# COMMUNI QUÉ 🚳

#### October 2007 • Connecting Personally, Professionally and Philanthropically

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#### THE ALLIANCE OF PROFESSIONAL WOMEN

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### **How To Wear Pink For The Cure,** Professionally!

By Dana Lynch

At the APW board meeting in September, the night before the Member Appreciation Luncheon, **CHRIS CAMPER** from the Outreach Committee mentioned that the participants of our **Race for the Cure**<sup>®</sup> team were going to try to wear pink to the luncheon to promote the race and encourage participation. While it was a great ideas, it made me think, "hmmm...pink for business...be careful!" While I make it a practice not to make big rules about dressing, I think pink is worth talking about. In honor of **Breast Cancer Awareness Month**, I'd like to dedicate this article to **PINK**.

#### There are several reasons to be cautious of wearing pink for business:

- It's associated with Barbie. (Okay, so she's an icon and she's got a great body, but if you take her head off of her body, it's hollow!)
- It reminds a lot of people of baby girls. (They're adorable, but they're not so powerful.)
- Really pale pink can wash a lot of people out. (Aren't we all trying to really show up?)

Seriously, I'm not about to tell my clients or anyone else not to wear pink for business if they love it. But again, I advise caution!

### Here are some guidelines to help you maintain your professional presence if you're passionate about pink.

- First, think about your occasion. If you're making an initial sales call on a decision maker who's known to be a barracuda, I'd probably suggest black and white or navy and white over pink. If you feel powerful in pink, wear pink Hanky Pankies underneath until you develop a relationship with the heavy hitter. I'd also keep your pink under wrap when you're negotiating and closing the deal.
- Instead of an all pink suit, consider it for your blouse. Charcoal gray with fuschia is a unique combination! Wear it when you want to stand out from the crown and make a statement!
- Pale pink in combination with other light colors can be very elegant and sophisticated. The textures need to be rich. For example, a silk charmeuse, pale pink blouse would look incredible under a pearl gray, cashmere blend suit. A sumptuous, pale pink, cashmere sweater would be great with a beige, wool, pencil skirt. Think quality!
- Pink accessories might be enough for some. Nothing you wear for business should ever look like something your teenage cousin, niece or daughter would wear!

Deck yourself from head to toe in pink during October to support breast cancer. Wear pink with caution for business!

**Dana Lynch** is the owner of **Elements of Image**, an image consulting firm specializing in taking the stress out of getting dressed and teaching professionals to use the power of image to gain an edge in the workplace. Visit www.elementsofimage.com for more information and to subscribe to Dana's e-Style Tip of the Month or contact Dana at [303] 463-4839.

## CONNECTING PERSONALLY

#### Leadership

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

## **A Reverse What?** A What Mortgage?

#### By Deni Cates

James Garner, Robert Wagner, Pat Boone. Maybe you've seen them in commercials for reverse mortgages. "Call this number and get information and a free video." How many other old entertainers will be used to lend credibility to reverse mortgage products?

Given how quickly our population is aging there will probably be more of these pitches in the future. There are thousands of people turning 60 every day, and the percentage of people over 60 will more than double in the next 15 years. There definitely will be a market for reverse mortgages. What do you know about them? Are they good, bad, helpful? Who would want one? Who can get one?

In a nutshell, a reverse mortgage is a special mortgage product that allows homeowners 62 and over to use the equity in their homes without having monthly mortgage payments. It is a way to transfer dormant equity into tax-free, spendable cash. Using a reverse mortgage can help someone stay in their home where they feel safe, secure, and independent. Reverse mortgage loans are not a fit for everyone, but for those people who wish to stay in their homes they can be a wonderful solution.

#### The basics of a reverse mortgage loan:

- No repayment is required until the home is no longer their principal residence.
- There are no income, asset, employment or credit qualifications.
- The borrowers must occupy the property as their principal residence.
- It is a non-recourse loan, which means the borrower can never owe more than the value of the home. No debt will pass to their heirs or estate.
- The homeowner always retains title and ownership of the home (this is the largest misconception with reverse mortgage loans).
- Ways to receive equity distributions include a lump sum amount, a line of credit option, monthly "payments," or a mixture of these options.

#### Who takes out a reverse mortgage loan?

I have worked with people on a broad spectrum—from people in dire need, who can't afford to heat their homes and take care of themselves, to people who are financially secure, but have always wanted a motor home, or a second home, or money to invest—and everything in between. Seniors with higher value estates have used reverse mortgages to manage estate taxes and inheritance issues.

There is a lot of information available online. Some of it is good, some bad. Finding someone you can trust to discuss the issue is invaluable. For basic research one can start with **Reversemortgage.org**, and **AARP**.

Deni Cates is a Reverse Mortgage Advisor with Fidelity First Mortgage, [303] 885-2470, dcates@fidelityreverse.com. Equal housing lender.

## CONNECTING PERSONALLY

#### **Communiqué** Committee

Mary Carr, Co-Chair Amanda Robison, Assistant Sandy Smith, Co-Chair

#### Sustaining Alliance Members

Peggy Anderson Anne Vitek **Deb Armbruster** Kathleen Bowen **Bonnie Busekrus** Monica Thompson **Charlene Wilson** 

#### **Communiqué** Sponsors

Sandy Smith/Alexander Smith Design www.alexandersmithdesign.net

#### Editor Note

#### From The Editor The deadline for

submitting articles for the Communiqué is

Noon on the **15th** of each mo 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

### **Create A Page Break** In Your Day!

By Elaine DeBassige D'Amato

Do you ever find yourself holding your breath while clenching your teeth instead? The busier we get, the more our basic needs get ignored.

**Breathing** is the most basic function we perform as human beings; yet, most people do not know what this entails. There is an assumption that we understand what this means. Personal trainers, yoga instructors, obstetricians, musicians, singers, and counselors continuously recommend that their clients take a deep breath. Many of these professionals take time to teach their clients.

These deep breaths act as page breaks, a moment long enough for a client to gather their focus to increase performance. What would happen if you took three of these page breaks during your day?

The goal of deep breathing is to fill the bottom part of your lungs. They often get ignored because our breathing during the day is so shallow—our chest area gets most of the work. Beginning breathers learn faster and easier lying down during training. However, beware of not dozing off while practicing!

Lie down or sit with your lower back flush to the back of your chair in a good posture (shoulders back and chest out-think of Legally Blonde's "Snap"). Put your hands over your stomach. Throughout the training, monitor your shoulders and chest area making sure that they do not move. Breathing starts through the nose and ends through the mouth. Take a deep breath in and your stomach should inflate and look like you are pregnant. Breathe out and your stomach should go flat like a pancake. Each session should consist of ten deep breaths.

Do not feel defeated if you are not a pro the first time around, it is not a natural movement for most of us. Do not be surprised if you are sore the next day. This is quite a work out for your abdominal muscles! If you consistently do this in the morning before work, in the afternoon, and at bedtime, you should notice some great results in feeling more grounded in your day. Just click and insert!

Elaine DeBassige D'Amato, MA, NCC, LPC, has a private practice in Glendale, CO and focuses on stress management and increased life performance for women, athletes, and small businesses. For a free consultation, call [720] 240-7433.

### **he Alliance** Member Benefits:

- Community Activism
- Committee Involvement
- Connecting Women Personally & Professionally
- Dental, Vision Prescription and more through Direct Dental Plans of America, Inc.
- & Business Services Educational Programs
  - Friendships & FUN
- International Alliance for
  - Women (TIAW) member Leadership Development
- Discounts on Professional
   Membership Directory • Membership in the
  - Eagle Legacy Credit Union Political Activism Member Support
  - Monthly Newsletter
  - Monthly Networking Luncheons
- Networking Opportunities
- Personal Growth/Development
- Social Events
- Support Networks
- TOM, your Trouble-free Online Manager

## Connecting Professionally

## **Propel Your Business To Success and** Join A Business Roundtable!

#### Would you benefit from having a group of (informal) advisors for your business?

Roundtables are groups of approximately 6 to 12 APW members who have a common business interest. Each group is facilitated and the meeting agendas are tailored to meet the participant's needs.

#### The roundtables are structured around the following common goals:

- To share successes and challenges faced in business
- · To exchange ideas and receive feedback on business practices
- To share helpful resources for their business
- To gain support in the common role as women business professionals

#### The roundtables are not leads groups and are not intended for soliciting business; however there are significant benefits from participating including:

- Feedback is based on ideas and experiences of the individuals in the group
- · Participants are placed in groups to minimize any potential conflict of interest
- Synergy is continually created within the group. The groups are closed, so no new members can be added unless agreed to by the participants

#### **Logistics of the Roundtables:**

- You must be a member of APW and pay a \$50 fee to cover costs
- The groups will meet from September 2007 to June 2008
- The groups will decide their meeting dates, format, etc.
- · Participants will be asked to sign a confidentiality agreement
- Groups will meet approx. 2-3 hours per month

## Join A Business Roundtable!

#### TO REGISTER please MAIL THIS FORM with your payment to:

APW, P.O. Box 480384, Denver, CO 80248. DEADLINE FOR REGISTRATION IS: August 30, 2007.

		Title	Name
			Company
	Zip Code	City	Address
		Phone	E-Mail
03] 368-4747	STIONS? Contact MARY CARR at [303	QUE	
03] 368 <sup>.</sup>	STIONS? Contact MARY CARR at [303]	QUE	
03] 368		Phone	Address E-Mail

ALLIANCE 0 F Р R O F E S S I O N A L **WOMEN** 

## Member News & Information

### **Alliance Networking** Opportunities, Events, Activities & More

You can now find an RSVP link to upcoming Alliance

#### Events on our homepage! Go to www.apwcolorado.org

and click on the bold RSVP link – it will take you

directly to the **BlackTie RSVP** page for the event!

#### WHEN: OCTOBER 3RD, 2007 • 5:30P

What: **Outreach Committee Meeting** Where: Whole Foods, Tamarac Square RSVP: MEGAN WEGNER 1-800-340-5653 x52760 OR megan.Wegner@jnli.com

#### WHEN: OCTOBER 6TH, 2007 • 6P-MIDNIGHT

What: **Alliance Foundation Village Bank Fundraising Gala** Where: Pinebrook Hills, Boulder RSVP: KAREN ROSEN [720] 271-7015

> The Alliance Foundation has partnered with The International Alliance of Women (TIAW) and BouldeReach for their 2007 Village Bank Fundraiser. The event will be held at a fabulous private home in Pinebrook Hills. This expansive home is perched high among the rocks, with gorgeous views of Boulder below. It features a waterfall cascading among natural Colorado sandstone boulders in the atrium and wonderful architectural details throughout.

We anticipate more than 300 attendees from an exclusive list at \$75/person. There will be cocktails, an exotic dinner and dessert, as well as entertainment. A silent auction will feature items as diverse as uniquely created works by prominent artists and local school children, a weekend at the base of Aspen Mountain, life coaching sessions and many more. A live auction will give you an extraordinary opportunity to bid on a tour with Friendship Bridge and/or TIAW to see their projects, and much, much more.

#### OCTOBER 7TH, 2007 • 7:30A WHEN:

What:	Race for the Cure®
Where:	Pepsi Center
Cost:	\$30 adults and \$20 Seniors 65 and older and
	children under 18
RSVP:	JOAN FANGANELLO, APW Team Captain
	[720] 289-2129 or go to
	www.raceforthecure-denver.com and click on
	Register and then Join a Team – APW is registered
	under the keyword "Alliance of Professional Women"
	The APW Race for the Cure® team will be meeting at
	their secret location before the race for a continental
	breakfast and pink lemonade mimosas and cosmos!

There will be free parking and the "secret location" will be within easy walking distance to the start of the race. Join in the fun!

Остовек 11тн, 2007 • 11:30А – 1Р
October Networking Luncheon
1515, 1515 Market St., Downtown Denver
\$25 members, \$35 non-members
Register on-line at www.blacktie-colorado.com/rsvp
and enter event code apwoct07 or call MARY CARR at
[303] 368-4747 or email execdir@apwcolorado.org

Join the APW at the luncheon and your lunch is FREE! This is the last month to join to be included in the 2007-2008 APW Directory.

When you RSVP, please select one of the following entrees. All entrees include a salad of local baby greens w/ grilled vegetables, haystack feta and balsamic vinaigrette and key lime bars with white chocolate ganache. **ENTREES**:

- Roasted Organic Chicken served w/ crispy fondant potatoes and honey glazed vegetables OR
- Grilled New Zealand Salmon served with forbidden rice spring roll and curry slaw OR
- Truffle and Cauliflower Risotto served with organic spinach and tarragon gremolata

THE ALLIANCE OF PROFESSIONAL WOMEN

## Member News & Information

## Alliance Networking Opportunities, Events, Activities & More

#### WHEN: OCTOBER 16TH, 2007 • 7:30-9A

What: Public Affairs Committee Meeting

Where: Zaidy's at 1st and Adams Street, Cherry Creek

RSVP: **NANCY THAUVETTE at nancy.thauvette@usbank.com** or [303] 713-6456 by noon, Monday, October 15th.

> **CHAER ROBERTS** will be **our guest speaker**. Chaer is the Director of the Denver Women's Commission and longtime leader (and current Board Member) of the Women's Lobby of Colorado. Chaer's periodic updates on legislation affecting women keep women's organizations across the state informed on what is happening at the state capitol. Chaer is always an entertaining and very informative speaker.

#### WHEN: OCTOBER 25TH, 2007 • 11:45A

- What:Member Support Committee MeetingWhere:Old Chicago's, Tamarac Square
- Where: Old Chicagos, Tamarac Square
- RSVP: **Stephanie Sommers [303] 877-6652**

#### WHEN: NOVEMBER 7TH, 2007 • 5:30P

- What: Outreach Committee Meeting
- Where: Whole Foods, Tamarac Square
- RSVP: MEGAN WEGNER 1-800-340-5653 x52760 or megan.Wegner@jnli.com

#### WHEN: NOVEMBER 8TH, 2007 • 11:30A - 1P

- What: November Networking Luncheon
- Where: The Palm, 1201 16th St., Downtown Denver
- Cost: \$25 members, \$35 non-members RSVP: **Register on-line** at www.blacktie-colorado.com/rsvp and enter event code apwnov07 or call **MARY CARR** at **[303] 368-4747** or emai execdir@apwcolorado.org

#### WHEN: NOVEMBER 20TH, 2007 • 7:30-9A

What: Public Affairs Committee Meeting
Where: Zaidy's at 1st and Adams Street, Cherry Creek
RSVP: NANCY THAUVETTE at
nancy.thauvette@usbank.com or [303] 713-6456
by noon, Monday, November 19th.

#### WHEN: NOVEMBER 27TH, 2007 • 7-9A

What:	Continuing Education Breakfast:
	Year-End Tax Planning for Small Businesses
	Presented by Ryan, Gunsauls & O'Donnell
Where:	DU Women's College,
	1901 E. Asbury Ave., Denver
Cost:	\$20 Corporate Members, \$25 APW Members,
	\$35 Non-Members
RSVP:	<b>Pre-registration is REQUIRED!</b> Please contact
	MARY CARR at [303] 368-4747 for more
	information and parking.

One hour of CE credit will be awarded for this course.

#### **Save The Date!**

WHEN:	DECEMBER 6, 2007 • 11:30A – 1P
What:	December Holiday Luncheon

Where: The Brown Palace Hotel, 321 17th St., Denver, CO 80202 Downtown

#### **APW Totes FOR SALE** – Proceeds Benefit Alliance Foundation!

We are currently taking orders for APW Tote Bags given at the September Membership Appreciation Luncheon! The tote measures 17" wide by 14" high by 3" at the bottom seam, wide enough to accomodate legal sized folders. It is made out of thick nylon canvas. The tote has a zipper closure;



inside there is one main pocket and three mini pockets for items like cell phone, pens, business cards, etc.

Bags are \$12 each and 50% of the proceeds go to benefit the Alliance Foundation. TO PURCHASE please contact MARY CARR at [303] 368-4747

## Member News & Information

### **New** Members

**RONNIE RAY** President, **Apollo Financial Services, LLC [303] 733-5950** x222 ronnieray@apollomortgages.com. Ronnie owns and manages a mortgage company with ten employees. She is responsible for the bookkeeping, IT, sales meetings, team building and quality control. Apollo Financial focuses on raising the standards in the mortgage industry and believes that consumer education about mortgages needs to be drastically increased. Apollo specializes in educating clients.

### **New** Member Profiles

Why did you join the Alliance of Professional Women? What are your hobbies? What is your position/business? What is something that few people know about you?

ELAINE DEBASSIGE D'AMATO, MA, NCC, LPC, Licensed Professional Counselor for Turtle Lotus

- **1. Joined APW:** I joined the APW for additional support in my professional and personal endeavors. Being surrounded by successful and positive people stimulates my creativity and energy for what I do. I also liked that APW focuses on the relationship between women. I believe that relationships, especially strong healthy ones, are keys to a happy life.
- 2. Hobbies: I enjoy many things, but if forced to choose, I would list writing, reading, quilting, tennis and Notre Dame football.
- **3. Occupation:** My private practice focuses on mastery of stress management, leadership development, and performance enhancement for individuals, families, couples, athletes, and organizations.
- **4. Most people don't know:** I told my parents that I would go to the University of Notre Dame when I was 5 years old. I graduated in 1992. Also, I have lived in all states that start with C. I don't count the Carolinas, but there is still time for those!

#### BLAIR KOCH President of The Alternative Board

- 1. Joined APW: I Joined APW to have an opportunity to spend time with women business leaders in the community.
- 2. Hobbies: Biking, skiing, hiking, gardening, cooking, travel, reading, and on occasion doing nothing
- **3. Occupation:** I am president of two companies- BEK Enterprises, LLC an executive management and marketing firm, and I run The Alternative Board- West Denver, bringing business owners, presidents and CEOs together into a peer advisory group to enable them to take their business to the next level.
- 4. Most People Don't Know: I was a competitive figure skater for most of my childhood.

#### **DENI CATES**, Reverse Mortgage Advisor with 1st Reverse Mortgage USA

- 1. Joined APW: I learned about APW from DANA LYNCH and TERESA SANDERS.
- 2. Hobbies: hiking, biking, skiing, writing, and quilting
- **3. Occupation:** I am a reverse mortgage advisor. I specialize in reverse mortgages only, so I can devote the best possible service to my senior clients and their needs.
- 4. Most People Don't Know: I am very involved with my sons in Boy Scouts and I am a seven-year breast cancer survivor.

## Member News & Information

### **New** Member Profiles

Continued from Page 7

#### **REINA BACH**, President of Geisha Enterprises, Inc.

- 1. Joined APW: I joined because of the other members- they're smart, professional and down to earth.
- **2. Hobbies:** One of my true loves is gourmet cooking. Another blossoming pas time that I'm actually starting to do professionally is photography. I love to capture events and people in unique and an artistic manner, to make the ordinary extraordinary.
- **3. Occupation:** My position is President of Geisha Enterprises, Inc. We work with professional women to gain clarity and focus they're looking for, to be more effective in their roles and to live more powerful, more rewarding lives in all areas. We have a professional coaching practice and also provide leadership and organizational development consultation.
- **4. Most People Don't Know:** I'm a chef and studied at The French Culinary Institute in New York City. I'm also a huge wine enthusiast and studied at the international Wine and Spirit Education Trust in New York. Food and wine are the spice of life!

#### JESSICA BLANK, Executive VP for Brown & Brown Insurance of Denver

- **1. Joined APW:** I joined to meet other successful/professional women in Denver. I hope to create some great business relationships and find great ladies to hang out with on a personal level.
- 2. Hobbies: I enjoy hiking, running and most anything outside. I also enjoy getting together with friends over a glass of wine.
- **3. Occupation:** I am executive VP for Brown & Brown Insurance of Denver. We focus on Commercial Insurance in Denver. This includes Property & Casualty Insurance, Employee Benefits, Personal Lines, and Aviation Insurance.
- 4. Most People Don't Know: I am not one to keep to myself. I think anyone I know pretty much knows everything about me.

#### KRISTIN DANN, Director of Finance and Administration at New West Technologies

- **1. Joined APW:** Being new to the Denver area, I thought of it as a great way to get to know the professional women in the area. Also, being quite new to the work force, I thought it would increase my awareness of the types of opportunities there are for individuals in my field while also learning about the various professions that others are interested in.
- 2. Hobbies: Reading, working out, traveling, spending time with family and friends
- 3. Occupation: Director of Finance and Administration at New West Technologies in the Denver Tech Center.
- **4. Most People Don't Know:** I have stayed in touch with four of my closest friends from Kindergarten and still talk with them on a regular basis. We plan one trip per year together to somewhere that we are all interested in visiting. This is quite difficult because we now live all over the U.S.

#### HELENE HUGHES, Marketing Manager at Action Coach Business Coaching

- **1. Joined APW:** The members are of high caliber of professionalism, the luncheons are well organized, the networking is fun, and the luncheons are always in great restaurants.
- 2. Hobbies: Trail running, mountain biking, hiking, baking, sewing, and reading
- **3. Occupation:** My position is Market Manager for Action Coach Business Coaching and I am a small business owner with a product called "Love Your Kids In A Flash" at www.lovingyourkids.com.
- **4. Most People Don't Know:** I collect labels for making quilts and "other" stuff, I finally finished my last label quilt and it was featured in a textile show at an art gallery in Evergreen. I have been collecting labels since I was 17. I'm 48; I have lots of labels, but never too many!!

### **Thanks!**

The Alliance would like to thank the following members who referred new members to our organization.

#### **CINDY ROLD**, Maverick Coaching & Speaking

## Member News & Information

### Anniversaries

The Alliance recognizes and thanks the following women who joined The Alliance of Professional Women in October. We greatly appreciate your continued support of our organization.

22 Years	ARLENE ABADY	1 Year	Kristine Lay, Kutak Rock, LLP
16 Years	PEGGY RICHTER, Kutak Rock LLP		Kate Manka, Kutak Rock, LLP
9 Years	ANNE GOTTLIEB ANGERMAN, MSW, Career Matters		SARANNE MAXWELL, KUTAK ROCK, LLP
7 Years	Jo Pellegrino-Ellis, Advanced Properties		CAROL MIHALIC, KUTAK ROCK, LLP
6 Years	LAURA DEAN, Holland & Hart, LLP		LAURA DROSSMAN, KUTAK ROCK, LLP
4 Years	EMILY CURRAY, Stern, Elkind and Curray, LLP		MARNIE YATES, Denver Women Magazine
3 Years	DANA LYNCH, Elements of Image		KATHLEEN HORRIGAN, Equity Lending
	TONYA KAYE, Smith Barney		BRIDGETTE SWEET, Noble Funding and linvestments
	ELIZABETH MITCHELL, Ambler & Keenan, LLC		LAURA J. HAZEN, Ireland, Stapleton Prior & Pascoe, P.C.
2 Years	MARY CARR, Alliance Of Professional Women		JESSICA LYNCH, RE/MAX Alliance
	JANET BOULTER, Center Consulting Group		SUSIE GERMANY, The Law Office of Nancy S. Germany
			CINDY KENT, A La Carte Gifts and Baskets

#### Receive a Free Ad for referring new members to The Alliance!

In an organization like The Alliance, we depend on referrals to increase our membership. As a small thank you for referring a new member to The Alliance, you will receive a complimentary business card ad in the Communique.

## Alliance Thanks

The Alliance would like to thank **DANA LYNCH** for hosting our **First Annual Membership Appreciation Luncheon** in September at **Sparrow**!

## **WARNING** For Parking Near The HighLine Canal

From Sandy Smith

I parked my car at the trailhead near Dahila and Quincy. It seemed safe to park my car there while I went for a walk. I had placed my purse under my seat - out of sight (very clever of me ... hum). After my walk I came back to the parking lot to find my car broken into. Both windows on the driver's side had been smashed! The thieves had recovered my purse and within a short time charged up \$1000 on my credit card.

Next time - I plan to bring my wallet in a fanny-pack on the walks. There is still a chance that my car may be broken into - but at least they won't get my purse!

## Office Space For Rent

Five offices (with two paralegal/secretary spaces) available for immediate occupancy. Located at 19th and Sherman, two blocks from the Brown Palace. Offices are fully furnished, with state of the art amenities, high speed DSL connectivity, high speed copier/scanner, approximately 184 square feet each. Large conference room with audio/video five channel surround sound capability. The available services include receptionist, telephone, copier, fax, conference room and breakroom. Contact **RODNEY BERNHARDT** at Kritzer/Zonies, LLC., [303] 393-1111 or rodney@kritzerzonies.com.



## Unfortunately,

your business doesn't come with an instruction manual.

Lucky for you, Ireland Stapleton knows the rules.

#### Free Small Business Workshop

Help Wanted: Hiring (and firing) employees

Eager to support its small, emerging business clients, Ireland Stapleton is proud to present a 'tool kit' series of workshops designed for start-up companies.



Help Wanted: Hiring (and firing) employees November 8, 2007 • 11:30-1:30 1675 Broadway, Suite 2600 • Lunch Provided

rsvp to smirabella@irelandstapleton.com or 303-628-3672

#### The increasingly-challenging employment landscape creates countless hurdles for employers to overcome. Join us for a seminar on the best practices of hiring employees.

Ireland Stapleton discusses the challenges and questions that emerging businesses face when they hire employees: "What policies should I have in place?", "How do I comply with State and Federal Regulations?", and "What do I do when something goes wrong?". These questions plague transitioning business owners, leaving them confused and feeling powerless.

Ireland Stapleton attorneys **Dino Ross, Laura Hazen** and **Michelle Ferguson** will direct business owners to resources that should help answer some of these questions.

Dino Ross: 303.628.3686 Laura Hazen: 303.628.3618 Michelle Ferguson: 303.628.3658

## Women And Investing Educational Forum

Are you a female executive who needs or wants some help with your financial planning and don't know where to go for information? In a recent Harris study, over 90% of the women surveyed said they don't feel financially secure (including women whose earnings were in the six figures!); about half the respondents also indicated that they worried they could become "bag ladies".

#### Don't miss this luncheon! DATE: TUESDAY, OCTOBER 9TH

Guest Speaker: SANDRA MORELLI, Senior Portfolio Manager, Bernstein Global Wealth Management

Where: The Phipps Mansion, 3400 Belcaro Drive Time: 12:00 pm – 1:30 pm

This is event is exclusively for women: business owners, executives, professionals, women in transition etc.; educated; influential, successful women who want to know more about investing or the investment markets but haven't had the time – confidence or inclination to get engaged.

#### This 1.5 hour "Women Only" luncheon includes:

- A Capital Markets Update by one of our Senior Portfolio Managers What is the condition of global economic and corporate markets? How does this affect me?
- A Framework for Thinking about Retirement: With longevity increasing, many investors can look forward to decades of retirement—a double-edged sword, given the unpredictability of the markets, inflation, taxes, traditional mainstays (like Social Security), and changes in each retiree's circumstances. But research-driven planning based on conservative assumptions and revisited regularly provides investors with a good chance of maintaining their lifestyle for decades—and realizing extra opportunities as well—when earned income is no longer in the picture.
- **Q & A.** Open mike opportunity to ask questions in a "safe" environment.
- **Networking.** An opportunity to network with other Denver area female executives and professionals.

The Phipps Mansion, highly accessible (located between University and Colorado Boulevards just south of Exposition Avenue with plenty of free parking. **Space is limited and reservations are required.** 

RSVP to ROBIN SPRINGER at [303] 292-7438.



1515 Market Street, Denver, CO 80202 • 303 - 571 - 0011 • E-mail: events@1515restaurant.com

"It's rare to find food this good and affordable in LODO" - Warren Byrne, KEZW
"1515 is sending out plates that knock people back in their seats and make the ladies swoon" - Jason Sheehan, Westword 2002
"Award of Excellence" - Wine Spectator 2001 to 2006
"Award of Distinction" - Wine Enthusiast, 2005 to 2006
Three Diamonds - AAA
"Best dinner Destination for Impressing a Date" - Westword's "Best of Denver"
31/2 Stars - Denver Post

An Independent downtown establishment, 1515 offers a relaxing yet sophisticated environment in which to enjoy some of the city's most distinctive flavors. The contemporary American menu is splashed with European flair, creating a memorable, one-of-the-kind fusion known as the eatery's "eclectic Colorado cuisine". Some enticing menu creations include the critically acclaimed Caraway Dusted Duck Breast and the Buffalo Hanging Tender. Seasonal menus provide new tastes to tempt your palate. 1515 boosts an award-winning, 400-plus bottle wine list and an on-site sommelier to help pair the perfect selection with your meal. Step upstairs, one story above Market Street, for a truly elevated-and unforgettable-fine dining experience.

Come and enjoy Jazz Fusion & Blues (Friday & Saturday) in a friendly and relaxing atmosphere (no cover).

Lunch: Monday through Friday 11 to 2:30; Dinner: Monday through Saturday 5 to 10

Thanks, Gene Tang

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## CALENDAR OF EVENTS

To register go to **www.apwcolorado.org** and click on the bold RSVP link – it will take you directly to the **BlackTie RSVP page** for the event. See **Pgs 5-6** for event information and event codes or call the contact for the event.

October 2007

	M	0	W	0	Ð	S
	1	2	3 OUTREACH COMMITTEE 5:30 pm, Whole Foods, Tamarac Square Megan Wegner- [800] 340-5653 x52760	4	5	6 ALLIANCE FOUNDATION VILLAGE BANK. FUNDRAISING GALA 6:00-Midnight Pinebrook Hills, Boulder Karen Rosen [[720] 271-7015
7 RACE FOR THE CURE Pepsi Center Joan Fanganello [720] 289-2129	8	9	10	<b>11 NETWORKING LUNCHEON</b> 11:30 am-1:00 pm, 1515 at 1515 Market Street, Downtown Denver <b>Mary Carr [303] 368-4747</b>	12	13
14	15	16 <u>PIUBLIC AFFAIRS</u> <u>COMMITTEE</u> 7:30 -9:00 am, Zaidy's in Cherry Creek Nancy Thauvette [303] 713-6456	17	18	19	20
21	22	23	24	25 <u>MEMBER SUPPORT</u> <u>COMMITTEE</u> 11:45 am, Old Chicago's, Tamarac Square Stephanie Sommers [303] 877-6652	26	27
28	29	30	31 HALLOWEEN			

### November 2007

	M	0	W	0	Ð	5
				1	2	3
4	5	6 ELECTION DAY	7 OUTREACH COMMITTEE 5:30 pm, Whole Foods, Tamarac Square Megan Wegner- [800] 340-5653 x52760	8 NETWORKING LUNCHEON 11:30 am-1:00 pm, The Palm, 1201 16th Street Downtown Denver Mary Carr [303] 368-4747	9	10
11	12	13	14	15	16	17
18	19	20 PIUBLIC AFFAIRS COMMITTEE 7:30 -9:00 am, Zaidy's in Cherry Creek Nancy Thauvette [303] 713-6456	21	22 THANKSGIVING	23	24
25	26	27 <u>CONTINUING EDUCATION</u> <u>BREAKFAST</u> 7:00 -9:00 am, DU Women'S College Mary Carr [303] 368-4747	28	29	30	