



# The NEWSCASTER

A PUBLICATION OF THE BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION OF MARYLAND, INC.

2013 Call to Conference Issue

2012-2013

## Call to BPW/MD 2013 Annual Conference

### ***“The Power of YOU – Equality, Advocacy, Development!”***

Join us on May 17-18, 2013, for the 2013 BPW/MD Annual Conference as we discover the Power of YOU! We are delighted to hold our conference at the Holiday Inn Laurel West, easily accessible off I-95 and Route 198 toward Burtonsville. The Holiday Inn Laurel West has fantastic amenities and is a great location for our conference. The BPW annual conference is a time to come together to build our skills (*Development*), continue our fight for equal rights (*Equality*), set organizational direction and reaffirm our commitment to positively impact the lives of all women and families in Maryland (*Advocacy*). We look forward to making new friendships and rekindle old ones as we meet with members and guests from all over the state.

Our conference kicks off with a luncheon on Friday with a focus on women in the military and BPW's own signature Individual Development Program. Our luncheon guest speaker is Brig. Gen. Wilma Vaught, USAF, Retired, who served in Vietnam, and was the driving force behind the building of the Women in Military Service For America Memorial at the gateway to Arlington National Cemetery.

We are excited to offer BPW's Individual Development Program again this year. PSP of BPW/PA, Nancy “Sparky” Werner will facilitate two modules from IDP; *Public Speaking – Stand Up and Speak Out!* Friday afternoon, and then *Goal Setting - Reaching for the Stars* Friday evening following the buffet dinner. If you haven't participated in an IDP course, or need a refresher, these two-hour courses are a perfect way to gain or refresh your skills. Both courses are free and open to the public. Invite a friend to join you for fun and professional development.

The Friday Business Session begins at 4:30 p.m., and we encourage all members to attend (all LO Presidents and Committee Chairmen are required) so that we have a quorum as our leadership presents the Federation business, which will be conducted throughout the weekend.

All are invited to the President's reception on Friday evening following the Goal Setting IDP workshop. This is an opportunity for all members to socialize informally and meet the Executive Committee.



On Saturday, a memorial service will be held for our BPW sisters who have passed away in the last year. The Business Session will include reports from each Local Organization, committee updates, financial and bylaws decisions, and the election of new officers ~ BPW/MD needs YOU to step up!

Did you know that Maryland – particularly the BWI/I-95 corridor to DC – is the second largest hub for human sex trafficking in the country? This not only includes women and teenage girls, but children who are exploited for domestic sex trafficking. BPW/MD will address this alarming fact with dynamic panelists leading a discussion during our Saturday luncheon.

Following the luncheon, there will be time to shop with exhibitors, complete our business (elections!!!) and learn about resources and care options available for those living with Alzheimer's disease, presented by Toya Ellis-Eardley, R.N.

Don't forget to bring needed items for Turn Around Inc., a shelter that provides support to victims of human trafficking in the Baltimore area.

Every member is encouraged to attend this action-packed conference! Each person has the ability to learn and grow, and we hope that every member will discover their inner leader and focus on developing their hidden talent.

An awards ceremony will follow the banquet on Saturday evening in which individuals and Local Organizations will be recognized for their successes and hard work. We plan to install new officers for 2013-2014, and we need each member to commit to playing a role in the success of BPW/MD. This evening is fun and dressy (or not, your choice) and will be topped off with musical entertainment.

Mark your calendars for May 17-18, 2013. Hotel room reservations and conference registration are due by May 1. We are looking forward to welcoming you to Laurel and Prince George's County to discover the Power of YOU, as we focus on Equality, Advocacy, and Development for all women. Bring your family and friends, stay for the weekend, and make it an enjoyable and memorable experience!

*Theresa Foster, 2013 Conference Chairman*



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**ADVERTISING INFORMATION**

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Ad size	Single issue	Multiple issues	
Full Page .....	\$100 .....	\$80	Local organizations may promote major events, candidates, or candidate acknowledgments in a single issue at multiple issue rates.
Half Page .....	60 .....	50	
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***The Newscaster* SUBMISSION DEADLINES**

2013 Fall Conference Issue – TBD

**Send Articles, Advertising, and Address Changes to:**

**Pat Farmer, *The Newscaster* Editorial Manager & Acting Business Manager**  
 13304 Briarwood Drive / Laurel, MD 20708 (E) buttonspaf@aol.com  
 (H) 301-776-4645 (O) 410-332-6653  
 Fax w/prior notice: 301-776-4645



**BPW/MD 2012-2013 Executive Committee**

**PRESIDENT**

**Peggy Lubber**  
 8943 Executive Club Drive  
 Delmar, MD 21875  
 (H) 410-896-2093  
 (M) 240-997-1658  
 (E) luber9941@verizon.net

**PRESIDENT-ELECT - Vacant**

**1st VICE PRESIDENT**

**Susan Horst**  
 1515 Baylor Avenue  
 Rockville, MD 20850-1026  
 (H) 301-424-2347  
 (M) 240-498-8434  
 (E) susanhorst@yahoo.com

**2nd VICE PRESIDENT**

**Theresa Foster**  
 143 Othoridge Road  
 Lutherville Timonium, MD 21093  
 (H) 410-828-7895  
 (O) 410-591-8970  
 (E) teddybear81@verizon.net

**SECRETARY**

**Pat Farmer**  
 13304 Briarwood Drive  
 Laurel, MD 20708  
 (H) 301-776-4645  
 (O) 410-332-6653  
 (F) 301-776-4645  
 (E) buttonspaf@aol.com

**TREASURER**

**Marlene Spielman**  
 11530 Dellwyn Drive  
 Hagerstown, MD 21740  
 (H) 301-733-3226 (O) 301-739-0599  
 (M) 240-520-0358  
 (E) lynnmar@myactv.net

**BPWF/MD 2012-2013 Board of Trustees**

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BPWF/MD Secretary - Vacant

BPWF/MD Committee Chairs

***The Newscaster* Production Manager,**  
**Bob Demmler / bob@oakwoodmanor.net**  
 (H/O) 717-235-0444 (Fax) 717-235-0444

*President's Message*

**Peggy Luber**

*2012-2013 BPW/MD President*



Can you believe that another BPW/MD year is almost over? My year as BPW/MD President will culminate with our annual conference May 16-18 in my former hometown of Laurel.

I am looking forward to being back in Laurel for our conference, which promises to be full of information on important issues of our day, concerning military women, human trafficking, women's equality and health, as well as Individual Development sessions to benefit each one of us in our personal and professional lives.

Another essential aspect of our conference is the election of officers for 2013-2014. BPW/MD is fortunate to have two candidates for office so far, one for Second Vice President and one for Treasurer. Thanks to these candidates for their willingness to volunteer for these positions. I ask each of you to seriously think about stepping up for an office – President, First Vice President or Secretary, to continue our mission and take us into the future. All of us are busy but working on the Executive Committee is worth the time out of your busy schedule. It is a learning, rewarding professional experience and one, which develops lasting friendships. Take that step and bring your new ideas, unique skills and expertise to our organization. You won't regret it.

I personally value what BPW and its members have given to me, and how my experiences as a leader in BPW have changed my life for the better. Please consider taking an office so that you can develop yourself as a leader and continue our organization's vital mission.

I also look forward to the fun aspects of conference. Among them, shopping at the vendors' booths for those special finds for yourself and others and the time to reconnect with members, meet and network with new members and guest speakers, and enjoy meals together.

Please join me for the President's reception on Friday evening in my suite following the IDP workshop. We'll have time to relax, visit, eat and drink and get to know one another in an informal setting.

I can't wait to see you at conference. I hope we have a great turnout after all the hard work and preparation by our First Vice President, Susan Horst, and Second Vice President and Conference Chair, Theresa Foster, and the other members of the Executive Committee.

*Best Personal Wishes,  
Peggy Luber*

## **Local Organization and Committee Chair Reports Due May 1**

### ***Attention all Local Organization presidents and Committee chairs:***

Please prepare a written report on your LO activities and events for 2012-2013. You will also have 3-5 minutes to present your report at the conference during the business session on May 18.

Committee chairs are also requested to email a written report, and will have 3-5 minutes to present your committee report at the conference during the business session.

All reports should include the highlights and successes of the LO or Committee, as well as plans for the year.

All written reports must be sent to Theresa Foster via email, [teddybear81@verizon.net](mailto:teddybear81@verizon.net) by May 1.

Thank you for your cooperation in this matter. I look forward to hearing from you about your activities and future plans.

Theresa Foster  
2<sup>nd</sup> Vice President, BPW/MD  
Conference Chair  
Home: 410-828-7895 / Cell: 410-591-8970

## **VOLUNTEERS NEEDED!**

We need BPW/MD members to serve as hosts for our guests and dignitaries, pages, door-keepers, timekeepers, meal ticket takers, and to help with room set up at Annual Conference. Help is also needed before conference preparing programs, assembling conference materials and designing centerpieces.

We would appreciate at least one volunteer representative from each Local Organization. If you can help before or during conference, please contact Theresa Foster, [teddybear81@verizon.net](mailto:teddybear81@verizon.net) or 410-828-7895.

# BPW/MD Needs The Power of YOU!

*Step Up And Join The BPW/MD Leadership Team – Nominations due by May 1*

Members – join the Executive Committee! We need YOU to ensure that BPW/MD continues its mission of equality for all women. Nominations are being accepted for leadership NOW!

Elections will be held during the Business Session at the Annual Conference on Saturday, May 18, 2013, at the Laurel Holiday Inn West, followed by installation that evening at the awards and installation banquet. We are honored to have **Nancy “Sparky” Werner**, Past State President of BPW/PA and National Foundation Chairman, as our installing officer.

The BPW Maryland Federation requires that we have a President, Secretary and Treasurer. We also have other leadership opportunities, including President-Elect, First Vice President, and Second Vice President. Local Organizations must endorse their candidates, and candidates may also be nominated from the conference floor.

We are thrilled that members have declared their candidacy for Second Vice President and Treasurer (read their bios on page 5).

Over the years, we have heard many members say “I don’t have the time.” ..... “I don’t believe I have the knowledge.” ..... “I would not know how to begin.” ..... “I have other commitments.” ..... “My job requires me to travel a lot.” etc., and yes we know you are busy and all of this is very true, however, let’s hear from a 37-year member who stepped up and took the plunge.

“In 1976 I joined BPW, with absolutely no desire to lead anything, let alone an organization that I knew nothing about. At that time I was a full time government employee, I ran my own household, including cleaning and maintaining my property inside and out and with no one to mow the lawn, clean the house, grocery shop, do the laundry, take the trash out, but myself.”

“I was already up to my neck in things to do on my “off the clock” working and commuting time, as I was also a representative to the Fire Department and Block Captain for my local community association. In addition, I was Membership Secretary of my Church, which at that time had over 400 family units, as well as being the Night Chairman for the American Red Cross at N.I.H. So why would I want to be an officer in this BPW organization? I truly did not need any more responsibility, but I decided to take the “bull by the horns” and committed to being a leader in my local BPW and later, with the encouragement and help of my fellow BPW members, I went on to be a leader on the State level. To tell you the truth, I enjoyed and learned from every office I held, and I was able to apply such knowledge in my government employment.”

“Please consider being a part of the leadership team of this great organization. Serving as an officer gives you opportunities to learn new skills, a chance to use your leadership skills, and most of all, unforgettable experiences with members and other officers. As part of the Executive

Committee team you will work together to move the organization forward by planning and organizing events and programming centered on our mission.”

“The Executive Committee meets sometimes in person and other times via conference calls, and often includes a great meal or homemade goodies. Another benefit is that your expenses will be reimbursed for mileage, meals and supplies when performing your duties as an officer. You are always a guest of the Federation, which means that your meals are complimentary at all state functions, such as the Fall Board of Directors Meeting and the Annual Conference.”

“While being supported by others on the Executive Committee, you will be part of the team that is the driving force behind our future and subsequently a driving force for women’s equality. There are responsibilities, but remember, to get the most out of what you do, get involved! Become a part of our amazingly powerful organization by helping us forge ahead!”

Candidate information and nomination forms are due by **May 1, 2013**. The official Nomination Forms are available in this issue on Pages 6 and 7, on our website, [www.bpwmaryland.org](http://www.bpwmaryland.org), as well as by contacting First Vice President, Susan Horst. Forms may be emailed to Susan at [susanhorst@yahoo.com](mailto:susanhorst@yahoo.com) or mailed to 1515 Baylor Avenue, Rockville, MD 20850. Contact anyone on the Executive Committee to discuss your interest in becoming an officer.

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## BPW/MD Officer Duties

### **PRESIDENT:**

The president is the principal officer of BPW/MD and presides at all meetings of the state organization, the board of directors, and the executive committee.

### **PRESIDENT-ELECT:**

The president-elect performs the duties of the president in the absence of the president, becomes president in the event the president cannot fulfill her/his term, and assists with various activities and events as assigned by the president.

### **FIRST VICE-PRESIDENT/PROGRAMS:**

The first vice-president performs the duties of the president in the absence of the president and president-elect. Serves as leader of the program team and oversees state conferences.

### **SECOND VICE-PRESIDENT/MEMBERSHIP:**

The second vice-president performs the duties of the president in the absence of the president, the president-elect and the first vice-president. Serves as leader of the membership team and helps to coordinate the state conferences.

*Continued page 8...*

# Nominations Report

By Jo Ellen Soesbee, BPW/MD Nominations Chairman

The following candidates have met the deadline and criteria to be included in the slate of officers for 2013-2014. Candidates for any office may also be nominated from the conference floor, provided they meet the criteria outlined in the BPW/MD bylaws and standing rules. All candidates must be endorsed by their Local Organizations under the president's signature. As a result of the recent formal nominations process, there are candidates for 2nd Vice President and Treasurer. There are no candidates for President, President-Elect, 1st Vice President, or Secretary. Please see the biographies of **Theresa Foster**, candidate for 2nd Vice President, and **Ntumba Makenda**, candidate for Treasurer.

## Candidate for Second Vice President – Theresa Foster – Towson-Hunt Valley BPW

Theresa Foster has been a BPW member since 1999. Her first Local Organization was Laurel for about six months and then she transferred to Towson/Hunt Valley, when she discovered how much closer the meetings would be for her.

Having served as Vice President and President, Theresa currently serves as Treasurer for Towson/Hunt Valley BPW. She became Second Vice President for BPW/MD in October 2012 and is still serving in that capacity.

The owner of One Sharp Lady LLC since 2005, Theresa sells knives and swords on her website, [onesharplady.com](http://onesharplady.com).

Theresa volunteers at her church a couple of Sundays a month at the Kidszone for children six months to three-years-old, while their parents attend church services.

Theresa lost her husband suddenly two years ago. Her son and his family just moved to a house directly across the street from her in January, which brings her great joy. She also enjoys the company of her two dogs, a male Chow named Bigsley and a Basset Hound/Welsh Corgi mix named Grace Kelly.

Theresa values the friendships and mentorship, which have resulted from her BPW membership. BPW members have helped her to be the person and business owner that she is today. She is very proud to be a member of Towson/Hunt Valley BPW and a member of the Executive Committee for BPW/MD. One of her wishes is that one day another BPW member will come to her and tell her that she has been as positive an influence on her, as Theresa's mentors of years past have been on her.



## Candidate for Treasurer – Ntumba Makenda – Montgomery County BPW



Ntumba Makenda was born in the Democratic Republic of Congo, and has been a member of Montgomery County BPW since 2012. Ntumba (pronounced "Toomba") was introduced to BPW while attending the Women's Legislative Briefing, and joined MC BPW after meeting BPW members at the BPW exhibit table.

Ntumba is a realtor with Long & Foster, and has served two consecutive years as a member of the Community Service Committee of the Greater Capital Area Association of Realtors. She holds a Bachelor's in Accounting from the University of Maryland, and is working toward her Master in Nonprofit Organization Management at the same institution.

She has served as an election judge for Montgomery County in the 2011 Legislative and the 2012 Presidential elections, and is a member of the Gaithersburg-Germantown Chamber of Commerce.

Ntumba is the mother of two beautiful daughters, Dinanga, 16, and Gail, 6. She resides in Germantown, and works out of both the Kentlands and Hagerstown Long & Foster offices.

Ntumba is dedicated to empowering women, and describes her reason for returning for a Master's in Nonprofit Organization Management:

I decided to return to school and major in Nonprofit Organization Management after I had been a member of several African NPOs, and realized that some of them lacked structure and did not have a well-organized system in place. I wanted to learn more about the sector. I attended several seminars, recently in New York, at the United Nations, and plan to attend another conference in Philadelphia, hosted by Penn University on micro-finance as a resource used by international organizations to empower women in the world. I hope to learn more from that conference and others as my goal in getting a MS in Nonprofit Organization Management is to find a way to help empower women.

## Directory Updates

- New email address for PSP Marilyn Jumalon: [marijum@comcast.net](mailto:marijum@comcast.net)
- Transfer of PSP Beverly Budd to E-member: Updated information: Beverly Budd, 1750 Mira Lago Circle, Rusleini, FL 33570; 813-344-7674; [budd.bev@gmail.com](mailto:budd.bev@gmail.com)



# Business and Professional Women/MD

## OFFICIAL CANDIDATE DATA and LOCAL ORGANIZATION ENDORSEMENT FORM

\_\_\_\_\_ BPW officially endorses  
 (LOCAL ORGANIZATION)

\_\_\_\_\_ as a candidate for the elective office of  
 (NAME OF CANDIDATE)

\_\_\_\_\_ of the Maryland Federation of Business  
 (POSITION)

& Professional Women's Clubs, Inc., (BPW/MD) for Fiscal Year 2013-2014.

### CANDIDATE PERSONAL INFORMATION

Name: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ Zip: \_\_\_\_\_

Home e-mail: \_\_\_\_\_ Office e-mail: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Education: \_\_\_\_\_

Employer and Job Title: \_\_\_\_\_

Year Joined BPW: \_\_\_\_\_ Current BPW Office or Chair: \_\_\_\_\_

Previous BPW Office or Chair: (LIST ALL) \_\_\_\_\_

Additional Qualifications: \_\_\_\_\_  
 (INCLUDING AWARDS, MENTIONS, SPECIAL EDUCATION, OTHER)

(USE BACK FOR ADDITIONAL INFORMATION)

Community Involvement: \_\_\_\_\_

### OFFICIAL INFORMATION AND ENDORSEMENT

\_\_\_\_\_ understands the duties of the office and is willing to accept the  
 (NAME OF CANDIDATE)

obligations of this commitment to BPW/MD.

SUBMITTED BY: \_\_\_\_\_  
 LOCAL ORGANIZATION PRESIDENT DATE

**This is the official LO Endorsement Form and must be returned by the due date accompanied by the Candidate Consent Form.** All information must be postmarked and returned by May 1, 2013, to: Susan Horst, 1515 Baylor Avenue, Rockville, Maryland 20850. [susan.horst@yahoo.com](mailto:susan.horst@yahoo.com) or 240-498-8434



Business and  
Professional  
Women/MD

## CANDIDATE CONSENT FORM

I, \_\_\_\_\_ do hereby agree to have my name placed on the Ballot for the office of \_\_\_\_\_ of the Maryland Federation of Business & Professional Women's Clubs, Inc. (BPW/MD).

As a candidate and potential officer, I agree with the goals and objectives of BPW. I support the state legislative platform and understand the rights and responsibilities of this office.

### CANDIDATE SIGNATURE AND DATE:

---

(SIGNATURE OF CANDIDATE)

(DATE)

**This is the official Nominee's Consent Form and must be returned by the due date, accompanied by the Official Candidate Data and Club Endorsement form.** All information must be postmarked and returned by May 1, 2013 to:  
Susan Horst, 1515 Baylor Avenue, Rockville, Maryland 20850.  
[susan.horst@yahoo.com](mailto:susan.horst@yahoo.com) or 240-498-8434.

# Women in the Military, Past and Present

*Keynote Speaker: Wilma L. Vaught, Brigadier General USAF (Retired)*

Friday, May 17, 2013 – 12:00 to 1:30 p.m. – Kick-Off Luncheon

BPW/MD is pleased and proud to present Brigadier General Wilma Vaught, USAF, Retired, as the keynote speaker at our Friday, May 17, conference kick-off luncheon.

General Vaught worked tirelessly to ensure that the Women In Military Service For America memorial became a reality. On Oct. 18, 1997, the Women's Memorial, standing at the main gateway to Arlington National Cemetery, was dedicated. Her successful efforts to establish this memorial will be her most lasting contribution, having spearheaded the campaign that raised \$22 million for the memorial, as President of the Board of Directors of the Women In Military Service for America Memorial Foundation, Inc. She also serves as a member of the Board of Directors of the National Women's History Museum and on the Virginia War Memorial Foundation Board of Trustees. She speaks around the country on



leadership and management and is a frequent guest on radio and television programs.

Her tours of duty in the comptroller field in the Air Force included positions in Louisiana, Spain, Florida, Saigon, Vietnam, Ohio, The Pentagon, and Andrews Air Force Base, Md.

One of the most-decorated military women in U. S. history, Gen. Vaught has attained many firsts. She was the first, and for 22 years, the only woman promoted to brigadier general from the Comptroller career field; first woman graduate of the Industrial college of the Armed Forces; first woman to head a board of directors of a major credit union; first woman to command a unit receiving the Joint Meritorious Unit Award, the nation's highest

peacetime unit award, July 1985; and first woman to deploy with a Strategic Air Command bombardment wing on an operational deployment, 1966-67.

Her numerous, prestigious awards include both the Defense and Air Force Distinguished Service Medals, Air Force Legion of Merit, Bronze Star Medal, Meritorious Service Medal, Joint Service Commendation Medal, Air Force Commendation Medal with Oak Leaf Cluster, Joint Meritorious Unit Award, Vietnam Service Medal with four service stars, Republic of Vietnam Gallantry Cross with palm and Republic of Vietnam Campaign Medal.

Through General Vaught's "firsts" and many accomplishments, she pioneered new opportunities for the women who followed her in the military and helped pave the way for military women to be judged based on their abilities and not their gender. The memorial allows the public to learn of the courage and bravery of tens of thousands of American women, who like Wilma Vaught, pioneered the future.

In 1967, an important door opened for Vaught and other women, when President Lyndon Johnson signed into law a measure permitting women to be promoted to the level of generals and admirals and also lifted the quotas that had been placed on women in achieving other ranks and allowed for new career opportunities. Just as this landmark legislation opened doors for Wilma Vaught and other military women to gain the highest ranks in their branch of service, today's landmark legislation allows women to serve in combat and receive combat pay.

Gen. Vaught's presentation promises to reveal her passion for the Women In Military Service For America Memorial and her excitement about the opportunity for women to serve in combat.

## *Members Invited to Join BPW/MD Executive Committee for Dinner*

Thursday, May 16, 2013

6:00 p.m. – 8:30 p.m.

Outback Steakhouse

Adjacent to Laurel Holiday Inn

15101 Sweitzer Lane, Laurel, MD 20707

301.317.8401 [www.outback.com](http://www.outback.com)

Directions: Exit 33B off I-95 towards Burtonsville. Left at first light, Sweitzer Lane. Outback is on the left, adjacent to Laurel Holiday Inn.

The BPW/MD Executive Committee invites all members to join them for dinner on Thursday evening, May 16, at the Outback Steakhouse. Enjoy a full service menu, which includes steaks, seafood, chicken and pasta, as well as lighter fare such as soups and salads. This is an opportunity for longtime members, Past State Presidents and newer members to meet and mingle over a fine dinner in a warm and inviting setting. Please RSVP by May 13 to Susan Horst, [susanhorst@yahoo.com](mailto:susanhorst@yahoo.com) or 240-498-8434.



# Holiday Inn Laurel West at I-95/Route 198W



The Holiday Inn® Hotel Laurel West - I-95 / Route 198W, is a full-service hotel centrally situated between Washington, D.C., and Baltimore. This Laurel hotel's convenient location, meeting facilities and outstanding amenities make it the perfect choice for BPW/MD Annual Conference.

The hotel includes nine meeting rooms, including a ballroom, which can accommodate up to 300 people, and offers complimentary Wi-Fi access.

Holiday Inn Laurel West is connected to the Outback Steakhouse and Atrium Cafe and offers room service. Free local shuttle service helps you reach nearby attractions and businesses, and a 24-hour Business Center promotes productivity. Guests can work off stress in the 24-hour Fitness Center and relax in the indoor, heated pool.

**Guest rooms feature** complimentary high-speed Wi-Fi Internet access, data port, and HDTV Cable / Satellite TV, In Room Movies - Premium Cable & Pay Per View and a choice of a spacious King bed or two Queen beds. All rooms have a coffee maker, an iron and ironing board, hair dryer and Work Desk with Lamp.

**If you encounter any problems making a reservation, or would like to share a room with another attendee, please contact Susan Horst at 240-498-8434 or susanhorst@yahoo.com to assist you in reserving your room.**

## HOTEL RESERVATIONS DUE BY MAY 1, 2013

Holiday Inn Laurel West  
15101 Sweitzer Lane / Laurel, MD 20707  
301-776-5300

\$89 / night for King or Double OR  
\$119 / night for a King Suite (plus 11% tax)

(Rates available May 16, 17, 18, 2013)

## Two Ways to Make Sleeping Room Reservations:

**Call Holiday Inn Reservations:** 1-800-Holiday (1-800-465-4329) and tell them the dates you want and the "BPW" group code. Please use this method to reserve accessible rooms

**OR...**

### Reserve online:

Go to [www.hilareel.com](http://www.hilareel.com) and click on "Reservations"  
Enter the dates of your stay (example: May 16-May 18)  
Enter the three letter group code "**BPW**"  
Click "Continue" or "Search" and the room rates will pop up.  
Click on your selected room and complete the reservation with your credit card.

## Laurel Hotel Location & Directions:

Get interactive driving directions from Google Maps.  
Take I-195 West to I-95 South, to 198 West at Exit 33B.  
At your first light turn left onto Sweitzer Lane. Hotelis is on your left.

## BPW/MD Officer Duties, *continued from page 4.*

### SECRETARY:

The secretary takes and records minutes of all meetings of BPW/MD, the board of directors and the executive committee. This person also preserves all records and important correspondence.

### TREASURER:

The treasurer records transactions, oversees the budget and prepares the monthly treasurer's report.

## Participation Requirements

### Executive Committee Meetings

Monthly or as needed- in person or via conference call. Time and location determined by the Executive Committee.

**Trustees Meetings of the BPW Foundation of Maryland**  
Usually held in conjunction with the Fall Conference and the Annual Conference

**Fall Conference – Late October/Early November 2013**  
Friday afternoon and Saturday 9 a.m. – 5:00 pm

**Annual Conference – Usually third weekend in May 2014**  
Thursday – Sunday

**Other fundraising events or programs supported by BPW/MD – based on the availability and interest of officers.**

***Take the plunge – you will have fun while you learn!***

***You will have the support and guidance from previous officers and state presidents, so you will always have a mentor who will help you with your responsibilities.***

# BPW/MD 2013 ANNUAL STATE CONFERENCE

MAY 16-18, 2013 – Holiday Inn Laurel West

**“The Power of YOU ~ Equality, Advocacy, Development!”**

**HOTEL AND CONFERENCE REGISTRATION DEADLINE: MAY 1, 2013**

**HOTEL REGISTRATION - \$89 / night King/Double or \$119 / night King Suite  
See hotel reservation information on opposite page**

## CONFERENCE REGISTRATION FORM

Send check payable to BPW/MD to: **Mary Veber** 410-768-9029  
317 Roosevelt Avenue, SW [maryveber@aol.com](mailto:maryveber@aol.com)  
Glen Burnie, MD 21061-3831

**CONFERENCE PACKAGE** (Includes business meeting registration and all individual events)

**Regular Full Registration** (Postmarked by May 1) \$179.00 \_\_\_\_\_  
**Late Full Registration** (Postmarked after May 1) \$199.00 \_\_\_\_\_

**OR INDIVIDUAL EVENTS –**

**ALL ATTENDEES: PLEASE CHECK THE EVENTS YOU PLAN TO ATTEND OR PURCHASE INDIVIDUALLY.**

Business Meeting Registration (Required to attend Business-postmarked by May 1) \$49.00 \_\_\_\_\_  
Late Business Meeting Registration (Postmarked after May 1) \$69.00 \_\_\_\_\_  
Friday Kick-off Lunch with Brig. Gen. Wilma L. Vaught, Guest Speaker \$30.00 \_\_\_\_\_  
Friday Individual Development Workshops and Dinner Buffet  
\* 2:00 p.m.– 4:00 p.m. *Public Speaking Workshop~Stand UP and Speak OUT!* FREE \_\_\_\_\_  
\* 4:30 p.m.– 5:30 p.m. One-on-One Mentoring for Non-BPW Members FREE \_\_\_\_\_  
\* 6:30 p.m.– 7:15 p.m. Dinner Buffet \$30.00 \_\_\_\_\_  
\* 7:15 p.m.– 9:00 p.m. *Travel to the Stars Workshop~Setting Goals* FREE \_\_\_\_\_  
Saturday Luncheon with Guest Panel Discussion on Human Trafficking \$35.00 \_\_\_\_\_  
Saturday Installation and Awards Banquet / Entertainment \$40.00 \_\_\_\_\_

**YES! I WOULD LIKE TO BE A SPONSOR OF THE BPW/MD ANNUAL CONFERENCE**

**\*Platinum Friend - \$100      \*Gold Friend - \$75      \*Silver Friend - \$50      \*Friend - \$25**  
**\*Full Registration Sponsorship for a Guest or BPW Member - \$179** \$ \_\_\_\_\_

**CHECK TOTAL** \$ \_\_\_\_\_

**\*\*\*NOTE: Cancellation Fee - \$20. No Refunds after May 8, 2013\*\*\***

**Name** \_\_\_\_\_ **Check all that apply:**  
\_\_\_\_\_ State Officer  
**Address** \_\_\_\_\_ \_\_\_\_\_ State Chair  
\_\_\_\_\_ Past State President  
**City** \_\_\_\_\_ **State** \_\_\_\_\_ **ZIP** \_\_\_\_\_ \_\_\_\_\_ LO President  
\_\_\_\_\_ Member  
**Phone (H)** \_\_\_\_\_ **(O)** \_\_\_\_\_ \_\_\_\_\_ Young Careerist  
\_\_\_\_\_ Individual Development Program Winner  
**(Cell)** \_\_\_\_\_ **E-mail:** \_\_\_\_\_ \_\_\_\_\_ Guest  
\_\_\_\_\_ First Time Attending Annual Conference

**Dietary Restrictions** \_\_\_\_\_ **ADA Requirements** \_\_\_\_\_

**Local Organization** \_\_\_\_\_ **Yes, my LO would like a display table** \_\_\_half\_\_\_whole

**LO Table Contact Name** \_\_\_\_\_ **Tel** \_\_\_\_\_ **E-Mail** \_\_\_\_\_

~~~ SCHEDULE-AT-A-GLANCE ~~~

**BPW/MD 2013 ANNUAL STATE CONFERENCE**

**Holiday Inn Laurel West**

**Laurel, Maryland**

**May 16-18, 2013**

***“The Power of YOU ~  
Equality, Advocacy, Development!”***

**Thursday, May 16, 2013**

1:00 p.m. - 5:00 p.m. BPW/MD Executive Committee Meeting ..... Magothy  
6:00 p.m. - 8:30 p.m. BPW/MD Executive Committee Dinner ..... Outback Steakhouse

**Friday, May 17, 2013**

9:00 a.m. - 11:00 a.m. BPW Foundation of MD Board of Trustees Meeting ..... Magothy  
11:00 a.m. - 12:00 p.m. Conference Registration ..... Ballroom Foyer  
12:00 p.m. - 1:30 p.m. Kick-Off Luncheon – Gen. Wilma Vaught, Speaker ..... Chesapeake  
1:30 p.m. - 2:00 p.m. Break  
2:00 p.m. - 4:00 p.m. IDP Workshop - Stand Up and Speak Out! ..... Prince Georges  
4:00 p.m. - 4:30 p.m. Break  
4:30 p.m. - 5:30 p.m. BPW/MD Business Session ..... Prince Georges  
5:30 p.m. - 6:30 p.m. Conference Registration ..... Ballroom Foyer  
6:30 p.m. - 9:00 p.m. Dinner and IDP Workshop – Goal Setting ..... Chesapeake  
9:30 p.m. - 11:00 p.m. President’s Reception ..... President’s Suite

**Saturday, May 18, 2013**

8:00 a.m. - 9:00 a.m. Conference Registration ..... Ballroom Foyer  
8:00 a.m. - 9:00 a.m. Continental Breakfast ..... Prince Georges  
8:00 a.m. - 5:00 p.m. Exhibitors Open ..... Ballroom Foyer  
8:15 a.m. - 8:30 a.m. Memorial Service ..... Prince Georges  
8:30 a.m. - 9:00 a.m. Break  
9:00 a.m. - 11:30 a.m. BPW/MD Business Session ..... Prince Georges  
11:30 a.m. - 12:00 p.m. Break  
12:00 p.m. - 2:00 p.m. Luncheon – Human Trafficking Panel ..... Potomac  
2:00 p.m. - 2:30 p.m. Break  
2:30 p.m. - 5:30 p.m. BPW/MD Business Session ..... Prince Georges  
5:30 p.m. - 6:30 p.m. Break  
6:30 p.m. - 7:00 p.m. Reception, Cash Bar ..... Potomac  
7:00 p.m. - 9:30 p.m. Dinner, Awards, Installation, Entertainment ..... Potomac

# Individual Development Program Workshops

Friday, May 17, 2013

Nancy "Sparky" Werner,  
Facilitator, Past State  
President of BPW/PA



**FREE workshops~Open to BPW Members and the Public!** (Workshops and dinner included in the full registration package, but dinner is \$30 if purchased separately)

**Sign up on the registration form on page 10.**

## 2:00 p.m. – 4:00 p.m. Stand Up and Speak Out! Workshop

Public Speaking, does it strike fear in your heart, give you sweaty palms, and an instant anxiety rush? Say no more. One of the most dreaded experiences surveyed among adults is the art of public speaking. But it doesn't have to be. With a few good steps to plan your presentations whether short or long, you can overcome this fear. The Individual Development Program has just the process to help you gain the confidence you need. On Friday from 2:00 – 4:00 p.m., we will have an afternoon of learning and experiencing public speaking among friends. It is a challenge but everyone is capable of succeeding. Come and join us as we demonstrate how easy it can be.

This course will:

- Provide a model for creating presentations
- Provide participation techniques for successful presentations
- Build confidence to overcome anxiety

## 4:30 pm. – 5:30 p.m. Interviewing and Business Etiquette Workshop

(For Non-BPW Members while BPW members are attending the BPW/MD Business Session)

While BPW/MD members attend the opening Business Session from 4:30 to 5:30 p.m., other workshop attendees may participate in two short sessions on Interviewing and Business Etiquette. These courses will:

- Be fun and interactive
- Provide some constructive information that you can take with you

6:30 p.m. – 7:15 p.m. Buffet Dinner (\$30 if purchased separately)

7:15 p.m. – 9:00 p.m. Reaching for the Stars – Achieving Your Goals Workshop

**TRAVEL THE STARS WITH IDP!** Come join us for a FUN evening as we explore "This IS Your Life." Yes, asking the age old question, "Where has the time gone?" puts our life into a reality show of its own. For many of us, we still have many experiences that we wish to achieve such as traveling, gardening, reading the bestseller books, scrapbooking and spending more time with family and friends. We can still do all of these activities but you need to plan with GOALS. They can be short term, long term but the writing of goals makes all the difference. It only takes a few minutes in the big picture of life. So come along with us as we make plans to travel to Paradise and take one more goal off our "Bucket List." We promise you will enjoy this FUN adventure. This course will help you:

- Understand the purpose of having goals
- Establish guidelines for setting goals personally or professionally
- Develop a systemic plan for establishing goals



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# Human Trafficking

## - Topic for Saturday May 18 Luncheon Panel

By Patricia Farmer

Human trafficking is happening in our own backyard, throughout our country and around the world. Each of us needs to be aware of the enormity of this problem and to decide how and what we can do to help spread the word about its existence and to take action if we have suspicions or evidence of it happening around us.

Human trafficking is today's form of slavery. Many people don't even know that sex and labor trafficking exist in this country. The number two spot for human trafficking in the United States is the Baltimore Washington corridor, right here in our own backyard. BWI Marshall Airport is among the nation's airports, which serve as pipelines for the victims of sexual and labor traffickers, according to U.S. Immigration and Customs Enforcement (ICE) Homeland Security Investigations. This modern day slavery involves underground operations and takes place in cities and rural areas, on streets, in motels, in hotels, even posh hotels, at truck stops, and on the Internet.

Even celebrities have become advocates for victims of human trafficking. Katie Couric, Jada Pinkett Smith and Demi Moore have made it their mission to make all members of society aware of human trafficking, to give a voice to the survivors, and to provide steps each person can take to help end human trafficking.

It was Jada Pinkett Smith's daughter, Willow, who first made her aware of human trafficking. When Willow was 11 years old, she told her mother that girls were being sold for sex and that she wanted to lend her voice to help end this problem. Jada didn't quite believe what she was hearing from her daughter, so she told her that she would investigate it and they could work together on it. She was shocked to find out girls, as young as eight years old, are being forced into sex trafficking. Since then, Jada has been a tireless advocate for this cause.

Since taking up this mission, Jada has learned that children in our foster care system are not being taken care of, and they are vulnerable to human traffickers. The most disturbing fact for her is that a lot of parents are selling their children for sex.

Jada's website, [www.dontsellbodies.org](http://www.dontsellbodies.org), is a hub for information on human trafficking. The site defines "Trafficking in persons" as "the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of organs."

Here is just one real-life story of a survivor of human trafficking.

Angie, a sophomore in high school, was feeling alienated as a teenager. She ran away from home and was coerced into the lifestyle of a prostitute. She was a vulnerable teenager, who was looking for something different in her life. Her pimp or trafficker

took advantage of her emotional needs and offered her the "hope" of a different life. She was eventually rescued by an FBI sting operation, "Stormy Nights," in the Midwest. The emotional needs of victims are the most common denominator in many of the human trafficking cases. Traffickers prey on those needs and lure the victim in. Victims are tortured, threatened, terrorized and forced to live this lifestyle.

Traffickers can get more money for minors who are also easier to control.

If you suspect that your child or grandchild or a neighbor's child or a child in your community is being exploited in this manner, please call the Hotline at the National Human Trafficking Resource Center, 1-888-373-7888 or at least contact your local law enforcement authorities.

You should also make sure that your sons, daughters and grandchildren are made aware of this serious threat. Many teenagers don't understand the seriousness of this issue. You and your child or grandchild should sit down together and watch the videos that celebrities Katie Couric, Jada Pinkett Smith and Demi Moore have made on the subject, so you all can see firsthand and hear the plight of young girls and boys who have gotten caught up in this horrible lifestyle. It will be an eye opener.

"Learn the 'red flags' that may indicate human trafficking and ask follow up questions so that you can help identify a potential trafficking victim. This is the first step to stop human trafficking. Human trafficking awareness training is available for individuals, businesses, first responders, law enforcement, and federal employees." Go to [www.katiecouric.com](http://www.katiecouric.com) to check out the other 19 action steps to stop human trafficking and then decide how you can help end this exploitation.

Our panelists on human trafficking include Jennifer Jones, Susan Ritter, Linda Blackiston and Melissa Snow.

Jennifer Jones, Chair of the Prince George's County Commission for Women, is an advocate for victims/survivors of human trafficking. A Victim Specialist for Homeland Security Investigations in Maryland, Susan Ritter works with victims of violent crime and severe trauma. Linda Blackiston is from The Samaritan Women, in Catonsville, which is a Christian ministry encouraging health, healing and hope. Melissa Snow is the director of the anti-trafficking program at TurnAround in Baltimore.

## The Human Trafficking Panel

### Jennifer B. Jones-Peoples



Jennifer B. Jones-Peoples (Jennifer Jones), a resident of Mitchellville, Maryland, is a prolific writer, orator, scientist and business professional. She presently serves as Managing Member of Jones, Mitchell & Associates, LLC's commercial real-estate development and investments and Hands On Consulting Services, providing business development, technical grant and proposal writing and strategic planning services for her clients. This work has most recently included supporting strategic

*Continued, page 14...*

## ***The Human Trafficking Panel, continued***

growth initiatives for a Northern Virginia IT firm and grant funding for biomedical research on behalf of Inova Health System. Her doctoral studies in Experimental Medicine and Pathology provided more than 15 years of experience within the Biomedical, Biotechnological and Biopharmaceutical profession studying cancer, biogenetic engineering and communicable diseases. Her experience has spanned great institutions such as the National Institutes of Health, National Cancer Institute and Meharry Medical College, as well as extensive work within the Northeastern Pharmaceutical Market including Bristol Meyers Squibb, Merck, Hoffman LaRoche (Europe), and Johnson & Johnson. The business education and leadership skills gleaned in the medical and biomedical research profession were transferred to work in various other professional industries, full life-cycle recruitment, motivational and inspirational speaking, business consulting and the culinary arts. Jennifer is also a noted philanthropist and is Chair of the Prince George's County Commission for Women, a member of the Iota Gamma Omega Chapter of Alpha Kappa Alpha Sorority, Incorporated and Zonta Club of Prince George's, Zonta Club International.

### **Susan Ritter**

**Susan Ritter** is the Victim Specialist for Homeland Security Investigations (HSI) in Maryland. She specializes in working with victims of violent crime and severe trauma. She received a Master in Social Work from Boston University and completed a two-year trauma fellowship at the Harvard Medical School affiliated Victims of Violence Program. Ms. Ritter worked with victims of Human trafficking for approximately 10 years in the non-profit community before joining HSI's Human Trafficking and Smuggling Unit. She now works directly with victims who are involved in law enforcement investigations.



### **Linda Blackiston RDH, BS**

Linda received her Bachelor of Science in Dental Hygiene from University of Maryland Dental School after being a business owner for nine years. Linda is a manager of Professional Education for Philips Oral Healthcare. She is an industry author writing and lecturing nationally.

Linda volunteers with Mid-Atlantic PANDA (Prevent Abuse and Neglect Through Dental Awareness) providing courses on recognizing and reporting cases of abuse and neglect. Linda serves on the Samaritan Women board of directors, which is the only long-term restoration program for victims of human trafficking in the country. The program serves adult women who suffer from complex trauma, who are homeless and seeking answers to the chaos that has been their lives.

### **Melissa Snow**

Melissa Snow is the Director of the Anti-Trafficking Program for TurnAround, Inc. The Anti-Trafficking Program provides comprehensive services from emergency response to ongoing services and shelter for survivors of sex trafficking. Additionally, Melissa currently operates as the Chair of the Maryland Human Trafficking Task Force, Victim Services Committee.

Melissa is the former Director of Programs for Shared Hope International (2004-2011). In 2006, she began directing a three year research project in ten U.S. locations into the sex trafficking of American youth in the United States funded by the U.S. Department of justice. The research was compiled into the National Report on Domestic Minor Sex Trafficking: America's Prostituted Children (2009).

During her time at Shared Hope International, Melissa was responsible for the development, and evaluation of nine sex trafficking prevention and restoration projects in India, Nepal, South Africa, Fiji, Jamaica and the United States. Melissa is also the primary author of INTERVENE: Identify and Responding to America's Prostituted Youth.

## **Compassionate Care Options for the Elderly and Those Living with Alzheimer's**

**Saturday, May 18, 2013  
4:00 p.m. – 4:30 p.m.**

**Toya Ellis-Eardley,  
RN, CM/DN**



Please join us for an educational and compassionate, interactive discussion about the compassionate care options for the elderly and those living with Alzheimer's disease.

Toya Ellis-Eardley is a Registered Nurse who works in the Baltimore area whose goal is to educate families on the physical and mental changes in the older adult, and ensure that they are aware of all resources and care options available.

Born and raised in Baltimore, Maryland, Toya received her education in the Baltimore City Public School system and went on to receive her Nursing degree at the Community College of Baltimore County. With a love and compassion for the growing needs of the elderly, her career path led her to case management for residents with Alzheimer's living in assisted living facilities.

## EXHIBITORS INVITED TO BPW/MD ANNUAL CONFERENCE MAY 18, 2013

If you would like to have an exhibit table at the BPW/MD Annual Conference, or know a business that would, please complete the exhibitor application form below or contact Theresa Foster by e-mail at [teddybear81@verizon.net](mailto:teddybear81@verizon.net) for more information.

Exhibit fees for Saturday, May 18 (8:00 a.m. – 5:00 p.m.) are \$50 per 6' table for non-BPW members, and \$35 per 6' table for BPW members. Exhibitors may set up any time after 7:30 a.m.

Exhibit Space is limited to eight tables in the Ballroom Foyer, which is open to the lobby and will not be secured. Please reserve early. Each space includes a skirted table with chair. Limited electrical access is available if needed, but vendors will need to bring their own extension cords.

You are also invited to attend our Saturday luncheon at 12:00 p.m. with a panel discussion on human trafficking for \$35 per person, which may be included in your check, payable to BPW/MD.

Local Organizations are invited to use exhibit tables at no charge in the meeting room. Please check on your Conference registration form whether your Local Organization would like space.

## CORPORATE SPONSORS SOUGHT

Local businesses and individuals are invited to sponsor the 2013 BPW/MD Annual Conference. Select the sponsorship most appropriate for you.

**“The Power of YOU” ~ Title Sponsor - \$1,000**

**“Individual Development Workshop” - \$750**

**“Women in the Military Luncheon” or “Human Trafficking Panel” Sponsor - \$500**

**“Continental Breakfast Sponsor” - \$250**

**“Corporate Friend” Sponsor of BPW/MD - \$150**

*BPW Members – see Registration Form for individual sponsorship opportunities.*

Members: if you can't attend the conference, please also consider sponsoring a **“Conference Scholarship - \$179”** so another member can attend.

Corporate sponsors may receive a free Exhibit Table, may bring greetings to the attendees, receive complimentary tickets to the programs and events, and have their logo and recognition on all printed material and the BPW/MD website. Sponsorships are limited and on a first-come, first-serve basis. Secure your sponsorship by contacting Theresa Foster for additional information at 410-828-7895 or [teddybear81@verizon.net](mailto:teddybear81@verizon.net).

\*\*\*\*\*

## EXHIBITOR APPLICATION FORM ~ BPW/MD ANNUAL CONFERENCE

**May 18, 2013 ~ Laurel Holiday Inn West, 15101 Sweitzer Lane, Laurel, MD 20707**

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

301-776-5300

Return completed application and check, payable to **BPW/MD**, to: Theresa Foster, Conference Chairman, 143 Othoridge Road, Lutherville, MD 21093. Phone 410-828-7895 or e-mail: [teddybear81@verizon.net](mailto:teddybear81@verizon.net).

\*\*\*\*\*

Name of Exhibitor: \_\_\_\_\_ Product Sold: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ E-Mail: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Special requirements (electric, etc.) \_\_\_\_\_

### Exhibit Hours:

Set up on Saturday, May 18: 7:30 a.m.  
Saturday, May 18, 8:00 a.m. – 5:00 p.m.

### Exhibit Fees:

Non-BPW Member: 6' table \$50.00 x \_\_\_\_\_ = \_\_\_\_\_  
BPW Member: 6' table \$35.00 x \_\_\_\_\_ = \_\_\_\_\_  
Saturday lunch (optional) \$35.00 x \_\_\_\_\_ = \_\_\_\_\_  
**Total Amount Enclosed** \$ \_\_\_\_\_

# MENUS for Annual Conference

**Friday, May 17, noon-1:30 p.m.**

## **Luncheon - Plated**

Salad; Roasted Rosemary Garlic Chicken; Roasted Potatoes; Chef's Selection Dessert; Ice tea, lemonade, coffee, hot tea.

**Friday, May 17, 6:30-7:30 p.m. Buffet Dinner**

Caesar Salad; Vegetarian Lasagna; Penne Pasta Alfredo with Grilled Chicken & Grated Parmesan Cheese; Steamed Cauliflower, Carrots and Broccoli; Garlic Sticks; Chef's Selection Dessert; Ice tea, lemonade, coffee, hot tea.

**Saturday, May 18, 8-9 a.m.**

## **Continental Breakfast**

Whole Apples, Oranges and Bananas; Granola Bars & Assorted Yogurts; Chilled Red Ruby Grapefruit and Orange Juice; Coffee, Hot Tea & Decaf Coffee.

**Saturday, May 18, noon-2 p.m.**

## **Luncheon – Plated Dinner**

Mixed Field Greens; Salmon with Roasted Red Peeper Sauce; Rice Pilaf; Chef's Selection Dessert; Ice tea, lemonade, coffee, hot tea.

**Saturday, May 18, 6:30-9:30 p.m.**

## **Awards and Installation Banquet**

Reception and Cash Bar; Salad; London Broil with Mushroom Sauce; Garlic Mashed Potatoes; Chef's Selection Dessert; Ice tea, lemonade, coffee, hot tea.

❖ *Please contact Susan Horst by May 8 for any dietary restrictions or special needs. A vegetarian option will be available at all meals with prior notification.*

## **Committee Chairmen and Members Needed!**

BPW/MD is an all-volunteer organization that appreciates the time and talents of members who serve. If you would like to get more involved with BPW/MD, then please consider serving on one of the following committees for next year:

- Membership
- Legislation
- Finance
- Conference
- Nominations
- National Business Women's Week®
- Chaplain/Hospitality
- The Newscaster
- Health
- Website and Social Media

Please contact 1<sup>st</sup> VP Susan Horst if you have an interest in serving on one of these committees. [susanhorst@yahoo.com](mailto:susanhorst@yahoo.com) or 240-498-8434.

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## **Pentagon Lifts Ban on Women in Combat (*Reuters*)**

The Pentagon lifted its ban on women in front-line combat roles in January in a historic step toward gender equality in the U.S. armed forces after 11 years of nonstop war, during which the front lines were often not clearly defined.

Defense Secretary Leon Panetta and General Martin Dempsey, chairman of the Joint Chiefs of Staff, signed an order rescinding the rule that prevented women from serving in direct combat jobs.

"They serve, they're wounded, and they die right next to each other. The time has come to recognize that reality," Panetta said, noting that 152 women in uniform had been killed in Iraq and Afghanistan. "Over more than a decade of war, they have demonstrated courage and skill and patriotism," he said.

President Barack Obama expressed strong support for the new policy, as did top civilian and military officials.

The decision could open 237,000 positions to women in America's armed forces and expand opportunities for career advancement. But acceptance into the newly opened jobs will be based on gender neutral performance standards.

"Let me be clear. We are not talking about reducing the qualifications for the job," Panetta said. "If they can meet the qualifications for the job, then they should have the right to serve regardless of creed or color or gender or sexual orientation."

"There are no guarantees of success," he added. "Not everyone is going to be able to be a combat soldier. But everyone is entitled to a chance."



# Support BPW/MD's Charity for 2013 ~ Turn Around, Inc.



## TURN AROUND, INC., The First Place to Turn

**443-279-0379 for Immediate Assistance**

www.turnaroundinc.org.  
Towson and Baltimore

**Turn Around is the charity for the BPW/MD annual conference.** Turn Around's mission is to build a community free of violence by working with adults and children affected by intimate partner and sexual abuse violence, to address their needs and prevent further violence through advocacy and education.

Attendees may bring donations to the conference to support Turn Around's mission. Their wish list includes cash donations, non-perishable food items, diapers, baby formula and new household items.

Turn Around provides the following services:

- Hotline: 24-hour crisis intervention and referral.  
Trauma Therapy: Individual and specialized group trauma therapy for adult, teenage and child victims of sexual assault and/or domestic violence as well as their families.
- Victim Advocacy: Provides immediate and ongoing support and information to victims of sexual assault and/or domestic violence.
- Community Education and Training: Provides educational programs and professional training on issues of child abuse, sexual assault, sexual harassment, dating violence, domestic abuse and sex trafficking.
- Abuser Intervention Program: A primarily court-ordered program for domestic violence offenders that follows a national model.

**Melissa Snow**, one of our panelists at the Saturday luncheon on Human Trafficking, is the director of the anti-trafficking program for Turn Around, Inc.

### Freedom Packs

When girls escape or are rescued from the control of their pimp, they often leave with only the clothes on their backs. We work from the ground up to rebuild their lives (mind, body and soul). The first thing that we give to every survivor is a Freedom Pack that contains basic necessities such as deodorant, shampoo, soap, lotion and a change of clothes (usually a sweat suit). We try to have this first set of items be new because the girls are coming out of a traumatic situation and deserve to start fresh with some new

things. We usually arrange the Freedom Packs by size Small, Medium, Large and XL for all clothing items inside and then we can mix and match the bags as needed for each girl.

### Freedom Packs include (New):

- Sports Bra
- Cotton t-shirt or Sweatshirt (depending on season)
- Cotton underwear
- Cotton sweatpants or yoga pants
- Flip-flops
- Toiletries (travel size)
- Tooth brush / tooth paste
- Comb
- Shampoo/conditioner
- Deodorant
- Lotion
- \$15 Gift card for food (Subway, McDonald's, Burger King, etc.)

\*\*All donations can be provided with a tax deductible receipt upon request \*\*

**Call Melissa Snow 410-377-8111 to coordinate drop-off of Freedom Packs.**

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## First Woman to Lead the Secret Service

Julia Pierson, 53, was appointed by President Obama in March as the new director of the Secret Service. Pierson, the first woman to lead the agency, is currently chief of staff at the Secret Service. The job does not require Senate confirmation. A native of Florida, Pierson began her career as a special agent with the Miami field office in 1983. She is the first woman to lead the male-dominated agency, a year after its reputation was tarnished by a scandal involving agents and prostitutes in Colombia.

# Renew Your Membership!

Membership is vital to BPW's continued success. We are fortunate in Maryland to have so many committed members. BPW/MD welcomes you to "The Power of YOU!" The Membership Committee asks that you:

Renew early so that your membership does not lapse. May is when most memberships are up for renewal. *Please renew at or before our annual conference May 17-18, 2013.* Invite a friend, coworker, or neighbor to attend BPW events and join.

Mail new membership applications and renewals to Marlene Spielman, BPW/MD Treasurer, at 11530 Dellwyn Drive, Hagerstown, MD 21740.

*Terry Miller, Membership Chairman*

## *A Memorial Service*

BPW sisters who passed away this year will be remembered at the Memorial Service on Saturday, May 18 at 8:15 a.m. Please forward names of deceased BPW sisters, copies of obituaries and any other remembrances by May 1 to: Alicia Newman, 8607 Wintergreen Ct #402, Odenton, MD 21113, leenew9577@aol.com or 410-451-5162.

## Women's History Month Celebrations - March 2013

BPW/MD was a proud co-sponsor of the second annual Women's History Celebration and Networking Event on March 16 in Cumberland. Other co-sponsors included MD NOW, AAUW and Allegany College. Local women legislators and historian Al Feldstein spoke to the attendees.

Kate Campbell Stevenson performed as two historical women: first as Rachel Carson, a marine biologist and the first environmentalist and second as Louise Arner Boyd, an Artic explorer.

Each organization was given an opportunity for a brief presentation about their group. Susan Horst and Theresa Foster spoke on behalf of BPW/MD and our upcoming conference, and Ntumba Makenda and her two daughters attended from Montgomery County BPW.

Sixty people attended the event and all shared some very good networking time.



*Attendees gathered for Women's History Month on March 16 at Allegany College, in Cumberland. The event, sponsored by MD NOW, BPW/MD, AAUW and Allegany College, featured a performance by Kate Campbell Stevenson and speeches by local women legislators and historian Al Feldstein.*

At the end of the event, all the organizations, speakers and performer, Kate C. Stevenson, joined in a group photo.

The BPW Foundation celebrated Women's History Month 2013 with a reception honoring women veterans on March 19 at the Women In Military Service for American Memorial (WIMSA) at Arlington National Cemetery. First Lady Michelle Obama was Honorary Chair. Gen. Vaught was a keynote speaker and praised women veterans who, by their many achievements, dedication to duty and patriotism, shaped our history and inspire our future. BPW/MD 1st Vice President Susan Horst attended, and had the opportunity to meet Gen. Vaught. The Military Women's Memorial (WIMSA) honors all military women—past, present and future—and is the only major national memorial honoring women who have served in our nation's defense during all eras and in all services.



*Susan Horst, Brig. Gen. Wilma Vaught, and Barb Henton, Past National BPW/USA President at the BPW Foundation celebration of Women's History Month honoring women veterans at the Women in the Military Service Memorial on March 19.*

# WOMAN TO WOMAN

*with Rita Crowe*

**Leadership Tips** (*what the men don't know, and wouldn't tell you if they did*).

## Hello Women!

There's been lots of buzz about **Sheryl Sandberg's new book, "Lean In, Women, Work, and the Will to Lead."** I received my copy two days after its release, as I couldn't wait to read what the author (Chief Operating Officer of Facebook) described as a "feminist manifesto." Betty Friedan would be proud! This book is a must-read!

Sandberg readily admits that there are many external barriers to women achieving their fair share of leadership roles. And, importantly, she focuses on the internal barriers. She states "**We hold ourselves back in ways both big and small, by lacking self-confidence, by not raising our hands, and by pulling back when we should be leaning in.**" I wish I had written this book!

Sandberg goes on to say that these internal obstacles are rarely discussed and often underplayed. This resonated for me. In February I led a Women's Leadership Program for Ingersoll Rand in Brussels, Belgium, and, to my amazement, some of the women initially questioned whether such a program was even needed for them. After hearing each other's stories, it became clearer to them that both internal and external hurdles existed, and that a women's

venue was very powerful for them. As Sandberg writes, "**These internal obstacles deserve a lot more attention... because they are under our own control. We can dismantle the hurdles in ourselves today.**"

Sandberg successfully combines her own story, research findings and advice in the same areas that I see as issues for women in my leadership programs. In her first chapter, Sit at the Table, she reiterates my WLTIP 1 from the last *The Newscaster* column: Claim your real estate. In subsequent chapters she tackles **Success and Likeability (positively correlated for men, negatively correlated for women)**, mentorship, the myth of doing it all, speaking the truth, and having real partners to shoulder the work life balance efforts.

The call for us as members of BPW is clear. Sheryl Sandberg provides the rallying call: "The gains we have made are not enough and may even be slipping." **Please promote the two individual development workshops at this year's Annual Conference!** Nancy Werner will offer Public Speaking and Goal Setting – Let's fill those seats with members and other invitees!

**AND...please read "Lean In" – buy a book for yourself and give one to an aspiring young woman you know!**

Want more? Comments are always welcomed at [Rita@LEAPLeadershipAdvantage.com](mailto:Rita@LEAPLeadershipAdvantage.com). If you have a question or situation related to work or leadership, please send it along to the same email. I'll select one to include in each column. Confidentiality is assured. Thanks for reading!  
**Now get out there and LEAD!**

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## ~ Care and Concern ~

Our sympathy to **Past State President Bonnie Joe Ayers**, Montgomery County BPW, on the passing of her sister, Kelli Ayers Cook, RN, aged 56, on March 27, 2013 in Savage, Md., after a three-year battle with breast cancer.

Bonnie Joe's address is 18801 Willow Circle, #1234, Germantown, MD 20876

A private memorial celebration will be held at the Lewis Ginter Botanical Garden in Richmond, Va., in the coming months. Kelli's ashes, with those of her beloved Cattle dog, Kit, will become part of an Eternal Reef along the East Coast. Donations in Kelli's memory may be made to the American Cancer Society or the Lewis Ginter Botanical Garden, 1800 Lakeside Ave., Richmond, VA 23228.

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**Evelyn "Ruthie" Barbour**, former member of **Potomac BPW**, which was the catalyst for the formation of **Montgomery County BPW**, passed away March 22, 2013, after a 14-year battle with Alzheimer's disease. She was employed by the U.S. Department of Health and Human Services, at the National Institutes of Health (N.I.H.) in Bethesda, Maryland.

We extend our condolences to PSP Florence Finlayson, who was very close to Ruthie. Flo remembers Ruthie as "incredibly funny and loving." Flo and Ruthie met in Junior High School, friends for 71 years. Flo is the Godmother to Ruthie and her husband Herb's first-born daughter.

Flo's beloved boxer, Lady, age 13, also passed away suddenly on March 30, 2013. Flo's address is 6029 Grosvenor Lane, Bethesda, MD 20814.

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We extend our condolences to **Rosalie Ridenour**, Hagerstown BPW, on the passing of her husband, W. Lee Ridenour, on April 9, 2013. His funeral was April 15 at the Rest Haven Cemetery Chapel, in Hagerstown. Rosalie's address is 18824 Fountain Terrace, Hagerstown, MD 21742

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**Frances Wilkins**, Frederick BPW, was transported to Frederick Memorial Hospital on Sunday, March 3, 2013, and subsequently flown to MedStar Washington Hospital Center for blood clots in the areas of her heart, legs, and lungs. After being treated with a heparin drip, she is currently rehabilitating at Genesis Health Care's Glade Valley Center, 56 West Frederick St., Room 227B, Walkersville, MD 21793. Call her at 240-575-7762. She is anxious to get back to her BPW responsibilities.

# HOW to RETAIN MEMBERS in YOUR LOCAL ORGANIZATION

A member of your Local Organization is like a customer or client in your business, hence should be treated as such.

Too often organizations focus on recruitment and don't take the time to work with or mentor its new members to help them to become accustomed to the group as well as the customs and traditions of your organization. They need to learn the reasons **BPW** has existed for over ninety (90) years. They need to understand the importance of passing the **Equal Rights Amendment (ERA)**.

Here are a few things you can do to help retain members in your Local Organization.

## BPW MUST STOP the REVOLVING MEMBERSHIP DOOR

> **Learn the names of your newer members.** Use their names during BPW meetings or events, as well as outside the BPW arenas, when you meet them at other organization meetings, the grocery store, neighborhood events, or just "bumping into" them in the community. Followers are more likely to follow when you establish a personal relationship with them.

> **Keep in touch with the new member regularly.** Doing so, lets them know you value them. You can also take this opportunity to ask them how they think your meetings or events are doing.

> **Be sincere and open.** People are more likely to trust someone who is honest

> **Give them a job** or assignment, advising them, but not doing it for them. Allow them time to absorb what you want done and to ask questions. While you could do it faster, resist the urge to jump in and help, give them the job and then let them do it even if it is not exactly like you would do it. **Avoid letting them become discouraged because it is not done your way.**

> If you are the recruiter of a prospective member, stay with your guest and introduce them to other members. If they choose not to join right away encourage them to return again to a different meeting – "**do not be a pushy recruiter**" – let them know your Local Organization would be delighted to have them as a member; give them time to decide.

> Encourage new members to participate in BPW activities and committees as a learning tool. **Under no circumstances recruit them to be an officer first thing out of the box**, unless they inquire about being an officer. Give them time to learn if BPW is their "cup of tea."

> **Above all, remember why you joined and have stayed a member of BPW**, and share that with the newer members or prospective members. If you have forgotten why you joined BPW go back in your mind to that time you were invited to a meeting and asked to join; how did you feel, then convey that to the potential or new members. If you are a longtime member tell them why you have a long history with BPW. Share your knowledge and experiences, be a mentor.

By Florence A. Finlayson  
37 year continuing BPW member  
April - 2013

## *BPW/MD Calendar of Events*

### 2013

- |           |                                                                                                                      |
|-----------|----------------------------------------------------------------------------------------------------------------------|
| May 16    | BPW/MD Executive Committee Meeting<br>Laurel Holiday Inn, Magothy Board Room, Laurel, Md. 1:00 p.m. – 5:00 p.m.      |
| May 16    | BPW/MD Executive Committee Dinner<br>6:00 p.m. – 8:30 p.m., Outback Steakhouse, Laurel, Md. All members invited!     |
| May 17    | BPW Foundation of MD Trustees Meeting, Laurel Holiday Inn, Magothy Board Room, Laurel, Md.<br>9:00 a.m. – 11:00 a.m. |
| May 17-18 | BPW/MD Annual State Conference, Laurel Holiday Inn, Laurel, Md.                                                      |



**MARYLAND FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN  
(BPW/MD)**

**2012-2013 MEMBERSHIP FORM**

*BPW: Women Helping Women Succeed*

Business & Professional Women of Maryland (BPW/MD) is a not-for profit, non-partisan, and non-sectarian volunteer association that promotes equity for all women in the workplace through advocacy, education, and information. All individuals who support the mission of BPW/MD are invited to become a member. Contact **Terry Miller** at [mtm2u2000@aol.com](mailto:mtm2u2000@aol.com) or (301) 898-0837 or (301) 471-3146 for membership information.

Pay by check, **Payable to: BPW/MD** and mail to Treasurer **OR**  Pay with credit card via [www.bpwmaryland.org](http://www.bpwmaryland.org), **Join Now!**

**MAIL TO: MARYLAND FEDERATION OF BUSINESS & PROFESSIONAL WOMEN (BPW/MD), MARLENE SPIELMAN, TREASURER, 11530 DELLWYN DRIVE, HAGERSTOWN, MD 21740. VISIT US ONLINE AT: [www.bpwmaryland.org](http://www.bpwmaryland.org)**

**APPLICANT INFORMATION**

Name:

Home address:

City:	State:	ZIP CODE:
Phone:	Fax:	<b>E-mail (Required):</b>
Cell:		
Please indicate <b>phone</b> preference: Please indicate <b>E-mail</b> preference:	<input type="checkbox"/> Home <input type="checkbox"/> Work <input type="checkbox"/> Cell <input type="checkbox"/> Home <input type="checkbox"/> Work	Birthday: Month ____ Day ____

**BUSINESS INFORMATION**

Current employer:

Title:

Address:

City:	State:	ZIP CODE:
Phone:	Fax:	<b>E-mail (Required):</b>

Website:

**INDUSTRY, please select one**

<input type="checkbox"/> Arts/Entertainment/Media	<input type="checkbox"/> Beauty/Wellness	<input type="checkbox"/> Marketing/Advertising/PR	<input type="checkbox"/> Science/Research
<input type="checkbox"/> Computers/Technology	<input type="checkbox"/> Human Services/Public Safety/Government	<input type="checkbox"/> Professional Services	<input type="checkbox"/> Travel
<input type="checkbox"/> Banking/ Finance/Insurance	<input type="checkbox"/> Legal	<input type="checkbox"/> Real Estate/Construction	<input type="checkbox"/> Other: _____
<input type="checkbox"/> Education	<input type="checkbox"/> Manufacturing	<input type="checkbox"/> Non Profit/Association	<input type="checkbox"/> Business Owner
<input type="checkbox"/> Health Care/Medicine		<input type="checkbox"/> Retail/Wholesale	_____ (bus. name)

**HOW DID YOU HEAR ABOUT BPW?**

Referred by member (Name): \_\_\_\_\_

E-mail Announcement    Website    Newspaper    Word of Mouth    Other (Specify): \_\_\_\_\_

Are you a:    New member    Renewing member    Transfer (Other BPW Organization): \_\_\_\_\_

**LOCAL ORGANIZATION TO WHICH YOU ARE APPLYING / RENEWING**

Members may affiliate with a Local Organization (**Member of Local - MOL**) or maintain state membership only (**Member at Large - MAL**). **Student Members** must be enrolled in an accredited institution of higher learning for at least 50% of their time. All three types may participate in the governance of the organization. Individuals may join as an **E-Member** to receive electronic state communications, but may not participate in the governance of the organization.

1. Select the type of membership:    **Member of Local (MOL)**    **Member at Large (MAL)**    **Student Member**    **E-Member**

2. If **Member of a Local (MOL)**, select the Local Organization with which you would like to affiliate:

<input type="checkbox"/> Cecil County BPW (coming soon!)	<input type="checkbox"/> Cumberland BPW	<input type="checkbox"/> Frederick BPW
<input type="checkbox"/> Garrett County BPW	<input type="checkbox"/> Hagerstown BPW	<input type="checkbox"/> Laurel BPW
<input type="checkbox"/> Montgomery County BPW	<input type="checkbox"/> Southern Prince George's BPW	<input type="checkbox"/> Towson/Hunt Valley BPW

Would you like to be part of an area speaker's bureau?    Yes, Subject: \_\_\_\_\_

Would you like to host a webinar?    Yes, Subject: \_\_\_\_\_

**ANNUAL MEMBERSHIP DUES    NEW    RENEWAL**

<input type="checkbox"/> <b>Member of Local</b> (includes Local and State Federations, and National BPW Foundation) <b>\$100</b>	<input type="checkbox"/> <b>Member-At-Large</b> <input type="checkbox"/> <b>Student</b> <input type="checkbox"/> <b>E-member</b>	<b>\$100.00</b> (Includes State Federation and National BPW Foundation) <b>\$ 60.00</b> (Includes same as Member of Local, but at reduced rate) <b>\$ 40.00</b> (Receives Electronic State Communication)
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**SIGNATURE** \_\_\_\_\_ **DATE** \_\_\_\_\_ [PROCESSED: \_\_\_\_\_]      VERSION JUNE 2012