RED OR GREEN?
2010 TRAINING CONFERENCE UPDATE
May 3–6 / Albuquerque, New Mexico
Professional Women Controllers, Inc.
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VISION
Professional Women Controllers aim to achieve a balanced workforce that reflects the demographics of society and creates a safe environment where all air traffic professionals have passion for their career, can excel and feel a sense of community at work.

MISSION
Professional Women Controllers is a resource that provides support, training, encouragement and camaraderie for all air traffic professionals. PWC advocates balancing work and family life, recruiting and retaining excellent employees, developing people, enjoying work and maintaining a positive sense of community.

OFFICERS
President, Robin Rush
Vice President, Patricia Wilson
Secretary, Diana Eldridge
Director of Resources (Treasurer), Pam Brophy
Membership Director, Edale Clark

REGIONAL DIRECTORS
Alaska Director, Shannon McColough
Central Director, Christina Calvert
Eastern Director, Veronica Vaughan
Great Lakes Director, Christine Johnson
New England Director, Jane Kollas
Northwest Mountain Director, Kurt Proctor
Southern Director, Judy McConnell
Southwest Director, Vacant
Western-Pacific Director, Michelle Eddy

APPOINTED OFFICERS,
PROGRAM MANAGERS
Web Page Administrator, Cindy Gerber-Chavez
WATCH Editor, Patty Swenor
Public Affairs Officer, Abigail Smith
Historian, Sue Townsend
Parliamentarian, Constitution & By-laws, Vacant
National Conference Chair, Rose Merchant
Education & Career Development Program Manager, Bobbie Kahklen
Elections Committee, Judy Noble
Membership & Recruitment Program Manager, Vacant
Sales Coordinator, Donna Weller
Corporate Recruitment Program Manager, Sandra Holcomb

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The Watch, a benefit of membership in the Professional Women Controllers, Inc., is published quarterly. To become a member, go to www.pwcinc.org.

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women air traffic controllers hot-sheet:
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Robin Rush, President, Professional Women Controllers, Inc.

Hello everyone. I hope this finds you doing well, and that everyone is thawing out from the record snow falls around the country. Although we haven’t had snow in Southern California, we’ve had much needed rain, and everything is so green and beautiful.

Time is flying by, and this last quarter is no exception. Your Board of Directors has been hard at work conducting the business of the organization, preparing for the upcoming conference, and recruiting new members.

SUCCESSFUL BOARD MEETING IN KANSAS CITY
We met for the third quarterly Board of Directors’ meeting in January, held in Kansas City, and hosted by the Central Regional Director, Christina Calvert. I would like to thank Christina for being such a wonderful hostess! She opened her home to the Board, saving us money on hotel accommodations. She held a social for the Board to meet and greet local members. She also held a day of training the day after the Board meeting, covering topics on Generational Mixes in the Workplace and Equal Employment Opportunity. Great job Christina!

WOMEN AND HEART HEALTH
February 5th was National Wear Red Day – a campaign to bring awareness to women’s heart health. Unfortunately, I’ve had two friends suffer serious heart attacks recently. That got me thinking that I better start taking better care of myself. Did you know heart disease is the number one killer of women in the United States? Go to http://www.mayoclinic.com/health/heart-disease-prevention/wc00041 to learn about five medication-free strategies to help prevent heart disease.

Go Red for Women celebrates the energy, passion, and power we have as women to band together to wipe out heart disease and stroke. To learn more about the Go Red for Women Movement, visit www.goredforwomen.org. We’re often so busy taking care of others that we forget to take care of ourselves. Please don’t put off getting a check-up, and make the time to take care of yourself!

NATIONAL EMPLOYEE FORUM
The first week in March, I will attend the National Employee Forum in Washington, D.C., and will meet, along with the other Employee Association Presidents and Special Emphasis Program Managers, the FAA Administrator, Randy Babbitt. Mr. Babbitt is committed to working with us to improve communications and employee morale and to moving us toward the modernization of the nation’s air traffic control system with full implementation of the Next Generation (NextGen) Air Transportation System. For more information on NextGen, go to www.jpdo.gov/library/NGATS_v1_1204r.pdf.

If you have concerns you would like me to address at future meetings of the Forum, please call me or, send me an email.

PWC WELCOMES ELEVEN NEW MEMBERS
Please help me welcome the following new members: Ashley Bouraphael, Student; Jeannie M. Byrne, FAA Headquarters; Tina Constantine, Southwest Regional Office; Dave Dominguez, Northern California TRACON; Carrie Draper, Northern California TRACON; Jack Enberg, New England Regional Office; Patricia Gilbert, Houston ARTCC; Gerald W. Hutheofe, Pueblo TRACON/Tower; Dianna L. Johnston, Atlanta ATCT; Sharon Minney, Northern California TRACON; and Alan Phillips, Regional South West TRACON/Tower.

MEET ME IN ALBUQUERQUE!
MAKE YOUR PLANS NOW!
If you have not made your plans to attend the 2010 National Training Conference, Traveling New Paths, being held in Albuquerque, New Mexico, May 3 to 6, now is the time. Make all your plans and reservations now! The conference committee has been hard at work planning an enriching and enjoyable experience for all who attend.

Check out the tentative agenda, and share it with anyone you think would benefit from the wealth of information we will learn. Conference is a great opportunity not only to learn but also to see old friends and make new ones. I am always reinvigorated after attending conference, and I look forward to seeing you there!

I hope you all have a wonderful spring, and remember to take time to smell the flowers.

PWC MEMBERS: WE NEED YOUR PERSONAL EMAIL ADDRESSES!
Login today at www.pwcinc.org to update your personal information.
PWC NEWS

WELCOME NEW MEMBERS
- Ashley Bouraphael, Student
- Jeannie M Byrne, FAA Headquarters
- Tina Constantine, Southwest Regional Office
- Dave Dominguez, Northern California TRACON
- Carrie Draper, Northern California TRACON
- Jack Emberg, New England Regional Office
- Patricia Gilbert, Houston ARTCC
- Gerald W Huthoefr, Pueblo TRACON/Tower
- Dianna L Johnston, Atlanta ATCT
- Sharon Minney, Northern California TRACON
- Alan Phillips, Regional South West TRACON/Tower

PROMOTIONS
- Congratulations to Robin Rush, recently selected on a detail to FAA Headquarters as Program Manager in the ATO’s Office of Diversity.
- Congratulations to Jane Kolias, recently selected for a six month’s detail as Front Line Manager at Manchester Air Traffic Control Tower.
- Congratulations to Tina Constantine, recently selected as Front Line Manager at Baton Rouge Air Traffic Control Tower.
- Congratulations to Betty Neiderer recently selected as Front Line Manager at Seattle TRACON.

RETIREMENTS
- Congratulations to Nancy Cullen who retired January 3, 2010 after 37 years 7 months of service.
- Congratulations to Lisa Watkins who retired in February, 2010 from Kansas City ARTCC.

RETIREE NEWS
From Marty McGrath: I am upgrading/working on a rental in Santa Maria, CA, between San Luis Obispo/Pismo Beach and Solvang/Sideways: The Movie, living well, technically a resident of WA, and a fulltime RVer the past 10+ years (Pacific Time Zone).

Still blessed with good health and at LEAST half the brains I used to have. I’m involved in quite a bit of volunteer work: Yahoo Group Moderator for 3-4 groups, PIO for local Marine Corps Detachment, and a bunch of GREAT people called ampsurf.org (send money!).

If you’re out this way, give a holler. We have the BEST strawberries, Santa Maria Tri-Tip BBQ Beef, and Pin Quito Beans, wonderful variety of wines, fruits, vegetables (and horses and cows too if you like THEM.) Our average year round temp is 68. We don’t have any fires, earthquakes, landslides, floods, ice storms, hurricanes, tornadoes, snow, etc. Locals get faint when temps get to 80! I’ve got hummingbirds, finches, ravens, and crows, and a new pair of Eurasian Collared Doves showed up last week! Y’all come by one of these days, ya hear!? Write to: mrtymcgrth@yahoo.com

Forney Lundy, FAA Retired/AWP, is composing an electronic directory of FAA retirees. If you would like to join the list and receive periodic updates, send your contact information to Forney at faamry@aol.com. Please share this with your retired friends.

CORRECTION
In the Winter 2010 issue of the WATCH, the story about SkyOne on page 22 stated, in the last paragraph, that: “FAA First Federal Credit Union is 25,000 members strong with $315 million in assets. For more information, please visit www.skyone.org.”

This statement should have read: “FAA First Federal Credit Union is 25,000 members strong with $320 million in assets. For more information, please visit www.skyone.org.”

PWC Corporate Members
- Air Traffic Control Association (ATCA)
- ARINC, Inc.
- Blue Cross Blue Shield Association (BCBS)
- Computer Sciences Corp. (CSC)
- Crown Consulting
- CSSI, Inc.
- Diversified International Corp. (DISC)
- FAA Managers Association, Inc. (FAAMA)
- GEICO
- Harris Corporation
- Link Simulation & Training Air Traffic Control Academy
- Lockheed Martin TSS
- National Black Coalition of Federal Aviation Employees (NBCFAE)
- National Hispanic Coalition of Federal Aviation Employees (NHCFAE)
- Raytheon ATMS and Homeland Security
- Robinson Aviation, Inc. (RVA)
- SERCO Management Services
- SkyOne Federal Credit Union (formerly FAA First)
- Systems Atlanta
- Technical Women’s Organization (TWO)
- Washington Consulting Group (WCG)
- Women in Aviation, International (WAI)

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PWC NEWS
The January Board of Directors (BOD) meeting was held at Kansas City ARTCC on January 20 and 21. Appointments were made for the following positions: Lynette Jamison – National Mentor Program; Judy Noble – Elections Coordinator; and PattiAnn Pickhard – Logistics Coordinator.

Representatives for ATPAC and Saleables resigned, leaving those positions vacant. The main body of the SOP has been revised, and the changes should be accepted at the next meeting after BOD member’s final review.

The business plan is being updated and should be completed at the next meeting.

Recipes are being accepted for inclusion in the PWC Cookbook. Please send your favorite recipe(s) to the Western Pacific RD, Michelle Eddy. The 2011 Conference Committee submitted their logo which was approved by the BOD.

The Budget Proposal for 2010–2011 was established and will be presented to the membership at the General Business Meeting during the National Training Conference. The Conference Line item is still being researched on the amount and how to track the amount in the future.

The next BOD meeting will be held in Albuquerque, NM at the Sheraton Hotel Uptown on May 3 and May 7, 2010. All members present at the conference are always welcome to attend.

WANT TO VOLUNTEER?
The following positions are vacant, if you have the time, energy and desire to volunteer and help PWC be the best it can be. If interested, please contact the PWC President or Vice President for more information.

AIR TRAFFIC PROCEDURES ADVISORY COMMITTEE (ATPAC): The Air Traffic Procedures Advisory Committee serves the public interest by providing a forum for interaction among the FAA, military, airlines, airline pilots, air traffic control personnel, general aviation pilots, business pilots and their representatives. Meetings are quarterly, and volunteers must be from the Eastern Region due to three of the four meetings are held in the Washington, DC area. Participation requires manager’s approval.

SALES COORDINATOR: The sales merchandise is ordered and tracked with the organization logo, sold primarily at the national training conference to help promote PWC and can be used as a method for recruiting members to give the merchandise the greatest exposure. Travel to the National Training Conference is advantageous but can be delegated when needed.

WEB PAGE ADMINISTRATOR: The Web Page Administrator reports to the Vice President and is responsible for the maintenance of the organization’s web page on the internet. The current Web Page Administrator is looking for a replacement. No travel required for this position but having computer knowledge or at least the desire to learn is encouraged. Open to all members.

ALASKAN REGIONAL DIRECTOR: Our current Alaskan Regional Director retired last year and has decided to move south and will no longer be able to hold the position. Any active member in Alaska interested in the position please contact Shannon McCullough, the President, or the Vice President for more information.

NATIONAL TRAINING CONFERENCE CHAIR: All specifications related to the National Conference Program Manager, the National Conference Steering Committee, and the Local Conference Chair/Committee are contained in Appendix 8 of the SOP. The National Conference Program Manager is Rose Merchant-Bennett, but for succession planning, we are looking for a mentee(s) for the position.
When asked if I would consider taking on the role of temporary supervisor, I politely declined. I didn’t want to do it. Nor did I want to be the one chosen to do it; let someone else take the job. My life was too stressful already, and I was unsure that I could rise to the task. I was busy volunteering for two organizations and didn’t want to spend time learning something new. I had elder-care responsibilities, and I’m an introvert.

There were many reasons that this was not the job for me. Thanks, but no thanks. The universe, however, had other plans for me…there was something I needed to learn, and I was not going to get out of it. Consequently, when no one else volunteered for the job, it was assigned to me…Acting FLM, not to exceed 6 months.

My ATM knew how I felt about the job but said it was mine anyway, unless I could come up with some compelling reason to get out of it; “think about it over the weekend,” he said. I did…and besides I don’t want to do it, I couldn’t come up with any other reason. So the job was mine, like it or not. I told my ATM that “I would do the best job I could,” and I was sincere. I forged ahead, telling myself that six months would go by quickly.

My new title in hand, I was very apprehensive. Outside, I put on a smile and took on the role and made mistakes. Life can be scary and exciting at the same time; the opportunity to get involved with the daily operations of the tower in a way that allows me to feel like a more integrated member of the FAA workforce, though I really can’t say why this is so. I’ve had to step outside my comfort zone in order to be a leader and role model, yet remain a member of the controller group whom I greatly enjoy working with.

For weeks, I would refer to it as “the supe’s office – not mine.”

For weeks, I would refer to it as “the supe’s office, not my office. I didn’t want the ownership. I was resisting my assignment and spent as much time as I could in the tower cab. Inside, I was feeling unsure and apprehensive. Outside, I put on a smile and did what was asked of me. After all, I still had a job in an economy where many persons, including four family members, had lost theirs. I persevered and tried to look on the bright side.

Several months have passed since I took those initial steps into the supervisor’s office. Much to my great surprise, I haven’t hated it. As a matter of fact, there are some elements of the job that I really enjoy. For instance, I like the expanded view I have of the FAA culture, and I have a better understanding about how each line of business fits into the agency mission.

Also, I like the diversity of duties; sometimes I talk to airplanes, but I also do other things like, write a new order, collaborate with the airport folks on procedures, conduct a tour, or evaluate performance. I have had the opportunity to interact with users of the NAS on a professional but less formal level than that which is required in controller/pilot interactions (a relationship reminiscent of my flight service days).

My schedule is a bit more flexible, and my work time feels more like my own. This assignment has afforded me the opportunity to get involved with the daily operations of the tower in a way that allows me to feel like a more integrated member of the FAA workforce, though I really can’t say why this is so. I’ve had to step outside my comfort zone in order to be a leader and role model, yet remain a member of the controller group whom I greatly enjoy working with.

Yes, I am a part of the management team, and no, I’m not a member of the union. However, the uniqueness of the position requires that I develop and maintain a close, dynamic, and connected relationship with both groups. At times, I’ve felt like a spork; you know, one of those culinary tools used by backpackers that is neither a spoon nor a fork but a utensil that serves in either capacity.

It can be an uncomfortable position to be in; it requires finesse and balance and, at times, a tough skin. However, this role has given me the opportunity to practice skills such as diplomacy, tact, listening, writing, observing, and prioritizing. It also has forced me to think about how I want to spend my last five years with the FAA. As of this writing, I don’t have a definitive answer to this question, which consequently, affords me the opportunity to learn how to resolve indecision and uncertainty.

SOMETIMES, I FEEL LIKE A “SPORK”

What have I learned so far from this experience? I have learned that it is okay to be scared and move forward. I have learned that I discover a lot about who I am and who I can be, not by staying where it feels comfortable, but by reaching towards something new. I have learned that it is okay to take on a leadership role and make mistakes. Life can be scary and exciting at the same time; the two aren’t mutually exclusive.

So, I encourage anyone who is presented with the opportunity to step outside their comfort zone, whether at work, in your community, or in your heart and mind, to consider taking that first step. I have this quote on the wall of my office at work to remind me that I can always be more than what I am; whether it scares me or not, the rewards can be amazing, and the cost for not trying can be high. When we use lack of courage as an excuse for not stepping into the flow of our lives, the whole world suffers the loss of who we could have become.
Here are some of the highlights that I gleaned from the session: Both challenges and solutions.

1. **CTI SCHOOLS** – we can actively recruit for new members there. Because dues are low for students, a CTI student can join for minimal investment and get great info and training at the outset. As they are not employees yet, there is no risk of implied advancement in membership.

2. **“CHANGE THE NAME AND I’LL JOIN”** – This is a challenge typically reported in trying to recruit men. As a strategy, use the mission and vision to push recruitment. Not once in the mission statement will you find the words woman, female, lady or any other gender excluding language. The name of PWC has more to do with its proud history than it does with being exclusionary. (It doesn’t hurt to mention that roughly 30 percent of the membership of PWC is men, and they are currently represented on the BOD by the ANM RD).

3. **“LET ME BE THE PRESIDENT AND I’LL JOIN.”** – Patti says she has encountered this resistance, and said that she responds by encouraging them to get involved and run for a RD position. Being on the board is the first step toward being voted by the membership into the presidency.

4. **“PWC IS JUST FOR MANAGEMENT”** – PWC is an employee association group open to all air traffic controllers (Bargaining Unit Members and management) and those interested in ATC. We actively pursue a positive relationship with both NATCA and management. If you have a NATCA member who is interested but unsure if it’s for them, consider hosting a PWC/NATCA social with them. PWC encourages its members to interact within all areas of the FAA. Your RD would LOVE to help you organize an event.

5. **“WHAT DO YOU DO?”** – This is your opportunity to share the benefits of PWC – Technical training and soft training. Technical training is recognized as meeting the FAA requirements held by Human Resources, Civil Rights, and Legal. The FAA will allow official time to attend. Soft training is training that the FAA cannot normally provide, such as financial planning, medical benefits in retirement, or any type of “life skill” training that we all benefit from but is not directly related to our work performance. Sometimes PWC does the legwork to get valuable FAA training to facilities that it would not normally receive without our efforts, i.e. Generational Mix training or the FAA Mentor Program. The WATCH is of course an obvious benefit. Few of our members utilize the PDF versions that are available for viewing on the PWC website. (Haven’t been to the website yourself? Check it out, and get your face loaded on!) The WATCH after conference edition is great for people who can’t get off the schedule to attend.

6. **“PWC IS JUST FOR BROWN-NOSERS”** – Networking is NOT synonymous with brown-nosing. It’s about gaining a network of resources with information at their fingertips you might not have yourself. PWC has long been on the forefront of mentoring. Classes in IDPs and KSAs might also be vital training that you can get through PWC that you might not get elsewhere. The National Training Conference is a great opportunity for
you to get the ear of the leaders of the agency. And it’s not about kissing keasters. It’s about giving them real, professional feedback about what your experience is like in the field and hearing from them first-hand what your future looks like.

7. “I CAN’T RECRUIT SOMEONE FROM MANAGEMENT; I’M NOT AT THEIR LEVEL.” – While approaching someone in management might be difficult, some lines of business encourage every manager to be a member of at least one employee association and to actively support the rest. Telling them about your experience in PWC may provide them with information they might have had to find elsewhere, and your personal touch will put a face to the organization.

8. “WHO IS PWC?” – Rose pointed out that even after all these years, many people have never even heard of PWC. Asking someone if they’ve heard of PWC may open the door to giving them a positive first impression of the organization and laying the groundwork for someone who may later join.

9. “WHAT ELSE?” – Another great selling point is PWC’s generous scholarship program. Each year, thousands of dollars in scholarship money is given to young emerging aviation-minded students as well as PWC members and their children pursuing degrees in other academic disciplines.

10. CAMARADERIE – Patti pointed out that for young controllers, they need to understand they are going to be working with the people around them for the next 20 years of their life or more, and developing a positive and professional relationship is necessary. Rose emphasized that camaraderie might be THE best reason some people will join. For those who are active throughout their career, conference is like an annual family reunion with your peers from across the country. Conference is fun. We are fun people, and when we all get together in one place, we have a great time together!

11. WHAT CAN YOU BRING TO PWC? – Sometimes people just need to be needed. And PWC is no different from any volunteer organization. We rely on members to take an active role in their facility, region, or national level. If you want to be more involved, there are numerous ways to pitch in and become a part of PWC. For more information, don’t hesitate to contact Patti Wilson, PWC Vice President, or your Regional Director.

12. IF YOU’RE IN MANAGEMENT, BE CAREFUL RECRUITING PEOPLE WHO ARE IN YOUR DIRECT LINE OF SUPERVISION. – It’s okay to give them the information and answer questions about PWC, or direct them to a member of the Board. It cannot be perceived you are using your influence to gain a member. PWC is an employee association, not a union or political group, and membership is voluntary. Gaining a new member is not preferential treatment or favoritism.

13. THE WORD “WOMEN” IS NEVER MENTIONED in the PWC mission or vision. We represent all those interested in ATC and the only organization for controllers that is not political in any way.

Mail form to: Professional Women Controllers, Inc., P.O. Box 950085, Oklahoma City, OK 73195-0085

the WATCH .......... SPRING 2010 8
Fortunately, professionals are standing by, eager to assist. Your hiring options include: a bookkeeper, an accountant, or CPA. In the three minutes it takes to read this article you will:

1. Know general differences between a bookkeeper, accountant, and a CPA.
2. Know what kind of fees to pay these professionals.
3. Have an idea of how to evaluate your need for a professional.

The differences between these three professionals are distinctive, yet sometimes their offerings overlap. Your geographic region, the size of the firm, the size of your needs, the educational level, and services offered all contribute to the prices they will charge.

Bookkeepers are record keepers who construct the basic reports (i.e. accounting entries) of your expenditures and income. These reports may be daily, weekly, monthly, quarterly, or annually. Bookkeepers can also provide accounting services, receivables and payables, payroll, and tax preparation. Small firms and individual providers are usually more flexible and can easily customize what you need. Small companies and individual bookkeepers may be able to spend more time to learn your processes and may have the opportunity to grow with your company.

Bookkeepers are paid by the hour, ranging from $20-$50, or they may negotiate a monthly fee, depending on the complexity of the work. Ongoing corporate work can range from $100-$150 a month for a small business with basic needs. They can be paid as an employee, a subcontractor, or as a separate service provider.

Accountants may provide the same services (usually at a slightly higher price), and they can provide more strategic analysis of your numbers, perhaps for cash flow analysis, projections, or tax preparation. Accountants can give an overview of your situation, provide financial advice, and make recommendations. Accountants may have on-staff bookkeepers to construct the basic reports of your expenditures and income.

Accountants are best suited for the company that needs advice beyond basic accounting and cash flow management. Accountants may be better suited...
than bookkeepers for tax preparation and investment opportunities than a bookkeeper. They also get paid by the hour or at a negotiated rate, depending on the need. Accountants’ services are generally less expensive than the services of a CPA, ranging from $50-$150 per hour.

Certified Public Accountants (CPAs) provide a wide array of business services for more complicated financial undertakings. Some CPAs have accountants and bookkeepers on staff to do much of the reporting and basic analysis. Most CPAs assist with financial resources, i.e.: real estate, heavy equipment, investments, business valuations, and other assets.

Many are tax preparers as well and are well versed in depreciation issues, corporate tax law, and workplace issues such as employee benefits. You can expect to pay $100-$250 per hour or a contracted rate for specific services. The larger the firm and the longer it has been in practice, the greater the fee is likely to be.

Selecting the professional to work with will take some evaluation on your part to discover the requirements and solutions you seek. Here are a few things to consider for your evaluation process:

- Select what level of support you need.
- How much time will this give you?
- Is it in your budget for the long term?
- Can your data and theirs be exchanged smoothly?
- Will the reports be ready for the other professionals you work with?
- Will they assist you in implementing new solutions?

After you have fully evaluated your needs for these services, talk to colleagues for referrals. Who do they know that might meet your needs, has a good reputation, and a successful track record? When interviewing candidates for your business, ask about education, experience, licenses, and specialties. Confirm the services needed and the charges for the services.

After you have determined whom to work with, begin outsourcing slowly, one project at a time. If the services are to your liking, you can contract more as you are comfortable. Monitor the processes. How is the experience going? Are the reports timely and accurate? Are you being treated the way you treat your customers?

Because I am a financial planner, I cannot end this article without addressing your personal financial needs. Each of these professionals also handles household record keeping, personal tax preparation, and personal investments (business and real estate for example). The costs are similar for personal use and will vary according to region, type of professional used, and specific service.

The National Society of Accountants show the average cost of a federal tax return is $205 (for a 1040 and Schedule A return) or an hourly rate of $122.12. It also reports franchises like H&R Block (that rarely have accountants and CPAs on staff) charge an average of $187.17 per federal return. Jackson Hewitt averages $188.96 per return. Most tax preparers charge a set fee per form. CPAs generally charge the highest minimum fees for tax preparation. *(Source: William Perez, About.com June 2009)*

No matter what type of professional you use, choose someone who hears you and who is available when you have a need. It is best to spend some time up front to confirm your needs, your budget, and the provider solutions. A little bit of planning and forethought can go a long way.

Janice Brady offers tax preparation, financial planning, and consultation to those serious about saving money and planning. She can be reached at JaniceBrady@comcast.net.
Regional News

EASTERN
Correct E-Mail Addresses Are Critical!
Submitted by Veronica Vaughan, AEA Regional Director

It’s been kind of a strange day for me. As I write this, there’s still more than a foot of snow and ice on the ground here, with a mix of rain and snow coming down outside, and I just finished packing for our trip to Barbados!

Many of the newsletters I sent out were returned by the Post Office. If you are an Eastern Region PWC member and didn’t get a newsletter; or know someone else who didn’t receive one, please let me know. I also have quite a few bad email addresses, so please make sure yours is correct on the website’s members section.

In December, we had a social at Clyde’s in DC and had a great time and some really good food. I was in DC with PWC President Robin Rush, attending the Federal Employee’s Forum, a joint group that meets quarterly and is comprised of Civil Rights, Human Resources, and the Presidents of all the recognized Employee Association groups.

The Federal Employee’s Forum addresses items of concern, from everything related to hiring, complaints, barriers, you name it. The great thing is that FAA Administrator Babbitt attended and pledged his continued support of the group. Additionally, he conveyed that while DOT Secretary LaHood couldn’t commit to attending every meeting, he would participate periodically.

In January, I was in Kansas City for the Board of Directors’ Meeting. Christina Calvert and her husband Craig were gracious enough (or was it crazy enough) to have most of us stay at their beautiful home. Not only did it save PWC a lot of travel money, it allowed us to talk well into the night and work on issues.

Christina set up some great training also, with Crew Resource Management (CRM), which was well attended. It was encouraging to see so many new employees and so many men attend. Special thanks to the ZKC FAA Managers’ Association (FAAMA) for providing us with lunch on our training day.

Welcome to Dawne Gerard, our new Southwest Regional Director.

Christina set up some great training also, with Crew Resource Management (CRM), which was well attended. It was encouraging to see so many new employees and so many men attend. Special thanks to the ZKC FAA Managers’ Association (FAAMA) for providing us with lunch on our training day.

By the time you read this, we will have had training and a social in PHL. If you couldn’t make it, check the website for information on how it went. If you have a location or a training subject you think should be addressed, give me a call, and we’ll talk.

This is the last WATCH issue before the conference in Albuquerque. I do hope you’ve blocked the time off the schedule and made your plans to attend. It will be jam packed with training and networking opportunities. All of the conferences I’ve attended so far have been a lot of fun. Hope to see many of you there!

See more PWC pictures on my AEAPWC Facebook page.

GREAT LAKES
Seeking Spring? Find It in Albuquerque!
Submitted by Christine Johnson, AGL Regional Director

Have you seen your first robin? Are the daffodils starting to sprout? Is it spring yet? We certainly have had an unusual winter. Who would have imagined Vancouver going without snow while DC was being blanketed? It seems like spring is ages away.

But, soon we will be at a fiesta in Albuquerque, defending our red or green choice. In case you are on the fence, I highly recommend green!

This April will also find us once again joining the Women and Minority Career fair at Lewis University. We are always looking for help, if you are interested in joining us.

Our National Training Conference, in Albuquerque May 3-6, promises to be highly informative and exciting. I’m looking forward to the return of Lt Col Tracy Dillinger. The last time she spoke, I didn’t want the program to end. I hope you can join us for the fiesta!
NEW ENGLAND
2010 Goal:
Connecting With Facilities

Submitted by Jane Kolias, ANE Regional Director

Hello from the New England Region. It’s been a busy seven months as I learn the ropes of being a regional director for PWC, and it has also been a lot of fun. In January, I attended the PWC Board of Directors meeting in Kansas City where we discussed the PWC budget for the upcoming year.

The board also had the opportunity to attend training sessions on the Generational Mix in the workplace and crew resource management. Both sessions had a lot to offer new employees as well as seasoned personnel about understanding the dynamic nature of our work and workforce.

One of my goals for 2010 is to connect with as many facilities in the region as possible, so watch for either myself, ANE PWC District Representative Sarah LaPorte Ostrander, or another PWC representative to visit your facility sometime this year.

Be sure to check the PWC website for current events, trainings, socials and other news from the New England region and other PWC areas. You may also email me with suggestions, comments and questions at pwcane@gmail.com. I hope to see you in May at the national conference in ABQ!

CENTRAL
Reserve Your Albuquerque Hotel Now!

Submitted by Christina Calvert, ACE Regional Director

Hello everyone! I’ve made my reservations for the Albuquerque hotel for the April conference. I’m so excited! One of the things that I always tell my friends and new members is that I did not attend my first PWC training conference until last year, after almost twenty years of being in the agency. I truly regret missing out on all those previous years. Please join us this year!

We had a very productive Board meeting at Kansas City Center in January. Thank you to all who attended the social and the training. Special thanks to Skip Greiser, who facilitated the Crew Resource Management course and Carmen Taylor, who taught our Generational Mix session. They both did a wonderful job.

Our next social will be at The Harvesters Volunteer Outreach Center on April 1st. We’ll have pizza from 5:30-6:00, and then we’ll have some fun helping out. Feel free to bring your family. Get in touch with me for more information. I’ll also keep the PWC web site page and the Central Region PWC Facebook page updated. Once again, I want to stress that if you want to hold a social or training in your area, let me know! Give me a call, and we will work something out.

Congratulations to PWC member Lisa Watkins who retired from Kansas City Center in February. We will miss having her around but, I know she is excited to be retiring.

ALASKA
A Recipe for Success:
New PWC Cookbook

By Shannon McCullough, AAL Regional Director

Alaska is beautiful this time of year, and the Iditarod dog sled race is fast approaching. So after you’ve enjoyed all the winter fun and cold you can stand, all you Alaska Region employees plan to join me in Albuquerque, New Mexico, from May 3rd through May 6th, 2010, for the 32nd Annual PWC National Training Conference. There will be sunshine, spicy food, fun, and friendship.

You’ll meet new and enthusiastic people, make professional contacts, and learn up-to-date important information. You don’t have to be a PWC member to attend, but once you see us in action, you’ll want to join. Hope to see you there.

Several Staff and Management changes for ANC Tower, ANCTRACON, ZAN ARTCC, and Merrill Tower are in progress. PWC would like to say welcome to Alaska, and good luck to both our new and our returning personnel. I look forward to meeting everyone during my planned facility visits, starting in February. With these visits, I hope to promote the visibility of PWC, gather information about our members’ needs/issues, and bring in new members. Look for more information on these visits in the next Alaska Regional newsletter.

Kate Beebe, a PWC charter member, is in charge of preparing the quilts we give away at our annual conferences. She wants to thank everyone who sent in blocks this year. We have enough to make two quilts! All the proceeds from this event will supplement our Scholarship Fund.

On the same note, Michelle Eddy, our AWP Regional Director, hopes to develop a PWC Cookbook, as a fund raiser for the 2011 Conference. If you have a favorite recipe you would like to share, please send it to Michelle at pwcawp@gmail.com
WESTERN—PACIFIC

Conquering Fear of the Unknown

Submitted by Michelle Eddy,
AWP Regional Director

Do you ever find yourself procrastinating when you need to start a project? Maybe you have always wanted to sign up for a class, learn to play an instrument, learn a new language, or take up a new sport, but you just can’t bring yourself to start. If you find yourself in this situation, you are not alone. Since becoming a member of the PWC Board of Directors, I have spent more time procrastinating than any other time in my life. In my case, I believe it is fear of the unknown.

In October, I hosted my first PWC social, and much to my surprise, it went extremely well. The social was held in Old Sacramento, California at a local restaurant on the river. Then, we went to Laughs Unlimited Comedy club and had a great time. It was an opportunity to wish long time PWC member Betty Neider farewell as she embarks on the next chapter in her FAA career.

The social was a tremendous success, and we were able to welcome two new members, Carrie Draper and Sharon Minney, both from Northern California Tracon. Shortly after attending the social, Dave Dominguez, also from Northern California Tracon, became a member. Welcome to our new members!

In November, I finally sent out my first newsletter. Although I was very nervous about writing it, I was pleased with the final product and received a lot of positive feedback. During November, I also visited Mt. SAC College in Ontario, California. I met at a local restaurant with some of the students, and then went to the school.

Of all the things that I have done for PWC the last few months, I had the most anxiety over this one. I have never really enjoyed getting up and speaking in front of other people. At the end of the event, not only did I get positive feedback from the students and the instructors, I also discovered that this was a great experience. The students were so enthusiastic and full of questions that I had a renewed excitement for air traffic control.

I have really enjoyed the time that I have spent as a member of the board. The experience has been very challenging and rewarding. I encourage each member of the organization to step out of your comfort zone, and take on a new challenge. We can all grow both personally and professionally, if we just take that first step.

SOUTHWEST
Let's Improve PWC Communications

Submitted by Dawne Gerard,
ASW Regional Director

What an exciting time these past few months have been. I have really enjoyed stepping into the ASW Regional Director shoes. In January, I attended my first Board of Directors meeting in Kansas City. Although the weather wasn’t warm, the hospitality was extremely warm and welcoming. We truly have a wonderful group of people representing this organization.

There are a lot of exciting things coming up in the next few months. Currently, I am putting together a few events for the region, including a social and training opportunity. As I get the details, for these events, figured out, I will get them out to you as quickly as possible. Check our website for updates. If you have any requests or suggestions for events you would like, please send them my way.

At the end of February, Christine Johnson, Jane Kolias, and I represented PWC at the Women in Aviation Conference in Orlando. While in Florida, we visited several air traffic facilities and made a side trip to Daytona to host a social for the Embry-Riddle air traffic students. I am also looking forward to our National Training Conference in Albuquerque this May. What a great location for us to meet this year! I hope to see you there.

Please welcome two new members to PWC. Alan Phillips is returning to us; he is an Air Traffic Safety Inspector working in the Dallas/Fort Worth Area Office for AOV. Tina Constantine is new to PWC. She is currently a Quality Control Specialist with the QC group at the Central Service Center. However, Tina has recently accepted a position at Baton Rouge ATCT as a FLM. Tina, good luck to you in this new position. Welcome to both Tina and Alan. We are excited to have you as part of our organization.

I am working on getting everyone’s contact information up to date. If you could please send me an e-mail with your current address, phone number and e-mail address, I would greatly appreciate it. Please send that information to aswpwc@gsxmail.com.

In an effort to ease communication for the region and to provide a venue for us to communicate, I have set up a Facebook Group. The group is PWC ASW. If you aren’t able to find it, search for me “Dawne Nicholson Gerard,” and I will make sure that we get you in. I look forward to working with and meeting you all.
Dress for Success
Submitted by Sue Mostert Townsend, Co-Founder, First President, and Historian, PWC

In 1977, I was promoted to the New York Common IFR Room – JFK Sector – the first woman, with the goal, of course, to be the first woman to check out there and be observed as a professional by the men.

In order to accomplish that, I had to present myself as one who took herself seriously and looked professional, as I had always done before since joining the FAA in 1968. I found a book called “The Woman’s Dress for Success Book” by John T. Molloy.

It followed along with my concepts of a well dressed professional – whether I was an attorney, a doctor, a judge, or any other professional woman in a prominent and visible career field, but in my case – as an Air Traffic Controller.

To that end, I purchased some two and three piece suits, a leather brief case, and a Cross gold pen and pencil set. I still have them all, although the brief case is a bit dog eared.

Recently, I searched the web for the subject “Dress for Success for Women” and discovered a group that has been around for years and has chapters all over the United States.

I invite the members of PWC to check out the web site www.dressforsuccess.org.

Whether or not you chose to “stay on the boards,” as I did, or climb the ladder to other positions, is up to you. My advice is to always take yourself seriously; look professional, and others will always view you in that light in or outside the facilities.

After completing the program, Fellows return to their U.S. agencies with proficiency in Japanese and practical, firsthand experience with Japan and its government that enables them to contribute to their agencies’ Japan-related work.

For more information, visit www.mansfieldfdn.org or contact Sara Seavey at (202) 347-1994, or at sseavey@mansfieldfdn.org.

www.mansfieldfdn.org
Monday, May 3, 2010
0800 – 1630
• BOD meeting, Baldwin Room
• Exhibit set up, Roxy Room
• Registration, Registration Desk
1800 – 1830
• New Mexico Marimba Band
• Fiesta Reception for 1st time conference attendees, Charter Members, Sponsors, and PWC Board of Directors

Tuesday, May 4, 2010
0800 – 1700
• Exhibits, Roxy Room
0800 – 0830
• Opening Ceremonies
0830 – 0900
• Randy Babbitt, FAA Administrator
0900 – 1000
• Air Traffic Safety Action Program (ATSAP)
  – Lisbeth Mack
  – Bob Mattmann
1000 – 1030
• Networking in the Exhibit Hall
1030 – 1200
• Unmanned Aircraft Systems (UAS)
  – Ardyth Williams
1200 – 1300
• Sponsor Recognition Lunch
1300 – 1630
• Retiree Reception in Hospitality Suite

Break Outs
1300 – 1430
• Aviation and Space Education (AVSED)
  – Stephen Ramsden
• FERS Retirement
  – Wayne McLeod
• FAA Publications
  – Kerry Rose

1430 – 1500
• Networking in the Exhibit Hall

Wednesday, May 5, 2010
0800 – 1700
• Exhibits, Roxy Room
0800 – 0900
• Maintaining Wellness through Stress Management
  – Lisa Sedall, Health Services Manager
0900 – 0930
• Networking in the Exhibit Hall
0930 – 1130
• Delivering Feedback
  – Greg Gray
1130 – 1230
• Lunch with Board of Directors and Election Nominees
1230 – 1430
• Chameleon Approach
  – Greg Gray
  – Leonie San Miguel
  – Melinda Drumheller
1430 – 1500
• Networking in the Exhibit Hall

1500 – 1630
• General Business Meeting Part 1
1630 – 2400
• Hospitality Suite

Thursday, May 6, 2010
0800 – 1700
• Exhibits, Roxy Room
0800 – 0900
• General Business Meeting Part 2
0900 – 0930
• Networking in the Exhibit Hall
0930 – 1030
• Hank Krakowski, Chief Operating Officer – ATO Operations and Future Programs
1030 – 1200
• FAA / NATCA Contract
  – Rick Ducharme, VP En Route and Oceanic
  – Trish Gilbert, VP NATCA
1200 – 1300
• Lunch with your new best friend or the OLD one if you still like ‘em
1300 – 1430
• FAA VP Panel Discussion
  – Steve Osterdahl, Terminal
  – Rick Ducharme, EnRoute/Oceanic
  – Nancy Kalinowski, Sys Ops (invited)
1430 – 1500
• Networking in the Exhibit Hall
1500 – 1630
• Characteristics of Air Traffic Controllers and New Paths or Air Traffic Control
  – Lt. Col Tracy Dillinger
1800 – 2200
• Closing Banquet

Friday, May 7, 2010 (Tentative Agenda)
0800 – 1630
• BOD meeting
1000 – 1200
• 2010 Conference Closeout (includes 2011 and 2012 Conference teams)
### Name

Name Tag Information

### Mailing Address

Facility/Office/Organization

### City, State, Zip Code

Position

### Area Code + Phone Number

E-Mail Address

### I am a PWC: (Please check all that apply.)

- [ ] Member
- [ ] Speaker/Panelist
- [ ] Exhibitor
- [ ] Charter Member
- [ ] Guest
- [ ] Corporate Member
- [ ] Other (please specify) ______________________________________

### Please check each of the following that apply:

- [ ] FAA Service Area:
  - [ ] Western
  - [ ] Central
  - [ ] Eastern
- [ ] PWC Region:
  - [ ] AL
  - [ ] CE
  - [ ] EA
  - [ ] GL
  - [ ] NE
  - [ ] NWM
  - [ ] SO
  - [ ] SW
  - [ ] WP
  - [ ] Other
  - [ ] ACT
  - [ ] Military
  - [ ] Other
- [ ] Additional Info:
  - [ ] 1st Time PWC Conference Attendee
  - [ ] Retired

### CANCELLATION CLAUSE: 100% refund of registration if registration cancelled by midnight, MDT, March 31, 2010. 50% refund of registration if cancelled between April 1-10, 2010. NO REFUND of registration if cancelled on or after April 11, 2010.

### FULL REGISTRATION FEES:

- [ ] PWC Member $145.00
- [ ] Non-Member $185.00

SUNDAY, MAY 2: Railrunner to Santa Fe
# ______Tickets purchased at the station for appx. $7 ea.

### -- OR --

### PARTIAL REGISTRATION FEES:

Intended for registrants who can only attend part of the conference. Full day includes training and meal (where applicable) for that day.

Check choice(s) and transfer amount to total box at lower left

#### PARTIAL REGISTRATION OR EXTRA TICKETS

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Partial registration or extra tickets: You may purchase an extra meal ticket for any event for a friend, relative, or spouse.

### MEALS INCLUDED

- Fiesta Reception
- Tues/Wed Lunch
- Thursday Closing Banquet:
  - [ ] NY Strip Steak
  - [ ] Stuffed Chicken
  - [ ] All meals vegetarian

Banquet: Semi-formal/Black Tie Optional

### SHERATON HOTEL, UPTOWN

2600 Louisiana Blvd NE, 1-800-252-7772
Mention “PWC BLOCK”

Room Rate of $129/night (single/double) applies May 1st – 9th (based on availability) Reservations must be made by April 9, 2010 to guarantee PWC rate.

### PAYMENT METHOD

- [ ] Cash
- [ ] Check
- [ ] Money Order

Check or Money order must be made payable to PWC.

- [ ] Visa
- [ ] Mastercard

Card No.: ___________________________ Expiration Date: ____________

Name on Card: _______________________

Registration Questions? Check our web site at [www.pwcinc.org](http://www.pwcinc.org)

### TOTAL

Please transfer from applicable area(s) above.

| REGISTER ONLINE WWW.PWCINC.ORG |
| REGISTRATION BY MAIL P.O Box 3173 Edgewood, NM 87015 |
| REGISTRATION AT CONFERENCE AVAILABLE |
PWC National Training Conference
Albuquerque, New Mexico
May 3-6, 2010
Sunday May 2, Rail Runner trip to Santa Fe
Monday May 3, Board of Directors Meeting and Opening Fiesta Reception
Tuesday May 4—Thursday May 6 Training Conference
Friday May 7, Board of Directors Meeting

REGISTRATION

REGISTER EARLY!!
The 50 first registrants will be entered into a drawing for a chance to win TWO tickets on the Sandia Peak Tram.
Visit sandia-peak.com for more information

RED OR GREEN

HOTEL INFORMATION
Sheraton Hotel, Uptown
2600 Louisiana Blvd NE
505-881-0000
Mention PWC BLOCK when making your reservation!