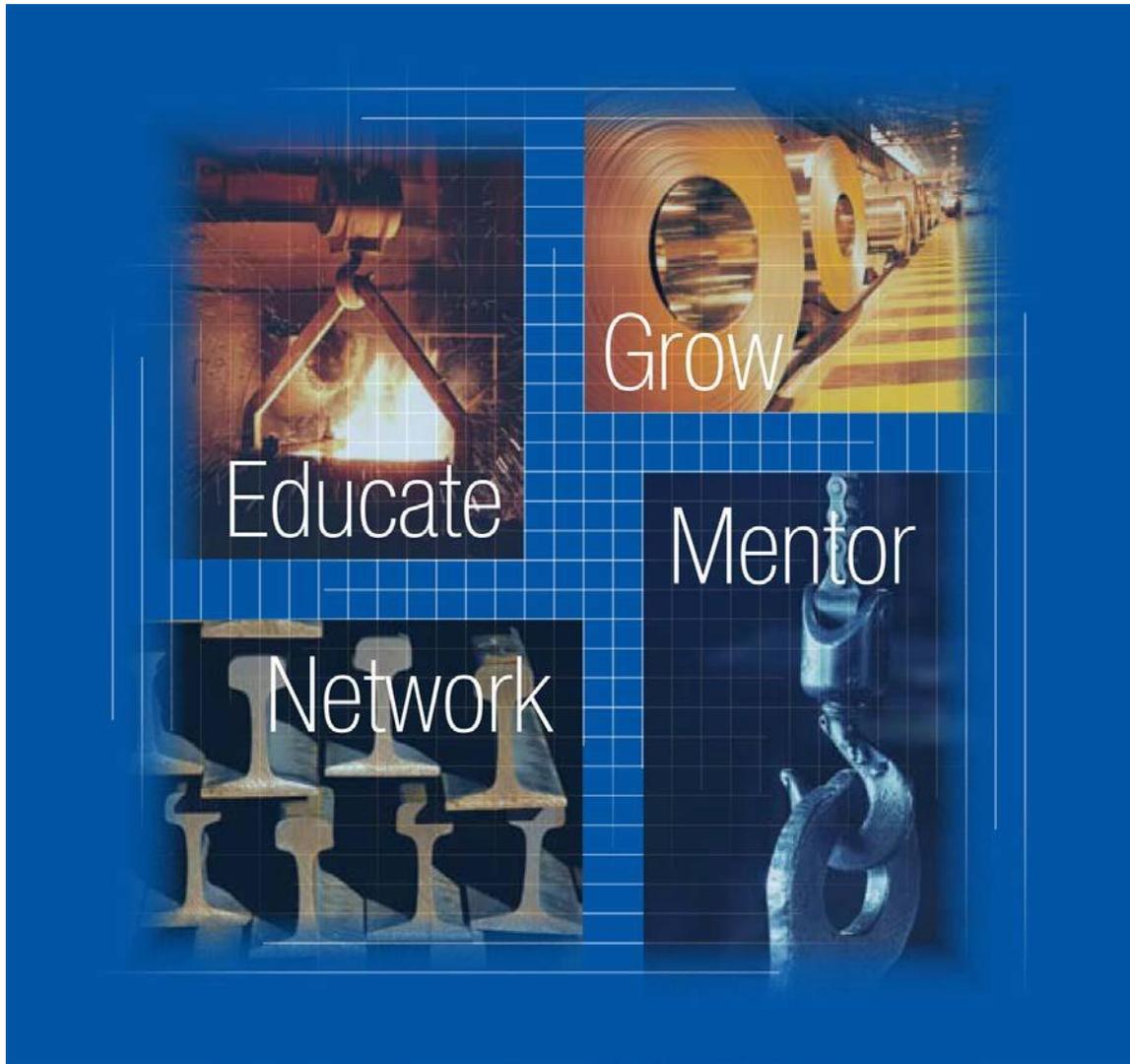


ASSOCIATION OF WOMEN IN THE METAL INDUSTRIES



**MEMBER
HANDBOOK**

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ASSOCIATION OF WOMEN IN THE METAL INDUSTRIES

VISION STATEMENT

A metals industry characterized by proportionate representation of women in management positions

MISSION STATEMENT

AWMI is an international professional organization dedicated to promoting and supporting the advancement of women in the metal industries.

GOALS

1. GROW – Recruit, Retain and Retrieve Members
 - ❑ Recruit new members
 - ❑ Retain existing members
 - ❑ Retrieve former members
2. EDUCATE – Create an accessible, continuous learning environment
3. NETWORK – Create professional interaction and business opportunities
4. MENTOR – Provide opportunities for individuals to reach their full potential

AWMI INTERNATIONAL AND CHAPTER LOCATIONS

INTERNATIONAL HEADQUARTERS

19 Mantua Road
Mt. Royal, NJ 08061
Phone: (856) 423-3201
Fax: (856) 423-3420
Website: www.awmi.org
Email: awmi@talley.com

CENTRAL REGION

Cincinnati/No. Kentucky (2013)
Cleveland Chapter (1987)
Columbus Chapter (1999)
Detroit Chapter (1989)

MIDWEST REGION Chicago
Chapter (1983) Minnesota
Chapter (1987) Quad Cities
Chapter (2006) St. Louis
Chapter (1990) Wisconsin
Chapter (1986)

NORTHEAST REGION

Baltimore Chapter (1991)
New York Chapter (1983)
Philadelphia Chapter (1988)
Pittsburgh Chapter (1987)
Toronto Chapter (1997)

SOUTHERN REGION

Birmingham Chapter (1992)
Carolinas Chapter (1989)
Tennessee Chapter (2006)
Texas Chapter (1987)

WESTERN REGION

California (1981)
Portland Chapter (1990)
Seattle Chapter (1993)

The Executive Board

The Executive Board has the most authoritative role and full responsibility for AWMI's affairs and policies. Included are sixteen volunteer members who are elected for two-year terms, including the AWMI President.

President	Carol Chizmar	SAPA Extrusions North
Vice President	Sonya Malvick	Olympic Steel
Secretary	Lauren Lebakken	SSAB Americas
Treasurer	Lauren Kerekes	Worthington Cylinder Corp
Immediate Past President	Donna Peters	ArcelorMittal USA
Marketing Chair	Mary Pollen	Michigan Seamless Tube & Pipe
Membership Chair	Mary Wardle	Steelscape, Inc.
Mentoring Chair	Victoria Zanutto-Kautz	Ryerson Inc.
Programs Chair	Kelly Jones	Kloeckner Metals
Central Regional Director	Leah Mojeski	ArcelorMittal Dofasco
Midwest Regional Director	Susan Jaske	Fairway Transit
Northeast Regional Director	Open	
Southern Regional Director	Becky Hites	Steel-Insights, LLC
Western Regional Director	Liza Godsil	Bralco Metals

The Committees

AWMI has committees, headed by the appropriate chairperson, to assist the AWMI in formulating policies and in directing affairs. If you are interested in volunteering your time to advance the AWMI mission, you can begin by offering your services on one of the following committees:

Executive Committee	Carol Chizmar, President
Finance Committee	Lauren Kerekes, Chair
Marketing Committee	Mary Pollen, Chair
Membership Committee	Mary Wardle, Chair
Mentoring Committee	Victoria Zanutto, Chair
Policy & Guidelines Committee	Donna Peters, Past President
Programs Committee	Kelly Jones, Chair
Scholarship Committee	Lauren Lebakken, Chair
Website Committee	Donna Peters, Past President

AWMI Staff

Executive Director	Haley Brust	856-423-3201
Meeting Manager	Maripat Traino	856-423-3201
Program Manager	Denise Smith	856-423-3201
Program Coordinator	Arianna Bender	856-423-3201

Association of Women in the Metal Industries Association History

AWMI began with the vision of Heidi Doran, AWMI's founder. Ms. Doran pursued the creation of an organization that would offer meetings and forums that would promote and develop the educational backgrounds and professionalism of women in the metal industries. Additionally, it would provide a networking system for its members to meet other purchasing, sales and management women to enhance their careers and career opportunities.

The Beginning

On March 1, 1981, she and the six other original members founded an organization and named it Association of Women in the Metal Industries. By having "Metal" singular and "Industries" plural, the organization would encompass women from all phases of the industry. Assistance from legal counsel ensured compliance with California state laws. On June 3, 1981, the organization was incorporated in the State of California. July was the first official membership meeting and these seven women, now the Board of Directors led by Betty Pearson as President (1982-1984), pursued membership.

By April of 1982, AWMI felt strong enough to present itself to the entire industry and dispel the idea of "yet another woman's group." They sought a speaker who would command a large audience and someone who supported AWMI's concept and ideas. Mr. F. Kenneth Iverson, President and CEO of Nucor Corporation, was invited to speak at that first Industry Dinner. The meeting was very successful and established AWMI as an association that would provide high quality, interesting programs to our membership.

Growth

Word spread to Southern California and that same year the Los Angeles Chapter was formed. As members spoke with customers and suppliers across the United States, the desire to form chapters spread quickly. Heidi and Betty visited some of the interested areas and in 1983, the Chicago, Houston and New York Chapters were born.

As the Association grew, it became apparent that the National Board of Directors would have to be separate from the founding chapter. This was accomplished on April 24, 1984, when Brenda West (1984-1986) accepted the responsibility of National President.

In 1985, the five existing chapters' boards of directors recognized that they needed to network in person to meet the challenges encountered with the normal growing pains of a national association. This led to the first National Board Conference held in Oakland, California. At that first conference, thirty-five board members representing all five chapters worked on the first draft of AWMI's Bylaws, discussed the structure and function of the National Board, and charted a plan for membership development.

The following year, 1986, the boards met in Chicago to ratify the AWMI Bylaws and create the Policy and Guideline (P&G) Manual. The leadership voted on and accepted

a new membership category--Sustaining Associate. This membership category encompassed those women not eligible under Regular membership requirements and allowed interested men the opportunity to participate in AWMI's structured programs. In addition, the boards initiated a commemorative item program, approved a calendar-year dues structure, and began to discuss the relocation of the National Headquarters. Members from the Los Angeles Chapter agreed to assume the National leadership, and Marge Corwin (1986-1990) was appointed National President.

By the end of 1987, six more chapters were started in Wisconsin, Minnesota, Cleveland, Pittsburgh, Dallas/Ft. Worth and Connecticut. Serving on the National Board of Directors were women from the Los Angeles, New York and Oakland Chapters. That year, the annual National Board Conference was held in Los Angeles. Collection of membership renewal dues began on a national level.

In 1988, Houston hosted the National Conference. The Association implemented a dues split between National and the Chapters; the Regions were proposed; discussion began on an All-Member Conference; and Board position networking was held for the first time. That year, three new chapters opened: Philadelphia, South Florida and Atlanta.

During 1989, members received the first AWMI Membership Directory, National fund raising efforts began and Regions were approved. The first five Regional Directors were Susan Ferns, Pat Gardner, Mary Henderson, Mary LaGuardia and Olga McDermott. Barbara Lewis replaced Pat Gardner shortly after the October Conference because of a job transfer. Wisconsin hosted the 1989 National Conference and was the first chapter to incorporate an optional mill tour into the conference format. At the conference, AWMI inaugurated a Continuous Membership Service Award Program and held Regional networking sessions. Detroit, Boston, and the Carolinas joined the AWMI Chapter ranks in 1989; AWMI now had a total of seventeen Chapters. Maggie Galvin, National Expansion Chair, played a key role in expansion activities and successes during AWMI's first decade.

In 1990, Pat McCracken (1990-1993) was elected National President. That year, the National Headquarters moved to a different location in Southern California and AWMI hired a part-time office administrator. The Association purchased the first items for its National Video/Education Library. St. Louis and Portland became part of the organization and 105 Board Members gathered in "Steel Town" Pittsburgh for the National Board Conference. At the 1990 Conference, the original Oakland Chapter officially changed its name to San Francisco Bay Area Chapter, it was voted to have the President of each Chapter be the official Chapter delegate to the National Board. A Chapter-participant panel discussed "Fund raising."

The Second Decade

AWMI commemorated having completed its first decade by returning to its roots - Oakland, California - for the 1991 Conference. History was re-lived when Mr. F. Kenneth Iverson, Chairman and CEO of Nucor Corporation, addressed the first-ever National Industry Dinner held in conjunction with the 10-year National Conference. Mr. Iverson paid tribute to the founders of AWMI and acknowledged the 1,032-person AWMI

Membership as a sign of the growth and maturity of the metal industries. Joining him as keynote speaker before approximately 300 AWMl members and guests was Cecilia Danieli, President of Danieli & Co., a worldwide equipment designer and manufacturer of steel mill equipment.

AWMI celebrated its 10th birthday recognizing the nine members who qualified for 10-Year Continuous Service Awards and by selling a number of First Decade Commemorative Items. Special standardized plaques were added as a choice to the previously approved logo pin for continuous service recognition. Plaque standardization was approved for all Special Recognition/Accomplishment plaques given in the future on both Chapter and National levels. Regular Membership qualification was broadened to include processors, finishers, and freight companies and warehouses whose primary customer base engaged in at least 50% metal commodities. Baltimore opened as AWMl's 20th Chapter.

By the 1992 Conference in New York, AWMl Regions had been firmly established. Regional boundaries were realigned to create four regions instead of five, and four Regional Boards were in place. National disbursed funds into the Regional treasuries. For the first time, both Regional Meetings and an open forum were part of the conference agenda. "Quality Educational Meetings for Members" was the Chapter-participant panel topic. National study committees were formed in 1992 to review nominating procedures and prerequisite qualification requirements for the National Board. Birmingham became AWMl's 21st Chapter.

Jean Schultz (1993-1994) was elected National President in 1993 along with a truly "National" Board of elected Officers and Directors hailing from seven different Chapters. This created new logistical challenges. Since the majority of the National Board members were now from states other than California, the National Headquarters was moved to a smaller office in Southern California with no office administrator and teleconference National Board Meetings ensued. The Atlanta Chapter hosted the 1993 Conference. Membership was the 1993 Conference focus and the newly developed "Get Acquainted with AWMl" program was introduced as a powerful membership tool. Proposals and a motivational speaker were new Conference elements in 1993. Seattle was welcomed as AWMl's 22nd Chapter.

Moving Forward

Year after year, step by step, AWMl and its members were gaining industry recognition and acceptance, especially as women's careers in the metal industries were maturing and expanding. In 1993 and 1994, Association leaders confronted the necessity to expand and intensify AWMl's service to its members. AWMl was determined to more fully implement its commitment to increase the stature, professionalism and success of its members in the metal industries now and into the 21st Century.

In the fall of 1994, the Western Region hosted the National Conference in Phoenix, Arizona. This was the first time the Association held a Conference in a city where we did not have a local chapter. The theme was "Back to Basics" and emphasized AWMl's purpose, structure and service to members. At the 1994 Conference, the chapters voted to accept the financial responsibility for their chapter stationery and printing

expenses, which previously had been provided from the National budget. This made funds available in the National budget for AWMI to hire Clarion Management Resources, a professional association management firm, to provide administrative and clerical assistance for the National leadership level of AWMI in implementing programs and services for members. Regular Membership qualifications were expanded in 1994 to include women employed by publication companies, which are a minimum of 50% metals-related, and membership surpassed 1,300. A calendar fiscal year was adopted for Chapters, Regions, and National, including January through December terms of office at all levels. Updating Association National Bylaws, including the integration of Regions, was a major project in 1994, leading to ratification of the new National Bylaws in 1995.

In 1995, under the leadership of Susan Ferns (1995-1996), newly elected National President, the National Headquarters was moved to Alexandria, VA, where the management firm was located. With a management firm in place to handle the minutia of details in running a large association, AWMI leadership was able to fine-tune both the nationwide structure and the flow of communication within the organization. A goal was set to increase the Association membership to 1,500 in 1995 and to 2,000 in two years. All board members were challenged to find the vision for tomorrow, just as the founders did in 1981.

1995 was a transition year for AWMI's National leadership to learn how to most effectively utilize the services of the professional association management firm, and how to work in tandem with them for the benefit of the entire Association. The Minnesota Chapter hosted the fall Conference and evidence of the benefits of the association management firm was apparent. A discouraging note that year was the closing of the South Florida Chapter. There simply were not enough interested parties in the area to keep it going.

Teamwork

For AWMI to accomplish its broad mission and responsibilities to its members, AWMI leaders from all levels - Chapter, Regional, and National - must work together as a team and focus on member programs and services. An ongoing challenge for AWMI has been to increase its professionalism to gain more industry recognition and support.

In 1996, AWMI's 15th year, AWMI planned its first All-Member Conference in an effort to expand AWMI's service to its members as well as its visibility within the metal industries. AWMI benefited and individual growth resulted as all members of the leadership team worked in unison for almost two years to prepare for the 1996 All-Member Conference in Baltimore, Maryland. Additionally, the American Metal Market presented its first-ever supplement on an association.

The 27-page supplement, which came out during the All-Member Conference, was informative and enlightening. It provided much-needed national recognition and publicity for AWMI. 1996 also saw record membership growth. The goal of 1,705 members was surpassed with a phenomenal growth rate. That year, retirees from our industries were voted in as a new membership category. Two chapters opened in 1996 under the direction of Patti Moore, National Membership Chair, and Sandi Jagodzinski,

Expansion Chair: the 22nd in Rockford, Illinois, in April; and the 23rd in Toronto, Canada, in November. Now that AWMI had a Chapter in Canada, from that point on, we became known as an International organization.

International Beginnings

Jody Pitts (1997-1998) was elected International President for the two-year term beginning January 1, 1997. 1997 was a year of changes and growth within AWMI. Great strides were made towards reaching our goals of becoming self-funded and achieving 100% company support of members. The first two National education programs were held at mills in the Northeast and Central Regions. The programs were day-long tours/application training seminars and were rated highly successful by participants. A proposal to add a fifth region and re-align the Central and Northeast Regions was approved at the April International Board of Directors Meeting. 1997 also saw the ratification of new Chapter Bylaws and a change in the membership eligibility policy to include consultant services that have a client base of at least 50% metal-related industries.

The October 1997 Board conference was hosted by the Southern Region and was held in Houston, Texas. The focus of the conference was on education with four speakers interspersed throughout the program to provide inspiration and education for the attendees. The Second All-Member Conference "Metals into the Millennium" was held in Chicago in November 1998. A tremendous variety of exciting speakers were presented. Among the speakers was Cecilia Danieli who addressed the 10th Anniversary Dinner in California. Seminars and training were a highlight of this exciting conference.

1999 brought the election of Sandi Jagodzinski (1999-2000) to International President. The fall Conference was held in Portland in November. The theme of the Conference was "New Directions: Metals in the 21st Century." It was a resounding success with over 150 attendees. Columbus opened as AWMI's 25th Chapter.

Planning for the New Millennium

In 2000, a strategic planning committee was formed to create a bold, new vision for AWMI. The Strategic Plan was unveiled at the 2001 Leadership Conference in March by new President Sue Utton (2001-2002) at the Renaissance Hotel in Cleveland. Our mission was clearly defined as **AWMI is an international professional organization dedicated to promoting and supporting women in the metal industries.** Four "Cornerstone" goals were identified in support of our mission: Grow Educate, Network and Mentor. The Chapters were charged with developing a Chapter strategic plan to support the International Board Strategic Plan. The structure is now in place to focus AWMI efforts at all levels of the organization. Also in 2000, the Connecticut Chapter and the Boston Chapter merged to create a stronger, unified chapter – the New England Chapter.

In 2001, AWMI began a year-long celebration of our 20th anniversary culminating in the February 2002 Association International Conference (AIC) at the Coronado Springs Hotel at Disney World. AWMI's leadership recognized the opportunity to strengthen our organization through alliances with other metal organizations. Agreements were signed with the Steel Service Center Institute (SSCI), American Society for Metals (ASM), and National Association of Aluminum Distributors (NAAD), which enhanced AWMI's

reputation in the metal industries. It also allowed AWMI to provide educational opportunities for our members through our affiliated organizations and opened our meetings and events to members of SSCI, ASM, and NAAD.

Challenges

2001 was a year of struggle for the metal industries, AWMI, and the world. Twelve metal companies filed for bankruptcy protection including Bethlehem Steel, the third largest carbon steel producer in the United States. Acme Steel announced they were suspending operations due to high import levels and depressed steel prices. AWMI chapters across the country were affected by the metal industry financial losses with reduced membership and attendance at meetings and events. On September 11, 2001 terrorist attacks in New York City and Washington, DC left an indelible mark on all of us.

During 2002, AWMI continued to struggle, as did many companies in the metal industries. Many more companies closed their doors and AWMI was faced with a still-declining membership. AWMI was averaging a loss of 200 members per year. The Atlanta Chapter closed. This downward trend caused AWMI to reevaluate its mission and goals, focusing on retention rather than growth. With the closing of Atlanta and the slow economy, the need for a Chapter Assistance Team (CAT) became evident. Maureen Webb, Vice President, became the chair and the team was off to a busy start.

Pam Edmiston (2003-2004) was elected International President with her two-year term beginning January 1, 2003.

With the economy continuing to be soft, companies being bought and members continuing to lose jobs, the new President and Board faced many challenges. The International Board put a positive spin on this downward trend in the industry and fought back. It might have become smaller, but AWMI maintained its strength in the industry and survived. AWMI changed the Sustaining Member category to allow men to vote and have all the privileges of a regular member, with the exception of serving on the Board of Directors.

As hard as the CAT team worked, they were unable to keep the Northern Illinois Rockford Chapter open and it was closed due to lack of participation.

New Frontiers

During 2004 the economy stabilized and so did AWMI. In 2004, the Executive Board presented a new membership category to the Board of Directors. Corporate Membership was born to provide incentive for larger companies to increase their AWMI membership at a reduced rate. This new category was offered with the 2005 dues renewals.

AWMI's International Conference was hosted by the Western Region at the new Gaylord Texan Resort in Grapevine, Texas. The focus of the conference was on education and the new frontier of the metal industries. The hit of the conference was

the educational session product breakout with panelists, representing and discussing four different metal types: stainless, carbon, aluminum and red metals.

The CAT team worked hard in 2004 to keep the Houston and New England Chapters alive. Once again, due to lack of participation and interest, the team was unable to keep the Chapters viable and they were closed.

However, AWMI ended 2004 on a positive note. With the new corporate membership category, AWMI 2005 dues renewals were received in record numbers. What a way to end a year!

A Half Decade

Over half of the first decade of the "Oughts" passed and AWMI continued to grow, albeit not as quickly as in the heady Nineties. Much of the growth in 2005 and 2006 was attributed to the Corporate Membership program; the inaugural goal was not only met in the first quarter, but also doubled by the second!

In 2005, expansion plans, on hold for so long, were re-introduced to the International agenda and the Association discussed potential markets for the Expansion Committee to target. The Expansion Committee decided on the Quad Cities and Memphis, Tennessee. By May 2006, both provisional chapters met all requirements for full chapter status in 2007 including full board membership, minimum membership goals, commitments to calendar items, and working capital. For the first time since 1999, AWMI opened not one, but two new Chapters!

The Association continued to promote the goals of AWMI by hosting the 2005 fall Leadership conference in Tucson, Arizona. During the conference, our newly updated website was reintroduced thanks to generous donations from Nucor and US Steel. The restructured website, with improved navigability, more timely information, and interactive tools to aid leadership in doing their jobs, was an immediate success.

Celebrating and Reflecting - a Quarter Century later

In January 2005, Victoria Zanutto (2005-2006) was elected International President.

Two thousand-six marked AWMI's quarter century, which was celebrated throughout the year in all chapters and was capped by our return to the Gaylord Texan for our fall International Conference. What a remarkable feat for our association! We met and then surpassed membership goals in the first half of the year. Corporate membership proved an effective way to facilitate sustained growth for our Association. We reestablished expansion plans and targeted more markets for provisional chapter growth. Each year our chapter volunteers offer better educational programs, timely subject matter, and experienced, high-quality speakers.

Despite these achievements, many challenges faced AWMI in terms of retaining and growing membership, raising funds for our conferences, and maintaining our purpose. The AWMI founders had a vision and made those dreams become reality. As woman's careers in the metal industries are maturing and expanding, AWMI's current leadership must do the same. Today's leaders hold a burden of accountability to the pioneer

leaders of yesterday to look to the future. AWMI must provide stronger programs than ever before to help its members develop new skills and abilities to compete in the workplace. AWMI must also address technology issues, communication skills, international business issues and a host of other arenas to support its members' continued successes.

AWMI Takes Another Big Step

While reviewing our historical accomplishments and challenges, as well as our strategic plan for the future, the leaders of AWMI recognized we had outgrown our management firm of eleven years. After a carefully thought out six-month search process, the transition to our new management firm, Talley Management Group, was executed.

Another highly successful Leadership conference, once again at the Gaylord Texan in Grapevine, Texas, was concluded in November 2006. Terry Miller (2007-2008) was elected to the International Presidency. Eight of our founding members attended the 25th anniversary conference and saw just how far their vision in 1981 had grown. Their dream of offering a place for professional, career-oriented women in the metal industries was realized. They were overwhelmed with AWMI's accomplishments.

Jacque Cech (2009-2010) became our next International President. These were a unique two years in that unemployment figures rose and the economy softened almost to depression status throughout our country. Although AWMI membership numbers dropped, the decrease was significantly less than that of other professional associations. What was lost in quantity was gained in quality of members. Many members remained loyal and paid their own dues if their companies were struggling. These times come to pass, they do not stay and we became stronger for the experience. During this time our Mentoring Program expanded and reached out to more members through the Mentor-of-the-Month program that was introduced in the fall of 2009 and is still evolving. The fall of 2009 also brought about the addition of our first media sponsor and strategic partner, SteelOrbis, an e-marketplace and content provider that offers relevant news on the steel industry and steel trading from one single source.

Leading the industry by example, AWMI also changed its bylaws to allow Sustaining Members to serve on our boards. Our 2009 Leadership Conference was held in San Diego with Dan DiMicco, Chairman, President and CEO – Nucor Corporation as our keynote speaker and a tour of General Dynamics NASSCO, the only major ship construction yard on the west coast of the United States.

Tucson, Arizona was our conference site for 2010 with Vicki Avril, President and CEO, TMK Ipsco as our keynote speaker. Ms. Avril spoke of the opportunities available at each step in her career and spoke about the positives of opening doors, presenting challenges to be met and growth to be achieved. This year also brought about our participation in METALCON, an international metal construction industry show, giving us more name recognition and the opportunity to reach new members.

Strengthening Leaders for 30 Years

In January 2011, Sian Marcone (2011-2012) began her International Presidency. It was now time to update and consolidate the Association's Strategic Plan with definable goals and timelines. Strengthening our presence in the metal marketplace is our goal going forward as we move into the Association's third decade pursuing our goals to Grow, Mentor, Network and Educate our members throughout the United States and Canada. Offering learning opportunities, the chance to network, to mentor (and be mentored) and grow personally and professionally are the commitment of AWMI's leadership to its members. We have established a strong foundation over the last 30 years. That foundation will sustain us into the future and provide better educated and well-informed members in the metal industries.

Into the Future

With the help and support of the Central Region, in 2012 AWMI celebrated the opening of the Cincinnati/Northern Kentucky Chapter. Regional funds were assigned to an account at Headquarters. AWMI was able to participate in the following industry trade shows in 2012: SBB North America, METALCON and PMA's Women in Manufacturing Symposium. Through our members' companies, we were able to display our brochures at the following trade shows: ISRI, Offshore Technology Conference and AIST. This participation gave us greater credibility and visibility in our members' many industry associations.

In order to strengthen our Association, the board voted to consolidate the Los Angeles and Northern California Chapters into the California Chapter in 2013; the Policy and Guideline Manual received a major update; and our International and Chapter Bylaws underwent a legal review. The Association voted to accept our International Past Presidents as lifetime members (a new membership category) with the hope that they will more actively participate in local and international activities as well as participate in a Presidential Advisory Council.

The city of Denver, Colorado was the site of AWMI's 2012 Annual Conference where the keynote speaker was Lisa Pauley, Senior Vice President of Human Resources & Administration at Ball Corporation. Ms. Pauley shared not only the business side of her experience but also personal insights of a long-term employee at the same company.

Membership approached 1,100 during 2012 and, at the Denver Annual Conference, a new trophy award was announced for the chapter that meets the criteria set by the Executive Committee. As a result of increased membership and a healthy budget, the International Board of Directors also voted to have Headquarters absorb the cost of Continuous Service Awards to our members. To keep up with the times, the Association has established a presence in the Social Media arena. AWMI is currently on both Facebook and LinkedIn.

At the Annual Conference in Denver, we unveiled a new AWMI promotional video that will appear on the AWMI website's main page. This, along with a complete update of the AWMI website, should serve us well as we move forward.

Written by: Jean Schultz, October 1995
Updated by: Sandi Jagodzinski, December 1997
Updated by: Sue Utton, March 1999/January 2000
Updated by: Maureen Webb, October 2001
Updated by: Loretta Wysocki, October 2002
Updated by: P&G Committee, January 2005
Updated by: Member Handbook Committee, May 2005
Updated by: Member Handbook Committee, June 2006
Updated by: Member Handbook Committee, January 2007
Updated by: Loretta Wysocki, January 2011, 2012, 2013

Association of Women in the Metal Industries

Leadership History

First meeting of AWMI founders – January 14, 1981

Heidi Doran	Thyssen Steel
Jill Heitzeberg	TradeARBED/Skyline Steel
Jean Herpin	Otto Wolff
Mary Mack	Metra Steel
Ruth McNally	Capitol Metals
Betty Pearson	Joseph T. Ryerson
Jana Stipp	Delta Metals

AWMI International Presidents

Betty Pearson	1982 – 1984	Sian Marcone	2011– 2012
Brenda West-Cornell	1984 – 1986	Tamela Olt	2013 - 2014
Marge Corwin	1986 – 1990	Donna Peters	2015 - 2016
Pat McCracken	1990 - 1993	Carol Chizmar	2017 - 2018
Jean Schultz	1993 - 1994		
Susan Ferns	1995 - 1996		
Jody Pitts	1997 - 1998		
Sandra Jagodzinski	1999 - 2000		
Sue Utton	2001 - 2002		
Pamela Edmiston	2003 - 2004		
Victoria Zanutto	2005 – 2006		
Terry Miller	2007 – 2008		
Jacque Cech	2009 – 2010		

Chapter Opening History

1981	Oakland/became No. California	1988	1990	St. Louis
1982	Los Angeles – merged		1990	Portland
1983	Chicago		1991	Baltimore
1983	New York		1992	Birmingham
1983	Houston (closed 2004)		1993	Seattle
1986	Wisconsin		1996	No. IL/Rockford (closed 2003)
1987	Minnesota		1997	Toronto
1987	Cleveland		1999	Columbus
1987	Pittsburgh		2000	Connecticut/Boston formed
1987	Dallas/Ft. Worth changed to Texas			New England Chapter (closed 2004)
1987	Connecticut - merged		2006	Quad Cities Chapter
1988	Philadelphia		2006	Tennessee
1988	South Florida (closed 1995)		2012	Cincinnati/No. KY
1988	Atlanta (closed 2002)		2013	Los Angeles/No. California
1989	Detroit			formed California Chapter
1989	Boston - merged			
1989	Carolinas			

Meeting Location History

International Board of Directors Meetings/Conference Locations*

1985	Oakland, CA	2002	Orlando, FL*
1987	Los Angeles, CA	2003	St. Louis, MO*
1988	Houston, TX	2004	Grapevine, TX*
1989	Milwaukee, WI	2005	Tucson, AZ*
1990	Pittsburgh, PA	2006	Grapevine, TX*
1991	Berkeley, CA	2007	Palm Springs, CA*
1992	Secaucus, NJ	2008	Orlando, FL*
1993	Atlanta, GA	2009	San Diego, CA*
1994	Phoenix, AZ	2010	Tucson, AZ*
1995	Minneapolis, MN	2011	Washington, DC*
1996	Baltimore, MD*	2012	Denver, CO*
1997	Houston, TX	2013	Nashville, TN*
1998	Chicago, IL*	2014	Savannah, GA
1999	Portland, OR	2015	Tucson, AZ
2000	Cleveland, OH*	2016	Orlando, FL
2001	Cleveland, OH*	2017	Chicago, IL

Member of the Year History

1996 Gail Heinke
1997 Pat McCracken
1998 Jodi Pitts
1999 Pam Edmiston
2000 Sandi Jagodzinski
2001 Terry Miller
2002 Loretta Wysocki
2003 Pat Cardamone
2004 Jacque Cech
2005 Lori Masset
2006 Victoria Zanutto
2007 Cathy Heberlein
2008 Helene Watson
2009 Tammy Olt
2010 Sian Marccone
2011 Donna Peters
2012 Lauren Kerekes
2013 Carol Chizmar
2014 Mary Wardle
2015 Mary Pollen
2016 Sonya Malvick

AWMI Benefits

- Continuous networking, education and professional growth opportunities through International and your Chapter(s)
- On-line Membership Directory in our "Members Only" section of the website
- Opportunities to attend MSCl meetings at member rates
- Ability to serve on Chapter, Regional and International boards
- On-line Chapter, Regional and International calendars with up-to-date events and meetings local to you
- On-line Newsletter, published six times a year.
- International Conferences with discounted registration for members
- Job Bank with free postings for members
- Mentor of the Month Program
- Opportunities for professional interaction, networking and business promotion

Membership Levels

Regular Membership - \$175 per year

- Receive educational and professional development opportunities through conferences, meetings, seminars, workshops and tours.
- Learn about industry trends, product applications, basic metallurgy and market dynamics.
- Gain access to AWMI scholarships, which are available for those members who qualify and wish to further develop their careers.
- Network with your peers by attending local chapter, regional or international meetings.
- Meet exciting women and men with similar backgrounds, responsibilities and goals in the metal industries.
- Develop leadership, management, organizational and communication skills through participation on the Chapter, Regional and International Board of Directors.
- Develop your professional skills in a variety of functional areas - sales, marketing, purchasing, credit proficiency, and management.
- Get up-to-date market and AWMI information from International and Chapter newsletters.
- Attend AWMI International Conferences at the discounted member rate.
- Take advantage of educational partnerships with other industry organizations, such as Metals Service Center Institute (MSCI) and ASM International.

International Membership - \$175 per year

- Take advantage of the benefits of AWMI, even if you don't reside near one of AWMI's local chapters.
- Attend any AWMI chapter meeting at the discounted member rate.
- Attend AWMI International Conferences at the discounted member rate.
- Receive the International newsletter, published twice a year.

- Take advantage of educational partnerships with other industry organizations, such as Metals Service Center Institute (MSCI) and ASM International.

Corporate Membership –

Platinum Level - \$5,000.00

Gold Level - \$3,500.00

Silver Level - \$2,000.00

Bronze Level - \$1,000.00

(Please see our website at www.awmi.org for details regarding the benefits and value of AWMI Corporate membership.)

Renewing your Membership

Headquarters emails membership renewals in November for the following year. You will receive two renewal notices prior to your membership expiration and a third renewal notice on or around the time your membership expires. It is important that we have your current email address so you do not miss your renewal notices.

Renewing on your first or second notice ensures that you will not lose your membership password for the Members-Only section of the website or any of the other member benefits.

Address Changes

Let us know as soon as you move! Please update your member information on the website. Go to www.awmi.org and log in as a member. If you haven't yet logged in for the first time, simply click on the Login link on the right side of the screen and follow these instructions:

1. Click on "Find Me".
2. Fill in each of the four cells marked EMAIL, FIRST NAME, LAST NAME and ZIP/POSTAL CODE, then click "Submit".
3. The Find Me screen will display the email addresses currently in the database that match your name. (If there is no match, see #6 below). Click on the email address to which you want your password sent and the system will send your password to that address almost instantaneously. The email message will come from awmi@talley.org with the subject line, "Your login information" -- so please make certain that "talley.org" is on your SafeList on your email server, and/or in your safe list in your email program.
4. If you do not receive your login information within a few minutes, it may be due to the mail server settings in your company, the SPAM filters, or the mail server itself. If you never receive an email, then that means it was blocked/dropped (you never receive a notification of blocked/dropped emails). But, if it gets picked up by the SPAM filter, you should get the notification of those emails for you to whitelist and deliver, if you have this functionality.
5. After you have checked those options and still find your login information undelivered, please contact **Arianna Bender** for assistance.
6. If the email address does not match, please **contact headquarters** for assistance.
7. If you are a current member and have simply forgotten your password, click on RESET PASSWORD. On the next screen, type in your email address and click SUBMIT. Again, your

new computer-generated password will be emailed to you almost instantaneously. The email message will come from awmi@talley.org with the subject line, "Your login information."

If you already have your login and password set, once you've logged in, click on Profile for [your name]. You can then access the pertinent information by clicking on the appropriate tab. For instance - ADDRESS, then simply type in the corrected information, click SUBMIT, and you will receive confirmation that your changes have been saved. These changes occur real-time in the AWMI database at headquarters.

If you make a change, please don't forget to notify your local chapter so they can update your information and make any changes to their Board Roster if you are a Chapter Board Member. If you are a Regional Board Member, please make certain to notify your Regional Secretary.

Membership Surveys

Membership feedback is extremely important to us. AWMI regularly conducts surveys, and your participation is essential to our ability to accommodate membership requests and ideas. Please feel free to make suggestions or recommendations at any time to your local board or to AWMI Headquarters.

Volunteer Opportunities

Members in the U.S. and in Canada who express an interest in volunteering for AWMI can log on to our website at <http://www.awmi.org> or contact the appropriate Chairperson (page 15).

ASSOCIATION OF WOMEN IN THE METAL INDUSTRIES
Membership Information Change Form

Date: _____

OLD INFORMATION: - check all apply and then change below:

_____ Changed Jobs/Company	_____ Company Phone Change
_____ Company Address Change	_____ Company Fax Change
_____ Promotion (New Title)	_____ Company Email Change
_____ Home Address Change	_____ Chapter Transfer
_____ Name Change	Mail to: ___ Office ___ Home

(Complete lines below with new information, only)

NEW INFORMATION:

Name: _____ Chapter: _____

Title: _____

Company: _____

Company Address: _____

Company PO Box: _____

Co City, State, Zip: _____

Co Phone: _____ Co Fax: _____

Co E-mail: _____

Home Address: _____

Home City, State, Zip: _____

Home Phone: _____ Home Fax: _____

Home E-mail: _____

COMMENTS: (Promotion Information) _____

<p>ACTION Dates:</p> <p>Received by: INTERNATIONAL / CHAPTER</p> <p>Date Received: _____ Date Forwarded: _____</p> <p>Database Change: _____ Database Change: _____</p>
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FAQs about AWMI

1. How is AWMI structured?

AWMI is structured into three divisions: International, which administers the entire organization, plans international meetings, manages the website, etc; Regional, which manages the day-to-day operations of the local chapter boards; and Chapters, which manage local activities.

2. What are the advantages of becoming an AWMI member as opposed to other professional organizations?

The advantage of AWMI is our commitment to the growth and education of our members. We do this through leadership opportunities, monthly meetings, newsletters and mentoring programs providing our members with the educational vehicles by which to network and grow.

3. How do I sell my company on reimbursing me for my AWMI dues?

After attending a meeting, write up a report summarizing what you learned at the meeting and how others in your company could benefit from that information. Look at the membership list and see if there are any of your customers or potential customers as members. Set goals to get to know these members.

4. What would be the first step in becoming more active in AWMI?

The first step would be to attend more meetings and to volunteer at our functions. This provides members with a way to easily meet other members, become familiar with their peers and become a familiar face all at the same time.

5. How do I use the AWMI website?

In your browser, type www.awmi.org. In the site, you will be able to access general information available to those without membership registration. However, there is a members' only area where you can search for other members and contact Board members. To access this area, you must be a registered AWMI member. You will receive the User ID and password from our International Headquarters.

6. What about corporate memberships?

We began offering corporate membership at various levels with great success in 2005. Please see page 15 for details. If you have further questions, please contact anyone on the Executive Board, found on page 3.

7. Has AWMI ever considered changing its name to attract new members?

The subject has been broached, but AWMI feels that the name reflects who we are and what we have chartered ourselves to accomplish. Our focus remains on female members and there is still a need to keep this focus. We do, however, have a substantial number of male members who regularly take advantage of the many member benefits of AWMI.

8. What does AWMI do with the member's annual dues?

The dues cover the operational costs of running AWMI, including printing, postage, service awards, insurance, and taxes.

9. Does AWMI create any revenue from the monthly meetings?

The goal of the monthly meetings is to pay for themselves. Many times the chapter will subsidize these meetings due to low attendance or price increases from the site.

10. What does AWMI do with fundraising monies?

Golf outings, raffles, auctions, and other fundraising events are a Chapter's only way to generate income. These monies pay for scholarships, the newsletter and subsidize monthly meetings as well as cover the expenses of doing Chapter business such as printing, postage, service awards, insurance and taxes.

11. What is the AWMI scholarship program all about? And who qualifies?

All members in good standing for at least one year are eligible to apply for scholarship funds. A set amount of funds is designated each year. Funds can support members in their educational endeavors outside of AWMI monthly and annual meetings. They have been used in the past to assist members in attending the AWMI International Conferences (AIC), training seminars, school fees, etc. Contact your local AWMI Chapter President or AWMI's International Secretary for more information.

12. How does a member get elected to the AWMI Board of Directors?

Each August, nominations are accepted for candidates to the Board of Directors. Nominees are contacted to review their commitment and interests. All qualified nominees are placed on the ballot. Only regular members with a minimum of two years' membership are eligible for nomination. Any member can nominate a regular member, or you can be self-nominated.

13. What are the current demographics of AWMI?

The demographics of AWMI are as follows:

Gender – 76% Female – 24% Male

Where Our Members Work:

23% - Service Centers

16% - Manufacturers

16% - Mills

14% - Distributors

28% - Other (i.e. Processor, Recycler, Scrap Dealer, Fabricator, etc.)

14. How are the speakers chosen for the monthly meetings?

Speakers are discussed and selected throughout the year. Sometimes we will see a speaker at another venue and ask them to speak, and others approach us. Most importantly, we look for speakers that will benefit our members and their companies.

15. AWMI has been concentrating on mentoring. How would I find a member within the organization to be my mentor?

The easiest way is by coming to our meetings and events. There is no doubt that you will find someone at these events that will provide excellent mentoring skills. If that doesn't work for you, call a Board member and we will find you a mentor that works within your field.

16. Are AWMI dues tax-deductible?

AWMI is a 501©6 organization and dues, meeting expenses and donations are not deductible as a charitable contribution but may be deductible as a normal business expense. If you have any questions, please contact your accountant or tax advisor.

Website Quick Reference Guide

www.awmi.org

A quick reference guide on How to Use the Website is located in the FAQ section of the website. Once on the home page, click the FAQ button located on the right in the quick button section. Once in the FAQ section you will find the following helpful topics:

1. How to Join on the Website
2. How to Login onto the Website
3. How to Update Your Profile
4. How to locate a member in the Member Search Area