a talented woman with experience in the construction industry? They go to the NAWIC Career Center. You can post a resume, view jobs and set up personal job alerts. Best of all, it's free. Visit the NAWIC Career

Center at www.nawic.org/nawic/Career_Center.asp today or click here.

CHAPTER OFFICER REMINDERS

Are you a chapter officer? Get helpful tips and reminders here!

Chapter Presidents

If you haven't already, please contact members who have not renewed. Divide the list among other officers, so they can help. Inform non-renewing members of upcoming events and how they can get involved. Encourage them to renew by explaining their value to the chapter and the value they receive by getting involved. Email the membership department at membership@nawic.org to obtain a list of non-renewing members in your chapter.

Chapter Treasurers

If you haven't already, please complete your chapter's IRS Compliance Certification Form and mail it to the NAWIC Office. They were due to us Nov. 1. The NAWIC Office uses the information provided on the IRS Compliance Form to report to the IRS if your chapter must file an IRS 990 or 990T return for the 2015 calendar year. The IRS requires the NAWIC Office to report which chapters must file an IRS 990 or 990T. To avoid all chapters being audited by the IRS, it is pertinent we receive this form from each chapter. Note: Please do not send copies of your tax return to the NAWIC Office. Your IRS 990 or 990T are due to the IRS Feb. 15, 2016.

Chapter Membership Chairs

When a prospective member calls the NAWIC Office requesting local chapter information, we refer them to you by giving them your name and phone number. When you field a call from a prospect, be sure you have information to share with them about upcoming chapter events and available programs.

Prospective members are looking for knowledge, education and networking opportunities. So, we want to make sure you return calls from prospects promptly. Following up with prospects and personally inviting them to your next meeting will help your chapter grow.

NATIONAL OFFICER'S MESSAGE

NAWIC Treasurer Jennifer Swinney Offers Recruiting Tips

By Jennifer M. Swinney, CBT, CDS, CIT, NAWIC Treasurer

Membership. Everyone knows the importance of bringing new members into our chapters. The dues drive our budgets, and of course more members mean more funds to work with for educational opportunities, community service projects, networking events, etc. Therefore, it stands to reason that recruiting and retaining members becomes the responsibility of all of us involved. However, methods of engaging current members, and enticing potential members often seem to be the stumbling blocks for our chapters. But when it comes down to it, the best method is to keep it simple.

1. Communication is Key. Reach out to guests who attended your last meeting. Find out what they enjoyed most about the evening. Be sure to give them a calendar of upcoming events for your chapter, and ask them when they will be coming back. Learn what they are looking for in an association, and show them how NAWIC fits that need.

2. Drop a Note. Everyone loves to receive something in the mail that isn't a bill! Drop a quick note to a potential member, a guest at your last meeting, or a member who's missed two general meetings in a row. Tell them what an impact they made, how much you loved getting to know them, or how much they were missed. A nice touch is to have the cards at your board or committee meeting and have all members sign. Sometimes what seems like a small gesture to you can seem like the world to someone else.

3. More is Better. It's great to have one person reach out to your guests, but sometimes what will push that potential member into signing their application is hearing from multiple members. Have two or three people reach out to a guest and let her know her presence made a difference at the last meeting and how excited they are that she is considering joining.

4. Fix It. Maybe you have a member who didn't renew, or a member who hasn't been to a meeting in a while. Find out why, and if the problem is fixable (and many times they are) do something about it! Don't just accept that a member is missing meetings because she doesn't have a way to get there. Rally together and find a way to have members help her with transportation, maybe take turns taking her to the meetings, or driving her home. If a member doesn't feel like she fits in, or that NAWIC isn't for her, show her where you need her and how her skills will help the chapter soar!

5. Honesty is the Best Policy. We've all heard that we should have our two-minute "NAWIC Elevator Speech" ready to go,

but if you're a new member, or you tend to be more on the shy side, talking about NAWIC seems like a daunting task that you'd rather leave to the "professionals." But, trust me, you are the professional. You don't have to know everything about NAWIC, you just need to know what NAWIC has done for you! Everyone joins for various reasons, but why you stay a member is a personal choice that you make, and that's the best reason you could give to someone who may not know the benefits of NAWIC. Just share your story and what you've gained from the organization that keeps you coming back for more! Your passion is more enticing than rehearsing facts and figures.

REGIONAL ROUNDUP

Region Directors report on NAWIC activities across the country.



Midwest Region | Debbie Speake

NAWIC events are in full swing throughout the Midwest Region. Block Kids competitions are seeing record numbers of attendees this year in several chapters. This is such a great opportunity to introduce young minds to construction, as well as reacquaint the adults in attendance with the children.

WIC Week is just around the corner (along with spring weather). I have read about some great events being planned and look forward to seeing the recap forms sharing what a huge success each chapter had during this week. As a regional WIC Week event, we will be putting together a "cookbook" via Facebook during this week. Members will be asked to post their favorite recipes on Facebook to share with everyone. It is a way to have your NAWIC sisters right in your own kitchen as you try each other's recipes. I personally am looking forward to getting lots of new ideas to share with my family.

Forum is April 28-30 in Branson, Mo. at the Hilton Convention Center located next to the Branson Landing. It is a beautiful area, full of historic areas, musical/entertainment theatres, amusement parks and facilities, wineries, shopping, food, Table Rock Lake, etc. With so many things to see and do in Branson, you might want to bring your family and spend a few extra days to see the sights. Be sure to get your reservations made and registration forms sent in early to insure you have a room in this beautiful setting.



North Central Region | Anne Pfleger, CIT

The North Central Region is gearing up for WIC week. In January a region WIC Week conference call was held to connect, share and bounce ideas off of each other. There were some great ideas shared and everyone on the call was able to take something back to their chapters. As a Region, we are working on getting state proclamations issued for each state in our region. WIC Week is the perfect opportunity to not only promote Women in The Construction Industry, but to also spread the word about NAWIC and everything it has to offer.

In addition to WIC week, The North Central Region chapters are also hosting Block Kids events and CAD Design/Drafting projects. These programs give members the opportunity to show school-age children that construction is viable career. Region Block Kids and CAD Design/Drafting project winners will be announced at Forum in Fort Wayne, Ind., April 22-23.

Forum in Fort Wayne, Ind. is being hosted by the Region's Past Directors and they will be shaking things up as members come together to "Be the Change. Build Your Future" by attending educational discussions/workshops on leadership, networking and personal development, to name just a few. This is definitely a Forum you don't want to miss! Check out the Region's website (www.nawic4.org) for more details and to register.

On a final note, the North Central Region is excited about the membership competition, which the Region Directors have planned. "The Region with the highest overall percentage for retaining and recruiting members through July 31, 2016 gets to pick their tables first for the AMEC banquet and so on. But wait, as we know the national president (Southeast), national president-elect (Midwest)

and host (South Central) regions are the first three to pick and since we wouldn't want to exclude them from the competition, they have their own incentive. If they don't place in the top three, they will escort and seat all the other members at the banquet." Last year the North Central Region exceeded the goals set by national. With that same drive and determination, we are working toward exceeding that goal again this year!



Northeast Region | Catherine D. Schoenenberger

We're already in our second month of 2016, and it's proving to be the busiest month yet. Each of the 15 chapters here in the Northeast are keeping the winter weather at bay by creating a heat wave of recruitment activities, professional partnership events, Block Kids competitions and yes, WIC week planning.

Across the Northeast the collaborations of professional associations prevail. These collaborations yield events that are hugely successful, even when there's a lot of room for improvement. These events are guaranteeing greater awareness of all associations involved and new NAWIC members. When a woman (who works in our industry) is sitting in a room where there is constructive and informative discussion about women in construction, and she's never been actually in the company of a NAWIC member (let alone an entire chapter), do you think she might get a bit curious? A bit engaged? A bit involved?

I attended such an event recently in Baltimore with the Baltimore and Washington, D.C. chapters of NAWIC, as well as the Maryland and D.C. chapter of the American Subcontractors Association. Essentially, these four chapters of these two professional associations formulated an event that attracted a co-ed crowd of 85-plus on a freezing cold Tuesday evening in January! When the event concluded, did we note that there was room for improvement? Absolutely. Were there certain elements that should have been better honed? No doubt. But, were people excited? Yes. Will the four or five women who hung around afterwards for more discussion about NAWIC, join? I can only bet that they will! Success without perfection happens every day.

Proudly, the Northeast Region is at 80 percent overall in retention and recruitment of new members! We will certainly be catapulting this percentage in the next few months. The Greater Rochester, N.Y. Chapter will hit 50 members this month; Capital District of N.Y. is just three shy of its national goal; and Boston is bouncing back with 40 members currently. The Greater Worcester Chapter may have a small roster, but has huge momentum. It's exciting to see how well we Northeast members are being the change we want to see in ourselves, in our industry and certainly in our NAWIC. The talk is becoming the walk.

To further this point, please make note, "The Strength of our Past and the Force of our Future" is the chosen theme for the Northeast Spring Forum 2016. Take a look at the Spring Forum Previews at NAWIC.org, and visit our Northeast Region website for updates and other information. Seaside Mystic, Conn. is the destination, May 20– 21, where we will welcome President-Elect, Connie Leipard, CIT to our region.



Pacific Southwest | Lorelee Langworthy, CBT, CDS, CIT

The Pacific Southwest Region welcomes you to February. Most of our chapters either have, or will be holding their Block Kids competitions. What a fun way to introduce our future to the wonders of construction. I love how the competition is more about the narrative at this age, rather than what the eye actually sees in the finished project. We are teaching our young people that construction can stretch the imagination; there is no limit to what we can construct together when we open our eyes to what the heart and mind sees. For many of these children, this will be the gateway to their future careers. Thank you to all the chapters and members who put on our Block Kids competitions—partnering with our youth and partnering with our future.

Our chapters are also gearing up for the first week in March and WIC Week. Of course, nothing says you have to wait until March 6 to show your NAWIC Pride. Why not start now? Invite someone new to your chapter meeting. Why not look into one of the NAWIC

Education Foundation's certification programs? Wouldn't it be great to be able to take the test during WIC Week as your contribution to the celebration? You have time if you order your books now. Maybe ask your chapter sisters to join you and form a study group now so that you can test together during WIC Week.

I see where the Pacific Southwest Region is in a three-way tie for third place in the membership contest. The completion is stiff, but we have been working hard to bring in new members. The race is on and we are up for the challenge. Won't you help us meet our goal? Who do you know who is just waiting for an invitation to join? It takes us all to keep our Association strong and growing.

Talking about gearing up! The Pacific Southwest Region has started talking about Forum, April 15-16, in Santa Maria, Calif. Our conference will be held at the Radisson Hotel within walking distance from the Regional Airport. Talk about convenient transportation. There will be leadership workshops on Friday afternoon, museum tours and a wine tasting. We will hear from a female wing walker and learn about construction at the San Luis Obispo Airport and so much more. Why don't you plan to come and join us? You can find our registration form on our website at nawic.net.

CORNERSTONE

Get connected to the latest news from NAWIC Committees.

Strategic Planning

By L'Tryce Slade, MRP, JD, Strategic Planning Chair

Do you Know How to Organize Steps for Strategic Planning?

Although all organizations go through change, they must plan how they change. One solution is Strategic Planning. Slade has assisted many neighborhoods, communities, public, and private entities with strategic planning for their organization. During strategic planning we assign roles typically in a small group of people, such as a board of directors. Next, we review the core purpose. The plan should align with the core purpose or the plan should change. The third step is to collect data. The committee members should know everything possible about the needs and nature of members and prospective members. The board members should know what their industry needs. Scanning the environment is key, which entails evaluating the threats and opportunities presented by the outside world. The outside world may include groups that are associated with your group. You can assess the strengths and weaknesses by completing the Strength, Weakness, Opportunities, and Threats (SWOT) Analysis. After completing SWOT, get your group to agree on the Core Purpose. Write down your

core members; their essential needs that they are uniquely positioned to provide; and what must we do to adopt major changes in our environment. The group should set the general objectives together. The goals may include new services; attracting new members; representing the interest of the trade; improving the image; improving the quality of goods and services produced by trade or profession; increasing the educational outreaches; and increasing research efforts.

Identify measurable activities. For instance, identify projects, programs or activities that will lead to achievement of general objectives. Make it clear to the committee that the key to measurability is how much and by when. Set priorities based on knowing that you may only have resources to carry out 25 percent of the activities. When setting the priority, identify resources to carry out 25 percent of the activities. Take time to discuss which activity takes precedence over another. Allocate resources such as financial, staff, and volunteers to implement the strategic plan. Once these resources are used up, the remaining projects are dropped from the list. In order for an organization to achieve sustainability you must conduct strategic planning on a regular basis.

NAWIC/OSHA Alliance

By Kathleen Dobson, CIT, CSP, STS-C, CHST, LEED AP, NAWIC/OSHA Alliance Co-Chair

http://www.nawic.org/images/nawic/documents/Sanitation_Handout_for_Employees.pdf

Here's the link! It is official, NAWIC has produced its first product of the Alliance. Three years ago when we initiated the discussions with OSHA, one of the key items we wanted to address was the issue of sanitation in the workplace. Finally, we have a message to the construction industry through our alliance.

Most women who work in the field address unsanitary working conditions when it comes to personal hygiene and toileting. This is our message to the industry.

Additionally, the voluntary consensus standard for Sanitation in the Construction Industry (A10.25) was completed and sent for comments. In mid-January, the A10 Committee for Construction met in Washington, D.C. to address the comments. This voluntary standard will finally address items such as disposing of waste materials, hand washing procedures and more. Stay tuned for more as NAWIC is involved on this committee with Jane Williams as the chairperson and Kathi Dobson as the co-chair.

As always, the Alliance team would like to invite any interested NAWIC members to join us and help support us as we continue on the third year of the OSHA/NAWIC relationship. Contact Rachele (Schelle) Wood (schelle@dolphin-sheetmetal.com) or Kathi Dobson (kdobson@alberici.com) for more information.

PR/Marketing

By Diandra J. Staples, PR/Marketing Chair



Survey Monkey has been a huge success nationwide! Everyone continues to do a fantastic job and they are finding the surveys to be a great way to stay organized with all of the fun and exciting marketing we have out there. We are almost at the halfway point of the term and the bullet points are very tight for national NAWIC. Thank you for the great work!

Encourage our members to do press releases, make social media postings and hold events that will educate industry members about NAWIC. Remember, when generating these articles of media post your chapter information so that a potential member knows right where to find you and reach out to your chapter.

Remember to add photos from your events to social media as pictures reach out to potential members better than words.

On a Regional level once the Survey Monkey responses are completed, Regional Chairs need to do the recap on the spreadsheet provided and submit those to me monthly by the end of every month. We use the spreadsheet to calculate the awards for national NAWIC. Continue to reach out to us for any support you need and utilize the marketing toolbox that is available on the NAWIC website.

Below is a recap of the survey monkey target points:

Having a member attend a membership “go to meeting” and share the information at the next Chapter meeting	2
Submitting your monthly excel recap report on or before the 20th of each month.	1
Each Press Release submitted. 3 per month minimum.	
Utilizing National Marketing tools	2
Events/Posts on Chapter Website/Facebook/LinkedIn, Twitter, etc.	1
Attending Trade Shows and Chapter and Special Events	2
Obtaining New Local Chapter Sponsor	5

Again, keep up the great work!

U.S. Transportation

By Cari Durbin

Partnership with Federal Highway Administration (FHWA) and state, local, and tribal transportation agencies

The *Every Day Counts* initiative began in 2009 and continues with its fourth round of submittals - EDC-4; a Request for Information (RFI), to support the FHWA in the identification of proven, market-ready innovations for potential deployment through the fourth round of the Every Day Counts (EDC) initiative in 2017-2018. <http://www.fhwa.dot.gov/everydaycounts/>

The purpose of this initiative is to obtain information from state, local, and industry partners and the public regarding proven processes or technologies that have the potential to provide efficiencies in the planning, design, construction, operations, and/or maintenance of the nation's transportation system. EDC-1 through EDC-3 provided innovations and processes that have transformed the way the highway transportation community does business by shortening project delivery time, enhancing roadway safety, reducing traffic congestion, and/or improving environmental sustainability. The EDC-4 RFI notice is not a solicitation for proposals, applications, proposal abstracts, or quotations. The purpose is to conduct market research to identify proven innovations and processes. Solicitations for proposals will be at a later date.

Here are the topics of focus for EDC-4:

1. Traffic Incident Management (TIM) Performance Management
2. Automated Traffic Signal Performance Measurement System
3. Road Weather Management—Weather Savvy Roads
4. Strategic Use of Freeway Shoulders for Part-Time Travel
5. Safety Improvements at Uncontrolled Crossing Locations
6. Creating Safe Bicycle Networks
7. Mainstreaming Bicycle and Pedestrian Data Collection
8. Integrating NEPA and the Permitting Processes
9. Construction Partnering
10. GeoTechTools: Improved Decision Making in Project Delivery (SHRP2 R02)
11. Enhanced Geotechnical Characterization for Rapid Project Delivery
12. Advanced Hydraulic 3D Modeling
13. Nondestructive Evaluation (NDE) Applications for Condition Assessment of Bridges, Pavements, and Tunnels
14. Surface Treatments for Extended Life Pavements Bridges
15. The Maintenance Innovation Toolbox (MIT)

For more information on this topic and other initiatives by FHWA visit www.dot.gov/blog/fastlane and www.fhwa.dot.gov.

Legislation and Policy

By L'Tryce Slade, MRP, JD, Legislation and Policy Chair

Affordable Care Act

Does your firm have 50 to 99 employees? The Affordable Care Act has changes that are effective Jan. 1, 2016, under the employer mandate provisions of the Affordable Care Act (ACA), employers with 50 to 99 full-time employees and full-time equivalent employees (applicable large employers) must offer full-time employees (and dependents) minimum essential coverage that is affordable and provides minimum value or be subject to heavy penalties. This will allow employees to have more health care benefits. Also, effective for the 2015 calendar year, employers with 50 to 99 employees are subject to reporting requirements. The employer mandate went into effect on Jan. 1, 2015 for employers with 100 or more full-time employees and full-time equivalent employees.

ACA includes information-reporting requirements under Internal Revenue Code (IRC) sections 6055 and 6056 that apply to employers with 50 or more full-time employees and full-time-equivalent employees, as well as employers of any size that self-insure. As of the 2015 calendar year, employers are

required to collect information about the health coverage they offer and, in the first quarter of 2016, report such information with the IRS. In addition to filing the information returns with the Internal Revenue Service (IRS) by Feb. 29, 2016, if filed on paper, or March 31, 2016, if filed electronically, an employer must provide a related statement to each full-time employee or covered individual by Feb. 1, 2016.

Membership

By Hilda Cox, Membership Chair

Let's "Be the Change!" If your chapter is not growing, maybe ask why. Do guests see a group they want to be associated with when they attend your chapter meetings? Are your members having fun when they are seen at other association functions? Are your meetings structured, and well organized? We only get one chance for a first impression. Do your best to make that first impression a good one!

Would you be excited if you received an award at AMEC? The top recruiters and top recruiting chapters will receive awards at AMEC in August! The chapters that increase their membership by the largest percentage will be recognized. And the members who recruit the most new members will be recognized. This will be in addition to the Red Rose Recruiters (recruit 18 members within three years). There will be several opportunities to be recognized at AMEC. We will also announce the recipients of the awards after AMEC.

Our Region Directors have established a competition for membership. The Region with chapters reaching the largest percentage of their membership goal will get to choose their seating at AMEC first, and so on, down to the region reaching the lowest percentage of their goal will be selecting their seating at the banquet last. Of course they will choose after the president's region, president-elect's region, and the host region. However, those three regions will not be left out of the competition! If they are not in the top three places, members of that region will escort members of other regions to their seats at the banquet.

By the time of this reading, you should have had an opportunity to join in a national membership conference call. By request, we will be hosting a conference call each month through the end of the NAWIC year. If you did not receive an invitation to join the January call, but would like to join the next call, please email me at hildacox@aol.com and I will gladly add your email address to the invitation list. I did my best to include all chapter presidents and chapter membership chairs, but I certainly may have accidentally missed someone. We want everyone who would like to join in the call to have the opportunity to do so.

Please feel free to contact me if you would like assistance with recruiting and retention, or if there is something you would like to discuss.

Happy Recruiting.

CORNERSTONE

Get connected to the latest news from NAWIC Committees.

Highlights

Discover how members and chapters are enhancing their success.

LEGO Competition At Cornerstone Elementary



NAWIC's Birmingham, Ala. Chapter recently hosted its Block Kids completion at Cornerstone Elementary in Woodlawn. It was a fun way to promote awareness and participation in construction-related careers among young students.

Fifty students in grades 4 and 5 built independently for 45 minutes, using Lego kits and accessories provided by the Birmingham Chapter. Meanwhile construction industry professionals assisted by asking them questions and discussing their work.

Thirty professionals were recruited by NAWIC and sponsored by 12 area companies. They interacted with students and judged the competition. At the end of the challenge students received a participation certificate and the three top finalists received cash prizes. The top winner project will be submitted to the regional Block Kids competition.

A 5th grader named Naomi won first place in the completion. She said, "Last year I built a house, but didn't finish on time. This time I built a demolition ball. I got the idea from my younger brother who always wants to demolish things."

Fifth graders Rodrecus and Tyson won second and third places, respectively.

NAWIC Member Appointed to State Construction Industry Licensing Board

Rachelle Wood, a member of NAWIC's Greater Palm Beach, Fla. Chapter was recently appointed by Florida Governor Rick Scott to serve on the State of Florida Construction Industry Licensing Board. Wood, a sheet metal contractor and the president of Dolphin Sheet Metal, Inc., was appointed for a term beginning Jan. 27, 2016 and ending Oct. 31, 2019. Wood also serves as the national chair of NAWIC's OSHA Alliance.



Safety Newsletter

HAPPY NEW YEAR AND WELCOME TO 2016!

I hope everyone is refreshed after the holiday season and is getting back into the swing of things! With the new year beginning, the committee is excited to announce the release of the newly revised, Safety Excellence Awards application. It underwent a few changes, so please take a moment to review the following changes...

- We have eliminated the (3) separate categories (contractor, sub-contractor, construction related)
- You are NOT required to submit any OSHA related forms
- The application only has two sections: Program Assessment Checklist & Writing Components
- A scoring guide has been included for consistent scoring amongst all applications

As done in the previous years, the applications are first scored at the chapter level and then regionally. Regional winners are then passed along to myself for scoring. If you're a member-at-large or if your chapter does not partake in the awards, please submit your application to your regional chair for scoring. If you have any questions regarding the application, please contact me via email lcurran@trisupplyandequipment.com.

2016 SAFETY EXCELLENCE AWARDS APPLICATION

STAY ENGAGED WITH THIS FREE WEBINAR!

Chemicals, Pesticides and Other Stuff – Oh My, Oh My, How to Comply?

January 21st at 2pm EST

[Click here to register!](#)