

# COMMUNIQUE



January 2009

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• Connecting Women Personally, Professionally and Philanthropically

## An Evening With Our New Colorado Legislators

Please come **meet our new state legislators** at a reception on Tuesday, **January 27th**. This always entertaining event, co- hosted by the APW, Colorado Women's Bar Association (CWBA) and Women's Lobby of Colorado, is held every two years after the statewide November elections. This is a great opportunity to meet and hear from all the recently elected State House members and State Senate members and to network with other women (and men) who are active within the women's community.

The Mercantile Room is located on the lower level of the **Wynkoop Brewery**, at 1634 18th St. in the Lodo Section of Downtown Denver. Your paid admission (\$25 if received by January 16th and \$30 after that date) includes tasty appetizers and one drink ticket.

**Sponsorship opportunities** are also available at a number of cost levels with varying benefits. Sponsorships are a great way to show your organizations' interest in addressing legislative policy issues that affect women. See the **sponsor flier on page 9** of the Communique for more information and to sign up to sponsor this event.

**To register for "An Evening With our New Colorado Legislators," use the flier on page 8 of the Communique.** To get more information about this event, please contact the APW at **303-368-4747**, e-mail us at [execdir@apwcolorado.org](mailto:execdir@apwcolorado.org) or check out the APW website at [www.apwcolorado.org](http://www.apwcolorado.org). You can also contact the CWBA (who will be processing the registrations and sponsorships for this year's reception) at **303-831-1040** or [execdir@cwba.org](mailto:execdir@cwba.org).

We hope to see you on January 27th for an informative and entertaining evening.

## The New Year Brings Lots Of Legal Changes And Challenges For Employers – Are You Prepared?

*Michelle B. Ferguson, Esq.  
Ireland Stapleton Pryor & Pascoe, P.C.*

Much of the attention in the New Year has been focused on the economy and looming unemployment; however, there are many employment law issues on the horizon in 2009 that also deserve the focus of every employer out there.

Please come meet our  
new state legislators at  
a reception on  
**Tuesday, January 27th**  
from 5:30 - 7:30 pm  
at the Wynkoop Brewery's  
**Mercantile Room.**

Receive a **FREE Ad**  
for referring new members  
to The Alliance!

As a small thank you for  
referring a new member to The  
Alliance, you will receive a  
complimentary business card  
ad in the Communique.

THE ALLIANCE OF PROFESSIONAL WOMEN

**Executive Director**

Karen Rosen .... [303] 368-4747  
E-Mail: [execdir@apwcolorado.org](mailto:execdir@apwcolorado.org)  
Website: [www.apwcolorado.org](http://www.apwcolorado.org)  
P.O. Box 480384, Denver CO 80248

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 At Large — Stephanie Sommers

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*The Alliance is a member of  
 and proudly supports:  
 Colorado Women's Lobby, and The  
 International Alliance for Women*

## The New Year Brings Lots Of Legal Changes And Challenges For Employers – Are You Prepared?

Continued from Page 1

Here is a brief discussion of some of the key changes employers need to know and be prepared to address in 2009:

- **Minimum Wage Increases.** Effective January 1, 2009, Colorado minimum wage increases to \$ 7.28; federal minimum wage remains at \$ 6.55 until July 24, 2009, when it increases to \$7.25. However, Colorado employers must pay the higher rate to covered employees.
- **Americans with Disabilities Act Amendments (ADAA).** Effective January 1, 2009, the ADAA significantly expands the scope of the Americans with Disabilities Act ("ADA"), which applies to employers with 15 or more employees. Specifically, the ADAA sets forth an illustrative list of what constitutes a "major life activity"; over turns U.S. Supreme Court precedent that strictly defined "substantially limits" as an impairment that "prevents" or "severely restricts" a major life activity, and requires this term to be defined more inclusively and in light of the purposes of the ADA; and overturns U.S. Supreme Court precedent that required corrective or mitigating measures and devices to be considered in assessing whether an individual is "disabled". As a result of the changes implemented by the ADAA, many more employees are likely to meet the definition of a "qualified individual with a disability" under the ADA and employers must be prepared to address any discrimination or reasonable accommodation issues that may arise.
- **Family and Medical Leave Act (FMLA).** The revised FMLA regulations, effective January 16, 2009, clarify, among other things, new rights under the FMLA for military members and their families (that took effect in February 2008); clarify timelines for reporting and designating FMLA leave and an employee's use of intermittent leave; and make clear that past FMLA claims may be released in a settlement agreement without Court or Department of Labor approval, but not prospective claims. The regulations also explain that FMLA covered employers (generally those with 50 or more employees) must post a general FMLA notice even when they have no FMLA-eligible employees.
- **Revised Form I-9.** The U.S. Citizenship and Immigration Service (USCIS) has once again proposed revisions to the Form I-9, which employers must complete for all newly hired employees to verify their identity and authorization to work in the United States. The proposed revisions narrow the list of acceptable "identity" documents and specify that expired documents are not acceptable forms of identification. The revised Form I-9 includes additional changes, such as revisions to the employee attestation section, and the addition of the new U.S. Passport Card to List A. Employers must use the revised Form I-9 for all new hires and to reverify any employee with an expiring employment authorization effective 45 days after publication of the interim rule in the Federal Register, which is expected to occur sometime in January 2009.
- **Federal Acquisition Regulations.** Effective January 15, 2009, these new regulations require businesses that have contracts with the federal government to use E-verify

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**Luncheon Sponsors**

**Waddell & Reed**  
February 2008 Networking  
Luncheon Sponsor

**CampExperience**  
March 2008 Networking  
Luncheon Sponsor

**Nurse-Family Partnership**  
April 2008 Networking  
Luncheon Sponsor

**Edward Jones**  
May 2008 Networking  
Luncheon Sponsor

**Your Dazzling Life**  
October 2008 Networking  
Luncheon Sponsor

**Four Seasons  
Private Residences**  
November 2008 Networking  
Luncheon Sponsor

*Interested in becoming a  
Networking Luncheon Sponsor?  
Call [303]-368-4747*

**Sustaining Alliance Members**

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[www.alexandersmithdesign.net](http://www.alexandersmithdesign.net)

**Editor Notes****From The Editor**

The deadline for submitting articles for the COMMUNIQUÉ is Noon on the **15th** of each month. All submissions must be **electronic**. The COMMUNIQUÉ provides stories of interest & information to Alliance members. Please send **ideas, comments, contributions, and questions** to [execdir@apwcolorado.org](mailto:execdir@apwcolorado.org)



## The New Year Brings Lots Of Legal Changes And Challenges For Employers – **Are You Prepared?**

Continued from Page 2

to verify the employment eligibility for all new employees, as well as all current employees assigned to work on the federal contract. Exempt contracts include those that are for less than \$100,000 and those that are for commercially available, off-the-shelf items.

- **Fair Labor Standards Act (FLSA).** The Department of Labor estimates that 70% of employers get it wrong when it comes to the FLSA and misclassification of non-exempt employees as exempt employees and/or independent contractors. Yes, you read that right – 70%! Court records also demonstrate that FLSA collective actions now outnumber all other employment class actions combined, and individual claims have tripled over the past 2 years. The Department of Labor is expected to issue revisions to the FLSA regulations in 2009. In the meantime, you should consider conducting an audit of your wage and overtime policies, position descriptions, and independent contractor agreements to make sure you are in compliance with current FLSA regulations.
- **Genetic Information Non-Discrimination Act (GINA).** GINA, which was passed in May 2008, prohibits employers from discriminating against employees on the basis of their genetic information or the genetic information of their family members. GINA's employment law provisions take effect November 21, 2009. GINA also bars health insurers and group health plans from using genetic information to discriminate against individuals with respect to participant eligibility or premiums; these provisions take effect in May 2009. GINA applies to any employer with more than 15 employees, and to all health insurance plans.

As with medicine, an ounce of prevention can go a long way in keeping your business out of the cross-hairs of the Department of Labor, the U.S. Equal Employment Commission, the U.S. Citizenship and Immigration Services, and other federal and state agencies. If you have questions regarding your employment practices or policies, seek legal advice early so that you will not have to pay attorneys' fees to defend an issue that could have been prevented or easily resolved.

*This article is intended as general discussion and information on the topic covered, and is not to be construed as rendering legal advice. If legal advice is needed, you should consult an attorney. This article may not be reprinted or reproduced in any manner without prior written permission of the author.*

## Member News &amp; Information



## Alliance Networking Opportunities, Events, Activities & More

**WHEN:** JANUARY 7, 2009 • 5:30 PM

**What:** OUTREACH COMMITTEE MEETING

**Where:** Tambien Restaurant & Cantina  
in Cherry Creek, 250 Steele Street

**RSVP:** JESSICA LYNCH at 303-870-8395 or  
[JessicasHomes@msn.com](mailto:JessicasHomes@msn.com)

**WHEN:** JANUARY 8, 2009 • 11:30 AM

**What:** JANUARY NETWORKING LUNCH

**Where:** Wellshire Inn, 3333 S. Colorado Blvd., Denver

**Cost:** \$25 for Alliance members; \$35 for guests

**RSVP:** **RSVP Now!**

Start off the New Year by joining us for a compelling presentation by author **CARYN WEST** at our January Networking Luncheon. Caryn wrote the book: *The Trouble with the Alphabet*.

It utilizes a fundamental starting point for learning in our society: the alphabet. Caryn assigned each letter to a country dealing with profound human rights issues and life threatening circumstances in regard to children. Through the use of art, poetry, and short essays, this book illustrates the many challenges that children throughout the world face each and every day.

**Menu choices include:**

Grilled Portobello Mushroom Sandwich  
OR Penne Pasta Primavera.

**WHEN:** JANUARY 20, 2009 • 7:30 – 9:00 AM

**What:** PUBLIC AFFAIRS COMMITTEE MEETING

**Where:** Zaidy's in Cherry Creek, 1st & Adams

**RSVP:** BARBARA CRAWFORD at 303-228-1622 or  
[bcrawford@cchealthlaw.com](mailto:bcrawford@cchealthlaw.com)

Please join us as **LORENA GARCIA** of the 9to5 organization will be providing details of expected legislation that would allow parental involvement in K-12 education by giving paid time off from work for certain school activities. **All Alliance members are welcome.** We just ask for an **RSVP** to ensure we reserve a large enough table.

**WHEN:** JANUARY 27, 2009 • 5:30 – 7:30 PM

**What:** NEW LEGISLATOR'S RECEPTION (See Pgs 8-9)

**Where:** Wynkoop Brewery – Mercantile Room,  
1634 18th St. in LODO

**Cost:** \$25 per person until January 16th; \$30 thereafter  
(includes hors d'oeuvres and one drink ticket)

**RSVP:** CWBA at 303-831-1064 or [execdir@cwba.org](mailto:execdir@cwba.org)  
Join us for this one-of-a-kind event where you have the opportunity to meet and hear from our new legislators. **Co-sponsored by The Alliance of Professional Women, the Colorado Women's Bar Association and the Women's Lobby of Colorado, Inc.**

**WHEN:** FEBRUARY 12, 2009 • 11:30 AM – 1:00 PM

**What:** FEBRUARY NETWORKING LUNCHEON –

**Where:** McCormick's at the historic Oxford Hotel,  
1659 Wazee Street in LODO

**Cost:** \$25 per person for Alliance members;  
\$35 per person for non-members

**RSVP:** [www.apwcolorado.org](http://www.apwcolorado.org)

**All APW members are welcome to join any of our committees or simply attend a meeting.**

The Alliance would like to **thank ROBIN (PEGLOW) BERG** for hosting our December Holiday Luncheon.

## Other Networking Opportunities:

**WHEN:** FEBRUARY 7, 2009 • 11:30 AM

**What:** WILD HARE (See Page 10)

**Where:** Granby, CO

For more info: REGISTER on-line at [www.active.com](http://www.active.com) OR by mail by 2/4 for \$30 per participant (Race Day \$35) to TSWCF, P.O. Box 100414, Denver, CO 80250-0414. For more event information or to download a registration form go to [www.thesportingwoman.com](http://www.thesportingwoman.com) OR [www.active.com](http://www.active.com).

**WILD TEAM APW:** If anyone is interested in creating a WILD TEAM APW - please contact **SANDY SMITH** at [sandy@alexandersmithdesign.net](mailto:sandy@alexandersmithdesign.net) by January 20, 2009.

## Member News &amp; Information

## New Members

- CATHY BECKER** VP of Public Affairs, **Planned Parenthood of the Rocky Mountains**, 303-813-7645, [cathy.becker@pprm.org](mailto:cathy.becker@pprm.org)
- KIMBERLEY CHANDLER** Of Counsel, **DeJong & Associates, LLC**, 303-573-5655, [kchandler@dejongfamilylaw.com](mailto:kchandler@dejongfamilylaw.com)  
Kimberly practices family law divorce, custody, adoption, mediation, collaborative law and immigration law.
- VANDA DYSON** CFO with **Dyco Diversified, Inc.**, 303-570-6359, [vldyson@comcast.net](mailto:vldyson@comcast.net)  
Vanda provides CFO services to companies that are either in transition or cannot afford a full time CFO.
- TARA FRIEDMAN** Manager of Major Gifts, **Planned Parenthood of the Rocky Mountains**, 303-813-7707, [tara.friedman@pprm.org](mailto:tara.friedman@pprm.org)  
I manage the identification, cultivation, solicitation and stewardship of major donors to Planned Parenthood of the Rocky Mountains.
- KINSEY HASSTEDT** Action Fund Manager, **Planned Parenthood of the Rocky Mountains**, [Kinsey.hasstedt@pprm.org](mailto:Kinsey.hasstedt@pprm.org)  
Responsible for managing the business, activities, and fundraising needs for the PPRM Action Fund, a 501(c)4 entity. Responsible for identifying and establishing relationships with pro-choice candidates and elected officials at the state and local levels, and developing and cultivating relationships with Action Fund donors.
- CHERYL SWANSON** Financial Services, 303-346-5260, [ccswan93@gmail.com](mailto:ccswan93@gmail.com)
- VALERIE COWARD** Owner, **The Energie Center**, 303-893-6601  
The Energie Center, an oasis wellness center, offers cutting edge treatments to assist individuals with attaining vitality with their health.
- MELISSA PALMER** Portfolio Analyst, **Clayton Fixed Income**, 720-947-5393, [mmpalmer1@gmail.com](mailto:mmpalmer1@gmail.com)  
Monitor client specific mortgage backed securities.
- ANITA WALKER** Chief Financial Officer, **Eating Disorder Center of Denver**, 720-889-4224, [awalker@edcdenver.com](mailto:awalker@edcdenver.com)

## New Member Profile

**VANDA DYSON** CFO with **Dyco Diversified, Inc.**, [vldyson@comcast.net](mailto:vldyson@comcast.net)

- 1. Why did you join the Alliance of Professional Women?**  
I joined APW to help expand my business contacts.
- 2. What are your hobbies?**  
My hobbies include alpine and x-c skiing, biking, hiking and running.
- 3. What is your position/business?**  
I am a CFO for hire. I am the CFO of my own company.
- 4. What is something that few people know about you?**  
I am deathly afraid of all reptiles because when I was very young I stepped on a frog! Ick.

## Alliance Welcomes Our New Executive Director

Please join us as we welcome **PAULINE HUDDLESON** as our new Executive Director. Pauline comes to the Alliance with a background in commercial leasing. She took some time off to be home with her son and is now ready to welcome new challenges. In addition to the Alliance, Pauline is a sales consultant with **Arbonne**. You can meet Pauline at the January Networking Lunch. **Welcome!!**

## The Alliance Member Benefits

- Community Activism
- Committee Involvement
- Connecting Women Personally & Professionally
- Discounts on Professional & Business Services
- Educational Programs
- Friendships & FUN
- International Alliance for Women (TIAW) member
- Leadership Development
- Online Membership Directory
- Member Support
- Monthly Newsletter
- Monthly Networking Luncheons
- Networking Opportunities
- Personal Growth/Development
- Political Activism
- Social Events
- Support Networks

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## Outreach Committee Accomplishments for 2008

By Kerry Colburn, Outreach Committee Member

In the words of Aristotle, "*the whole is more than the sum of its parts.*" This year, the **Outreach Committee** would like to **thank the wonderful people** who contributed their time, money, and possessions to important causes that helped deserving women in need. The APW shows that organizations of people working together can yield incredible power. To the many women of The Alliance who contributed both small and large, you have improved the lives of women who deserved your assistance, and as an organization, we made a positive impact on the Colorado community.

In the spring, the Outreach Committee completed the **Dress For Success** drive. Through your donations of handbags, briefcases, shoes, jewelry, scarves, and other interview-appropriate business accessories, you helped to advance low-income women's economic and social development. These women became self-sufficient through career development and were more likely to keep their jobs now dressed for the foundation of success.

The summer brought a wonderful and successful **Family Night Out at Warren Village**, which helps motivated low-income, single parents move from public assistance to self-sufficient living. This year the APW members helped raise \$341 to fund this cause. We were able to create one of the best Family Night Out events ever for Warren Village residents because of our APW member support! **BONNIE BUSEKRUS**, with the help of event volunteers, cooked and served a sumptuous dinner for the residents. **JESSICA LYNCH** coordinated a fun craft project for the families with the help of event volunteers after dinner, and **ALEXIE TUNE** took each family's photograph. **Thank you** once again to **JESSICA LYNCH, ALEXIE TUNE, PEGGY ANDERSON, KRISTEN KELLY, KAREN ALEXANDER, CINDY ROLD, KAREN ROSEN** (and daughter, **JORDAN**), **ELIZABETH MOORE, DANA LYNCH**, and **BONNIE BUSEKRUS** for volunteering.

With the fall, came the **2008 Denver Susan G. Komen Race for the Cure**. APW members raised \$1,120 for the fight against breast cancer! This year more than 60,000 people walked to support people affected by breast cancer in Denver, and APW members, husbands and friends walked together to add to the awareness of this terrible affliction. The Outreach Committee theme was "APW Cowgirls for the Cure," and in a sea of pink, our walkers stood out with their beautifully decorated cowboy hats courtesy of **JESSICA LYNCH** and **ALEXIE TUNE**. Thanks to all the participants who brought great pieces of pink flair!

The Outreach Committee's annual **Adopt-A-Family** for the Holidays was again a success. Please see the article 'Adopt-A-Family Update' for more information.

Giving has never felt so good, and APW members have shown that not only are they powerful, independent, and successful women; they are caring and compassionate too. There are those in this world who sit by and complain about problems, and there are those who do something about them. Contributing to others, even on a small scale makes a difference, and we applaud our members for being proactive. Both **JESSICA LYNCH** and **ALEXIE TUNE** have done a wonderful job steering the Outreach Committee this year and the APW is grateful for their tireless efforts.

## 2008 Adopt-A-Family Program - A HUGE Success



The Outreach Committee and the APW would like to **thank all of you** who contributed to **Adopt-A-Family for the Holidays 2008!**

Our goal this year was to purchase, wrap and deliver gifts to six single moms and their children adopted through **Arapahoe House's** various women shelters and rehabilitation programs. Not only were we able to help bring these families joy through thoughtful gifts, but we were able to buy each family a \$50 grocery cash card. This was only made possible through the numerous donations made by you, our members, and friends of The Alliance. We raised over \$1400 because of your great caring and generosity. It is these moments that remind us all how proud we are to be part of an amazing group of women!

**Thank you to the event coordinators, CARMEN PROCTOR and JESSICA LYNCH.** With the help of event volunteers, they were able to coordinate a successful fundraiser, mobilize volunteer shoppers and gift wrappers, and achieve on time delivery of all the presents each labeled and beautifully wrapped to the Women's Aspen Center of the Arapahoe House in Westminster, CO.

**Thank you** to all of you who took time out of your busy holiday schedules to shop for the family members we adopted this year. Thank you also to those who volunteered their time and wrapping skills at the gift wrapping party. Your time and thoughtful efforts are greatly appreciated!

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## Networking As Your New Year's Resolution? **Yes!**

**Do you cringe at the word "networking"?** Would you rather do anything other than walk into a crowded room full of people you do not know, but wish you did? You are not alone. Before suggesting to you that you should make networking a commitment in the New Year, **let's clarify what networking really is all about.**

- Networking is not about collecting as many business cards as possible at any event.
- Networking is not about asking for names of people to contact who might give you a job.
- Networking is not about calling or emailing people (family, friends, business associates) you have not been in touch with for years and asking them if they have any openings in their company.

**Networking IS** all about building relationships with individuals who you have interesting conversation with (meaning both parties are listening to one another, sharing ideas, finding common ground for conversation, and discovering common interests).

**Networking IS** offering to assist someone with their professional goals before bringing up your own and asking for their help.

**Networking IS** about making and maintaining contact with friends, family members, and business associates, getting their professional updates, and offering your updates when requested.

**Networking IS** about giving and receiving, honesty, trust, and sincerity.

Within this framework, **here are some tips** on the how to network effectively:

- Never, ever stop networking throughout your career.
- If you do meet someone at an event and strike up a conversation – an “effective” communication – it is fine to ask for their card and to offer them your card. However, always follow up that exchange within a couple days with a “nice to have met you” email or phone call.
- Continuously nurture all networking relationships – they will not survive or be of any help unless nurtured on a regular basis.
- Know who you are both personally and professionally; be comfortable with yourself and practice what you will say and how you will engage someone in a conversation.
- Networking is not about what is in it for you; it's about how you might assist someone with something they are involved in or looking for.
- Join organizations and become involved with their committees in order to enlarge your network base.
- Never complain, whine, degrade or belittle anything or anyone; stay positive and smile whether speaking with someone in person, via email or phone. Your smile and attitude are always evident though not always seen.
- Keep a record or journal of all networking contacts made, their phone numbers and email addresses – and use them.
- If you are fortunate to receive a referral from a networking contact, make sure you write the thank you notes – and not just an email but a real thank you card or handwritten note, a rather lost art and consequently one that will be noticed.
- Learn how to have an effective handshake – make it firm, brief, and a full grip.
- Strive to make your network a fully diverse one – including differences in age, gender, ethnic origin, professional positions, personal interests.
- Always remember that when you see someone standing alone at an event or meeting that they are quite possibly as apprehensive as you are or were. Reach out to them; there may be some huge benefit to both of you in making that connection.
- Look for possibilities and take advantage of opportunities – they both are everywhere and can be such fun!

Incorporating these action steps can increase your comfort level in approaching individuals, make the time spent networking more productive, and yield good results. So go ahead – make this new year's resolution one to build a new network in the New Year!

Submitted by: *Bonnie Busekrus of Clarity Coaching*  
(professional development and career coaching)

## 2008 Adopt-A-Family Program - A HUGE Success

Continued from Page 6

An enormous **thank you** goes to **PAMELA FISCHER** for hosting a splendid wrapping party complete with wine and a homemade dinner at her lovely home. Thank you to all of those who brought enough wrapping paper, ribbons, bows and name tags to share!



Giving this year is a struggle and yet you remembered in these hard times to reach out to those in need. Thank you once again for helping The Alliance bring joy to disadvantaged families during this special time of year.



## ***An Evening With our New Colorado Legislators***

Presented by  
The Alliance of Professional Women  
Colorado Women's Bar Association  
Women's Lobby of Colorado, Inc.

***Please join us for a special reception  
to meet and hear from our new legislators.***

**Tuesday, January 27, 2009**

Wynkoop Brewery - Mercantile Room ♦ 1634 18th Street, Denver  
5:30 p.m. to 7:30 p.m.

Cost: \$25 for registrations received by January 16, 2009; \$30 thereafter  
(includes hors d'oeuvres and one beverage ticket)

*This event is Amendment 41 compliant. For reporting purposes, the value of the hors d'oeuvres and beverage is \$20.*

### **REGISTRATION**

Fax this form to the CWBA at (303) 831-1064 or return by mail  
to the CWBA at 1801 California Street, Suite 3600, Denver, CO 80202.

*Please indicate your membership affiliation:* ☐ APW ☐ CWBA ☐ Women's Lobby ☐ Other \_\_\_\_\_

Name Telephone # Number attending

Firm/Organization name: E-mail address:

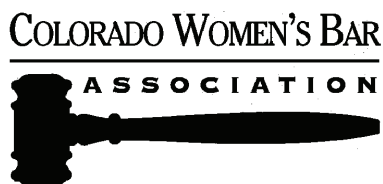
Address City State Zip

☐ Check enclosed ☐ Charge \$ to my Visa/MC  
(payable to the CWBA) credit card number and expiration date

Signature, and printed name as it appears on card

Billing address (address, city, state, zip code) for card

For more information, contact the CWBA at (303) 831-1040 or [execdir@cwba.org](mailto:execdir@cwba.org)  
or the APW at (303) 368-4747 or [execdir@apwcolorado.org](mailto:execdir@apwcolorado.org)



## ***Your organization is invited to Co-Sponsor “An Evening With our New Legislators”***

Presented by

The Alliance of Professional Women, Colorado Women's Bar Association,  
and the Women's Lobby of Colorado, Inc.

***Please join us for a special reception to meet and hear from our new legislators.***

Our intention is to introduce new legislators to those active within the women's community, and to energize attendees to actively participate in the legislative process. Your sponsorship will serve as a statement of your organizational interest in help formulating legislative policy that benefits women.

**Tuesday, January 27, 2009**

5:30 to 7:30 pm ♦ Wynkoop Brewery - Mercantile Room ♦ 1634 18th Street, Denver

### Sponsorship Opportunities:

- ☐ **Platinum Level Sponsor . . . . \$250**  
Includes three admissions, prominent display of your firm's name and logo as Platinum Level sponsor, recognition from the podium, and inclusion (where possible) in event publicity.
- ☐ **Gold Level Sponsor . . . . \$125**  
Includes two admissions, display of your firm's name and logo as Gold Level sponsor, recognition from the podium, and inclusion (where possible) in event publicity.
- ☐ **Silver Level Sponsor . . . . \$75**  
Includes one admission, display of your firm's name, and recognition from the podium.
- ☐ **Bronze Level Sponsor . . . \$35**  
Includes display of your firm's name, and recognition from the podium.

Individual Registration: \$25 for registrations received by 01/16/09; \$30 thereafter  
(includes hors d'oeuvres and one beverage ticket)

Please send completed form with payment to: the CWBA, 1801 California St., Suite 3600, Denver, CO 80202.

Attendees:

1 \_\_\_\_\_ 3 \_\_\_\_\_  
2 \_\_\_\_\_ 4 \_\_\_\_\_

*This event is Amendment 41 compliant. For reporting purposes, the value of the hors d'oeuvres and beverage is \$20.*

For more information, contact the CWBA at (303) 831-1040 or [execdir@cwba.org](mailto:execdir@cwba.org)  
or the APW at (303) 368-4747 or [execdir@apwcolorado.org](mailto:execdir@apwcolorado.org)

# The Fifteenth Annual

# Wild Hare

2009 Snowshoe Race & Trek



A Benefit for The Sporting Woman Community Fund  
YMCA Snow Mountain Ranch

Granby, CO

## February 7, 2009

Pre-Registration: \$30 • Race Day: \$35

All Levels of Experience Welcome!

5K Women's Race Start Time: 11:30 AM

5K Women's Trek Start Time: 11:35 AM

5K COED Trek Start Time: 11:40 AM

**REGISTER on-line** at [www.active.com](http://www.active.com) **OR by mail** by **2/4** for \$30 per participant (Race Day \$35) to **TSWCF**, P.O. Box 100414, Denver, CO 80250-0414. For more event information or to download a registration form go to [www.thesportingwoman.com](http://www.thesportingwoman.com) **OR** [www.active.com](http://www.active.com).

A Commemorative Recycled Cotton Shopping Bag to the first 500 registrants!

SELECT A HEAD HARE and REGISTER as a WILD TEAM. Costumes and silliness rewarded!  
Special prize for person signing up the "most friends". EXCITING PRIZE DRAWINGS.

**the Sporting woman** Community Fund

TSWCF (The Sporting Woman Community Fund) is a 501(c)3 non-profit, FEIN 71-0914265.  
To learn more about The Sporting Woman Community Fund visit [www.thesportingwoman.com](http://www.thesportingwoman.com).

Design: Alexander Smith Design

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# CALENDAR OF EVENTS

You can now find an **RSVP link to upcoming Alliance Events on our homepage!** Go to [www.apwcolorado.org](http://www.apwcolorado.org) and click on the bold RSVP link – it will take you directly to the **BlackTie RSVP** page for the event for **ON-LINE REGISTRATION**. See **PAGE 4** for event information and event codes or call the contact for the event.

## JANUARY 2009

M	T	W	T	F	S
			1 <b>NEW YEAR'S DAY</b>	2	3
4	5	6	7 <b>OUTREACH COMMITTEE MEETING</b> , 5:30 pm, Tambien Restaurant & Cantina in Chy Crk, 250 Steele Street Jessica Lynch 303-870-8395	8 <b>NETWORKING LUNCHEON</b> 11:30 am-1:00 pm Wellshire Inn, 3333 South Colorado Blvd. See link on Page 4 to register.	10
11	12	13	14	15	17
18	19	20 <b>PUBLIC AFFAIRS COMMITTEE MEETING</b> 7:30-9:00 am, Zaidy's in Chy Crk, 1st & Adams Barbara Crawford 303-228-1622	21	22	24
25	26	27	28	29	31

## FEBRUARY 2009

M	T	W	T	F	S
1	2	3	4	5	6
7	8	9	10	11	12
13	14	15	16	17	18
19	20	21	22	23	24
25	26	27	28	29	30
31					