



Association for Women Lawyers
of Greater Kansas City

link



president's message
by Tamie Fox

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913.829.6941 913.829.6943 (fax)

lori@mahergroupllc.com

It's that time of year when children begin to turn in their swimsuits for new school uniforms. I particularly look forward to this time of year because I enjoy cooler temperatures, when the leaves begin to change. Indian Summer is upon us, the air is cool and crisp, and for me, being outdoors is more tolerable. This fall has a new meaning for me as my five year old is starting kindergarten, full-time. It's a loss for me in that for the past five years I have always had him by my side. Though he has been in the care of my mother, his dear "Momo," from time to time, I've always had the luxury of being able to work and enjoy time with my "baby chick." This is a new beginning for him and though I am very somber about this moment, I can't wait to see the changes over the coming years and look forward to the young man he will become. I am looking forward to this new chapter in my life with anticipation and quite frankly, a little fear mixed with hope.

I am not the only one that has a heavy heart; the only thing constant is change they say. But when one door closes, a window usually opens.

The door has closed on two very important women recently, but hopefully the difference they have made in the lives of many will open the window of altruism in all of us.

Margaret Bush Wilson was the first woman to head the board of the NAACP. The St. Louis Post-Dispatch reported that in 1939, the Missouri Law School did not accept blacks. After a lawsuit, the courts ruled that the school had to admit blacks or provide equal accommodations; thus the opening of Lincoln University Law School in St. Louis for Blacks. In 1943, Mrs. Wilson became the second woman to graduate from the school and the second African-American woman to pass the bar in Missouri. She would go on to campaign tirelessly for those who faced discrimination in our world, regardless of race or economic disadvantage.

Eunice Kennedy Shriver passed away at the age of 90, a tireless advocate for the powerless and disabled. In 1987 at the Special Olympics world games in South Bend Indiana, Mrs. Shriver stated: "The right to play on the playing field? You have earned. The right to study at any school? You have earned. The right to hold a job? You have earned. The right to be anyone's neighbor? You have earned it." Sounds like an excellent rallying cry to me, not only for the intellectually disabled, but for anyone with a goal of improving their lives and in turn, improving the world as a whole.

It was said that Eunice Kennedy Shriver was a woman who got things done. Now that there is a void, I encourage you to pick up the torch, crawl through the window, or bust down the door, and make a difference.

Though this year is half way over, AWL has already achieved many fabulous successes. Our social/community support gatherings have been an overwhelming success. We have helped develop a new and exciting web site. We have instituted a new mentoring program, organized a food drive for Harvesters, and helped less advantaged women in improving their lives. I continue to be in awe of this organization as we have so many talented women in our midst.

On October 2, we will gather for a day of fun at Teetering Rocks for AWLs "I'm Not Serious About Golf Tournament." On December 8, we will gather for our final meeting of the year to celebrate the year's successes and announce a new Board of trailblazing women to lead us to new opportunities in the future. Please check our new website site early and often to register for these upcoming events.

I hope to see you all soon!

HIGHLIGHTS INSIDE

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Annual CLE Series Has a Successful Year

AWL's annual CLE series had a very successful year hosting four programs to over 230 attendees and 18 volunteer presenters. The 2009 CLE series ended in June with the ethics CLE titled Ethical Practices in Settlement Negotiations and Agreements. Panelists Honorable Sandra Midkiff, Tim Aylward, Charlie Harris, Denise Henning, and Susan Ford Robertson discussed such issues as impasses that block settlements, completeness of settlement agreements, protective orders, minor's and wrongful death settlements, drafting settlement documents, ethical considerations with structured settlements, and rescission and enforcement of settlement agreements. As typical with the structure of AWL CLEs, the panel encouraged audience participation and answered questions throughout the discussion. Attendees praised the knowledgeable panel and breadth of practical information presented during the two hour program.

Traditionally, CLEs are conveniently scheduled over the lunch hours from 11:30 a.m. to 1:30 p.m., and the cost of lunch is included with the program fee. Tentative dates for the 2010 CLE series include April 13, May 18, and June 15. Early registration incentives are offered and AWL



From L to R - Honorable Sandra C. Midkiff, Timothy M. Aylward, R. Denise Henning, Charlie J. Harris, Susan Ford Robertson

members receive discounted rates for CLEs.

AWL's CLE Committee works hard to organize programs that are timely and speakers who are knowledgeable and zealous about the topics presented. Your participation in AWL's CLE series as an attendee or speaker helps fund AWL's operating expenses and community support events. If you have a suggestion for a future CLE program or speaker, please contact AWL's CLE Chair.

THANK YOU to our volunteer speakers who made the 2009 CLE series a great success!

2009 Judicial Volunteer Speakers

Hon. Carol A. Beier – Kansas Supreme Court
 Hon. Patricia Breckenridge – Supreme Court of Missouri
 Hon. Sandra C. Midkiff – Jackson County Circuit Court
 Hon. Mary R. Russell – Supreme Court of Missouri
 Hon. Laura Denvir Stith – Supreme Court of Missouri
 Hon. David J. Waxse – U.S. District Court, District of Kansas

2009 Attorney Volunteer Speakers

Tim Aylward – Horn, Aylward & Bandy, LLC, Kansas City, MO
 Jennifer C. Bailey – Hovey Williams LLP, Overland Park, KS
 John E. Benson – Stinson Morrison Hecker LLP, Kansas City, MO
 Valerie Howard Burke – Valerie Howard Burke, PC, Overland Park, KS
 Kelly A. Campbell – Spencer Fane Britt & Browne LLP, Kansas City, MO
 Charlie Harris – Seyferth Blumenthal & Harris LLC, Kansas City, MO
 R. Denise Henning – The Henning Law Firm, P.C., Kansas City, MO
 Kelly Jackson – Kelly Jackson, PA, Leawood, KS
 Douglas S. Laird – Polsinelli Shughart PC, Kansas City, MO
 Thérèse P. Miller – Daley Crowley LLP, Kansas City, MO
 Susan Ford Robertson – Ford, Parshall & Baker, L.L.C., Columbia, MO
 Larry Zimmerman – Valentine & Zimmerman, P.A., Topeka, KS

New AWL Website

AWL is excited to announce that it has joined the twenty-first century by rolling out a new and improved website that offers members, and those thinking of becoming members, many new tools to be better informed of AWL's events, social activities and networking opportunities. We hope you will visit our new website www.awl-kc.org often to:

- Join or renew your membership online;
- Register (and where necessary, pay) for events, including AWL's popular annual CLE programs;
- Update your member profile information;
- Search for other members by name, firm name, or practice area*
- Find out the latest AWL news and view event photo galleries; and
- Visit our Career Center where you can post job listings or search for employment opportunities

*make sure you update your profile to include your practice areas

Missouri Enacts Data Security Law

By Shelley I. Ericsson

On July 9, 2009, Governor Nixon signed House Bill 62 (“HB 62”), making Missouri the 45th state to adopt a data breach notification statute which went into effect August 28, 2009. This bill amends the Merchandising Practices Act and is notable because it applies not only to those providing goods and services to Missouri consumers, but also to any company, regardless of size or nature of business, that maintains or possesses records or data containing personal information of Missouri residents.

“Personal information” includes an individual’s first name or first initial and last name in combination with any one or more of the following:

- Social Security Number;
- Driver’s license number or other unique identification number created or collected by a government body;
- Financial account number in combination with required password or access code;
- Unique electronic identifier or routing code in combination with required password or access code;
- Medical information; or
- Health insurance information.

This new law requires that in the event a third party gains unauthorized access to and unauthorized acquisition of personal information maintained in computerized form that compromises the security, confidentiality or integrity of the personal information (a “breach of security”), the company must provide notice to the Missouri resident immediately following discovery of the breach. The notice must include, at a minimum:

- A description of the incident in general terms;
- The type of personal information obtained in the breach;
- The general acts of the business to protect the personal information from further unauthorized access;
- A contact number that the affected person may call for further assistance;
- Contact information for consumer reporting agencies; and
- Advise the affected person to monitor account statements and credit reports.

This notice may be in writing, by telephone or via electronic mail. Substitute notice, which shall consist of an internet posting or notification to major statewide media, is appropriate only where 1) the cost of providing notice would exceed \$250,000; 2) the class of affected people to be notified exceed 500,000; 3) the company lacks sufficient contact information; or 4) the class of affected residents is unidentifiable. A willful and knowing violation of this law may result in civil penalties up to \$150,000 per breach.

In light of these changes to the law, companies should take stock of the personal information they possess, and incorporate the appropriate notices and procedures in their business plans.

Ms. Ericsson is an attorney with Lathrop & Gage, LLP and practices in the Labor and Employment Department.

WEN Success Story

Wanda Coleman is a past graduate of the Women’s Employment Network (WEN) and now a successful mother of four boys (19 year old twins boys who are in college, an 18 year old boy getting ready to enter college in the fall, and a 5 year old boy with special needs) and a full-time employee at DST Systems, where she has been employed for the past eight years.

Wanda moved to Kansas City after a tour in Desert Storm to be with her husband and then three children. She had no family here and was going to school full-time and doing her best to earn a degree with help from the G.I Bill. Her husband watched the children while she went to school and worked full-time to pay the bills. One day after returning home from school, her husband was gone without any notice. Wanda found herself in an unfamiliar city, with no one to turn to, no job to support her or her family, and without knowing where to turn.

Not knowing if the program was right for her, or if it would help, she decided to give it a try. She came to WEN lost, confused, and scared, but determined to push forward through her circumstances not only for herself; but also for her three young boys. Over the course of five weeks, WEN helped change her mind and made her realize that if she wanted something, she could achieve it. They helped her identify skills she didn’t know she had, helped her develop a resume, and gave her connections to resources that she didn’t know existed. Over time, she became more self confident and independent.

According to Wanda: “If you give a woman a fish (i.e. welfare, food stamps, etc .) she can eat for a day or two; but if you teach a woman to fish (i.e. give her the tools she needs to be successful in life) she will eat for years and years to come.” This is what WEN did for not only Wanda; but for her children as well.

Wanda is just one of the more than 5,000 women who have gone through WEN’s program and who are now strong, self-sufficient, and independent women in our community earning a living and providing not only for themselves, but also for the families that depend on them.

2009 AWL Step Up Provides Legal Services to Over 200 Women

By Jennifer M. McAdam and Samara Nazir Zaman

Kansas City Municipal Court judges, prosecutors, and staff, along with 52 volunteer attorneys, resolved nearly 650 outstanding tickets for women in area shelters during the AWL Step Up Program on July 9, 2009. More than 200 women left municipal court with smiles and countless words of appreciation for the attorneys and judges who served them. Unpaid traffic tickets, which turned into outstanding warrants, caused problems for these women when applying for jobs and accessing important services to move on with their lives.

“AWL Step Up gives these women a boost at a rough time in their lives,” said John B. Williams, a Kansas City Municipal Court Judge, adding, “I was impressed by the number of volunteer lawyers who don’t usually appear in Municipal Court.”

Step Up was initiated to assist women in area shelters by providing much-needed free legal assistance to help dispose of outstanding warrants and charges in the Kansas City Municipal Court. The program allows Step Up participants, who cannot afford to pay the tickets and attorney fees, to substitute community service for court costs and fines. Local shelters and service agencies referred women to Step Up, including: Hope House, Rose Brooks, Synergy, Safe Home, New House, Operation Breakthrough, and MOSAICS.

The volunteers had varying degrees of experience in municipal court – for some it was their first time, while others appear there daily. Aubrey Gann-Redmon goes to municipal court frequently but described Step Up as a different experience from her usual day-to-day. “The Step Up Program is an excellent reminder of the oath an attorney takes to serve those who need it most, and I was humbled by my clients, who were brave enough to leave their abusers and show up in court with the



left: AWL’s President-Elect Mira Mdvani provides direction to attorney volunteers



right: (back row L to R) Sherry DeJanes, Tamara Marler (front row L to R) Howard Lotven, Jennifer Reagan

intention of tying up loose ends so that they could embark on a new chapter in life. It was inspiring!” Gann-Redmon said that one of her clients had multiple citations for driving with a suspended license. “We were able to get all but one dropped, and rather than having to pay a fine, she received a Suspended Imposition of Sentence with community service.”

Volunteer attorney Theresa Levings was glad to finally par-

ticipate in the program this year, saying “I will look forward to next year’s program and will encourage other AWL members to take part.”

“It’s a good program for people who simply do not have the means to hire an attorney, pay fines, and must continue to drive legally,” said Paige Waits, who participated in the event with her father, attorney Dennis Waits.

Jennifer McAdam and her father, Judge Michael McAdam,

also participated together for the second year. “As a civil attorney, I don’t usually have an opportunity to visit my dad in municipal court. I like that we can both give back to the community and make a difference in people’s lives,” Jennifer said. “I’m very happy to be associated with a volunteer project that helps so many women in need and allows me to work with great people from AWL,” explained Judge McAdam.

In 2007, Step Up won a Public Service Award from the National Conference of Women’s Bar Associations. The program has grown and improved every year since it began in 2006. Committee members are working with the municipal court to make the project run even more smoothly next year. “To provide better service to the women, we will need to cut off registration 48 hours before the event and not allow walk-in participants,” explained Mira Mdivani.

The Step Up Committee, consisting of AWL Past President Janeen deVries, AWL Board Members Mira Mdivani and Beth Murano, and AWL members Jennifer McAdam and Samara Nazir Zaman, with the help of the general membership organized the volunteers and coordinated with area shelters and the municipal court.

AWL extends its gratitude to all of the volunteers who made Step Up 2009 happen:

Judges: Judge Elena Franco, Judge John Williams, Judge Michael McAdam, Judge Leonard Hughes, Judge Katherine Emke, Judge Ardie Bland, and Judge A. Wayne Cagle

Court Administrators: Tamara Marler, Kevin Dey, Anthony Miller, Jerry Buckman, Tracy White, LaDonna Witherspoon, James Jones, Bryan Berger, Linda McKenzie, Debra Meginn, and the court clerks, bailiffs, and cashiers

Beth Murano and her team of prosecutors: Laura Dold, Frankie Navratil, Matt Rose, Craig Sweeney, Dayna Terrell, Lowell Gard, Megan Pfannenstiel, Cynthia Holmes, and Marti Rigby

Attorneys: Jennifer McAdam, Samara Nazir Zaman, Sherry DeJanes, Shelley Ericsson, Tracy Wrisinger, Malika Simmons, Christina Weis, Page Pardo, Ashley Osborn, Leland Abraham, Kelly McCambridge, Sarah Buckley, Lisa Nouri, Roger Potter, Martin Warhurst, Michael E. Dailey, Elizabeth Hurley, Sheila Thiele, Jenny Redix, Theresa Levings, Cathy Dean, Cindy Dodge, Gerard Donovan, Megan Brey, Aubrey Gann-Redmond, Elizabeth Sterling, Tracee Stout, Alexandra Hutchins, Jennifer Reagan, Howard Lotven, Theresa Hall, Janeen deVries, Tami Fox, Tricia Scaglia, Kim Fournier, Marsha Friedman, Susan Szczucinski, Molly Williams, Courtney Hasselberg, Sheila Verdusco, Mira Mdivani, Mark Stykes, Jr., David Lurie, Michael Merdinger, Anne LaBella, Brooke Grant, Paige Waits, Coult deVries, and Denny Waitts

AWL Step-Up Reception

On July 10, 2009, AWL members, judges, volunteers and friends gathered at the Bristol Seafood Grill in the Kansas City Power and Light District to celebrate this year's AWL Step-Up success with drinks, hors d'oeuvres and good company. More than 75 attended the reception to support the program that provides free legal assistance to women in area shelters. The Step-Up reception also benefited Women's Employment Network ("WEN"), a local not-for-profit organization that provides employment preparation and career transition support to women in the Kansas City metropolitan area. AWL thanks all of those who volunteered their valuable time and support to the program.

We are also very grateful to the 2009 Step-Up reception sponsors, including: Corporate Counsel Group, Midwest Litigation, Law Offices of George A. Barton, P.C., The Mdivani Law Firm LLC and TranslationPerfect.com. AWL would also like to thank its Platinum Sponsors: The Henning Law Firm, Husch Blackwell Sanders, LLP and Holman Schiavone, LLC. We appreciate everyone's support and generosity that made this year's program such a resounding success!



Above: Meredith Moser, Tamie Fox

Upper Left: Dennis Ayzin, Mira Mdivani, Molly Korth Williams, Honorable Duane Benton

Lower Left: Lara Rogers, Kimberley Fournier, Athena Dickson, Phyllis Norman, Amie Hankel

Holman Schiavone Law Firm

At Holman Schiavone LLC, we represent the interests of individuals in claims related to personal injury and employment matters. Employment Discrimination encompasses a large portion of our practice. We represent those who have been subjected to sexual harassment, gender, race or age-related discrimination. We also represent individuals who have claims for violation of wage and overtime laws.

In the area of personal injury, our clientele consists of people who have been injured in accidents, as well as those individuals who have been harmed by defective products and pharmaceuticals. The firm is comprised of owners Anne Schiavone and Kirk Holman, associate Tom Ralston, and of counsel attorneys Sophie Woodworth, Amy Maloney and John Cusick.

Many of our clients are female and have been subjected to some form of gender discrimination. Our firm is a platinum level sponsor of AWL because it promotes women and women's issues. It is important to us that we support such an organization in light of the demographics of our clientele. Our firm not only vigorously represents our clients' interests, but we also provide a place where they feel comfortable.



Kirk Holman



Anne Schiavone

AWL NEW MEMBER RECEPTION

**By Courtney Hasselberg
(Membership Chair)**

AWL held its second annual New Member Reception on June 24, 2009 at the Mdivani Law Firm. Several Board members were present to welcome new AWL members who have joined since July 1, 2008.

This event was specifically designed to allow the Board to meet new members in a relaxed setting, and to encourage new members to become involved in AWL activities. Mira Mdivani and her amazing associates were the perfect hosts for the hot June evening event!

Food was grilled, wine was poured, hors d'oeuvres were enjoyed, and a good time was had by all. A special thanks to SOUTH & ASSOCIATES and SEYFERTH BLUMENTHAL & HARRIS who graciously sponsored the event.

**APPLICATION FOR CANDIDATES
FOR OFFICER/BOARD OF ASSOCIATION FOR WOMEN LAWYERS
OF GREATER KANSAS CITY FOR 2010
(Please print or type)**



Association for Women Lawyers
of Greater Kansas City

**P. O. Box 860531
Shawnee, KS 66286-0531
913.829.6941
913.829.6943 (fax)**

NOTE: Applications are due on or before **5:00 p.m. C.S.T. Friday, October 16, 2009**. Timely submission of this application is a prerequisite to appointment to the Board. Submit applications by mail, fax, or e-mail to: Kimberley Fournier, Immediate Past President

If you send the application via e-mail and do not receive a reply from Kim confirming receipt, please resend and/or call Kim. You may have been blocked by a Spam filter.

Board Positions: Pursuant to AWL's By-Laws, the Board of Directors shall be composed of twenty-four (24) persons who shall be the Corporation's President, the President-Elect, the Secretary, the Assistant Secretary, the Treasurer, the Immediate Past President, the Awards and Scholarship Chair and Vice-Chair, Membership Chair and Vice-Chair, Judicial Chair and Vice-Chair, Community Support Chair and Vice-Chair, Social Activities Chair and Vice-Chair, CLE Chair and Vice-Chair, and six At-Large Board Members. Descriptions of these positions can be found in AWL's By-Laws on AWL's website (www.awl-kc.org)

Term of Service: The 2010 Board of Directors will be approved and installed at the Annual Meeting on December 8, 2009 (time and location TBA), and will serve one term, from January 1 to December 31, 2010.

Meetings: Members of the Board are required to attend at least 70% of the Board's meetings. Meetings are held monthly. In 2009, they were held on the third Thursday of each month from 11:30 a.m. to 1:00 p.m.

NOTE: Applications are due on or before **October 16, 2009**. Timely submission of this application is a prerequisite to appointment to the Board.

Date: _____ Name: _____

Firm/Business: _____

Address: _____

City/State: _____ Zip: _____

Office Phone: _____ Office Fax: _____

E-mail: _____

Home Address: _____

City/State: _____ Zip: _____

Applying for position of _____ Number of years as an AWL Member: _____

Positions Held: _____

Participation in AWL Projects & Activities: _____

Participation in Other Activities Involving Women's Issues: _____

Other Bar-related Organizations and Leadership Roles: _____

Brief Synopsis of Qualities/Talents Nominee Would Bring to the AWL Board: _____

Please describe your experience and skills at fundraising and seeking sponsorships: _____

Jennifer McAdam

New Member Profile

Jennifer McAdam may be a new member to AWL, but she has already proven to be an asset to our organization with her participation in the Shelter Step-Up Program two years in a row. Jennifer is also one of ten participants in the inaugural class of AWL Connections, a mentoring program designed to create social and professional connections between newer attorneys and those with more experience. Active involvement and a volunteering spirit is nothing new to Jennifer - she has been involved and interested in social justice and welfare issues since she attended Kansas University as an undergraduate. (In fact, judging from her family ties – see below – we suspect the proclivity toward community involvement may be in her genes!)

While earning her degree in Sociology and American Studies, Jennifer volunteered with women's and children's causes. She worked with women's shelters and disabled adults during her college years. After graduating, Jennifer's interests progressed to the policy side of social welfare programs. She lobbied Topeka legislators for several years on behalf of women's and children's organizations, including Planned Parenthood and Kansas Action for Children.

Her work as a lobbyist led Jennifer to law school and her husband's new job took them to New York. Jennifer attended and graduated from the Benjamin Cardozo School of Law. While attending law school, Jennifer interned for a United States District Court Judge for the Eastern District of New York. Luckily for the Midwest, however, Jennifer and her husband decided to return to their roots and came back to the Kansas City area after graduation.

Jennifer's first position was as a law clerk to the Honorable Ronald Holliger. After completing her clerkship, Jennifer joined Lathrop & Gage, LLP in September, 2008. Jennifer practices in the firm's Insurance Recovery and Business Litigation department. Jennifer enjoys her work at Lathrop & Gage, particularly the intellectual challenges of business litigation and the supportive environment the firm provides. And, true to her spirit, Jennifer has already started working on *pro bono* projects as they become available. She has also taken on the cause of the overworked state public defenders, authoring an article addressing the seriousness of this issue which was recently published in the local bar journal.

AWL came to Jennifer's attention through her father, Kansas City Missouri Municipal Court Judge Michael R. McAdam. Judge McAdam has graciously donated his time and assistance to AWL's Shelter Step-Up program since its inception. When Jennifer learned of AWL's efforts on behalf of battered women, she knew this was the type of organization that would appreciate her contributions. And we certainly do!

Welcome to AWL, Jennifer!



Jennifer McAdam

AWL MEMBER NEWS

We are proud to share that AWL's President-Elect **Mira Mdivani**, who



practices business immigration law with the Mdivani Law Firm, recently received the **President's Award** by the Missouri Bar Association and the **Robert L. Gernon Award for Outstanding Service to Continuing Legal Education in Kansas** by the Kansas CLE Commission.

Mira was also recently named one of the **Women Who Mean Business** by the **Kansas City Business Journal** and a **Woman of Influence** by **Midwest CEO Magazine**. Congratulations, Mira!



Stephanie Goodenow and her husband welcomed a new baby, and here is what she has to say: "We are enjoying our new baby, **Nora Jane Goodenow**, born July 9, 2009 at 12:58 p.m. She was 8# 11oz, 21."

She joins big sister, **Betsy**, 4; and big brother, **Joey**, 2. "The adjustment from man-to-man to zone defense in the house has been challenging, but fun. I will be returning to work in October." Congratulations, Stephanie!



Congrats to Kori S. Carew, a former AWL Board member who was recently elected to Member status at her firm of Baker, Sterchi, Cowden & Rice, LL

ENTER OUR RAFFLE TO WIN AMC MOVIES FOR A YEAR

Like going to the movies? Wish you could go more often? Wish you (and a friend) could go for FREE for a year? Well, here's your chance...

AMC has generously donated a pair of one-year movie passes to help raise funds for the Women's Employment Network (WEN). The estimated value of this prize is \$1,040.00 and these passes CAN be used for: special engagements, IMAX, and 3-D Presentations. In addition, these passes are valid seven (7) days a week.

ONE TICKET (1) FOR \$10.00 THREE TICKETS (3) FOR \$25.00

The more you buy the more chances you have to win.

The Boring Details:

This raffle runs Friday October 2, 2009 to Friday November 20, 2009. The WINNER will be drawn at 12:00 pm on Friday November 20, 2009 and will be notified via email. When buying your raffle ticket(s) on-line, please be sure to enter all information and please be sure to use a valid email address.

For more information, questions, or to buy tickets over the phone please contact **Amie Hankel at 816-595-1297**

