

# The Centerline

## President's Message

### **Hope you all are having a great new year!**

We certainly enjoyed our January 19th meeting at Coronado High School with the Robotics Team. 18 of us were present and we enjoyed learning about the team and what they are up to this year. This year the theme is steampunk related. The robots have to throw balls through a chute and pick up and place gears about a foot big in an area. Go Cougars Gone Wired! We wish them much success in this year's competition.

The Robotics Team is looking for women in construction to mentor them. If you are interested, please contact me, so I can introduce you to them or if you were at the meeting and are interested, please let me know. I will get you their email and you can go see them. We have two ladies interested and will be introducing them to the robotics team this week.

The Block Kids Event on January 29th at East Library, chaired by Karen Mitchell, was a huge success! Everyone had a great time and the kid's imaginations are awesome! It is always fun to see what they come up with. 4 of 5 of the winners in each group had participated previously.

February's meeting will be at Mimi's off Powers and South Carefree. Terry Proffers of Major Geothermal will be talking to us about geothermal. We were intrigued when doing a job walk at Springs Rescue Mission.

Hard to believe our 20th anniversary as a NAWIC chapter is being celebrated in March during WIC (Women In Construction) week. We will be meeting on March 10th at The Warehouse, downtown for dinner. We are hoping to see some of the original members there.

We will be judging CAD/Hand Drafting on March 18th at the Leon Young Center. We are anticipating 50 sets of plans from our students. We have 4 high schools participating this year. The building this year is a dental office.

In April we will be learning about structural observation from RMG Engineers Group's Zach Wheeler at The Warehouse, downtown.

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## Standing Committee Chairs 2016-2017

**Professional Development & Education** – position open, contact Berni to sign up now!

**Membership & Marketing** – Valerie Bates 719-649-4615  
[valerie@vanguardhomes.com](mailto:valerie@vanguardhomes.com)

**Finance** – Jennifer Walker 719-546-6829  
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## Chapter Functions 2016-2017

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**Centerline Editor** - Victoria Bartz 719-685-2343  
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*“United we are a rock, divided we are sand.” -- African proverb*

### Board of Directors for 2016-2017

#### President

Berni Mount

#### Immediate Past President

Karen Mitchell

#### Vice President

Valerie Bates

#### Recording Secretary

Christina Townsend

#### Treasurer

Jennifer Walker

#### Directors

Kristen Ibarra

Naomi Kidd

## Special Committee Chairs 2016-2017

**Block Kids** – Karen Mitchell, CBT, CIT 719-686-7482  
[kem0513@aol.com](mailto:kem0513@aol.com)

**Bylaws** - Linda Champlin-Frank, CBT, CIT 719-641-1109  
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**CAD Competition** – Berni Mount and Paula Miller 719-599-7710  
[bmount@nunconstruction.com](mailto:bmount@nunconstruction.com)

**NEF** - Karen Mitchell 719-686-7482  
[kem0513@aol.com](mailto:kem0513@aol.com)

**Publicity** – Valerie Bates 719-649-4615  
[valerie@vanguardnewhomes.com](mailto:valerie@vanguardnewhomes.com)

**Scholarship** - Katie Trapp 719-635-0902  
[Kt\\_trapp@yahoo.com](mailto:Kt_trapp@yahoo.com)

**Strategic Planning** – position open – please contact Berni if interested

**Ways & Means** - Katie Trapp and Sandy Riggs  
719-635-0902 [Kt\\_trapp@yahoo.com](mailto:Kt_trapp@yahoo.com)  
719-599-0168 [sjr3555@aol.com](mailto:sjr3555@aol.com)

**WIC Week** – Jennifer Walker 719-546-6829  
[jennifer.walker@hubinternational.com](mailto:jennifer.walker@hubinternational.com)

*Continued from page 1*

We are looking for committee chairs to help us move forward this year. We will be covering this at the February meeting. If you are interested in heading up the Construction Industry committee for local projects or the Strategic Planning Committee in August, please let me know.

Please put on your calendar October 13-14th. We will be co-chairing with the Denver NAWIC Chapter to host the Annual Planning Conference in Aurora, Colorado. Please plan on attending as it takes everyone to make a conference run smoothly. Plus getting to meet ladies from all over the Pacific Southwest Region is always great fun!

***Have a Happy Valentine's Day!***



Berni Mount  
NAWIC Pikes Peak Chapter 356  
President 2016-2017



***Prepping participation goodie bags for the Block Kids event.***



NAWIC Chapter tours the Robotics lab at Coronado High School – Cougars gone wired!



## **2017 Block Kids Building Competition**

Submitted by Committee Chair Karen Mitchell, CBT, CIT

The 2017 Block Kids Building Competition, sponsored by Colorado Springs Chapter 356, was held January 29, 2017 at the East Library and Information Center. Forty area students in grades K – 6 competed using 100 micro Legos and three of the following: a rock, string, foil, and/or poster board. Completed structures included a dog adoption facility, a bank, a jail, a bridge, an amusement park and a SWAT training facility. This year's participants demonstrated vast amounts talent and creativity. As always, our judges were impressed with the in-depth thinking and diversity displayed by our student builders.

Our judges selected Ryan Mitchell, a 5th grade student at Colorado Springs Christian School – Woodland Park, as our overall winner. Ryan built a green amusement park complete with a solar operated monorail roller coaster, a tram that ran on biodiesel fuel and a concession area that featured organic and locally sourced foods along with recycling. This is Ryan's fourth year competing in the Block Kids competition and he is excited to finally represent our chapter at the regional competition.

Thank you to all our NAWIC chapter members who volunteered their time ensuring a smooth competition and furnished prizes, snack and drinks. A special thank you to Allison Mikulecky who could not attend but who emptied the CostCo aisles to make sure we had plenty of snacks for the kids!

In addition, thank you to the following judges who gave several hours of their valuable time and had the extremely difficult job of choosing and ranking finalists:

Cathy Andrew, CCA, Colorado Springs Utilities

Penny Metoxen

Karen Mitchell, CBT, CIT, Double M Concrete LLC

Mark Mitchell, Double M Concrete LLC

Kate Ellis Muniz, NAWIC 356 Charter Member

Tanya Peterson, SimplexGrinnell

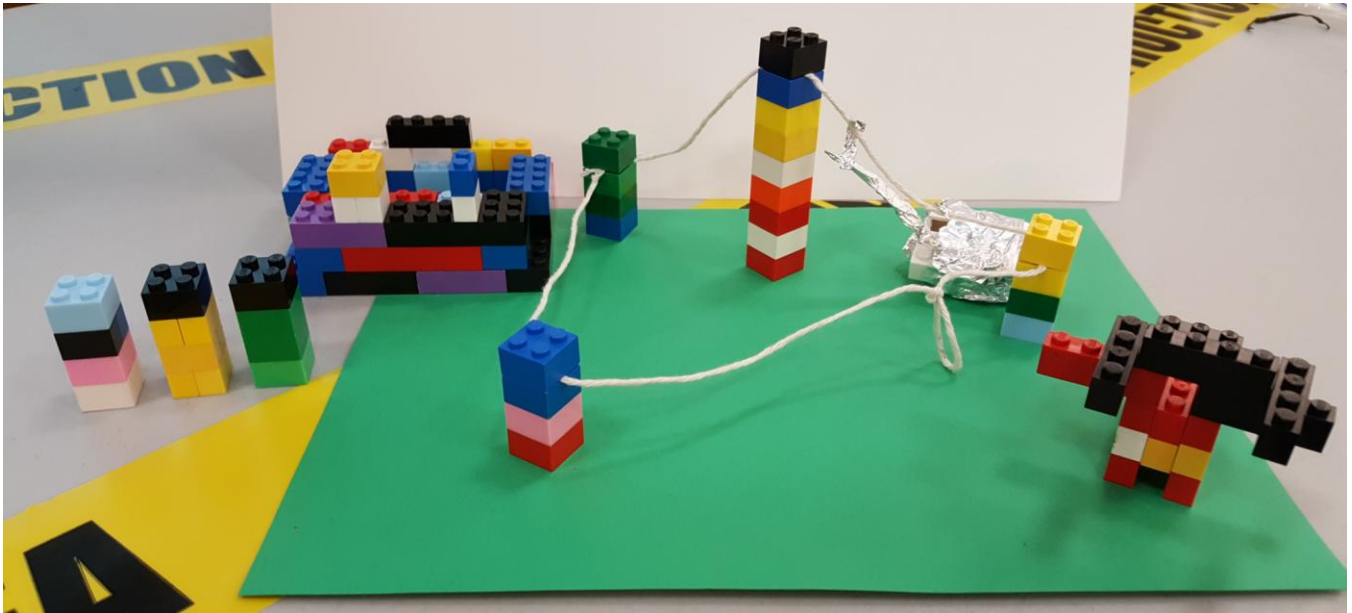
Katie Trapp, CIT, Olson Plumbing and Heating Company

Gretchen Westphal, Encore Electric

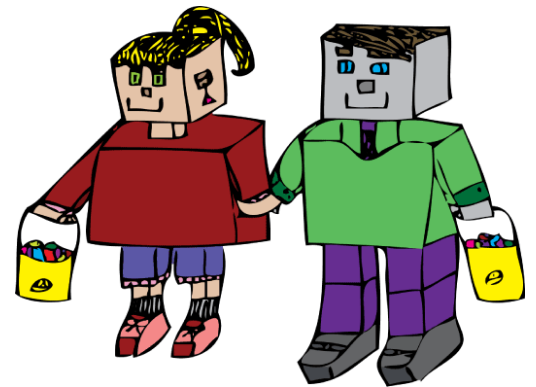


Finally, a special thank you to the East Library and Information Center staff who provided us with a meeting room which allowed our competitors to work comfortably.

Below is the amusement park built by Ryan Mitchell. Note the coaster car on the monorail track complete with a loop and a solar panel, the concession stand with its recycling bins (left) and the tram which runs on biodiesel (right front).



These are the students who placed in both age groups.



## Could You Be the Next Block Kids Chair?

As I finish up my 9<sup>th</sup> Block Kids competition, I am ready to pass the torch. While I thoroughly enjoy this program, my son's travel hockey schedule from September – March, coincides with the Block Kids competition and I do not feel I can give it my full attention as I have in the past. I am looking for someone to come onboard as chair. I will mentor this person through the next year and would love to continue collecting prizes and judges' gifts as a sponsorship from my company. If this is something you would like to take on, please let Berni Mount or me (Karen Mitchell) know.

Below, I have compiled a list of the responsibilities of the Block Kids chair and Block Kids committee:

### Block Kids Competition Checklist

- Choose and secure a venue.
- Print copies of information flyer, registration form and rules.
- Send the above documents to previous year participants who were in grades 5 and under the previous year
- Send flyers to chapter members and deliver to venue location for distribution.
- Post competition information on [Mykidsweek.com](http://Mykidsweek.com) or similar website.
- Send the information flyer, a registration form, a copy of the rules and a Block Kids brochure to teachers who have indicated they would post and/or distribute the materials.
- Collect Lego and other building sets to give as prizes.
- Collect items for goodie bags. Purchase goodie bags. Assemble goodie bags.
- Assign jobs for the event: judges, general help, photographer, etc. (This and the previous task are generally done at a January Block Kids committee meeting.)
- Order gifts for judges.
- Collect blueprints and use to cover tables during event.
- Compile registrations sent in through email and the chapter mailbox.
- Print contestant nametags and certificates and judge nametags.
- Send in report with all photos. Focus on writing a detailed story.

I am sure there are other tasks I have overlooked, but this is a summary of the most important tasks.

5:30 – 6:00 Networking

6:00 – 6:45 Dinner

Mimi's at 3005 New Center Point, C/S, CO 80922

(Off Powers and South Carefree)

Everyone will be ordering and paying for their meals individually.

6:45 – 7:30 Program –

Terry Proffer, CGD, Geothermal Manager  
of Major Geothermal

7:30 – 8:00 Business Meeting



**RSVP by Monday, Feb. 13, 2017**

**to Valerie Bates**

**valerie@vanguardnewhomes.com**

**716-649-4615**

**NAWIC**  
*Builds*



# February 2017

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2 Happy Birthday Berni Mount	3	4
5	6	7 Board Meeting	8	9 Happy Birthday Valerie Bates	10	11
12	13	14 Happy Valentine's Day	15	16 Monthly Meeting	17	18
19	20 Presidents' Day	21	22	23	24	25
26	27	28				

*If we missed your birthday, it is because we don't have the date, so please let our Membership and Marketing committee leader Valerie know!*

**February 2 – Happy Birthday Berni Mount**  
**February 7 – Board Meeting**  
**February 9 – Happy Birthday Valerie Bates**  
**February 16 – Monthly Meeting**

**Future Dates:**

**March 5-11 – WIC Week**  
**March 10 – Chapter 20<sup>th</sup> Anniversary Party**  
**March 18 – CAD Competition Judging**  
**May 6 – Spring Tea Party**  
**May 5-7 – Pacific Southwest Regional Forum (Tuscon)**  
**August TBD – Strategic Planning Meeting**  
**October 13-14 – Annual Planning Conference (Aurora)**

***Welcome New Member!***

**Paula Miller**  
 Nunn Construction, Inc.

[pmiller@nunnconstruction.com](mailto:pmiller@nunnconstruction.com)

Paula raises our current membership count to 34 fabulous women!



*NAWIC PIKES PEAK CHAPTER #356  
(formerly Colorado Springs Chapter #356)*

*SAVE THE DATE*

*March 10, 2017*

*20<sup>th</sup> Anniversary Celebration*

*Details forthcoming*

*Put this date on your calendar and plan  
to join us*

Start planning to attend the **2017 NAWIC Annual Meeting & Education Conference** in Anaheim, California. Once again, those who plan ahead and register early can take advantage of special “Early bird” registration rates. However, chapters will no longer be allowed to purchase an early bird registration and provide the name of the attendee at a later date.

[www.nawicconvention.org](http://www.nawicconvention.org)

## Registration Rates

### Early Bird Registration

March 1-April 30, 2017

Members: \$635

Nonmembers: \$735

May 1-June 30, 2017

Members: \$685

Nonmembers: \$785

After June 30, 2017 and onsite

Members: \$785

Nonmembers: \$885

## Keynote Speaker

This year, Aimee Cohen will deliver the keynote address during NAWIC’s Annual Meeting. Her keynote topic will be “Woman UP! Overcome the Seven Deadly Sins That Sabotage Your Success.”

Today's professional woman battles social norms, corporate barriers, male-dominated industries, and mass media stereotypes. However, her own self-sabotaging behaviors may present her greatest obstacles. Join the journey of self-discovery to identify the most common self-sabotaging behaviors that hold women back, and to learn practical strategies to defeat them. You'll hear real-life examples, simple success solutions, and Cohen’s own guilty confessions. It’s time to pull on those big-girl panties, gain the confidence you need to get ahead, and inspire other women to “Woman UP!”

Aimee Cohen is a keynote speaker, career coach, and bestselling author of “Woman UP! Overcome the 7 Deadly Sins that Sabotage Your Success.” For more than 20 years, Cohen has empowered women to take control of their careers. She has coached hundreds of clients in personalized one-on-one consultations, led outplacement transition seminars for Fortune 500 companies, and traveled around the country delivering dynamic presentations to audiences of all sizes. She specializes in keynote speeches and workshops targeting women’s groups, organizations, and associations. Cohen also owns Cohen Career Consulting and writes for the Denver Business Journal.

## Conference Hotel

The conference will be held at the Hyatt Regency Orange County, situated near the Disneyland® Resort, Angel Stadium and Orange County beaches. Onsite features include complimentary Wi-Fi access in guestrooms and public spaces, Disneyland® Resort shuttle service, a 24-hour StayFit™ gym, two heated outdoor pools, full-sized tennis and basketball courts with complimentary equipment, and a fire pit and lounge area. The hotel also features TusCA, a restaurant featuring a fusion of Tuscan cuisine and local California ingredients; the OC Brewhouse, a laid-back spot where you can grab a cold microbrew and creative pub grub; a Citrus Grove Deli, for quality food on the go; and a Starbucks Coffee.

NAWIC has secured a conference rate of \$159\* a night for single and double rooms and \$179 for triple or quad rooms. Please note that rooms with two beds feature two queen-size beds. You can start booking rooms today! Be sure to book your room online at the website listed below or by calling. \*Room rates are guaranteed if booked by Aug. 1, 2017

**Hyatt Regency Orange County**

*In honor of February, a month when we focus on relationships, give some thought to your role in both NAWIC and your workplace as a woman supporting other women. - K.M.*

## 5 Ways Women Can Help Women Succeed in the Workplace

By Samantha Cooney, Aug 26, 2015

It's a tough climb to the c-suite — especially for women. Women make up only 4.6% of CEOs in S&P 500 companies, according to 2015 numbers from advocacy group Catalyst. Women accounted for only 3.3% of CEOs in the top 100 companies in Silicon Valley in 2014, according to numbers from Fenwick. It's not as though these companies have a small pool of women to choose from. In fact, women make up 45% of the labor force in S&P 500 companies. But that percentage dwindles on each step of the corporate ladder, meaning that there are fewer female candidates in the pipeline when it comes time to name a new manager, board member, or executive. And that's ultimately bad business for companies.

One Massachusetts Institute of Technology study found that an even gender split increased a company's revenue by 41%, and a Catalyst study found that companies with more women on their boards performed better when it came to sales, equity, and invested capital. In short: more women at the top can lead to better business. In today's business environment, women should be asking themselves what they can do to help other women in their companies rise to the top. Robin Ely, a professor at Harvard Business School, reported that research suggests that, despite stereotypes, women don't fall victim to the so-called "queen bee" phenomenon — and that most women at the top do want to help women. "Senior women are very committed to the advancement of other women, but they don't necessarily know what needs to be done," Ely said.

Here's what women — at all levels of management — can do to help other women to rise through the ranks.

### ***Identify – and Address Second-Generation Bias***

Even the staunchest feminists can be plagued by subconscious stereotypes. Sexism in the modern workplace is far subtler, but it can still prevent women from promotions. It persists in the form of second-generation bias: policies that apply to everyone and appear gender-neutral on paper, but disproportionately disadvantage women in practice. We want our leaders to be strong, assertive, and confident — but countless studies have shown that women can face backlash — whether it's being labelled as a "bitch" or getting passed over for a promotion — for not complying to feminine stereotypes. "Second-generation bias, is — by its very nature — subtle and inadvertent," writes Ely, who co-authored a study on the second-generation bias. Though it's subtle, it can have profound effects on how we regard women in the workplace. Second-generation bias can also seep into company policies. Take Netflix's new and news-making parental leave policy for instance, which offers new mothers and fathers unlimited leave in the first year after their child is born. While the policy was lauded by some, it was criticized by others who feared that women who actually took the full-time off would be penalized when it came time for promotion.

So, what can women do to combat this bias? Educate themselves and others, Ely says. And the best way to do that is for women to come together, talk about their experiences in the workplace, and strategize solutions. "As you go up the hierarchy, you find fewer and fewer women. They don't have many opportunities to come together and really learn from each other," Ely reported. "They very often don't realize how much of what they experience is gendered, and how much they have in common with other women in their level." But when women form affinity groups, they can make a deeper impact. Women can band together to identify these biases, and speak up that company policies and practices need to be revised.

### ***Be a Mentor, Not a Competitor***

At companies where women are the minority, it might seem tempting to fall into the trap of competing with other women. But that misses the point. "One person's success does not mean another person's failure," says Patricia Foster, the program director of Bentley University's Center for Women and Business. "Women should make an active decision not to engage in that competition and support one another."

One easy way to support other women is through a mentorship relationship. A good mentor can provide career advice, counsel during stressful times, and unwavering support. And you don't have to be a member of the c-suite to provide guidance to another female employee, either. Ely says that women should seek out mentors who are only one step ahead in their career — their advice can be invaluable since they made it to the next step in the management hierarchy recently. And you can have more than one mentor as well. Seek out mentors with varied experience to get varied perspectives on your career. "I'm a woman who has had a varied career path, so I can give

excellent advice from that perspective," Ely said. "I think you gain wisdom and value from people with varied backgrounds." Some companies set up their own mentoring programs, which can pair employees with mentors. If your company doesn't have a mentoring program, then seek one out. And be bold enough to ask an older employee to provide that advice.

### ***Sponsor and Promote Women***

"Some research shows that women are over mentored and under sponsored," Ely says. While mentorship programs can be immensely helpful, both Ely and Foster say that we need to put more emphasis on sponsorships in the workplace. "Sponsorship is really the key. A mentor may provide support and may listen and may care, but they may not necessarily be in a position to influence your promotion through the ranks," Foster says. "They have to be in a position of power relative to your position, needs to be empowered and feel empowered to advocate for you." A sponsor can suggest that you're involved with a big project, or put your name on the table when there's an open promotion. The influence of a high-level sponsor can go a long way.

So how do you find a sponsor? Women with senior positions in the company should keep an eye out for promising younger female employees who might make a good protégé, and they should actively seek out a relationship with them. It's hard for younger female employees to break into a company, so women with senior positions should help them find a place. For younger female employees, they should get noticed by doing good work — and network with women at the top of their company. Ask a female executive to lunch and ask for career advice. A sponsor relationship might bloom!



### ***Cut Each Other Some Slack***

While mentorship and sponsorship relationships can be important, it's key that both sides cut each other some slack. Ely and Foster note that there's often a generational divide between women who have worked their way up to the c-suite and women who are just starting out at a company. "I see a lot of good will from senior women toward junior women, but a lot of junior women who don't necessarily perceive it that way," Ely said. "Junior women tend to be pretty hard on senior women — they have super high expectations, and they're disappointed when those expectations aren't met." Ely says that it might disappoint junior women when senior women in a company can't work miracles for them — even though these women have a lot on their plate with their management responsibilities and the stress that comes with being one of the only token women at the top.

She adds that junior women tend to regard female employees at the top tier either as superwomen that they can't emulate, or career women who are failing as wives and mothers. And a lot of that is because senior women, focused on moving ahead, aren't open about the challenges they faced to get to the top. "Junior women really don't fully appreciate the situation that senior women are in — and I think that senior women aren't being candid," Ely says. To fix that, Ely suggests that companies hold panels with their senior female employees so they can openly and candidly discuss their stories of success, along with the

challenges they face and sacrifices they've made to get to the top.

On the other side of the coin, Foster says that some senior women might expect new female employees to face the same challenges that they faced when they entered the workplace — when sexism was more blatant and women generally had a tougher time. But that doesn't help any women get ahead. "If you had it tough when you were younger, don't assume that others should too," Foster says. "I don't want them to have to go through the same things that I went through when I was launching my career in the 80s." Women should support each other and empower each other — but they should also cut each other some slack. It's hard out there.

### ***Educate and Empower Men to Help***

But supporting women isn't always enough to crack through the patriarchal nature of some companies. "It's still the men that wield the power, dominate the c-suite, and influence the other men at the top," Foster says. "Senior women in the organization should make sure that they get men engaged." Women who have made it to the top should advocate for policies and procedures that benefit women (or, at the very least, don't disadvantage them), should clearly explain the challenges that women in the company face on their way to the top, and make a point to make sure that the men who they share the c-suite with are engaged.

The select few who have it made it through the pipeline need to speak up to address the gender imbalance in their companies — and provide the men at the top of the company with the education and tools to assure that they are advocates for women, too. "The key to change is commitment from both the men and women in the c-suite," Foster says.

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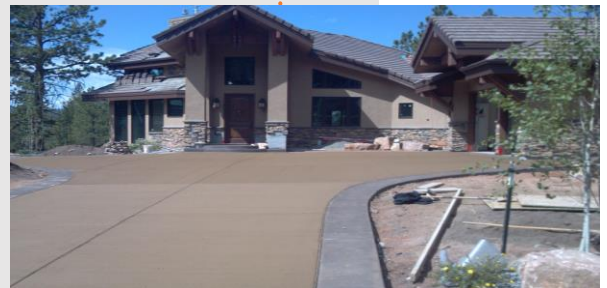
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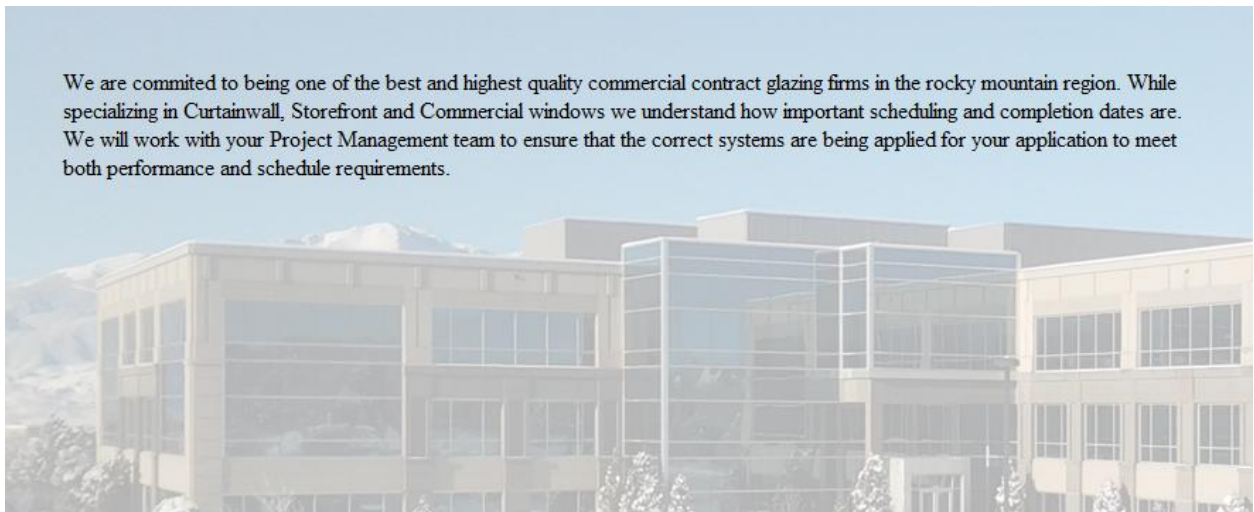


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NAWIC Chapter 356  
thanks

**Hair by Sher**  
for her generous donation!

--note corrected address--

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(at Academy & Dublin)**

**719-590-1143**

**NAWIC BENEFIT IS A TWO WAY STREET!!!**

**CHECK OUT THE SPONSORS ON WWW.NAWIC.NET**

Do you remember that for only \$15 you can advertise your company OR show your personal support to the Pacific Southwest Region Fund? Provide a business card or a Logo of your company and a statement of 75 words or less about your company and we will ask our Web Wizard Will to put it on the site for you from now thru NEXT September...

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Nancy Eaton

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[lvwic@ix.netcom.com](mailto:lvwic@ix.netcom.com)

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## NAWIC BUILD IT UP SPONSORSHIP FORM

I would like to partner with NAWIC Chapter #356 to help fund educational and service projects in the construction industry within our community. I understand my sponsorship will also help with NAWIC Education Foundation programs held throughout the year.

I would like to support the Colorado Springs NAWIC Chapter #356 at the following level:

Build It Up Bronze - \$250.00 \_\_\_\_\_

Build It Up Silver - \$500.00 \_\_\_\_\_

Build It Up Gold - \$1,000.00 \_\_\_\_\_

Build It Up Platinum - \$1,500.00 \_\_\_\_\_  
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Company: \_\_\_\_\_

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

City, State, Zip \_\_\_\_\_

Mail to:

NAWIC Colorado Springs Chapter #356  
PO Box 7455  
Colorado Springs, CO 80933

Date Received: \_\_\_\_\_

Expires: \_\_\_\_\_

# Advertising Opportunity Available...



We are offering you an opportunity to advertise in our monthly NAWIC Newsletter "The Centerline"

The Colorado Springs newsletter is distributed to our members, posted on our website, sent to our Regional Director and is available on the NAWIC Region 8 website.

Business Card Size	\$35.00
1/2 Page	\$75.00
Full Page	\$100.00

Your ad will run for one full year from the time of receipt.

Send your business card or copy and check to:

NAWIC Chapter #356  
PO Box 7455  
Colorado Springs, CO 80933

Thank you for your support of Colorado Springs NAWIC  
Chapter #356