



women in manufacturing

# IMPACT



## SUMMIT 2012 Attracts 200 Women Manufacturing Leaders

Nearly 200 leading women manufacturing executives, managers and supervisors from across the country convened in Milwaukee, WI, October 29-30, 2012 for the second annual Women in Manufacturing SUMMIT, hosted by the Precision Metalforming Association. As the largest gathering of women manufacturing leaders in the country, the summit provided a unique opportunity for women who have chosen a career in manufacturing to share perspectives and network with colleagues and other female executives in the manufacturing sector.



Featured keynote speakers shared their own career experiences and talked about the future of women in the manufacturing sector:

- Gayle Tauber, entrepreneur and founder of Kashi Company
- Gail Lione, former chief compliance officer, executive vice president, general counsel and secretary of Harley-Davidson
- Rebecca Kleefisch, Lt. Governor of Wisconsin
- Jennifer McNelly, president of The Manufacturing Institute
- Laurie Harbour, president and CEO of Harbour Results

...continued on pg 2

## Join Us at the WiM SUMMIT 2013 Launch Party

You are invited to join other female leaders in the manufacturing sector on February 21, 2013, at 5:30 p.m. at The Henry Autograph Collection (300 Town Center Dr., Dearborn, MI) as we celebrate bringing the Women in Manufacturing SUMMIT 2013 to Detroit.

Sponsored by Women in Manufacturing with partnering organizations—Association of Women in the Metal Industries, Automotive Women's Alliance Foundation, Original Equipment Suppliers Association and Society of Manufacturing Engineers—this launch party is an opportunity to enjoy cocktails and appetizers while networking with other women in the industry. You'll also hear more about SUMMIT 2013 and have a chance to win a free registration to the conference—a \$700 value!

The launch party registration fee is \$25. [Register for this event today!](#) Please contact Katlyn Brown at 216/901-8800 or [kbrown@pma.org](mailto:kbrown@pma.org) with questions.

### Share Your News

Do you have articles or professional achievements to share with the Women in Manufacturing group? Submit this information to [Christie Carmigiano](#) for possible publication in a future edition of this newsletter.

### Join Women in Manufacturing

Connect with peers who can assist in discovering business solutions, diversification or even a new career! [Learn more about membership in Women in Manufacturing.](#)

### Upcoming Industry Events

[STEP Awards](#)  
February 5, 2013  
Washington, DC

[Women in Manufacturing SUMMIT 2013 Launch Party](#)  
February 21, 2013  
Detroit, MI

[Women in Manufacturing SUMMIT 2013](#)  
October 22-23, 2013  
Detroit, MI

[Association of Women in the Metals Industries \(AWMI\) Annual Conference](#)  
November 13-17, 2013  
Nashville, TN

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*SUMMIT 2012 Attracts 200 Women Manufacturing Leaders...continued*

- Jane Warner, executive vice president, Illinois Tool Works Inc.
- Mary Scheibel, principal and founder of Trefoil Group

SUMMIT 2012 also featured compelling roundtables led by top female leaders on professional development, leadership and mentoring, and marketing and creativity; educational tracks on negotiation, talent attraction, project and risk management, and maintaining business in a tough economy; and exclusive plant tours of MillerCoors and Kohler.

The annual summit is especially important as women continue to fall behind in the manufacturing sector. Today, only 30 percent

of the estimated 14 million Americans who work in manufacturing are women. These numbers reflect the fact that only 15 percent of students in higher education programs in manufacturing are women.

In her remarks at SUMMIT 2012, Gail Lione said, “We need to encourage women to go where the jobs are. We keep hearing about the skills gap. It’d be really great to fill it with women.”

We hope you’ll join us for [SUMMIT 2013](#), October 22-23, 2013 in Detroit. Details about the event will be available soon. Visit [www.womeninmanufacturing.org/meeting](http://www.womeninmanufacturing.org/meeting) for updates.



**Save the Date for SUMMIT 2013!**  
 Mark your calendar and make plans to attend the Women in Manufacturing SUMMIT 2013, October 22-23 in Detroit. The event will take place at The Henry, Autograph Collection Hotel (Fairlane Plaza, 300 Town Center Dr., Dearborn, MI). Hotel registration for this event is now open. Room reservations may be made [online](#) or by calling 800/241-3333 and referencing Women in Manufacturing.

**Join the SUMMIT 2013 Host Committee**  
 Are you interested in participating as a member of the Host Committee for SUMMIT 2013 in Detroit? Committee members drive the program agenda and serve as hosts during the conference. Contact Allison Grealis at 216/901-8800 or [agrealis@pma.org](mailto:agrealis@pma.org) with questions or to volunteer.



# Five New Year's Resolutions for Young Career Women

By Dana Perino

It's a new year and that means it's time for some suggested resolutions for young women starting their careers or making their way up the ladder.

I don't believe in making 100 resolutions – that's overwhelming and counterproductive. But a handful of goals are achievable, so here are five things you can do that will contribute to your personal and career growth in 2013:

## 1. Get outta town

I love road trips. If you haven't been on one in a while, it's time to put a trip on your calendar. Driving can help clear the cobwebs from your mind, and you can learn a lot about your fellow Americans while you're at it.

One of the things that helps when networking is to have the ability to talk about places you've been, where others also may have traveled or where they grew up. So, when you're at one of those awkward networking events, for example, if you meet someone from Utah, you could say, "I once drove through Zion Canyon in Utah. It's beautiful. What was it like to grow up there?"

People like to talk about their hometowns and their travels, and the more places you've been, the more likely you'll be able to make a connection that can bring new business leads or career opportunities.

If you're not sure where to go, take an informal survey from friends and co-workers to ask for the best recommendations.

I love to drive in the Black Hills of Wyoming and South Dakota with Mount Rushmore as the central stop. The Smoky Mountains of Tennessee are also something to see. How about the Blue Ridge Parkway in Virginia or North Carolina? Or a drive up the Maine Coast? If you're really ambitious and have some time, why not drive across the country on Highway 50?

This year, add a long weekend to your plans, or ditch the traditional beach vacation for a rental car, grab a friend or two, and hit the road.

## 2. Ask people for their book recommendations

One of the great joys in life is reading, yet it's the main thing people say they don't have time to do. There's a way to change that — turn off your electronic devices a half-hour earlier than usual or ditch the music during your commute and listen to an audio book. You can also invest in some noise-canceling headphones to provide yourself some peace and quiet so you can read while on the bus or train.

I devour books, though I have a habit of sticking to my favorite genre (historical fiction). So this past year I branched out a bit and read some novels and biographies I wouldn't have chosen for myself. I asked a few friends about their favorite books and then I bought a few of those to try.



*Dana Perino is a co-host of "The Five," a weekly roundtable ensemble on FOX News Channel, and the president and founder of consulting firm, Dana Perino and Company. She also is a co-founder of Minute Mentoring®, a women's leadership program, and is the editorial director of The Crown Publishing Group's imprint Crown Forum. In 2009, President Obama appointed her to the Broadcasting Board of Governors where she has become especially engaged in global women's health and welfare issues. Previously, Dana served as White House Press Secretary for President George W. Bush.*

Some of them I really liked, though one was too violent for me and I had to set it aside after a restless sleep filled with nightmares about battles in northern Mexico in the 1800s (you know who you are).

The main benefit of this idea was to broaden my reading; however, it did something more. It gave me yet another way to start or join a conversation. For example, one evening I was describing a scene from a book I was reading and a person I'd not yet spoken to at the party said, "Wait a minute — I read that!" And then we bonded over that for a while, and even shared a list of our favorite books.

It's easy to keep a list on your mobile device of books you hear and want to read at some point — my list is getting really long!

## 3. Stop saying "like"

We all have verbal tics we use in everyday conversation, and that often bleeds into work. The most abused word is "like." Young women grow up saying it all the time, so much so that they don't even realize they're saying it. But their bosses and clients notice, and they don't, er, like it.

The good news is this habit can be broken. All it takes is a commitment to recognize that you say it a lot, and then to stop yourself and pause. In fact, if you take out the "likes" you don't need to fill that space with any other words.

If you have a good friend or co-worker, let them know that you're trying to break the habit — and see if they'll help you by giving you "the look" or raising a finger when they hear you say it.

You'd be surprised how easy it is to let that verbal security blanket go, and it could do wonders for your career. Supervisors want to elevate people who can communicate well, especially if they expect the employee to interact with customers and clients.

Why not give them every reason to promote you?

*...continued on pg 4*

Five New Year's Resolutions for Young Career Women...continued

#### 4. Send two good news emails a week

Email has become a burden — there's too much of it and takes too much time to manage. Checking for new mail used to be exciting, but now it's a drag. However, email is here to stay; in fact, most young people can't imagine how anyone ever did their jobs without it.

So how could you stand out in a crowded Inbox? Try sending two good news/nice emails a week, a "just because" note. These can be short messages that are just meant to bring a smile, and ones that don't require a response.

For example, what about complimenting someone on their presentation — especially if you don't think anyone else did? You could say, "Hey, Jane, just wanted to let you know it was fun watching you hit those balls out of the park today. I admire how you anticipated every question and how your personality shone through."

Or, "This article reminded me of you — I remember you said you grew up out West. It sure sounds like a wonderful place."

You won't believe how getting a message

### Upcoming Webinar to Feature Dana Perino

Women in Manufacturing is pleased to announce that Dana Perino will present our March webinar on the topic of mentoring (date coming soon). Be on the lookout for an invitation to this webinar, which will be e-mailed to you in the near future, or visit [www.womeninmanufacturing.org](http://www.womeninmanufacturing.org) for updates.

like that can make someone's day and how memorable they are. And don't send "just because" notes to the bosses — send one to colleagues and friends you've not talked to in a while. It's a great way to keep up your

contacts, and it just might be the most efficient, productive and rewarding thing you do this year.

#### 5. Surprise someone with a hello

One of the best things to do in a day is to surprise someone by saying hello to them. Think of all the people you walk by in a day that are quietly going about their work and they are hardly ever recognized with a greeting.

I love to startle someone as I'm walking by with a "Good morning!" or a "Hi! How are you?" The smiles in return are worth the effort. It's one of the best ways to remember that we're only here for a short period of time, and walking with our eyes cast down means we're missing out on a lot of the good stuff life has to offer.

Once you start doing this, you'll see just how many people aren't shown a kind gesture while they're working. You can be a bright spot in someone's day just by recognizing them. It also gets you out of your rut and is the one investment that comes with guaranteed returns.

And there you have it. See...it's easy! Five resolutions for a great new year. Happy 2013!

## Attend these industry events



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# Welcome to our Newest Women in Manufacturing Members!

Join date from October 1, 2012 – January 7, 2013

Full list of members available at [www.womeninmanufacturing.org/membership/directory.asp](http://www.womeninmanufacturing.org/membership/directory.asp)

Join these women in supporting the retention and advancement of women in manufacturing and showcase your organization as a diversity advocate. The annual Women in Manufacturing membership price is only \$125 for professionals and is free for students. Benefits of membership include:

- Discounted registration for the annual Women in Manufacturing SUMMIT
- Subscription to a quarterly e-newsletter
- Listing on the professional Women in Manufacturing e-directory
- Acceptance on the LinkedIn professional networking group
- Subscription to a list serve dedicated solely to real-time discussion amongst Women in Manufacturing
- Participation in the [WiM Mentoring Program](#)

[Join today](#) and connect with peers who can assist you in discovering business solutions, diversification or even a new career! Contact Rosemary David at 216/901-8800 or [rdavid@pma.org](mailto:rdavid@pma.org) with questions.

Dorothy Abreu, PNC Financial Services  
Chicago, IL

Cecilia Allison, SPI Lighting, Inc.  
Mequon, WI

Amy Anderson, CNH America  
Greenfield, WI

Deanne Barnes, Evans Metal Stampings, Inc.  
Conyers, GA

Michele Bighouse, IPS Group, LLC  
Toledo, OH

Sharon Bronaugh, Toolmex Corp.  
Natick, MA

Tiffany Bryson, NTMA  
Cleveland, OH

Brandi Campbell, Walco Tool & Engineering Corp.  
Romeoville, IL

Lynne Carr, Spring Manufacturers Institute  
Oak Brook, IL

Katie Cook, Infotech Enterprises  
Meridian, ID

Laura Dailey, Beta Steel  
Utica, MI

Courtney Dannemiller, Wagner Machine Inc.  
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Linda Froehlich, Ace Wire Spring & Form Co., Inc.  
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Nicole Gober, Ruelco Companies  
New Orleans, LA

Kathleen Grady, Acme Refining Scrap Iron & Metal Co.  
Chicago, IL

Aileen Gronewold, Leggett & Platt Inc.  
Carthage, MO

Maryanne Karey, Tarrant County College  
Grand Prairie, TX

Elizabeth Kautzmann, Fanuc FA America Corp.  
Hoffman Estates, IL

Jennifer Kennelly, Acme Refining Scrap Iron & Metal Co.  
Chicago, IL

June Kirchgatter, The Juniper Group  
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Kim Lay, S&C Electric Co. Inc.  
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Kristen Lumetta, S&C Electric Co. Inc.  
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Sian Marcone, AWMI  
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Stacey McCullen, Walco Tool & Engineering Corp.  
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Rachel McGriff, Leggett & Platt Inc.  
Carthage, MO

Karen Michaelsen, ODM Tool & Manufacturing Co., Inc.  
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Lynn Miller, Critical Information Network  
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Julee Mortensen, Lucky13 Fastener Sales  
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Gabby Nunley, Connor Manufacturing Services  
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Laura Parr, Kondex Corp.  
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Anne Phelan, Merrett Davies International LLC  
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Mary Pollen, Michigan Seamless Tube LLC  
South Lyon, MI

Kim Povolny, Polvolny Specialties  
Inver Grove Hts., MN

Tonja Rammel, Crown Equipment Corp.  
New Bremen, OH

Sarah Richards, Jones Metal Products Inc.  
Mankato, MN

Suzanne Ross, Astro Engineering & Manufacturing Inc.  
Minneapolis, MN

Christine Ruff, Infotech Enterprises  
Meridian, ID

Keenan Sardone, World Wide Manufacturing Co., Inc.  
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Mary Scheibel, Trefoil Group  
Milwaukee, WI

Martina Schumaker, J & M Plating Inc.  
Rockford, IL

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Melrose Park, IL

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Minneapolis, MN

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Pocahontas, AR

Rebecca White, Western Reserve Partner LLC  
Cleveland, OH



## All-Girl Robotics Team Experiences Great Success

Eight seventh-grade girls from a northwest suburb of Chicago, IL, represent the future of the manufacturing industry. They are all Girl Scouts who participate in, and love, the FIRST® Lego® League (FLL) Robotics program. FIRST® is a 501(c)(3) not-for-profit charity founded in 1989 by Dean Kamen to inspire young people's interest and participation in science and technology, and to motivate young people to pursue education and career opportunities in science, technology, engineering and math (STEM).

The girls' team, The Moovers, got its start in 2009 from a grant that Motorola Solutions Foundation gave to the Girl Scouts of Greater Chicago & Northwest Indiana to start ten FLL teams. Motorola has long been a champion for STEM education. Typically, 80-85 percent of FLL participants are boys. By partnering, Girl Scouts and Motorola hoped to expose young women to hands-on engineering principles through FLL.

In December 2011, 288 FLL teams competed in 18 regional competitions throughout Illinois. The Moovers competed in the 2011 Batavia regional tournament, where not only did they win 1st place in the Research Project category, but they also placed in the top 3 teams in the region which advanced them to the State Tournament.

In January 2012, the team competed with 63 other teams at the State Tournament held in Arlington Heights, and took home the 1st Place Champions Award. The event included building and programming robots to execute multiple missions and presenting a research project on food safety, which was the FLL program theme for this year. Their project focused on Listeria detection in milk.

The Moovers then represented the State of Illinois at the National Open Invitational Tournament held in May of 2012 in Winterhaven, FL. To add to this excitement, The Moovers represented the United States at the FIRST® Lego® League Open European Tourna-



*Women in Manufacturing member Karin Lindner, Karico Performance Solutions, with The Moovers during a Tooling and Manufacturing Association fundraising event in Chicago in September 2012.*

ment held in June 2012 in Mannheim, Germany.

For more information on these outstanding girls and their efforts, visit [www.themoovers.weebly.com](http://www.themoovers.weebly.com). Are there young women in your area that are participating in similar activities that deserve recognition? Send the information to Christie Carmigiano at [ccarmigiano@pma.org](mailto:ccarmigiano@pma.org) for possible inclusion in a future edition of IMPACT.

## Women in Manufacturing Launches Webinar Series

In an effort to offer year-round learning opportunities, Women in Manufacturing has launched a series of webinars on key manufacturing and business-related topics. On December 13, 2012, the webinar series kicked off with a 60-minute marketing webinar addressing social and digital media strategies and the power of effective marketing for your business and yourself.

This program was presented by Mary Scheibel and Andy Narrai of Trefoil Group, a strategic marketing communications firm located in Milwaukee, WI, with nearly 20 years of experience in serving a broad range of manufacturing companies. Their dynamic and energizing presentation touched on the importance of branding in customer and talent acquisition and using communications to establish a leadership position. The program also addressed the ex-

panded role marketing is playing as digital channels open new opportunities to augment sales and reach target audiences efficiently and effectively.

The marketing webinar is available in archived version for just \$25 by contacting Rosemary David at 216/901-8800 or [rdavid@pma.org](mailto:rdavid@pma.org).

The March webinar (date to be announced) will feature Dana Perino on the topic of mentoring. Details about this webinar and others in 2013 will be available soon. Watch your e-mail for invitations to the webinars or visit [www.womeninmanufacturing.org](http://www.womeninmanufacturing.org) for updates.

If interested in delivering or sponsoring a future webinar, please contact Rosemary David at 216/901-8800 or [rdavid@pma.org](mailto:rdavid@pma.org).

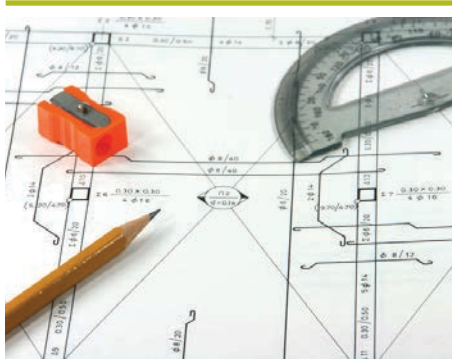
## First STEP Award Winners to be Announced in February

The Manufacturing Institute will honor the winners of its first annual STEP Awards on February 5 in Washington, D.C. These awards identify and highlight women who have demonstrated science, technology, engineering and production excellence in manufacturing. They recognize women at all levels of a manufacturing organization from the factory floor to the C-suite.

The day kicks off on February 5 with a networking luncheon and professional development program exclusively for the honorees. That evening, a reception and dinner at the National Museum of Women in the Arts will be held to recognize the STEP Award winners. If you are interested in attending or sponsoring the awards reception and dinner, please contact Sarah Fehrer at [sfehrer@nam.org](mailto:sfehrer@nam.org) or 703/424-1349.



## Women in Manufacturing to Start First Campus Chapter



Women in Manufacturing (WiM) is working with Brigham Young University (BYU) on a campus chapter pilot project. The BYU chapter is a new club on campus that encourages all women in engineering and technology fields to consider a career in manufacturing.

The aim of the local BYU chapter of WiM is to create a campus community where women can network with their peers in the field and mentors already in the profession, and explore enhanced educational opportunities. Campus activities include mentoring jams, workshops on essential job placement tools such as resume writing and interviewing, visiting professional luncheons and social activities. Campus membership is \$20 annually or \$50 for four years.

If the BYU pilot campus chapter is successful, WiM plans to expand its reach to other campuses across the country. Contact Allison Grealis at 216/901-8800 or [agrealis@pma.org](mailto:agrealis@pma.org) with questions.

## Women in Automotive Industry Invited to Luncheon in Detroit

Women in the automotive sector are invited to attend a special luncheon and panel discussion on April 30, 2013, being held in conjunction with the Precision Metalforming Association's (PMA) 20th annual Automotive Parts Suppliers Council (APSC) meeting.

Hosted by PMA and the Automotive Women's Alliance Foundation (AWAF), the luncheon will take place at the Sheraton Detroit Novi (21111 Haggerty Rd., Novi, MI) on Tuesday, April 30 at 12:00 p.m. Following the lunch, from 1:00-2:00 p.m., there will be

a panel discussion on industry best practices featuring prominent women in the automotive industry. Margaret MacLean, vice president of MacLean Power Systems, already has been confirmed to participate. Laurie Harbour, president and CEO of Harbour Results, will moderate the discussion. Additional panelists will be announced in the near future.

The cost to attend the luncheon and panel discussion is \$40 for Women in Manufacturing and PMA members and \$55 for nonmembers. Please contact Allison Grealis at 216/901-8800 or [agrealis@pma.org](mailto:agrealis@pma.org)

if interested in attending. Participants also are invited to the opening session of the Automotive Parts Suppliers Council meeting, which kicks off immediately following the panel discussion at 2:30 p.m. at the same location.

The APSC event continues on May 1, and features a Tier One automotive forecast panel, moderated by Dave Andrea of OESA; a North American automotive industry outlook from Michael Robinet, IHS Automotive; a presentation on capacity constraints

...continued on pg 8

*Women in Automotive Industry Invited to Luncheon in Detroit...continued*

by Laurie Harbour; and a supply chain panel moderated by Jeoff Burris, Advanced Purchasing Dynamics. To register for the entire program, visit [www.pma.org/apsc](http://www.pma.org/apsc).

Consider supporting this program as a Women in Automotive Luncheon Gold Sponsor at the \$5,000 level, which includes two complimentary admissions to the full

20th anniversary APSC conference (\$598 value), a table for 8 at the luncheon, signage displaying your company's support of this luncheon, your company's logo on the attendee packet, a link to your website from the event website, a 6-ft. exhibit table and a detailed list of all attending individuals.

Become a Women in Automotive Lun-

cheon Table Sponsor for \$600 which includes a table for 10 at the Women in Automotive luncheon being held from 12:00-2:00 p.m. on April 30. Table sponsorship includes preferred table of 10 seating and corporate logo recognition on table, in program book, PowerPoint and event signage.

## Support SUMMIT 2013 by Becoming a Sponsor

Join the list of industry-leading companies already committed to supporting the Women in Manufacturing SUMMIT 2013, October 22-23, at The Henry Autograph Collection in Dearborn, MI. Last year's event attracted nearly 200 professional women in manufacturing with titles ranging from mid-management to CEO. Attendance at SUMMIT 2013 is expected to grow to nearly 300 participants.

Many sponsorship packages are available ranging from \$1,000 - \$20,000. Each package features a variety of exposure opportunities, with the higher-level sponsoring companies receiving maximum visibility in *MetalForming* magazine's special Women in Manufacturing section.

For details about what each sponsorship package entails or for more information, please contact Allison Grealis at 216/901-8800 or [agrealis@pma.org](mailto:agrealis@pma.org). For maximum visibility in pre-conference materials, please reserve your sponsorship as soon as possible.

Many thanks to our current SUMMIT 2013 sponsors: APPI, Century Metal Spinning, Interlake, Midwest Fabricating, Plex, Schuler, TRUMPF, UPS and Zierick Mfg.



## Coming Soon: Enhanced Women in Manufacturing Community

Women in Manufacturing has made an investment to enhance [www.womenin-manufacturing.org](http://www.womenin-manufacturing.org) to make this online community more interactive and beneficial to members. Coming this spring, the website will include custom discussion groups for senior executives, students, and women in specific industries such as automotive, appliance and many others; a more robust professional profile section for WIM members; and a portable app. Be on the lookout for these exciting upgrades to the website this spring.



### Connect with Us on Social Media

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Blog – [womeninmfg.blogspot.com](http://womeninmfg.blogspot.com)

