For the sixth year, URS’ Washington Division has helped pique the interest of middle-school age girls in the fields of science, engineering and technology through the Company’s participation in the annual “Girls Exploring Science, Engineering & Technology” (GESET) event held in Denver, Colorado.

On November 4, over 1,450 sixth- and seventh-grade girls gathered at the Colorado Convention Center to experience a day of hands-on, inquiry-based workshops aimed at increasing their interest in technical career areas. Educational organizations, local businesses and professional societies all donated time and materials to the event in order to offer more than 50 interactive, fun workshops.

URS’ Washington Division and the Washington Group Foundation contributed $12,000 to the event this year and over 30 employees volunteered. Volunteers served as mentors and guides for the day’s events, as well as served on the planning committee for fundraising, media coordination, audio video, and printing and signage for the event. In addition, Denver employees and projects donated thousands more in in-kind services, such as time, printing costs and door prizes.

Jackie Schirmer, Mechanical Principal Engineer out of the Denver office, served as GESET co-chair and described this year’s event as the biggest yet. “Registration was filled within 48 hours – teachers and parents from years past recognized what an amazing opportunity this is for their girls at such a critical time in their lives,” Jackie said. “We are very thankful for our sponsors who helped us provide a day of learning and fun. It’s especially rewarding talking to the girls after the workshops—they are so excited about what they learned and are beaming with energy—sometimes all it takes is that one spark of excitement to make a huge difference in someone’s life.”

Jackie added, “Supporting events such as GESETS not only helps URS meet an increasing demand for technically skilled professionals, it also opens new doors of opportunity for girls considering a career in science, engineering or technology.”

Melani Spath and her mother, Pam Spath, pose by the GESET welcome sign at the event.
MEMBER PROFILE: KRISTIN RAMEY

Submitted by Kristin Ramey

City of residence: Berthoud, CO

Family: my husband, Larry, baby Shannon due in March, 5 dogs, 3 cats, 14 sheep and hundreds of chickens

Member grade: Senior

How long have you been a member of SWE? Since I was a Freshman at Michigan State University, 1992!

How did you become involved in SWE? I received a Certificate of Appreciation for my achievements in Math and Science, from the Philadelphia Section my senior year of high school. I looked up information about the organization – and joined them as soon as I stepped foot on my college campus, and I’ve been hooked ever since.

What positions have you held? At the National level, I am currently the Awards Chair-Elect, and have served as the Student Activities Committee Chair in the past. I was formerly the Region H Student Coordinator. I have been the President, Vice President of Student Services, COR Representative, and Treasurer of the Detroit Section. I am currently the Membership Chair and Secretary for the Rocky Mountain Section, as well as the Colorado State University SWE Counselor.

What have you enjoyed most about SWE? Why? SWE has been a place where I have always found lifelong friends, people to serve as a mentor to me, and people I can mentor to. This is exciting to me, because it allows me chances to learn and grow in my own career and personal development, but also giving me an outlet to give back to the generation of young engineers that are following in our footsteps.

What is your current company/occupation/title? I am the Procurement Engineer at Dieterich Standard, in Boulder.

How did you get to that position? Through the normal networking and interviewing process. I was laid off over the summer, very unexpectedly, and found myself job hunting. I have used the SWE career fair at the National Conference, the SWE Career Resources on www.swe.org, networking through friends and colleagues, as well as many many other resources for job hunting. I’ve only been with Dieterich since August of 2008, so I am still the new kid on the block!

What was your college training? I have a bachelor’s degree in Mechanical Engineering that I received from Michigan State University. I also have an MBA with a focus in Marketing, from Wayne State University in Detroit.

How did your college training help you get to that position? My college education has opened so many doors for me. There are cases where just having both degrees has been a supplement to my experience, and has shown employers that I can attain technical knowledge, as well as business sense. It also shows a level of dedication and hard work that I am willing to put in to pursue a goal. Many of the positions I have had over the years have been areas where I do not have the technical expertise to start, but my employers know by my background that I am never afraid to learn new things.

Any words of wisdom for college students entering the work force? Always follow your heart and use your head. Recognize that you should stand up for what you believe in, but that a career has ups and downs. You should enjoy what you do, but you’ll still be faced with challenges and bad days.

Hobbies/interests? My husband and I live on a small farm in Berthoud. And where I used to have spare time to play piano and guitar, I now take care of a farm full of animals and plants, and have found my engineering problem solving skills to be even more necessary on a working farm than I could ever imagine!

Anything else you would like to add? If anyone asks what SWE means to me, I always tell them that I wouldn’t have become an engineer without SWE. This organization has provided me support when no one else would, has taught me about myself and my own skills in the workplace, and given me lifelong friends throughout the country. I truly believe that you get out of ANYTHING what you put into it, and SWE can do that to if you step forward and get involved – SWE will give back to you, too.
**THREE WAYS TO BEAT BURNOUT**

by Christopher Gergen and Gregg Vanourek (taken from Harvard Business Review)

Burnout is widespread today—even among high-achievers. One could say it’s an epidemic in the modern workplace. (See the stats table at the bottom of this post for details.)

How do we slay this burnout beast? There are three primary weapons at our disposal, but first we need to understand exactly what it is we’re up against.

**What Is Burnout?**

According to psychologist and counselor Dr. Audrey Canaff, "Job burnout is a response to work stress that leaves you feeling powerless, hopeless, fatigued, drained, and frustrated." And a team of psychologists in a major study on this issue reports that "Burnout is a prolonged response to chronic emotional and interpersonal stressors on the job, and is defined by the three dimensions of exhaustion, cynicism, and inefficacy." By contrast, its counterpart is engagement, which is characterized by energy, involvement, and efficacy at work.

In today’s hyper-competitive (and ailing) economy, we can easily fall prey to burnout that comes from information overload, "perpetual busyness," and constantly racing against the clock. In his book *Crazy Busy*, Edward Hallowell writes that being too busy can become a habit so entrenched that it makes us slaves to a lifestyle we don't like, but can't escape: "You can be so busy that you don't even take the time to decide what actually does matter the most to you, let alone make the time to do it." What's more, many of us "get lost in work" while watching our health, relationships, and outside interests suffer.

Burnout clearly takes a hefty toll—on job satisfaction, performance, and retention, not to mention our health and well-being. Managers overlook the burnout problem at their peril. A century ago, Robert Yerkes and John Dodson definitively showed that there is a "tipping point" where stress detracts from performance.

So how do we slay this beast?

**Weapon #1: Managing Your Work**

Of course, the first weapon at our disposal to address burnout is managing our work. Here, the battle tends to be fought on the following fronts:

- **Over-commitment:** this often shows up as doing too many things, which often comes from an inability—or lack of resolve—to draw boundaries or say "no," or from being unrealistic about what it will take to complete projects.

- **Resource issues:** not having enough resources and/or not using them effectively (e.g., via delegation).

- **Perfectionism:** pursuing perfection instead of focusing on what's "good enough."

**Focus problems:** focusing on things that are urgent but not important—and on things that just "come up" (e.g., simply responding to emails coming in versus managing your time according to your priorities); or procrastinating on things that are difficult.

Sometimes we are great at harnessing the practices of world-class planning and execution when it comes to our organizations but lousy at employing those practices in our own lives and work.

**Weapon #2: Embracing Renewal**

Our second weapon in this war is renewal. Truth be told, hard work is a critical component of success. So we must find ways to renew, restore, and rejuvenate along the way. Ask yourself these questions:

- **Daily renewal:** How do you start your day? Do you have a morning, mid-day, and evening routine that allows for breaks and reflection, or do you strive to function effectively with the pedal to the metal all the time? Do you exercise, get enough sleep, eat well, and otherwise stay healthy?

- **Long-term renewal:** Do you take the time to travel and rest? Do you actually take your vacation time and fill it with adventure, enjoyment, and rest? Do you take "sabbaticals" or take advantage of the transition periods in between jobs?

- **Sanctuary:** Do you have a place of refuge or a joyful activity you do that allows you to find peace and quiet for deep reflection—whether through prayer, meditation, yoga, hiking in the woods, jogging on a deserted road, listening to music, or whatever else brings you that reprieve?

One entrepreneur we interviewed for our book, *Life Entrepreneurs: Ordinary People Creating Extraordinary Lives*, takes 25 work-week days (not holidays or vacation days) each year to hike, bike, or enjoy activities on the water in Seattle. He calls this his own "secret office" where he calms his mind and does his best creative thinking, resulting in his best business ideas.

**Weapon #3: Doing "the Right Work"**

The third weapon is by far the most neglected: doing the right work and infusing our lives and work with meaning, service, and significance. One of the causes of burnout, it turns out, is not filling our lives up with deeper meaning and genuine connection with others.

Ask yourself this: Are your work and life infused with purpose and fulfillment? Do you have a vision of the good life that you're working toward? Do you bring your values, strengths, and passions to work or leave them at home?

There is an interesting convergence of thinking here. Author and educator Parker Palmer defines burnout as a "state of emptiness." Best-selling author Richard Leider talks about the "rustout syndrome" that has consumed many of us. (See text box at right.) Business leader, social entrepreneur, and best-selling author Bob Buford talks about the "pervasive discontent" that many workers feel today, realizing they have spent decades building lives of success but not of significance.

**What does this mean in practice?** First, find ways to serve every day—creatively serving (in ways big or small) your family, workplace, community, nation, world, and/or a cause. We call this "pervasive service." Second, choose organizations to work for with the right mission and culture that fits who you are. Third, "entrepreneur" your job: take ownership of your situation and creatively find ways to integrate your values, strengths, and passions into your work—while also meeting your performance expectations—so that you achieve not only success but also significance.

Do this, and watch the burnout beast perish before your very eyes.
HOW TO AVOID TOP 5 RESUME MISTAKES
by Deborah Walker, Alpha Advantage Career Coach

Over the years as a recruiter and career coach, I’ve seen the consequences of poorly written resumes, resulting in the frustration of a long and fruitless job search. Most resume problems can be traced to these top five resume mistakes.

1. No Resume Focus
2. Lack of Marketing Strategy
3. No Accomplishment Statements
4. Lack of Resume Keywords
5. Incorrect Resume Format

Once your resume is designed to avoid the top five resume mistakes, you will be well on your way to winning interviews and reaching your career objective.

#1 No Resume Focus

The most effective resumes leave no doubt as to the job seeker’s career objective. A one-size-fits-all resume gives the impression that the job seeker is uncertain of his career goal. An employer once told me that if a candidate is interested in two completely different positions, he must not be very good at either. If you have more than one career objective, you need more than one resume.

#2 Lack of Marketing Strategy

Job seekers rarely see their search for what it is—a sales campaign. Think of your resume as marketing material designed to create a powerful first impression and win a multitude of job interviews. Translate your career history into an effective marketing piece by selling toward the reader’s buying motives: solving problems, saving time, cutting costs or increasing profits.

#3 No Accomplishment Statements

95% of all resumes lack accomplishment statements. Accomplishment allow employers to visualize your contribution to their company. Quantifiable accomplishments motivate employers to call you before their competition discovers you. These statements can dollarize your worth and increase your bargaining power.

#4 Lack of Resume Keywords

These days, resumes are screened by both humans and computers. A resume lacking in keywords runs the risk of being read by neither. An average screening of a resume is 15 seconds or less, so more attention is paid to resumes using the same words found in the job description. Candidate-tracking software retrieves resumes by keywords. A keyword-focused resume will put you front and center.

#5 Incorrect Resume Format (continued)

Chronological: The chronological is best known and easiest to write, a time line style resume. This format works well if your objective is to remain in the same industry or occupation.

Functional: The functional resume places transferable skills and accomplishments at the beginning of your resume. However, a poorly crafted functional resume can be confusing, causing the reader to believe the candidate has something to hide.

Hybrid: The hybrid resume combines the best features of other resumes. It showcases skills and accomplishments while maintaining ease of reading. This is the best format for job seekers of all level. The Hybrid resume is well worth the additional time and effort to craft.

Deborah Walker, CCMC, is a career coach helping job seekers compete in the toughest job markets. Her clients gain top performing skills in resume writing, interview preparation, and salary negotiation. Learn more about Deborah Walker, career coach at: http://www.AlphaAdvantage.com
**PIZZA WITH THE PROS EVENT**

Submitted by Heather Doty

The CU Boulder SWE section would like to host a "Pizza with the Pros" event in the late February timeframe. This would be an informal dinner event for their collegiate SWE members to network with professional members in the Rocky Mountain Section. The exact date is TBD pending classroom reservation, but if you would be interested in sharing your experiences with some of our collegiate members, please contact Heather Doty, CU's SWE Counselor at heather.doty@swe.org. We are looking for professional members of all disciplines with a variety of experience levels. Thanks in advance for your interest!

**SWE CAN DO IT RACE FOR THE CURE**

by Christina Watanuki, Colorado State University

Standing amongst the crowd of thousands of supporters adorned in pink were members of Colorado State University's Society of Women Engineers (SWE). As a firm believer in breast cancer research and being impacted directly by women who survived as well as lost the battle to cancer, I have participated in the Komen Race for the Cure for many years. The SWE motto "SWE can do it" sparked an idea that will hopefully continue to grow in future years.

I thought to myself, where does the cure come from and how can SWE enhance the possibility of it becoming a reality? Chemical engineers, biomedical engineers, math, science, women, financial support, and research were some ways that came to my mind. Being a female automatically puts a person at much greater risk for breast cancer, being an engineer greatly enhances a person's ability to develop the methods for a cure. What better place to find female engineers then in my SWE section? I then decided to start a team with fellow SWE members and began seeking out more team members and financial supporters.

Early Saturday morning of October 5, 2008 seven students wearing CSU SWE t-shirts stood shoulder to shoulder with strangers of all stages and areas of life coming together for one amazing cause. The start of the race was marked with the National Anthem, tears streaming down faces, survivor t-shirts worn by those who have fought and are fighting, and family members wearing signs of remembrance for those who lost. The gun went off and hand-in-hand we began our fight. At this time in our lives, many students are not able to develop a cure but SWE can do it through financial and emotional support while spreading words of encouragement that there are female engineers dedicated to fighting for those who no longer can.

Financial support came from student members of SWE at CSU, professional SWE advisors, career liaisons in the engineering department, family members, friends and even the company we ordered our t-shirts from. It is the hope of CSU’s section of SWE that Racing for the Cure will become an ongoing tradition not only for CSU but for every section of SWE in Colorado. Next year more planning and preparation will go into this event, including organizing a state wide team of SWE members, both students and professionals. It is important in the eyes of our SWE section that volunteering and outreach opportunities go not only to benefit our students and those in our community but the nation and world at large. Participating in the fight for a breast cancer cure is one small way that SWE members at Colorado State University hope to make a difference.

Christina Watanuki (watanuki at engr dot colostate dot edu) also serves as secretary for the Colorado State University section.
GESET (continued from page 1)
Submitted by Jacquelyn D. Schirmer

opportunity for these girls.”
Participation at the event has grown from 585 attendees in 2003 to almost 1,500 in 2008. It is a good chance that many of the girls participating will pursue technical careers, as over 60 percent of the participants in 2007 indicated the event encouraged them to explore careers in science, engineering and technology.

Middle-school age girls use their minds and new technical skills during a GESET workshop.

URS Washington Division employees contributed everything from media coordination and signage for the event to time planning for and mentoring during the event to make the GESET workshops a success.

6th Annual GESET Sponsors

Premier Senior Sponsor ($20,000+)
Lockheed Martin

Senior Sponsors ($10,000)
URS

Junior Sponsors ($5,000)
Caridian BCT, Qwest

Sophomore Sponsors ($2,500)
Agilent, EnCana, HRO
Northrop Grumman, Xcel, Merrick
SWE-RMS Networking Nights

Submitted by Laurie Valaer

Please join us for the SWE-RMS Networking Nights. These are informal gatherings where you can network, connect with, and get to know other women in engineering, science, and technology. We alternate locations between downtown Denver and the Denver Tech Center. Hopefully you’ll be able to join us for at least one of the events!

South Denver January Event
When: Tuesday, January 20th at 6:00 pm
Where: CB & Potts Restaurant & Brewery
6575 Greenwood Plaza Blvd
Englewood, CO 80111
(this is just West of I-25 on the North side of Arapahoe Road)
RSVP by COB Friday, 1/16/09 to lvalaer@hotmail.com

South Denver February Event
When: Tuesday, February 17th at 6:00 pm
Where: Rock Bottom Restaurant & Brewery
1001 16th Street #A-100
Denver, CO 80265
(this is on the northwest corner of 16th and Curtis)
RSVP by COB Friday, 2/13/09 to lvalaer@hotmail.com

Welcome New Members!

Submitted by Kristin Ramey

We’d like to welcome our SWE members NEW to the Rocky Mountain Section:

October/November 2008
Patricia L. Garlick
Paul Heald
Angela M. Howard
Reshma Teruna Jagai
Kathryn Kirby
Mallory Camille Morrell
Kari Lynn Ross
Misty Dawn Rowe
Stephanie J. Sansom
Cherie Renee Shepherd
Marna J Whitney
Ashly Lyn Wimmer

The above data is compiled from reports pulled from data maintained on SWE’s online directory. This list was compiled of members. If you have any questions on the information listed above, or there are any errors, feel free to contact me at Kristin.Ramey@swe.org
### SWE-RMS Contact Information

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CALENDAR OF EVENTS

For complete details, directions, and more, visit the SWE-RMS website calendar.

January 20, 2009
6:00pm
SWE-RMS South Denver Networking Night
CB & Potts Restaurant & Brewery
6575 Greenwood Plaza Blvd, Englewood, CO 80111

February 6-7, 2009
Region i 2009 World’s Fair
Washington University
Saint Louis, MO

February 17, 2009
6:00pm
SWE-RMS South Denver Networking Night
Rock Bottom Restaurant & Brewery
1001 16th Street #A-100, Denver, CO 80265

February 19, 2009
National Engineers Week
Introduce a Girl to Engineering Day
More Information