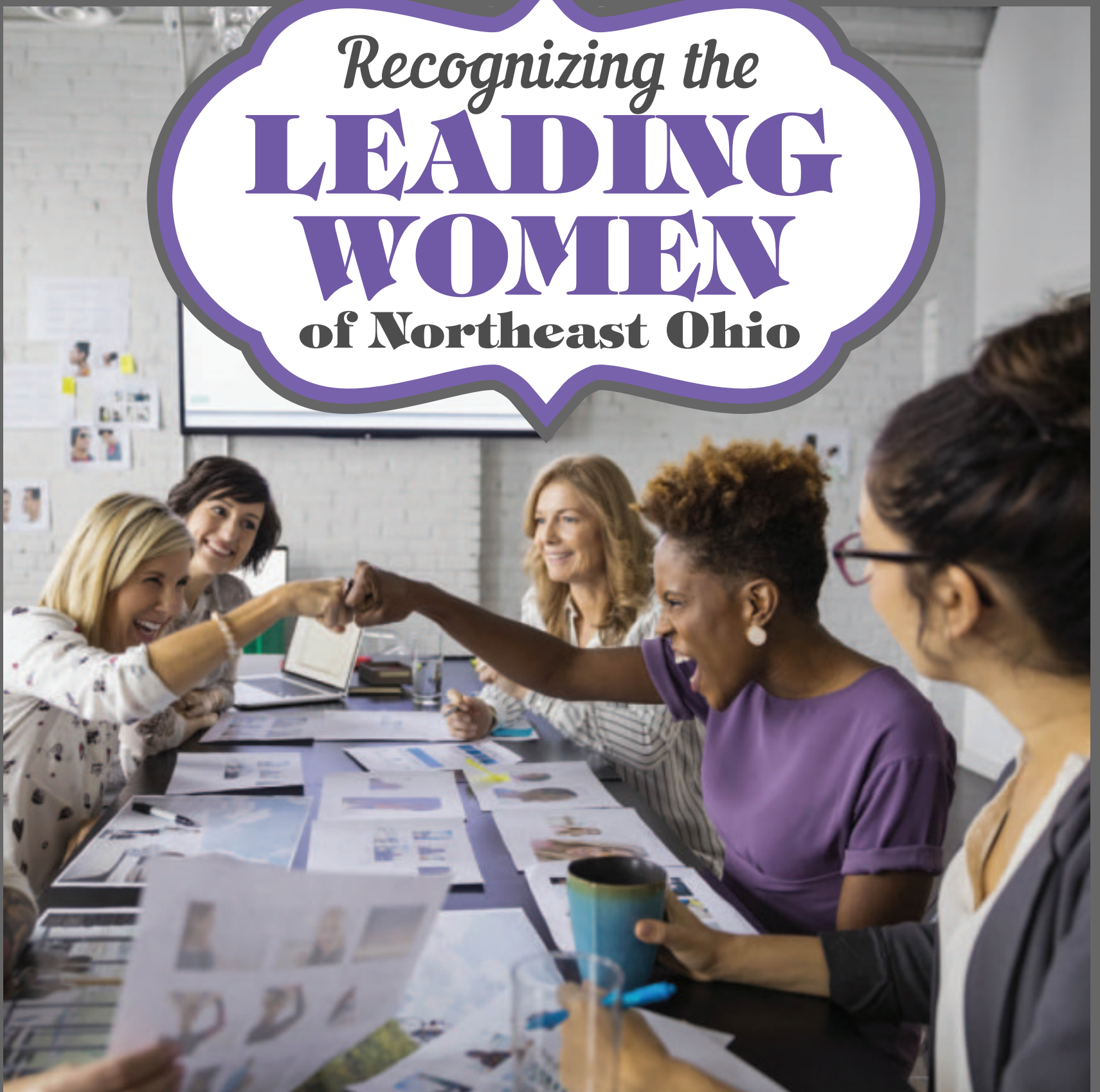


Recognizing the
**LEADING
WOMEN**
of Northeast Ohio



Women ready to take the lead in local leadership roles

By Kristi Garabrandt

kgarabrandt@news-herald.com

@Kristi_G_1223 on Twitter

Twenty years ago, the most common occupations for women, according to the U.S. Census, were secretaries and administrative assistants, elementary and middle school teachers, registered nurses, cashiers and retail salespeople.

And some of these occupations are still among the most popular career choices for women, according to the United States Department of Labor.

But more and more women are starting to transition from note-takers to decision-makers in boardrooms, council chambers and on Capitol Hill.

While men may still outnumber women in leadership roles, it appears the pendulum is starting to swing toward gender equity in leadership.

Lake County voters witnessed that in the November 2018 General Election among judicial candidates. There were six males and six females running for various benches.

In Geauga County, voters elected Terri Stupica to the bench in Chardon Municipal Court in 2011, making her the first female trial judge in Geauga County.

“As of this year or the last year, I think woman judges in the State of Ohio are now outnumbering male judges,” Stupica said. “So it’s not that unique of a situation any longer.”

Dr. Jessie Baginski, president and CEO of Leadership Lake County, sees a difference in leadership in the county – even on the Leadership board itself.

When the organization first started there were 15 men and two women on its board; today there are 12 men and eight women board members, she said.

And 13 of those 20 board members are younger than 50.

“It’s really exciting to find out – not only are women stepping into more leadership positions, but younger women are stepping into leadership



Judge Terri Stupica of Chardon Municipal Court works in her Chardon office.

positions,” Baginski said. “It means they are going to be there longer and be able to have much more impact on what they are doing.”

Seeing women filling more leadership positions is important to Baginski who believes leadership should always reflect the population.

“We do have some really great female leaders here in Lake County

and I think one of the things they do for each other is to take this notion of amplifying each other rather than see each other as a threat or competitor,” Baginski said.

“How do we make sure that we are supporting each other, encouraging each other, and helping each others’ businesses thrive. There are a lot of female-owned businesses in Lake County that are really doing well.”

Baginski believes the Leadership Lake County board is a good example of leadership today.

“I think we have fabulous male leadership on our board, but they are also male leadership that are not in any way intimidated by female leaders and they really embrace the idea that leadership should be more gender neutral and that everybody has a seat at that table and a right to be at that table,” Baginski said.

Stupica and Baginski agree that women leaders can tend to be more

SEE PAGE 3 >

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LEADERSHIP FROM PAGE 2

nurturing, compassionate and emotional than their male counterparts, and they both believe that can be a benefit.

“I think we do tend to think of women as being more nurturing and I think by that nurturing nature we seek to see the best in everyone who is working with us or for us,” Baginski said. “You look at that individual whether they are male or female and say how do I help this person to be the best that they can be. We want people to be happy in their jobs. We want people to come to work every day, but we also want them at the end of the day to be the best version of themselves that they can be.”

It’s not that males can’t be nurturing or compassionate or that there aren’t a lot of compassionate male leaders, she said.

“I think women tend to look at the responsibility of leadership as the responsibility for developing the next generation of leaders,” Baginski

said. “We know that at some point we are going to sunset and want to make sure our house is in order so to speak and that our businesses are equipped with people who can take the leadership reins to the next level.”

Stupica also believes that women are the better multi-taskers and that is also a benefit in a leadership position.

“I try to do that. I’m not saying I’m always successful, but you do the best you can and I think we just look at the greater picture,” Stupica said. “This is not undermining male judges because I think we have a lot of great compassionate male judges, I just think women have the greater ability to multi-task.”

Stupica says that while it’s great to see so many women in leadership positions, it’s only gender equity if the person is in that position based on merit and not gender.

“It should always be a merit-based



Dr. Jesse Baginski, president and CEO of Leadership Lake County, shows photos of the organization’s leadership classes.

system,” she said. “What do you bring to the table, what are your qualifications, what is your experience?”

Photos by Kristi Garabrandt -
The News-Herald

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Women and STEM

The number of women entering the professional fields of science, technology, engineering, and mathematics (STEM) is slowly growing around the world, but there is still a sizable gender gap in these professions. According to the College Board, which produces many standardized tests, only 27 percent of all students taking the AP Computer Science exam in the United States are women. Similarly, just 18 percent of American computer-science degrees are attained by females. However, this is not the case elsewhere in the world. A paper by Gijsbert Stoet and David Geary published in Psychological Science noted that women who live in countries with traditionally higher gender inequality tend to choose STEM professions more readily. Algeria, for example, has one of the highest ratios of women in STEM professions, at 41 percent. Stoet and Geary surmise that women in these countries may be choosing careers with the strongest path to financial independence.

SEE PAGE 10 >

Cardinal strives to create a culture supporting ideas and innovation

Cardinal Credit Union has subsisted as a fiercely-independent, member-owned financial cooperative since 1953. Christine Blake has served as the President/CEO since 2010. Cardinal offers a broad range of banking products and services that people need and use every day – including checking accounts, CDs, credit cards, auto loans, debt-consolidation loans, mortgages and more. As a not-for-profit financial cooperative, any profits earned by the credit union are returned to its members in the form of lower fees, lower loan rates and higher savings interest.

Cardinal currently services more than 30,000 members, with combined assets of over \$240 million. Throughout its history, Cardinal has been committed to helping its members achieve a brighter financial future. As part of that promise, Cardinal has saved its members more than \$1.8 million in reduced interest rates and fees in the last 12 months.

Blake, Cardinal's CEO, has worked tirelessly

Cardinal has saved its members more than \$1.8 million in reduced interest rates and fees in the last 12 months.

to position Cardinal Credit Union as a proactive community leader through a strong visible commitment to awareness and education, especially in the area of financial literacy. Blake has been a trailblazer in forging partnerships with area schools and colleges, and has instilled volunteer teaching staff (including herself) within local institu-

tions to help foster greater financial independence among residents. Awareness initiatives have been numerous, varied and inextricably linked to the theme of promoting personal finance instruction. Some of the relevant sponsorships and awareness that Cardinal has forged within the last twenty-four months include: Hiram College, Northern Career Institute, and other Willoughby-Eastlake City Schools.

Cardinal believes in creating a strong culture that encourages and supports teamwork, integrity, mutual respect, and accountability; their core values. The Credit Union's goal is to provide an inclusive, collaborative, and engaging workplace where staff is challenged, to do their best. Cardinal strives to create a culture supporting ideas and innovation, and offers various opportunities for both personal growth and professional development.

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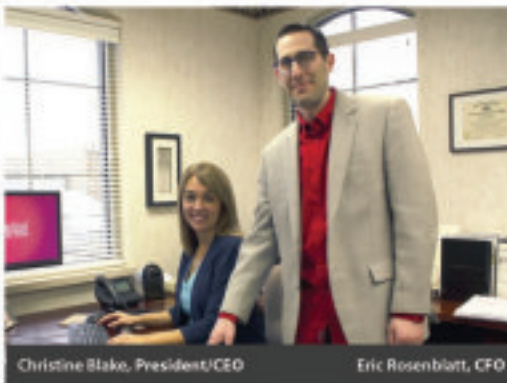
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Pamela Kurt owns the firm and has since 2009. She graduated from Cleveland-Marshall, Cleveland State College of Law with a dual degree - her Master's in Public Administration and her Juris Doctorate in 2003. She is a member of the Lakeland Hall of Fame and National Association of Professional Women. Pamela cares about

families and children and how to help them through what can be the most difficult times in their lives. She believes in community and participates in many areas and non-profit events.

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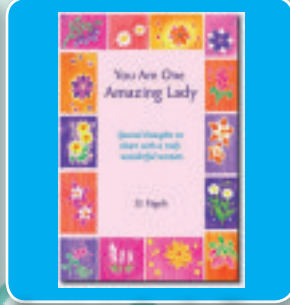
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Holly's Hearing Aid Center



Holly A Johnson, the President/Owner of Holly's Hearing Aid Center is state licensed in Ohio and Pennsylvania as a Hearing Aid Specialist.

For over 10 years, she has had a true passion for helping the hearing impaired find the best hearing solution for their lifestyle. Holly and her experienced staff continue to educate all ages on the importance of having yearly hearing exams by offering on site hearing testing, which includes assisted living homes, nursing homes, the homebound, community centers, senior centers, etc. Holly is a proud member of the Better Business Bureau, and local Chambers of Commerce.

Our Practice

Our practice prides itself on taking care of each patient as if they were our own family member to receive the best possible hearing outcome. We

focus on continually serving the hearing needs of the Ohio communities with dedicated hearing care. In this process, our practice demonstrates disciplines and values to ensure fair and personalized hearing care for each patient.

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Our commitment to patient care was built around the mutual agreement of honor, integrity and trust with each patient. As a part of the nationwide Audibel network, we aim to provide the greatest hearing care experience possible by abiding to the following standards that define American hearing excellence:



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Jen started as a Box Office Intern in 2007 and has been promoted numerous times and now serves as Assis-

tant General Manager overseeing all ticket-related activities for the team.

In 2006 Nicole began her career with the Captains as a part-time, seasonal employee and has progressed to her current role as the Captains' full-time Director of Finance.

The Captains wouldn't be the successful community organization they are today without the contributions from leading women like Jen, Nicole and the many other women who've been part of the Captains staff along the way.

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Destiny to Dentistry

Did you ever consider that perhaps you were destined to follow a certain career path? Such was the case for Dr. Katherine Thokey, DDS. The first job she ever loved going to was in dental assisting. She loved interacting with patients, offering gentle care and the rewarding feeling that she found in helping them with dental issues. She found creativity there too, which led her to take her job to a career level.

Educating close to her beloved community was important since this is where she wanted to practice. Dr. Thokey received her undergraduate degree from Cleveland State and her dental credentials from Case Western Reserve University. Celebrating her 25th year in dentistry, Dr. Thokey is pleased to provide dental services in Madison, Ohio. She has surrounded herself with a top-notch array of women professionals to offer services from preventive care and repair to cosmetic procedures, and clear aligners. Her office also offers easy payment programs like QDP. *Just ask!*

Thomas E. Pyle Insurance Agency offers the personal touch

By Jennifer Pyle-Nieto

Thomas E. Pyle Insurance Agency was founded by my father in 1991. I have been involved in the agency since 1996, taking over as President in 2010. I am very proud to be continuing my father's legacy of providing excellent products and services throughout the State of Ohio. I also like the personal aspect of getting to know other people and helping them. After graduating John Carroll University, I chose to use my teaching degree to educate others about their insurance policies. I find it gratifying to be able to help clients customize policies they are comfortable with as insurance policies can differ in coverage,

deductibles, and limits. Many people just look at the bottom line – their premium – and do not even consider differences within the policy language. Every carrier has their own policy. Understanding what protection you have, or don't have, is important.

At Thomas E. Pyle Insurance Agency, we treat you like family, not just a number. We truly care about our client even outside the world of insurance. We also contribute to community events, schools, charitable organizations, and our first responders. My staff and I would appreciate the opportunity to help you. For those who are already a part of our insurance family, thank you.



STEM FROM PAGE 4

According to a U.S. Department of Education report, students studying science or math in college have a higher employment rate and salary than other majors after graduation. STEM majors typically earn an average of \$15,500 more annually than non-STEM majors. Engineering and engineering technology tends to pay the most. Women eager to secure competitive, stable and well-paying jobs should carefully consider the opportunities available to them in STEM fields.

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Don't miss this free opportunity to join us in showing appreciation for the inspiring women in our lives during Women's History Month. Moms, sisters, partners, friends, mentors, etc.



– all roles, ages, and walks of life are welcome and celebrated! A sweet treat and a beautiful display recognizing the nominees will become a special part of these women's own personal histories.

Morley Library is located at 184 Phelps St., Painesville, OH, 44077. More information is available at www.morleylibrary.org or by calling (440) 352-3383.



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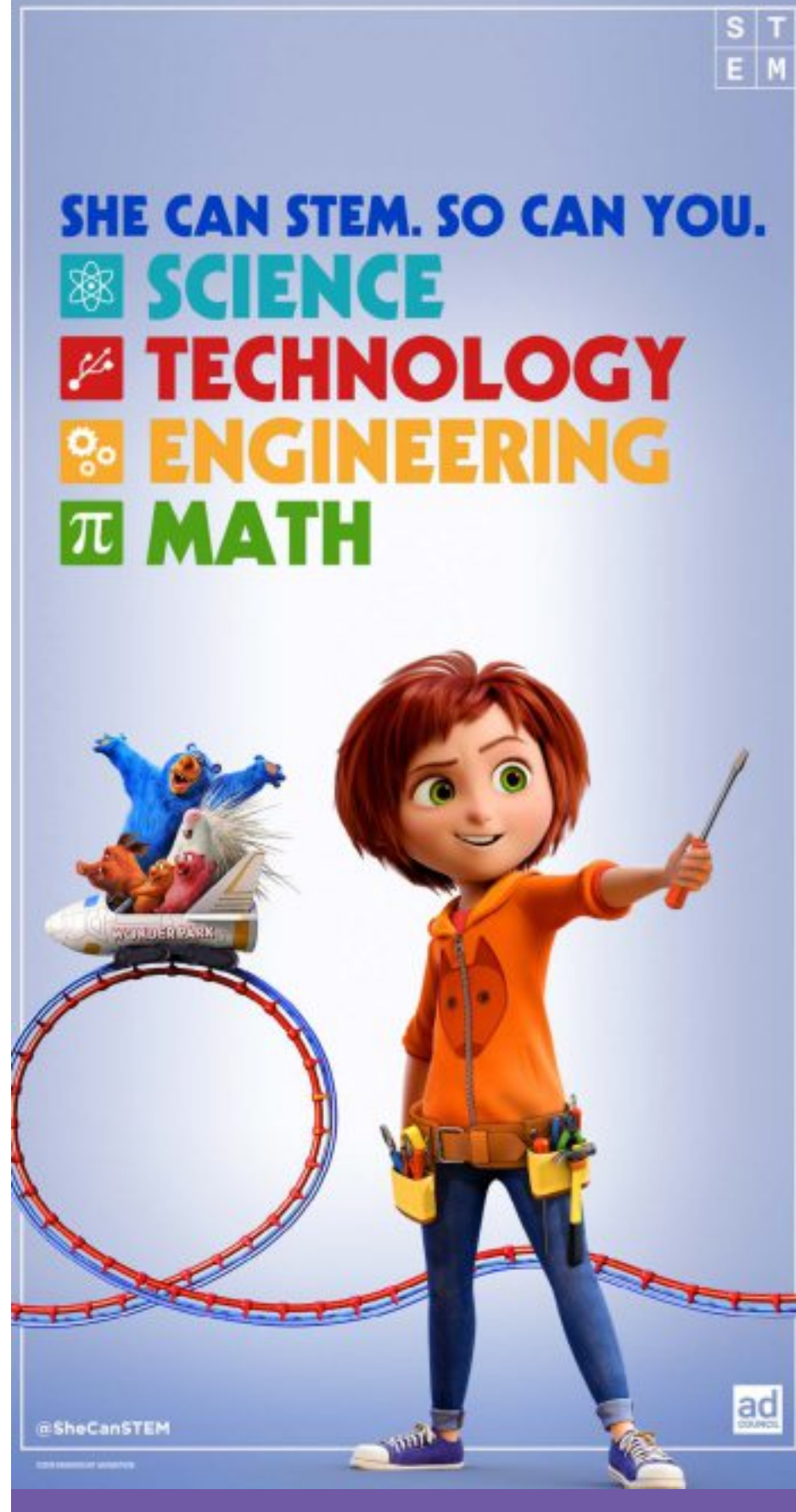
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Understanding Hearing Loss

By Holly Johnson
Owner of Holly's Hearing

& Today's Insurance Benefits
for Hearing Aids

Talking about Hearing Loss

How do you begin a conversation with a loved one about hearing loss? Hearing loss is an invisible disability that they have no control over; they can only control their response to it. Beginning a conversation in a quiet, safe environment is the first step toward helping them. Here are some ways to open the conversation:

- * Talk about what you perceive and ask them what they perceive (in a non-prosecutorial) manner. "When we were at dinner last night, could you understand the waitress?"
- * Talk about situations where you both may have problems and situations where one of you seems to do better.
- * Use the common signs and symptoms of hearing loss to talk about what you have observed.
- * Go with them to their hearing test so that you can talk about your perspective as well.

Symptoms and Assessment

Hearing loss tends to be gradual. Here are some questions that may indicate that you or a loved one has a loss:

- * Have you been told that the TV is too loud for everyone except you?
- * Do you have difficulty following conversations in large groups or noisy places, such as restaurants or family gatherings?
- * Do you often ask others to repeat themselves?

If you answered "yes" to any of these, you might have hearing loss. A hearing care professional can help you decide if hearing aids are a good option for you and find the best option for your hearing loss and lifestyle.

If you do have a hearing loss, you aren't alone. More than 31.5 million people in the United States currently suffer from varying degrees of hearing impairment. The good news is that most hearing losses can be effectively treated with digital hearing aids. The key to effective treatment is identifying hearing loss early.

Causes of Hearing Loss

Hearing loss is invisible and nearly always painless. It can also develop over time. If you suspect that you or a loved one is experiencing hearing loss, visit a hearing healthcare professional to have a hearing test.

Hearing loss has many causes, but the most common include:

- * Expose to loud noise
- * Family history
- * The natural aging process

There are two major types of hearing loss: sensorineural and conductive.

Here's a quick overview of each:

- * Sensorineural loss, where damage has been done to the microscopic hair cells in the ear, is the most common. The vast majority of people with this kind of loss benefit from amplification like hearing aids.
- * Conductive hearing loss is the result of structural damage to the ear. Hearing loss can also be caused by certain antibiotics, viral and toxic illness and disturbances of fluid in the inner ear.

Effects of Hearing Loss

Hearing loss affects every aspects of daily life and can reduce your quality of life by making communication more difficult by:

- * Causing misunderstandings
- * Heightening stress
- * Triggering unnecessary fatigue
- * Isolating someone from society and loved ones
- * Straining relationships with family and friends

Here's the good news – hearing loss can generally be treated with hearing aids. This means you or your loved one can reconnect with life.

What to expect when you get a hearing aid

- * Have realistic expectations. Hearing instruments won't restore hearing to the same level, but will most likely provide dramatic improvement.
- * Be patient – adjusting to wearing a hearing aid takes time.
- * Start slowly – wear your hearing instruments for a couple of hours a day at first to get your ears comfortable then add more hours each day like wearing a new pair of glasses.
- * Be persistent – it's important to consistently wear your instruments so that you get used to them.
- * Stay committed – your brain needs time to readjust to hearing sounds it may not have been hearing for years. You will be amazed at your own ability to reconnect with your life with the help of your hearing aids.

Insurance Benefits for Hearing Aids

Starting in 2019, we are finding that most individuals have some type of hearing aid benefit. We are excited to be able to offer these benefits to our customers. Call one of the locations or visit us online to find out what your benefits can offer you.



A Hearing Team You Can Trust!

Holly's Hearing Aid Center

CHARDON

151 Main St.
(located on the Historic Sq.)
440-226-3630

MAYFIELD

1438 SOM Center Rd. #101
(located across from Eastgate,
inside the Gallucci Professional Building)
440-565-0411

WILLOUGHBY

35104 Euclid Ave. #100
(inside the Parkhill Professional Building -
next to Pizza Hut)
440-497-4410

ASHTABULA

2845 N. Ridge Rd. East
(next to AAA/Plaza East Shopping Center)
440-536-9177

CONCORD TWP.

9875 Johnnycake Ridge Rd.
(in front of the Concord Plaza on Rt. 84)
440-701-4385



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www.HollysHearing.com

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