

SPWP News



This month's meeting will be held on October 14th, 2021 at the Norris Westchase location beginning at 7:30 a.m.

Please respond to the PunchBowl Invite letting us know if you will be joining us or not. Regrets and RSVPs should be sent to Suzette Olivan via email or the PunchBowl Invite. If you do not RSVP, we may not have the space to accommodate you. If you RSVP yes and do not attend, you will be charged the cost of the breakfast.

Reservations can be made by credit card (MasterCard, Visa or American Express) at the breakfast meeting or via PayPal on our Web site: www.spwp.org.

Please remember to turn cell phones off or to silent during meetings.

Information about the next month's breakfast meeting will be announced once confirmed.



PRESIDENT'S NOTE

Hello Ladies,

Happy October! The temperatures are finally cooler and the holidays are on the horizon. Most of us are setting aside the flip flops and getting the boots out of the closet. This time of year, I am looking for 'pumpkin spice' anything and enjoying a mint mocha frappuccino from Starbucks.

We are fortunate to have a field trip opportunity on October 15th to Longwood Elastomers in Brenham, Tx. Big thanks to Erin Williams and Sherry Adams for planning this outing! The tour will be in the morning, followed by a group lunch. Also, we continue to host socials every six weeks. Look for upcoming announcements for happy hour, bingo, or Adopt-A-County-Mile.

SPWP's next Adopt-A-County-Mile is scheduled for Saturday November 6th from 8-10am. Our inaugural event in June 2021 was a great kick-off. We look forward to showcasing our volunteer skills near Hwy 249 and Spring-Cypress. Reminder emails will be sent with directions on where to park.

SPWP was represented on Monday October 11th at API Golf Tournament at Kingwood Country Club. Volunteers were Jenny Wilson, Lellany Conaway, Kathy Dietz, and Suzanne Short. We were able to raise \$152 towards our scholarship fund while enjoying a beautiful day on the course! Unfortunately, we made the difficult decision to cancel our own SPWP Golf Tournament, originally scheduled for October 1st. Stay tuned for more fundraising opportunities in 2022!

Board elections for 2022 will be at our member's only meeting on November 11th. There are several ways to get involved, including 1st Vice President, 2nd Vice President, Secretary, Social & Development Director, and Member-at-Large. The nominations will be finalized this month, with more information about the candidates given in our next newsletter.

As a reminder, please connect with us on Facebook at the "Society of Professional Women in Petroleum, Houston" as well as on LinkedIn at "Society of Professional Women in Petroleum".

Sincerely,

Suzanne Short

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SEPTEMBER MINUTES

Submitted by Kelsey Hulett

President Suzanne Short called the meeting to order at 7:35 am on September 9, 2021.

Suzanne welcomed all members and guests and introduced the 2021 Board Members.

Suzanne asked for a motion to approve the August 2021 minutes as written in the newsletter. Sherry Adams approved the minutes as posted, and Erin Williams seconded. No one opposed, so the minutes were approved as written.

Suzanne introduced the September meeting speaker, Steve Johnson, to speak on Offshore Wind Energy Planning. Steve Johnson is US Chair Marine Renewable Energy Committee for the Society of Underwater Technology. Steve described the difference between fixed and floating wind turbine systems. Fixed turbines perform best in water depths of 60 meters or less, whereas floating turbines are capable of performing in depths greater than 60 meters. 15 MW turbines are the largest currently being sold in the US with blades for these units extending over 100 m long. Siemens, GE, and Vestas are suppliers in N. America for these turbines. Steve spoke regarding the process for Offshore Wind Energy Authorization beginning with the leasing process and concluding with offshore wind turbine installation.

Renee Brown, SPWP golf chair, reported that the fall golf tournament will be postponed due to low sponsorship and player participation.

SPWP Secretary, Kelsey Hulett, introduced new member Yalonda Henderson with Noatum Oil and Gas and presented her with a new member badge.

Suzanne invited members and guests to attend SPWP's next happy hour social which will be held Thursday, September 30th at Powder Keg.

Suzanne reminded members that our next breakfast meeting will be held in person at Norris Conference Center on Thursday, October 14th.

Suzanne shared that a field trip to Longwood Elastomers will be hosted by SPWP member, Sherry Adams, on October 15th in Brenham, Texas.

SPWP's next Adopt a County Mile community service project will be held Saturday, November 6th from 8-10am.

Suzanne wished a happy birthday to all the members born in the month of September.

Suzanne reminded the attendees to connect with SPWP on social media.

The meeting was adjourned at 8:22 am.

OCTOBER FEATURED MEMBER

Amii Rozell



1. How did you get started in the Oil & Gas Industry?

I come from a multigenerational O&G family. So, it happened naturally. I started out filing logistics tickets for my data when I was in high school then interned with my mom at Vastar (before BP bought them), then hired into BP while still in college.

2. Area of Specialty (i.e. Sales, Engineering, Accounting, etc.)?

I am in data management. I have always had a knack for databases and the architecture of relational and non-relational. So, I gravitated towards that. Currently, I am working on master data management with oil and gas operators, helping them align their systems internally to be able to have trust in their data.

3. When people come to you for help, what do they usually want help with?

Usually, in my personal life, computers... People think I'm IT and that blankets 'fixing' their computer problems, but I only know enough to be dangerous. ☺ In my worklife, its well data. I have spent a long time understanding well data and can typically help someone understand the accuracy of well data in their systems.



4. Most influential person in your career and why?

My parents. They are ultimately responsible for my career and I have enjoyed it thus far!

5. Best career advice you've received?

I had an old boss tell me once "Perception is in the eye of the beholder". I was young then and didn't really understand it until later... and it drives a lot of how I operate today. But, I also have a bit of a mantra I use daily, "Good data is the catalyst for continuous improvement".

6. Were you born in Houston? If not, what brought you here?

I was not born in Houston. I was born in Southeast Texas, Port Arthur. I went to Port Neches-Groves Highschool, and then attended Lamar University for my undergrad. My mom pushed me to apply for a data tech position at BP and that is how I came to Houston.



7. Favorite place in the world?

Cabo San Lucas, Mexico

8. Favorite book or movie?

Favorite book is The Great Gatsby and favorite movie is Top Gun. Who doesn't love good love stories. ☺

9. What hobby would you get into if time and money weren't an issue?

Ohhh, flipping houses. It will be my next career!

10. How did you become involved with SPWP?

I actually heard of it from a coworker and decided to sign up!



October Speaker

Lauren Thibodeaux - Risk Director

Speaking on : LNG : Market and Risk Management

As Risk Director at Freeport LNG, Lauren is responsible for the procurement and management of their entire commercial insurance program, claims administration, and corporate risk management program. As part of that program, she manages one of the largest insurance placements in the market which include: Construction, Project Cargo, and Operational programs for their three LNG liquefaction trains, as well as for a fourth train expected to commence in 2022. Lauren has held positions at Zurich, Linn Energy, EXXONMOBIL, and Baker Hughes, has a Bachelor's in Chemistry from Northern Arizona University, and a Master's of Finance from Tulane. She is also a board member and officer (Treasurer) of the Houston Rims chapter.



SPWP back in person!

SPWP had our first in-person meeting since March 2020! Nothing beats getting to chat together before and after meeting! We thoroughly enjoyed reconnecting and we hope to see even more of our members at our October meeting.

We also enjoyed hearing from our meeting speaker, Steve Johnson, SUT Marine Renewable Energy Committee Chair, share his extensive knowledge of Marine Renewable Energy during his presentation and also for a brief Q&A!

Thanks again Steve!



SPWP ANNOUNCEMENTS

SPWP Field Trip Tour

SPWP is excited to offer a tour of Longwood Elastomers in Brenham, TX!

The tour will be the morning of October 15th.



SPWP's Community Involvement

SPWP's next Adopt-A-County-Mile is scheduled for Saturday November 6th from 8-10am.

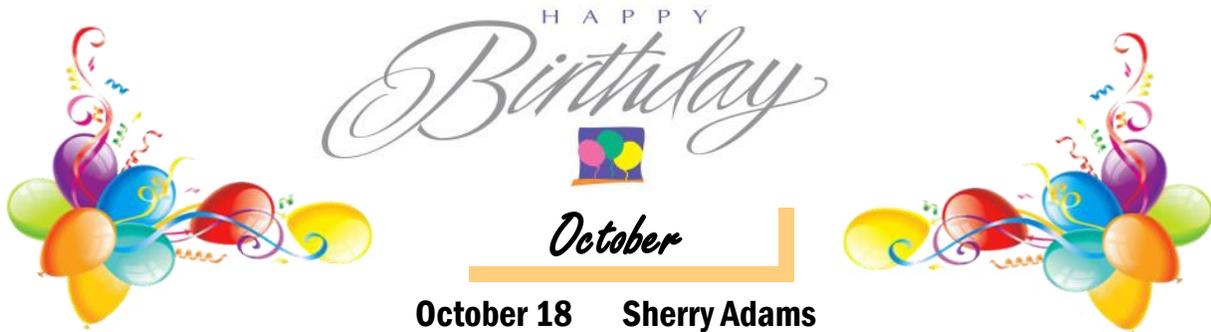
Remember, family & friends are welcome too as long as all participants are age 18 or older!

If you are interested in an opportunity to serve (2 hours max), you can e-mail erin.williams2@nov.com

SPWP SCOOPS

Let's keep our SCOOP information continuing! The newsletter is a HUGE connection point for SPWP and allows us to stay in touch in between meetings. SPWP wants to celebrate the awesome things going on in our lives!

Congratulations to this month's raffle winner!!! ***Erin Stroud***



SPWP SCOOP

So what is going on with you?



Suzanne Short visited Tyrol, Austria and toured the headquarters of Swarovski Optik. Also, spent two days hiking in the Alps and harvested a trophy chamois.

Suzanne Short and Reneé Brown had a fun time at this month's SPWP Happy Hour at Bingo in the Heights!



Evalyn Shea has been having fun making Halloween costumes for her grandkids.

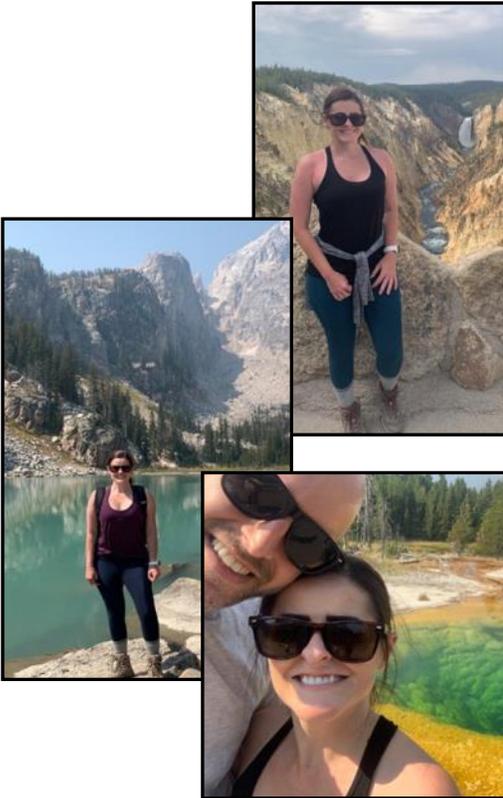
Grandson Cullen, age 6, wants to be wolf this year. He put the costume on as soon as it arrived. Looks like their dog Luna likes it too!



Recently his brother Rowan put on the costume he wanted last year, black cat with yellow spots! Rowan just turned 4 in this picture.

Next month she hopes to have a picture of Rowan in this years' costume – a dragon!

Evalyn is still working on the astronaut and fox for the two Houston-area grandkids.



Erin Stroud took a trip to Grand Teton and Yellowstone at the start of September. They spent their time hiking and taking in all the gorgeous hot springs in all colors of the rainbow!



Thank you to our volunteers this month!

SPWP was well represented at the API Golf Tournament. Volunteers were Lellany Conaway, Kathy Dietz, Suzanne Short, and Jenny Wilson.

CAREER CORNER

Don't Let These Negotiation Myths Hold You Back—Here's How to Shake Them

The idea that negotiating will make a company think less of you is a huge myth. And a company that does think less of you doesn't really value you, which means you should go somewhere that does if your financial situation permits it. Whether you're considering a new job offer or discussing a raise with your current employer, you should be negotiating. Negotiation can add more value to your life than you'd think-from impacting your lifetime earning potential by setting a higher baseline for future compensation to making sure you feel truly valued for the work you're doing now. It can be scary, but it's crucial to push past your doubts when you can afford to. Here are five myths that may be preventing you from succeeding.

Myth # 1: Your Market Value Is a Fixed Number

You've probably heard that you should know your "market value"- and you've probably found yourself frantically Googling industry norms and pay ranges. But trying to base your negotiations around market value can be confusing and limiting.

Reality: Market Value Is a Moving Target - True market value isn't a hard-and-fast number you can find on the internet. Think of it more like the price of a stock - sure, there are historical variables that help determine the value of a business, but at the end of the day, it's largely based on dynamic and forward-looking factors like how investors value the company and what story the company is presenting to them. Your own market value is similarly dynamic: Yes, you have some history of performance, but it's really defined by how much other employers are willing to pay and what story you can tell about the value you'll provide to companies.

With that in mind, try the following to improve your estimation of your value during negotiations. Go big when benchmarking your salary. Consider your current salary and aim for at least 15% more or communicate the high end of salary ranges you see online. Don't stop at what feels reasonable. Market value is a constantly moving target, and by pushing even slightly higher than what feels "reasonable," you're helping raise the expectation for everybody.

Myth # 2: Compensation Can't Go Above the Range a Company Has Given You

If you've ever asked for a higher salary, you may have been told the company simply can't meet it because you're at the top of your "salary band." This kind of explanation can make it seem like there's simply no wiggle room and it would be silly to even try to negotiate.

Reality: There Are So Many Ways Around Salary Bands - Going outside of salary bands happens more frequently than you'd think. Even though they can feel set in stone, remember they are ultimately set by HR, a department whose job is to keep the company within budget, rather than your future team, whose job it is to move the business forward.

Armed with that knowledge, here are a few ways you can work around salary bands. Ask the right people. To get paid outside of a set salary band, you'll typically need senior-level approval. You may need to work with the hiring manager to build your case for why the value you're offering exceeds the stated band. Negotiate to move to a higher band. If you feel the salary band is lower than your value, you could also ask to change your position title, level, or seniority, which can raise you up to a higher band. Or, negotiate non-salary factors to raise your total comp. Salary bands usually apply to base salary, which is often the hardest number to negotiate. If a company won't budge on the base, see if you can improve things like equity, annual or signing bonuses, relocation stipends, or benefits instead.

Myth # 3: You Need a Counteroffer to Get a Company to Change Their Offer

Bringing competitive counteroffers to the table has become a popular way to negotiate higher compensation - so much so that some people believe they can't negotiate without having one to show.

Reality: Counteroffers Are Not a Requirement - While counteroffers can be a powerful negotiation tactic, they aren't always necessary - and can sometimes be a detriment. And in fact, bringing a counteroffer to the table isn't the most effective initial tactic, because it limits your compensation to the highest offer you've received elsewhere.

Here are some tips you can use when incorporating counteroffers into your negotiation. Don't share initially - even if the company asks. Companies will almost always ask you to share counteroffers early in the negotiation process and sometimes even suggest they can only negotiate if you have one. Negotiate based on your value, with a nod to other offers. Try something like: "I've given it some thought and have come up with an offer that would make me feel excited to give my 100% to [company] and forgo other opportunities on the table at [company names]." Then outline your ideal terms. Ultimately, use counteroffers as a last resort. If the company absolutely won't budge and you have higher offers, then (and only then) is it worth bringing them to the table. conventional way of doing things.

CAREER CORNER (continued)

Don't Let These Negotiation Myths Hold You Back—Here's How to Shake Them

Myth # 4: You're Not Passionate About the Work if You Negotiate Compensation

People have a lot of shame around negotiating. You might think that it shouldn't be about the money if you really care about the work, that you're not a team player if you ask more for yourself.

Reality: Companies Expect That Everyone Will Negotiate - Even if they act otherwise, companies expect negotiation as part of the process. After all, this is a business relationship. You're offering your skills and expertise and should be compensated accordingly even if you are passionate and excited about the work.

Here are some tactics to help you get over the shame of negotiating. Seek out professionals 10+ years older than you. After years of seeing the realities of the industry, they've typically lost this sense of shame and can help you start to move past it. Talk to peers who've negotiated. Understanding that everyone around you is negotiating can help normalize it and help you internalize that there's no shame in asking for more. Discuss your fears with a mentor. Getting an outside perspective from someone who's in your corner can help you validate whether your concerns are founded.

Myth # 5: You Can't Ask for Help With Negotiations

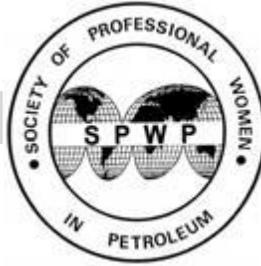
It's easy to feel like companies have all the power when you step into a negotiation. It's also easy to feel like you should have to go it alone.

Reality: It's Normal to Need and Use Help - Most people don't realize there are others who can help you negotiate. The vast majority of people who negotiate a wildly better offer are able to do so because they have help. And often, they don't have to go looking for it, they're usually just lucky to have a really great mentor in their industry who's personally invested in them.

If you don't have this type of mentorship, you need to be more proactive. Don't assume you have to figure this out on your own. There's no shame in needing help. Whether it's a negotiation professional like a lawyer or coach, your manager or mentor, or peers in the industry, it's totally normal to lean on other people for support and information.

If you're still feeling iffy about asking for help, remember the following. Companies are experts at negotiation. Your compensation shouldn't be limited just because this isn't your area of expertise. When it comes to determining your market value, companies often have much more info not only on what they're already paying folks on the team, but also on what people are making in similar roles at other organizations. Tapping into that kind of knowledge can help you avoid being left behind. You probably wouldn't think twice about working with a real estate agent to help you buy a house or an accountant to help you manage your money. Just as much is at stake when negotiating in your career, so it makes sense to get an expert in your corner.

If you can start rewriting your internal script about negotiation now, it will help you overcome the biggest myth of all - that you are not worthy. Believe in what you bring to the table and work with people who believe in you.



The **Society of Professional Women in Petroleum** was formed in early 1981 to support professional career women in the Petroleum Industry through networking, education and the distribution of technology and information. SPWP is incorporated as a 501(c)(3) tax exempt non-profit organization.

All aspects of drilling and production operations are covered through topical monthly breakfast meetings and industry speakers and we constantly seek to further expand the knowledge of our members. We also feature professional development speakers and hold roundtable discussions on a rotating basis.

SPWP's membership consists of women who have active careers in the Oil & Gas Industry in fields including Engineering, Geology, Sales, Research, Finance, Law, Quality Assurance, Purchasing, Advertising and Marketing.

SPWP is dedicated to furthering the careers of women in the Oil & Gas Industry and as part of our mission, we have a merit-based scholarship program that provides financial assistance to female Houston-area high school seniors entering a Texas college. Our annual fundraisers on behalf of this program are made possible through the tremendous support of companies within the industry, as well as through the tireless dedication of our members.

Mission Statement

Supporting career women in the petroleum industry through technology and information.



November Breakfast Meeting 11/11
Members Only Meeting

December Breakfast Meeting 12/09
Christmas Party

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