



National Association of Women in Construction
San Diego Chapter 21
PO Box 880725
San Diego, CA 92168

The Hard Hat Newsletter

Letter from the President's Desk

Happy April!

Wow, can you believe we are already jumping into the 2nd quarter of 2019? Spring is in full force and I hope everyone is enjoying the sunshine, green hills and wildflowers blooming around our city!

I want to start by saying thank you to Social Media Chair Helen Pannebianco for organizing our 2nd annual #ThankaWomen Social Media Series! The series highlighted 20 incredible women, who have made an impact, over the course of history. This series left me feeling humbled and inspired. I believe it was the perfect way to get us excited for our Chapter's upcoming 60th Anniversary celebration! I feel so grateful for the work and accomplishments of the many NAWIC Sisters who came before us. They saw a need for change and have worked to build our chapter to what it is today. I could not be more proud to preside over our 60th year and stand beside my San Diego NAWIC sisters, who continue to build our organization to make change for future generations! I hope you will all join us in celebrating this big milestone, as well as, our 2018-2019 Award recipients on April 12th, at Admiral Baker Clubhouse! We are looking forward to a stellar evening!

Ashley Carnevale

Ashley Carnevale
Tru-Duct Inc.
NAWIC San Diego Chapter President

Local chapters do not speak for NAWIC National.

Upcoming Events

Diamond Celebration
Friday April 12, 2019

Women Build: Habitat for Humanity
Thursday-Saturday, May 2-4, 2019
& May 9-11, 2019

PSW Regional Forum
Friday-Saturday, May 3-4, 2019

May Meeting
Tuesday, May 13, 2019

April Chapter Meeting

NAWIC San Diego's Diamond Celebration

National Association of Women in Construction San Diego
Chapter Cordially invites you to attend their Diamond
Celebration

Friday April 12th, 2019 6:00 pm (Networking), 6:30 pm (Dinner
and dancing to Primo DJ)

Admiral Baker Clubhouse Presidio Room

2400 Admiral Baker Rd
San Diego, CA 92124

Please come join us as we celebrate NAWIC San Diego Chapter's
60th Annual Awards Dinner



[Event Flyer](#)



[Sponsorship Flyer](#)

Awards will be given out for:

- NAWIC member of the year
- NAWIC Outstanding Team Member
- San Diego Company of 2019
- Scholarship recipients
- Design Drafting & Block Kids winners

Cocktail attire

Cost:

\$60 per person/\$110 per couple
\$425 for table of eight

RSVP by April 8, 2019.

[Register Online](#)

May Chapter Meeting

Enniss Contracting: Verti-Crete and Use of Smart Equipment

Tuesday, May 7, 2019, 5:30 pm - 9:00 pm
Riverwalk Golf Club
1150 Fashion Valley Rd, San Diego, CA 92108



Invitation to follow.

June Chapter Meeting

Building on Your NAWIC Success: Leadership, Networking, and Mentorship

Tuesday, June 11, 2019, 5:30 pm - 9:00 pm
Riverwalk Golf Club
1150 Fashion Valley Rd, San Diego, CA 92108



Invitation to follow.

Events

Women Build: San Diego Habitat for Humanity

May 2-4, 2019 & May 9-11, 2019

Be part of the team!

The 2019 Women Build for Habitat for Humanity will be in Logan Heights on May 2-4 and May 9-11. Returning teams and sponsors will have priority for booking dates until February 8th.

For more information, contact:

Bridget Strickland
Corporate Partnership Manager
San Diego Habitat for Humanity
(619) 516-5275
bridget_strickland@sandiegohabitat.org



PSW Regional Forum in Las Vegas

Register for the 2019 PSW Region Forum in Las Vegas, today!

Would you like to grow personally and professionally? Would you like a chance to network with other women working in the construction industry? How about getting your business in front of the industry's brightest professionals? Discover how NAWIC builds leaders, careers, and futures by attending or sponsoring the 2019 Forum!

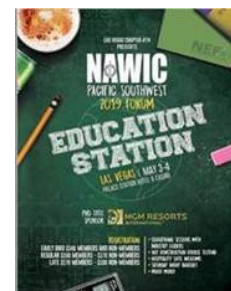
NAWIC Pacific Southwest 2019 Forum

May 3-4, 2019
Palace Station Hotel & Casino, Las Vegas, NV

Regular Registration: December 1, 2018 – March 29, 2019

Late Registration: March 30, 2019 – May 2, 2019

Please send payment to the address on flyer or pay online with credit card at: www.lasvegasnawic.org.



[PSW Region Forum Flyer](#)

Camp NAWIC San Diego

Calling all Girls Grades 8-12 for a Hands-on Construction Camp

June 17 - 21, 2019, 8:00 am – 4:00 pm

Location: Associated General Contractors
Apprenticeship Training Facility
6212 Ferris Square, SD 92121

The National Association of Women in Construction is ramping up for Camp NAWIC 2019. Join us for a FREE, week-long summer day camp. Attendees have the opportunity to build take-home projects from the lessons in carpentry, electrical, solar energy, plumbing, and sheet metal. Operating heavy construction equipment and surveying are two of the favorite activities! Ladies, have fun with your friends for a whole week! At graduation on Friday, you and your parents are invited for a barbecue lunch and a grand celebration!

[Learn More →](#)



[Event Flyer](#)



[Sponsorship Flyer](#)

NAWIC 10th Annual Golf Tournament

Save the Date

September 12, 2019, Noon Shotgun Start

Location: Twin Oak Golf Course
1425 N Twin Oaks Valley Road
San Marcos, Ca 92069

STAY TUNED for upcoming information on the Golf Clinic, if you don't golf this is the perfect opportunity to learn!

For more information about the event or if you would like to make a donation, please contact Hailey Martensen at hailey@jgeyerplumbing.com 619-917-6406.



[Download Save the Date](#)

Chapter News

2019 Design Drafting Competition

Friday, April 12, 2019 – Winner Announced at the NAWIC San Diego Chapter 60th Anniversary Dinner

Competition Judges

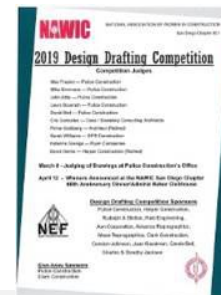
Max Fraizer, Pulice Construction
Mike Simmons, Pulice Construction
John Attiq - Pulice Construction
Leum Bourrath - Pulice Construction
David Bird - Pulice Construction
Cris Gonzales - Cass / Sowatsky Consulting
Architects Pnina Goldberg - Architect (Retired)
Sarah Williams - DPR Construction
Katerina Grengs - Ryan Companies
David Gerke - Harper Construction (Retired)

Competition Sponsors

Pulice Construction, Harper Construction,
Rudolph & Sletten, Hale Engineering,
Aon Corporation, Advance Reprographics,
Mesa Reprographics, Clark Construction,
Condon-Johnson, Joan Goodman, Camie Bell,
Charles & Dorothy Jackson

Give-A-Way Sponsors

Pulice Construction
Clark Construction



[Download Flyer](#)

Jim Bouchard is Coming to San Diego!

Jim Bouchard, The SENSEI LEADER, is coming to San Diego! You may have seen Jim speak for NAWIC in Orlando or Nashville, at the Annual Convention. Jim continues to work with NAWIC, your Chapters, and your companies around the country. He's deeply committed to NAWIC's ongoing mission, and supporting your members and company cultures.

We can thank Kizzy Ferrer and Bridget Pulsifer of the Greater Orlando Chapter for helping us create our Training Partner Cooperative, or TPC. The TPC allows two or more NAWIC companies to join forces for a customized half-day leadership workshop with Jim!

When your company acts as a TPC Partner, you'll share:

- **Ideas...**Share ideas to create leaders at all levels, with fresh viewpoints and solutions
- **Support...**Partner with fellow NAWIC members, to support and develop leaders with emotional intelligence, strong interpersonal skills, and genuine self-awareness.
- **Perspective...** Sometimes it just takes a fresh set of eyes to resolve a problem or break through to a new level!
- **Investment...**Cost sharing makes this program accessible to any organization, and any budget!

For more information, visit www.ThatBlackBeltGuy.com/TPC.

Jim's regular rate for a half-day leadership workshop is \$10,000. Because he'll already be in your area, we're pleased to offer this program at 10% off, and include our ongoing NAWIC Preferred Discount of 10%, saving your organizations \$2000.

Your shared TPC investment of \$8000 includes:

- Half-day leadership workshop (up to 4 hours)
- Lively, focused discussion -- this is a conversation, NOT a lecture
- SL15 Pre-Event Leadership Survey - This helps Jim identify the leadership needs, goals and most important to YOU
- Supply of books, workbooks and materials for your participants
- Lifetime SENSEI LEADER Movement membership for your participants
- Preferred Rates for ongoing training and events
- Complimentary access to our online programs
- Actionable STRATEGIES and DISCIPLINES you can put to work right away
- Online follow up to keep the momentum going -- long after your workshop!

AND...a **FREE** program with Jim for your NAWIC Chapter while he's in town! TPC Partner companies will enjoy recognition as Corporate Sponsors for the NAWIC Chapter event, including:

- Logo and contact information in all traditional marketing efforts
- Mention in all social media marketing efforts (LinkedIn, Facebook, Twitter)
- Interview with Jim on his leadership podcast "Walking The Walk"
- Recognition at NAWIC event

Jim will be in San Diego for events on April 29 and 30, and then again on June 12, 13 and 14. We can book your TPC Program and NAWIC Chapter event around those dates. Lisa Thibodeaux, Ashley Carnevale and I will work together to coordinate scheduling.

I'm always available by phone or email to answer questions:

Alex Armstrong

Alex@JimBouchard.org

207-751-4317 (direct)

We continued to be inspired by the tremendous women of NAWIC, and we hope to have the pleasure of serving you while we're in San Diego!



Committee Reports

Professional Development and Education: Lisa Thibodeaux / Alyssa Burley

May: Ennis Contracting Verticrete and Use of Smart Equipment

June: Building on Your NAWIC Success: Leadership, Networking, and Mentorship

Membership Committee: Kayla Shumate / Edna Rodriguez

New Members = 2

Total Current Members = 73

Active Members: 47

Corporate Members: 21

Associate Members: 2

Student Members: 3

Retired Member: 0

Social Media – Helen Panebianco

March has been such a busy month! Our #ThankAWoman series has taught not just our chapter, but our many followers about a multitude of amazing women in history. Teachers, photographers, politicians, athletes,



[Read Full Report](#)

engineers, business owners, activists, scientists, directors, artists, soldiers, etc. Women have and continue to change the world in the most positive ways. I encourage everyone to continue thanking the women in your life throughout the year, not just in March! We have 2 contests coming up so stay tuned! Remember to send all social media marketing content to Helen Panebianco (hpanebianco@dyna-sd.com) at least 48 hours in advance to be put on the posting calendar. If you have any questions, please let us know!

Mentoring – Linda Young/Jan Prathemer

Camp NAWIC is gearing up to advertise its volunteer positions. Due to the number of campers this year and our responsibility to keep our campers and camp site accident-free, each volunteer will come to camp with an assigned responsibility that he or she will choose when they register on the website. Here are a few examples of the volunteer services needed other than actually working with the apprentice project of the day or the journeymen project build:

Food Coordinator: Help with meal set-up, serving and clean-up

Camp Counselor: work directly with a group of campers, checking them in (checking out if pm volunteer), keeping them on schedule and keeping them safe

Camp Set-up (AM): Help set up camp for the day before it begins

Camp Set-up (PM): Help clean up and put away after camp

Friday Volunteer: Help with final tear down and clean-up to restore AGC to its original shape prior to Camp

Graduation Assistant: Assist with set-up and organization of graduation

Apprentice Helper: Assist with the trade project of the AM or PM for the Apprentices

Journeyman Helper: Assist with the build of the journeymen projects

Schedule:

Apprentice Schedule

Monday: AM: Safety, Concrete PM: Solar

Tuesday: AM: Sheet Metal PM: Tile Setting

Wednesday: Electrical

Thursday: AM: Plumbing PM: Carpentry and Heavy Equipment Friday: Surveying & Heavy Equipment & Carpentry/Graduation

Journeywomen Project – She sheds (2)

Timeline not completed at this time

Our plan is to have Volunteer registration active by April 15th on the Future Construction Leader's website: www.futureconstructionleaders.org.

If you have any questions, please direct them to Linda Young at sdwic@cox.net.

Scholarship – Rhonda Mitchell/Marissa Lidyoff

The Scholarship committee is pleased to announce that three (3) awards will be made this year to deserving students, as follows:

1. Angie Bautista, Chula Vista High School, pursuing a degree in Architecture.
2. Catelyn Dines, Del Norte High School, pursuing a degree in Construction Management/Architectural Engineering
3. Colette Conover, graduate of Oregon State, pursuing an advanced degree in Environmental Management/MBA. Parents own the San Diego construction-related business, Studio Conover (architectural and exterior color and materials specialty firm).

Rudolph & Sletten generously donated \$1,000 towards our chapter's Scholarship program. They have been a valued supporter over the years and we appreciate their participation and shared goal of supporting and inspiring the next generation of construction professionals.

Donations for this year's Scholarships are still welcome – and needed! NAWIC members and companies wishing to donate to our Scholarship program are encouraged to do so through our 501(c)(3) Foundation – Future Construction Leaders Foundation at: www.futureconstructionleaders.org/donate, indicating "Scholarship" in the comments line.

WIC Week – Shelby Ballow/Tosha Carapella

Submitted By: Shelby Ballow, Dowling Construction, Co-Chair of WIC Week Committee

Event: Toast to the Trades Tuesday March 5 at Tom Ham's Lighthouse

Overview of Event: Toast to the Trades was an evening to highlight and promote careers in construction!

It was a jammed packed night with a well-organized presentation consisting of explaining the purpose of WIC Week, playing two sponsor videos, describing the Foundation and the programs they organize for youth in our community. Ana Gutierrez—a participant of the first CAMP NAWIC in 2008 and current project engineer at Clark Construction—described the impact CAMP NAWIC had not only on herself, but her entire family... it was a tear-jerker and was a fantastic example of how the Foundation's programs can change people's lives!

Special guest speaker, Kayleen McCabe, host of DIY Network's Rescue Renovation and advocate for trade professionals, emphasized the rising demand for trade professionals that's outpacing vocational training and advised on what we can do to help restore America's respect for the trades. It was a riveting presentation that kept everyone engaged and people left feeling empowered and inspired. We also hosted a silent auction to give back to our community with the goal of lifting up, inspiring and promoting youth in construction! All proceeds from the silent auction went to the Future Construction Leaders Foundation 501(c)(3) non-profit. The FCLF is dedicated to the advancement of programs focused on

educating youth about career opportunities in the construction industry and encouraging them to pursue careers in this field.

At least a dozen people emailed, called, or approached me after the event to express how inspiring, classy and phenomenal the event was. It truly was a huge success!

Promotion Leading Up To:

- Ad for event ran in the CNV Magazine January Edition
- Local radio show The DSC tweeted about our event with a link to our registration page
- 9 Instagram posts sharing event info, thanking sponsors, videos from speaker Kayleen McCabe
- 6 Facebook posts sharing event info, thanking sponsors, videos from speaker Kayleen McCabe
- Event created on Facebook
- San Diego Reader- post
- San Diego City Beat- post
- KPBS- post

Top Social Media Engagements:

- A Video of Kayleen McCabe promoting the event on FB had a reach of 811 and 144 engagements
- "Can you believe it, tomorrow is Toast to the Trades" post on FB had a reach of 624 and 117 engagements

Number of Attendees:

199 registered, with 176 in attendance night of!

Design/Drafting – Kimberly Bell/ Marissa Lidyoff

The results are in for the Design Drafting Competition.

1st Place = \$500 - Danny Truong (Patrick Henry High School)

2nd Place = \$300 - Summer Merrill (Patrick Henry High School)

3rd Place = \$150 - Yarina Conde Millan (Patrick Henry High School)

There were 22 participants. We had 13 contestants from Patrick Henry High, 8 from Morse High and 1 contestant from San Dieguito HS Academy.

Clark Construction gave Morse High a presentation at their Legacy International Project jobsite on February 8th.

We had 8 judges. They judged the drawings and narratives on March 8th.

The top winners, along with one guest and the Teacher are all invited to the April Anniversary dinner. Their dinners will be paid for by the Design Drafting Committee. The awards and prize money will be presented at our 60th Anniversary Celebration.

Welcome New NAWIC Members!

Please welcome our newest members to the NAWIC San Diego Chapter!

Ana Gutierrez, Clark Construction
(Recruiter: Suzanne Ives)

AJ Johnson, Simpson Strong-Tie Manufacturing
(Recruiter: Dianne Koehle)

Industry News

The Benefits and Risks of Third Party Indemnity

Author, Andy Roberts, Employee Benefits Account Executive, Rancho Mesa Insurance Services, Inc.

For a contractor that is wanting to bid a job, or has won a job that requires a bond they are not able to qualify for on their own, one option to increase their bond capacity and ability to qualify would be to have a third party indemnify to their surety. While there are definite risks, this type of agreement can be very beneficial to both parties.

[Read More →](#)



Bill aims to better classify California construction workers

Author, Kim Slowey, ConstructionDive

California legislators are considering a new test for contractors to use when deciding if construction workers qualify as independent contractors, according to the San Francisco Chronicle, making the misclassification of workers more difficult.

[Read More →](#)



Education

Is a Captive Insurance option right for your company?

Take control of your company's insurance costs through ownership in an insurance captive. Companies have found this option to be both financially beneficial and professionally rewarding. A captive is designed for companies that are not only interested in controlling insurance costs and retaining investment income, but obtaining high quality coverage and insurance related services. By banding together through a captive, well-managed and focused companies are able to accomplish all of these things. Join us for an informational seminar introducing the captive concept. The workshop will be informative and allow ample time for questions. We encourage you to investigate this truly unique concept.

**Date:**

Tuesday, April 16, 2019

Location:

East County Boys & Girls Club
8820 Tamberly Way
Santee, CA 92071

Time:

9:00 AM to 11:00 AM

[Register Online](#)

Anniversaries

Congratulations to our NAWIC sisters with anniversaries, this month!

Myrna Smith – 2004
Paula Covert – 2009
Shannon Carner – 2012
Lorena Quintero – 2014
Karrie Crawford – 2017
Shawna Reckling – 2018

Birthdays

Happy Birthday to our NAWIC sisters!

Marie Phillip – April 2
Marissa Lidyoff – April 11
Kimberly Bell – April 12

2018 – 2019 NAWIC San Diego Chapter Officers & Directors

Officers

Ashley Carnevale, Tru-Duct, Inc.

President
(619) 672-6186
NAWIC@Tru-Duct.com

Kimberly Bell, Pulice Construction

President Elect
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kbell@pulice.com

Lisa Thibodeaux, Construction Experts, Inc.

Vice President
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lisa@constructionclasses.com

Helen Panebianco, Dynalectric San Diego

Recording Secretary
(858) 527-2639
hpanebianco@dyna-sd.com

Edna Rodriguez, Herc Rentals, Inc.

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edna.rodriguez@hercrentals.com

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About NAWIC

For more than 55 years, NAWIC has helped women take advantage of the opportunities in construction. Whether you want to embark on a new career, establish a networking base, be a mentor/mentee, make a difference in your community, continue your education, or invest in great friendships, NAWIC offers a variety of opportunities — large and small. Savvy NAWIC members, business owners and managers can expect value from their investment in NAWIC. NAWIC membership affords many opportunities, professional, educational and through the NEF (info from NAWIC.org).

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

The Value of a NAWIC Membership:

- val•u•a•b•le —
- 1: having monetary value
 - 2: worth a good price
 - 3: having desirable or esteemed characteristics or qualities
 - 4: of great use or service
 - 5: NAWIC membership.

For more info, please visit: www.nawic.org.

Thank you for reading the NAWIC San Diego Newsletter. Please email all submissions for future

newsletters to Alyssa Burley, Newsletter Editor at aburley@ranchomesa.com.



To no longer receive newsletter emails from NAWIC San Diego, please reply to this email with "remove from list" in the subject line. Or, contact Alyssa Burley at aburley@ranchomesa.com. CAN-SPAM ACT.
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