Minority Women Entrepreneurs

According to a survey by the National Foundation for Women Business Owners, the number of businesses owned by minority women rose 153% (to nearly 1.1 million) since 1987. Growth by group was identified as follows:

- Hispanic: 206%
- Asian/American: 138%
- Indian, Alaskan Native: 135%
- African American: 135%

Source: USA Snapshot8, USA Today 6/27/97

Barriers Challenge Women Students

According to a 6-year study conducted by the Women in Engineering Initiative at the University of Washington, many women enrolled in UW's engineering and science classes suffer a steep drop in self-confidence following their freshman year, and never fully recover.

Female students entering the school show a high level of self-confidence, but many are quickly discouraged by self-perceived poor performance, fueled by feelings of isolation and societal pressures.

Suzanne Brainard, director of the Women in Engineering Initiative, believes that women are at a disadvantage because science and engineering are still dominated by males, while men have a built-in system of support, role models, and career networks.

The study identified several barriers for women in these non-traditional programs, including low self-esteem, financial pressures, and feelings of isolation, which collectively contribute to the low percentage of females in these fields nationwide.

(The study shows that there is no significant difference in the GPAs of female students who change majors from engineering and science, and those females who continue their pursuits in these fields.)

The Women in Engineering Initiative is credited for the steady rise in females at UW who graduate with engineering degrees from 15% in 1988 to about 22%, through its recruiting efforts, and mentoring and support services for women science and engineering students.

PEQUOT RIVER SHIPWORKS

HIGH-SPEED FERRIES

This summer, the Mashantucket Pequots launched the first boat from their Pequot River Shipworks. The first boat, a 147-foot high-speed ferry named Sassacus, was purchased by the Pequots themselves. The Sassacus will be used to ferry up to 300 passengers from New London to Manhattan.

This high-speed ferry service is scheduled to go into service this fall for customers of the Foxwoods Resort Casino and commuters. Estimated travel time between New London and New York - less than 2 1/2 hours. Tickets will start at $80 round-trip for business class travelers.

A second TriCat was already under construction for the Pequots to provide additional service between
New London and New York, when they announced the second TriCat was instead purchased for $11.5 million from a family-owned ferry operator from Argentina. The company, Buquebus, plans to put the new TriCat in service in southwest Florida.

These new high-speed ferries are considered to be one of the fastest commercial vessels operating today.

**COST-EFFECTIVENESS & STATE HIGHWAY SPENDING**

The Center for Interdisciplinary Transportation Studies at University of North Carolina-Charlotte completed a study on the “cost-effectiveness” of state highway funding. Based on information supplied by FHWA between 1984 and 1995, the study measured each state on financial performance and "results" criteria.

While the Consumer Price Index rose by 47%, the average U.S. state spent 85% more per mile, and administrative spending increased by over 125%. In ten states, more than 10% of the total highway budget was spent on administrative costs. Among those noted as the LEAST Cost-Effective - the State of Connecticut.

The other "least" effective states were Arkansas, California, Colorado, Delaware, Hawaii, Massachusetts, New Jersey, New York, and Rhode Island.

Most cost effective: Georgia, Idaho, Kansas, Maine, Montana, Nevada, North Dakota, South Carolina, Utah, and Wyoming.

**NEXTEA: THE RE-AUTHORIZATION OF ISTEA**

The battle over federal funds continues, as states continue to vie for their portion of the more than $100 billion in highway money projected through the turn of the century. The Northeast-Midwest Institute reported that residents in the Northeast receive 91 cents from the federal government for every $1 paid in federal taxes in the Northeast (Connecticut received 72 cents per $1). Southern taxpayers receive $1.16 for each $1 paid.

Lawmakers for the Southern states have introduced legislation to change the current formula to divert funds their way, believing they should receive an amount consistent with what they pay in federal gasoline taxes.

Representatives from the Northeast want to maintain the current formula, for determining where the monies are allocated. (Under the proposal introduced by the Southern states, New England’s share of federal highway funds would decrease by $.4 billion, while Southern states would increase by $3.5 billion.) They argue that if the method for distributing federal highway funds is changed based on contribution levels, then this method should be applied across the board, having each program stand on its own.

WTS has taken an active role in the National Economic Crossroads Transportation Efficiency Act (NEXTEA) authorization, providing information and resources from within the transportation industry.

**$1 BILLION RAIL LINE**

As federal belt tightening continues to effect expensive transportation projects, the private sector is becoming more aggressive in proposals to fill current transportation needs.

Recently, the Dulles Corridor Partnership, led by ICF/Kaiser Engineers Inc. and Raytheon Infrastructure Inc., submitted a proposal to the State of Virginia, to privately finance, build and operate a 23-mile rail line to Dulles International Airport and Loudon County, Virginia. The partnership also consists of other firms specializing in legal, construction, financial and public relations, including the engineering firms of Parsons Brinckerhoff, DeLeuw Cather, and Daniel, Mann, Johnson & Mendenhall, Inc. (DMJM), the Italian manufacturer of Metro’s rail cars, the law firm of Hazel & Thomas, the construction company Morrison Knudsen, and financial consultants Lehman Bros., and KPMG Peat Marwick.

The proposed rail line would run along the median of the Dulles Access Road, connecting the West Falls Church Metro station on Interstate 66 with the residential community of Ashburn in Loudoun county. The rail line would utilize train cars similar to those on the existing Metro line.

According to the proposal, two of the new stations, at Tysons Corner
and Dulles Airport, would be underground and six of the stations would have park and ride lots. The proposal also provides for a new railyard and storage facility. Studies indicate this line could carry more than 110,000 commuters daily.

The main objective of the proposed rail link is to provide seamless transportation with the existing regional system, which is efficient, and cost-effective to operate. A key factor to the acceptability of this proposal is project financing. Local officials are concerned that the cost for operating the line would be borne by local land owners. Other financing options could include a bond issue for construction, to be paid off by collected fares, or other government subsidies.

Obviously riders are more concerned with what rider fares would be, when the line would be in operation, and whether or not a single train can be taken from Dulles to downtown.

If approved, the proposal would be the first construction project under Virginia’s Public Private Transportation Act, which allows private groups to propose building or operating projects such as roads or rail lines. Virginia law allows competing groups to submit other proposals within 30 days of the State’s announcement of an existing proposal.

With current congestion experienced in this corridor and the squeeze being put on federal financing of large transportation projects, unconventional methods such as these are being explored to meet the transportation needs in the area, and across the country.

Source: Alice Reid and Spencer S. Hsu, Washington Post, 5/17/97

---

**U.S.-Canadian Border Gridlock Anticipated!!**

The FHWA (Federal Highway Administration) recently sponsored a study to analyze the adequacy of the infrastructure along the U.S.-Canadian border.

The U.S. and Canada are the world’s largest trading partners, and commercial ties continue to strengthen. The study forecasts that trans-border truck traffic alone will double or triple by the year 2015. This is in addition to approximately 8 million annual crossings by other commercial vehicles.

These recommendations were made:

- Detailed assessments of economic cost from current transportation infrastructure deficiencies and the cost of improving the facilities.
- Further streamlining of border-crossing procedures through intelligent transportation system technology and through revising administrative procedures to create joint U.S.-Canadian border crossing facilities.
- Improved data-gathering. (U.S. Customs information currently shows shipments as traveling between the Canadian border and border states, when goods are being transported further.)

Infrastructure improvements to support the projected increase in trade is expected to cost $8 billion, including $6 billion for highways, $500 million for maritime

---

**WTS Newsletter - 3**

improvements (primarily for improving the Soo Lock on the St. Lawrence Seaway), $1 billion for upgrading rail tracks, and almost $200 million for rail improvements to create full, double-stack clearance in the Detroit-Windsor rail tunnel.

In addition to border improvements, increased trade will also require infrastructure improvements extending into Ontario and into the Mid Atlantic trade corridors.

Allocation of government resources is again an issue, as a greater portion of resources are being funneled to the Mexican border. With increasing trade between the U.S. and Canada, re-allocation of funds will be necessary to satisfactorily address the growing transportation needs along the northern border.

Source: Journal of Commerce 5/15/97

---

**AUTOMOBILE SAFETY**

A recent survey in *Family Safety and Health* magazine polled readers on the importance of car safety features. Survey results and additional safety information is provided below:

64% considered safety features very important in their purchase of a new car.

25% thought many car safety features are "gimmicks" to add to the car's price. (65% disagreed).

Car safety features considered most important were: driver-side airbags, passenger-side airbags, and anti-lock brakes. Features deemed less important include: side-impact airbags, daytime running lights, and built-in child safety seats.

Source: *Family Safety and Health* magazine

---

**U.S.-Canadian Border Gridlock Anticipated!!**

The FHWA (Federal Highway Administration) recently sponsored a study to analyze the adequacy of the infrastructure along the U.S.-Canadian border.

The U.S. and Canada are the world’s largest trading partners, and commercial ties continue to strengthen. The study forecasts that trans-border truck traffic alone will double or triple by the year 2015. This is in addition to approximately 8 million annual crossings by other commercial vehicles.

These recommendations were made:

- Detailed assessments of economic cost from current transportation infrastructure deficiencies and the cost of improving the facilities.
- Further streamlining of border-crossing procedures through intelligent transportation system technology and through revising administrative procedures to create joint U.S.-Canadian border crossing facilities.
- Improved data-gathering. (U.S. Customs information currently shows shipments as traveling between the Canadian border and border states, when goods are being transported further.)

Infrastructure improvements to support the projected increase in trade is expected to cost $8 billion, including $6 billion for highways, $500 million for maritime

---

**WTS Newsletter - 3**

improvements (primarily for improving the Soo Lock on the St. Lawrence Seaway), $1 billion for upgrading rail tracks, and almost $200 million for rail improvements to create full, double-stack clearance in the Detroit-Windsor rail tunnel.

In addition to border improvements, increased trade will also require infrastructure improvements extending into Ontario and into the Mid Atlantic trade corridors.

Allocation of government resources is again an issue, as a greater portion of resources are being funneled to the Mexican border. With increasing trade between the U.S. and Canada, re-allocation of funds will be necessary to satisfactorily address the growing transportation needs along the northern border.

Source: Journal of Commerce 5/15/97

---

**AUTOMOBILE SAFETY**

A recent survey in *Family Safety and Health* magazine polled readers on the importance of car safety features. Survey results and additional safety information is provided below:

64% considered safety features very important in their purchase of a new car.

25% thought many car safety features are "gimmicks" to add to the car's price. (65% disagreed).

Car safety features considered most important were: driver-side airbags, passenger-side airbags, and anti-lock brakes. Features deemed less important include: side-impact airbags, daytime running lights, and built-in child safety seats.

Source: *Family Safety and Health* magazine

---
At an estimated cost of $3 per year to the average consumer, daytime running lights (DRLs) make your vehicle more visible to other vehicles. DRLs are low-beam headlights with reduced brightness that turn on whenever the ignition is on or the vehicle is in gear. Significant reduction in multi-vehicle crashes has been evident in other countries using DRLs. Despite lack of federal regulation, DRLs are now in 10 million vehicles in the U.S.

69% of those surveyed believe anti-lock braking systems are safer than conventional brakes.

Anti-lock brake systems (ABS) prevent wheels from locking up under hard braking, helping to prevent skidding and giving the driver a chance to maintain control of the vehicle. Properly used, ABS can help lower the stopping distance under certain conditions.

82% agreed that air bags save people’s lives (12% disagreed).

30% of all cars / light trucks currently feature airbags. Driver and passenger air bags are now federally required on all new cars. Airbags have been credited with saving more than 1800 lives since their introduction in the mid 1980’s. Airbags have also been blamed as the cause of 62 deaths, including 38 children. All 38 children were seated in front, and most were not properly restrained.

In an effort to reduce the number of deaths relating to airbag usage, the National Highway Traffic Safety Administration plans to allow motorists to shut off their air bags. The auto industry has major objections to this proposal. A recent federal ruling has also caused airbags to deploy at lower speeds, thereby reducing risk of injury and improving airbag performance.

The Air Bag Safety Campaign continues to stress the need for children to sit in the back of the vehicle, and BUCKLE UP!

90% answered that they always wear their seatbelt.

In addition to standard seat belts and built-in child safety seats, universal attachments for child safety seat are available. The NHTSA is working with safety seat manufacturers to standardize the way parents anchor child safety seats in vehicles, and to develop regulations for these “universal” attachments for all 1999 vehicles.

72% believe automobile manufacturers offer sufficient features to protect the driver and passengers.

Other safety features recently introduced or in development include: head impact protection (padding or other energy-absorbing feature added to roof over the driver, in windshield framing, and to the rear of the driver and passenger doors), traction control and stability systems (using crash-avoidance chassis technology), reinforced doors, and location / communication systems linked to a car’s cellular phone to a global satellite system, allowing for emergency assistance at the touch of a button while identifying the vehicles exact location.

**AAA Auto Club**

The American Automobile Association is officially changing its name to AAA after 95 years. In conjunction with the “new” name, the auto club is unveiling a new logo, and is planning a marketing campaign to help update its image.

In gathering news to share with WTS members, I often come across an article which gives me food for thought. This time, it was the article about barriers for women students. Actually, women in all non-traditional roles.

Many of us in the transportation industry are working in traditionally male roles. I’m sure many of you have seen and / or experienced the what is popularly called the “old boys network”. And to succeed in a non-traditional career, we must work within existing societal structures. Realizing that we must work within existing societal structures, each of us must strive to find our place in the old boys network. At the same time, we must develop our own support networks. These need not been mutually exclusive, and hopefully, in time, a professional support system can develop without regard to gender.

Just as many of us have had professional mentors, either formally or informally, we must take up the baton and become mentors ourselves. The best method I know to effect change, improve self-esteem and women’s ability to forge ahead successfully in these non-traditional fields, is to teach and support other women. The best person to bolster someone’s confidence is someone who is a success in the same field, and who has faced the same barriers.

Waiting for others to spearhead the effort, the barriers remain strong. We must work together to remove these barriers. Kathleen
WTS CT Valley Prepares for 1998 Elections
This Fall, WTS Members will be asked to elect new officers for the Connecticut Valley Chapter for 1998. The nomination committee for this year’s election, comprised of Laura Dowaliby, Peggy Beal, and Leslie Haines, will be leading the effort to solicit nominations for the 1998 Board of WTS Connecticut Valley.

All WTS chapter members are eligible to run for election, and we encourage as many members as possible to get involved in the election process, either by running for office, or by nominating another member. And of course, please BE SURE TO VOTE!

The Chapter Board consists of all officers elected at the general meeting, including President, Vice President, Secretary and Treasurer. All Chairs are appointed by these Board members.

Board members and Chairs are expected to attend monthly Board meetings and general membership meetings regularly. (When there are committee co-chairs, at least one of the co-chairs must attend the Board meetings.) Board members and chairs are also asked to contribute to the newsletter as needed.

Primary responsibilities of the various committees are as follows:

**COMMITTEES**

*Committees are the heart of WTS. Your involvement on any committee may be as long-term, or short-term as is convenient for you. Remember, the more members that actively participate, the more the chapter benefits, and the burden is shared by the many instead of the few.*

A special interim program committee has begun planning exciting new programs for next year. If you have any suggestions, or would like to participate in the committee, please contact Kathleen Boyle (203) 468-5100.

WTS draws its strength from member involvement. Your contribution, be it large or small, makes a difference to the continuing success of WTS.

1997 Officers & Committee Chairs

<table>
<thead>
<tr>
<th>President</th>
<th>860-298-7000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Connie Dice</td>
<td>860-298-7000</td>
</tr>
<tr>
<td>Vice President</td>
<td>860-594-3062</td>
</tr>
<tr>
<td>Susan Reynolds</td>
<td>860-594-2911</td>
</tr>
<tr>
<td>Secretary</td>
<td>860-594-2911</td>
</tr>
<tr>
<td>Maureen Shea</td>
<td>860-594-2911</td>
</tr>
<tr>
<td>Treasurer</td>
<td>860-594-2911</td>
</tr>
<tr>
<td>Brooke Hoberman</td>
<td>203-777-7433</td>
</tr>
<tr>
<td>Program Co-Chairs</td>
<td>860-247-5329</td>
</tr>
<tr>
<td>Christina Olson</td>
<td>860-247-5329</td>
</tr>
<tr>
<td>Ann-Marie McDonnell</td>
<td>860-258-0308</td>
</tr>
<tr>
<td>Newsletter Co-Chairs</td>
<td>860-247-5329</td>
</tr>
<tr>
<td>Kathleen Boyle</td>
<td>203-468-5100</td>
</tr>
<tr>
<td>Lori Long</td>
<td>203-335-7425</td>
</tr>
<tr>
<td>Membership Co-Chairs</td>
<td>860-594-2086</td>
</tr>
<tr>
<td>Sheila Suppicich</td>
<td>860-594-2086</td>
</tr>
<tr>
<td>Nancy Hayden</td>
<td>860-594-2109</td>
</tr>
<tr>
<td>Job Bank Co-Chairs</td>
<td>860-292-4400</td>
</tr>
<tr>
<td>Leslie Haines</td>
<td>860-292-4400</td>
</tr>
<tr>
<td>Colleen Kissane</td>
<td>860-594-3255</td>
</tr>
<tr>
<td>Fundraising Co-Chairs</td>
<td>860-644-6002</td>
</tr>
<tr>
<td>Heather Hart</td>
<td>860-644-6002</td>
</tr>
<tr>
<td>Leslie Johnson</td>
<td>860-865-2191</td>
</tr>
<tr>
<td>Scholarship Co-Chairs</td>
<td>860-594-2038</td>
</tr>
<tr>
<td>Roxane Fromson</td>
<td>860-594-2038</td>
</tr>
<tr>
<td>Bea Isaacs</td>
<td>860-768-4845</td>
</tr>
<tr>
<td>Publicity Chair</td>
<td>860-659-0514</td>
</tr>
</tbody>
</table>

WTS Newsletter - 5
Please feel free to contact any Board member or committee chair with any questions or concerns - we welcome your input!

WTS Connecticut Valley News & Resources

**HELP WANTED!**

WTS Job Bank / Information Hotline

(860) 298-7000 ext. 148

WTS membership has its “perks” - one of which is the WTS Job Bank and Information Hotline, sponsored by the Rideshare Co.

We recently were contacted by a WTS member from the West Coast looking to fill senior transportation positions in San Francisco and in Athens, Greece. These and other exciting opportunities are currently listed on the Job Bank Hotline.

Take advantage of the hotline, and see what opportunities await you!

Please also encourage your employer to take advantage of this service for listing current job openings. Not only is it free to the employers, it also provides an avenue to target qualified transportation professionals. Please be sure your employer is aware of this service provided by WTS.

For more information on specific job openings or to post a job opening, contact Job Bank Co-Chairs:

Leslie Haines (860) 282-4400
Colleen Kissane (860) 594-3255
Annually, WTS Connecticut Valley Chapter presents awards to recognize those who have made a major contribution to our organization. Awards are presented to Employer of the Year, Advocate of the Year, and Member of the Year. Each member will soon be asked to submit their nominations for the annual awards. Nominations should be based on the following:

**Employer of the Year:** has enhanced the transportation industry, has an outstanding record of affirmative action in hiring and promotion at all levels, supports continuing education and professional development of its employees, encourages women students to enter the transportation field, through grants, scholarships or internship opportunities, and actively supports WTS.

**Advocate of the Year:** an organization, agency, or individual who has directly contributed to the advancement of WTS and its goals, provides necessary assistance, and a willingness and enthusiasm to promote the growth and development of our chapter, and has made an outstanding contribution to the transportation industry.

**Member of the Year:** a member who shows to the goals and growth of WTS, promotes the reputation of WTS within the transportation industry, has worked effectively to strengthen communication between local and national WTS levels or between chapters, and has done an outstanding job of revitalizing or expanding a local chapter or any of its functions.

---

**WTS MEMBERSHIP**

**WELCOME NEW MEMBERS!!**

We would like to take the opportunity to welcome the following new (1997) WTS members to the Connecticut Valley Chapter: Ruth Carey, Renee Daconto, Gretchen Glaub, Maryann McIntyre, Sofia Nirshberg, Alison Scott, and Kimberly Walsh.

Membership in WTS provides a support system of other women in the industry facing the same types of challenges. And, from a career standpoint, employers consistently look at participation in professional organizations as a positive way for employees to develop outside of their normal job.

Encourage your employer to check us out! And if you have a friend or colleague who might be interested, please encourage them to attend one of our programs for professional or personal development. Membership applications are available at most functions, or from Membership Co-Chairs:

Nancy Hayden (860) 594-2086
Sheila Suppicich (860) 594-2109

---

**WTS National Board Nominations**

Become part of the National team, and actively promote the advancement of women throughout the transportation profession. National has asked us to identify qualified candidates for ten leadership positions, including President, Vice President, Treasurer, Secretary, and six Directors.

This is an exciting time to become a National Board Member, to lead a diverse multi-modal and multi-
disciplinary organization such as ours. If you would like to nominate a candidate, please contact Connie Dice, at (860) 298-7000 ext. 102, for a nomination form. Nominations are due by October 20.

If someone wishes to become involved on the National level, but is unable to make the commitment necessary for the Board, there are a number of National Committees on which members could participate. Standing committees include: Annual Report, Bylaws, Chapter Development, Conference Planning, Corporate Relations, Diversity, Historian, Job Bank, Legal Counsel, Membership, Membership Survey, Newsletter, Nominations, W/M/DBE, Public Relations, Recognitions, Professional Development, Scholarship, and Transportation Research Board.

Remember the Quilt?

For all of us who had hoped to win the National Scholarship quilt but didn’t, we now have another chance! National has created Quilt Note Paper that colorfully depicts the beauty of the quilt. The note paper is available at $12 per box, and is a tax deductible donation to the WTS Scholarship Fund. Attractively boxed and tied with an elastic bow, it’s a great gift.

This is a limited time offer, and orders must be received by October 20. Please send your check, payable to WTS National Scholarship, to: Connie Dice, The Rideshare Company, 35 Central Street, Windsor, CT 06095. Delivery will take 6-8 weeks.

WTS National Web Page

For current news from WTS National and other WTS chapters, dial in to the WTS Web Page at: http://www.wtsnational.org

TEC-The Engineering Center

Information from The Engineering Center (TEC) is available via E-Mail at: tec@engineers.org, or by calling TEC’s Administrative Manager, Joanne Durham, at (617) 227-5551.

CT Valley Chapter Calendar

October 17, 1997
Financial Investments Luncheon in Newington, CT

Now is the time to plan for your financial future!!! At noon on Friday, October 17, WTS welcomes guest speaker James W. Smith, Account Executive, Investments of Dean Witter, Reynolds, Inc. Where will our economy be in the next 5 to 10 years? Given the fluctuations in the economy, it is important to know how to structure your investment portfolio right now, for a secure future using stocks, bonds, mutual funds, 401(k)s, etc. Mr. Smith will help you answer these and many other questions. Contact Person: Christina Olson

November 1997 Career Development

Looking for direction on how to get ahead in your present career, or looking to change careers? Donald Blanchette of Flath & Associates will be speaking on Career Development, from the perspective of parlaying experience and abilities you have already acquired into a new career. He will also discuss goal setting, and provide direction on how to use your present job to gain additional experience to develop your qualifications for your “dream job”. At 5 pm, Wednesday, November 5, WTS members and guests will meet for cocktails at Eli’s on Whitney in Hamden, CT. Please plan on attending this thought-provoking presentation. Contact Person: Leslie Haines

December 1997 Holiday Gathering

The Program Committee is organizing an evening event to celebrate the holidays. Join us for the presentation of the 1997 WTS Connecticut Valley Annual Awards and the installation of the newly-elected Executive Board members for 1998. Please plan on joining us at this gala event! Contact Persons: Nancy Hayden, Christina Olson

Don’t forget to mark your calendars for upcoming events!
WTS Annual Awards Nomination Form - 1997

Annually WTS Connecticut Valley Chapter recognizes members, employers, and others who have made a considerable contribution to our organization over the past year. Please take a few minutes to nominate those individuals or organizations who you believe have made noteworthy contributions to WTS Connecticut Valley.

Please mail or fax your responses to: Christina Olson, Greater Hartford Transit District, One Union Place, Hartford, CT 06103 Phone: (860) 247-5329 Ext. 3004 Fax: (860) 549-3879

==========================================

Member of the Year - A member who:
- Shows extraordinary commitment to the goals and growth of WTS
- Promotes the reputation of WTS within the transportation industry
- Has worked effectively to strengthen communication between local and national WTS levels or between chapters
- Has done an outstanding job of revitalizing or expanding a local chapter of any of its functions.

Nominee: ___________________________________________
I feel the above named person should be recognized as WTS Member of the Year because:


Employer of the Year - An organization that:
- Has enhanced the transportation industry through its commitment to excellence and quality in the service it provides, or products it produces;
- Has an outstanding record of affirmative action in hiring and promoting at all employment levels;
- Supports continuing education and professional development of its employees;
- Encourages women students to enter the transportation field, through grants and scholarships, or internship opportunities;
- Has supported WTS.

Nominee: ___________________________________________
I feel the above named should be recognized as WTS Employer of the Year because:


Advocate of the Year - An organization, agency or individual who:
- Has directly contributed to the advancement of WTS and its goals;
- Has provided necessary assistance, and a willingness and enthusiasm to promote the growth and development of the CT Valley Chapter of WTS;
- Has made an outstanding contribution to the transportation industry.

Nominee: ___________________________________________
I feel the above named should be recognized as WTS Advocate of the Year because:


