

THE CAPSULE

March 2024



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May 2024

16 Pre-tour Omaha
17-18 Convention – Omaha

June 2024

30 Capsule Deadline—National
Chairman Nancy Von Dolteren

Dear NARBW Members:

Here in the United States, we experienced a total eclipse. The last total eclipse was Aug 21, 2017 and was the first total solar eclipse visible from the United States in 38 years. A solar eclipse occurs when the Moon passes between Earth and the Sun. The Moon blocks the sunlight from reaching the Earth, casting a shadow on the Earth's surface. I was unable to get a glimpse, but I hope some NARBW members were able to experience this momentous event. The 80th National Convention is right around the corner, and it will be held in Omaha, Nebraska, May 17-18 2024. I am excited to preside over my second convention and look forward to enjoying well-established friendships as well as making new ones! The Omaha Chapter has been working extremely hard to ensure this convention is a memorable and exciting one. I hope to meet you all there!

Like last year, we continue to experience many changes in the way we connect and continue in our efforts for success. One such way is using Zoom. Zoom has proven to be a valuable tool for maintaining communication and productivity in our organization despite physical distance. As such, the National Board opted to use Zoom again for the Winter Board Meeting. We were able effectively and efficiently manage all NARBW business.

Chapter Presidents should have received the proposed General Budget for discussion with their chapter members before the convention, along with the resumes of our candidates to fill the three vacancies which are: National President, National First Vice- President, and National Treasurer. Sandy Hall, National Nominating Chairperson worked diligently and has a full slate of officers. I am incredibly pleased with the qualified and motivated candidates who have stepped forward to serve in leadership roles. Having dedicated candidates can contribute to the success and effectiveness of our organization. I urge each of you to review all information with your chapter members to enable your delegates to vote in an informed manner on the business for the 80th Convention in Omaha, Nebraska May 17-18, 2024.

I am happy to report that we have commitments to host upcoming conventions as follows: Houston, Texas in 2025 and Roanoke, Virginia in 2026. Hats off to these chapters for their dedication and love of NARBW. The year 2027 is open if any chapter would like to throw their hat in the ring.

I hope you enjoy our website and social media pages. We share information and are excited to add presentations as we receive them. If you have not done so, please check them out at NARBW.org and sign up for the Members Log-in (top right). We hope to expand our communications and make this a great way to stay in contact with our members.

I want to close this quarter's message by saying the job as National President is a very exciting job, and I would advise anyone who is eligible to consider running for National President one day. I have learned a lot. I have an awesome team of ladies on the Board along with the wonderful Emeritus Council that are there to assist me. There have been many changes in our lives, workforce, and NARBW. The National Board will continue to work diligently in keeping our membership involved and connected to one another.

It has been a pleasure serving as your National President! Thank you for the opportunity...I am forever grateful!!

Ida Carmouche



National Association of Railway Business Women

RESUME OF WINTER BOARD MEETING – February 17, 2024

The meeting was held on February 17, 2024, via a ZOOM call. Members of the National Board were present except for National Welfare Chairwoman, Rhonda Gomez. The meeting began at 9:00 AM and ended at 2:03 PM (CST).

Treasurer Reports were presented and included year to date reports for 2023, ending December 31, 2023. Due to extensive discussions, a review of revised reports the Treasurer resubmitted her report to the National Board on February 18, 2024.

Finance Reports: the 2024-2025 Proposed Operating Budget was reviewed, and after discussion the budget was amended (reduced) and approved and will be emailed to the Chapter Presidents for review. The budget will be voted on at the 2024 Convention in Omaha, NE in May.

Board Members: Officer and Chairman Reports and related forms pursuant to the upcoming convention, were reviewed and discussed. All board members were reminded to schedule and complete conference calls for their respective committees and local chairs if they have not yet held their call.

National Convention Chairwoman Kay Leslie presented an update on the 80th NARBW Annual Convention being held May 17-18, 2024, at the Embassy Suites by Hilton in Omaha, NE. The pre-convention tour is planned for Thursday, May 16, 2024. The theme for Fun Night is "Board Games", dress in your favorite Board Game character.

Resume continued on next page

NATIONAL BOARD CORNER



National Association of Railway Business Women

RESUME OF WINTER BOARD MEETING – continued

New Business:

National 2025 Convention Chairwoman Bridgett Hammond presented an update on the 81st NARBW Annual Convention in Houston, May 15-17, 2025, at the Sheraton Brookhollow Hotel.

The National 2026 Convention was presented by Sylvia Long. Hotel rooms have been confirmed at the Tanglewood Holiday Inn. This convention will be co-chaired by Sylvia Long and Carol Gentilini of the Roanoke Chapter.

National hosted a Town Hall Meeting by Zoom video. A few comments were shared by the attendees: 1) have more time to catch up with members at the convention. 2) Streamline the formal procession by having the Board and Emeritus Council seated, with only the National President and guest to walk-in. All the Board members agreed.

Board members stepping down from their positions should ship their file boxes to the incoming officer or chair. Do not distribute during the Convention.

There was a discussion about the 2027 National Convention being sponsored by the National Board in Savannah, GA.

Ida Carmouche
President

Yolanda Barbosa
National 2nd Vice President

CHAPTER NEWS - ALBANY

The Albany Chapter had their first meeting of 2024 on March 12th, after several cancellations due to severe weather. They announced they became a Charter Member of NARBW in March 1955, 69 years and still going strong! We are happy to announce the present officers, (all retirees), will remain in their positions for another year! They continue to donate to local food banks and women's shelters and other charitable organizations throughout the year.

Thoughts and prayers go to Pat Marra who recently underwent surgery and Betty Jean Kaufmann, whose sister passed away. Barbara Smith and Diana Ham are on the mend from recent illnesses.

We wish the Omaha Chapter a successful Convention in May 2024, and regret that we are unable to participate in what appears to be a wonderful upcoming event."

CHAPTER NEWS - CENTRAL FLORIDA



NATIONAL ASSOCIATION OF RAILWAY
BUSINESS WOMEN

VALENTINE'S DAY RAFFLE BASKET

**Ticket sales starting Sunday,
February 11th**

Drawing Wednesday, February 14th

*Basket includes \$50 Gift Card to
Darden Restaurants,
Chocolates, two furry friends,
and a candle
Tickets \$1 for 1 ticket
\$5 for 6 tickets*



Central Florida held a Valentine's Day Basket Raffle to raise money for Railroad Safety awareness. This is the project we chose to honor and celebrate Founder's Day this year.

We held our regular chapter meetings in January, February and March. We are looking forward to the Convention in Omaha in May and we look forward to seeing you there!

CHAPTER NEWS - KANSAS CITY

The Kansas City ladies have had no outings/events to speak of. Our member, Kim Isabel recently married on February 3 and went on their honeymoon to Idaho and spend a couple of days in Boise and then went to a beautiful resort in the mountains for a few days.

Our Chapter President, Sarah Wilbur recently purchased a home and plan to move in next month. In the meantime, her and husband, Matt are doing some remodeling projects!

Congrats to both Sarah as well as Kim on their new ventures ahead!

We are looking forward to attending Omaha's convention and seeing everyone again!

CHAPTER NEWS - PITTSBURGH

Pittsburgh chapter has lost one of our ladies, Lois Kelly, who passed away in February at the age of 96. Lois will be honored at our Memorial Service at the 80th National Convention in Omaha this May.



CHAPTER NEWS - CHICAGO

Fight2Feed

On March 9th, the Chicago Chapter convened at the McCormick Place Kitchen. Partnering with Fight2Feed, they dedicated their time to cook and prepare meals for communities facing food insecurity. A total of 450 meals were meticulously prepared with care and compassion. The nourishing meals were distributed to four different organizations, amplifying their impact across communities. Through their collective efforts, the Chicago Chapter and Fight2Feed made a meaningful difference in the lives of those in need.

NARBW Members that arrived to volunteer-

- Yolanda Barbosa
- Jasmine Manley
- CleLeatha Shaw
- Jenny Kane
- Ruby Brownlee



25 Under 40 - Railway Age

Jenny Kane was featured in February 2024 Railway Age Magazine. She has held a role to go above and beyond her Director role.

25 UNDER 40

JENNY KANE
Director, Rail Contract Management & Special Projects
Metra



Kane is managing the transfer of commuter rail services from Union Pacific to Metra commuter railroad in Chicago; this includes a 30% increase in Metra's headcount and operational responsibility for three additional rail lines in a transaction worth \$200 million annually. What sets her apart is her willingness to "meet people where they are" regardless of job responsibility. She is completing a management and labor program overhaul, and has support from all sides, largely because of her willingness to listen. With more than a decade of commuter rail and transit experience, Kane authored Metra's first-ever FRA-approved Part 270 System Safety Program Plan; served on the APTA Working Group that drafted a Recommend Practice document for Safety and Security Certification; and managed the safety and security oversight function of five rail system new starts during construction, testing, and pre-revenue operations (Honolulu rail transit, KC Streetcar, DC Streetcar, St. Louis Loop Trolley, and Detroit Streetcar). She is part of APTA's Leadership 2024 class and was selected for Metra's My Metra Honors program for Improving Efficiency.

Meeting with Amsted Rail - January 17

The ladies of the Chicago Chapter were delighted to receive an invitation for lunch with the ladies of Amsted Rail. During their gathering presented through PowerPoint NARBW's mission, activities, and impact within the community. Following the presentation was a Q&A session, allowing the Amsted ladies to learn more about NARBW and its initiatives. Upon leaving Amsted Rail, the Chicago Chapter Ladies hoped to have inspired and engage the ladies of Amsted Rail to join their ranks, expanding their network and strengthening their community impact.



NARBW Founders Day February 14

To commemorate Founder's Day, Madam President Cle Shaw and members Yolanda Barbosa and Bhakti Choksi embarked on a special mission. They visited their local first responders to express gratitude for their selfless service to the community.

Armed with heartfelt appreciation and sweet treats, they shared their tokens of admiration with the brave men and women.

Their gesture of kindness resonated deeply with the first responders, fostering a sense of camaraderie and goodwill.



CHAPTER NEWS - CHICAGO

After the American Shoreline Association Conference, NARBW Sisters attended the League of Railway Women Symposium hosted in Kansas City. The topic of the meeting was titled "What is your Why?" Topics at this conference featured Women in Rail from Management to C-Suite Level. Shout out to our very own Leslie Clark, a Philadelphia NARBW member. She was on the C-Suite Leadership in Rail Panel.
What a day in Kansas City for NARBW!



In attendance:
Chicago Chapter - Jasmine Manley,
Amy Louk, Merritt Canfield, and
Kimia Khatami
Kansas City Chapter - Kimberly
Isabel
Philadelphia Chapter - Leslie Clark



Comedian Em Brown was highlighted on Chicago's Daytime morning show. Em Brown was the Chicago Chapter's entertainment at the 2022 National Convention during fun night. Em Brown is a comedian, an actor and substitute teacher. Jasmine Manley supported him by attending a comedy show at Zanies Comedy NightClub.



NARBW Fundraiser for 3rd Quarter

The Chicago Chapter banded together for competitive fundraising for the Super Bowl. Congrats to the winners and for the donations to our local scholarship.

NARBW SUPER BOWL SQUARES



2024 NARBW Chicago Chapter
Woman of the Year
Ruby Brownlee



CHAPTER NEWS - HOUSTON



Our first meeting of 2024: We started off with a bang!



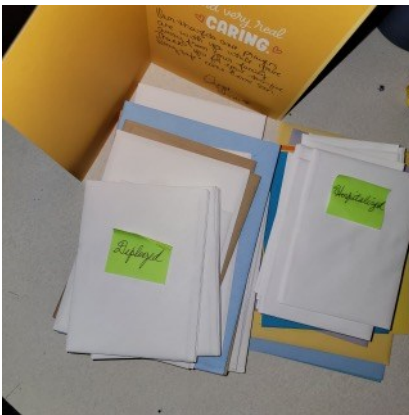
Our February meeting: We Love NARBW



Our March meeting celebrating our Woman of the Year Theresa Harper. Congratulations!



At left
Woman of the Year
Theresa Harper with VP
Brenda Bob and
President Bridget
Hammons



To celebrate Founders Day, our welfare chairwoman had us fill out cards to be sent to deployed and hospitalized soldiers to show our appreciation for their service and sacrifice



Our Welfare Chairman contacted a local organization Blessed Beginnings and organized donation from the chapter to full some of their needs.

We look forward to a great year and lots of fellowship as a chapter to keep serving our communities

CHAPTER NEWS - JACKSONVILLE

2024 Jacksonville Chapter Scholarship Winners



Our Jacksonville Chapter had a busy quarter regarding getting ready for convention and learning new things. We were able to announce our scholarship winners, pick our delegates and select our Woman of the Year. Our meetings were eventful, collaborative, and informative. We had three local scholarship winners, Clare Gutteridge, Brayden Sullivan and Aneesha Mummareddy. As Clare has already won the maximum National scholarship awards, only Brayden & Aneesha were forwarded to National for scholarship consideration.

Our programs this quarter included Kristen Lee, who discussed Women & Mental Health and celebrating Founders Day. We also joined the CSX Women's Business Resource Group as they presented "Railblazing Women of CSX Panel Conversation" On the panel was our own Jacksonville Chapter President, Judy Covington-Poole. They shared how they advanced in their respective fields and the career development opportunities that helped them grow.

Wearing Blue For Founders Day 2024



The Jacksonville Chapter was also able to conduct a raffle during the panel discussion and we were able to raise \$245 for our Scholarship Fund. Lori Ledoux put together a box of CSW Swag and memorabilia. Tickets were sold at \$5 each. Thanks Lori for donating the items and running the raffle!

Congratulations!

Lori Ledoux is our Jacksonville Woman of the Year



CHAPTER NEWS - OMAHA

Wow! Time is flying by in Omaha! We are meeting and planning and VERY excited about the upcoming 80th Convention. January tried to dampen our spirits with the first snow of the season. But we gathered and donated cleaning supplies to Youth Mart (they assist young adults who have aged out of the Foster care system). In February, we celebrated Founders Day at our meeting on February 15. We had 10 members attend and enjoyed catching up. Our mood was a little dampened when Kadie Leslie called and said she had been in a car accident on the way to the meeting! One broken wrist and one totaled car later, Kadie was home after a short hospital visit. She is out of her cast now and has a new car (that is what insurance is for) and is back to her convention planning duties!

February was busy with members and their families. Connie and Jegg Prokupek celebrated their 35th wedding anniversary. Jeff had open heart surgery last year and was readmitted this year for corrective surgery. Thankfully he has recovered, and Connie & Jeff recently traveled to Washington DC for Cherry Blossom season. Anne and Joe Menichetti celebrated their 30th wedding anniversary. Kathy DuVall had cataract surgery. Casey Zahner had strep throat. Cynthia Chandler is concentrating on her health and our thoughts and well-wishes are with her.

Julie Nelson was elected our 2024 Woman of the Year. She joined in 2009 and has been an asset to the chapter since then. We will celebrate Julie at the April meeting. Kadie Leslie has been a NARBW member for 25 years. We intended to celebrate Kadie and her contributions in February, but since she could not make it, we celebrated Kadie in March.

We submitted 2 scholarship applications for Cynthia Chandler's great niece Malory Battista and Great Nephew Grant Finke. We hope these outstanding students are successful! We elected 4 delegates to attend the convention. Our delegates are Anne Menichetti, Janet Anderson, Diane Ballinger, and Rosie Donahoe. It looks like Omaha will have a large showing at the Convention. That will help with set-up and logistics to ensure a great experience for all.

Omaha Chapter is looking forward to seeing you all in May! Can't wait to catch up with old friends, make new friends and some great memories!



Founders Day Dinner

From left – Julie Nelson, Diane Ballinger, Janet Anderson, Jay Nelsen, Anne Menichetti, Connie Prokupek, Sue Hess, Kathy DuVall



March Meeting

from Left Julie Nelson, Rosie Donahoe, Anne Menichetti, Kathy DuVall, Diane Ballinger, Janet Anderson, Kadie Leslie, Jay Nelsen



Julie Nelson is our chapter Woman of the Year!



Kadie Leslie with her 25-year pin

CHAPTER NEWS - PHILADELPHIA

Hello from your Philadelphia sisters. Since the last Capsule issue, some of us have dealt with severe and brutal weather conditions, and most of us have sprung ahead.

But this less-than-favorable weather has disrupted some of our usual meeting plans. For instance, in January because of snowy weather our chapter decided to set up a conference call on the 20th for our meeting, rather than meet in person, and our February 17th meeting, postponed for one week due to bad weather, became our February 24th meeting.

At that meeting, to mark NARBW Founders Day, our members dressed in yellow/gold and blue and adorned ourselves with blue heart-shaped sunglasses and blue and gold beads while we enjoyed a delicious lunch. [at left below: the group members in attendance] We also sent a \$100.00 donation to the Hospice Help Foundation (Kathryn Thornton Legacy Fund) as part of our celebration. [at right below, President Helena Funk showing check and letter to the organization]



Our chapter received a thank you letter from Holly Myrrh-Bearers Ukrainian Catholic Church for our donation to the Ukraine Relief Fund. We received other thank you letters from Jay Nelson for our donation to the Omaha Chapter Welfare Project and from the Hospice Help Foundation (Kathryn Thornton Legacy). All the letters were read aloud at the meeting, and samples of crystal key chains and book markers were shared as items that will be sold at our chapter's convention market table.

In January, member Donna Cain, traveled to Banff, Canada, in search of a little more winter, a little more Christmas, and to celebrate her end-of-month birthday.



CHAPTER NEWS - PHILADELPHIA

Our March 16th meeting at Miller's Ale House in Willow Grove, PA, was a nice time together, pre-St Patrick's Day.

The Philly chapter has received and submitted two scholarship applications. Good luck to the applicants!

On Saturday April 13, 2024, eight members will attend the Casino Royale fundraising event (6pm-10pm) benefiting the Peace Valley Holistic Center at the VE Club in Warminster, PA. The group looks forward to the "fun and funny entertainment" organizers will be providing and a nice evening out.

This year's Eliza Shirley's Mother's Day outreach project tasks us with assembling fifty hygiene bags for the residents. We'll assemble bags during our April meeting at the Fainting Goat in Glenolden, PA. Each bag will include some basic necessities, such as socks, wash cloths, hand towels, shampoo, hair conditioner, toothbrushes, toothpaste, soap, Vaseline, lotion, and large Ziploc bags.

Helena Funk, our formidable chapter president, has been named the Philadelphia Chapter's 2024 Woman of the Year. The Chapter is proud to honor her. She is the epitome of an NARBW sister who is fully committed to the organization.



And most important, we ask that all of our NARBW sisters keep Kathy Bevilacqua (at left, below) and Rosemary Wise (at right, below) in your prayers as they deal with medical challenges.



Kathy Bevilacqua



Rosemary Wise

CHAPTER NEWS - SOUTHERN CALIFORNIA

Galentine's Day Drive

The Southern California Chapter recently hosted a delightful Galentine's Day Membership Drive. This special event saw the addition of 17 vibrant and enthusiastic ladies to our esteemed chapter on that very day alone. Moreover, we are thrilled to announce that a total of 21 remarkable women chose to join our family throughout the entire month of February, marking a significant moment of growth and connection for our chapter.

The Galentine's Day Membership Drive was more than just an opportunity to welcome new members; it was a celebration of sisterhood and empowerment. Attendees enjoyed engaging in games and activities while also having the chance to learn more about the mission and purpose of NARBW. Through heartfelt conversations and shared experiences, we were able to convey the essence of our organization and the invaluable support it provides women in the rail industry.



SoCal NARBW Woman of the Year



With over 25 years of railroad experience, Shamonda Jones is currently Sr. Manager, Dispatching at Metrolink. Joining NARBW in 2018, she was one of the founding members of the Southern California Chapter in 2020. She served as a delegate in both the 2022 & 2023 conventions. Shamonda is constantly on the move and 2023 was a productive year for her.

Shamonda was featured in "Metrolink Celebrates Women in Rail" video. She became a Certified CPR Trainer. She is mentoring a coworker, providing much needed encouragement of working in a male - dominated industry. With her warm heart and bubbly personality, she volunteered 24 hours for the Metrolink Holiday Express, dressing as an elf, reindeer, and an Elf on the Shelf, filling her cars with carols sung by passengers of all ages.

Along with her protegee', Shamonda organized and hosted a golf tournament raising over \$13,000 for One Simple Wish (granting over 175 wishes for foster children). She also wrapped Christmas presents for Warrior for Children.

Understanding the vision of NARBW SoCal, since May 2023, Shamonda has been a Member, Vice President, and currently Interim President. Her creativity brings new ways to market NARBW SoCal (i.e. Galentine's Day Video). She revamped the Chapter's website and created a Facebook Page. Her hard work, determination and enthusiasm brought in 17 new members at the Galentine's Day Membership Drive, bringing a total of 22 new members joining February 2024 alone.

CHAPTER NEWS - SOUTHERN CALIFORNIA

Warrior for Children Gala

The spirit of generosity and compassion was on full display as the Southern California Chapter joined forces to make a meaningful contribution to Warrior for Children's annual gala. Through collaborative efforts and unwavering dedication, our chapter donated over \$600 worth of items to create a luxurious spa basket, which was graciously offered as part of the gala's raffle.

Warrior for Children holds a special place in our hearts, as their mission aligns closely with our own values of supporting and uplifting those in need. As a nonprofit organization dedicated to serving children navigating trauma, Warrior for Children goes above and beyond to provide tangible resources, trauma-informed education, and nurturing relational experiences.

The spa basket donation serves as a symbol of our chapter's commitment to making a positive impact in our community. By contributing to the gala's raffle, we hope to not only raise funds for Warrior for Children but also spread awareness about the vital work they do in supporting children in their healing journey.

During the heartwarming event, we were honored to witness one of our own members, Sandra Martinez, being recognized as Volunteer of the Year. Sandra's selfless dedication and tireless efforts have made a profound difference in the lives of countless individuals. With hundreds of hours of volunteer service to her name, Sandra has demonstrated an unwavering commitment to spreading joy and kindness wherever she goes.

From wrapping birthday and Christmas gifts to assembling back-to-school backpacks and volunteering at events for foster children, Sandra embodies the spirit of service and compassion that defines our chapter. Her passion and generosity serve as an inspiration to us all, reminding us of the power we each hold to make a difference in the lives of others.

As we celebrate Sandra's well-deserved recognition and reflect on the impact of our collective efforts, we are reminded of the importance of coming together as a community to support those in need. Through acts of kindness, big and small, we can create positive change and uplift those who need it most.

We extend our heartfelt congratulations to Sandra Martinez on being named Volunteer of the Year and express our deepest gratitude to all who contributed to the success of our donation efforts for Warrior for Children. Together, we will continue to make a difference and spread love and compassion to all.



CHAPTER NEWS - SOUTHERN CALIFORNIA



Happy 4th Anniversary to Us

As we mark the fourth anniversary of the Southern California Chapter, we are thrilled to commemorate this milestone in a fun and innovative way. In the spirit of celebration and creativity, our chapter has ventured into the world of TikTok with a special video titled "We are NARBW SoCal, of course..."

This engaging TikTok video captures the essence of our chapter - vibrant, dynamic, and unapologetically ourselves. Through a series of captivating moments and snippets, we showcase the spirit of sisterhood, empowerment, and camaraderie that defines NARBW SoCal.



CHAPTER NEWS - ROANOKE

CONGRATULATIONS TO Mona King, our Roanoke Woman of the Year



NARBW was mentioned twice in the LOA News & Notes January 2024 Newsletter

“The Roanoke area Diner’s Clubs gathered in LOA’s Center for Health & Wellness for their annual **Christmas Party**, and it was wonderful to see the center packed and used to serve the seniors of our valley. Each Diner received a “winter wonderland” gift bag filled with goodies that were generously donated by our community, in-cluding contributions from Second Presbyterian Church, the **National Association of Railway Business Women Roanoke Chapter 19**, and Christmas ornaments made by LOA’s own Becky Jennings, Nutrition Coordinator for Botetourt and Craig Counties.”



Thank you to Kathleen Claytor and all the members of **Roanoke Chapter 19 of the National Association of Railway Business Women (NARBW)**! Longtime supporters of LOA, the NARBW gave a generous donation to help provide Christmas gifts for our Diner’s Clubs participants. In addition, they also donated Christmas mugs, hats, and gloves for our seniors.



Sylvia Long – Sarah Reynolds – Linda Waggoner

We are happy to have Sarah Reynolds join our Chapter. Sarah is semi-retired; she previously worked in medicine (she is an MD). Her special interests are medicine, medical advocacy, medical missions, bible education, small group leadership, and therapy dogs. Sarah is the granddaughter of our recently de-ceased member, Frances Lowe, who joined Chapter 19 in



Committee Chair Sylvia Long was recently asked to participate in a video that was to be shown to the Virginia Legislators in Richmond. When she informed the Museum’s Executive Director and the vide-ographer that she was a member of NARBW, they suggested that information about the organization be included in the video. Follow-ing are screenshots from the video.



SEE YOU IN OMAHA MAY 17-18, 2024



Missing our announcements ?

Check your SPAM or JUNK folders. If you are using your work email address, your system may filter out our messages or remove the attachments. A personal email address may be a better choice.

Moved ? New job ? Please keep your email and home address information up-to-date.

Send changes to publications@narbw.org
Nancy Von Dolteren
Publications Chair



NATIONAL ASSOCIATION OF RAILWAY BUSINESS WOMEN

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