

Marki Lemons Ryhal Uses AI Wearables to Give Midlife Women Back 2 Hours a Day

ReMarkiTable LLC's wearable AI workflow was returning two hours a day to midlife women before Public Act 104-0793 required employers to accommodate them.

CHICAGO, IL, UNITED STATES, August 25, 2026 /EINPresswire.com/ -- Marki Lemons Ryhal, CSP, was already wearing the answer when Illinois wrote the law. The founder of ReMarkiTable LLC built The [Executive Pause](#), a wearable AI workflow that returns up to two hours per day to high-performing midlife women well before Public Act 104-0793 made menopause a protected workplace condition this month.



Marki Lemons Ryhal introduces The Executive Pause, a productivity platform focused on helping women use AI, automation, and wearable technology to protect their time, reduce administrative workload, and maintain professional productivity through menopause

The Executive Pause runs on two devices and one principle: capture once, reuse ten times. A PLAUD AI voice recorder, transcribing and summarizing across 112 languages, replaces the 45 minutes a day previously spent writing up meetings and client calls. Content repurposing, another 30 minutes, runs from that same transcript. Follow-up drafting, another 25 minutes, is generated from the commitments already in the recording.

“

I did not build this because a law told me to. I built it because I was losing two hours a day to work that a machine should have been doing in my voice, style, and tone.”

Marki Lemons Ryhal, CSP

The fourth task is field capture. Twenty minutes of typed notes now happen hands-free through Meta Ray-Ban Display glasses and the Neural Band, which responds to voice prompts, gestures, video, and audio, so a woman can keep both hands on the work in front of her. Four tasks.

One hundred twenty minutes. Recovered daily, before anyone in Springfield took a vote.

The vote came August 7, 2026, when Governor JB Pritzker signed House Bill 5284, the Menopause Equity and Care Act. Sponsored by Rep. Yolonda Morris and Sen. Kimberly A. Lightford, it amends the Illinois Human Rights Act to bar discrimination based on perimenopause, menopause, and related conditions. Workplace protections take effect January 1, 2027. Insurance coverage requirements take effect on January 1, 2028.

Policy tends to arrive after practice.

The women producing at full capacity through perimenopause were not waiting on legislation; they were rebuilding their workflow. Illinois has

now written into law what those women already knew: the cost is real and measurable. A Mayo Clinic study of 4,440 employed women ages 45 to 60 put it at \$1.8 billion annually in lost work time, \$26.6 billion once medical expenses are counted.

Here is what the law cannot do. It protects a woman's right to flexible scheduling, modified hours, and a temperature-adjusted workspace. Protection preserves her position. It does not return her hours. A woman granted an accommodation still faces the same inbox, the same follow-up, and the same content calendar, with fewer hours of sharp cognition to spend on them.

"I did not build this because a law told me to. I built it because I was losing two hours a day to work a machine should have been doing," said Marki Lemons Ryhal, CSP, MBA, five-time Hall of Fame Inductee and founder of ReMarkiTable LLC. "Illinois protecting your job is welcome news. Protecting your calendar is still your job, and that is where a woman gets her competitive edge back."

The credentials behind the system are established. Lemons Ryhal has trained more than one million real estate and business professionals, holds the Certified Speaking Professional designation earned by fewer than 12% of global speakers, and has been inducted into five halls of fame. She hosts the [Social Selling Made Simple podcast](#) and serves as a Fractional Chief AI Officer to organizations building AI adoption programs. [Menopause OS](#), her flagship done-for-you AI system, is priced at \$2,995.

The compliance clock is now the employer's problem. Illinois businesses have until January 1, 2027, to post menopause-related rights, write accommodation policies, and train managers on a



Marki Lemons Ryhal demonstrates how wearable AI can turn everyday conversations and observations into productive action. Using Meta Ray-Ban smart glasses and an AI voice recorder, The Executive Pause shows how two devices can support four tasks and help r

category most human resources teams have never addressed. Rhode Island and Philadelphia adopted comparable protections in 2025, and additional states are drafting similar measures.

Employers that treat the requirement as paperwork will meet the letter of the law. Employers that pair accommodation with automation will keep their most experienced women producing at full capacity. Women ages 45 and older are the fastest-growing segment of the American workforce and hold a disproportionate share of senior, revenue-producing roles. Replacing one of them costs far more than equipping her.

To learn more about The Executive Pause and Menopause OS, visit <http://theexecutivepause.com/>. Listen to the Social Selling Made Simple podcast for weekly AI implementation tactics. Organizations preparing for the January 1, 2027 compliance date can request a corporate briefing at info@markilemons.com.

Disclaimer: Marki Lemons Ryhal and ReMarkiTable LLC do not provide medical advice. The Executive Pause and Menopause OS are productivity and technology systems. Nothing in this release is intended as a diagnosis, treatment, or substitute for guidance from a licensed healthcare provider. Consult your physician regarding any menopause-related symptom or treatment decision.

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