

The WATCH Online

Winter 2018

Women Air Traffic Controller's Hot Sheet



Highlighting
Girls in Aviation Day
Events

The WATCH Online

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Professional Women Controllers, Inc.
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Purpose

Encourage women to enter the air traffic control profession; assist in professional and personal development; maintain accountability, responsibility, and professionalism; and promote a better understanding, cooperation and coordination among individuals toward the continual improvement of aviation safety.

VISION

Professional Women Controllers, Inc. (PWC) vision is to achieve a balanced workforce that reflects the demographics of society and creates a safe environment where all air traffic professionals have passion for their career, can excel, and feel a sense of community at work.

MISSION

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

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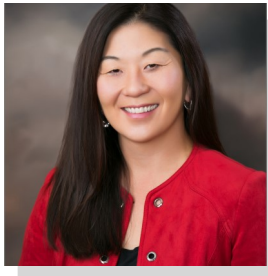
Cover Photo: Girls in Aviation Day, Alaska

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

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We encourage readers to pass the information along to colleagues and other interested parties, providing credit to this e-newsletter as the source and include information on how they can become a PWC member.

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FROM THE PRESIDENT'S DESK

Patti Wilson, President, Professional Women Controllers, Inc.

We are definitely in the heart of the holiday season. I hope this edition finds you well. Please keep those impacted by fires, hurricanes, and other extreme events happening around the country in your hearts and minds.

PWC Scholarship Foundation

The organization has been very busy. We are proud to announce the establishment of the PWC Scholarship Foundation. This is a 501(c)(3) organization, separate from the main PWC board of directors. All funds given to the foundation are tax deductible and support our scholarship program. The deadline for scholarship applications is February 1, 2019.

Trademark PWC Name

Although it has not yet been finalized, we submitted all of the required documentation to trademark our name. This was actually completed more than two years ago; we are only waiting on the

federal government to process. Hopefully, this will happen soon.

Increasing our Visibility

As many of you know, I bid my leave to ensure PWC representation and visibility at three main events: PWC conference, Communicating for Safety (CFS), and FAA Managers Association (FAAMA) convention. This year, I was also asked to participate in the Air Traffic Controllers Association (ATCA) Women in Aviation breakfast. It was quite an honor to be asked and to participate with an amazing group of women leaders. Attending all of these events has allowed PWC to have continuous networking opportunities with current/future partners. These events also allow us to increase our visibility.



At CFS, we gained at least 13 new members, and at least 16 new members at FAAMA. Welcome!



I had discussions with many who stopped by our booths about the PWC conference which is rapidly approaching; the agenda is almost finalized. We talked about one

topic on the conference agenda, sexual assault. Many of you told me you know of someone who has been sexually assaulted in the FAA. In fact, the number of sexual assault victims you know of is astounding. The sexual assault panel will have representatives from the following organizations: Civil Rights (ACR), Human Resources (AHR), Security (ASH), Employee Assistance Program (EAP), Women in Aviation (WAI). For those of you who are WAI members, I hope you participated in their sexual assault survey earlier this year. We plan to discuss the results of the survey. These offices will have booths at the conference, and you will have the opportunity to meet with them one-on-one to address questions and concerns.

I did another podcast; when it's ready to go live, I will share it with you. This one is a little different than my previous podcast. Kara Snyder, Le Vital Corp, is interviewing a diverse group of female leaders on "sponsorship". Can't wait to hear it! My previous podcast is on the PWC website, if you would like to hear it.

Please read more in this edition on how PWC is advocating for ways to attract and retain females in aviation and information on the Women's Advisory Board.

Girls in Aviation Day, Alaska

By Catalina Myers, University of Alaska Anchorage (UAA) Office of University Advancement

By Dec. 31, 2017, of the 609,306 total piloting jobs available in the United States, 42,694 of those were held by women, representing seven percent of the total piloting jobs in the country, according to the Federal Aviation Administration's (FAA) Annual U.S. Civil Airmen Statistics report. Additionally, in that report, the FAA totaled women working in aviation in non-piloting jobs — which includes everything from mechan-

ics to dispatchers — to represent only 29.2 percent of the total jobs.

Girls in Aviation Day — an annual world-wide event, hosted by Women in Aviation International (WAI) — is hoping to change these statistics and introduce young girls into the world of aviation early on and help them discover the numerous career opportunities within the industry.

"It's definitely a job that girls and women can look into and get excited about," said Sherri LaRue, associate professor of aviation technology in UAA's Community and Technical College (CTC).

"Aviation is a job a lot of them [girls] don't think about and when they do think of it, they only think



of piloting. There's a lot more jobs than that and they tend to be pretty high paying."

WAI Alaska Last Frontier Chapter, in collaboration with CTC's Aviation Technology Division (ATD) and PWC, hosted the Girls in Aviation Day at UAA's Aviation Technology Complex at Merrill Field, Saturday, Oct. 13. About 40 girls from elementary to middle school attended the event and had the opportunity to glimpse what a career in aviation might look like.

Learning to Fly

The girls were divided into groups and had several sessions throughout the morning, including hands-on activities like testing their skills in the flight simulator to land a plane in inclement weather, to directing an airplane to land on a runway in the ATC radar simulator. In addition to taking their turn in the simulators, LaRue said the girls were also given problem-solving tasks related to airplane maintenance. In the afternoon, the group gathered for a panel discussion led by WAI Alaska Frontier Chapter, PWC, and UAA ATD staff.

On hand, throughout the day, students from UAA's ATD program volunteered their time to help run the simulators, lead the groups, answer questions, and help guide the problem-solving activities.

"I love seeing girls in aviation — we like to band together," said Kezia Belisle, while adjusting her Miss Alaska Sweetheart sash. Belisle, a junior in the professional piloting program, decided to wear her crown and sash to the day's event to send a message that girls can participate in what's seen as "traditionally girly" activities, while also pursuing an education or career that's typically male-

dominated. "There's a stigma that this is a 'guy's world,' so when you come in and take classes, and you're the only girl — it can be a little bit disappointing. But, when you come in at a young age and see other girls doing this, I think that's encouraging and important to see."

Her classmate Tawny Taylor agreed. Taylor's been flying since high school and caught the bug at an early age. She fell in love with flying and said there's nothing else that puts an immediate smile on her face. She thinks it's important for her and Belisle to help introduce girls to the possibility of a career in aviation, because it's such a supportive community and not a lot of girls consider aviation as a job path.

"I think it's been fantastic — I mean we're in the simulators and teaching them the basics," said Taylor in helping supervise the flight simulator.

"They're pretty shy, most of them, but, once they kind of get into it, they have a lot of fun. I had several girls come back over and over again; so they're having fun."

Joining the Ranks

PWC members Christina Calvert and Jennifer Lemmon attended the Anchorage event. Starting as air traffic controllers, Christina is now a quality control manager for the Kansas City District and Jennifer is now a traffic management specialist at the Air Traffic Control System Command Center in Virginia.

"We try to support female air traffic controllers through training, networking, and encouraging young girls to be air traffic controllers," said Calvert. "Right now, only 16 percent of air traffic controllers

are women, and it's been like that most of my career, which is almost 30 years."

Calvert said WAI's Girl in Aviation Day events are so important, because women are so underrepresented in the aviation industry. She said what's unique about hosting the event in Alaska, and at UAA, is that the ATD has an air traffic control simulator.

"This is huge," Lemmon said. "We've got the simulator and not just the tower portion, but the radar side of it as well. The girls have gotten to go into the engine lab and do a borescope on an engine and then we're also getting to do a panel this afternoon with women in different fields of aviation."

Both Calvert and Lemmon echo the same sentiment as Taylor and Belisle, saying they are constantly amazed by how many girls feel like they can't go into aviation because it's a "boys job." But Calvert and Lemmon are working to change that; they've spent their careers trying to change that mindset through their work with PWC, flying across the country to different events to introduce

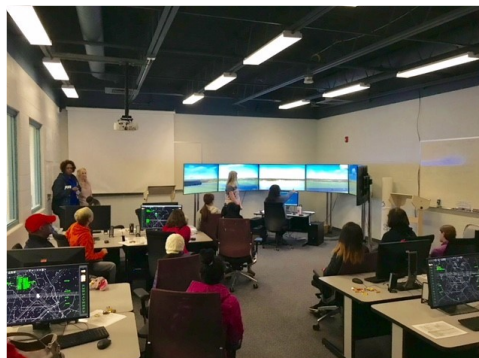
young girls to the benefits and exciting career opportunities in aviation.

"I love my job," said Lemmon. "I worked in a tower for 11 years, and I love that I got to go to work and watch airplanes every single day." She said it's the best office view you'll ever have, and, at the end of the day, you get to leave work at work." Additionally, she said retirement comes early — all air traffic controllers and airline pilots have a mandatory retirement age — which leaves room for either a second career or opportunities to explore and travel. For some of the girls, the day's event may have been the first time they'd ever thought about aviation as a career, or maybe it was just an idea they'd already been dreaming about — but either way, Girls in Aviation Day was a jump start to help young girls feel inspired and think about the possibilities of a career in flight.

Girls in Aviation Day, Great Lakes

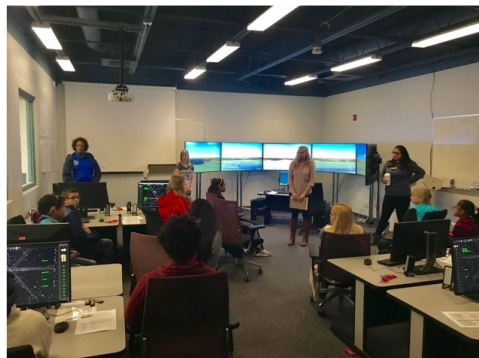
By Katrina Smith, PWC Member
Great Lakes PWC is proud to continue supporting Girls in Aviation Day (GIAD) "Sky is the Limit- Inter-

active Aviation Camp" at Lewis University-Romeoville. This year, we introduced over 100 girls and young women to the world of aviation through air traffic control (ATC).



PWC representatives were Katrina Smith, Chicago Center, Rachel Tracey, DuPage Tower, and Alyssa Kurenyshev, DuPage Tower. The GIAD participants were briefed on ATC, saw radar feeds and maps used in training, and observed Lewis University's ATC simulator. They also played an air traffic game and learned different ways controllers separate aircraft.

PWC member, and Technical Women's Organization representative, Ronnette Walker pro-





vided an overview of the role and responsibilities of technical operations and the many ways the organization supports ATC.

Girls in Aviation Day, Southwest

By Samirah Abdelfattah, PWC Southwest Regional Director

The New Mexico Aviation Aerospace STEM Expo 2018 brought together various groups from the aviation community, in support of education and outreach to local schools and students around New Mexico. Private entities, corporate operators, government agencies, and military organizations all took part in providing students, ages of 13-21, the opportunity to explore the various options available to them within the aviation community. The groups in attendance varied from Ameriflight to the Civil Air Patrol. The hands-on experience for students allowed for a wonderful and dynamic event in which they were able to climb in, over, and underneath various types of aircraft, to get up close and personal with an industry often a mystery to those outside of it. There was even an opportunity to see a



hot air balloon and speak with the crew on the intricacies of unpowered flight! Over 2,500 students, from schools throughout New Mexico, were able to attend the event and access the flight line at Alamogordo-White Sands Regional Airport. The airport venue was unique, as it is mere miles from Holloman Air Force Base and the White Sands missile range. This meant an almost constant roar of fighter jet engines in the distance and attempts by students to try to locate the fighters above. Under sunny skies and beautiful temperatures, students spoke with Customs and Border Protection agents about their helicopter operations, were able to interact with a jet engine on display and see its inner workings, and poke around a Beechcraft 99 stripped down and fitted for the rough-and-tumble world of cargo operations. The U.S. Army even surprised with a flyby of two Cobra combat helicopters



stationed at nearby Biggs Army Airfield. The excitement at this display was palpable. Overall, the New Mexico Aviation Aerospace Association did a wonderful job bringing together various corners of the aviation industry in a joint effort to motivate and educate the future aviators of our industry. The event was a hit with the students. They left with their minds filled with new dreams and PWC bags filled with information and goodies to help educate them about the wonders of aviation.

Girl's in Aviation Day, D.C. Area

By Jamie Feger, PWC Education and Career Development Program Manager

The topic is outreach, and let's be honest. It isn't easy! Outreach takes a lot of work and dedication, and it is not a one-person show. Each event takes several hours of planning and prepping and plenty of volunteers. However, the payoff can be grand! Seeing young aviation enthusiasts light up, when they sit inside the cockpit of an optionally-piloted aircraft, see how a robot works, or get the chance to talk to a real air traffic controller or pilot, is really something special. This is why I keep going back

and keep reaching out to any, and every, young aviation enthusiast I can through any medium.

It all started for me almost three 3 years ago, while volunteering at Innovations Day at Udvar-Hazy Air and Space museum, and met Barb Gruber, PhD, School Programs coordinator of the National Air and Space Museum. I had the most wonderful time running girl-after-girl through NASA's line-up and wait with math ATC simulator. Each girl would walk up to a laptop and start a session with three planes and work them to land, adjusting their speed or turning them. Some of the girls wanted to up the ante and try a harder problem, after one round! These girls were interested and asked many questions. When it came time for Barb to set up the aviation portion of her summer camp, we met for lunch. I encouraged here to come to Warrenton, VA and tour the Air Traffic Control System Command Center and Potomac TRACON, so the girls could continue to ask questions and see how it all works in real life! They showed up wearing khaki jumpsuits and toured the two facilities asking many questions, making a memory of a lifetime. Barb continues to support many other outreach endeavors of mine to include Girls in Aviation Day. What is GIAD, you ask. Well let me explain.

GIAD has been alive and well going on four years now. Each year, our GIAD has almost doubled in attendance. We have grown so much that we outgrew our previous location at the Manassas Airport. We moved this year's event to Culpeper, VA in conjunction with the Culpeper Airfest, where our Women in Aviation Capital Region Chapter hosted over 100 girls. Imagine 100 girls and more than 20 vol-

unteers running around the airport in their bright pink shirts, experiencing the awe and amazement aviation has to offer. It truly was magical! The girls, in attendance, experienced eight to 10 different stations, air traffic control, aviation maintenance, dress like a pilot, sectional chart scavenger hunt, NASA/space exploration, helicopter station, robotics, and even a flight simulator. They also received a 15-minute hands-on flight instruction with the local remote-control groups. I think this was by far the overall favorite. After a great educational morning experiencing the different aviation industry opportunities, the girls and their families enjoyed the Airfest. It was a win-win, and I'm sure it will become a main feature for outreach in Northern Virginia for years to come.



Keeping up with the aviation industry takes a lot of time and effort. Keeping up with 100 girls and talking about aviation is effortless, for those of us who enjoy what we do in the aviation industry. Many thanks to all the sponsors and volunteers who continue to support these efforts. I encourage any one of you to come along, because the aviation industry is only going to get more interesting with unmanned

aerial systems (UAS) and commercial space on the horizon.

Girl's in Aviation Day, Northwest Mountain

By Aimee Wright Shingleton, PWC Northwest Mountain Director

It was a beautiful, October, blue-sky day in Salt Lake City. PWC supported the Girls in Aviation Day by having two members at a booth who eagerly wanted to show and teach as many girls as they could the exciting reason they should be air traffic controllers (ATC). There were 200 children registered for the day's event, many who had no idea what ATCs were. Some made a great educated guess; a handful knew exactly what we did and were as interested in it as we are. Watching the faces light up, on the children who didn't know what we did, was one of the best parts of the day. They were amazed we could talk to pilots in the sky, let alone pilots hundreds of miles away. Many parents got a good educational experience too. We partnered with the National Air Traffic Controllers Association (NATCA), who supplied us with enlightening coloring books, pencils, and gliders to put in our PWC bags. Overall, the event was a fun filled experience for all!



PROFESSIONAL WOMEN CONTROLLERS, INC. NOMINATION FORM

All terms of office will commence on June 1st of the election year. The term of office for President, Vice President, Secretary, Director of Resources and Membership Director shall be two (2) years. The President, Secretary and Membership Director shall be elected in odd-numbered years. The Vice President and Director of Resources shall be elected in even-numbered years. The term of office for Regional Directors shall be two (2) years and they shall be elected from each region. The Alaska, Central, Eastern, and Great Lakes Regional Directors shall be elected in odd-numbered years. The New England, Northwest Mountain, Southern, Southwest, and Western Pacific Regional Directors shall be elected in even-numbered years. Officers shall be eligible to succeed themselves, but cannot hold the office for more than two (2) consecutive elected terms.

Each officer must have the following qualifications prior to the beginning of their term of office. (a) President and Vice President: three (3) consecutive years of active membership in the Corporation, plus experience with the Corporation's Board of Directors as either an elected or appointed officer or as a Program Manager. (b) Secretary, Director of Resources, and Membership Director: one (1) year of active membership in the Corporation. (c) Regional Directors: one (1) year of active membership in the Corporation.

(PLEASE PRINT)

I, _____ wish to nominate _____ for the office of _____
(Specify President, Secretary, Membership Director, etc., or Regional Director for: Alaska, Central, Eastern, or Great Lakes)

NOMINEE'S NAME:

NOMINEE'S ADDRESS:

NOMINEE'S PHONE: Home: () Work: ()

SIGNATURE OF NOMINEE: _____ DATE: _____ (Nominee must sign to validate/accept nomination)

INSTRUCTIONS FOR BIO PACKAGE

On a separate sheet of paper, respond to the items below. The information you provide will be used as part of the ballot package. Type answers (double-spaced) and spell out any unusual contractions. Be brief but complete. Questions 1 through 3 shall be in narrative form in the third person. Questions 4 and 5 will be printed as quotes.

1. Nominee's FAA/Air Traffic background. 2. Nominee's organizational (both PWC and others) background. 3. Other information nominee considers important. (Training, skills, experiences, etc.) 4. "I am interested in becoming/continuing as/returning as a member of the PWC Board of Directors because..." 5. "As a member of the PWC Board of Directors, I would like to ..."

Submit completed nomination form along with narrative statement to Jenn Lemmon at the address below or emailed to be received by February 1. The nominee will be sent an acknowledgement confirming receipt of the nomination.

Jennifer Lemmon 13550 Heathcote Blvd #106 Gainesville, VA 20155 pwcinc.vp@gmail.com

NOTE: All newly elected officers will be expected to attend officer transition training on the 2nd day of the Board of Director's meeting following the National Training Conference. When signing this nomination form, you agree to make a good faith effort to attend this training if elected.



Step back into time...
Queen Mary – Long Beach, CA
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Join PWC for the 41st Annual Training Conference in Long Beach, CA.

- ◆ Conference will be aboard the Queen Mary, a luxury ship from the 30s!
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PWC Membership Corner Update

Jenny Rubert, PWC Membership Director

Our membership is growing!!

If you did not receive the Watch fall 2018 edition at your home address or if you have any changes you would like updated in the database, please send me an email at

pwcmembershipdirector@gmail.com

Welcome New Members!!!

Svetlana McCarthy

Joshua Cooper

Jasmine Greenroyd

Linda McCray

Bradley Wilcko

Robert Warden

Jonathan Fagle

Martin Ramirez

Leslie Rangel

Anna Carroll

Rodolfo Fuentes

Kortney Felder-Cook

Melyssa Douglas

Lynn Pauli

Ella Hedrick

Laura MacAllister

Christina Phorimavong

Julie Myrie-Oyewo

Sheri Kaneshiro

Natalie Odier

Kristin Simms

Jael LaJouche

Natalie Foster

Emanuel Robinson

James Gardner

Kelli Valentine

Shannon Soler

Jamisha Thomas

Melissa Todd

Renee Spencer

Jennifer Ross

Cody McClelland

Jeffery Forgey

Wesley Sikich

Mary Lou Lambert

Jeff Hubert

Laura Kaplan

Diane Vercella

Kara Gruters

Vanessa Trowbridge

Andrea Sullivan

Why PWC?

Advantages to Getting Involved

By Amy Magstadt, PWC Central Region Director

I wasn't active in PWC for the first 23 years of my career. I didn't want to highlight that I was a woman and separate myself from the controller ranks. In 2016, the Central Region hosted a training Conference, and I wanted to support the people planning the event. While I was part of the planning team, I watched how people worked together and why an organization like PWC is important. PWC is a group of people working toward a common goal. PWC provides professional activities to those who want to be involved in them, and PWC increases everybody's awareness of women in the complex field of Air Traffic Control.

Members of PWC see the value of collaboration with a group. PWC members attend a training conference, that requires months of planning, once a year. Numerous people, on different committees, delegate individual tasks and coordinate a three-day event with speakers, luncheons, training, and events. Each PWC Regional Director plans socials for their members and attends professional events in their region to increase national awareness for the FAA and Women in Aviation.

Some ATCs are interested in moving into FAA management. PWC helps individuals learn the skills necessary to succeed as a manager. PWC offers members the chance to belong to a professional organization, write for a professional publication, and members can interact with other controllers

throughout the FAA.



PWC members can attend a training conference and meet numerous aviation professionals throughout the FAA. PWC members sponsor booths at Girls in Aviation Day and Career Fair events, increasing the awareness of professional women in aviation. PWC brings exposure to the field of ATC and helps the public understand what the ATC profession is all about.

International Aviation Women's Association Conference

By Vonetta Lawton, PWC Southern Region Director
On October 23rd through the 26th, I had the pleasure of attending the International Aviation Women's Association (IAWA) 30th Annual Conference in Memphis. When I arrived in Memphis, I took Lyft to the hotel, and, during my talk with the driver, I found out he was an aircraft mechanic. You never know who you will run into, and little did I know that

wouldn't be the last aircraft mechanic I would meet.



I attended the 1st timers' event, which was interesting because it was presented similar to musical chairs but rather with tables. This allowed all first-time conference attendees to meet and find out more about each other. I met three women I would definitely call friends by the end of my time there, one being an aircraft mechanic.



The sessions I attended the first day were very informative. One session was a panel of four women who discussed different areas of the world and what they were doing within aviation. They talked about how there are only 17 airline chief executive officers (CEO) represented by females, while females make up most of the traveling public. In the United States, JetBlue is the only airline with a female president and CEO. Part of the discussion focused on how airports are having a hard time keeping up with the increase of passengers, countries dealing with their own rules and regulations when it comes to flying, along with the increase in building alliances in the airline industry. Europe alone had six airlines file for bankruptcy, due to not building alliances. Each panelist offered advice for women trying to advance within their field: "don't be shy, ask for what you want"; "realize nothing is impossible, but you need an army of support"; "emotional intelligence, what some see as a weakness is actually our strength"; and, something PWC speaks to frequently, "promote yourself as a woman."

Four other sessions throughout the day focused on items such as the frequency of more disruptive passengers on flights, the regulation/deregulation of fares causing increase/decrease in pricing, brief discussion on the increase of laser incidents, and drones becoming a problem as they are flying closer to the airport and interfering with operations.

I had the pleasure of meeting one of the session panelists, Dr. Ruth Stilwell, the previous NATCA Executive Vice President for six years before retiring. I also met Marion Blakey, previous FAA Administrator, who IAWA had presented with the 2018 Wom-

an of Excellence Award.

My first PWC Conference was the first time I had been around so many women within air traffic without the negativity and judgement. This conference was like that on a bigger scale. Seeing all of these women, from all over the world working in different aviation careers, some of which I had never heard of and many I had, was inspiring. This was a very empowering experience for me. I had never been around so many successful, powerful women in aviation who were open to sharing, helping, or talking to other women who weren't necessarily where they were in their careers. Their success motivated me to think about where I was and where I want to be. I'm the type that likes to fade into the background, helping how and when I can. With this conference, I had to push myself to get out of my comfort zone, talk to people, let them know PWC was out there, and tell them about our organization. I got up and spoke to a large group, and, even though I forgot part of what I wanted to convey, I still got my point across.

You can only feel empowered when attend an event like this, meeting women who have been through similar experiences within the job, women who fought to get where they are and have succeeded, women who went above and beyond to get to the top, women who have achieved much and are willing to help you along the way. It doesn't always take a big group; sometimes it's one person who can say something encouraging to someone who needs it at that time to empower them. Don't you want to be the one to empower someone else? Remember,

not everyone is where you are now, and you didn't get there by yourself!

A View from Penn State: Unmanned Aerial Systems: Changing the Geospatial Mapping Paradigm

By Dr. Doug Miller

Aircraft and satellite imaging platforms have been the backbone of mapping in America for decades. The technologies and methodologies, stimulated initially by military needs in World War II, continue to this day—albeit with significant upgrades to modern global positioning system (GPS) navigation systems and sophisticated high-resolution digital cameras and, increasingly within the last 15 years, lidar (light-detection and ranging) systems for precision land surface imaging and measurement.

Unmanned Aerial Systems (UAS) (“drones” in common parlance), carrying smaller, cheaper sensors, are now beginning to revolutionize this traditional remote sensing and mapping paradigm. The marginal cost of flying a UAS is a fraction of the cost of current industry-standard satellite or aircraft systems. Since these systems can be flown at relatively low altitudes – less than 150 meters, the spatial resolution of the data collected with a UAS is much higher, on the order of a few square centimeters. When coupled with the temporal flexibility to deploy rapidly, UAS systems are a game changer in a wide range of mapping and environmental measurement and monitoring where high-quality images can be generated for mapping solutions over moderate size areas ranging from 100-500 acres.

The rapid expansion of UAS for geospatial applica-

tions has, however, suddenly moved the data “end user” of remotely sensed data into the potential position of being a “data producer” with their own UAS platform. Current commercial off-the-shelf (COTS) UAS platform mapping solutions range in price from \$1,500 to \$7,500. While this maximizes the utility of UAS-based remote sensing for a nearly-limitless range of applications, it also places additional requirements on the new, often flight-inexperienced user to work safely with advanced flight technology in an increasingly crowded U.S. airspace. This growing UAS airspace issue has been addressed by the FAA with its Part 107 rules, put in place in August 2016. These rules provide a balanced approach that seeks to allow operators to meet their UAS goals while also ensuring public safety. The Part 107 rules now require UAS pilots, working in the commercial, research, and education realms, must pass a written examination. Additionally, UAS platforms must be registered with the FAA.

At Penn State, we now have a UAS Operations Manager who works with faculty, staff, and students to ensure the safe operation of UAS for education and research. The university has a formal internal flight request system, a platform registration system that tracks all university-owned and FAA-registered UAS, and a formal submission system for all Part 107-registered pilot logs. UAS pilots working on education or research projects with Penn State-owned equipment are required to have a valid FAA license. These internal mechanisms allow Penn State to ensure FAA compliance as well as to promote safe and productive UAS operations that meet university

underwriter requirements for indemnity from damage and injury caused by UAS mishaps.

Penn State researchers, educators, and students are engaged in applying UAS to wide-ranging problems in the earth, environmental, engineering, and geospatial sciences. Few of these individuals have had previous experience flying aircraft or working in the aeronautics industry. The blended nature of being both a “data collector” and a “data user” means a shift in knowledge requirements and an additional, but important, burden of responsibility to learn a new domain that includes flight rules and regulations as well as personal and public safety practices to ensure people and property are not endangered during data acquisition.

This new blending of data collection and data use in the geospatial industry provides new opportunities for experienced individuals in BOTH the aeronautics and the geospatial domains to extend their expertise into the new, developing geospatial mapping paradigm. The portfolio of Penn State World Campus online Geospatial Programs provides an entry point for individuals seeking a well-rounded education in remote sensing, geographic information systems (GIS), and geospatial intelligence.

To learn more about the GIS and Geospatial portfolio of programs and the tuition reduction available to federal government employees, spouses, and dependents, visit: worldcampus.psu.edu/fed-gov

Doug Miller, PhD, is a Research Professor of Geography at Penn State University, and the Director of the Center for Environmental Informatics and the Mobile Geospatial Systems Group in the Dept. of

Ecosystem Science and Management. His areas of expertise include remote sensing, GIS, soils, geomorphology, and land change.

Retaining Females in the FAA

By Patti Wilson, PWC President

PWC is committed to recruiting and retaining women in the air traffic control field. Here are some questions we have considered.

1. What is the specific problem you are trying to solve or have solved?

The problem is recruiting and retaining females in air traffic control (ATC) and the aviation industry.

2. What is your detailed proposed solution to the problem?

Paid Family Leave (similar to other countries that have a family leave program in place) and a safe working environment.

3. What steps will need to be taken, and by whom, for your solution to be successfully implemented?

Funding and Education

PWC would like to continue our efforts with the help of the agency to promote and educate the aviation industry by way of Science, Technology, Engineering, and Mathematics (STEM)/Aviation Career Education (ACE) events across the United States. We have established a successful STEM camp in Alaska and feel this could be duplicated with agency support. Education to the workforce at all levels needs to be accomplished to help promote a safe working environment. A true zero tolerance policy for bullying, hostile work environment, and sexual harassment and assault violations is also needed.

4. How much will the solution cost?

Unknown, but time and other resource investment will prove invaluable on this project.

5. What are the benefits to your solution?

Retention of a diverse workforce, meeting the needs of the future workforce, and helping secure a safe working environment for both current and future employees.

6. What are the potential challenges to implementing your solution?

Money, Time, Support, and Resources

Time and Support are the biggest hurdles to accomplish this goal. We are passionate about this project and would be more than willing to dedicate the time needed to meet the goal. Support at the higher levels to approve that time is essential.

7. Have you previously submitted this idea in another FAA venue?

I have discussed this on multiple levels within the FAA including the (A) Administrator.

8. Why is Paid Family Leave the main topic for recruiting and retaining females in the aviation industry?

FAA Hiring

- Must be hired prior to your 31st birthday
- Prime childbearing years are generally in your 20s and 30s
- Earn four hours sick leave (SL)
- Earn four hours annual leave (AL) during first three years of employment, then six hours

Pregnancy

- Not a sickness, so why are females forced to use SL?
- Not on vacation, so why are females forced to use AL?

Education

- Managers bragging about the amount of SL they have
- Question: How much SL would your wife have if she were in your same job and having children?

Bias

- Someone with a low SL balance abuses their SL
- Males hold the majority of positions of power and do not think about maternity leave or lactation rooms

Lactation rooms

- Still fighting the education battle today with facility managers who believe it's okay to walk in on someone
- Not having an appropriate area accessible to nursing mothers

The FAA does not support females

- If they choose to have a child, they may be forced into negative numbers in SL, AL, and even leave without pay (LWOP) which impacts other employee entitlements and/or benefits
- This takes years to get back into positive numbers
- Many consider resigning, or have resigned, from the agency due to all the negativity behind having a child

Live from Riyadh, Saudi Arabia

By Patty Swenor, PWC WATCH Editor

Is it safe??? That's the first question I'm asked when someone hears I live and travel in the Middle East. I've lived in Saudi Arabia since December 2018 and vacationed in Egypt, Jordan, Oman, and Dubai. I've taken all modes of transportation: train, ferry, metro, bus, Uber, and on foot even at night. There have been no issues and no concerns for my safety whatsoever. When I tell those on my journey I'm American, they say, "Welcome, Welcome, We love Americans!"

There's little crime. I left my wallet at the grocery store with my driver's license, credit cards, ATM, etc. in it and got it back with nothing missing. People leave their expensive cars running with the keys in the ignition while they run into a store; the car is still there when they come out. Travel in the Middle East has been a wonderful experience. I highly recommend it.



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WHY TEAM?

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✈️ WHAT'S COMING TO FACILITIES IN FALL 2018?

- » Training Plans
- » Training Team Meetings
- » Evaluation Forms: -25, -32, -26
- » Local and National Briefing Items
- » Training Item Assignments
- » Certificate and Ratings Tracking
- » Individual and Facility Roll-up Reporting
- » Cross Facility Assignment and Access
- » Facility-level Configuration
- » Role-based Permissions
- » Digital Signatures

For more information contact the TEAM Support Center at TEAMSUPPORT@faa.gov



Have You Ever Considered a High Deductible Health Plan? – Part 2 of 4

By Scott Horstman, GEHA Manager, Product Development

For those HSA-eligible and enrolled in a high deductible health plan (HDHP), any qualified medical expenses beyond preventive – which are already covered at 100 percent – may be paid through a health savings account (HSA) that's coupled with the plan. Contributions to your HSA can be made by the plan and you may make tax-free deposits as well. Best of all, there are many financial advantages to having an HSA; some of which even extend beyond paying for healthcare. One of those advantages is the ability to invest dollars in the HSA. For instance, many HSA accounts provide access to mutual funds and other investment options, similar to an IRA. And, like an IRA, money in your HSA will grow, tax-free. Tax-free withdrawals from your HSA can be made at any time for qualified medical expenses, which are listed in Section 213(d) of the Internal Revenue Service Code as well as IRS Publication

969. There are a few basic rules that govern HSA eligibility. For example, once you start Medicare you may continue to participate in the HDHP, but can no longer make contributions to an HSA. At that time your plan might use an alternative account such as a Health Reimbursement Arrangement (HRA) for your use.

If you participate in an HSA, you decide whether you make withdrawals for qualified medical expenses or pay out-of-pocket and allow your balance to grow. It's your money!

Information shared in this article should not be taken as legal or tax advice as HDHPs may not be the best choice for everyone. To help you determine if an HDHP is right for you, consult with a trusted tax or legal advisor and review IRS publications 502 and 969.

About GEHA

GEHA (Government Employees Health Association, Inc.) is a not-for-profit association providing medical and dental plans to more than 1.8 million federal employees, retirees and eligible dependents through the Federal Employees Health Benefits Program



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(FEHBP) and the Federal Employees Dental and Vision Insurance Program (FEDVIP). GEHA offers three medical plans, including a High Deductible Health Plan and two dental plans. As one of the largest national medical and dental plan carriers exclusively for federal employees, GEHA provides its members access to an impressive network of doctors, dentists, hospitals and other providers. For more information, visit geha.com.

2019 Women Advisory Board

By Patti Wilson, PWC President

Recruiting and retaining women in aviation-related careers is being addressed at the congressional level and through an established Women in Aviation Advisory Board. I think a PWC brainstorming session on how to enhance efforts to recruit women into aviation careers would be beneficial, as a means of beginning discussion and being prepared to contribute to the Board. If you have thoughts on this, please send an email, call, or text your Board of Directors. We want to have a seat at the table and need your help!

The Women in Aviation Advisory Board has until June 22, 2019 to submit a strategical plan, then tweak it for six months. The Board would then disband no later than December 22, 2019, after submitting a final report to Congress outlining a plan on strategies to bring women into the aviation industry.

For example, here are some bullets since Congress is asking for trends that discourage women from pursuing careers in aviation. They are also asking for trends that encourage women to pursue careers in aviation as well.

1 – Changing the policies across all disciplines whereby women are not torn from their families and communities to join the aviation industry. For example, in the FAA, only after successful completion of the Academy are you informed of your permanent facility. This is a disincentive in that, for some women of various cultures, ties to family and community is a high priority.

a. After being recruited, some women will not succeed in the facilities that the FAA assigns them to due to sociological/

psychological factors that are not taken into account. Being torn from their family, in a new environment with elements unfamiliar and uncomfortable to them, may be detrimental to their success, if not in the short term, possibly in the long term.

b. Without a support system, child rearing (a traditional female role) would make balancing the work-family life challenging.

2 – Another area that we are all familiar with is the lack of support women receive when it comes to maternity leave, or the lack thereof. There is no maternity leave offered to women, which, again, makes it a challenge to balance work-family life. It also forces women into a negative sick/annual leave balance when taking maternity leave, taking years to recover.

3 – A work environment that consists primarily, if not completely, of men may feel uncomfortable to some women (language, norms, behavior, etc.) They may have difficulty developing working relationships with coworkers with whom they have few commonalities.

5- Lactation rooms not available and/or not private at facilities.

4 – Shift work. As women in traditional child-rearing roles, shift work can, and does, significantly impact retention. Women may find it difficult to balance work-family life (do you see a trend yet?)

Retention of Women – FAA Statistics

The FAA needs to provide us statistics that indicate where women are failing in the FAA training process and thereafter. Is it during the Academy phase, during the facility training program, within two years of certification when they have experienced an unfortunately biased work environment, or is it when they have had children and have found it difficult to balance work and family? If these statistics do not exist, then this is the perfect action item for the FAA to take on and collect data which may prove beneficial in identifying the specific area (s) that need improvement. I do not believe this is solely recruitment. Retention of women is just as important!

Other Areas PWC Would Like to Address

1 – Coordinating the efforts of airlines, aviation nonprofit organizations, and the like to facilitate support for women pursuing aviation careers.

2 – Creating and expanding opportunities for women in the aviation industry. Consideration of women as not only competent but also as extremely viable and valuable candidates for such opportunities.

3 – Enhancing aviation training, mentorship, education, outreach programs, etc.

Subtitle B—Women in Aviation

SEC. 611. SENSE OF CONGRESS REGARDING WOMEN IN AVIATION.

It is the sense of Congress that the aviation industry should explore all opportunities, including pilot training, science, technology, engineering, and mathematics education, and mentorship programs, to encourage and support female students and aviators to pursue a career in aviation.

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SEC. 612. SUPPORTING WOMEN'S INVOLVEMENT IN THE AVIATION FIELD.

(a) **ADVISORY BOARD.** —To encourage women and girls to enter the field of aviation, the Administrator of the Federal Aviation Administration shall create and facilitate the Women in Aviation Advisory Board (referred to in this section as the “Board”), with the objective of promoting organizations and programs that are providing education, training, mentorship, outreach, and recruitment of women into the aviation industry.

(b) **COMPOSITION.** —The Board shall consist of members whose diverse background and expertise allow them to contribute balanced points of view and ideas regarding the strategies and objectives set forth in subsection (f).

(c) **SELECTION.** —Not later than 9 months after the date of enactment of this Act, the Administrator shall appoint members of the Board, including representatives from the following:

- (1) Major airlines and aerospace companies.
- (2) Nonprofit organizations within the aviation industry.
- (3) Aviation business associations.
- (4) Engineering business associations.
- (5) United States Air Force Auxiliary, Civil Air Patrol.
- (6) Institutions of higher education and aviation trade schools.

(d) **PERIOD OF APPOINTMENT.** —Members shall be appointed to the Board for the duration of the existence of the Board.

(e) **COMPENSATION.** —Board members shall serve

without compensation.

(f) **DUTIES.** —Not later than 18 months after the date of enactment of this Act, the Board shall present a comprehensive plan for strategies the Administration can take, which include the following objectives:

- (1) Identifying industry trends that directly or indirectly encourage or discourage women from pursuing careers in aviation.
- (2) Coordinating the efforts of airline companies, nonprofit organizations, and aviation and engineering associations to facilitate support for women pursuing careers in aviation.
- (3) Creating opportunities to expand existing scholarship opportunities for women in the aviation industry.
- (4) Enhancing aviation training, mentorship, education, and outreach programs that are exclusive to women.

(g) **REPORTS.** —

(1) **IN GENERAL.** —Not later than 2 years after the date of enactment of this Act, the Board shall submit a report outlining the comprehensive plan for strategies pursuant to subsection (f) to the Administrator and the appropriate committees of Congress.

H. R. 302–218

(2) **AVAILABILITY ONLINE.** —The Administrator shall make the report publicly available online and in print.

(h) **SUNSET.** —The Board shall terminate upon the submittal of the report pursuant to subsection (g).



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SCHOLARSHIP APPLICATION INFORMATION AND INSTRUCTIONS

BACKGROUND AND PURPOSE

The PWC Scholarship Program was established in 1991 to assist members to complete their higher education and to recognize and reward academically superior performance. It was later expanded to include eligible immediate family of PWC members. The Recruitment Scholarship was established in 2000, to support PWC's purpose of encouraging qualified women to enter the Air Traffic profession. PWC scholarships are available on a competitive basis to undergraduate, graduate, and technical students.

ELIGIBILITY REQUIREMENTS

Candidate must be a member of PWC, or the spouse, son or daughter of a member. Any field of study is allowed. The Jacqueline Smith Burdette Career in Aviation Scholarship does not require PWC membership. Recruitment candidates are encouraged to become student members, but it is not required. A recruitment candidate must be a female, enrolled in, or selected to commence, an FAA recognized air traffic training or air traffic co-op program.

APPLICATION PERIOD AND DEADLINES

The application filing period is October 1st through February 1st. Send your completed application in a pdf file via email to the PWC Scholarship Chair at pwcscholarships@gmail.com no later than Feb 1, 2019.

APPLICATION PACKAGE INSTRUCTIONS

Please ensure the application package is complete. Incomplete applications will not be considered. The application package must include the following:

Application: The application form must be completed, with no blanks. If an item does not apply, indicate so with "N/A."

Self-Assessment Essay (should not exceed two pages): Please describe the following:

Long and short range career goals and how you expect a PWC scholarship to contribute toward them

Opportunities this educational experience creates for you

Professional and personal accomplishments

Community involvement and leadership activities, volunteer work, membership in organizations, extracurricular activities, public speaking experiences

Letters of Recommendation:

Submit two letters of recommendation from individuals not related to you. These letters should discuss your personal and academic achievements.

Submit a third letter from a teacher or academic official, if you are enrolled in college or another accredited program or flight school.

Official Transcript/Proof of Enrollment:

Submit an official transcript, if you are already in college, or proof of enrollment in a school you are about to enter.

For new college students, proof of actual registration will be required, prior to disbursement of funds.

If accepted into an FAA recognized air traffic training program with planned enrollment in the future, provide a letter of acceptance from the school. Submit a document from an instructor, if enrolled in a flight school, etc.

GENERAL INFORMATION

Selection consideration will be based upon the completed package. The national scholarship committee will screen and select applicants. Selection guidelines may be found in the PWC Standard Operating Procedures. Scholarship recipients will be announced at the National Training Conference. The scholarship winner's name and photograph will be used for publication. If selected, please submit a photograph immediately.

RESPONSIBILITY OF RECIPIENTS

Scholarship recipients should provide an oral report at the General Business Meeting during the National Training Conference the following year. This report is intended to update the membership on the recipient's progress, stating how the scholarship was used. In the event attendance is not possible, a report should be submitted to the scholarship program manager.

PWC SCHOLARSHIP PROGRAM APPLICATION

Check one:

- PWC Member or immediate family member
- Woman aspiring to become an air traffic control specialist
- Jacque Smith Burdette Career in Aviation Scholarship (PWC membership is not required, only a desire for a career in aviation.)

Name _____
Address _____ City _____ State _____ Zip _____
Home Phone _____ E-Mail: _____
Occupation and Title _____
If FAA, facility name/level _____
Facility/Work Address _____ Work Phone _____

Circle PWC Affiliation i.e., Active, Student, Associate, non-member, family

If a family member, indicate name/relationship of the PWC member:

Highest academic degree and where obtained _____
Course(s) to be taken _____
Start date _____ Completion date _____
Name of school _____ Phone _____
Address of school _____
Contact name/title of school official _____
Tuition Cost _____
Estimated cost of books and supplies _____
Have you received a PWC scholarship in the past? If so, year/amount? _____

I certify the information in my application is true and reflects an honest appraisal of my ability to complete the goal requested herein. If awarded a scholarship, I understand I am required to report to the PWC General Membership at the annual business meeting to inform them of my progress. I agree if I do not participate in the above named course of study, I will reimburse PWC this scholarship award amount.

Signature _____ Date _____

Send your completed application in a pdf file via email to the PWC Scholarship Chair at pwcscholarships@gmail.com no later than February 1st. If you have questions, please email pwcscholarships@gmail.com.



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Sometimes, amidst your busy life, a real stumper of an issue arises and you don't know where to turn for fast, reliable help. Perhaps you need to quickly arrange for out-of-home care for a senior relative. Or maybe you've been the victim of identity theft, and you need expert help right away. Or, lately you've been feeling overwhelmed by stress and you could use some coping support. To help you with all such situations and more, your FAA WorkLife Solutions Program is in place and ready for your call or "click" any time!

Here is a quick overview of the many services you can tap into whenever you need them, 24/7.

Employee assistance program (EAP) services focus on short-term counseling or assessment and referral. Your EAP is a confidential counseling and referral service that can help you and your family members deal with many of life's challenging problems. Like the other services described on this page, up to eight EAP services are available to you at no cost. Skilled, licensed counselors are available by phone, or in-person, to discuss issues with you such as stress, anxiety, depression, relationship problems, job or work issues, stress, parenting, alcohol and drug use, and much more.

Work-life services provide practical solutions at all stages of life. Your program offers top-quality resources to help balance your busy work schedule

and personal life. You can get prompt, professional help and qualified (pre-screened) referrals for services including, prenatal care, adoption, infant and child care, education resources, retirement planning, senior care, and relocation. Our work-life specialists will provide personal assistance to you every step of the way.

Concierge Services. Through your WorkLife Solutions Program, you have access to concierge service that can help you and your family save time with some of the personal responsibilities that can tie you down. Concierge Services provides assistance with many of the items on your to do list that can cause stress and worry. Concierge specialists will help assess your needs and research options available based on your requirements. A specialist can make reservations or schedule appointments.

Geriatric Care Management Services. Life can be challenging, especially if you have a loved one who may need a new level of care. Through the Geriatric Care Management Services, you are offered resources including an in-person assessment from a professional care management specialist who will review the current living situation and make a professional recommendation to help you and your family during this confusing and difficult time.

Get expert consultation on legal and financial issues. Since a legal or financial issue can cause you

sleepless nights, you can obtain free, no-cost initial consultations (60 minutes) with experts. For legal issues, you can consult by phone, or in-person, with a local attorney on issues such as family law, estate law, and bankruptcy. If you need additional help, you can retain an attorney from the program at a discounted rate. You can also arrange free phone consultations with certified financial counselors on issues like budgeting, debt consolidation, consumer credit, retirement, saving for college, and IRS matters. If needed, you can also consult with highly-trained fraud resolution specialists™ who will guide you through a fraud-related emergency.

CaféWell. Through your health and wellness platform, CaféWell, we are radically changing how you can become engaged in maximizing your health. Our solution offers a new approach to your wellbe-

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Accessible 24/7, your FAA WorkLife Solutions Program offers many resources and services to help you and your family. Call the program at 1-800-234-1327, TTY Users: 1-800-456-4006, or log on to www.MagellanHealth.com/Member to begin accessing these services today.

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AWARDS PROGRAM

The Awards Program is an effort to highlight the unique contributions our members make to the Agency and our Organization, both nationally and regionally. Nominations will be accepted from any PWC member. Nominations shall be in writing and contain appropriate supporting documentation including background, work history and PWC mission correlation. Awards will be presented only when qualified candidates are found and may not necessarily be awarded each year. Award nominations shall be submitted to the Vice President, postmarked/mailed no later than February 15th. All awards will be presented at the PWC National Training Conference. (Note: Only the President may nominate an Honorary Member. The PWC Board of Directors will determine the selection of the nominee.)

Awards and Criteria

PWC Honorary Membership Award

Honorary Membership may be granted to any person who has been known to have a personal philosophy that exemplifies PWC's mission and whose actions have demonstrated a commitment to furthering PWC goals. One Honorary membership may be awarded each calendar year.

PWC Professional of the Year Award

This award is PWC's top award category. The individual shall have been a member of PWC for at least three years. The individual shall have demonstrated words and actions, exceptional incentive, great motivation, and superior accomplishments in achieving PWC goals and ideals. Nominations shall include specific documentation to support such actions and deeds. Recipient shall not have received this award within the past five years.

PWC President's Award

Individuals shall be outstanding PWC members who have demonstrated support for the President above and beyond the norm. The specific criteria for this decision are solely at the discretion of the President. Up to two people per year may receive this award. Recipients may receive this award in consecutive years.

PWC National Commendation Award

The National Commendation Award may be given to an individual or a group. This award may be presented each year for achievement in any of the following areas:

- PWC Recruitment
- Supporting EEO/Diversity programs
- Education/Outreach
- Superior service and support for PWC
- Volunteerism in aviation related activities

A maximum of three National Commendation Awards may be given annually.

PWC Regional Director's Award

Individuals shall be outstanding PWC members who have demonstrated support for their Regional Director above and beyond the norm. The specific criteria for this decision are solely at the discretion of each Regional Director. Each Regional Director may present one award per year.



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