



# ISA News

International Society of Women Airline Pilots  
December 2008 Newsletter

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## Celebrating ISA's 30th Year

### International Forest of Friendship Induction

By Laura Smith



At the International Forest of Friendship (IFOF) induction ceremony, ISA Charter Members Norah O'Neill (center) and Karen Kahn (right) accept ISA's certificate and engraved granite plaque photo from Linton Wells (left), IFOF Co-Chairman, on behalf of the organization.

On June 21, 2008, our beloved organization, ISA+21, was inducted into the International Forest of Friendship (IFOF) in Atchison, Kansas. The Forest was founded as a living memorial of aviation and aerospace world history in 1976 through the combined efforts of the City of Atchison, The Ninety-Nines (International Organization of Women Pilots), and the Kansas State University Forestry Extension. The IFOF includes trees from all fifty states and thirty-five countries where Honorees

reside. The engraved granite plaque for ISA+21 can be found under the state of Nevada.

Seven ISA+21 members were on hand for the induction ceremony. I could go on with the rest of this article simply spewing the basic facts, but instead I'd rather share the profound impact these sister ISA members have had on me.

Charter members Captain **Karen Kahn**

(Continued on page 5)

## ISA Board of Directors



**Ann Kieffer**  
Chairwoman  
ISA News Editor



**Vannakay Hurnevich**  
Vice-Chairwoman  
HUPER Chair



**Tiana Daugherty**  
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**Margaret Flynn**  
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**Jessica Hatfield**  
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**Valerie Sutinen**  
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**Susan Kendrick**  
Co-Director/Scholarship  
(Sponsors/Donations)



**Serena Townsend**  
Co-Director/Scholarship  
(Applications/Awards)

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Feb. 1, Jun. 1, and Oct. 1

**Annual Dues:**

\$55 USD Standard

\$48 USD Electronic

**Inactive Membership:**

\$20 USD

**Non-Member Subscription Rates:**

\$20 USD

**POSTMASTER:** Send address changes to: ISA News Editor, c/o Ann Kieffer, 3816 S. Austin St., Milwaukee, WI 53207

## Plane Russian Tours, LLC

Have you ever wanted to see if there is any truth to the rumor that the Russians have copies of most of the American aircraft? Ever had the desire to walk through Red Square or see the other unique and beautiful sights of Moscow? How about attending the Moscow Air show (MAKS) and sitting in the cockpit of a Sukhoi fighter jet?



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**Susan G. Baldwin, CFP®**

Financial Consultant

Tel. (303) 881-0300

[susan.baldwin@axa-advisors.com](mailto:susan.baldwin@axa-advisors.com)

[www.susangbaldwin.com](http://www.susangbaldwin.com)

**Andrew Miller**

Financial Consultant

Tel. (303) 410-4220

[andrew.miller@axa-advisors.com](mailto:andrew.miller@axa-advisors.com)

[www.andrewmiller.biz](http://www.andrewmiller.biz)

1675 Broadway, 17th Floor

Denver, CO 80202

Fax (303) 933-3233

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## Calendar of Events

- **December 10** Deadline for ISA News Convention Issue submissions. Send to: [isanewseditor@iswap.org](mailto:isanewseditor@iswap.org)
- **January 12-13** ISA Board of Directors Meeting, Phoenix, AZ. For exact details, please contact a Board member.
- **February 1** Deadline for ISA News submissions. Send to: [isanewseditor@iswap.org](mailto:isanewseditor@iswap.org).
- **February 10** Nominations close for ISA's Board of Directors, May 2009-2011 term. Contact an ISA Board member for details, or see information posted on pages 10 and 11 of this issue.
- **February 26-28** WAI Women in Aviation Conference, Atlanta, GA. ISA booth volunteers needed. See details on page 10 of this issue.
- **March 15** ISA election ballots mailed.
- **April 25** Election is closed and ballots counted.
- **May 11-14** 31st Annual ISA Convention, Montreal, Quebec, Canada. For details, watch for your Convention Issue to arrive in mailboxes at the end of January 2009.
- **June 1** Deadline for ISA News submissions. Send to: [isanewseditor@iswap.org](mailto:isanewseditor@iswap.org).

## ISA Board & Committee Contact List

### *Chairwoman & ISA News Editor*

**Ann Kieffer**  
[isachairwoman@iswap.org](mailto:isachairwoman@iswap.org)  
[isanewseditor@iswap.org](mailto:isanewseditor@iswap.org)

### *Vice Chairwoman & HUPER*

**Vannakay Hurnevich**  
[isahuper@iswap.org](mailto:isahuper@iswap.org)

### *Secretary*

**Tiana Daugherty**  
[isasecretary@iswap.org](mailto:isasecretary@iswap.org)

### *Treasurer*

**Margaret Flynn**  
[isatreasurer@iswap.org](mailto:isatreasurer@iswap.org)

### *Director / Convention*

**Jill Schilmoeller**  
[isaconvention@iswap.org](mailto:isaconvention@iswap.org)

### *Director / Corporate Communications*

**Erin McCoy**  
[isacorpcommunications@iswap.org](mailto:isacorpcommunications@iswap.org)

### *Director / Education*

**Jessica Hatfield**  
[isaeducation@iswap.org](mailto:isaeducation@iswap.org)

### *Director / Membership*

**Valerie Sutinen**  
[isamembership@iswap.org](mailto:isamembership@iswap.org)

### *Co-Directors / Scholarship*

**Susan Kendrick**  
[isascholarshipdonations@iswap.org](mailto:isascholarshipdonations@iswap.org)  
**Serena Townsend**  
[isascholarshipapplication@iswap.org](mailto:isascholarshipapplication@iswap.org)

### *Aeromedical*

**Carole Danis-Litton**  
[Isaaeromedical@iswap.org](mailto:Isaaeromedical@iswap.org)

### *Captain's Club*

**Mary Ana Gilbert**  
[isacaptainsclub@iswap.org](mailto:isacaptainsclub@iswap.org)

### *Gender Issues / Peer Support / CIRP*

**Nancy Novaes**  
[isagenderissues@iswap.org](mailto:isagenderissues@iswap.org)

### *IFALPA Representative*

**Valerie Scott**  
[isaifalpa@iswap.org](mailto:isaifalpa@iswap.org)

### *ISA Store*

**Amy Jayo**  
[isastore@iswap.org](mailto:isastore@iswap.org)

### *Library*

**Kathy Hansen**  
[isalibrary@iswap.org](mailto:isalibrary@iswap.org)

### *Member Assistance Fund*

**Linda Wright**  
[isamemberassistfund@iswap.org](mailto:isamemberassistfund@iswap.org)

### *Scrapbook*

**Alicia Kubida**  
[isascrapbook@iswap.org](mailto:isascrapbook@iswap.org)

### *Web Mailings*

**Julie Derrick**  
[isawebmailings@iswap.org](mailto:isawebmailings@iswap.org)

### *Webmaster*

**Janet Cote**  
[isawebmaster@iswap.org](mailto:isawebmaster@iswap.org)

### *WIAI Conference*

**Mary Poplawski**  
[wiaconference@iswap.org](mailto:wiaconference@iswap.org)

Plan Now For  
 ISA's 31st Annual Convention  
 The "Paris" of North America  
 Montreal, Quebec  
 Canada  
 May 11-14, 2009

à la Montréal

à la Montréal

# Chairwoman's Hot Topics

By Ann Kieffer

Taking a look back, 30 years of ISA history was captured in a digital DVD scrapbook compiled by Alicia Kubida and available for sale at the Ft. Lauderdale convention. If you didn't get a chance to attend the convention, you may still purchase the DVD through the ISA store. Contact Amy Jayo ([isastore@iswap.org](mailto:isastore@iswap.org)) and order your \$10 copy (plus shipping) before supplies run out!

Browsing through the 30th Anniversary DVD scrapbook, I first noticed all the pictures of smiling ISA members enjoying the company and camaraderie of old and new friends (there are plenty of "mug" shots and even a few "moon" shots from adoring HALPS)! We've compared uniform styles over the years, thrown hats into the ring (although we now keep our hats at home), and the number of stripes worn on our sleeves and epaulets tell a story of the career successes achieved by our members. Each year the transformation is evident as ISA's members progressed from mostly Second and First Officers to a celebration of Captains. What an incredible 30-year testament to the career achievements of each and every ISA member!

Watching the scrapbook DVD, I also became keenly aware of the convention "regulars", those who have been attending 15, 20, or more years and still make conventions nearly every year. What is it about the ISA convention that draws them to attend? Obviously, the social interaction is a key factor, but we also find members sharing and supporting each other in a variety of ways. Whether it's line flying stories, tales of reserve woes, training successes and failures, juggling of family and work schedules, dealing with aging parents or serious illnesses, even life changes during retirement, ISA members reach out to each other and provide a support network that is evident from the moment you attend your first convention.

Camaraderie. Mutual support. Socialization. Member-to-member networking. These are the attributes that bond ISA members together in friendship when they attend a convention, gather for Ski Days, volunteer as committee members, seek election to ISA's Board of Directors, get together for an impromptu lunch, or meet up on layovers. Today, our aviation careers are challenged by events unfolding around us. It's no longer one struggling airline, but our entire industry along with economic and financial hardships affecting all of ISA's membership in one way or another. Personally, my story is one of working 14-1/2

years for a successful, award winning National airline that provided a unique service served in a niche market, and did it very well with 400 pilots operating 25 B717s and 12 MD80s. But over the last several months, we watched our airline be systematically dismantled to nine B717s, 274 pilots furloughed, and nearly 70% of the Midwest routes outsourced to achieve the new bottom line of

'profitability'. On November 3rd, as I transition seats from Captain to junior First Officer (I'll be #123 of 126 remaining pilots), I am reminded of all the ISA members who have endured these same issues before. None of us are alone, but it will take ISA members reaching out to each other and building on that foundation of camaraderie, mutual support, socialization, and member-to-member networking to ensure that ISA's members value and continue their memberships, that ISA meets it's Mission, and that the beneficiaries of our efforts are many more women following our career steps in the years to come. We are what makes ISA great; an incredible group of women aviators!

ISA's future and success as a non-profit 501(c)(3) organization lies in the member volunteers who "Do Your

One Thing For This Great Organization". Over the years, multiple committees have been established, chaired and work completed by a single individual or Board member. Within a short period of time, an individual committee chair or Board member is burnt-out from the demands of their job tasks and that member's valuable contribution to the organization is lost when they resign. Preferably, we want to encourage volunteerism and member contribution to ISA's committee work. By the very nature of the word 'Committee', it implies a group of people, and nearly all of ISA's committees define specific job tasks that can be divided amongst a group of committee members. Being part of a committee requires no meetings to attend, just a willingness to communicate and complete a few tasks throughout the course of a year. Are you willing to volunteer? If so, please contact a Committee Chair, get involved, and 'Do Your One Thing For ISA'!

Lastly, we are looking for volunteers to run for the ISA Board of Directors. Please see the vacancy list on page 8 and submit your intent to seek election (page 9) to Tiana by **February 10, 2009**.

As my term on ISA's Board of Directors comes to an end, I will always be in awe of the extraordinary ISA women I now call my friends. Thank You!



One of the last all female crews of Midwest Airlines' legacy Signature Service flown September 22, 2008: F/As Kristin Stouwie and Kristine Goertz-Campbell (front L-R), First Officer Jacqueline Poole, and Captain Ann Kieffer (back L-R)



## ISA Induction into Forest of Friendship

(Continued from page 1)

and **Norah O'Neill** accepted the induction certificate for the organization. Karen was ISA's third President, and



is well known in the aviation community for the numerous articles she has written for assorted publications, such as *Flight Training*, *The 99 News*, and *Airline Pilot Careers* magazines. I first had the opportunity to meet Karen in March 2007 when she attended the 75<sup>th</sup> Anniversary Celebration of the Bay Cities Chapter 99s, of which she is a past member and I am a current member. Karen comes across as a true professional airline Captain, yet beneath

the reserved exterior is a passionate aviator who has given sage advice to countless up-and-coming pilots.

On the other extreme, from our somewhat reserved Karen, is Norah O'Neill, who is boisterous (in a good way!) and worries not about political-correctness. Norah's book, *Flying Tigress*, is now one of my aviation favorites, right up there with *Fate is the Hunter*. This was my first time meeting Norah in-the-flesh, and wow, what a character! Norah captivated the audience when she spoke during the banquet after the induction—one tale she shared was of some of the questions she was asked in her airline interview.

The first woman airline pilot I every met is retired Captain **Laurie Reeves**. In the mid-1990's I was introduced to her at a New England 99s Section Meeting. She encouraged me to apply for the ISA Scholarship, which I did two years in a row, winning in 1998 for my ATP. From the get-go, I was impressed with how organized Laurie was while she served as Chapter Chair for the Connecticut 99s. Her service of two terms as ISA Treasurer is testament to her commitment to all of us.

Captain **Becky Howell** and I both work for Southwest Airlines, and hopefully one day we'll have the opportunity to fly together. Becky does the behind-the-scenes work of maintaining a database of the women pilots at Southwest. As the only single person in my new hire class in 2005, Becky volunteered to come to Dallas as my "date" (very loosely used here), and of course, she came prepared with my ISA application. She was a big hit with all the guys at our new hire party (a SWA tradition the evening before class starts).

I got to know Captain **Tracy Leonard** through her contributions to a mentoring/leadership program in the 99s. Like many of her sister ISA members, Tracy graciously gives encouragement and support to numerous other women pilots. For many years, Tracy was the organizer of the ISA+21 Booth at the annual Women in Aviation Conferences. While Tracy may no longer be an airline pilot (she currently flies for NetJets), it is wonderful that she maintains her connection to ISA.

Captain **Lucy Young** is another ISA member whom I've gotten to know through WAI and the 99s. By chance, Lucy forgot her camera when she left Atchison, and I just so happened to be going to visit relatives on Cape Cod right after the induction, so got the opportunity to

spend a little extra time with Lucy. As some of you may know, Lucy has long felt that ISA should get rid of the 90,000 lb aircraft requirement, and her commitment to change was so strong was to that she actually quit ISA for a time. Now that ISA has made a step in a new direction with the 2007 bylaws change to membership eligibility, Lucy is back with us, and it is great that she has given ISA another chance.

As the Forest of Friendship is a living memorial, so is ISA+21 a living organization. Even though ISA does not have funds to build, support, and maintain our own museum dedicated to women airline pilots paving the way for others to follow in our footsteps, the International Forest of Friendship is one of a wide array of opportunities to celebrate our organization's 30 year historical mark, promote ISA and its Mission, and recognize both the organization as a whole and the individual members that make up ISA+21.



Back (L-R): Lucy Young, Norah O'Neill, Becky Howell. Front (L-R): Laurie Reeves, Karen Kahn, Laura Smith. Not Shown: Tracy Leonard



# Where ISA Members Gather....

A Photo Essay



... at Ball Drug Store enjoying an old fashioned ice cream fountain treat following ISA's induction into the International Forest of Friendship June 21, 2008 (L-R): Laurie Reeves, Laura Smith, Forest of Friendship inductee USCg Cmdr. Patty McFetridge, and Tracy Leonard



... at EAA AirVenture on August 1, 2008 gathering for Women Soar group photo. (L-R) Laura Smith, Dorothy Seykora, Mary Ana Gilbert, Gail Redden-Jones, (not identified), Ann Kieffer, Connie Tobias, Lucy Young, and ISA scholarship winner Michelle Bassanesi.



... at LAX on the job (L-R) Laura Smith and Cammy McHenry



... at ISA Pool Party (pre-Board of Directors Meeting) on August 12, 2008 (L-R): Michelle Yarbrough, Tiana Daugherty, Janet Coté, Mindy Senior (Virgin American A320 FO, perspective ISA member), Wendy Johnson (perspective ISA Scholarship applicant), Jennifer Meiners (2008 ISA Scholarship winner), Margaret Flynn, Melissa Nadeau (Southwest B737 FO, perspective ISA member), Ann Kieffer, Laura Smith, and Linda Babcock (Southwest B737 CA, former ISA member).



... at a FedEx female pilot get-together organized by Christine Hilton on October 13, 2008 in Memphis. Most are ISA members. From left to right: Kandy Cassano, former ISA Scholarship Chair, Penny Crotty, Keith Johnson, Jill Schilmoeller, ISA Convention Chair, Kelly Woods, Val Thal-Slocum, June Viviano, Stacy Horn, Christine Hilton, Sue Alexander and Charlene Long.

# Minutes ISA Board of Directors Meeting

By Tiana Daugherty

August 13, 2008  
Sacramento, CA

The meeting was called to order by Ann Kieffer. Directors present: Ann Kieffer, Margaret Flynn and Tiana Daugherty. Member present: Laura Smith. Directors participating via Skype: Vannakay Hurnevich, Susan Kendrick, Serena Townsend, Jill Schilmoeller and Erin McCoy.

Board members elected. Chairwoman - Ann Kieffer, Vice-Chair - Vannakay Hurnevich, Treasurer - Margaret Flynn, Secretary - Tiana Daugherty.

Minutes of May 2008 board of directors meeting reviewed. Amended to remove; 'printing of roster \$1550'. Amended minutes accepted.

Treasurer Report: 2009 membership year: Only one fee for active members, regardless of whether newsletter received electronically or traditionally. Reason - simplify accounting as monies are deposited in the ISA operating fund.

Encourage use of VISA and MC cards. The hope is that the membership will find it easier than checks and thus, encourage them to rejoin / join. Maybe even an additional windfall at convention during fundraising, easier to bid higher when it's going on plastic.

Investigating current web format of accepting electronic payments, including use of pay pal. Pay pal is a simple payment method, but unusable at this time for ISA due to being too labor intensive with current website foundation.

Continuing search for non-U.S. members to pay via website, as well as auto renewal for all members.

Money Market. BANC currently less than 2% and not FDIC insured. Would like to close that account and move to a money market at BANK that will be linked to the current checking account and FDIC insured. Motion passed.

\$4 of active and \$1 of inactive membership fees are placed in a designated fund. Current balance of \$1722 available for special projects determined by the Board each year.

Review of ISA Corporate VISA credit cards showed there were numerous open accounts. They have now all been closed. Remind all members to be safe with ISA account information. Any fundraising project needs to use the Las Vegas address. All tax reports use Las Vegas address.

Operations Manual update: Authorized signatures on AXA account and Scholarship account. AXA Investment - not a checking account. Every time monies moved a cost is incurred. Solution is to deposit a lump sum into operating account tagged for scholarship.

2008 scholarship committee review will be assigned in January.

Chairwoman - committee goals. How do we ensure ISA continues? What committees need to remain active and which can go dormant (ad hoc)? Where to use our energy and resources? Refocus our attention: nurture our members via member activities, scholarship, convention.

Scholarship: Roll-over part of the unused funds from 2008. Higher Power - still have a credit for one type rating.

Convention - Breakout session indicated children activities desired. Proposals for 2010 site being sought. 2008 Convention Survey highlights: Hi-speed internet access free or discounted. Message board. Group photos better organized. Solution - Stryke has offered to coordinate for 2009.

Montreal contract with the Hyatt discussed. Registration will begin Tuesday morning.

Operations Manual needs to include hotel room upgrade criteria for Board members.

The Silent Auction and Raffle once again benefitted greatly from the generosity of members Deb McEndree and Krisan Wismer.

Discussion regarding convention fee for scholarship winners who are potential members to attend - monies from the scholarship account. Tabled until the January meeting.

Corporate Communications/Fund Raising Committee tasked to find an airline sponsor for the 2009 Montreal Convention, potentially Air Canada, who could provide group travel discount for ISA members without jumpseat or limited non-revenue travel benefits (discount information to be included in the ISA News Convention Issue).

ISA Firsts. The data was handed over to the 99s a few years ago. ISA does not have the resources to manage, research and referee discrepancies. Remove all information from the ISA website and refer people to the 99s. Include a note about currently being managed by the 99s and additional information can be sent to that organization.

Newsletter - e-News letter. Acquire an ISA address for Julie Derrick to use when she sends out the e-Newsletter. Add the Newsletter to the 'Members Only' section of the website.

Scholarship: Request to remove the FE written as a requirement for airline scholarship applicants. The committee is in the process of updating the website, application and hand-out information.

January meeting - present mentorship program. Attempting to verify all past scholarship winners and acquire their contact information. Retention of older scholarship financial information.

Create a flyer to advertise scholarship program. It can be sent to colleges, flight schools, FBOs. Add as a .pdf file to

(Continued on page 8)



## Minutes ISA Board of Directors Meeting

the ISA website. Let members know it is there, so they can download and post at their local airport hang-out.

Conference call with AXA Advisors Susan Baldwin and Andrew Miller. Topic - "Giving Mission".

As members manage their estates and consider donations, would like to keep our organization in their thoughts. They talked about why people donate and the multitude of ways it can be done, each with a different advantage. ISA can benefit long-term with lump sum donations or other types that can provide a stream of income.

Donations can come from private foundations, small life insurance policies, as a listed beneficiary on an IRA qualified plan, or an estate.

AXA has offered their support in educating our member on gifting. Help them understand the opportunities and advantages it can bring to their estate. Also help ISA look for potential donors.

Discussion on creating a Gifting / Fundraising committee tabled.

ISA's Archives: Potential homes discussed. The 99s Museum visited this summer. Site visits needed for IWASM in Cleveland and the Museum of Flight in Seattle. Still open to other locations.

Scrapbook DVDs. \$750 production cost to create 300 copies. Discussion as to keep the collected monies in a separate account or deposit into the general fund. Decided to deposit in general fund.

Corporate Communication. Need to design a presentation packet. Create guidelines as to what/if anything special ISA can offer related to the dollar value donated.

Donation to Michael P. Art Scholarship fund request. Discussion followed by motion. Motion passed to donate to fund. 2<sup>nd</sup> discussion and motion as to dollar value. Motion passed to donate \$100 to the fund. ISA will have their name added to the plaque of donors.

Phone presentation by member Lisa Ash regarding 'Shop to Earn'. It is a program that ISA can earn monies from purchases made by members at designated companies via their weblink. Tabled for further review and discussion at the January board meeting.

Treasurer – 2009 budget. New categories added to align with tax return needs. Proposed 2009 budget approved with amendments.

ISA Store: Does it need a seller's permit? What are the parameters of the permit? Follow up with ISA lawyer – Sylvia Paoli. Check with Women in Aviation and see how they handle it. ISA may need to start collecting sales tax.

New Business:

2010 Convention site will be Saint Louis. After review of the

initial hotel proposals, the Hilton and 4 Seasons were selected for site inspections.

Board/Committee Structure organizational goals discussion.

Discussion to create a checklist to verify 'Thank you' letters are sent to corporate donors. Does additional material need to be included with the thank you letter (i.e. scholarship winners and their testimonials)? Discussion to create a thank you letter draft on the website for members to reference.

Confirmed that the thank you letter to AXA and UPS for their donation to the 2008 scholarship program still needed to be written.

Motion to adjourn at 2:48pm.



**Make a Difference  
and Do Your  
"One Thing"  
for This Great  
Organization**

**Time to nominate our future  
ISA Board of Directors**

**Nominations close February 10, 2009  
for the May 2009-2011 board**

We need to fill the following  
Officer and Director/Committee positions:

**Chairwoman**

**Vice Chairwoman**

**Secretary**

**Director/Convention**

**Director/Corporate Communications**

**Director/Newsletter Editor**

If you have questions about any of these officer or committee positions, please contact the board member on that committee or the secretary. This is an excellent opportunity to make new friends, gain new skills, and have fun. No prior experience is needed although a level of computer expertise is nice.

If you are interested, or know someone that is,  
please submit the name to the secretary via e-mail before  
**February 10, 2009.**

Tiana Daugherty  
[isasecretary@iswap.org](mailto:isasecretary@iswap.org)



# Convention News

By Jill Schilmoeller

I am looking forward to the ISA+21 Convention 2009 in beautiful Montreal! We have chosen the Hyatt Regency Montreal. Hyatt Regency Montreal is centrally located in the heart of the cultural district of Montreal. It is adjacent to 120 shops and restaurants and will provide us with direct access to the underground city, the performing center, the contemporary art museum and the subway system which can basically take you anywhere in Montreal. We will also be steps away from the old city, the old port, Chinatown, and the trendiest restaurants of St Laurent and St Denis. I have negotiated the lowest rate that you can find. That is we have a rate, but if it's cheaper online than you get that price. Look for all the details in *ISA News 2009 Convention Issue*, winging into your mailboxes in January 2009!

The Convention date is May 11<sup>th</sup>-14<sup>th</sup>. On Monday we are planning a casual side trip/activity for those who arrive early. Of course on Thursday we will also be planning an activity. I have not booked any activities at this time. If you have a great idea for our group please let me know!

I am seeking a person who can be my wing woman for the 2009 Convention. This person will need to be available to help about two months prior to Convention. Right now, I am scheduled to be in training for the MD-11 during the conference! So while I will do the heavy work for the Convention, I need someone to be there and take over my responsibilities *IF* I can't make it.

(Continued on page 11)

## Corporate Communications

By Erin McCoy

Unfortunately I will be unable to attend the ISA+21 Convention in 2009 due to family and work commitments. As such, I am asking for assistance with the Silent Auction and Raffle at the Convention. If you will be attending the 2009 convention in Montreal and have time to carry out the aforementioned, please feel free to contact me at [isa-corpcommunications@iswap.org](mailto:isa-corpcommunications@iswap.org).

Since I will not be returning to the Board of Directors, the Communications Chair position is open. If anyone is interested in the position and would like to work on the Committee between now and May, please contact me via email.

I have enjoyed my time on the Board of Directors and would recommend to anyone that it is a great way to be involved with a fantastic organization!!

### ISA+21 Intent to Seek Election

**Office Sought \_\_\_\_\_ for 2009-2011 term.**

Name \_\_\_\_\_ Airline \_\_\_\_\_ Position \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Cell \_\_\_\_\_ E-mail \_\_\_\_\_

Please include a brief biography and statement describing why you would like to serve on the ISA+21 Board of Directors (include memberships in other organizations and offices held, along with other training and/or experiences related to the office sought). Attach a digital photo of yourself for publication with your bio in the March 2009 newsletter.

Mail Completed Form to:  
Tiana Daugherty, ISA Secretary  
4607 S. Delaware Ave.  
Tulsa, OK 74105

Or E-mail info to: [isasecretary@iswap.org](mailto:isasecretary@iswap.org)

Signature \_\_\_\_\_ Date \_\_\_\_\_

My signature authorizes the ISA+21 Board of Directors of my intent to seek election, and that I meet all the eligibility requirements for the office being sought.

## Membership Stats

By Valerie Sutinen

First let me say thanks to Michelle Wild for stepping up as Director & Membership Chair. As of September, unfortunately, Michelle had to resign from her position due to personal reasons. I hope that one day we can welcome Michelle back to Board.

I wanted to take the time to thank Capt. Lucy Young, who attended the AWE Conference in Europe, (Aviation and Women of Europe, Section of WIA) for taking the time to pass out brochures on our organization while at the conference.

Finally, the next few years are going to be difficult for our organization. Some of our members are looking at downgrades from Captain to First Officers and while others are looking at furlough. Lets remind those that might be furloughed, you can still belong to ISA at a reduced rate.

If anyone is attending a function and would like to pass out some ISA brochures, please let me know. I will have them shipped to you ASAP.

I look forward to updating you on the next newsletter.

## Editor's Corner

By Ann Kieffer

When we go to convention May 11-14, 2009 in Montreal, it will be three full years since I took over as your ISA News editor. While my time as editor has been one of an adventure that I'll never forget, it is time for me to step aside and allow creative ideas to flow from a new editor.

In the Aug08 *ISA News* issue, I made an appeal to form a team of four (4) ISA member volunteers to compile, edit, and produce the newsletter. If anyone is interested in assuming the newsletter duties, I can personally attest to the time commitment it takes to single-handedly edit and produce three or four newsletter issues each year. By adopting an Editor team, as proposed in the Aug08 newsletter, individual time constraints will be reduced and the outcome will be a better produced publication overall (only the Lead Editor is a Board member)!

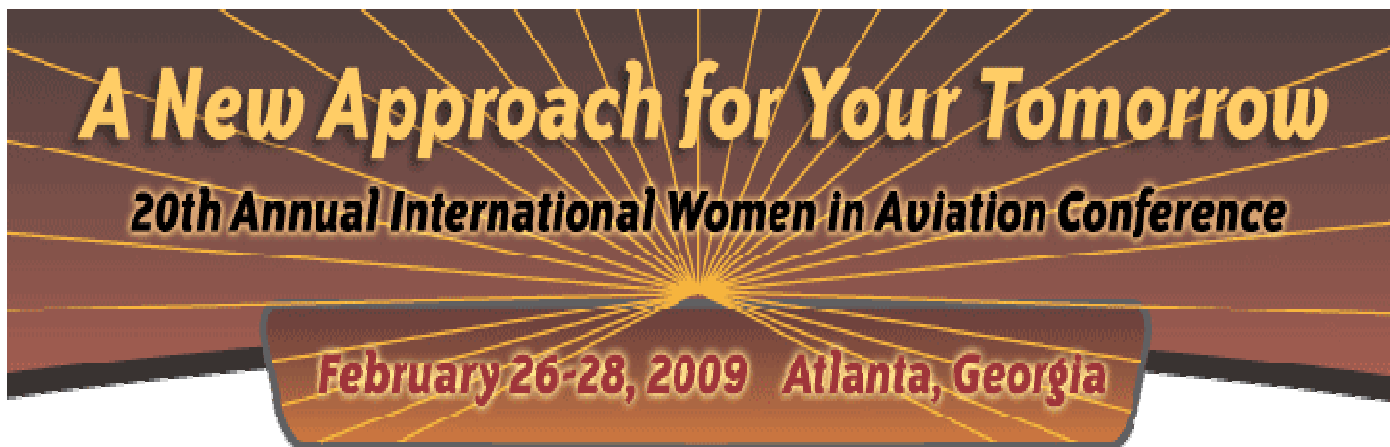
Whether or not a single editor, or a team of editors, produces the newsletter, it is the central communication voice and historical record of ISA's organization that should be continued. If interested, please contact me at [isanewseditor@iswap.org](mailto:isanewseditor@iswap.org), or complete the ISA+21 Intent to Seek Election Form on page 9 and return, or email, to Tiana at: [isasecretary@iswap.org](mailto:isasecretary@iswap.org). Thank You!!

## WAI Conference

By Mary Poplawski

### WOMEN IN AVIATION BOOTH VOLUNTEERS NEEDED!!

Women in Aviation is having their 20th Annual Conference in Atlanta, GA, **February 26-28, 2009** at the Hyatt Regency Atlanta. ISA has an exhibit booth so we can show off our organization and our scholarships! We also do a lot of our interviews for these scholarships at this conference. We need people to help with the booth and with the interviews. If you are interested in helping with the booth or the interviews please contact me at [wiaconference@iswap.org](mailto:wiaconference@iswap.org). I will be sending out an e-mail in December asking for people to remember to bid it off and then again in January. Thanks so much!





# HUPER Update

By Vannakay Hurnevich

Hello Everyone!

I hope this newsletter finds everyone healthy and happy. I am enjoying the Fall lull in our schedule catching up with family and friends. Winter is fast approaching, and I figure that my first de-icing out of DTW is only weeks away.

I have not received many updates in the past few months. If you have some news to share, please take a minute and drop me a quick note. I love to get updates, and to share them with our membership as well.

Until next time, always enjoy the day, remember what important, fly safe and have fun!



## Upgrades and Transitions

**Connie Durney** (United, FO, B777) Recently transitions from the B757/767 to the B777.



## Weddings

**Elizabeth (Smekar) Snowbarger** (Delta) recently married Kevin (also a pilot) and moved to Seattle.



## Babies

**Julie Derrick** (American) sent in a picture of her daughter Mallory, who was born on April 17, 2008. She is about 5 months old in this picture.



## New Horizons

**Denise Blankinship Owendoff** (ISA Charter Member, US Airways, CA, B767) lost her husband Robert Scott Owendoff on July 8, 2008. He was a retired Naval Officer and former instructor at the Naval Academy.

## Other news

**Connie Jones Bowlin** (Delta, CA, B767) and her husband, Ed, were both inducted into the Georgia Aviation Hall of Fame in 2008. The induction ceremony was at the Warner Robins Air Force Base, Warner Robins, GA on August 23, 2008.

**Congratulations all of you on your newest accomplishments!**

## Update Your Personal/Professional Information

**Tell Us About:**  
New Baby? New Husband? Family News?  
Achievements?  
Airline Job? Type Rating? Upgrade?  
Transition? Retirement?

**Download the HUPER form online!**  
<http://www.iswap.org/ISAHUPERForm.pdf>  
Or email the info to: [isahuper@iswap.org](mailto:isahuper@iswap.org)

## Convention News

*(Continued from page 9)*

Finally, my two year term on the Board of Directors as ISA's Convention Chair expires in Montreal, and I will be stepping down from the Board. If you enjoy arranging parties, group outings and the like, do your one thing for ISA and volunteer to serve on the Board as Convention Chair. Of course if you have any concerns or questions, don't hesitate to email me at [isaconventionchair@iswap.org](mailto:isaconventionchair@iswap.org).

Again, thanks to all who attended the Convention this year in Ft. Lauderdale and to all of those who helped make it a great week! I look forward to another wonderful week in 2009!

# Scholarship Committee Happenings

By Susan Kendrick and Serena Townsend

## SCHOLARSHIP APPLICATION DEADLINE: DECEMBER 10, 2008

The flyer is out! What flyer, you ask? The one to advertise the ISA scholarship funds that are available again this year! We made lots of color copies and sent a flyer and letter to over 100 flight schools and FBOs. We are hoping that this, in addition reminder cards collected at the March 2008 Women In Aviation conference, will help get the message out and encourage many qualified applicants. **You can help** spread the word to any ladies you know who need funds for advanced certificates or type ratings. Our flyer is also available on the ISA website for download, so **print a copy to hang up at your crew lounge or FBO**. See the link on the ISA website home page. Scholarship applications are also available online.

## UPDATE ON MAY 2008 SCHOLARSHIP WINNERS

Good news to report on our 2008 scholarship winners. All three of our type-rating recipients have successfully completed their training. Jessica Boring received her B-737 type rating at Higher Power Aviation, and Deena Sveinsson and Erika Walker completed their B-757 type checks, sponsored by FedEx. Also, financial scholarship winner Kathleen Veatch successfully completed her MEI in July. Congratulations to you all! Other financial recipients are in various degrees of completion on their ratings, and our airline prep winners are hoping to have specific interviews in place before scheduling their slots. We will have additional updates in the next newsletter.

## FUNDING UPDATE

Earlier this summer, we were busy making sure our grant request was in place with the UPS Foundation. For the past several years they have given \$5000 to the ISA Scholarship Fund, and each year an application process has to be completed. This year they moved the due date up and also asked for more information to be submitted. We are currently in the process of contacting other previous donors for additional sponsorships in 2009. As we adjust to our new roles as scholarship co-chairs, we are realizing there are many options for funding, but a lot of hoops to jump through to secure it! If you

are interested in making a personal donation to the ISA+21 scholarship fund, please contact us at [isascholarshipdonations@iswap.org](mailto:isascholarshipdonations@iswap.org). Your gifts are greatly appreciated and help to make awards possible to aspiring women airline pilots.

## MENTORSHIP PROGRAM

Still in the development stage is a mentorship program designed to follow-up with past ISA scholarship recipients, and to provide a mentor resource as they work towards their career goals. Member **Paula Colegrave** has volunteered to work on this project. So far she has collected a database of all past scholarship winners. The details and logistics of implementing the program are still being ironed out. Our goal is to present the program at the May 2009 conference and sign up volunteer mentors at that time. Stay tuned for additional updates!

## SCHOLARSHIP REQUIREMENT CHANGED

The last item of note is regarding changes to the scholarship application itself. As scholarship co-chairs, we pro-

posed some changes at the August board meeting. The first was to drop the FE written requirement from the application. We felt like this was an archaic item, since very few airlines continue operate airplanes that require a flight engineer. This also adds a needless expense to someone who is trying to apply for funding. The second proposed change was to drop the ATP requirement from the Airline applications, and change it to an ATP *written* required, ATP *certificate* strongly preferred. The intention was to encourage more applicants and give the selection review board the greatest flexibility in choosing a winner.

The board voted via email, and it was decided that the FE written will be dropped from the scholarship application, but the ATP certificate requirement will stay intact.

## DON'T FORGET TO PRINT THE FLYER!

That's the latest from the scholarship committee! Please help get the word out to friends and acquaintances who may be eligible for our scholarships. Applications are due **December 10, 2008!**



ISA 2008 Scholarship winners Erica Walker (L) and Deena Sveinsson (R) complete their B-757 Type Ratings.



# The 4th Annual AWE Conference

By Lucy Young

Sandefjord, Norway was a picturesque location for the 4<sup>th</sup> annual Aviation and Women in Europe Conference, held at the Rica Park Hotel 12-14 September 2008. A first time attendee, I found it to be a wonderful opportunity to meet up with old friends, meet new people, and hear fascinating presentations by aviation professionals from all over Europe. That coupled with the warm camaraderie rejuvenated my passion for aviation.

Friday we had free time to explore the city and take in the sights. While visiting the Whaling museum, I was taken by the similarities between Sandefjord and New

Bedford, MA with the large whaling operations in the 1800's. The whale skeletons, teeth and jaws were very impressive. In fact, the walkway to the hotel was landscaped with a 15' arch made out of a whale jawbone.

Conference organizer Michelle Bassanesi, from Rome, Italy opened the conference on Saturday morning by introducing the Deputy Mayor of Sandefjord. He provided a brief history of the city, reviewed the tourist highlights such as the Viking Museum and the Whaling Museum, and showed a short film emphasizing the business attributes of the city.

Deborah Limb of Boeing provided the inspirational keynote speech. She used her own life experiences to connect with conference attendees. Using a mixture of seriousness and humor, she provided some tools we can use in our personal and business lives. We can choose to be leaders when faced with tough situations. We can improve our chances of success in business by behaving professionally and dressing professionally, seeking out a mentor, asking for feedback, being accountable, learning how to make a difference, and being true to our values. We can also use humor as an antidote if we encounter individuals who view us in a stereotypical manner. "Labels are for cans" can be a humorous reminder for others to treat us as individuals rather than as stereo-

types.

Marianne Knutsen, Norway's second woman F-16 pilot, spoke to us via the speaker phone. Marianne has done a terrific job of balancing work and family life, was able to hold staff jobs during her pregnancies, and throughout her military career encountered very little negative energy because of her gender.

Heide Smale described how her company Swan Heights in Amsterdam provides private flight attendant training. Key components of the training are the following:

- Safety, security, and CRM.
- Hospitality including shining shoes, etiquette, and culture.
- Food and beverage, including bartending with limited resources.
- She also provides corporate flight attendant training and hospitality training for pilots of private jets with no flight attendants.

Maintaining a positive attitude is important. Instead of saying "no problem," respond with the more positive "I will take care of it." She says the key to being a good flight attendant is to work like a swan—to appear serene and calm on the surface, while paddling like mad under the water.

Kalsi Devinder, a corporate mechanic, was born in Kenya and moved to the UK when he was a child. It was obvious from his stories how much he has enjoyed being a corporate mechanic and traveling the world in corporate jets. Because he spends more time with individual aircraft, he enjoys the personal connection to them. He also considers it very important to mentor young people of both genders to help them follow their dreams.

Michelle offered me the opportunity to speak on behalf of ISA for a few minutes. After handing out brochures, I gave a short presentation on ISA and the scholarship program while showing a few slides of ISA members. Two previous scholarship winners were present, Michelle Bassanesi and Christi Dobelli, who flies for ExpressJet. Three women expressed an interest in the scholarship program, one of whom is a Kenyan living in Sweden and working for FedEx. Another woman flies out of Lon-



Lucy Young attends AWE conference



AWE Conference attendees

(Continued on page 14)

## Lunch With ISA Gals at Pearl Street Grill

By Krisan Wismer

On June 27th I had the pleasure of having lunch with ISA members Emily Warner, Tracy Leonard, Carole "Limpy" Litten, Bev Sinclair, and Donna Miller at the Pearl Street Grill in Denver, Colorado. Thanks to the generous gift that the ISA Ski Gals gave me I got to do "lunch" with two of my ski helpers and 3 ISA friends from Frontier (one of course has been enjoying retirement!). It was so great to see everyone and of course it was nonstop talk for two hours! I think the food was good but I definitely know that the conversation was awesome.

Emily had just celebrated her first solo on June 25th! Actually it was 50 years ago on June 25th! Tracy had news of the ISA's induction at the Forest of Friendship and news of Jennifer Neal's coming wedding in Las Vegas on 08/08/08! Carole is recovering from her bicycle accident and chomping at the bit to get back to her hiking and riding. Bev had sto-

ries about being a new Captain at Frontier and how she will probably be back as a senior first officer soon. Donna told us her father had been ill and was slowly getting better and that she has been reading "LLCs for Dummies". She is gathering background information for her unique ideas and hopes to become a millionaire or is it "millionairess"?



(L-R) Emily Howell Warner, Tracy Leonard, Carole Litten, Krisan Wismer, Donna Miller, and Beverly Sinclair

I thought of Mary Ana Gilbert's letter to us at the 30th ISA Convention in Fort Lauderdale as I looked around the lunch table at my ISA friends. She wanted us to be kind to each other and look out for each other as we have in the past as the road

ahead will be rocky for our careers. We laughed and we hugged and made promises to get together again soon. It is hard and our time off is precious but it is so worth it!

Thanks again to the ISA Ski Gals and to one of our illustrious leaders, Emily Howell Warner for lunch at the Pearl Street Grill!

## The 4th Annual AWE Conference

(Continued from page 13)

don City Airport in the Avro RJ-85 and wants to join ISA as soon as she gets her ATPL. Overall, it was a wonderful opportunity to reach out to some new prospects, educate people about ISA and encourage previous winners to continue to pursue their dreams in aviation.

Sandrine Rohrer, who teaches Fem Do Chi in Switzerland, spoke on self-defense issues for women. She said that she can easily teach women the physical aspects of self-defense, but it is much more difficult to teach us to be willing to defend ourselves. She blames this on cultural pressure for women to be meek and quiet, and on low self-esteem. Women are most often attacked by people we know. In such cases, we sometimes think we caused the attack, or we doubt our own value to the point that we feel we don't have the right to defend ourselves. She hopes that with awareness training we will be willing to defend ourselves against personal attack. The good news is that the younger generation appears more likely to defend themselves, indicating an improvement in our

collective self-esteem.

Lt Teresa Favino, Italian Red Cross flight nurse, spoke about her job energizing her because it combines her passions for nursing and for aviation. Imagine being lowered by cable from a helicopter through a canopy of trees, to a patient who is otherwise unreachable and being able to help that person survive. That is just one exciting part of her job. Her most memorable job was spending over a month in Baghdad, Iraq. She lived on the top floor of the hospital, was not allowed to leave the building, but was able to help burn patients recover from their wounds.

On Sunday, we had the chance to enjoy a two and a half hour ferry ride to Strömstad, a beautiful town in the neighboring country of Sweden. A self-guided walking tour was followed by a fabulous buffet lunch on the return ferry. After returning to Norway, we said our good-byes and started our journeys home. I retraced my route on SAS from Oslo to Dublin then USAirways to PHL. I heartily encourage ISA members to attend Women in Aviation Europe. It will be a most memorable experience.



# Honeymoon Express

By Jean Harper

Right when I thought I'd experienced about as much as I could hope for in this career, something completely unexpected happened.

This August our 22-year-old daughter Annie, a recent college graduate and graphic artist in Denver, married her longtime boyfriend. As our wedding gift, my husband Victor and I gave them the honeymoon of their dreams — two weeks in Japan. It pleased me that the timing and routing of their trip worked out best on United, the airline for which we both are employed as pilots. But with reception favors and a wedding cake to make, out-of-town guests arriving and our son moving into his college dorm, their flight reservation (delayed to accommodate a Nine Inch Nails concert) was just another item I checked off my long 'to do' list. I still had to shop for a mother-of-the-bride dress, find time for a hair appointment, and bid for September.

And that's when it caught my eye — a familiar looking flight number, on a significant date, in the Denver 757/767 lines. Could it be...the first leg of Annie and Malachi's honeymoon trip? I caught my breath. What a remarkable,

once-in-a-lifetime opportunity! I've never been so grateful for the seniority that allowed me to choose it. Their outdoor wedding in the foothills of the Rockies was moving and beautiful...and as my husband proudly toasted the bride and groom, I kept a happy secret to myself.

"Wow...how cool is that?" the crew desk lady commented after I requested my chief pilot put a 'Do not displace' not on the ID. I was probably a lot more excited about flying their honeymoon trip than they ever would be, but I didn't care. Upon spotting the newlyweds in the boarding area (who looked a bit bleary-eyed after the concert), I went over and greeted the surprised couple with a hug that enveloped them both.

What a proud and happy moment it was when my daughter and new son-in-law came up to the cockpit. Annie was pleased, of course, but not especially intrigued by the cockpit tour, having seen quite a few of them in her life-

time. Malachi, on the other hand (who started out as an aeronautical engineer before switching majors), was thrilled to be invited to sit in the Captain's seat, chat with the copilot and admire the view from eighteen feet up. Of course, I made a special announcement welcoming the new Mr. and Mrs., and hoped it didn't embarrass them too badly!

Climbing out over the snow-dusted Rockies that clear morning, I reflected on how many significant events in my flying career have involved family members. My cropduster Dad teaching me to fly and soloing me...my 10-year-old little sister as my very first passenger (she got

airsick)...piloting the jump plane for my younger brother's first parachute jump...copiloting a freighter DC-3 with a handsome young Captain, whom I would one day marry...informing my flight manager I'd need to take a maternity leave, and him saying that was a 'first' in United's then 59-year history...hurrying to my OB/Gyn on a 4-hour sit-around, three years later, to confirm even more happy news...hearing that my husband had been hired by United on the day our



Captain Jean Harper (UAL) with daughter Annie and son-in-law Malachi Carre'-Smith on the 'Honeymoon Express' September 3, 2008.

Photo by Dirk Chilian

sone was born...flying my first 'solo' trip as Captain with my better half in the right seat...Vic and the kids showing up at the gate unexpectedly to accompany me to a long layover...and now, personally winging our daughter and her new husband on a joyful sendoff to their own new life together.

Han-flying on a descent to runway 28R in San Francisco, I thought 'This one's for you sweetie'. For just an instant the smooth, rounded control wheel and throttles — which normally transmitted that exhilarating feeling of aliveness of both airplane and atmosphere—reminded me instead of the first time I ever held my gently wriggling, newborn baby daughter. The landing was as sweet and smooth as I've ever made in a 767, from the hand of a Captain and the heart of a Mom. While waiting at the door to say goodbye to two very special passengers, I wondered if they would someday tell their grandchildren the story of the honeymoon flight, way back in the days of fossil fuel and jet engines.

## ISA NEWS EDITOR

Ann Kieffer  
3816 S, Austin Street  
Milwaukee, WI 53207

E-mail: [isanevseitor@iswap.org](mailto:isanevseitor@iswap.org)

Visit Us on the Web: [www.iswap.org](http://www.iswap.org)



### **ISA+21 Mission Statement**

*ISA+21 is a charitable, non-profit organization of career women airline pilots whose purpose is to:*

*Celebrate camaraderie.*

*Support informational exchange and social interaction among its members in a healthy environment.*

*Provide aviation scholarship opportunities for career-seeking women.*

*Inspire future generations of women aviators via educational outreach.*

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