



Derby City Pacesetter

FEW, Derby City Chapter #082, Louisville, Kentucky

Anne Ramsey, Editor

<http://fewderbycity.org>

Jul/Aug 2022

“Put FEW to Work for You”

*July 4 – Independence Day
August 26 - Women’s Equality Day*

movement until women contributed to World War I. The 19th Amendment to the U.S. Constitution was ratified August 18, 1920, which granted women the right to vote in the United States. Today women are still fighting for equality in pay. Breaking the glass ceiling still plagues the workplace for women. Even as recently, as I’m writing this article, women are fighting for decisions over control of our bodies based upon this week’s Supreme Court ruling which only impacts Women. In closing I’d like to challenge all FEW Women to continue uplifting and motivating one another for we are our Sister’s Keeper. I too believe, “When there are no ceilings, the sky’s the limit” by Hillary Clinton.

“There Is No Limit to What We, As Women Can Accomplish”
by Michelle Obama.

Wishing all the FEW Ladies a safe and fun filled 4th of July.
On August 26 celebration for Women wear many hats.....Happy Women’s Equality Day.

Pam

2021 – 2023 Chapter Officers and Committees

President – Pam Pearson
1st Vice President – Cherie Hinkle
2nd Vice President – Paula Thompson
Secretary – Anita Stringer
Treasurer – Becky Giles

Audit – Susan Janssen/Angela Feldman-Harkins
Community Involvement – Bobbie Mitchell
Diversity – Nancy Neveitt Stagner
Training & Scholarships – Karen Cosby Smith
Publicity – Donna Walker
Budget & Finance – Paula Thompson
Membership – Lauralee Northington
Programs – Cherie Hinkle
Bylaws – Anita Stringer

President’s Message



July Awareness/Celebrations –
Independence Day, **International Friendship Day**, National Ice Cream Month, Park and Recreation Month
August Awareness/Celebrations –
Women’s Equality Day, National Book Lover’s Day, American Artist Appreciation Month, and National Golf Month

Americans celebrate 4th of July with fireworks, parades, barbecues and other festive activities to symbolize the date when the United States officially became its own nation through adoption of the Declaration of Independence on July 4, 1776. Though America declared independence from Great Britain in 1776, the Revolutionary War wasn’t fought until September 1783 and the first celebration of Independence Day at the White House wasn’t until 1801. In 1870 the 4th of July became a federal holiday and in 1941 it became a paid holiday for Federal employees. Did you know America also lost three U.S. Presidents on 4th of July, (Adams, Jefferson and Monroe). Another trivia is the Declaration of Independence was signed on August 2, 1776, followed by ratification of the first U.S. Constitution by Congress in 1789. Did you also know that the most famous line in the Declaration of Independence is the 2nd sentence which states “We hold these truths to be self-evident, that all men are created equal, that they are endowed, by their Creator, with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness.” Question is, was everyone treated equally? Now in the 21st Century, America celebrates freedom of all slaves on June 19 and Women’s Equality Day on August 26. Celebration of Women’s Equality Day commemorates the passage of women’s suffrage and reminds us of the obstacles many heroic women overcame to advance the women’s movement. Several countries such as Finland, New Zealand and the United Kingdom recognized the women’s movement by legalizing voting for women in the early 1900’s, yet America didn’t recognize the women’s

Working for the advancement of women in the government

Compliance – Carol Dawson
Legislative – Mary Lou Andres
Newsletter – Anne Ramsey plus all Officers and Committee
Chairs
Mentoring – Pam Pearson
Parliamentarian – Esther Thomas

If you are interested in serving on any Committee or would like information about any Committee, please contact Pam Pearson, pampe@bellsouth.net.

Congratulations to **Pam Pearson** for winning two tickets to the play “Hamilton” at the Kentucky Center.



Aretha Wilkerson’s daughter is sitting for the MCAT’s for entrance to medical school.



Congratulations to **Aretha Wilkerson** for winning another term as Southeast Regional Manager and to **Pam Pearson** for becoming the Southeast Treasurer.

If you have news about yourself or another member to share, please let me know. Send information to anneramsey@bellsouth.net.

FEW Monthly Meeting Info

Thursday, July 21, 2022, 5:30 p.m. EST
Program: To be announced
Location: University Club, 200 East Brandeis Ave.,
Louisville, Kentucky 40208

Thursday, August 18, 2022, 5:30 p.m. EST
Program: To be announced
Location: University Club, 200 East Brandeis Ave.,
Louisville, Kentucky 40208

Reservations Requested – Contact Cherie Hinkle,
cmhink01@yahoo.com.

May Meeting Highlights



Chip Cosby, Cosby Mental Health & Wellness

By Anne Ramsey, Editor

Regular meetings are the third Thursday of each month.

New Meeting Location: Beginning with our March meeting we are meeting at the University Club, 200 E. Brandeis Avenue on the U of L Campus. For those unable to attend in person, you can also connect to the meeting via Zoom. We are looking forward to seeing everyone in person and at a new exciting location that we hope will be convenient for everyone.

Member News

Pam Pearson is recovering nicely from surgery in May.



Chip Cosby is a Licensed Clinical Social Worker who resides in Louisville. Before becoming a therapist, Chip spent 17 years in the sports journalism field. He received his Bachelor's in Journalism from the University of Kentucky in 1996 and was a sportswriter for the Lexington Herald-Leader from 1997-2011. Sensing that the print newspaper industry was changing because of the internet, Chip took a job as a TV Broadcaster/Managing Editor for Insight/Time Warner Cable

in 2011, where he hosted a nightly sports TV show and also oversaw the sports department. Soon, Chip sensed he needed a change.

"Sports media provided me with so many great stories and experiences," he said. "I got to travel, meet all kinds of interesting people, sit on press row or in the press box for big ball games. I loved it. But I also realized it wasn't my true calling; being able to help people was."

Chip left Time Warner in 2014 and enrolled at the University of Louisville's Kent School of Social Work.

"People thought I was crazy," he reflected. "Like, how could you walk away from sports to be a social worker? But with my own life experiences, I felt like it was something I could excel at. A lot of the skills that I learned as a sportswriter really helped the transition go smoothly."

Chip has spent time working at Boys' and Girls' Haven, a residential facility for teens in state care. He also has worked at the Brook KMI, a hospital in Louisville that offers inpatient and outpatient treatment for mental health issues and substance abuse.

In 2019, Chip was hired as a Mental Health Practitioner for Jefferson County Public Schools. He assists troubled and disadvantaged youth in trying to get their lives on track. He helps kids from alternative schools' transition back to their regular schools.

The following year, Chip launched his own private practice, Cosby Mental Health and Wellness, where he specializes in trauma, grief/loss, anxiety, depression, relationship/family issues, and life coaching.

"I get great satisfaction in helping clients reach their goals," Chip said. "In today's world, mental health is something we all need to focus on." His words of advice for all of us were "Take the time to take care of you." In these stressful times it's important to take care of yourself. It doesn't necessarily mean seeing a therapist but getting together in a support group such as FEW can help. "Don't let the little things bother you. It's not worth it."

June Meeting Highlights



Aretha Wilkerson, Southeast Regional Manager

By Anne Ramsey, Newsletter Editor

Our speaker for the June meeting was our own Aretha Wilkerson whose topic was Juneteenth.

Aretha is from East Texas and has always known what Juneteenth was even if we here in Kentucky and Indiana did not. She enlightened us with a little history and background.

The Emancipation Proclamation, freeing the slaves was signed on January 1, 1863; however, the news did not reach Texas, which was the farthest western of the Confederate States, until June 19, 1865. Union troops finally arrived in Galveston Bay, Texas on that date. June 19 marks the country's second Independence Day.

The Emancipation Proclamation originally applied only to Confederate States and didn't mean anything to many people. The freed slaves were encouraged to stay and work for wages for the same masters. Many of the landowners purposely kept quiet until after the harvest.

Texans traditionally celebrated Juneteenth with red soda water, watermelon, barbeque, rodeos in the Southwest, contests and parades.

The Federal holiday of June 19 was signed into law in 2021. The holiday can be largely attributed to Opal Lee who at 94 walked state to state in 2016.

Legislative Matters

By Mary Lou Andres, Legislative Chair

Kentucky Secretary of State Michael Adams will speak at an upcoming Chapter meeting concerning elections laws including any recent or upcoming changes. We will notify you as soon as possible of the actual date.

HEY, DID YOU KNOW THAT...? Your Agency's EEO Compliance Requirements: MD-715 and You

By Carol A. Dawson, Compliance Chair, and Lifetime FEW Member

Continuing forward with the federal government's EEO compliance requirements. The intent of this compliance article is to build your compliance knowledge base, specifically regarding Equal Opportunity requirements applying directly to federal agencies.

Looking at Management Directive 715 (MD-715), let's check out some of what your agencies should be currently doing. This article specifically addresses the portion of MD-715 that addresses the Integration of EEO into each agency's strategic mission. Each agency must:

1. **Establish a written policy** statement expressing their commitment to EEO and a workplace free of discriminatory harassment (updated and signed annually by agency heads and other senior officials)
2. **Maintain a reporting structure** providing the Agency's EEO Director with regular access to the agency head and other senior management officials for reporting on effectiveness, efficiency and legal compliance of the agency's Title VII and Rehabilitation Act Programs.
3. **EEO Directors should be regular participants in senior staff meetings** and regularly consulted on human resources issues.
4. **Allocate resources to create and/or maintain Title VII and Rehabilitation Act programs that:**
 - a. **Identify and eliminate barriers that impair the ability of individuals to compete in the workplace because of race, national origin, sex, or disability.**

- b. **Establish and maintain training and education programs designed to provide maximum opportunity for all employees to advance;** and
 - c. **Ensure that unlawful discrimination in the workplace is promptly corrected and addressed.**
5. **Attract, develop, and retain EEO staff with the strategic competencies** necessary to accomplish the agency's EEO mission, and interface with agency officials, managers, and employees.
 6. **Recruit, hire, develop and retain supervisors and managers who have effective managerial, communications and interpersonal skills. Provide managers and supervisors with appropriate training and other resources to understand and successfully discharge their duties.**
 7. Involve managers and employees's Title VII and Rehabilitation Act programs.
 8. Use various media to distribute EEO information concerning federal EEO laws, regulations and requirements, rights, duties and responsibilities, and to promote best workplace practices.

If you, as FEW members, do not hold individual agencies accountable, nobody will. Currently, OPM cannot respond that federal agencies are in compliance with EEO related federal mandates and requirements for equality. Every FEW member can play a vital role to ensure equality in our nation's largest workforce, the federal government...by simply asking the question: **Is my agency in compliance and if so, show me how.**

In the next article, we will take a look at the management and program accountability of MD-715 for the federal government.

Southeast Region Elections

Results of the 2022 – 2024 election of officers for the Southeast Region are:

Regional Manager – Aretha Wilkerson
Assistant Regional Manager – Carla Hamilton
Regional Secretary – Tiffany Hutchinson
Regional Treasurer – Pamela Pearson

National FEW Elections

Results of the 2022 – 2024 election of officers for National FEW are:

National President - Pamela H. Richards
Executive Vice President - Connie Coleman-Lacadie
Vice President for Policy and Planning - Carla Hamilton
Vice President for Compliance - Dr. Carmela Daniels
Vice President for Congressional Relations - Shabiki Clarke
Vice President for Diversity - Jennifer Mateo
Vice President for Membership and Chapter Organization - Tara Bullock
National Secretary - Sandra Strayhorn
National Treasurer - Bernette Menefee
Nominations Officer - Tameika A.E. Roland

A Review of LGBTQ+ Terminology

By Nancy Neveitt Stagner, Diversity Chair

We all know language matters. It's even more important when you are not closely involved with the LGBTQ+ community because many labels and concepts change over time. I went to college in the 70s. I learned that the worst thing you could call someone was "queer" and at that point in time the word "hermaphrodite" was a medical term that meant someone who had been born with both sets of genitalia. Fast forward a few years and I'm taking some training on this very subject and find out that what I considered a very neutral term, "hermaphrodite" was now considered pejorative, and "queer" was a term that had been reclaimed by that community and was OK to use as a descriptor. I had some new training this week on concepts and terminology so I thought I would share so that you won't be as horrified as I was at that first training where I found out that my understanding of terminology was way out of date. I could have insulted someone without meaning to do so.

First, some key concepts:

- **Sexual Orientation** describes a person's emotional, romantic, and/or sexual attraction to other people. Some descriptors you may hear include asexual, bisexual, gay, lesbian, straight, and pansexual.
- **Gender Identity** is a person's internal sense of being male, female or somewhere else on the spectrum.
- **Gender Expression** is how a person communicates his or her gender identity to others. This might be

done through hair style, clothing, mannerisms, speech patterns, and social interaction that others may perceive as masculine, feminine, or somewhere else on the spectrum.

If you want to put these concepts a little more simply:

- Birth/assigned sex – is biological
- Gender identity is a personal sense of being male, female, or nonbinary
- Gender expression is your behavior or role in society
- Sexual orientation is who you're attracted to.

Now, let's look at a few definitions:

- Gender role – society's expectation of what is considered appropriate by society.
- Gender nonconforming – a person who is perceived to have gender characteristics or behaviors that do not conform to sex-based stereotypes. You may also hear this called gender variant or genderqueer.
- Birth sex – the sex we were assigned at birth, based only on the external sex organs.
- Transgender/trans – a person whose gender identity is different than the sex they were assigned at birth, or whose gender expression is non-conforming. When someone says they are trans male they mean they are presenting as a male, likewise a trans female or trans woman is presenting herself as a woman.
- Gender confirmation/affirmation – the process through which a person modified their physical characteristics and/or gender expression to be consistent with their gender identity.
- Cisgender – when gender identity and birth sex are the same.
- Queer – an umbrella term that can have many meanings based on context. It can refer to sexual orientation, gender identity, or those who do not identify with other labels.
- Non-binary/Genderqueer – gender identities outside the binary.
- Intersex – a person born with sexual anatomy that does not fit typical designations of male or female. (This is the preferred term over my outdated understanding of "hermaphrodite.")

As you can see, there are many variations of sex and gender roles. It is not just binary, but a continuum of possibilities. It requires us to re-think some concepts we may have grown up with. It requires us to consider pronoun usage. It requires us to change how we look at people. In reading some of these

definitions I had to stop and think that, although I consider myself cisgender, some others might consider me to be gender nonconforming because I don't wear makeup or spend much time styling my hair or dress provocatively. I sometimes buy pants in the men's department because I am tall enough that few women's pants are long enough. I used to play a string bass and chop boards in two with my hands. Certainly, these are not expected female behavior among many segments of society. I imagine many who read this could come up with their own personal examples of things that don't fit societal expectations. Societal expectations should not, however, prevent us from recognizing the humanity we each are born with, no matter what the shape of our bodies, emotional traits, or other differences or preferences.

The Virtual Leadership Summit III (with Live Streaming)



Federally Employed Women's Virtual Leadership Summit III is being held July 18-22, 2022. This is next-level training at its best.

Click here to learn more and register:

<https://www.few.org/national-training-program/register/>

FEW is proud to present "Leadership Next Level: People, Purpose, Passion." at the Virtual Leadership Summit III. So, it's time to take advantage of every opportunity and join us for an experience that will surely take your career to the next level. The VLS III is a fully online, virtual experience that will broaden your knowledge, expand your skills and elevate your network. This is top-notch professional development training for government employees (both civilian and military). Each registrant can partake with an interactive and engaging dynamic training platform. Just like last year, the

FEW virtual platform includes interactive exhibition features and plenty of opportunities for networking right from the comfort of your home/office. And because the VLS III is so valuable, we offer this training event with no lodging or travel expense to you. It's all about the training.

We are excited to demonstrate "Leadership Next Level: People, Purpose, Passion." This premier training program will elevate our purpose and passion for leadership and take your career to the next level. It is a week-long training program designed just for you. At the VLS III, FEW will provide a catalog of courses (100+ specialized courses) on various topics, including Human Resources, Equal Employment Opportunity (EEO), Information Technology (IT), Project Management, Management, and Leadership. All courses align with the Office of Personnel Management (OPM) Executive Core Competencies (Leading People, Leading Change, Business Acumen, Result Driven, and Building Coalitions). If that is not enough, FEW will hold several after-hour networking events for you to share your thoughts and openly celebrate the many successful activities happening within FEW. You don't want to miss this chance to soar to greater heights.

Now is the time to prepare yourself for the next level. The VLS III sessions are designed to target entry-level employees up to senior executive decision-makers and policymakers for both civilian and military employees. Prosperity is our goal as we help you reach your fullest potential. You are guaranteed to leave soaring to new heights.

Make sure you register **STARTING TODAY** and take advantage of all that we have to offer! We promise it will be the best personal and professional investment of the year!

For questions, or comments email the Vice President of Training, Kaya Lewis-Baltimore at ntpchair@few.org or VLS Event Planner, Tiffany Deans, at ntpevents@few.org for more information or call (800) 959-7767.

The VLS III is the connection you need to develop your leadership skills, expand your knowledge of the greatness that diversity and inclusion bring, and build stronger partnerships for a brighter future. You are guaranteed to leave soaring to new heights.

Southeast Regional Training Program

The Southeast Training Program was held virtually on Friday, May 20.

FEW Southeast Regional Training Program **“People, Purpose, Passion – Power UP!”**

Submitted by Mary Lou Andres

The FEW Southeast Regional Training Program (RTP) held virtually on May 20, 2022, was very informative and inspiring.

Ms. Julia Wise, Director of Procurement Management and Policy Division, National Aeronautics and Space Administration (NASA), Office of Procurement, spoke on Career Mapping. I wish I had received her message years ago. She spoke on planning your career – where do you want to go. She urged everyone to pursue enhancements to your current job as well as consider an executive coach. If you feel stuck, train people for your job while looking around for what’s next. Seek other training or certifications in other areas, take a detail or temporary assignment and be open to moving to another agency.

Ms. Lisa K. Davis, Account Executive, Metro Atlanta & Northern Georgia, Anthem Blue Cross Blue Shield Field Service, Federal Employees Health Benefits Program’s presentation “Pre-Retirement Planning with Blue” was very informative. She suggested starting five years before retirement. She was very knowledgeable and interesting.

Ms. Shirley Jones, Esq., Senior Executive Service (SES), Managing Associate General Counsel, U. S. Government Accountability Office (GAO) and the 15th National President of Blacks in Government, Inc., (BIG). She is the first and only African American in the 100-year history of GAO to reach her position. She is both proud and sad of this accomplishment. She writes articles for GovLoop to share lessons she’s learned.

To begin the path to leadership you should create “I am” statements that reflect what’s important to you. The most important trait for leaders is resilience, the ability to lead change and learn how to increase the impact you can make from your current position. Things leaders should consider are self-awareness (know you are being observed at all times); see yourself as others see you, pursue organizational intelligence and show you recognize the value of what you’re doing. Leadership qualities – Problem solver, supportive, inspirational, honest, highly committed, passionate, reflective/decisive and creative.

Her closing thoughts on leadership were:

1. Vision – know where you are going
2. Great communication skills
3. Technical competence
4. Build relationships up, down and sideways
5. Stay inspired/inspire the team
6. Grow leaders and let them lead
7. Seek mentorship/coaching

Leadership is a journey and each of us must take our own path and get there in our own way. Consider volunteering somewhere to broaden your scope. Also consider the life lessons learned by George Bailey in “It’s a Wonderful Life.” He thought his life was unremarkable until Clarence the angel showed him what the world around him would be without him. Think about how you have already or may in the future affect other people.

Suggested reading:

- Centered Leadership by Joanna Barsh
- The World’s Most Powerful Leadership Principle – How to become a servant by James C. Hunter
- Crucial Conversations: Tools for Talking When Stakes Are High, a business self-help book written by the four co-founders of VitalSmarts: Kerry Patterson, Joseph Grenny, Ron McMillan and Al Switzler

Dr. Harry Hobbs, Vice-President of Employee Engagement, Huntsville Utilities presented a program on Diversity, Equity, Inclusion and Accessibility highlighting what is necessary to achieve an inclusive workplace as follows:

- Inclusive culture – vision and values
- People/Culture
- Data, policies and practices
- Accountability and resources
- Innovations and communication

To create an inclusive environment requires a strategic long game targeting the following:

- Vision (leadership driven to set the tone and way forward)
- Courage (core values and risk tolerance are established)
- Discipline (intentionality and commitment to process)
- Growth (accountability, re-shaping and deconstructing norms)
- Patience (embedding new norms and anchoring the new culture)

Finally, the four P’s that can help you build your culture are:
Policies – Processes – Practices – Programs

Dr. Wayne Sullivan, SES, Director of Corporate Strategy, U. S. Department of Education gave the following guidance on Growing into Another Position:

He described a 5-point star for success in your development with the following points:

1. Doing well by doing good
2. Innovating at all levels
3. Processing discipline
4. Separating person from practice
5. Embracing change

To grow you must decide what initiatives to pursue, what pitfalls to avoid, consider elevation factors, mastering and application, and leveraging opportunities.

He briefly discussed student loans and encouraged everyone to be careful of scams as there should be no fees required. Check the website www.studentaid.gov for more information.

SE Region awards:

- Member of the Year – Terrasina Jones
- Distinguished Service Award – Carla Hamilton
- Regional Manager Award – Theresa Osborne

SE Region Scholarships:

- Sabrina Hamilton
- Tiffany Hutchison
- Tamika Rolands
- Latoya Sims

FEW Foundation scholarships:

- Jacqueline Martin
- Tamika Monty
- Joheyna Williams

National News & Views

The May/June edition of News & Views is now available. We will continue to strive to provide a behind the scenes look at FEW's National, Region and Chapter levels and the activities they conduct to support FEW's mission and to engage with our sponsors and partners. In addition, we hope everyone can use the newsletter as a marketing tool when recruiting new members, reaching out to potential sponsors and when conducting agency visits.

To view News & Views online, click [News & Views - Federally Employed Women](#). If you would like to provide feedback, please send to few@few.org.

We hope you enjoy this edition of News & Views.

New Partnership with NARFE

FEW National President, Karen Rainey announced a collaboration with the National Active and Retired Federal Employees Association (NARFE) for the benefit of our dues paying members. This relationship with NARFE allows our members to take advantage of NARFE's federal benefits expertise through several select NARFE resources.

NARFE offers members a wide range of services and benefits, as well as comprehensive analysis of legislation and executive branch administrative actions concerning compensation, retirement, and health benefits for all federal workers and retirees. NARFE members have access to:

- Webinars, articles, and white papers on subjects such as Social Security, TSP options, steps to retirement, etc.
- A team of federal benefits specialists for personal answers to complex questions and assistance with OPM-related issues.
- FEDHub, a vibrant online community of active and retired federal employees who exchange ideas and information on topics like federal benefits, legislation that affects Feds, and many others.
- Members-only discounts on travel, health services, insurance and more.

As part of our partnership, NARFE will provide FEW members with free access to select informational webinars, white papers, and other valuable information. Please [click here](#) to start exploring these free benefits, and to learn more about NARFE membership. We hope you will take advantage of this opportunity.

Up Coming Events

- ✓ July 18-22, 2022 – Virtual Leadership Summit III – “Leadership: Next Level – People, Purpose and Passion.” Watch for more information.
- ✓ August 21-23, 2022 – FEDCON 22; Westin Kierland Resort and Spa, Scottsdale, Arizona. Information at fedcon.narfe.org.
- ✓ September 27, 2022 – 6:00 p.m. Southeast Strong (SES) Session; Donna M. Daily, SES at Census Bureau.
- ✓ September 23-24, 2022 – Derby City Chapter Retreat.

Deadline for articles for the next issue of the Pacesetter is August 25, 2022.

The Pacesetter is published bi-monthly as a means of sharing the many issues of interest to all FEW members and potential members. Articles are welcome from all sources. The editor reserves the right to edit for space requirements. The published views do not necessarily reflect the organization’s stand or that of any person except as stated in the article. Send any articles or ideas to Anne Ramsey, Editor. Phone: 502-451-2127. E-mail: anneramsey@bellsouth.net.

* Stars indicate required fields



Membership Application and Renewal

Please mail this application and a \$45 check to: **Federally Employed Women**
P.O. Box 715551
Philadelphia, PA 19171-5551

* Member Type	(Check one)	Member ID	Gender	
New Member	<input type="checkbox"/>	(N/A for New Members)	Male	<input type="checkbox"/>
Renewal	<input type="checkbox"/>	ID:	Female	<input type="checkbox"/>
Former Member	<input type="checkbox"/>	ID:		

* First Name:	* Home Address
* Last Name:	Line 2
* Daytime Phone: () -	Line 3
* Evening Phone: () -	* City
* Email Preference Home <input type="checkbox"/> / Work <input type="checkbox"/>	* State / Zip +4 / -
* Home Email:	
* Work Email:	

Employment Demographics

Department/Agency or Private Company

Pay Class	Pay Grade	Employment	Race	FWP/EEO
GS <input type="checkbox"/>	GS 1-4 <input type="checkbox"/>	Federal <input type="checkbox"/>	American Indian <input type="checkbox"/>	FWP Full Time <input type="checkbox"/>
ES <input type="checkbox"/>	GS 5-8 <input type="checkbox"/>	State <input type="checkbox"/>	Asian/Pacific <input type="checkbox"/>	FWP Part Time <input type="checkbox"/>
GM <input type="checkbox"/>	GS 9-12 <input type="checkbox"/>	Local <input type="checkbox"/>	Black <input type="checkbox"/>	EEO <input type="checkbox"/>
SES <input type="checkbox"/>	GS 13-15 <input type="checkbox"/>	Private <input type="checkbox"/>	Hispanic <input type="checkbox"/>	Other <input type="checkbox"/>
WG <input type="checkbox"/>		Retired <input type="checkbox"/>	Caucasian <input type="checkbox"/>	Not Applicable <input type="checkbox"/>
Other <input type="checkbox"/>		Unemployed <input type="checkbox"/>	Other <input type="checkbox"/>	

Job Series Number Service Comp Date

Referred / Recruited by:

*Chapter Selection (REQUIRED FIELD)

*Check # (Required)

I heard of FEW from: (select ONE please)

Chapter Meetings / Programs <input type="radio"/>	Blacks in Government <input type="radio"/>	Internet Search <input type="radio"/>
Member Referral <input type="radio"/>	FAPAC Conference <input type="radio"/>	Friend <input type="radio"/>
National Training Program <input type="radio"/>	IMAGE Conference <input type="radio"/>	Co-Worker <input type="radio"/>
Regional Training Program <input type="radio"/>	SAIGE Conference <input type="radio"/>	Other <input type="radio"/>

Please mail only applications and checks to the lockbox. The lockbox is not for general correspondence.
For information about Federally Employed Women (FEW) or to join online, please visit: <http://www.few.org>

Please note:

- Annual membership dues are \$45 total.
- Eligibility for Chapter membership is contingent on National membership.
- No refunds will be made after an application has been received in the lockbox.
- Contributions or gifts to FEW are not deductible as charitable contributions for federal Income Tax purposes.