

2017 Enterprising Women of the Year Awards

THE MOST PRESTIGIOUS GLOBAL AWARDS PROGRAM FOR WOMEN ENTREPRENEURS ANNOUNCES ITS CLASS OF 2017

The annual Enterprising Women of the Year Awards is widely considered one of the most prestigious recognition programs for women business owners across the globe. To win, nominees must demonstrate that they have fast-growth businesses, mentor or actively support other women and girls involved in entrepreneurship, and stand out as leaders in their communities. Many honorees also serve as leaders of the key organizations that support the growth of women's entrepreneurship in the U.S. and around the world.

Award honorees were recognized in seven categories this year: annual sales revenues of more than \$100 million; annual revenues of more than \$25 million; annual revenues of more than \$10 million; annual revenues of more than \$5 million; annual revenues of more than \$2 million; annual revenues of more than \$1 million; and annual revenues of up to \$1 million. In addition, a group of finalists for the award were designated as Enterprising Women Champions.

Enterprising Women inducted Julie Weeks, an internationally known researcher and thought leader on women's entrepreneurship, into the Enterprising Women Hall of Fame, and presented the Enterprising Women Legacy Award to Gloria Bohan, CEO and founder of Omega World Travel, and Irene Natividad, president and founder of the Global Summit of Women. The 2017 Enterprising Women Advocacy Award was presented to Edie Fraser, CEO of STEM Connector and Million Women Mentors. Honorees were recognized during the Enterprising Women of the Year Awards Celebration & Conference, April 2-4 at the Ritz Carlton Fort Lauderdale (FL).

Now in its 15th year, we are proud to present all of our 2017 honorees on the pages that follow in this special commemorative awards issue of *Enterprising Women*. ©



Enterprising Women of the Year Awards await recipients at the Gala Awards Dinner.



Kathy Steele

Red Caffeine Marketing + Technology
Lombard, IL

Kathy Steele is the founder and president of Red Caffeine Marketing + Technology, a Lombard, IL-based company that helps mid-market and enterprise organizations get access to an integrated digital team. In the past three years, the company has grown from seven to 24 employees and experienced 40% revenue growth in 2015, with \$2 million in 2016 revenues. A member of numerous industry and local organizations, including Small Giants Community, Conscious Capitalism, the Lombard Chamber of Commerce, and several others, the company focuses on strategy, branding, technology solutions, and marketing for a range of companies in manufacturing, economic development, professional services, and education. In January of 2013, her former business partner of 10 years asked for a business divorce, and at nearly 50 years old, Kathy was faced with the challenge of starting a new company from scratch. She used the opportunity to build a new and better company culture, working with her team to envision a better way of doing business. This transformation led to a long list of awards and recognition for the company, including a “Best Places to Work in Illinois” recognition, Entrepreneurial Excellence Award, and a Women of Distinction Award for Kathy among others. To support the growth and development of her team, she is preparing to launch RC University, the company’s in-house professional development, training and certification program. Red Caffeine believes in giving back and paying it forward, and does so through a multitude of in-kind donations and cash contributions to local charities. Kathy mentors through Small Giants, Executive Breakfast Club, and through the company’s internship program.



Laura Havens Hall

Havens & Company, Inc.
Lexington, KY

Laura Havens Hall is president and owner of Havens & Company, a Lexington, KY-based consulting firm that specializes in non-medical employee benefits, with five employees and \$2 million in 2016 revenues. With nearly ten years in business, the company has developed long-term relationships with clients who need life insurance, dental benefits, executive benefits and relocation, and other benefit-related services. WBENC certified, Laura is a member of a number of organizations, including the Kentucky Bar Association, the Junior League, the Greater Boston Chamber of Commerce, and many women’s and collegiate groups. The company’s entire team gives back through community involvement, with the company’s COO heading Boston College’s BC Connections Mentoring Program and the Women’s Network Advisory Board through the Chamber of Commerce. Laura is active with the Junior League of Lexington, which promotes volunteering and works to develop the potential of area women.



Gemma Allen

Ladden & Allen, Chartered
Chicago, IL

Gemma Allen is owner and principal partner in Ladden & Allen, Chartered, a Chicago-based family law firm that spans the entire range of family law issues. The firm has seven employees and had 2016 revenues of \$2 million. Gemma has been a practicing divorce lawyer for more than 30 years, applying cutting-edge concepts to legal matters, including the legality of same-sex marriage, using lawyer-assisted mediation creatively, utilizing pre-nups and post-nups as marriage savers, emphasizing financial transparency and communication in relationships, and other critical issues. Her boutique law firm plans to continue to further deepen its services and client

base to the LGBTQ community and single people who live together. She is past president of the Lilac Tree, a resource for women in all stages of divorce, and her law firm has been a major sponsor of Divorce University. She is also past president of the Forensic Forum, a membership organization that provides a platform for forensic experts in family law. She is a staunch supporter of By the Hand Club for Kids, which provides after school programs in four of Chicago's most under-served neighborhoods. Active in the Illinois Bar Association, she was a member of its Family Law Section Council and has held other leadership roles in the association. She takes a personal interest in mentoring young lawyers in her firm, and has also served as a mentor at the Law Bulletin Publishing Company's mentorship program. Gemma is co-author of *The New Love Deal: Everything You Must Know Before Marrying, Moving In, or Moving On!*



Pam Isom

ICE Safety Solutions
Fremont, CA

Pam Isom is president and CEO of ICE Safety Solutions, Inc., a Fremont, CA-based provider of full service safety training, services and equipment for corporate emergency response teams. Her company provides evacuation training, search and rescue training, CPR/first aid, disaster preparedness, and other related training. In business for nearly 20 years, the company has 14 employees and had 2016 revenues of \$2 million. WBENC certified, Pam is also a member of the National Minority Supplier Diversity Council, the International Facility Management Association, and several other organizations. She employs seasoned EMTs and paramedics who come to the clients' worksite to empower employees with the training they need to help prevent illness, injury or loss of life. Pam gives back to her community through the City of San Francisco Homeless Shelter Coalition, the Shelter Against Violent Environments, the Union Bank Community Advisory Board, and the East Bay Warriors Pop Warner Football League. She has mentored through WBENC and is guiding two new women's business enterprises through weekly conference calls, as well as conducting educational workshops for women's business enterprises.



Anne Sheehan

Real Property Tax Advisors
Atlanta, GA

Anne Sheehan is CEO of Real Property Tax Advisors, an Atlanta-based company with ten employees and \$1.8 million in 2016 revenues. After a corporate career representing CSX Railroad's national real estate interests and paving the way as the first female industrial tenant representative broker in Atlanta, Anne purchased the legacy company founded in 1972 that became Real Property Tax Advisors (RPTA) in 2002. Bringing 30 plus years in commercial real estate to the table, her clients benefit from her experience as a real estate broker, a counselor of real estate, a designated MAI appraiser, problem solver and strategic negotiator. Her mission is to ensure her clients pay no more than their fair share of property taxes. Anne is a member of the Women Presidents' Organization, Counselor of Real Estate, Appraisal Institute, Commercial Real Estate Women, and her company is WBENC-certified. She gives back through her involvement on the Board of Visitors of Camp Sea Gull and Camp Seafarer, owned and operated by the Raleigh YMCA, and she and her executive team at RPTA mentor and coach women with an interest in commercial real estate. She says her mentors are women like her who have reached a certain age and have found that living an authentic, intentional and fulfilling life are the foundation to their success.