

### 2011 - 2012 BOARD

#### President

Laura Rehbein

#### President-Elect

Haley Maple

#### VP Communications

Karen Koch

#### VP Membership

Barbara Beall

#### VP Networking

Amy Kurella

#### VP Outreach

Samantha Bond

#### VP Programs

Karen Gangel

#### Financial Committee

Tina Bubb

#### Director/ Past President

Sonia Grays

#### Scholarship Event Chair

Kristi Campbell

#### Director at Large

Karen Mertes

#### Newsletter Design/Layout

Debbie Denton

#### Newsletter Editor

Paula Stahel

Network of Executive Women

Networkexecutivewomen@gmail.com

### WEBSITE

#### [www.networkexecwomen.com](http://www.networkexecwomen.com)

Our website is updated monthly and provides information about upcoming programs. For updates to the website or to submit information about your upcoming events please submit all your information to [networkexecutivewomen@gmail.com](mailto:networkexecutivewomen@gmail.com) by the 15th of the month. If you'd like to post your photo in the member directory listing on our website please provide us with headshot in a jpg, pdf, or tif file.

### Food Fun for Lunch

Tuesday, July 10th, 11:30 am - 3:00 pm

Toasted Pheasant Bistro

14445 N. Dale Mabry Highway, Tampa

Members \$20 - Guests \$25

RSVP by noon Friday, July 6th through NEW website or  
[Networkexecutivewomen@gmail.com](mailto:Networkexecutivewomen@gmail.com)

Hey, everybody ... it's time for a foodie adventure! Join Network of Executive Women members for a special lunch at the Toasted Pheasant Bistro in Carrollwood for a cooking lesson and tasty repast!

Toasted Pheasant takes a traditional approach to dining and offers a classic bistro menu that can be found around the corner in any European town. An award-winning chef team creates divine desserts, stocks and sauces, hearty ragouts, and crisp fresh salads. Their goal is to share their passion and enjoyment for the kitchen, leaving you with a sense of understanding why "le bistro" dining has remained popular for centuries.

NEW has the entire restaurant reserved from 11:30 AM through the lunch hour — actually, we're welcome to stay as late as 3:00 PM. You may want to plan on extending your time away from the office so you don't miss a minute of the fun.

-continued on pg3

### President's Message

#### The Pay Gap

The pay gap? I have to say that in my industry in my experience, I don't see the pay gap. Perhaps it is just the structure of Ameriprise but I don't see it. So I wanted to do some research and see how it affects women and does it still exist. I found that overwhelmingly yes, it still exists!

-continued on pg2

Learn how you can become a member by visiting our website and downloading a membership application.

Join us on:



[www.networkexecwomen.com](http://www.networkexecwomen.com)

## Events This Month

### Women Who Win in the Workplace A Workshop for Business Women

Center Club

Tuesday, July 17, 2012

2pm - 5pm

(2 hour workshop/1 hour networking practicum)

Presented by the Executive Women's Council  
and CompassPointz

The Centre Club welcomes leadership consultant and business coach, Margarita Sarmiento, who will discuss "Promoting Your Professional Presence". Margarita has over twenty years of training and facilitation experience, encompassing the areas of team-building, leadership, organizational planning, board development, cross cultural communication and diversity.

\$20 inclusive per person (includes afternoon snacks and a post-workshop glass of wine); guests welcome! Be sure to RSVP by contacting the Member Concierge at 813.286.4040 to register.

### Monthly Board Meeting

Wednesday, July 25th, noon - 1:00 pm

14502 N. Dale Mabry, 2nd floor conference room

## Special Thanks!

Thank you to Lisa Ford of Invent Your Image and Jodi Perez of Independent Financial Services for their generous donations to the raffle at June's lunch!

## Upcoming Events!

### MEETING: AUGUST 14

EWOTY recipient Michelle Walker will be our guest speaker. Come hear words of wisdom from the founder and executive director of Miracles Outreach Community Development Center Inc.

### MEETING: SEPTEMBER 11

Installation of Officers

## President's Message continued from pg1

Do you know the significance of April 17, 2012? Yes, your income tax return was due but do you know what else it signified?

April 17th was Equal Pay Day. This date symbolized how far into this year women had to work in order to earn what men earned last year—in other words, it took women 15.5 months to earn what men did in 12.

Equal Pay Day was originated by the National Committee on Pay Equity (NCPE) in 1996 to make the public aware of the gender wage gap. Women then earned 73.8 cents for every dollar men earned, based on Census figures of the median wages of all full-time, year-round workers. But we've gotten a raise since then! Women now earn 77.4 cents for every dollar men earn. No, that's not much progress in 16 years. Over a working lifetime, this wage disparity costs the average American woman and her family between \$700,000 and \$2 million, and impacts both Social Security benefits and pensions.

The NCPE, founded in 1979, is a coalition of women's and civil rights organizations; religious, professional, legal and educational associations; labor unions; commissions on women; state and local pay equity coalitions; and individuals working to eliminate sex- and race-based wage discrimination and to achieve pay equity.

*Forbes* magazine noted in an article just a few weeks ago, on June 13, 2012, that "Even among top physicians, the gender wage gap remains. Researchers from the University of Michigan Health System and Duke University found that among 800 physicians who received a highly competitive early career research grant, women earned an average of \$12,194 less than men a year, when all other factors remained the same..."

President Obama recently backed a little discussed bill, "The Paycheck Fairness Act," that was designed to guarantee equal wages for women in the workplace. On June 5, the Senate voted down the bill. Why? One of the reasons stated was that it would place too much of a burden on small businesses. Really? If women were already paid equal pay, what burden would be "placed"?

So my question to you is this: Have you been

impacted by wage discrepancy or have you witnessed pay discrepancies with those you know? What can you do about it? I think the first step is to just be aware of the issue.

If you own a business, you can take a step toward achieving pay equity by examining your pay practices. Do treat all employees equally when it comes to pay? Many employers may not realize their pay scales favor white men over all other employees, as a result of historical and conventional biases and inconsistencies.

Pay equity makes good business sense. It promotes a workforce that feels valued, which helps the bottom line. Today, in our competitive economy, fair pay policies also help attract the best workers. It's more than the fair thing to do — it's the smart thing to do.

—Laura Rehbein, President

**Program** continued from pg1

The menu for our culinary adventure includes your choice of chicken, beef, or seafood medley crepes with a side salad. Save some spare calories for a delicious dessert: Bananas Foster. Also included is your choice of iced tea or a glass of house wine. All this prepared right before your eyes. You'll leave with a happy tummy, recipe cards and a photo with the chef, if you like.

The Toasted Pheasant Bistro is located at 14445 N. Dale Mabry Highway, Tampa, 33618 in the Grand Plaza, just south of Ehrlich Rd./Bearss Ave. There's plenty of parking in front and in back of the restaurant.

Space is limited, so make your reservation early through either the NEW website or e-mail [networkexecutivewomen@gmail.com](mailto:networkexecutivewomen@gmail.com).

**Business Highlight**



**Independent Financial Services**  
**Jodi Perez**

Jodi Perez of Independent Financial Services will get the business spotlight at July's meeting. IFS provides skilled investment management, comprehensive financial planning, ongoing money management and divorce planning services.

[www.independentfinancialservices.net](http://www.independentfinancialservices.net)  
20635 Amberfield Dr., Suite 102  
Land O'Lakes FL 34638  
813-908-2701

**Scholarship Funds**

**50/50 Fundraiser**

This luncheon fundraiser helps raise money we award annually to financially and academically deserving women in the Tampa Bay area. Fifty percent of money raised each month goes to scholarship and 50% goes to the winning ticket holder.

**50/50 Fundraiser raised \$32  
at the June lunch!**

**Additional contributions can be made  
on our website.**

## June Meeting Notes

During the members-only lunch meeting in June, the new slate of officers for the 2011–2012 year was approved by unanimous vote. Also accepted unanimously were the proposed revisions to the NEW bylaws.

We heartily congratulate the dedicated women who will serve on the NEW board beginning in September:

President:	Haley Maple
President-Elect:	Samantha Bond
Past President:	Laura Rehbein
VP Membership:	Barbara Beall
VP Interactive Media:	Karen Koch
VP Communications:	vacant
Co-VP Programs:	Lisa Ford/Jodi Perez
VP Outreach:	Michelle Sanchez
VP Networking:	Diane Whitney
Treasurer:	Tina Bubb
Secretary:	Vickie Vail
Director:	Karen Mertes
Director (EWOTY):	Kristi Campbell

## Member News

**Barbara Heineken** has returned to the career she is most passionate about — recycling and sustainability. She recently began working for Resource Recycling Systems, a consulting firm in Ann Arbor, Mich., that envisions a waste-free future. This includes a world where wastes become resources and where sustainable zero-waste systems bring value to businesses, institutions and our communities, and enhance the quality of our lives and our environment. Her new job includes travel, mostly on the east coast, working with municipalities and schools to increase their recycling rates. Barbara promises she'll try not to travel on the second Tuesday of the month so she can make NEW meetings.

## Website Info!

The website allows each member to update her own profile, pay her events and dues online (via Paypal), have a central location for newsletters, and keep current with the happenings of N.E.W.

If you haven't had a chance to give it a spin, go to <http://networkexecwomen.com> and access your account. If you are a member, type in your email address and type in "password" for the password. If you have trouble, you can go to <http://networkexecwomen.com/Sys/ForgottenPasswordRequest> and get help with the password. If all else fails, contact Karen@compasspointz.com for assistance.

Non-members will have access to many areas, but the member directory is private.

This Website is ready to step out and turn some heads in 2012.



## NETWORK of EXECUTIVE WOMEN

Create your business vantage point through membership with NEW

- Be a part of the select group - diverse executive women, able to share knowledge and experience in many different fields
- Monthly programs providing valuable information on the community, business strategies, and much more
- There are many opportunities to give back through various committees, scholarship drives and other outreach projects improving the lives of women and children in our local area
- Members business' are promoted through our social media, web-site, and monthly newsletter
- Each month at our luncheons, one member will be spotlighted allowing for a presentation on their business
- Participate in after hours networking at various locations in the Tampa Bay Community