

Women Entrepreneurs Honored in Person and Online!

The 17th Annual Hall of Fame Awards Luncheon on March 14 has a new glamorous locale in Beverly Hills and a new online presence with the "Virtual Hall of Fame."

"THE SPIRIT OF SUCCESS: Celebrating Entrepreneurship!" is the theme this year as more than 1,500 women business owners, corporate sponsors and others are expected at the famed, Beverly Hilton Hotel. The International Ballroom hosts such star-studded events as The Golden Globe Awards and The American Film Institute dinner. Befitting our new locale, our master of ceremonies is TV celebrity Shaun Robinson. Access Hollywood's weekend anchor, Robinson has interviewed such stars as Julia Roberts, Tom

Hanks and Matthew Perry.

But NAWBO-LA is not ignoring our main focus: providing one of Los Angeles' premier business networking events and honoring our own stars – successful women who empower other women business owners. This year's awardees are:

Civic Leader of the Year – The Honorable Laura Chick, Los Angeles City Controller

Inspirations of the Year – Alice Walker Duff, Ph.D., Crystal Stairs, Inc., and Karen Hill-Scott, Ed.D., Karen Hill-Scott & Company

Advocate of the Year – Bobbi Becker, Metropolitan Water District

Employer of the Year – Maria de Lourdes Sobrino, Lulu's Dessert

Building Business Through Relationships – City of Los Angeles, Department of Water & Power, and B.J. Hawkins, Ph.D., OFS, Supply Chain Management Specialists

Rising Star of the Year – Liz Heller, Buzztone

Plus, Julia Gouw, Exec. VP and CFO, East West Bank, will receive the NAWBO-LA/United Way *Philanthropist of the Year* award.

In addition, nine women will join the NAWBO-LA Hall of Fame. The Hall of Fame recognizes those who have, over time, served as role models or led the path of success for other women entrepreneurs. The 2003 inductees are:



▲ Gov. Gray Davis with NAWBO-LA members, (l-r) 2002 Vice President, Public Policy, Cynthia McClain-Hill; 2002 Advocate of the Year Awardee, Secretary Aileen Adams, California State and Consumer Services Agency; 2002 President-Elect Renee White Fraser, Ph.D.; 2002 President Victoria Lowe at the 2002 Annual Hall of Fame Luncheon.

- Rebecca Barrantes, The Sierra Group
- Teri M. Bialosky, Print Technology
- Noreen Green, Ph.D., Los Angeles Jewish Symphony
- Margo Kid, Sempra Energy
- Sally Forster Jones, Coldwell Banker
- Joan Miles, Construction Program Group
- Melinda Moore, THEY
- Katherine F. Murray, Union Bank of California
- Cynthia Butler-Hayden, Minorities in Business Magazine

Finally, to honor our business heritage, NAWBO-LA has created the online, "Virtual Hall of Fame," listing all 62 Hall of Fame inductees with bios and photos at www.nawbola.org/hofluncheon03.html. Appropriately, we announced the Virtual Hall of Fame during March, Women's History Month. Many of our honorees have made history themselves as women entrepreneurs!

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▶ **DETAILS:** Spirit of Success: Celebrating Entrepreneurship! 17th Annual NAWBO Hall of Fame Luncheon, 11:30 a.m., Friday, March 14, 2003, Beverly Hilton Hotel, 9876 Wilshire Boulevard, Beverly Hills, CA Tickets: \$85 members, \$150 non-members. Contact: Strategy Workshop at 213-489-3989.

message from the president

► Dear NAWBO-LA supporters and members:

Welcome to the first edition of the NAWBO-LA Review! In it, we will provide an overview of our organization, the role we are playing in our community and how we impact the lives and businesses of the more than 200,000 women business owners in Los Angeles County. We also provide helpful information to grow your business and a brief primer on legislative issues of concern to women business owners.

We hope to inspire you to become a NAWBO-LA supporter or member, if you are not already. If you are a member, we hope the Review reinvigorates you with the power and energy of women entrepreneurs!

NAWBO-LA is one of 90 chapters nationwide of the National Association of Women Business Owners. Founded in 1979, our chapter has 450 members and 30 corporate supporters. We represent \$52 million worth of business in Los Angeles County.

NAWBO-LA provides an important voice in the region's business community and seeks to shape policy that affects our businesses. For example, I recently spoke at a City of Los Angeles public hearing on small business held by City Controller Laura Chick, Mayor Hahn and City Attorney Rocky Delgadillo. I presented 12 crucial areas of city contracting in need of improvement. We will hold a follow-up meeting, but, in the meantime and as a direct result of my appearance, NAWBO now has a personal contact at the city who is responsible for disbursement of contractor payments. We can now ensure that any of our members contracting with the city will be paid on a timely basis! That contact is Richard Wuerth, Program Manager of LA OPS, at 213-978-0695.

In these tough times, procurement opportunities are very important to many of our members. NAWBO is working hard to solidify procurement opportunities for our members, linking businesses with agencies. The Metropolitan Water District, one of our corporate partners, has provided informational sessions on how to do business with the MWD and has assisted many of our members in the process. Currently, 10 NAWBO-LA members, plus five more NAWBO members from other regions, provide services or products for the MWD, a number that exceeds any other trade group with whom they work.

Our annual Hall of Fame Luncheon on March 14th is one of the county's most notable networking events, a chance to meet corporate partners and the women who are movers and shakers in this region. Our educational events - "Power to Succeed" and "Member Orientations" - sell out because they offer members basic and essential information to grow their businesses or motivate themselves for success. The nine regional meetings held every month offer inspiring speakers.

Our prestigious President's Forum, designed for women business owners of mature companies, provides a unique opportunity for experienced entrepreneurs to share issues and challenges they face, learn from each other and make the leap to even greater, more secure growth.

Members gain support and emotional power from each other at all of these meetings. We are an inclusive group supporting all women entrepreneurs. No wonder our members do business with an average of four other members each year!

In these and other ways, NAWBO-LA is "building business through relationships." Please join us!

Regards,



Renee White Fraser, PhD
President, NAWBO-LA



Renee White Fraser, PhD
President, NAWBO-LA

Renee is president/CEO of Santa Monica-based Fraser Communications, (www.frasercommunications.com), the largest woman-owned ad agency in California.

Legislative Antidote Sought for Three Business Headaches

Independent Contractors, Workers Compensation and Procurement

NAWBO-LA seeks to ensure that the state's business environment assists, rather than hinders, women entrepreneurs. We focus on answers to business headaches that block growth. This year, we join with nine NAWBO chapters statewide in the April 7 Legislative Action Day in Sacramento, as part of our yearlong effort to create change. We seek legislative action on the following:

Independent Contractors

Women business owners routinely partner with others for larger contracts or broader services. They are "independent contractors" or they hire other ICs. Yet, state officials too frequently view this as an employer-employee relationship, resulting in imposition of back taxes, fines and penalties, plus legal and accounting bills. Such action has forced some companies out of business and slowed growth for others.

As a solution, NAWBO-CA proposes a new business classification: the Contract Service Provider. CSP's would have to meet only two simple criteria under a General Test and a Compensation Test. These assessments are simple, demonstrable and workable and establish CSPs as independent businesses.

Workers Compensation

Workers compensation insurance costs are skyrocketing with three state-approved increases in the past year alone! Meanwhile, insurance companies continue to drop coverage. Average per-claim medical costs have risen by \$25,000 in just ten years. Rising workers compensation costs force small and women-owned businesses to forego business expansion, cut worker benefits, lay off workers or even close up shop.

NAWBO wants Insurance Commissioner John Garamendi to fulfill his election promise of a bipartisan committee to examine the state's system and increase efficiencies and cost-containment, speed up claims processing, encourage insurance companies to provide coverage and extend fraud investigations into health-care provider fees.

Procurement

One-third of the state's businesses are women-owned, yet, only 2% work as contractors for the State of California. Women entrepreneurs are excluded by "bundling" when projects are grouped into giant contracts of \$1 million or more. State officials also habitually use the same vendors and select only certain types of goods and services for outsourcing... typically, those not offered by small, women-owned companies.

Our proposed remedies include: public notice and posting on the state's website of information on all contracts awarded; adoption of a proactive, direct marketing system for business owners to meet one-on-one with state purchasers; creation of a review group to unbundle contracts larger than \$150,000 and enforcement of prime contractor agreements to work with sub-contractors.

 **DETAILS: Mon., April 7, NAWBO-CA Legislative Action Day in Sacramento, the Sheraton Grande. Contact: 888-NAWBO-CA or nawbo-caoffice@cox.net**

Testimonials

Typically, business owners join organizations for one major reason: to get more business. And while that occurs for NAWBO-LA members, their reasons for staying in NAWBO-LA are often more varied. A sampling:

Vivian Shimoyama, Breathtu Unlimited, Manhattan Beach: *For me, NAWBO provides great business connections, nationally and in California. People refer business to me and I refer services to others. When I need to go into another city, there's always someone in NAWBO who will help me with information about that city.*

Plus, NAWBO provides an opportunity to make an impact for women business owners through public policy. That's very big!

NAWBO's advocacy efforts in Sacramento and in Washington D.C. give members the opportunity to speak directly to legislators and elected officials about the challenges facing small business owners.

Jane Washburn, Legacy Visions and Insurance Financial Services, Woodland Hills: *I really like dealing with women. I'm much more comfortable talking with people who speak the same language. I can be more myself with NAWBO. I belong to a number of other networking organizations and it's such a relief to be here.*

I think for a woman, business is a blend of personal and business issues. We all have to deal with the same issues —children, elderly parents and balancing business and family.

I've become more successful because of the networking and I've also watched other businesses grow.

Melissa Wayne, 3 Oh! 5 Creative, Inc., North Hollywood: *I'm a better business person as a result of being with other women. In NAWBO, I'm around people who are enthusiastic, energetic and willing to share what they know how to do, very openly.*

Margaret J. Jacoby, MJ Management Solutions, Hermosa Beach: *What's important for me is the support from other women business owners. I've also absolutely gotten a lot of business from referrals from NAWBO members. And I've gotten a lot of good information on growing my business.*

NAWBO-LA

in Action *year in review*

NAWBO-LA is one of 90 NAWBO chapters nationwide. With more than 450 members, it is also one of the largest and one of the most active.

In addition to nine monthly regional networking meetings for members in areas stretching from Long Beach to the Santa Clarita Valley and east to Walnut, we provide chapter-wide "Power to Succeed" informational networking sessions, meetings with government officials, sessions on getting the most out of NAWBO-LA membership and mixers focusing on doing business with our corporate sponsors.

Our signature events are the annual luncheon in March; and in the fall, our black-tie, board installation dinner, and NAWBO-U, a full day of lectures and information sessions to grow your business. *Highlights from 2002's events include:*

Jan. 25—Members chatted with Aileen Adams, California Secretary, State and Consumer Services Agency, during our "Public Policy Breakfast."

Feb. 8 – New-member orientation – New and old members got networking tips from Barbara Friedman of Positive Options, information on how to do business with Toyota from the car company's Gregg Schmidt and data on financing for expansion from Barbara Fox of Washington Mutual Bank.

March 8—Annual Hall of Fame luncheon draws an appearance by California Gov. Gray Davis.



2002 President Victoria Lowe with Representatives from Toyota Motor Sales, U.S.A., Inc at 2002 Hall of Fame Luncheon.

March 22— Clothilde Hewlett, Michelle Ogata and others from the Department of General Services spoke on how to do business with the state of California.

April 24— 2002's first, "Power to Succeed" event featured Jennifer Openshaw, author, founder of Women's Financial Network and television commentator for Lifetime TV & CBS MarketWatch.

May 17— New-member orientation provided branding information from Marci Blaze, The Blaze Company, procurement information from the Metropolitan Water District's Albert Napoli

and investing tips from Sandra Gardner of Salomon Smith Barney.

May 31 – Our second Public Policy Breakfast this year brought City Controller Laura Chick to meet members.

July 31 – We tried something new at this "Power to Succeed" Networking Mixer. Besides technology-based marketing tips from Bernadette Williams of i-strategy.com, we created the Member Author Showcase. Authors included Mimi Donaldson, Sandy Hotchkiss, Dr. Carol Osborn, Linda Siversten and Dr. Tessa Warschaw.

Sept. 19 – Our Annual Board Installation dinner at the trendy Westwood hotel, The W, brought out the politicians, including Los Angeles City Attorney Rocky Delgadillo, state Sen. Richard Alarcon, Los Angeles City Councilwoman Wendy Gruel, City of San Fernando Mayor Cindy Montanez, and Los Angeles City Councilman Mark Ridley-Thomas.



Melissa Wayne, chapter communications VP and president of 3 Ob! 5 Creative, Inc., with her husband and business partner, Michael Herzmark, network at the annual board installation dinner.

Oct. 4 – A procurement session with representatives from the Los Angeles Unified School District provided insights into LAUSD's streamlined process for women-owned and minority-

owned companies. The group also toured the old Ambassador Hotel which will be turned into a new school.

Oct. 17 – Susan Levin spoke on marketing via public speaking during our "Power to Succeed" mixer at the Metropolitan Water District headquarters.



Business owners get contracting tips from the Metropolitan Water District at the 2002 NAWBO-LA University,



Chellie Campbell, of Campbell Consulting and a past NAWBO-LA president, closes NAWBO-LA University 2002.

Oct. 24 – NAWBO-U drew nearly 350 attendees to learn, network and sell. Featured speakers included Jack Kyser, Chief Economist for the Los Angeles Economic Development Corp., and motivational speaker Gail Blanke.

Dec. 17 - NAWBO-LA Annual Meeting & Holiday Networking Mixer featured the year's game plan delivered by President Renee White Fraser.

Our Thanks to MWD!

NAWBO-LA gratefully acknowledges the generous contribution of the Metropolitan Water District (MWD), our corporate partner, who has underwritten this issue of the NAWBO-LA Review.

By funding the printing costs of the Review, MWD has enabled us to create a valuable information tool to inform others about NAWBO-LA and the issues confronting women business owners.

MWD has also been an invaluable NAWBO-LA ally and corporate sponsor by actively providing information about procurement opportunities available to our members, especially opportunities for women and minority-owned businesses. The MWD business outreach program, and specifically MWD officials Albert Napoli and Bobbi Becker, have provided essential information on how to become MWD certified, who to contact at MWD for procurement opportunities and how to market to large agencies. As result, a number of NAWBO-LA members have secured contracts from the MWD by filling out their two-page self-declared certification form and following through with marketing tips and techniques.

Annually, MWD contracts for \$500 million worth of goods and services, with 28% of all dollars going to small firms. Small firms represent 70% of MWD's total contract companies that fulfill MWD needs for office and maintenance supplies, engineering services, design and construction work and a variety of other services and products.

▶ **DETAILS:** Visit the MWD web site www.mwdh2o.com, "Doing Business" page.



▶ *Bobbi Becker, Business Outreach Program Manager for the Metropolitan Water District, chats with NAWBO-LA Vice President Business Development, Barbara Sullivan at the Metropolitan Water District networking mixer.*

The Lists:

NAWBO-LA 2002-2003 Board of Directors

Our chapter elected officers are:

President – Renee White Fraser, Ph.D., Fraser Communications

President-Elect – Cynthia McClain-Hill, Esq. McClain-Hill Associates

Chair/Past President – Victoria Lowe, Alert Staffing, Inc.

Secretary – Karen Juarez Boyd, Lumen Financial

Treasurer – Carrie Hidding, CPA, teamCFO

Legal Counsel – Caprice Collins, Esq., Law Offices of Caprice Collins

VP, Corporate & Economic Development – Teri Bialosky, Print Technology

VP, Communications – Melissa Wayne, 3 Oh! 5 Creative, Inc.

VP, Membership – Brenda Bell, Brenda Bell & Associates

VP, Public Policy – Valencia Roner, VXR Enterprises

VP, Business Development – Barbara Sullivan, Sullivan International

Chair, Corporate & Economic Development – Sheila Hartman, Financial Independence Co.

Co-Chairs, Membership – Liz Arreaga, Mercury Mambo; Tammy Dickerson, The Baker Group; & Susan Levin, SpeakerServices.com

Co-Chairs, Public Policy – Lynn Marie Hoopingarner, Profitable Solutions Institute, Inc., & Laura Yamanaka, CPA, teamCFO

Co-Chairs, Communications – Loren Gonzalez, The Monarch Agency, & Audrey Martinez-Keller, Dolphin Data

2003 NAWBO-LA Corporate Sponsors

NAWBO-LA operates with the financial support of:

3 Oh! 5 Creative, Inc.

American Honda Motor Company, Inc.

AT&T

Avery Dennison Corporation

bd Systems Inc.

Boeing Company

Citibank

City National Bank

City of Los Angeles, Department of Water & Power

City of Los Angeles, Port of Los Angeles

Health Net of California

IBM

Los Angeles World Airports

Metropolitan Transportation Authority

Metropolitan Water District

Northrop Grumman

PacAdvantage

Playa Vista

SBC Communications

Sempra Energy

Southern California Edison

Raytheon

State Farm Insurance Companies

Toyota Motor Sales, U.S.A., Inc

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The Walt Disney Company

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2003 NAWBO-LA Enterprise Institute Donors

The NAWBO-LA Enterprise Institute (EI) is a charitable organization that promotes management effectiveness among women entrepreneurs. Its programs include the Information Clearinghouse, a business expansion resource, and NAWBO-LA University, a one-day business conference. Our donors are:

Los Angeles Times

Sempra Energy

Union Bank of California

Washington Mutual

Wells Fargo

2003 NAWBO-LA Advisory Board

We receive valued direction and advice from:

Madelyn Alfano, Maria's Italian Kitchen

Alberto Alvarado, U.S. Small Business Administration

Karen Blackwell, Office of Mayor James K. Hahn

Patty DeDominic, PDQ Personnel Services, Inc

Adrienne Hall, The Hall Group

Linda LoRe, Frederick's of Hollywood

Paula Madison, NBC-4

Adrienne Medawar, Town Hall of Los Angeles

Alfred E. Osborne Jr. Ph.D., The Anderson School at UCLA

Keith Parker, UCLA- Government & Community

Relations Tony Piazza, American Honda Motor Co., Inc

Business Fast-Forward

Systemizing For Growth

By Jennifer Waltzer, CPA, MBA / BLP (Brakensiek Leavitt Pleger), LLP / www.blp-cpas.com

If you can't take a vacation without being constantly on your cell phone or you can't retire because your business depends on your efforts, your "success" may actually signal failure. You have failed to create a business that can operate without you and you risk seeing it fade away or selling for much less than it's worth.

Most of us jump or fall into business without thinking about what we want from it, how it will be shaped and what it will be like the day we retire or sell it. Before we know it, we are so busy we have no time to think about these things. The key to breaking the cycle is to simply create systematized ways of doing everything.

Systematizing your business operations:

- Frees you from performing all the processes.
- Empowers team members to take on more responsibility.
- Automatically develops what we call, "the way we do it here."

For example, a partner in our firm, BLP, realized someone else could prepare a fairly simple IRS form called "Power of Attorney" that she routinely did herself. So, the next time she needed one completed, she wrote down the entire process, from logging onto the Internet to sending the form, and

passed that information on to our bookkeeper. The bookkeeper now handles that task, saving the partner 20 minutes in which to do more productive tasks.

This process doesn't happen overnight. As you and your team perform tasks, take time to document what you do as you do it. Make the documents accessible to everyone who needs them.

Examine the way you do business, because the way you do business can be just as important as what you do. By creating "the way we do it here," you develop systems, processes, documentation and training to ensure your business runs smoothly, consistently and most importantly, without you.

Also, take time to sit down with your team and think about what you could do differently to improve your business. Such a move empowers team members and makes them a proactive, rather than reactive, part of the improvement. Plus, team members working "on the front lines" can often come up with creative ideas to systematize and improve daily processes.

For example, after an English law firm held a team meeting on improving customer service and marketing, a security guard suggested umbrellas. Print them with the firm's name and logo, he said, and hand them out when it rains. The guard saw people getting wet as they left the building, something the partners never saw because they said goodbye to clients at the elevators!



► **DETAILS:** NAWBO-LA member Jennifer Waltzer presented a longer version of the above at San Fernando Valley and Beverly Hills regional meetings. NAWBO-LA's nine regional meetings enable members to network, gain business information and develop one-on-one relationships in smaller, locally-based monthly meetings. They are ideal for potential members to gain exposure to NAWBO-LA. Meetings are held in Walnut, Pasadena, Encino, Santa Clarita, Beverly Hills, West L.A., downtown Los Angeles, Manhattan Beach and Long Beach.



Business Fast-Forward

Financing For Women-Owned Businesses

By Linda Smith and Katherine Murray / Union Bank of California

Of the 2.5 million small businesses in California, more than half – approximately 1.4 million – are owned by women and minorities. One of their most common concerns is how and where to obtain financing.

A report by the Center for Women's Business Research found that most women entrepreneurs obtain financing through private sources such as personal savings or family loans. The study also found that 35% of them reinvest all their earnings in

their businesses and 20% use personal credit cards. Only 10% have a commercial loan and 8% a line of credit.

Yet, alternative financial resources exist. Talking to other women business owners about how they obtained financing can yield valuable tips. NAWBO-L.A., for example, offers networking opportunities with seasoned business owners who can provide a support system, valuable advice and resources.

In addition, the U.S. Small Business Administration partners with lenders, non-profits and government agencies to provide

financing to small businesses that cannot secure funds through normal lending channels. The SBA's Women and Minority Pre-Qualification loan program helps small-business owners develop loan application packages to secure loans of up to \$250,000. Details are on the SBA's website (www.sba.gov).

Also consider traditional financial institutions that have loan programs geared toward women and minority businesses. For instance, Union Bank of California's "Urban Enterprise Banking" program targets small businesses that are at least 51% owned and managed by women or minorities. To qualify, the company must have been in business for at least two years and be profitable in its most recent fiscal year. Underwriting criteria is more flexible. Customers can exhibit selected financial weaknesses and still qualify for a loan.

Meanwhile, ensure your success by following some simple, yet essential tips:

- Develop a business plan and review it monthly. Business

plans are living documents that should change as your business grows.

- Develop a relationship with a banker before you need financing. Learn about the organization's underwriting policies, so that you can position your business more effectively.
- Help your banker learn more about your business, both positive and negative trends. This enables your banker to become a better advocate for you.
- Stay abreast of lending policies at financial institutions. They can change with changes in the economy, regulations and/or mergers.
- Run reality checks on your finances. Know how your balance sheet is doing at all times and make changes early on, such as refinancing debt. This will help you avoid having to take drastic measures later on.
- Most importantly, have fun. If it's not something you're passionate about, it's not worth it!

▶ **DETAILS:** UBOC is NAWBO-LA Enterprise Institute Gold Sponsor and contributor of the 17th Annual Hall of Fame Luncheon. Linda Smith is Vice President and Manager of Union Bank of California's Beverly Hills Office and Katherine Murray is Vice President and Team Leader of Union Bank's Private Bank, Beverly Hills. They can be reached at 310-550-6485 or 310-550-6410.

American Honda Motor Co.

"Respect For The Individual"

These four seemingly simple words form the core philosophy of a complex, multi-faceted company, and illustrate a basic principle, by which our thousands of associates live and work everyday.

American Honda Motor Co., Inc. markets and distributes Honda and Acura automobiles, Honda motorcycles and Honda power products in the United States.

And while we operate our business lines in different industries, in different markets, with different customers and different suppliers – one thing remains constant in, and fundamental to, our daily business dealings: a Respect for the Individual.

This corporate philosophy creates an atmosphere of equality, openness and creativity, where all American Honda associates, dealers, distributors and suppliers are encouraged to contribute their ideas. And it creates an atmosphere that yields long-term teamwork and mutually beneficial partnerships.

American Honda Motor Co., Inc. is proud to continue its partnership with NAWBO-LA as a gold sponsor of the Annual Awards Luncheon.

Through our Supplier Diversity Program, our association with NAWBO-LA and other organizations, Honda continues to increase the number of partnerships we have formed with minority and women-owned suppliers.

For more information on Honda's Supplier Diversity Program: contact the Purchasing Department 1919 Torrance Boulevard, Torrance, CA 90501-2746, (310) 783-2155.



Become a Member

Joining NAWBO-LA means becoming part of a nationwide organization, recognized at the national, state and local level as a powerful advocate for women business owners. By joining, you have a voice before elected officials, as part of a larger organization and on a one-on-one basis if you choose to participate in the various advocacy opportunities NAWBO affords.

On a personal level, membership in NAWBO-LA means hooking into a support network of women business owners committed to seeing each other's firms grow and prosper. Members find that participation in NAWBO-LA naturally evolves into sharing business information, teaming together on various projects, and referrals for business opportunities.

To cope with the sprawling Los Angeles metropolitan area, NAWBO-LA's unique monthly regional meetings enable members to meet closer to home/business and

still exchange information, referrals and support. Our chapter events broaden your business circle, which is made even wider via state and national conferences and events.

Our corporate sponsors are equally committed to the growth of women business owners. Towards that end, they provide procurement information and training sessions, attend our networking events and post notices of RFPs.

Finally, numerous educational opportunities exist, with experienced speakers providing key insights into business growth and efficient operations at events such as NAWBO-U, Power to Succeed and new member orientations.

This edition of NAWBO-LA Review provides a glimpse of the numerous business activities available to members. To join, go to www.nawbola.org/join.html.



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