



"You will never do anything in this world without courage. It is the greatest quality of the mind next to honor." Aristotle

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NAWIC's Core Purpose:
To enhance the success of
women in the construction
industry.

Happy New Year to Region 3!

Plans are currently underway for Annual Forum 2010 being hosted by Orlando Chapter #073 with Starship NAWIC – An Intergalactic Adventure being held April 30 – May 1, 2010. Save the Date postcards were sent out in December. If you did not receive one please contact me. This event is not only going to be educational but a lot of fun. Annual Forum 2010 is being hosted by Miami Chapter #041 and that is scheduled for October 22-23, 2010 at the Mayfair Hotel and Spa in Coconut Grove. Stay tuned for more information. Plans and information for these meetings can be found on www.nawicorlando.org for Annual Forum and on the Region 3 website for Annual Planning as they become available.

Speaking of the Region 3 Website, have you looked at it lately? The revamped website made its quiet debut in December but we are still missing chapter and committee information. Ladies please get this information to the committee members by emailing it to reg3website@att.net. The web address is: <http://www.nawicregion3.org>. The committee consists of **Checree Bryant**, ACSR, CPIA, Wells Fargo Insurance Services Southeast, Inc. **Cara F. Barrick, Esq.**, Bruce Loren & Associates, Construction Attorneys, www.lorenlawfirm.com and **Naomi Stevenson**, Maschmeyer Concrete Company of Florida, Inc. Ladies, thank you for your dedication in getting the website updated and refreshed. Good Job!

Membership has been slowly increasing after the large drop in renewals which we expected due to the economy. Since October 1, 2009 we have increased our overall membership by 25 members. Keep up the good work! Remember at Annual Forum that there is going to be an award given to the chapter who has the highest percent increase in membership. I will also be giving out a special award as well. Chapter Presidents, if you haven't already, please contact members who have not renewed. Divide the list among other officers, so they can help. Inform non-renewing members of upcoming events and how they can get involved. Encourage them to renew by explaining their value to the chapter and the value they receive by getting involved. Email the membership department at membership@nawic.org to obtain a list of non-renewing members in your chapter.

Chapter Presidents and Treasurers, January 30, 2010 is the deadline to complete and mail/email to the NAWIC Office the IRS Compliance Certification Form. The NAWIC Office uses the information provided on the IRS Compliance Form to report to the IRS if your chapter must file an IRS 990 or 990T return for the 2009 calendar year. The IRS requires the NAWIC Office to report which chapter must file an IRS 990 or 990T. To avoid all chapters being audited by the IRS, it is pertinent we receive this form from each chapter by Jan. 30. Note: Please do not send copies of your tax return to the NAWIC Office. Your IRS 990 or 990 T are due to the IRS Feb. 15, 2010. I am also requesting that you copy me on these transmittals.

The Midyear Board Meeting is February 18-21, 2010 in Louisville, KY. The cold weather of the past couple of weeks has started preparing me for the cold and snow. We will be making decisions on the Proposed Bylaw Changes and thank you to those members who have submitted their concerns for this meeting.

NATIONAL NEWS

Crystal Vision Awards – The application for the 2010 Crystal Vision Award and 2010 Crystal Achievement Awards is now available on National's website http://www.nawic.org/nawic/Crystal_Vision. Do you know of a Non-NAWIC person who you wish to nominate for the Crystal Vision Award? How about a NAWIC member for the Crystal Vision Achievement Award? Now is the time to submit their name for this prestigious award. Winners and their nominators will be notified via phone by April 21, 2010.

Did you know that Region 3 has had such a winner? In 1999 JoAnne Golden of the Gr Palm Beach Chapter #087 won the Crystal Vision Award for her Women Build Program. Step back and look around you; I know that you know someone who is eligible for this award. The deadline for application submission is March 18, 2010.

Count Down to WIC Week

Only 46 days to Women in Construction Week 2010, and so far nationally we have 97 percent of chapters committed to participating! Way to go, NAWIC! It's not too late to make a commitment to participate during WIC Week, March 7-13. The [2010 WIC Week materials](#) are available at NAWIC Online. All promotional materials are available for easy downloading. Included in the materials are:

- ◆ A sample proclamation
- ◆ Ideas for activities to plan during the week
- ◆ WIC Week Press Release
- ◆ A week-by-week schedule of planning for your WIC Week event

Two copies of the 2010 WIC Week poster were sent to each chapter president in December. This year's poster is double-sided, one side featuring WIC Week and the other suitable for year-round NAWIC pride. Additional copies of the poster and commemorative pins may be ordered through the NAWIC Office for a fee. All Online materials are available in a PDF format at [NAWIC Online](#).

Visions of Excellence Awards

Do you know someone who has supported the role of women in the construction industry? Or someone who is a role model for women in the industry? How about someone who exemplifies that "WE CAN DO IT" attitude? If so, consider nominating that person for your Region's Vision of Excellence Awards. The regional Vision of Excellence Awards mirror the national Crystal Vision Awards, and winners will be recognized at Annual Forums in the spring. In addition, winners will be automatically nominated for the Crystal Vision Awards. The nomination deadline for the Visions of Excellence Awards is Feb. 26, 2010. Nomination forms will be available by Nov. 1 at <http://www.nawic.org/> > About NAWIC > Industry Awards. .

CHAPTER OFFICER REMINDERS

Chapter Presidents: Chapter websites: If your chapter has a website please send me the link so that I can include it in my monthly newsletters. This way the rest of the region as well as the national officers and directors can visit your sites and see what everyone in Region 3 is up to.

Chapter Treasurers: Each month, the NAWIC bookkeeper emails chapter treasurers an Outstanding Check Report. The report is created in an effort to help chapter treasurers track outstanding checks for chapter dues written by the NAWIC Office and includes checks more than 30 days past their original issue date. For your convenience, this detailed report includes the check number, check date and the amount for which the check was written. This report is a useful tool for chapter treasurers because it keeps them informed of possible lost or misplaced checks that have not been deposited.

NEW MEMBERS

Welcome to our newest members of NAWIC. Please be sure to email them and welcome to Region 3. Also be sure to add their contact information to your NAWIC Membership Roster for Region 3 and/or your chapter.

Tampa Chapter #036

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Miami Chapter #41

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Recruiter: Rhonda Wimberly

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Gr. Orlando Chapter #073

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Gr. Ft Lauderdale Chapter #078

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Recruiter: Patricia Beech

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Recruiter: Karen J. Baker, CIT

Gr Gainesville #364

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Gr. Jacksonville #372

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REGIONAL COMMITTEE REPORTS

Membership – Kathy Ogle, CIT

Recruit- Recruit- Recruit

Our region has started to grow, and at last count we have 247 members! Remember we need to keep growing and the Chapter with the most new members by percentage on March 31st will win an award for their chapter!

Keep on promoting NAWIC and you will be amazed at the amount of members we can get.

Safety and Health Awareness – Rebecca Bailey

Region 3 will be presenting a Regional Safety Excellence Award at Annual Forum April 30-May 1, 2010 in Orlando. The purpose of the Award is to recognize those companies who excel at safety performance. Each candidate will be examined for their commitment to safety, occupational health management and risk control. Each Chapter can select up to three finalists for submission to me by March 20, 2009. An independent committee will review the submissions and the winners will be awarded at the Region 3 Forum. The Application form is attached.

CHAPTER NEWS

The **Greater Gainesville Chapter #364** installed and recognized it's new officers. In addition, Pat Smith was recognized as the Chapter's Member of the Year. For the holidays Greater Gainesville has chosen to work with The Children's Home Society. As part of the holidays the Chapter has adopted three children from The Society. The Society's Director spoke at the Chapter's December meeting and collected all the Christmas presents for the three adopted children.

The **Greater Palm Beach Chapter #087** had their Holiday Party at the home of the chapter president, Andrea Serraes on December 11, 2009. They held the drawing for the Wii Gaming System and the Tomboy Tool Impact Drill. The winners were: Jill Gough, President Tampa Chapter #036 who won the Wii and Rodger Laws won the Tomboy Tool Impact Drill. Rodger looks really good using this pink drill. Congratulations!

REGION 3 GUIDELINES

CONSTRUCTION PROFESSION AND EDUCATION COMMITTEE COMPETITION (voluntary)

The primary responsibility of the NAWIC Construction Profession and Education Committee (CPEC) is to encourage Chapters to obtain or develop programs and construction related projects, to educate NAWIC members about the different areas of the construction industry, to promote the professional and personal growth of our members and to educate the community about NAWIC and the construction industry.

Region 3 offers the opportunity for chapters to be recognized for their efforts in this area. Three awards will be presented as detailed in the policies of Region 3:

1. Construction Industry Awards are presented to the chapters whose projects are selected by a panel of three persons, independent of NAWIC and working in the construction industry. One will be presented for the "Benefit to the Construction Industry" and a second for "Construction Industry Benefit to Community Service" per established criteria. Both are traveling awards.
2. The Martel Fillman Karr Award is presented to the chapter that demonstrates outstanding efforts to provide Construction Profession and Education program during the year (Forum to Forum). Chapters wishing to apply for this award will submit a written essay, not to exceed 250 words, to the Region 3 Construction Profession and Education Committee Chair by the designated date. Entries will be judged by non-NAWIC industry professional(s) selected by the current year Chair. This award will be a traveling award.

CONSTRUCTION INDUSTRY

Any project that teaches, improves, or clarifies an understanding of the construction industry or promotes public awareness of the construction industry, qualifies as a construction industry project.

Construction industry projects will be divided into two (2) categories:

- Construction Industry Benefit
- Community Benefit

REGION SUBMISSION GENERAL GUIDELINES (voluntary):

- > Projects are to be completed and submitted by the deadline date established by the Region CI Chair. Any project completed after the deadline date is eligible for the next year's competition.
- > ONLY one (1) project per Chapter, per category may be submitted. One (1) typed and bound entry may be submitted per project per category.
- > Region CI Chairman shall select three (3) impartial construction related judges. Region recognition and awards as, determined by the Region CI Chairman, will be made at respective Region Forums.
- > Chapters are encouraged to have Construction Industry projects but do not have to submit them to the Region.

REGION SUBMISSION ENTRY FORMAT (voluntary):

COVER PAGE

1. NAWIC Region, Chapter name and number
2. Project title and category indicated — Construction or Community
3. Project Chairman's name, address, phone number, fax number, and email address
4. Chapter President's name, address, phone number, fax number, and email address
5. Indicate number of members in Chapter

Promotes Aims, Principles, and Objectives of NAWIC

1. Promotes cooperation within Chapter and between Chapter and Non-NAWIC members.
2. Promotes fellowship/leadership within the Community and construction industry.
3. Were other organizations involved?
4. Provided/promoted education and information about NAWIC, or the construction industry to the local community.
5. How project contributes to the betterment of either "Construction Industry" or the "Community".
6. CI Benefit projects only: Encourages men and women to seek/establish a career in construction.

Narrative

1. Reason for selection of project (be clear and concise).
2. Percent of membership participation.
3. State how project benefits local "construction industry" or "community".
4. Promotion of NAWIC's goals and core purpose.
5. Describe publicity used (Flyers, media, newsletters, or other marketing) and attach examples of print, etc.
7. Pictures (Maximum of six (6) permitted) or additional information.

MARTEL FILLMAN KARR AWARD

This award will go to the chapter that demonstrates the most overall outstanding effort to provide Construction Profession and Education programs during the past year. Chapters are encouraged in their narrative to include details on as many programs, courses, workshops or seminars that will demonstrate their efforts in this area.

REGION SUBMISSION ENTRY FORMAT (voluntary):

COVER PAGE

1. NAWIC Region, Chapter name and number.
2. Chapter President's name, address phone number, fax number and email address
3. CPEC Chairman's name, address phone number, fax number and email address
4. TITLE: MARTELL FILLMAN KARR ENTRY.

NARRATIVE

In 250 words or less, describe your educational efforts during the past year. (Forum to Forum). Be sure to be clear and specific as to why your education efforts should be considered for this award.

Point System of 1-5:1=Poor, 2—Fair, 3—Good, 4=Very Good, 5—Excellent	Points Awarded
CONSTRUCTION INDUSTRY BENEFIT CATEGORY	
Promotes Aims, Principles, and Objectives of NAWIC	
Cooperation/Participation with the public (Non-Member)	
Fellowship/Leadership	
Other Organizations involved?	
Education/Informative	
Contributes to the Betterment of the Construction Industry	
Encourages Women and Men to Pursue and Establish Their Career in Construction	
Entry Format — Cover Page	
NAWIC Chapter #, Name	
Project Title	
Project Category	
Project Chairman	
Chapter President	
Entry Format — Narrative	
Reason for Selection (motivation behind project selected & clearly stated)	
Percentage of Membership Participation (Rating: 1-20%-1, 21-40%-2, 41- 61-80%-4, 60%=3, 81-100%-5)	
Benefit to Construction Industry	
Promotes NAWIC Goals and Core Purpose	
Creates Interest in NAWIC	
Publicity, Local and/or National	
Pictures or Additional Information — no more than six (6) pictures per project	
TOTAL POINTS	

Point System of 1-5:1=Poor, 2=Fair, 3=Good, 4=Very Good, 5=Excellent	Points Awarded
COMMUNITY BENEFIT CATEGORY	
Promotes Aims, Principles and Objectives of NAWIC	
Cooperation/Participation (Non-NA WIC)	
Fellowship/Leadership	
Other organizations involved?	
Education/ Informative	
Contributes to the Betterment of the Community	
Entry Format — Cover Page	
NAWIC Chapter #, Name	
Project Title	
Project Category	
Project Chairman	
Chapter President	
Entry Format — Narrative	
Reason for Selection (Motivation behind selection of project& clearly stated)	
Percentage of Membership Participation (Rating: 1-20%=1, 21-40%=2, 41- 61-80%-4, 60%=3, 81-100%=5)	
Benefit to Construction Industry	
Promotes NAWIC Goals and Core Purpose	
Creates Interest in NAWIC	
Publicity, Local and/or National	
Pictures or Additional Information — no more than six (6) pictures per project	
TOTAL POINTS	

Regional Safety Excellence Award 2009-2010

The purpose of the Safety Excellence Award is to recognize those companies who excel at safety performance. Each candidate will be examined for their commitment to safety, occupational health management and risk control. Judges will look for evidence of company management commitment, active employee participation, safety training, work site hazard identification and control, and safety program innovation.

Participants will be required to complete the attached application form. The application form must be filled out completely to qualify. If there are portions of the form that do not apply mark an N/A response. Chapters will select three finalists and submit those recommendations to your Regional Safety chair no later than 5:00 pm on March 20, 2010. An independent committee will review the submissions and the winners will be notified at the Region 3 Forum in Orlando, Florida. A winner will be chosen for each category (Construction Company and Construction Related Industry Company)

Section 1 (General Information)

Company Name	Contact Person
Address	Title
City	Phone
State/Zip Code	Fax
Chapter Name and Number	E-mail
Check One: Construction Company <input type="checkbox"/>	Construction-Related Industry <input type="checkbox"/>

Applicant Signature _____ Date _____

Section 2 (Injury & Illness Incidents & Frequency Rate)

Calendar Year 2009 CY through Feb 2010

Total Employee-hours Worked		
Total number of lost work-day cases Injuries/Illnesses (Total of column H of the OSHA 300 log)		
Lost work-day Incidence Rate (see formula below)		
Total Recordable Injury/Illnesses (Totals in columns H, I & J of the OSHA 300 log)		
Recordable Incidence Rate (see formula below)		

The formula for either rates is $\frac{\# \text{ of (lost work-day cases or total recordable cases) } * 200,000}{\text{Total Employee-hours worked}}$

Section 3 (Checklist-Program Assessment)

Please indicate by placing an "X" in the appropriate box as to whether or not your company includes the following items in your accident prevention program. If items do not apply to your company mark the N/A response. If you answer NO to one or more of the items, it will reflect poorly with the judging criteria. Provide an explanation in the notes section at the end of the checklist for any NO or N/A responses.

Principal Commitment

YES	NO	N/A	
			Written Safety & Health Policy signed by a company principal with an emphasis on company commitment to Safety & Health
			Designated Safety Administrator/Coordinator trained in Safety & Health hazard recognition and management/risk control
			Consider safety and health issues as an overriding factor
			Have an annual safety and health budget, and budgets for each job. Funds available to support the safety program on company wide and project specific basis
			Company policy gives employees authority to shut down operations because of a safety hazard that presents an imminent danger to employees
			Have safety and health policy requirements written into contracts to require subcontractors to meet your safety requirements
			Utilize a pre-qualification safety & health screening method to select subcontractors, suppliers, or vendors

Accident Prevention Plan & Procedures

YES	NO	N/A	
			Provide safety and health rules that equal to OSHA standards.
			Provide safety and health rules that exceed OSHA standards.
			Require JHA's (Job Hazard Analysis)
			Have a written Hazard Communication Program.
			Have new hire orientation procedures
			Emergency Action Plan

			Disciplinary Procedures
			Employee Training & Documentation
			Written Policy & Procedures to cover tasks associated to your type of business

Designated Safety Coordinator/Manager/Committee

YES	NO	N/A	
			Safety responsibilities clearly defined
			Reports to executive management.
			Conducts safety inspection or audits.
			Investigates injuries and accidents

Emergency Procedures and First Aid/CPR

YES	NO	N/A	
			First Aid and CPR Certifications (Current and up to date)
			Written emergency procedure plan for evacuation
			Crisis Management Plan
			Appropriate First Aid Supplies available
			Emergency Rescue plan in place for a fall and caught-in-between victim (i.e., falls, excavations, confined spaces, etc.)

Inspections/Accident Investigation/Reports

YES	NO	N/A	
			Maintain safety and health recordkeeping requirements
			Provide safety inspection and accident investigation procedures
			Injury accidents are investigated promptly after an occurrence and a report is presented
			Accident reports are reviewed regularly to determine corrections
			Weekly safety and health inspections by a supervisor
			Safety and health issues are discussed and addressed
			An investigation procedure for near misses
			Site inspections conducted by a competent person and documented

Consistent Use of Safety Posters & Posted Information

YES	NO	N/A	
			All required Federal and State forms & notices are posted
			Injury and illness records (OSHA 300 log) are posted as required
			Use warning signs to alert workers to hazards
			Safe work practices and rules posted
			Crane and material handling hand signals posted

Substance Abuse Policy & Procedures

YES	NO	N/A	
			Written Drug & Alcohol Policy
			Drug testing protocol
			Alcohol testing protocol

Site Specific Safety Plans

YES	NO	N/A	

INTERNAL REVENUE SERVICE COMPLIANCE CERTIFICATION FORM

TO: NAWIC
327 South Adams St.
Fort Worth, Texas 76104
Fax: 817-877-0324

Copy to : Region Director

FROM: Chapter Name and Number
Region Number
Mailing Address
City, State & Zip Code

CHAPTER FEDERAL ID NUMBER Year ending date 9/09

The undersigned hereby certifies that in accordance with NAWIC Standard Bylaws for Affiliated Chapters, Article XI - Duties of Officers, Section 1; and, the Internal Revenue Service requirements, (please check ALL that apply)

We had gross income exceeding \$25,000 (990 or 990EZ) and we filed all appropriate forms on Date Form is/will be Filed

We had unrelated business income exceeding \$1,000 (990-T). We filed all appropriate forms on Date Form is/will be Filed

We had gross income of less than \$25,000 and filed form 990-N (the e-Postcard) on Date Form is/will be Filed

Further, copies of all documents, if any, have been furnished to the Chapter President for inclusion in the permanent records of the chapter, and copies, if any, have been maintained with the Treasurer's files.

DATED: Signature of Chapter President
Typed Name of President
Business - If applicable
Mailing Address
City, State & Zip Code

PLEASE DO NOT SEND COPIES OF TAX RETURN TO THE NAWIC OFFICE. YOUR IRS 990, 990T OR E-POSTCARD ARE DUE TO THE IRS FEBRUARY 15, 2010 TO AVOID PENALTY. YOUR COMPLIANCE FORM IS DUE INTO THE NAWIC OFFICE JANUARY 30, 2010 OR IMMEDIATELY AFTER THE CHAPTER FINANCE AUDIT IS COMPLETE. IT IS RECOMMENDED TO GET THE IRS COMPLIANCE FORM DONE AFTER THE CHAPTER FINANCE AUDIT (NO LATER THAN NOVEMBER 1ST.)