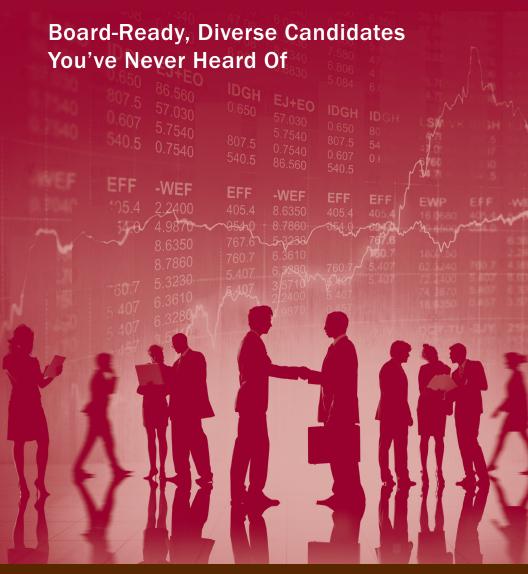
# The Agenda Diversity 100



## A Note to Readers

Dear Readers.

The past year has seen unprecedented demand for directors from underrepresented communities. Boards have recognized that a full spectrum of voices in leadership is necessary to remain competitive in today's demanding marketplace (for recent developments, see methodology, pages v and vi). Meanwhile, investors, proxy advisors and regulators are also pushing boards to diversify themselves.

Agenda, the Financial Times' publication for corporate board members, and our partner Equilar are aiming to help our audience meet these demands by offering this list of 100 pre-vetted and board-ready candidates. Each hails from one of the demographic groups identified by California lawmakers in recent legislation aimed at diversifying boardrooms.

Previous international and state laws establishing requirements for gender diversity on boards have shown how intentionality in board recruitment can really move the needle — hundreds of companies added women to their boards after laws requiring female directors were passed. Diversifying boards, which have remained largely male and white in the United States, requires deliberate recruitment choices. Meanwhile, our internal data at Agenda shows a keen interest among our readership in finding more board members from diverse backgrounds.

Those named on our list of 100 were confirmed by the well-respected board directors and other governance experts on our nominating and selection committees to have the leadership and strategic skills necessary to add value to a board. We encourage you to make use of this directory as you look to diversify your candidate slates.

Kind regards. Melissa J. Anderson Managing Editor Agenda

## A Note to Readers

As representation of women on boards has reached nearly 25% of all directorships, and individuals representing racial and ethnic minorities now sit in nearly 20% of board seats at the largest U.S. companies by revenue, we should celebrate the rapid gains in board diversity in recent years. However, these figures also shine the light on the fact that women and minorities continue to be underrepresented by large factors in comparison to their share of the population and the workforce.

One of the biggest barriers to increased diversity on boards is the perception of a lack of qualified candidates who are from underrepresented groups. Aside from larger societal issues that have historically put these groups at a disadvantage for corporate advancement, this perception is perpetuated by a continued bias toward C-suite experience, which overwhelmingly favors white males.

We're proud to support Agenda on this year's Diversity 100 using the Equilar BoardEdge platform, which is bolstered by our partnerships that encompass the Equilar Diversity Network, a "registry of registries" of board-ready executives from leading ethnic, LGBTQ, and gender diversity organizations. We hope that this guide shines a bright spotlight on exemplary individuals among the sea of qualified diverse candidates who will bring our boards into the next generation.

Sincerely, David Chun Founder and CEO Equilar

# **Nominating Groups**

- Agenda readers
- Ascend Pinnacle
- Egon Zehnder
- Harvard Business School African American Alumni Association
- Latino Corporate Directors Association
- Nasdag
- New Jersey Minority Suppliers Development Council
- Out Leadership
- Russell Reynolds Associates

# **Selection Committee**

- Luis Aguilar, Director, Donnelley Financial Solutions, Envestnet and MiMedX
- Anna Catalano, Director, Frontdoor, HollyFrontier Corp., Kraton Corp. and Willis Towers Watson
- Candace Duncan, Director, Discover Financial Services, Teleflex and FTD
- Robert Gerard, Chair, H&R Block
- Mary Morris, Investment Officer, Calstrs
- Amanda Packel, Managing Director, Rock Center for Corporate Governance at Stanford University and Co-Director, Stanford Directors' College
- John Rogers Jr., Chair and Co-CEO, Ariel Investments, and Director, McDonald's, The New York Times Co. and Nike
- Anne Simpson, Managing Investment Director, Board Governance & Sustainability, Calpers
- Darren Walker, President, Ford Foundation, and Director, Square and Ralph Lauren

# Methodology

This directory is the product of multiple groups that shared their time and expertise, but it started with California's law AB 979. The law requires boards of directors at publicly held companies to include at least one member of an "underrepresented community" by the end of 2021 and two or three members of those communities by the end of 2022, depending on the size of the board.

The law defines underrepresented communities as the following groups: "Black, African American, Hispanic, Latino, Asian, Pacific Islander, Native American, Native Hawaiian, or Alaska Native, or [those] who selfidentif[y] as gay, lesbian, bisexual, or transgender."

Our nominating groups were asked to submit the names of up to 20 up-and-coming individuals who (a) self-identify as a member of one of these groups, (b) serve on no more than one publicly traded company board, (c) have not been included in an Agenda directory in the past, and (d) fit the following criteria:

- The individual must be qualified to serve on Fortune 1000 boards within 12 months of publication of the directory. Candidates must have demonstrated an ability to govern senior managers and make strategy decisions for a \$2 billion company with a global supply, manufacturing and distribution network.
- They can live in or outside of the U.S. and may come from various professions, not just from business. The person must give consent before being nominated and be able to serve on new boards.

Candidates could also exhibit one or more of the following preferred qualifications:

- Current or former C-suite executive or general counsel
- Current or former head of a national operating company or division
- Retired public accounting partner with management experience
- Entrepreneur with success launching and managing their own company
- Recognized as an SEC financial expert
- Current or former university president or dean of business or law school
- International experience as a manager
- Current or former head of a nonprofit or a non-governmental organization (NGO) with global offices and operations

#### Methodology continued

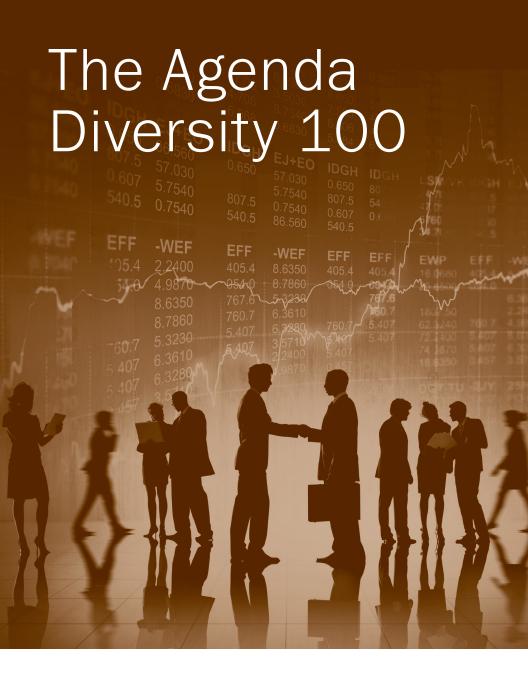
 Overseen at least \$20 million in sales, 100 employees, in more than one discipline within an organization and in more than one managerial role

We received hundreds of nominations of qualified individuals. Our selection committee read each of their résumés and assigned scores of one to three. Then it re-ranked with a score of one to five upon a tie and then again from one to seven to break another tie.

Our team of journalists then performed a thorough background check and interview to vet each of the top selections and produce a short biographical sketch for inclusion in this directory. Descriptions of age, gender, race, ethnicity and LGBTQ+ status included in the bios were provided by the honorees themselves.

#### Correction:

In publishing the initial edition of the Agenda Diversity 100 directory, one of our writers inadvertently left out one honoree, Cynthia R. Plouche. We decided that she was too outstanding a candidate for boards not to have an opportunity to see. Please see her biographical profile.









# **Esther Aguilera**

President and CEO Latino Corporate Directors Association (LCDA)

Washington, D.C.

#### Leadership Experience

Aguilera currently serves as CEO of the Latino Corporate Directors Association, which grew under her leadership from a small organization to a trend-setting corporate governance advocate at the forefront of leading stakeholder voices. LCDA connects diverse, accomplished executives with board members of public and private companies and has helped transform legislation and understanding regarding the state of Latinos on corporate boards in California and across the U.S.

#### **Expertise and Relevant Experience**

Aguilera has served as a social entrepreneur for decades, and her record also includes spurring rapid growth as president and CEO of the Congressional Hispanic Caucus Institute. Her experience working with companies, with executives, and in government and nonprofits provides a unique intersection between corporate America, government, educational partners and the nonprofit sector.

#### **Public Company Boards**

None

#### Education

Occidental College, B.A., Public Policy, 1990

Age 52 Ethnicity Latina Gender Female

#### Contact Info

(202) 550-6789

eaguilera@latinocorporatedirectors.org

#### Aside

Aguilera avidly practices Bikram yoga a style of exercise and meditative yoga practiced in rooms heated to about 105 degrees with high humidity — and spends downtime turning bowls on a pottery wheel. She is currently developing a property on the west coast of Mexico.



# Carlos Amésquita

Chief Information Officer (Retired) CEA-Advisorv

Cincinnati, Ohio

#### Leadership Experience

Amésquita advises chief information officers, technology advisory boards, and executives in the consumer packaged goods and retail industries on IT strategies and product offerings. He currently serves on three advisory boards. providing guidance on cybersecurity and customer engagement and experience. His focus as a mentor, coach and advisor is on the undercurrents that signal the need for extensive change management versus incremental change, and methods to provide for new outcomes and embrace of organizational and operational change.

#### **Expertise and Relevant Experience**

Amésquita is the former global chief information officer at The Hershey Company and previously held various CIO roles at Procter & Gamble, including in IT where he reported to the group president for North America. As a digital transformation leader, he reshaped how companies identified, acquired, hired and developed executive talent who later became CIOs. He is a board advisor for Incture Technologies, is on the board of directors of the Hispanic IT Executive Council, and is on Georgia Tech's president's advisory board.

#### **Public Company Boards**

None

#### Education

Pontificia Universidad Católica (Lima, Peru), B.A., 1980 Georgia Institute of Technology, M.S., 1986

Age 64 Ethnicity Hispanic Gender Male

#### **Contact Info**

(513) 258-5806

ceamesquita@cea-advisory.com

#### Aside

As a mentor and coach to Latino and Asian executives, Amésquita has long focused on career progression and executive leadership. He was born in Peru to Brazilian and Peruvian parents and is a citizen of both countries and the U.S. He considers himself a global citizen and travels with his boyhood friends from Peru on a surfing trip - known among the friends as a "surfari" each year. He is fluent in English, Portuguese and Spanish.



# Caryl Athanasiu

#### **Board Director** Varo Rank

San Mateo, Calif.

#### Leadership Experience

Athanasiu formed the audit and risk committee at Varo Bank, which is the only fintech digital bank to receive a national charter from the Office of the Controller of the Currency. She previously served as a senior expert in risk management and payments at McKinsey & Co. and as a chief operational risk officer at Wells Fargo. While at the bank, Athanasiu oversaw enterprise risks including anti-money laundering, cyber and information security, privacy and resilience.

#### **Expertise and Relevant Experience**

Athanasiu served as a front-line business leader in the payments business at Wells Fargo, as well as in major enterprise functions such as corporate finance and strategic planning. She also spent a significant portion of her career in risk management, where she formulated a forward-looking holistic view of risk concerning customers, operations and business. At Wells Fargo, Athanasiu served on the management committee, chaired the enterprise risk management committee and served on Sarbanes-Oxley approval and ethics committees. (She retired prior to the sales practices issues at the bank.)

#### **Public Company Boards**

Varo Bank

#### Education

Northwestern University, B.A., Humanities, 1982

Stanford Graduate School of Business, M.S., Management, Sloan Fellow, 2001

Age 61 Gender Female LGBTQ+ Yes

#### **Contact Info**

(415) 553-5763 caryl.athansiu@gmail.com

#### Aside

Athanasiu is an avid hiker who has summited Mount Kilimanjaro and enjoys Half Dome in Yosemite Valley. Known as an orchid whisperer, she has a serious green thumb and can bring orchids back to life, which she does often for friends. She loves old cars and drives a 1962 Lancia Flavia sport coupe.



# Michael Bantom

**Executive Vice President of League Operations** (Retired) National Basketball Association

New York, N.Y.

#### Leadership Experience

Over a span of 30 years, Bantom rose through the ranks in the National Basketball Association (NBA). After more than 15 years as a professional basketball player in the United States and Europe, Bantom hung up his jersey and took on a licensing and promotions role in the NBA in 1989. From there, he held roles in marketing and events/attractions before becoming senior vice president of player development in 1999. Bantom left the NBA last year as executive vice president of league operations, in which he oversaw the strategic direction of the NBA.

#### **Expertise and Relevant Experience**

- Bantom's three decades in leadership roles at the NBA included executing on development priorities, overseeing a variety of league programs, leading marketing initiatives and negotiating with corporate partners.
- He is currently on the board of trustees at his alma mater. Saint Joseph's University. He is on the governance and leadership committee and the student experience & athletics committee.

#### **Public Company Boards**

None

#### Education

Saint Joseph's University, B.S., Marketing, 1973

Age: 69 Race or Ethnicity: Black Gender: Male

#### **Contact Info**

(201) 370-2147 Mikebantom@mail.com

#### Aside

Bantom did not grow up playing organized basketball, yet in a span of around five years, he received a Division 1 scholarship, was a U.S. Olympian and a first round NBA draft pick. After playing in the NBA, Bantom played the sport in Italy for seven years, and he is now fluent in Italian.



# Carol Barnett

#### **Director of Operations Medline Industries**

Evanston, III.

#### Leadership Experience

Barnett is multifaceted manager who has served at medical markets and medical technology companies, with experience in strategic planning, product launches in more than 20 countries, and building teams to drive growth initiatives. She previously spent 15 years at medtech company Medtronic, where she worked with the CEO and senior leadership team as a vice president, general manager and marketing leader in different divisions, including plannable medical devices. In her current role, she leads a growth-oriented team and holds P&L responsibility for two ventures in tissue regeneration.

#### **Expertise and Relevant Experience**

Barnett previously served as a chief marketing officer and worked in finance before moving into strategic, team building, and operational and functional roles. She's a former vice president and treasurer of apparel maker Jockey International and previously served on the board of Ault Inc., before it was acquired by SL Industries. Barnett is vice chair of the board of trustees at Carleton College, her alma mater.

#### **Public Company Boards**

None

#### Education

Carleton College, B.A., Economics, 1986 Harvard Business School, MBA, 1990

Age 56

Race or Ethnicity African American

Gender Female

#### Contact Info

(612) 325-7585 cbarnett29@me.com

#### Aside

Barnett was born in Ohio and grew up in Wisconsin and Indiana. She enjoys studying family history, gardening, hiking and healthbased philanthropy. Barnett is an advisor to an early-stage company and a private investor in the health technology field.



# Joseph Boateng

### Chief Investment Officer Casey Family Programs

Mercer Island, Wash.

#### Leadership Experience

At Casey Family Programs, a foundation focused on foster care and child welfare, Boateng is responsible for the management of roughly \$2.7 billion in assets. Brought into Casey Family Programs in 2007, Boateng became its first in-house chief investment officer. In this role, he develops investment policy recommendations, selects and monitors investment managers, and interfaces with the foundation's board of trustees. Boateng has held finance-related roles for more than 30 years, including at Xerox and as director of U.S. pension funds at Johnson & Johnson.

#### **Expertise and Relevant Experience**

- Prior to his role at Casey Family Programs, Boateng managed a \$17 billion pension plan at Johnson & Johnson and a \$10 billion pension plan at Xerox. He has also served as a manager of financial services consulting at KPMG Consulting.
- Boateng is a certified public accountant.

#### **Public Company Boards**

None

#### Education

University of Ghana, B.S., Business Administration, 1987 University of California, Los Angeles, MBA, Management, 1991

Age 57 Race or Ethnicity Black Gender Male

#### Contact Info

(203) 918-0486 jboatn@yahoo.com

#### Aside

Over the years, Boateng has aspired to develop leaders and to include women and racially or ethnically diverse talent in leadership roles. He has served as a part-time accounting instructor at California State University, Dominguez Hills. As regional development officer of AIESEC International in the late 1980s, he supported four women to fill president roles at the international nonprofit. They all succeeded men.



# D. Steve Boland

#### President of Retail Bank of America

Charlotte, N.C.

#### Leadership Experience

Working at a small regional bank in Florida after college, Boland discovered that he enjoyed lending and the ability to impact the financial lives of bank customers. From there, he rose through the ranks at ITT Financial and Citigroup, to name a couple, before landing at Bank of America in 1995. As head of retail, Boland leads a team of roughly 20,000 and is currently responsible for growing a business that serves 33 million mass market U.S. consumers. He additionally oversees consumer lending and is a member of Bank of America's executive management team.

#### **Expertise and Relevant Experience**

- Boland has spent more than 30 years in the banking industry, and for much of his business experience, he has been in various leadership roles.
- Boland is a vice chair of Bank of America's Global Diversity and Inclusion Council.

#### **Public Company Boards**

None

#### Education

Northwestern University, B.S., Organizational Studies, 1990

Age 52 Race or Ethnicity Black Gender Male

#### Contact Info

(980) 387-8447 steve.boland@bofa.com

#### Aside

In 2011, Boland was named one of the 75 Most Powerful Blacks on Wall Street by Black Enterprise magazine. Six years later, the magazine included Boland as among the Most **Powerful Executives** in Corporate America. And in 2005, at age 36, he became the then-voungest to be included on Black Enterprise magazine's Most Powerful African Americans in Corporate America list. Boland can play

the piano by ear.



## Cheemin Bo-Linn

#### Chief Executive Officer **Peritus Partners**

San Jose, Calif.

#### Leadership Experience

Bo-Linn heads an international consulting group focused on increasing companies' valuations. In her role at Peritus, she advises small and midsize companies on leveraging technology to pursue growth opportunities. Bo-Linn previously served as a vice president at IBM, where she oversaw a multibillion-dollar group responsible for services and integrated hardware/software solutions. Over the course of 25 years with the company, she became one of its first Asian female vice presidents. She has also held chief marketing officer and chief revenue officer roles at NetLine Corporation, a digital marketing firm.

#### **Expertise and Relevant Experience**

- Bo-Linn has served on both public and private company boards across the U.S., Canada and Europe.
- She has chaired two public company audit committees, and at one company, Bo-Linn sat on a special committee tasked with identifying strategic opportunities.

#### **Public Company Boards**

Current: Blackline Safety Corp.

Former: BMCH, Sphere 3D, Violin Memory

#### Education

University of Houston, B.S., 1976

University of Houston, Ed.D., Information Systems and

Organizational Change, 1980

Race or Ethnicity Asian (Chinese)

Gender Female

#### Contact Info

(408) 910-4362 cbolinn95120@gmail.com

#### Aside

Bo-Linn has been recognized for her contributions in the technology sector. inducted in 2015 into the Hall of Fame for Women in Tech and named among the Top 100 CEOs in STEM in 2016. Bo-Linn was invited by the United Nations to speak on clean technology and global growth in 2009.



Boone was listed among the Top 100 Most Influential Blacks in Corporate America by Savoy magazine in 2015 and 2016. He also received the One Hundred Black Men Corporate Award in 2015. In his spare time. Boone is an avid snowboarder.

### **Torrence Boone**

### Vice President, Global Client Partnerships Google

New York, N.Y.

#### Leadership Experience

Brought into Google in 2010, Boone has risen through the ranks to currently lead the company's global marketing and advertising. In this role, he is responsible for a multibillion-dollar business across a portfolio of global advertisers in the tech, health and beauty, and consumer packaged goods verticals. Boone also co-leads Google's New York office of more than 10,000 employees, the second largest of Google's offices. He is additionally a member of Google's Global Business Hiring Committee. His current role at Google caps off years of experience in leadership positions in the marketing and advertising space.

#### **Expertise and Relevant Experience**

- For roughly two decades, Boone has been involved in advertising, marketing and technology roles, holding senior positions at firms such as WPP and Digitas. His career began at global consultancy Bain & Company.
- Boone has roughly nine years of board experience, including currently serving as a director on a Fortune 500 board.

#### **Public Company Boards**

Current: Macy's

Former: The Finish Line

#### Education

Stanford University, B.A., Economics, 1991 Harvard Business School, MBA, 1995

Age 51 Race or Ethnicity Black Gender Male LGBTO+ Yes

#### Contact Info

(646) 246-8488

torrence.boone@gmail.com



# James Brady

Vice President of Finance and Chief Financial Officer (Retired) MedImmune Biologics

Philadelphia, Pa.

#### **Leadership Experience**

Before leaving MedImmune Biologics a couple of years ago, Brady held the top finance role and was responsible for research and development, financial planning and controls. MedImmune is the biologics research unit of AstraZeneca. He joined the pharmaceutical giant in 1988, and for three decades, he wielded his background in finance in various roles, including as vice president of finance over the Asia-Pacific region and vice president of internal audit. Brady retired from AstraZeneca in 2018 after a 30-year career with the company.

#### **Expertise and Relevant Experience**

- Over the course of three decades, Brady has honed his experience in regional, national and global finance roles, handling matters pertaining to everything from public accounting to company operations and marketing.
- From 2016 into 2019, he was on the board at the Montgomery County Economic Development Corporation Board, an organization that collaborates with local government officials to help businesses succeed in Montgomery County, Maryland.

#### **Public Company Boards**

None

#### Education

Saint Joseph's University, B.S., Accounting, 1984

Drexel University, MBA, Marketing and Finance, 1999

Age 58 Gender Male LGBTQ+ Yes

#### **Contact Info**

(610) 547-0593

jimandstevedeux@comcast.net

#### Aside

An avid world traveler, Brady has stepped foot on all seven continents and lived on three: North America, Europe and Asia. Additionally, he has visited more than 70 countries. Brady immersed himself in his love for travel upon retiring in 2018.



Brandon grew up in a military family in Anchorage, Alaska. In her spare time, she enjoys fly fishing.

### **Edrienne Brandon**

Co-Founder, Chair and Chief Executive Officer Sienna Dynamics

Palo Alto, Calif.

#### Leadership Experience

As head of Sienna Dynamics, Brandon assists organizations looking to use technology to solve problems. A key partner with a major electric vehicle company, for instance, Silicon Valley-based Sienna Dynamics built an inverter box and other electronic assemblies for a new vehicle, support that multiplied the company's engineering and manufacturing capabilities. Her current role builds on years of experience at both mature and early-stage companies. For more than five years before Sienna, she led downstream global marketing for a \$150 million business at Volcano Corporation, which was acquired by Philips in 2015. Brandon arrived at Volcano after stints at companies such as Procter & Gamble and GlaxoSmithKline, where she wielded her marketing experience for product launches and advertising.

#### **Expertise and Relevant Experience**

- Brandon served as nominating and governance committee chair and as a member of the audit committee at Jack Cooper Investments, a private transportation and logistics company.
- Over the course of her career, Brandon has led nearly 20 commercial launches.

#### **Public Company Boards**

None

#### Education

Duke University, B.A., Public Policy Studies, 1997 Harvard Business School, MBA, 2003

**Age** 45

Race or Ethnicity African American

Gender Female

#### **Contact Info**

(650) 269-0191

edrienne.brandon@gmail.com



# Sam Bright

### Chief Product and Experience Officer Upwork

Belmont, Calif.

#### **Leadership Experience**

Bright recently joined freelance marketplace Upwork to lead a global team of roughly 800 people on matters including product, user experience, customer service, community, new business initiatives and business development. Brought into Upwork in November 2020, Bright draws on more than eight years in various positions at eBay. In that time, Bright rose through the ranks and ultimately had P&L responsibility for eBay's vertical business units in North America. At eBay, he also led a multibillion-dollar business unit and oversaw the strategic partnerships team.

#### **Expertise and Relevant Experience**

- Before eBay, Bright advised on upward of \$10 billion worth of merger and acquisition deal processes at Bank of America Merrill Lynch.
- In a prior role, he also counseled chief information officers on tech research and consulting as an analyst at Forrester Research.

#### **Public Company Boards**

None

#### Education

Taylor University, B.A., Management, 2005 Harvard Business School, MBA, 2009

**Age** 37

Race or Ethnicity African American

Gender Male

#### Contact Info

(650) 799-0928 samuel.bright1@gmail.com

#### Aside

In 2020, Bright was named among the Most Influential Black Executives in Corporate America by Savoy magazine. And Black Enterprise magazine listed him on its 2018 list of Most Influential Blacks in Technology. An avid reader, Bright enjoys digging into spy novels to unwind.



Chambers is a medieval history buff. While growing up. she annually attended renaissance fairs. She has participated in historical reenactments and started an online business focused on historical replicas. Chambers is also drawn in by television shows that depict ancient medieval times, such as Game of Thrones. Medici and DaVinci's Demons.

## **Tiffani Chambers**

Chief Operating Officer, Global Banking and Markets, Risk, Finance and Infrastructure Technology Bank of America

Bronxville, N.Y.

#### Leadership Experience

Chambers has managed the business functions for the technology division at Bank of America for nearly three years. An advisor to the company's chief information officer for banking, markets and technology infrastructure, Chambers oversees a team of 250 people and a \$5.5 billion budget. For eight years ending in 2018, Chambers worked at Goldman Sachs. There, she led efforts to improve client experience, with direct reporting lines to Goldman's chief operating and chief financial officers, before leading a team of 100 people and a \$20 million budget as managing director of client strategy and operations within the operations division.

#### **Expertise and Relevant Experience**

- Chambers has regularly interfaced with C-suite executives over the course of her career and has managed increasingly larger teams and budgets.
- Experience implementing governance frameworks to ensure compliance.

#### **Public Company Boards**

None

#### Education

Emory University, BBA, 1999 Harvard Business School, MBA, 2004

Age 44

Race or Ethnicity African American
Gender Female

#### Contact Info

(646) 269-0133 tlott10@gmail.com



# Carey Chen Chief Executive Officer

Chief Executive Officer Incodema Holdings

Cincinnati, Ohio

#### Leadership Experience

Chen joined Incodema as chief executive officer in August 2020. He oversees a management team of eight people and an overall team of around 250 employees at Incodema, a precision manufacturing and sheet-metal company that is backed by private equity firm CORE Industrial Partners. In quick succession under Chen's leadership, Incodema expanded with three acquisitions. Prior to Incodema, Chen was president and executive chairman for half a decade at Cincinnati Incorporated, a large industrial machine tools manufacturer. While there, Cincinnati Incorporated was recognized for company innovations and lauded for its workplace culture.

#### **Expertise and Relevant Experience**

- Chen has public company board experience and currently sits on the compensation committee of a Nasdaq-listed company.
- Drawing on his experience at Cincinnati Incorporated and as chief financial officer at manufacturer Hypertherm, he is also chair of the audit committee.

#### **Public Company Boards**

**Chart Industries** 

#### Education

University of California, Los Angeles, B.S., Applied Mathematics, 1993

University of Illinois, Urbana-Champaign, MBA, Finance and Accountancy, 1994

Age 48

Race or Ethnicity Asian (Chinese)

Gender Male

#### **Contact Info**

(818) 203-4024 careychen10@gmail.com

#### Aside

In 2019, Chen was included on Diversity MBA Magazine's list of Top 100 Under 50 Executive Leaders. And while president at Cincinnati Incorporated, the company was selected by Ohio Business Magazine for three consecutive years as a "Best Workplace in Ohio." Before the leadership roles and accolades, Chen got his start in the workforce as a sales representative for a Chrysler/Plymouth car dealership. This was his first and

only sales position.



Chen is vice chairman of the Grace Farms Foundation, which welcomes the public to an 80-acre setting in Connecticut where people can enjoy art and experience nature and participate in programs on justice and faith.

### Michael E. Chen

# General Partner and CEO Chen & Associates

New Canaan, Conn.

#### Leadership Experience

Chen operates a strategic advisory firm that helps company founders and chief executives in media, aviation and financial services build their businesses. He was formerly a strategy advisor at \$100 billion hedge fund Bridgewater Associates. Prior to that, Chen held senior positions at NBC Universal and General Electric. Those included a stint as president of an NBC News unit and being the creator and president of a \$100 million private equity fund at GE Capital for digital media acquisitions. Before that, Chen managed GE Capital's U.S. aviation lending division. He started his career as an analyst and credit manager at IBM.

#### **Expertise and Relevant Experience**

- Board director at a new special acquisition company that targets artificial intelligence, media and tech.
- Former board member of The Weather Channel, when it was jointly owned by Bain & Company, Blackstone, and NBC Universal.
- Former board member of subsidiary Sodexo S.A.

#### **Public Company Boards**

Goldenbridge Acquisition Ltd.

#### Education

University of Rochester, B.S., Electrical Engineering, 1983 Cornell University, MBA, Finance, 1985

Age 59

Race or Ethnicity Asian American

Gender Male

#### **Contact Info**

(203) 594-6610

michael@chen-associates.com



## Sharda Cherwoo

Senior Partner (Retired),
Board Director and Advisory Board Member
Ernst & Young U.S., LLP

New York, N.Y.

#### Leadership Experience

Cherwoo served her entire 38-year career at EY. In 2015, she persuaded its board to invest in robotics to manage the global company and its client practices. That has saved a billion dollars in internal cost improvements and upped productivity by 30%. Cherwoo — one of the first South Asian female partners at a major accounting firm — prompted EY to shift routine accounting, tax and IT tasks to India. Result: another billion dollars in savings. Previously, she was lead tax partner for more than 20 U.S. public company clients.

#### **Expertise and Relevant Experience**

- CPA who formerly led 3,000-person tax operations for Americas unit of EY.
- Client service partner for health care, insurance and financial services clients.
- Former advisory partner in EY's private equity practice.
- Board member at Fortune 250 privately held Land 0'Lakes food company.

#### **Public Company Boards**

World Fuel Services

#### Education

Sacred Heart University, B.S., Accounting, 1982

**Age** 62

Race or Ethnicity Asian American

Gender Female

#### Contact Info

(917) 514-3976

sharda.cherwoo@outlook.com

#### Aside

Cherwoo hired a local workforce in India when she was CEO of EY's offshoring operations there for three years. Due to her grasp of culture in her homeland, she created open house events so that Indian parents could visit and often approve the company as an employer for their family members.



Chiu fulfilled a lifelong ambition when she swam with hammerhead sharks in the Galapagos Islands off of Ecuador. The guided dive included sitting on the bottom of a natural amphitheaterlike lagoon, where the docile sharks, swimming iguanas and other marine species conduct a parade of ocean life.

# **Emily C. Chiu**

Managing Principal of Strategic Development Square Inc.

San Francisco, Calif.

#### Leadership Experience

Chiu is charged with thinking up and overseeing the creation of new business products and technologies at the payment processing company Square. She recently launched a consumer lending business to open instant, low-interest lines of credit of \$300 or less. Chiu previously led corporate development at a firm where she connected venture capital firms and tech startups in 60 countries. Prior to that, she helped University Now raise \$42 million in venture money for operations of its accredited college degree programs without student loans. Chiu formerly produced conferences and content for the TedxSanFrancisco affiliate of Ted Talks. She began her career as a tech and health care analyst at Goldman Sachs.

#### **Expertise and Relevant Experience**

- Early-stage and late-stage investment evaluation, strategy and operations.
- Advised more than 70 founder teams on business development, raising capital, and mergers and acquisitions.
- Consumer product development.

#### **Public Company Boards**

Barnes & Noble Education

#### Education

University of Pennsylvania, B.S., finance, 2004

University of Pennsylvania, B.A., international studies, 2004

Age 38

Race or Ethnicity Asian American

Gender Female LGBTQ+ Yes

#### **Contact Info**

(408) 838-7655 emilycc@gmail.com



# Patrick S. Chung

Managing General Partner Xfund (www.Xfund.com)

Palo Alto, Calif.

#### Leadership Experience

Chung leads Xfund, the early-stage venture capital firm that partners with research universities, students, faculty and alumni who have investable businesses. Before that, he co-led consumer and internet investing at the largest venture firm in the country, New Enterprise Associates. There he helped back dozens of software or internet startups that went public and later were acquired by major corporations such as Viacom, LinkedIn and PayPal. He began his career as an analyst at McKinsey.

#### **Expertise and Relevant Experience**

- Board director at multiple portfolio companies. One of those is 23andMe, the privately held consumer genetics firm that recently merged with Richard Branson's public special acquisition company.
- Co-founded and managed internet service company Zefer and grew it to \$110 million in revenues.

#### **Public Company Boards**

23 and Me (June 2021)

#### Education

Harvard College, B.A., Environmental Science Oxford University, M.Sc. Environmental Science Harvard Business School, MBA Harvard Law School, J.D.

Race or Ethnicity Asian American

Gender Male LGBTQ+ Yes

#### Contact Info

pschung@post.harvard.edu

#### Aside

The 2020 venture capital fund from Chung's firm oversubscribed and closed at \$120 million. One goal is to spread that money across a diverse group of entrepreneurs. Seventy-two percent of the amount has been invested in startups from women, immigrants or minorities.



An alumna of Harvard's business school, Varnado volunteers for its program that pairs executives with local nonprofits, in her case with African American nonprofits in the San Francisco Bay Area. She helps the managers think through their business models and decide how to best execute their strategies.

# Anddria Clack-Rogers Varnado

General Manager of Consumer Business Kohler Co.

San Mateo, Calif.

#### Leadership Experience

Varnado is a consumer business strategist who oversees customer-facing operations for faucet, sink and bathtub maker Kohler. She manages a team of 250 employees for consumer and wholesale operations and stores. Her responsibilities include e-commerce, digital experience, marketing, design, service and product installation. Varnado was previously head of strategy and business development at Macy's and at Williams-Sonoma. In 2017, she led the largest acquisition in Williams-Sonoma's history (\$112 million), to buy a 3D imaging company that let customers visualize furniture in their homes.

#### **Expertise and Relevant Experience**

- Board member of parent company for 350-branch Umpqua Bank.
- Serves on advisory board of the Diligent Institute, the think tank of board book provider Diligent Corp.

#### **Public Company Boards**

Umpqua Holdings

#### Education

Clark Atlanta University, B.A., Business Administration, 2007 Harvard Business School, MBA, 2014

Race or Ethnicity Black
Gender Female

#### **Contact Info**

(650) 458-7522 anddria.clack@gmail.com



## **Teresa Clarke**

#### Chairman and CEO Africa.com

New York, N.Y.

#### Leadership Experience

Clarke founded internet holding company and portal Africa.com, which produces business, political and cultural content about Africa and exposes the continent's audience to global brands. She was formerly a managing director and real estate investment banker at Goldman Sachs. Clarke also advised a George Soros venture capital firm and the Ford Foundation while a principal in her own socially responsible consulting shop.

#### **Expertise and Relevant Experience**

- Created finance authority that established a secondary mortgage market in South Africa.
- Helped privatize the parent company of South African Airways.
- Recently chaired Australian public company board; served on another one in Africa.
- Former member of advisory councils for President Barack Obama and Carnegie Hall.

#### **Public Company Boards**

Former: CIM Financial Services (Mauritius), Change Financial Ltd. (Australia)

#### Education

Harvard College, B.A., Economics, 1984 Harvard Business School, MBA, 1989 Harvard Law School, J.D., 1989

Age 58
Race or Ethnicity Black
Gender Female

#### **Contact Info**

(646) 489-4700 teresa.clarke@africa.com

#### Aside

Clarke is a boat lover.
She occasionally
skippers a 40-foot
mainship trawler that
she fractionally
owns with three other
users. Leaving from
the West Side of
Manhattan, she takes
guests out for cocktail
cruises around the
Statue of Liberty.



Colden competes in marathons and half-marathons across the country and has run in the Marine Corps Marathon in Washington, D.C., the largest marathon in the world that doesn't offer prize money.

# **Tracy Colden**

# General Counsel and Corporate Secretary Playa Hotels & Resorts

Miami, Fla.

#### **Leadership Experience**

Colden is chief legal officer and an executive vice president at Playa, a chain of 20 all-inclusive beach resorts in Mexico and the Caribbean, where she structures, negotiates and closes real estate deals and financings. In addition, as general counsel, she oversees investor relations, legal and compliance, securities regulation and corporate governance. Colden was previously general counsel and corporate secretary at two New York Stock Exchange-listed companies — real estate investment trust Highland Hospitality, and Crestline Capital, which operated 112 hotels. After starting her career as a CPA at Peat, Marwick, Colden spent seven years as a commercial real estate attorney.

#### **Expertise and Relevant Experience**

- More than 30 years in commercial real estate law.
- Former accounting firm auditor.
- As corporate secretary, Colden acts as governance liaison between public company board and corporate officers, and between board and shareholders.

#### **Public Company Boards**

None

#### Education

University of Michigan, BBA, Business Administration, 1983 University of Virginia, J.D., 1988

Age 59

Race or Ethnicity African American

Gender Female

#### **Contact Info**

(954) 308-1602

tcolden@playaresorts.com



Cole is a running enthusiast and competes in several half-marathons in the Southeast U.S. every season. She has also practiced yoga for the past eight years.

# Titilope 'Titi' Cole

# Global Head of Consumer Banking Operations Citigroup

Charlotte, N.C.

#### Leadership Experience

Cole is managing director of operations and fraud prevention for Citigroup's global consumer bank, Citibank. In 2021, she was also appointed as chief client officer. Her roles put her over 50,000 employees across 19 countries. Previously, she was executive vice president of consumer banking operations at Wells Fargo, a job she took following its customer account scandal. She oversaw Wells's customer contact centers and improved risk management. Cole worked in earlier executive spots at Bank of America, BMO Harris Bank and banks in her home country of Nigeria. She was also a senior management consultant at McKinsey.

#### **Expertise and Relevant Experience**

- Was appointed as a Citigroup champion for diversity and inclusion.
- Qualified financial expert.
- Serves as a trustee at Queens University of Charlotte, where she's a part of the strategic planning and marketing committees.

#### **Public Company Boards**

None

#### Education

University of Ibadan (Nigeria), B.S., Economics, 1992 Northwestern University, MBA, Finance, 1998

Age 48
Race or Ethnicity Black
Gender Female

#### **Contact Info**

(212) 816-5918 tfalcole@yahoo.com



Kamadoli Costa is an avid traveler and has a deep passion for environmental issues and ocean conservation.

## Anisa Kamadoli Costa

Chief Sustainability Officer Tiffany & Co.

New York, N.Y.

#### Leadership Experience

Kamadoli Costa is a global leader in sustainability and environmental, social and governance strategy with expertise in such areas as climate change, human rights, and corporate and social responsibility. At Tiffany & Co., Kamadoli Costa works directly with the chairman of the board's corporate responsibility committee to determine the company's ESG strategy and initiatives and to shape the CSR and sustainability agenda through investor relations, risk management, and investor communications and branding. She is the company's first-ever CSO — Tiffany & Co. created the role for her after she served as the principal architect of ESG strategy since 2003.

#### **Expertise and Relevant Experience**

In addition to CSO, Kamadoli Costa doubles as chairman and president of the Tiffany & Co. Foundation. She sets the foundation's philanthropic strategy and partners with other nonprofit organizations to usher in expanded stewardship of global natural resources. She also serves on the boards of the American Swiss Foundation, the leadership council of Conservation International, and the Geraldine Rockefeller Dodge Foundation, where she chairs the audit committee. She is also a member of the World Economic Forum's future council on human rights.

#### **Public Company Boards**

None

#### Education

Barnard College, B.A., 1997

Columbia University, Master of International Affairs, International Economic Policy, 1998

Age 45

Race or Ethnicity Indian American

Gender Female

#### **Contact Info**

(917) 968-9464 anisa.costa@gmail.com



Salesforce.com
San Francisco, Calif.

**Craig Cuffie** 

Executive Vice President and Chief Procurement Officer

### Leadership Experience

Cuffie purchases all \$5.8 billion of goods and services for software giant Salesforce and manages its supply chain. In his four years, he has squeezed out \$950 million in savings. Besides sourcing products, real estate, data, energy and professional services, he's on the CFO's team of company leaders. Through Cuffie's use of sustainable practices and green energy credits, Salesforce is carbon neutral. He previously operated a logistics private equity firm. Before that, he held operations positions at Clearwire, Intuit and British Aerospace.

#### **Expertise and Relevant Experience**

- Former board advisor for startup companies in packaging, software and consumer goods.
- Spends about \$250 million a year with minority businesses. Board member for the National Minority Supplier Development Council.
- Member of Salesforce executive groups that oversee cybersecurity, crisis management and public policy.

#### **Public Company Boards**

None

#### Education

Rensselaer Polytechnic Institute, M.S., combined with bachelor's program, management, 1996

Age 60
Race or Ethnicity Black
Gender Male

#### Contact Info

(408) 218-8570 craigcuffie@yahoo.com

#### **Aside**

Cuffie, whose 29-yearold daughter is on the autism spectrum, sits on the board of the Helix School, which teaches autistic children in Novato, California.



# San Jose, Calif.

CEO Kloudspot

**Guillermo Diaz** 

#### **Leadership Experience**

Diaz is the CEO of Kloudspot, a predictive internet of things and artificial intelligence analytics platform provider that offers networking solutions and uses AI and machine learning to enhance business productivity, deliver data and analytics, and create flexibility in the physical world. Long a champion of inclusion and diversity, Diaz helped develop future technology leaders through work-study programs at his previous company Cisco Systems and via scholarships. He serves as a board member of Blue Shield of California and as chairman of the Hispanic IT Executive Council (HITEC).

#### **Expertise and Relevant Experience**

Diaz spent 20 years in various information technology roles at Cisco, including serving as its global chief information officer, where his focus was on business acceleration and digital transformation. As CIO, he helped to integrate more than 150 acquisitions and simplified the IT financial structure using Cisco's own products as key growth accelerators. While at Cisco, Diaz served as a leader of the company's diversity council and served as an executive sponsor of Conexión, the company's Hispanic/Latino employee resource organization, and the company's veteran employee resource organization. His telecommunications career began in the U.S. Navy, where he received a military scholarship that led to his college degree.

#### **Public Company Boards**

None

#### Education

Regis University, B.S., Business Administration and Management, 1991

Age 55

Race or Ethnicity Latino/Hispanic

Gender Male

#### Contact Info

(510) 325-2462 ggdiazjr@gmail.com

#### Aside

Diaz lives in the Bay Area with his wife, and they have four children. He enjoys spending time with his family and playing sports — including basketball — and is an avid golfer.



# Rómulo 'Romy' Díaz

#### Retired Exelon

Philadelphia, Pa.

#### **Leadership Experience**

Díaz retired from Exelon Corporation in 2020, where he served as vice president and general counsel of PECO Energy, an electric and gas utility. While at PECO, he led government relations and the company's external affairs and marketing programs, including outreach related to various elected and government officials at the local, state and federal levels. As general counsel, Díaz was responsible for securing regulatory approvals and cost recovery for the company's digital communications infrastructure investment and federal funding to reduce the cost of the program.

#### **Expertise and Relevant Experience**

Díaz currently serves as an independent director on the board of the Federal Home Loan Bank of Pittsburgh and is the founder of nonprofit and board advisory services firm Turtle on Post. He previously served as city solicitor of Philadelphia and, prior to that role, was unanimously approved by the U.S. Senate as an administration official for the Environmental Protection Agency. He also served in various roles at the Department of Energy, including as counselor and deputy chief of staff to the secretary of energy.

#### **Public Company Boards**

None

#### Education

University of Texas at Austin, B.A., Plan II Honors Program, 1972 University of Texas School of Law, J.D., 1972

Age 74
Race or Ethnicity Latino
Gender Male
LGBTQ+ Yes

#### **Contact Info**

(215) 901-4290 rdiaz@turtleonpost.com

#### Aside

Díaz is chair of the governance committee for the Philadelphia Museum of Art, co-chairs the museum's diversity work group and serves on its executive committee. In a handful of words, Díaz says his purpose in life is to love deeply, do good and earn respect. That philosophy guides his commitment to mentoring members of the Hispanic alumni network at his alma mater, helping to recruit freshmen students and fundraising for various community organizations in

Philadelphia.



# Eric Dubé

### President and CEO Travere Therapeutics

San Diego, Calif.

#### **Leadership Experience**

Dubé's career has spanned 20 years across multiple therapeutic areas, and he has held roles based on late-stage development strategies and new product launches. Travere Therapeutics, where Dubé serves as CEO, is dedicated to rare diseases and has a portfolio of commercialized products focused on rare liver and kidney diseases. Dubé's leadership has helped the company focus its clinical development portfolio and expand assets for diseases that have no approved therapies to develop and commercialize.

#### **Expertise and Relevant Experience**

Dubé has long focused on addressing systemic barriers to the diagnosis and treatment of rare diseases and has created various diversity coalitions to address the unique barriers facing underrepresented communities in clinical trials and diagnosis and treatment. Prior to his CEO role at Travere, Dubé was president and head of North America at Viiv Healthcare, where he ushered in the commercialization of emerging pharmaceuticals, including oversight of pricing, sales strategy, policy and investments. He also spent 18 years at GlaxoSmithKline, serving in various areas such as supply chain, compliance and marketing, at times in London, Tokyo and the U.S.

#### **Public Company Boards**

Reneo Pharmaceuticals

#### Education

Santa Clara University, B.S., Biopsychology, 1994 Cornell University, M.A., 1997, Ph.D., 1999

Age 48
Gender Male
LGBTO+ Yes

#### Contact Info

(619) 687-1195 eric.dube@travere.com

#### Aside

As a graduate student facing snowy winters in upstate New York, Dubé and his roommate purchased cookbooks from differing cuisines and began learning how to make dishes featuring cooking styles and ingredients from Thailand, India and Mexico. His love of cooking has continued. and Dubé balances his time in the kitchen with more than a decade of regular yoga practice. He is also studying Italian.



## **Damien Dwin**

CEO Lafayette Square

New York, N.Y.

#### **Leadership Experience**

In 2020, Dwin founded Lafayette Square, an impact investment platform dedicated to providing capital and services related to preserving and rehabilitating affordable housing, investing in credit funds for small and midsize businesses and providing investments, guidance, fundraising and operational support to asset managers and diverse investors. He previously co-founded Brightwood Capital Advisors, which created and managed investment funds for institutions and high-net-worth investors.

#### **Expertise and Relevant Experience**

Dwin is also a board member of FS Investments, a business development company, and serves as a board manager of Freeport LNG, a privately held liquified natural gas export facility.

#### **Public Company Boards**

None

#### Education

Georgetown University, B.S./B.A., 1997

Age 45
Gender Male
Race or Ethnicity Black

#### **Contact Info**

(917) 667-5615

dwin@lafayettesquare.com

#### Aside

Dwin is deeply committed to philanthropic work and serves as a trustee on the boards of the Children's Hospital of Philadelphia, The National Trust for Historic Preservation, Harlem's Studio Museum, and Woodberry Forest School and is vice president of the board of trustees of the Boys' Club of New York.



## **Mohamed Omer Eissa**

# Head of Technology Investment Group Gulf Investment Corporation

Kuwait City, Kuwait

#### Leadership Experience

Eissa has been at Gulf Investment Corporation (GIC) for nearly 14 years. GIC is an investment company equally owned by the six member states from the Gulf Cooperation Council. As head of the technology investment group at GIC, Eissa has overseen the use of more than \$300 million in capital in certain Middle East and North Africa-focused technology companies. In 2013, for instance, GIC invested \$50 million in Virgin Mobile Middle East & Africa, an effort designed to provide communication services across the region.

#### **Expertise and Relevant Experience**

- At Andrew Corporation, a manufacturer of hardware for communications networks, Eissa was responsible for international business development and has led M&A efforts at Celiant Corporation.
- Eissa has served on executive and audit committees
  of private company boards, including at Virgin Mobile
  Middle East & Africa and Ooredoo Algeria, a subsidiary of
  telecommunications giant Ooredoo.

#### **Public Company Boards**

None

#### Education

Massachusetts Institute of Technology, B.S., Electrical Science and Engineering, 1991

Massachusetts Institute of Technology, M.S., Electrical Science and Engineering, 1993

Harvard Business School, MBA, 1999

**Age** 52

Race or Ethnicity African American

Gender Male

#### **Contact Info**

(650) 785-3808

mohamed.eissa@gmail.com

#### Aside

To feed his desire for continuous learning, Eissa dives into online courses every two years to enhance his knowledge about various topics. He took a Stanford course on artificial intelligence last year, for example, to better understand the math behind learning algorithms. He plans to study computational biology next.



## Noni Ellison

Senior Vice President, General Counsel and Corporate Secretary Tractor Supply Company

Atlanta, Ga.

#### Leadership Experience

With two decades of legal experience in private and public companies, Ellison joined Fortune 500 company Tractor Supply Company in January. In her role as general counsel, Ellison reports directly to the company's CEO and is responsible for overseeing a legal team of around 40 people. She additionally leads Tractor Supply's risk management, government relations and environmental, social and governance (ESG) efforts. Formerly serving as general counsel, chief compliance officer and corporate secretary at Carestream Dental, Ellison has held additional in-house legal positions at W. W. Grainger, Turner Broadcasting Systems and Scripps Networks Interactive.

#### **Expertise and Relevant Experience**

- Over the course of her career in in-house legal departments, Ellison has interfaced directly with CEOs and board members. She has produced board minutes and overseen compliance, legal and governance functions and has a wealth of experience managing the process for Securities and Exchange Commission filings.
- Ellison has additionally overseen data security and ESG efforts and has managed individuals in Europe, Asia, and North and South America.

#### **Public Company Boards**

None

#### Education

Howard University, B.A., Administration of Justice and Communications, 1993

University of Chicago Booth School of Business, MBA, 1997 University of Chicago Law School, J.D., 1997

Age 49

Race or Ethnicity African American

Gender Female

#### Contact Info

(770) 680-3101 ellisonn15@gmail.com

#### Aside

Ellison has been recognized in her legal career with several honors. She was listed on The Legal 500 General Counsel Powerlist in 2019 and, that same year, named among Women Inc.'s Top Corporate Counsel Women. Before practicing law, would-be president Barack Obama was Ellison's law professor in Chicago, teaching a course titled "Current Issues in Racism and Law."



## **Geoffrey G. Evans**

Retired President, CEO
Tapestry Solutions (Boeing)

Naples, Fla.

#### Leadership Experience

Evans, who retired after 28 years with Boeing, now consults for aviation companies about accepting investor offers while advising private equity firms on making sound aviation investments. He previously ran a \$225 million Boeing subsidiary. That unit helped government and commercial aerospace customers track their aircrafts' maintenance. Evans turned around the unit from losing revenue when he took over to increasing EBITDA by 41% in three years. He spent a large chunk of his career at Boeing in the most profitable segment of the airline business — after-market services, that is, providing parts and advising on maintenance, repair and overhaul them. He initially was a program planner at Eaton and Martin Marietta Aerospace.

#### **Expertise and Relevant Experience**

- Mergers and acquisitions.
- Redesigned Boeing's staffing system to comply with EEOC requirements.
- Managed a program to build and maintain launch site operations for the Space Shuttle.

#### **Public Company Boards**

None

#### Education

Earlham College, B.S., Political Science, 1980

Age 62

Race or Ethnicity African American

Gender Male

#### **Contact Info**

(206) 883-1169

geoffreyevans@outlook.com

#### Aside

Having taught his young daughter to set long-term goals, Evans tried to help her fulfill her ambition of traveling to all six continents by age 21. To visit Antarctica. he had to conquer his aversion to bitterly cold weather. In 2013. he took his family to the bottom of the world for two weeks. There he braved the "Polar Plunge" on his 55th birthday, which occurs on Dec. 30.



In 2016, Forney received the Women of Influence award from SC Magazine, a publication geared toward cybersecurity professionals. And she has served on the board of advisors for the Executive Women's Forum on Information Security, Risk Management and Privacy. In her free time, Forney enjoys going to aviation demonstrations and air shows.

## **Renee Forney**

Senior Director, Azure Hardware Systems and Infrastructure Security
Microsoft

Manassas, Va.

#### Leadership Experience

Forney brought nearly 20 years of cyber experience to her current role at Microsoft. As senior director, she oversees the progression of the global security and compliance baseline for the hardware systems at Azure, Microsoft's cloud-computing service. She was previously senior director of cyber assurance at Capital One, and for around five years before that, Forney wielded her cyber knowledge in government roles. First, in the Department of Homeland Security, Forney rose to eventually manage cybersecurity-related efforts for the undersecretary for management. She then became deputy chief information officer of cybersecurity and enterprise operations in the Department of Energy, where she provided executive-level guidance on cybersecurity initiatives.

#### **Expertise and Relevant Experience**

- In her nearly three years at Capital One, Forney's responsibilities included governance and risk issues, supply chain management and cyber due diligence for mergers and acquisitions.
- Forney has extensive experience advising on cybersecurity issues and risk mitigation.

#### **Public Company Boards**

None

#### Education

DeVry University, B.S., Computer Information Systems, 1989 George Washington University, M.S., Engineering Management, 2002

**Age** 54

Race or Ethnicity African American

Gender Female

#### **Contact Info**

(571) 220-6211 rmforney1@gmail.com



Franklin is chair of the board of the San Francisco Chamber of Commerce. Her second year in the role, Franklin has been instrumental in advising the city on its economic recovery efforts.

### Melinda Yee Franklin

West Region Executive, Community Engagement and Corporate Responsibility JPMorgan Chase

Oakland, Calif.

#### Leadership Experience

Franklin's career has been a mix of politics and managing companies' reputations. Upon joining JPMorgan in January, she filled a then-newly created role within the corporate responsibility team in which she is tasked with developing and executing the company's corporate responsibility and community engagement efforts throughout the western United States. Previously at United Airlines for 14 years, Franklin was managing director of corporate and government affairs for the western U.S. In politics, she has advised authorities at city, state and federal levels on economic issues and has served as senior advisor to the chief of staff in the Office of the Secretary of Commerce, where she weighed in on economic and trade issues. Before that, Franklin spearheaded economic strategy and export development initiatives as special assistant to a former secretary of commerce.

#### **Expertise and Relevant Experience**

- Early in her career, in positions at The Siena Group and Meet World Trade, Franklin oversaw marketing, investor and corporate relations, and human resources. In these roles, she advised companies on business growth opportunities.
- Franklin has become adept at crisis management and at handling public policy and international affairs matters.

#### **Public Company Boards**

None

#### Education

University of California, San Diego, B.A., Communications, 1985 University of Southern California, Master of Public Administration, 1986

Age 57

Race or Ethnicity Chinese American

Gender Female

#### **Contact Info**

(415) 740-4940 melindayeef@gmail.com



Last year, Grant received the 2020 North America Industry Leadership Award from 100 Women in Finance, a global industry association. Years earlier, she was captain of the cheerleading squad and voted "most likely to succeed" by her peers in junior high school.

### Valerie Grant

Senior Vice President and Senior Portfolio Manager of Responsible Investing AllianceBernstein

New York, N.Y.

#### Leadership Experience

For roughly 15 years, Grant has been at asset management firm AllianceBernstein. In her latest role, which she has filled for more than four years, Grant is responsible for a large-cap equity portfolio that exposes clients to companies that generate returns and are either performing well or showing improvement when it comes to corporate responsibility. At AllianceBernstein, Grant was additionally co-chair of the equity environmental, social and governance (ESG) research committee and is currently on the proxy voting and governance committee, which manages proxy voting policies for the firm. In 2019, she joined the standards advisory group at the Sustainability Accounting Standards Board (SASB), a committee of industry experts who provide feedback on SASB standards, developing sustainability issues and corporate ESG disclosures.

#### **Expertise and Relevant Experience**

- Before joining AllianceBernstein, Grant was at Bristol-Myers Squibb for nearly three years. While there, she managed licensing transactions, divestitures and corporate acquisitions.
- Grant co-led the deal team that executed the \$660 million sale of Bristol-Myers' North American consumer-medicines business to Novartis.

#### **Public Company Boards**

None

#### Education

University of Pennsylvania, The Wharton School, B.S., Economics, 1988

Harvard Business School, MBA, 1994

Age 53

Race or Ethnicity African American

Gender Female

#### **Contact Info**

(646) 812-5163

vsg.valeriesgrant@gmail.com



## Tracey Gray-Walker

**Chief Executive Officer American Veterinary Medical Association Trust** 

Plainfield, N.J.

#### Leadership Experience

As CEO at the American Veterinary Medical Association (AVMA) Trust, Gray-Walker is responsible for setting its strategic direction. In the role for roughly two years, she is additionally tasked with the unification of the two separate AVMA trusts and for developing programs and offerings that serve the 95,000 members across the United States. Previously managing director for AXA U.S., Gray-Walker was head of the association and affinity business, which was a \$2 billion asset-based business. Gray-Walker was in that position for four of her 28 years with the global financial services company. Additional roles include chief diversity officer and vice president of retail distribution.

#### **Expertise and Relevant Experience**

- From 2008 through 2015, Gray-Walker served two terms on the Executive Leadership Council board. She was on the audit committee for both terms.
- Gray-Walker is currently a director at ASAE Insurance.
   She is on the investment committee.

#### **Public Company Boards**

None

#### Education

Fairleigh Dickinson University, B.S., Accounting, 1985

Age 58

Race or Ethnicity African American

Gender Female

#### **Contact Info**

(908) 209-1193

traceygraywalker1@gmail.com

#### **Aside**

Gray-Walker is passionate about serving and advocating for differently-abled people. She is currently co-chair of the development committee at High Expectations, an organization that aims to raise funds for social and sports programming activities for those who are differently-abled. In the future, Gray-Walker hopes to publish a children's book that focuses on the life of a differently-abled child.



Beyond his career,
Guzmán's résumé
includes being a
Latin percussionist,
a trained chef
and an avid golfer.
He also played
shortstop with the
Metropolitan Baseball
League Clifton Phillies.

## **David Rogelio Guzmán**

#### President DR Guzmán

Roanoke, Va.

#### Leadership Experience

Early in his career, Guzmán became fascinated with technology. It was during a two-year management training program at Morgan Stanley that he developed an artificial intelligence trading system. From there, Guzmán would take on lead technology roles at Fortune 500 companies such as Macy's, Alcoa, Office Depot (now The ODP Corporation) and Owens & Minor. While chief technology officer at the Kmart Corporation in the late 1990s, Guzmán managed the second largest data warehouse in the world. And in one of his most recent roles at Staples Solutions, Guzmán was chief information officer and head of the global business competency center in Gdańsk, Poland.

#### **Expertise and Relevant Experience**

- Guzmán has spent a more than 30-year career immersed in issues such as artificial intelligence, cybersecurity, digital transformation and cloud computing.
- He has led the implementation of technology solutions to drive revenue growth.

#### **Public Company Boards**

None

#### Education

Yale University, B.A., Economics and Political Science, 1978

Age 65

Race or Ethnicity Puerto Rican, Hispanic

Gender Male

#### **Contact Info**

(202) 748-7045

drg@davidrguzman.com



For more than 20 years, Hinojosa-Segura and three friends ran in half-marathons and marathons. She competed in over 35 races, including the Houston and

Dallas marathons.

## Veronica Hinojosa-Segura

Assistant Vice Chancellor and Controller University of Texas System

Austin, Texas

#### Leadership Experience

Hinojosa-Segura oversees \$45 billion in financial accounts and consolidated reporting for the 14 schools of the Texas state university system. She also controls their payrolls as well as accounts receivable and payable. Her job requires Hinojosa-Segura to interpret tax law so that schools comply with state and local tax rules. Before working for the state, she was CEO of Ascension DePaul Services, a group of community health clinics with an \$8 million budget, which was part of the second-largest private hospital system in the country. She previously served as Ascension Health's chief operating officer. Hinojosa-Segura founded a construction company in Austin during the mortgage crisis and later sold it. Besides working in financial manager roles at Dell, she also was formerly CFO for the Texas Water Development Board.

#### **Expertise and Relevant Experience**

- Treasury, cash management, internal controls and performance metrics.
- Board member of the Latino Corporate Directors Association. Chair-elect for Greater Austin Hispanic Chamber of Commerce.
- · Former analyst for high-net-worth investment portfolios.

#### **Public Company Boards**

None

#### Education

Texas A&M University-Kingsville, BBA, Finance and Accounting, 1983

St. Edward's University, MBA, Finance and Accounting, 1997

Age 58
Race or Ethnicity Hispanic

Gender Female

#### **Contact Info**

(512) 673-2575 vhsegura78@gmail.com



Hochberg has more than a passing interest in infrastructure and transportation issues and he makes time to work out every day.

## **Fred Hochberg**

# Retired Chairman and President Export-Import Bank of the United States

Miami Beach, Fla.

#### Leadership Experience

For eight years ending in 2017, including during the aftermath of the financial crisis, Hochberg led the Export-Import Bank of the United States (EXIM), the country's official export credit agency. Leading a team of more than 400 individuals, Hochberg chaired an agency that endeavors to create jobs in the U.S. and that is tasked with providing companies large and small with export financing. Before EXIM, Hochberg's roles included roughly three years as deputy and then acting administrator of the Small Business Administration, and for close to two decades, he was president and chief operating officer of Lillian Vernon Corporation, a family-run direct marketing business that started in the Hochberg family's kitchen and grew into an international publicly traded company.

#### **Expertise and Relevant Experience**

- Hochberg has experience leading large organizations in both the public and private sectors and has significant familiarity in handling global trade matters.
- For roughly five years, Hochberg was on the board at Fusion Connect, formerly known as Fusion Telecommunications International. He served on the compensation and nominating committee.

#### **Public Company Boards**

**Current:** SVF Investment Corporation 2 **Former:** Fusion Connect, Lillian Vernon

#### Education

New York University, B.A., Art History, 1974

Columbia Business School, MBA, Marketing and Finance, 1975

Age 69
Gender Male
LGBTO+ Yes

#### Contact Info

(646) 207-6030 fred@heyday.us



Vice President, Azure Data and Al, Microsoft Customer Success Microsoft

Rashida Hodge

San Francisco, Calif.

#### Leadership Experience

Nearly 20 years ago, Hodge joined IBM as a summer intern. Over the course of 18 years with the company, she rose to eventually become a vice president responsible for the digital transformation of IBM's \$2 billion to \$3 billion North American insurance sector. During her time at IBM, Hodge additionally led the global launch of IBM Watson. This year, Hodge took her experience to Microsoft, where she leads a team tasked with helping Microsoft customers utilize the company's data and artificial intelligence solutions.

#### **Expertise and Relevant Experience**

- Hodge has spent her career managing technology strategies within companies and utilizing AI and emerging technology solutions.
- She has worked across multiple technologies, including hardware, software and services, and she has led global teams over the course of her career.

#### **Public Company Boards**

None

#### Education

North Carolina State University, B.S., Industrial Engineering, 2002

North Carolina State University, M.S., Industrial Engineering,

Duke University Fugua School of Business, MBA, 2013

Age 40 Race or Ethnicity Black Gender Female

#### Contact Info

(919) 244-6304 rashidarh@gmail.com

### Aside

Hodge grew up in St. Thomas, an island with 32 square miles in land area in the U.S. Virgin Islands.



## Marjorie Hsu

Retired Vice President of Business Development TE2, The Experience Engine

Sleepy Hollow, N.Y.

#### Leadership Experience

Hsu advises CEOs at young tech companies and sits on boards and investment firms in the tech space. She spent most of her career at Verizon Communications (and its earlier iterations) starting as a network engineer right out of college. She was briefly chief tech officer for Singapore's regional phone and internet company. In her last job, she was the chief revenue officer for The Experience Engine. That's a middleware provider that collects location, time-of-day and personal identity information to produce personalized messages to persons at theme parks, college campuses and resorts.

#### **Expertise and Relevant Experience**

- Wireless technology and communications.
- Supply chains, contracting with global partners, manufacturing processes.
- Marketing and go-to-market plans, pricing.
- Sustainable, air-exchange electric power for buildings.

#### **Public Company Boards**

None

#### Education

Boston University, B.S., Electrical Engineering, 1986 Boston University, MBA, 1993

**Age** 57

Race or Ethnicity Asian American
Gender Female

#### **Contact Info**

(617) 877-7067 hsubuck@gmail.com

#### Aside

Among other community endeavors, Hsu has been an ambulance driver for her village of Sleepy Hollow, After seeing a sign along a road asking for volunteers for the local emergency corps. she soon was driving ambulance rigs to crises. Since then, she's gone on to chair the village planning board, which has developed a former **General Motors** plant along the **Hudson River into** an 1,100-unit townhouse complex.



Trained to become an opera singer at the Oberlin Conservatory of Music, Hymes eventually taught music in an Ohio public high school for three years. He says he later decided to use the mathematics education he had received by getting a master's degree in finance and so shifted his ambitions to business.

## **Victor Hymes**

### Managing Member Legato Capital Management

San Francisco, Calif.

#### Leadership Experience

Hymes was among the few Black institutional investment managers at a major investment house when he was a managing director at Zurich Scudder in the 1990s. He has since operated his own manager-of-managers firm for the past 17 years. Legato Capital boasts more than \$1.7 billion in assets under management. Hymes previously co-founded and was chief investment officer for a San Francisco shop that advised pension funds on emerging managers. After graduating from business school, he rose through the ranks at Goldman Sachs, Kidder Peabody and then Scudder as a fixed-income and equity portfolio manager.

#### **Expertise and Relevant Experience**

- Institutional investment management and consulting.
- Company evaluation, equity research, portfolio construction.
- Trustee of Principal Funds mutual funds, board member for Brookings Institution policy think tank, trustee at Earthjustice environmental-law nonprofit.

#### **Public Company Boards**

None

#### Education

Oberlin College, B.M., Music, 1980 Stanford University, MBA, 1983

**Age** 63

Race or Ethnicity African American

Gender Male

#### **Contact Info**

(415) 821-8560 hymes@legatocm.com



## Vernon Irvin

### Executive Vice President and Chief Revenue Officer Everbridge

Denver, Colo.

#### Leadership Experience

Since 2019, Irvin has led all worldwide consumer-facing relationships at Everbridge, a global leader in critical event management and enterprise safety software. With over 30 years in software as a service (SaaS) sales leadership experience, Irvin currently leads a team of around 900 individuals spanning the globe. Irvin joined Everbridge after having built a career in information technology services roles. For instance, at CenturyLink, now named Lumen Technologies, he spent more than six years and ultimately oversaw a \$3.5 billion business with more than 2,000 employees.

#### **Expertise and Relevant Experience**

- Irvin's 30-plus-year career includes leadership roles at Charter Communications, SiriusXM Satellite Radio and VeriSign. He additionally served in a top role abroad, at British Telecommunications.
- For roughly three years, Irvin was on the board of the CTIA

   The Wireless Association, an industry governing group for all wireless carriers in the United States. He was a member of the nominating and governance committee.

#### **Public Company Boards**

None

#### Education

University of Cincinnati, B.S., Information Sciences, 1989

Age 59

Race or Ethnicity African American

Gender Male

#### Contact Info

(650) 996-0095 viinsights@gmail.com

#### **Aside**

Irvin spends his free time recreationally sailing. Once involved with the BT Global Challenge, a roundthe-world yacht race, he has had the opportunity to sail the Atlantic, Indian and Pacific Oceans, as well as the Red Sea. the Arabian Sea and North Sea. He also creates personal artwork. The media he uses include oil pastels and charcoals.



Kearney won a Harvard fellowship that allowed him to study abroad for a year. Upon the advice of his professormentor, he chose to go to Nigeria because of its size and future importance in the world's economy. That led him to a career in which he has concentrated on the African continent.

## **Jude Kearney**

Managing Partner of D.C. Office ASAFO & Co. (U.S.)

Washington, D.C.

#### Leadership Experience

Kearney is a former deputy assistant secretary at the Commerce Department. A project finance attorney, he recently joined ASAFO to grow the U.S. branch of this international law firm. ASAFO helps clients on complex corporate matters in Africa involving oil and gas, mining, infrastructure development, financial institutions, private equity investment and international legal disputes. For the past three years, he has been co-managing a renewable-energy advisory firm that he co-founded, Sovereign Energy Group. A fixture in Washington for 35 years, Kearney has been a partner at law firms Greenburg Traurig, Patton Boggs, and LeBoeuf Lamb and served at Jones Day and Skadden Arps, where he broke in as an associate.

#### **Expertise and Relevant Experience**

- International law.
- Petroleum and power industry (exploration, infrastructure, regulation and finance).
- Corporate transactions, litigation, commercial disputes, international negotiations and project development.
- Advised U.S. Commerce Dept. on policies and trade with Africa, China and Japan.

#### **Public Company Boards**

None

#### Education

Harvard University, B.A., Economics, 1980 Stanford University, J.D., 1984

**Age** 63

Race or Ethnicity African American

Gender Male

#### Contact Info

(202) 262-1465 jkearney@asafoandco.com



Kessler says that most

colleagues are caught

off guard to learn that as an out lesbian in

her 50s she's raised

three children who are

now adults. She finds that people are also

surprised to find that,

despite her audit and financial strengths.

she is creative enough

to connect well with entrepreneurs, design

and marketing types.

# **Bethmara Kessler**

Retired Board of Regents Chair
Association of Certified Fraud Examiners

Chicago, III.

#### Leadership Experience

Kessler speaks professionally and advises Fortune 500 consumer products, energy, food and entertainment companies on evaluating enterprise risk management and how risks can affect their corporate strategies. She's an emeritus faculty member at the trade group for fraud examiners; she recently retired as chair. Kessler previously was a corporate officer at Campbell Soup in charge of transactions and intellectual services such as IT, marketing, global facilities and general accounting. Before that, she was internal auditor and compliance chief at Warner Music Group and had similar roles at Limited Brands, EMI, Avon Products and Nabisco. She started her career at audit firm Ernst & Young, where she interned before graduating college.

#### **Expertise and Relevant Experience**

- Former internal and external auditor. Former chief compliance officer.
- Anti-fraud expert.
- · Qualified financial expert.

#### **Public Company Boards**

None

#### Education

Baruch College, BBA, Accounting, 1988

Age 57
Race or Ethnicity White
Gender Female
LGBTO+ Yes

#### **Contact Info**

(321) 537-9706 bethmaratfrag@aol.com



Kim played intercollegiate volleyball for Stanford while he was an undergraduate student. He played outside hitter for three years before becoming an undergraduate assistant coach in his senior year.

## **Shane Kim**

### Former CEO and Board Director GameStop

Mercer Island, Wash.

#### Leadership Experience

Kim spent nearly 20 years at Microsoft, beginning as a summer intern while at Harvard. He held a variety of positions there and eventually ran the company's games division, which included the lucrative Xbox and Halo businesses. In 2010, he left to advise other companies and the next year became a board member at \$8 billion video game retailer GameStop. After the death of one chief executive and the abrupt departure of another, Kim stepped in as CEO in 2018. He worked to shift the company strategy to an e-commerce model and cut costs. Kim left in 2019 and now sits on private boards and is a consultant.

#### **Expertise and Relevant Experience**

- Global sales, brand management, mergers and acquisitions.
- Former lead director at a publicly traded company.
- Certified in cybersecurity oversight by Carnegie Mellon University and the NACD.
- Board member at virtual reality company. Advises companies on interactive entertainment trends and strategy.

#### **Public Company Boards**

Former: GameStop, Planet Payment (United Kingdom)

#### Education

Stanford University, B.A., Economics, International Relations, 1985

Harvard Business School, MBA, 1990

Age 58

Race or Ethnicity Asian American

Gender Male

#### **Contact Info**

(425) 503-8299 shanek62@hotmail.com



## **Thane Kreiner**

# Chief Executive Officer Marin Agricultural Land Trust

Sebastopol, Calif.

#### Leadership Experience

This year, Kreiner was named CEO of the Marin Agricultural Land Trust, an organization that prioritizes preserving farmland in Marin County. The role builds on a career spent focused on looking for changes to address challenges such as climate change and racial injustice. For a decade ending in 2020, Kreiner was executive director of the Miller Center for Social Entrepreneurship at Santa Clara University, a social enterprise accelerator, where he led a team of more than 20 individuals and oversaw a budget of \$4.2 million. Kreiner additionally spent roughly 17 years in leadership roles in life sciences companies, including 14 years at biotechnology company Affymetrix.

#### **Expertise and Relevant Experience**

- For roughly two years, Kreiner has been on the board at Conservation X Labs, a technology and innovation company committed to conservation.
- Last year, Kreiner co-founded the Black Corporate Board Readiness Program, which is meant to accelerate diversity in corporate governance.

#### **Public Company Boards**

None

#### Education

The University of Texas at Austin, B.S., Chemistry, 1983 Stanford University School of Medicine, Ph.D., 1988 Stanford University Graduate School of Business, MBA, 1994

Age 59 Gender Male LGBTQ+ Yes

#### **Contact Info**

(707) 861-2025 thanekreiner@me.com

#### Aside

As a longtime swimmer, Kreiner felt an urge to explore below the water's surface and in 1994 began diving. He is now an avid scuba diver. Some of his favorite locations to dive include the Tubbataha Reefs, the Solomon Islands, the Tuamotu islands in French Polynesia and Palau.



### Karthik Krishnan

### CEO Britannica Group

Short Hills, N.J.

#### Leadership Experience

Krishnan heads up the global company that publishes Britannica encyclopedias, Merriam-Webster dictionaries and curricula for corporate training and performance. He's also a member of its privately held corporate board. Britannica has been named on the Great Places to Work survey for each of Krishnan's three years as CEO. Before joining Britannica, he was a senior vice president at publisher Reed Elsevier and launched websites and e-commerce portals at Rodale.

#### **Expertise and Relevant Experience**

- Has led committees to search for a CEO and CFO.
- Certified in cybersecurity oversight by Carnegie Mellon University and the NACD.
- Led a project for a nonprofit to partner with the United Nations to start a low-income credit union.
- Teaches entertainment, media and technology as adjunct professor at New York University.

#### **Public Company Boards**

None

#### Education

Coimbatore Institute of Technology - Bharathiar University, B.E., Engineering, 1995

New York University, MBA, Corporate Strategy, Finance, and Marketing, 2006

Age 47
Race or Ethnicity Asian
Gender Male

#### **Contact Info**

(646) 673-7927 road.ahead@gmail.com

#### **Aside**

Krishnan has donated his time to several large initiatives to improve people's economic independence. In 2007, he was a pro bono advisor for India's five-year plan on how to double agricultural production in that country and raise living standards for farmers. Previously, he worked with former President Bill Clinton's Urban **Enterprise Initiative** to advise small businesses in Harlem.



## Abha Kumar

### Principal, Shared Services Center (Retired) Vanguard Group

West Chester, Pa.

#### Leadership Experience

Kumar started Vanguard's department for outsourcing and set up its eight centers, a project that saved the company more than \$300 million in the five years that she ran the program. She was also chief information officer for the firm's corporate and international divisions. That made her responsible for heading digital transformation in the Vanguard "campus," or workplace, aside from the retail unit. She reshaped communications for employees and customers, made feasible the use of personal devices, and made possible working from home. Besides 12 years at Vanguard, she worked for a dozen years at The Wall Street Journal, where she was a divisional CIO, and before that spent 13 years at The New York Times Company.

#### **Expertise and Relevant Experience**

- Serves on a corporate and an advisory board of privately-held software companies.
- Started Vanguard's employee affinity group for Asians.
   Helped start the company's groups for women, Black,
   Hispanic and LGBTQ+ employees.

#### **Public Company Boards**

None

#### **Education**

Birla Institute of Technology and Science, Pilani (India), B.S., Business Administration, 1973

Tata Institute of Social Services (India), M.A., Management, 1975

Age 68

Race or Ethnicity South Asian
Gender Female

#### **Contact Info**

(201) 658-7751 abha@kumarabha.com

#### Aside

Kumar admires ancient South Asian history and architecture. She has visited the ancient Sri Lankan capitals of Anuradhapura and Polonnaruwa but says she was most fascinated by Sigiriya, or Lion Rock. The massive fortress and palace from the 5th century B.C. is built atop a solitary monadnock rock that rises over 600 feet from the plateau. Kumar climbed 1.200 steps to ascend to the ruins.



Kumpf currently serves as a trustee on the nonprofit Southern California public radio board and is the U.S. chair of McDonald's Global Women's Leadership Network, where she represents the interests of women at all levels, including women of color and LGBTQ+ employees.

## **Ofelia Kumpf**

# Regional Vice President McDonald's

Orange County, Calif. .

#### Leadership Experience

Kumpf is a leadership development expert and coaches other executives in developing diverse internal talent and building results-driven teams. She is currently responsible for the management of \$4.2 billion in business across more than 1,300 restaurants in Arizona, California, Nevada and Texas. A brand expert, Kumpf is known for using analytical data to create and execute modernization and development plans to align with customer-centric strategic initiatives. She has a general management background, and leads cross-functional oversight of real estate, public relations, finance, operations, technology, human resources, franchising and communications.

#### **Expertise and Relevant Experience**

Kumpf is a leading thinker in ESG and D&I issues, including in the alignment of human capital management and business opportunities. Her expertise is in shifting initiatives from analysis and identification of potential pain points and business opportunities to executing combined sets of solutions that also adhere to trends regarding next-generation and future customers' technology and social media habits.

#### **Public Company Boards**

None

#### Education

University of Phoenix, B.S., Business Administration and Management, 2005

University of Southern California, Executive MBA, 2020

**Age** 52

Race or Ethnicity Mexican American

Gender Female

#### **Contact Info**

(214) 215-8629

Ofelia.kumpf@us.mcd.com



Lathi was captain of the men's swim team at MIT and rated as a Division 3 All-American in the relays for his 100-yard breaststroke. In recent years, he has competed in open-water races off Greenwich, Conn., and Alcatraz Island near San Francisco.

### **Dinesh Lathi**

## Former Chairman and CEO Tailored Brands

Palo Alto, Calif.

#### Leadership Experience

Lathi was chief executive for two years and a board member for five years at Tailored Brands, the parent company of retailers Men's Wearhouse and Jos. A. Banks. He joined as a board member in 2016. Later, he accepted the board chair role and then the CEO job to restructure its heavy debt load and to redirect the strategy to fewer suits and more e-commerce. Lathi previously had been CEO of an upscale furniture flash-sales site. Prior to that, he spent seven years as a vice president at eBay, where he managed finance, cybersecurity and service to both customers and buyers. For the first seven years of his career, Lathi was an investment banker and private equity executive.

#### **Expertise and Relevant Experience**

- Has led or operated companies in retail, fashion and e-commerce.
- Served as a chief financial officer of phone carrier RingCentral.
- Led or organized more than 20 mergers and acquisitions, including one company sale to Bed, Bath and Beyond.

#### **Public Company Boards**

Current: Five Below Former: Tailored Brands

#### Education

Massachusetts Institute of Technology, B.S., Materials and Engineering, 1992

Harvard University, MBA, 1996

Age 50
Race or Ethnicity Indian
Gender Male

#### **Contact Info**

(408) 410-1119 dinesh@dlathi.com



Leatherberry is currently enrolled to earn a doctorate in education at Widener University. She says she's not pursuing the degree for any career aspirations; instead, it's a personal goal that will help her promote equity through education for anyone who is underserved.

## Antoinette 'Tonie' Leatherberry

Senior Principal (Retired)
Deloitte & Touche

Chadds Ford, Pa.

#### Leadership Experience

Leatherberry now heads Amplify Advisors, where she coaches Fortune 1000 leaders on information technology, corporate governance and strategic disruption. She spent 29 years at Deloitte. Her last role was as head of the practice that advised boards and senior managers on improving relations between boards and management and making boards more effective. In addition, she helped create a forum at Deloitte to bring together board directors and experts to discuss challenges. An academy she started there to train CEO prospects has resulted in 70 Black executives moving into board or executive positions. Leatherberry, a former software engineer, also was managing director of the company's Northeast data analytics group.

#### **Expertise and Relevant Experience**

- Technology strategy, big data analytics and digital transformation.
- Oversaw nominations, CEO succession, and comp as member of Deloitte Consulting board.
- Member of a public board and a mutually-held board, American Family Insurance.
- Past chair of the membership organization for the country's highest-ranking Black executives, the Executive Leadership Council.

#### **Public Company Boards**

Zoetis

#### Education

Boston University, M.S./M.E., Engineering, 1985 Northeastern University, MBA, Operations Management, 1991

Age 60

Race or Ethnicity African American

Gender Female

#### Contact Info

(610) 996-1896

tonieleatherberry@gmail.com



Lee, who has trained in karate for almost 40 years, is a second-degree black belt in Goju, a traditional Japanese style. He says his coaching karate was a precursor to his mentoring investment executives in their careers and guiding them on how to make investment decisions.

## **Christopher F. Lee**

## Senior Partner FAA Investments

San Francisco, Calif.

#### Leadership Experience

Lee has been a partner since 2012 at the alternative-investment firm Farron, Augustine and Alexander, or FAA Investments. FAA concentrates on allocating capital to companies in the U.S., Hong Kong and China. He also advises an early-stage hedge fund in Hong Kong. Lee worked for 18 years in capital markets and investment banking. He had been a managing director at Deutsche Bank, where he worked in the U.S. and Asia on exchange-traded funds and other products. Earlier, as a managing director at UBS, Lee provided derivatives and equity sales and trading for institutional clients. He got his start as an engineer in Silicon Valley creating computer-aided designs and prototypes.

#### **Expertise and Relevant Experience**

- Trustee board member of Matthews Asia Funds, a \$35 billion family of mutual funds.
- · Qualified financial expert.
- Part-time associate professor of finance, risk management and business intelligence.

#### **Public Company Boards**

Current: Xinjiang Goldwind Science & Technology (Hong Kong)

Former: The Asian Masters Fund (Australia)

#### Education

University of California, Berkeley, B.S., Mechanical Engineering, 1990

University of California, Berkeley, MBA, Finance, 1995

Age 53
Race or Ethnicity Chinese
Gender Male

#### **Contact Info**

(415) 823-6688 clee@faa-co.com



## Troy LeMaile-Stovall

Chief Executive
Technology Development Corp. (TEDCO)

Columbia, Md.

#### Leadership Experience

LeMaile-Stovall leads the state-backed corporation that provides venture capital to early-stage tech and biotech companies from Maryland. Besides making grants or injecting capital, TEDCO also advises these start ups. He came to the economic development role after five years as chief operating officer of the historically Black University of the District of Columbia. A former McKinsey engagement manager, LeMaile-Stovall has also maintained a management consulting firm for 20 years. He previously advised an investment firm to pension funds and endowments and co-founded an economic development firm and family office. He began his career in software engineering at Rockwell International while a co-op student and later moved into network maintenance at Southwestern Bell.

#### **Expertise and Relevant Experience**

- Venture capital, economic development and investment management.
- Information and communication technology.
- Former member of the chambers of commerce for the District of Columbia and Jackson, Miss.

#### **Public Company Boards**

Former: Archipelago Learning, Internet America, Parkway Properties

#### Education

Southern Methodist University, B.S., Electrical Engineering, 1987 Stanford University, M.S., Computer Science, 1989 Harvard University, MBA, 1994

Age 57

Race or Ethnicity African American

Gender Male

#### **Contact Info**

(601) 238-0752 troy@lemailestovall.com

#### Aside

LeMaile-Stovall has competed in several triathlons in the Maryland-Virginia-Washington, D.C., area. He also serves as a meet official for swimming competitions for young athletes.



As a member of the track team in high school, Liu went up against track and field legend Carl Lewis in 1978 in a 100-yard dash. Lewis, a decorated Olympic athlete, has set sprint and relay records and continues to hold the indoor long jump world record. Liu lost the race.

### **Don Liu**

# Executive Vice President and Chief Legal and Risk Officer Target Corporation

Minneapolis, Minn.

#### Leadership Experience

For three decades, Liu has been in in-house legal departments at Fortune 500 companies. At Target, where he has been since 2016, Liu manages a team around 500 people, is responsible for oversight of the retailer's legal, risk and compliance matters, and handles corporate governance and governmental affairs. Additionally serving as corporate secretary and chief compliance officer, Liu reports directly to Target's chief executive officer. A former general counsel at Xerox, Liu has also held leadership roles in legal departments at Toll Brothers, IKON Office Solutions and Aetna U.S.

#### **Expertise and Relevant Experience**

- Over the course of his career in in-house legal departments, Liu has overseen companies' fulfillment of regulatory and legal requirements and public policy activities and has managed board meeting processes.
- Liu has additionally sat at the helm of multiple compliance departments.

#### **Public Company Boards**

None

#### Education

Haverford College, B.A., Philosophy and Religion, 1983 Columbia University School of Law, J.D., 1986

Age 60
Race or Ethnicity Asian
Gender Male

#### Contact Info

(612) 696-2669 don.liu@target.com



## Vivian Liu

Senior Vice President, Chief Financial Officer Shutterfly Inc.

Lexington, Ky.

#### Leadership Experience

Liu was named Shutterfly's top finance executive a little over a year ago. With 15 years of experience to wield, she stepped into a role in which she is responsible for the company's internal audit and investor relations functions as well as accounting and tax matters. She currently leads a team of 160 people. Before Shutterfly, Liu was integral to expansion in China as chief financial officer at Lexmark International, and she led a global finance team to support an \$8 billion business as vice president of finance at Huawei Technologies.

#### **Expertise and Relevant Experience**

- Liu's responsibilities over the course of her career have included financial planning and analysis, internal controls and strategic planning.
- While at Lexmark, Liu and the company's chief legal officer and then-chief technology officer served on an executive management committee that led the company while a search for a new CEO was underway.

#### **Public Company Boards**

None

#### Education

Shanghai University of Finance and Economics, B.A., International Finance, 1996

University of Washington, MBA, Finance, 2003

Age 46

Race or Ethnicity Chinese American

Gender Female

#### **Contact Info**

(650) 610-5885 vivian.liu@shutterflv.com

#### Aside

Despite what her career trajectory may indicate, Liu did not desire early on to work in finance. Growing up, she aspired to be either a journalist or a singer.



## **Anthony López**

CEO and Founder L&L Associates

Orlando, Fla.

#### **Leadership Experience**

López has had P&L responsibility and management experience in medical solutions and respiratory systems roles at publicly traded companies such as Ansell Healthcare Products and CareFusion. At CareFusion, based in San Diego, he oversaw manufacturing facilities in Mexico, California, Minneapolis and Germany while directing worldwide business for respiratory diagnostics, consumables and ventilation equipment. At Ansell Healthcare he held various senior roles including as chief commercial officer for Latin America and as president. He has a deep focus in organizational and leadership development and vast experience coordinating international diverse teams.

#### **Expertise and Relevant Experience**

Lopez serves on the advisory board of software solutions and development company MAS Global, where he also serves in a consulting role to the CEO on strategy and organizational development. He also serves on the board of advisors of CulturIntel, an artificial intelligence and data analytics company, and hand-hygiene solutions company Touchland. He previously served as chairman of nonprofit Prospanica, a professional organization for Hispanic executives with MBAs. Lopez is an NACD governance fellow and faculty member and a sought-after speaker on the topics of diversity, cultural intelligence and enhancing organization performance.

#### **Public Company Boards**

None

#### Education

Manhattan College, B.S., Electrical Engineering, 1985 University of Dayton, M.S., Engineering Management/Business, 1989

**Age** 57

Race or Ethnicity Raised in Puerto Rico until age 16

Gender Male

#### **Contact Info**

(732) 788-5867 alopez@legacyleader.net

#### Aside

López is a former captain in the U.S. Air Force, where he earned medals, commendations and awards for technical excellence, organizational excellence and the Air Force Service Medal. He is a published author of nine books on leadership, relationship building and leadership challenges in driving innovation. In his eyes, leadership is about bringing positive and empowering change while driving breakthrough results as a strategic thinker and coach.



## Alissa Hsu Lynch

Global Leader for MedTech Strategy and Solution Google Cloud

Seattle, Wash.

#### Leadership Experience

Lynch defines global strategy in her medical technology role at Google Cloud, including building C-suite relationships with Fortune 100 customers to help them drive digital transformation, not only through IT infrastructure and cloud technology, but more traditional business models, health care trends, missing capabilities and change management support. Throughout her career, she's held commercial and operating roles across multiple industries including consumer and medical devices as well as health technology. She thrives in situations in which companies are undergoing business transformation.

#### **Expertise and Relevant Experience**

Lynch joined Google Cloud after years at Johnson & Johnson where she held leadership roles in the medical device business, was responsible for the diabetes business, and worked on orthopedics and general surgery. In addition, she has an extensive consumer goods and products background, working on skin health and skin care brands across a broad portfolio such as Aveeno, Neutrogena, Cerave and Clean & Clear. During her years at Bausch Health, she oversaw and worked on the acquisitions of eight brands in two years and has expertise in different markets including B2B and B2C. She has worked in the U.S., Shanghai, China and the Europe, Middle East and Africa region, and recently returned from working in Switzerland.

#### **Public Company Boards**

None

#### Education

Princeton University, B.A., English, 1990 Columbia Business School, MBA, 1999

**Age** 53

Race or Ethnicity Chinese American

Gender Female

#### **Contact Info**

(609) 933-0706 AHSULYN@gmail.com

#### Aside

Lynch's childhood dream was to become a ballerina, and after college she toured the world for six years as a modern dancer, including performances at The **Kennedy Center for** the Performing Arts, Lincoln Center and the Cannes Dance Festival. She recently joined the board of American **Ballet Theatre and** serves on its strategic planning committee.



## L. Lesley Ma

Vice President, Chief Information Officer, Chief Data and Analytics Officer NSF International

Ann Arbor, Mich.

#### Leadership Experience

Ma has an extensive record of helping companies accomplish large-scale business transformations by revamping information technology structures to harmonize with shifting consumer demands, strategic pivots and the need for new business models through both acquisition integration and diversifications. In her work in the automotive industry, including for General Motors' Cadillac, she helped transform the brand for a new, younger audience. She has also helped companies realize a built-to-sell-anywhere design and planned for brand growth in new regions or consolidations.

#### **Expertise and Relevant Experience**

While Ma has long been an IT leader, she is considered a business leader and driver of value and has experience working in Southeast Asia and various international markets, including China. In her role at NSF International, she wears multiple hats and was responsible for determining the strategy for a new go-to-market independent SaaS solution with its own P&L. After months of analysis, she determined — with the board's approval — that the unit should be transformed into a non-P&L unit, based purely on the business outlook. The move exemplifies her reliance on business intelligence as the underpinning for strategic decisions, as well as in considerations of whether it is to invest in new emerging or disruptive technology or grow a business.

#### **Public Company Boards**

None

#### Education

University of Toronto, BSE, Engineering, 1985 University of Toronto Rotman School of Management, MBA, 1992

Age 57 Gender Female

#### **Contact Info**

(313) 600-5710 llesleyma@gmail.com

#### Aside

Ma serves on the board of startup social media company **TSU Social and** advises a U.K.-based health tech company, Testcard. The company focuses on offering test kits to consumers for screenings with results provided on an app and a diagnosis and referral to clinicians. Its first product to market is a UTI kit and the company recruited Ma to advise its growth plan for the U.S. and Asia markets. She has received numerous awards, including a strategy award offered to global tech leaders and a trailblazer award.



## Kirk McDonald

### CEO GroupM North America

New York, N.Y.

#### **Leadership Experience**

As CEO for North America of GroupM, one of the largest media investment companies in the world, McDonald has investment responsibility for some of the world's largest brands. As a leader, McDonald has been at the forefront of digital and business transformation, including early expansion in digital media and experience in bringing businesses from traditional operating models into digital-first models that involve direct-to-consumer relationships fueled by data and technology transformation.

#### **Expertise and Relevant Experience**

McDonald is formerly chief business officer at WarnerMedia, where he led go-to-market functions such as sales communications and marketing strategies, and also held the role of chief marketing officer. He also previously served as president of PubMatic, a marketing automation software company, making him a senior leader who understands media and previously led a software company, giving him a prime view of the intersecting trends in media, technology marketing, sales and customer experience.

#### **Public Company Board Experience**

Elanco

#### Education

City College of New York, B.A., English, 1989

**Age** 54

Race or Ethnicity Black, Jamaican

Gender Male

#### **Contact Info:**

(917) 319-9200

kirk.mcdonald4@gmail.com

#### Aside

McDonald is married with two college-aged children. He has received numerous professional awards, including being named one of the 25 most influential African Americans in technology; is among the 100 coolest people in New York Tech: and is one of Adweek's vital leaders in tech. media and marketing. He serves on the nonprofit board of the Ad Council and is co-chair of Mouse/CI. a nonprofit organization focused on providing underserved students with skill-building in

computing, leadership and professionalism.



## **James Mead**

# Chief financial officer Thomas James Homes

Newport Beach, Calif.

#### **Leadership Experience**

A CFO for more than two decades, all of Mead's roles have been related to companies' undergoing transitional periods in their lifecycles from helping take a company public to helping a newly public company improve its overall operations and change its philosophy around investment and growth. In his current CFO role at tech-enabled real estate company Thomas James Homes, he is advising the company on raising long-term funding to prepare for rapid growth in building custom houses across the country.

#### **Expertise and Relevant Experience**

In each of Mead's previous experiences involving turnarounds, he has been required to bring people and companies along while keeping executives in lockstep in terms of risk management, human resources, financial forecasting and budgeting and strategy. His experience spans from companies settled into their ways, including a previous role transitioning a former sugar plantation into a diversified public REIT focused on residential real estate, to companies that have change embedded in their DNA and need to maintain aspects of culture that are most valuable while also adapting a mission to meet future challenges.

#### **Public Company Boards**

Former: Easterly Government Properties

#### Education

Tulane University, BSE, Biomedical Engineering, 1981 Colgate Darden School of Business Administration, MBA, 1985

Age 62

Race or Ethnicity Mixed race and Chinese American

Gender Male

#### **Contact Info**

(312) 286-4748 Jemead@me.com

#### Aside

Mead is an admitted work-around-theclock type and is on the board of a New York-based, womenand minority-owned investment bank, The CenterCap Group. He previously served as chairman of the audit committee and a member of the compensation committee of Easterly **Government Properties** in Washington, D.C. He also served on the infrastructure committee of Tulane University's school of science and engineering, helping the school plan for its recovery following the destruction of

Hurricane Katrina.



One of Mendizabal's passions is traveling and immersing herself in countries — Myanmar and Laos, for example — and cultures across the globe.

## Adriana Mendizabal

Group President, Latin America Stanley Black & Decker

Fort Lauderdale, Fla.

#### Leadership Experience

Mendizabal is responsible for Stanley Black & Decker's more than \$750 million business in Latin America, a role that, due to the Covid-19 pandemic, additionally includes an enhanced focus on workforce issues and business recovery. In the role of group president since 2019, Mendizabal is currently one of two of Stanley Black & Decker's global sponsors of the employee resource group, which focuses on employee development. Mendizabal was previously at dietary supplements company Nature's Sunshine Products for roughly seven and a half years, ultimately serving as president and global chief marketing and innovation officer. She reported to the CEO and led growth and strategic efforts to make the business more profitable.

#### **Expertise and Relevant Experience**

- In her more-than 30-year career, Mendizabal previously served in upper-level roles at Visa, Herbalife, Johnson & Johnson, Kodak and PepsiCo, positions in which she was responsible for leading business transformations and driving growth. She started her career at Procter & Gamble, rising up through the ranks in marketing over the span of 16 years.
- For eight years ending in 2015, Mendizabal was a member of the audit committee at a Bank of New York Mellon subsidiary in Mexico. She was one of two independent board members on that board.

#### **Public Company Boards**

None

#### **Education**

Instituto Tecnológico y de Estudios Superiores de Monterrey (Mexico), B.A., Business Administration and Marketing, 1984

Age 57
Race or Ethnicity Latino
Gender Female

#### Contact Info

(801) 800-7341 adrianagmendizabal@yahoo.com



New Orleans, La.

CEO

Quentin Messer Jr.

New Orleans Business Alliance

**Leadership Experience**A former attorney at O'Melveny, investment banker at CS First

Boston and Merrill Lynch, and consultant at Boston Consulting, Messer has gained insights from a range of industries. He has headed the partnership organization between the New Orleans city government and the private sector since 2015. Messer and the alliance induce local businesses to expand in, and new businesses to enter, The Crescent City and professional talent to relocate there. The NOLABA, as it's called, also helps companies collaborate with government, colleges or philanthropies. Prior to being appointed to that group, Messer was assistant secretary of Louisiana's economic development agency. After earning a law degree and MBA, he began his career in municipal finance at what is now Credit Suisse.

#### **Expertise and Relevant Experience**

- Business development, public-private partnerships and government relations.
- · E-commerce and mobile payments.
- Bio-innovation.

#### **Public Company Boards**

None

#### Education

Princeton University, B.A., Public Policy and International affairs, 1991

Columbia Business School, MBA, 1999 Columbia Law School, J.D., 1999

Age 52
Race or Ethnicity Black
Gender Male

#### **Contact Info**

(225) 235-4830 glmesser@gmail.com

#### Aside

Calling himself a failed stand-up comic, Messer says one of his biggest thrills in life was bumping into comedian Dave Chappelle outside a retail outlet in Ohio. As Messer struggled to tie baby furniture onto his car, Chappelle walked by and gazed at him. Messer remembered a Chappelle punchline and told the star. "This is when keeping it real goes wrong." Impressed at his timing, Chappelle responded, "That's pretty good."



## Rhonda Mims

## Chief Legal and External Affairs Officer ICMA-RC

Charleston, S.C.

#### Leadership Experience

After years as a litigation attorney in the Department of Justice, Mims held various roles at ING, including head of corporate responsibility at ING Americas & Voya Financial. She then moved to Paul Hastings, where Mims oversaw the law firm's diversity and inclusion efforts, environmental sustainability and charitable giving. And for more than four years ending this year, Mims was responsible for corporate social responsibility, strategic communications, public policy and diversity and inclusion, to name a few, at WellCare Health Plans, which was acquired by Centene in 2020. In April, Mims took charge of legal, risk and compliance matters at ICMA-RC, a non-profit financial services company.

#### **Expertise and Relevant Experience**

- Mims has a wealth of experience advising organizations on environmental, social and governance issues as well as on matters of public affairs and strategic communications.
- She is on the board of Orion Acquisition Corp., a special purpose acquisition company.

#### **Public Company Boards**

Orion Acquisition Corp.

#### Education

University of South Carolina, B.S., Criminal Justice, 1989 University of South Carolina School of Law, J.D., Business, 1992

Age 54
Race or Ethnicity Black
Gender Female

#### Contact Info

(917) 655-0025

Rhonda@Rhondamims.com

#### **Aside**

Mims is on the board at the Athena Alliance and chairs the board for the Thirty Percent Coalition, both organizations that seek to diversify C-suites and boardrooms.

Outside of her career, she is addicted to all types of news, from print to online and

broadcast news.



### **Gail Morales**

## Former Senior Vice President, Strategy TD Bank

Atlanta, Ga.

#### Leadership Experience

Originally responsible for TD Bank's U.S. project management office, a role that involved streamlining governance, Morales rose through the ranks to ultimately oversee the strategy for \$315 billion in assets. As senior VP of strategy from January 2020 to March 2021, Morales spent more than a year assessing how Covid-19 would affect TD Bank's operational and market strategies, efforts that impacted marketing, investment and human capital decisions.

#### **Expertise and Relevant Experience**

- Prior to TD Bank, Morales's 30-year career has included key roles in human resources transformations, investment management and global supply chain management.
- She has overseen a number of global teams over the course of her career, which has included roles at TD Bank, SunTrust Banks, Wells Fargo and Bank of America, and has reported directly to top-level executives.

#### **Public Company Boards**

None

#### Education

University of South Carolina Moore School of Business, BS, Accounting, 1981

Harvard Business School, MBA, 1985

Age 61
Race or Ethnicity Black
Gender Female

#### **Contact Info**

(404) 697-2825 GailMorales@comcast.net

#### Aside

In 1999, Morales left her corporate career at Bank of America to help her son through his learning challenges. In the following seven years, she consulted for small companies and not-for-profits and successfully advocated for the Parent Teacher Association for the city of Atlanta to establish a subcommittee focused on children with learning disabilities. She returned to work, and to Bank of America, in a global supply chain role

in 2005.



In her spare time, Morisato enjoys cooking and baking for friends and family. She additionally relishes salmon fishing in Alaska.

## **Susan Morisato**

Former President, Insurance Solutions, UnitedHealthcare Medicare & Retirement UnitedHealth Group

Des Plaines, III.

#### Leadership Experience

Morisato retired from UnitedHealth Group in October 2019, after more than a decade as president of insurance solutions, a more than \$11 billion business within the health care company. She led the Medicare supplement business. In previous leadership roles at UnitedHealthcare, she had P&L responsibilities and was a key figure in an M&A integration. Early in her career, Morisato was an actuarial assistant at Bankers Life and Casualty Company. From that role, she rose over the span of 25 years to ultimately become a senior vice president and to sit on the company's internal board of directors.

#### **Expertise and Relevant Experience**

- Morisato's career has enabled her to become adept in working with regulatory agencies. She is additionally experienced in merger and acquisition integrations.
- She has been on two internal boards, at Bankers Life and Casualty and Symphonix Health Insurance, where responsibilities included annual audits, quarterly review of financials and overview of the companies' business plans and strategies.

#### **Public Company Boards**

None

#### **Education**

University of Illinois, B.S., Mathematics and Education, 1975 University of Illinois, M.S., Mathematics, 1977

Age 66

Race or Ethnicity Japanese American

Gender Female

#### Contact Info

(312) 286-5343 smorisato@gmail.com



# Leadership Experience

Vice Chair
Bank of America

Thong Nguyen

Charlotte, N.C., and San Francisco, Calif.

Nguyen joined Bank of America in 2003 as head of marketing and development for the asset management group. Rising up the ranks over the last 18 years, Nguyen has additionally been president of retail banking, and his responsibilities have included overseeing operations of the bank's coast-to-coast branches, call centers and ATMs and serving as strategy chief for consumer banking. Currently vice chair, a role Nguyen moved into in 2018, he is part of the executive management team and works closely with Bank of America's CEO and board of directors to chart the company's strategic priorities.

Nguyen spent the first 10 years of his life in Vietnam, where he was born. He additionally lived for 10 years in Paris, France. He is fluent in both French and Vietnamese.

Aside

#### **Expertise and Relevant Experience**

- Prior to Bank of America, Nguyen's career path included a collective 20 years at GE Capital, IBM and management consulting firm McKinsey & Company in roles that sharpened his strategy, marketing, sales, business development and overall business experience.
- As head of the consumer finance group at GE Capital, Nguyen led mergers and acquisitions, sales and e-business.

#### **Public Company Boards**

None

#### Education

Columbia University, B.S., Mechanical Engineering, 1980 Columbia Business School, MBA, Finance and Marketing, 1984

**Age** 63

Race or Ethnicity Asian American

Gender Male

#### **Contact Info**

(415) 913-4433

thong.nguyen@bofa.com



Outside of his career, Osborne considers himself something of an amateur chef.

### **Bill Osborne**

Senior Vice President, Total Quality and Operations for Boeing Defense, Space & Security The Boeing Company

Chicago, III.

#### **Leadership Experience**

Since May of last year, Osborne has been in a senior V.P. role at Boeing Defense, Space & Security. Overseeing the unit's factory operations in this role, Osborne launched an operations and supply chain restructuring during the pandemic. He is currently part of Boeing's 15-member executive council. Osborne joined Boeing in 2018 as senior vice president of enterprise operations with decades of leadership experience in companies such as Navistar Corporation, Federal Signal Corporation and Ford Motor Company.

#### **Expertise and Relevant Experience**

- Serving as the top executive at Ford of Canada and then Ford of Australia, Osborne then became CEO of Federal Signal Corporation in 2008, brought on by the board in the wake of an economic recession to bring stability.
- Osborne served on the Navistar board for a roughly twoyear period ending in 2011. He has been on the Quaker Chemical Corporation board since 2016 and is currently on the compensation and human resources committee and the sustainability committee.

#### **Public Company Boards**

Current: Quaker Chemical Corporation

Former: Navistar

#### Education

Kettering University, B.S., Mechanical Engineering, 1983 Wayne State University, M.S., Mechanical Engineering, 1987 University of Chicago, MBA, 2001

**Age** 61

Race or Ethnicity African American

Gender Male

#### Contact Info

(630) 770-0396

w.h.osborne99@gmail.com



## Vanessa Pegueros

Vice President, Chief Trust and Security Officer OneLogin

Duvall. Wash.

#### Leadership Experience

A career technology executive, Pegueros is currently responsible for cybersecurity, IT, privacy, risk management, business strategy and compliance at OneLogin, a cloud-based identity and access management provider. In the role since 2019, Pegueros joined OneLogin with two decades of technology and security experience, including as chief information security officer at both Expedia and DocuSign. She also oversaw compliance, governance and security risk management as senior vice president of enterprise information security at U.S. Bank and held senior-level security roles at Washington Mutual and AT&T.

#### **Expertise and Relevant Experience**

- Pegueros has advised on business strategy, as well as interfaced with executives and/or board members about companies' governance, security and risk.
- For close to a year, Pegueros was a member of the audit committee on the board at Carbon Black, a Massachusettsbased cybersecurity company. Her board role came to an end when Carbon Black was acquired by VMware in 2019.

#### Aside

Pegueros is the first person in her family to go to college. Outside of her professional life. she loves to be active, studying martial arts for years and enjoying activities such as hiking and snowshoeing. A total of three times, Pegueros has climbed the well-known Half Dome in Yosemite National Park.

#### **Public Company Boards**

Former: Carbon Black

#### Education

University of California, Berkeley, B.S., Mechanical Engineering, 1987

Stanford Graduate School of Business, MBA, 1992

University of Colorado at Boulder, M.S., Telecommunications, 1998

Age 56
Race or Ethnicity Latinx
Gender Female
LGBTO+ Yes

#### **Contact Info**

(206) 661-0277 vpegueros@gmail.com



## **Jeffery Perry**

## Founder and CEO Lead Mandates

Lake Forest, III.

#### Leadership Experience

Building on a 30-year career in management consulting, Perry now leads a business advisory firm that aims to help companies in the face of disruption and uncertainty. Prior to Lead Mandates, Perry was at EY for 16 years, most recently as a global client service partner responsible for the Big Four firm's relationships with Fortune 200 C-suites. In this role, his focuses included mergers and acquisitions, internal audit, supply chain management and human capital. Perry previously led the North American transaction integration practice at EY, providing guidance on complex transactions to companies in the Americas.

#### **Expertise and Relevant Experience**

- At EY and in previous roles at management consulting firms A.T. Kearney and Booz Allen Hamilton, Perry wielded his experience interfacing with companies' top executives on subjects such as M&A due diligence, business transformation and growth strategies.
- Perry is on the board at Fortune Brands Home & Security, an Illinois-based manufacturer of home and security products. Appointed in December 2020, he is on the audit and nominating, environmental, social and governance committees.

#### **Public Company Boards**

Fortune Brands Home & Security

#### Education

Babson College, B.S., Marketing/Quantitative Methods, 1987 Harvard Business School, MBA, 1991

Age 55
Race or Ethnicity Black
Gender Male

#### **Contact Info**

(312) 560-0943

jeffery.perry@leadmandates.com

#### **Aside**

As chair of the board at the Chicago Children's Museum, Perry threw the ceremonial first pitch at a Chicago Cubs game at Wrigley Field in 2018. An avid Peloton rider, Perry additionally appeared as a home rider on a Good Morning America health segment.



# George Pita

Executive Vice President, Chief Financial Officer MasTec Inc.

Miami, Fla.

#### Leadership Experience

Having been in top corporate financial roles for more than two decades, Pita joined infrastructure construction company MasTec in 2013. He manages the Fortune 500 company's investor relations efforts and is responsible for financial, tax and corporate risk management and compliance with public filling requirements. Before MasTec, Pita held leadership positions at Stuart Weitzman, Perry Ellis International and Sunglass Hut International, roles that, along with oversight of the companies' financial operations, have included management of strategic planning and being a key figure in various M&A transactions.

#### **Expertise and Relevant Experience**

- Pita's 30-year career, which began at accounting firm Arthur Andersen, has armed him with experience in financial planning, investor and board relations, Securities and Exchange Commission reporting and compliance with financial regulations.
- In his various roles, Pita has extensive experience working with companies' chief executive officers and board members.

#### **Public Company Boards**

None

#### Education

University of Miami, BBA, 1983

Age 59

Race or Ethnicity First generation Cuban immigrant

Gender Male

#### **Contact Info**

(305) 406-1982

George.pita@mastec.com

#### **Aside**

Pita, who holds dual citizenship in both the United States and Spain, has been acknowledged by Institutional Investor magazine for his executive role at MasTec. But recognition has additionally been earned outside of his career. While at Monsignor Pace high school in Opa-locka, Florida, Pita was part

of a sprint team that set the record for the

4x100 meter relay.



Besides producing podcasts, Plouche has another passion mission, The Alzenia Project, Inc., which is named for her grandmother. The notfor-profit organization is meant to raise funds for and allocate funds to other notfor-profits that help young women of color develop personally and professionally.

## Cynthia R. Plouche

# Former Senior Portfolio Manager Williams Capital Management

Highland Park, Ill.

#### Leadership Experience

Plouche, who's been retired since 2012, is now a board trustee at two mutual fund groups within the asset manager Northern Trust. She provides oversight for 44 stock, bond and money market funds worth \$140 billion. Plouche originally was a bond manager and then managing director at Equitable Capital, the investment division of The Equitable insurance company. She left there 30 years ago to co-found a woman- and minority-owned money management firm, Blaylock-Abacus, where she was chief investment officer. In 2006, Williams Capital acquired her shop. She then managed portfolios and developed institutional clients for the merged firm. After she retired, she was elected assessor and valuated all taxable property in her community of Moraine Township, Illinois.

#### **Expertise and Relevant Experience**

- 27-year institutional investor. Managed \$5 billion pension account.
- Regulatory compliance, auditing, small business development.
- · Current board member of Barings Funds Trust.
- Former lead director and audit committee chair of a fund at AXA Equitable.

#### **Public Company Boards**

None

#### Education

Harvard University, B.A., Psychology and Social Relations, 1979 University of Pennsylvania, MBA, Finance, 1983

Age 64

Race or Ethnicity African American

Gender Female

#### **Contact Info**

(847) 602-0488 cplouche@gmail.com



## Yardley Pohl

## Head of Products for Small Businesses Facebook

San Francisco, Calif.

#### Leadership Experience

Pohl heads the unit at Facebook that helps the 200 million businesses that use Facebook, WhatsApp and Instagram to create their online presence, ads and other ways to connect with customers. Before that, Pohl served at a behavior self-modification company founded by Arianna Huffington. A former Apple engineer for new products, she has worked in product development at eBay, Yahoo, Zillow and numerous tech startups in New York and Silicon Valley. Pohl once convinced Dun & Bradstreet's CEO to let her start a predictive product for lending to small businesses. D&B funded her with \$3 million and let her start the new line within the company.

#### **Expertise and Relevant Experience**

- Scales companies using technology, new products and mergers and acquisitions.
- Governance fellow at the National Association of Corporate Directors.
- Co-founded the product management membership organization Women in Product.
- Early-stage angel investor: real estate tech, fintech, SaaS, and minority-group founders.

#### **Public Company Boards**

None

#### Education

University of California Davis, B.S., Electrical Engineering, 2001 University of Chicago, MBA, 2007

Age 42

Race or Ethnicity Asian American
Gender Female

#### Contact Info

(916) 225-3960 yardley.ip@gmail.com

#### Aside

Pohl was born in Hong Kong. At a young age, she would help her father at the business that he established, a homeappliances producer. She was moved to try to automate the manufacturing line after she saw her grandfather injured. Eventually, the company employed

artificial intelligence.



### Julio Ramirez

#### Chief Financial Officer Kimball Midwest

Columbus, Ohio

#### Leadership Experience

Ramirez is a career CFO with audit, finance, risk management, M&A and strategy expertise. Before joining maintenance, repair and operations business Kimball Midwest in January, he was CFO at Unity Aluminum and prior to that role served as CFO at The Freeman Company in Dallas, Texas. He formerly served as vice president and treasurer of global tax and strategic planning at Molson Coors, where he was part of the four-member M&A steering committee that worked on the company's \$20 billion global acquisition pipeline.

#### **Expertise and Relevant Experience**

Ramirez is a former partner with KPMG and co-founded strategic consulting firm The Hackett Group with 12 other KMPG partners. Hackett was financed with \$21 million in venture capital funding, listed on Nasdaq within two years of inception, and currently has 13 offices globally. Ramirez now serves on the board of directors of privately held Atlas, a joint venture between United Company Rusal and Unity Aluminum. The venture was formed to create a low-carbon downstream aluminum business in the U.S.

#### **Public Company Boards**

None

#### Education

University of Miami, B.S., Business Administration, 1980 University of Miami, Master of Public Administration, 1981

**Age** 64

Race or Ethnicity Hispanic Gender Male

#### **Contact Info**

(305) 610-3205 julioramirez\_email@msn.com

#### Aside

Ramirez is a former captain in the U.S. Army, combat engineers, and served in various leadership capacities, including as executive officer of C Company, 841st Combat Engineer Battalion in the U.S. Army Reserves. He is bilingual and has lived in multiple countries outside the U.S., including cities in the U.K., Australia, Singapore, China and Canada.



## Vicente Reynal

### Chief Executive Officer Ingersoll Rand

Davidson, N.C.

#### Leadership Experience

When Reynal was CEO of industrial-parts maker Gardner Denver, he led a 2020 acquisition of Ingersoll Rand's industrial division. The target company was 40% bigger than Gardner, which was owned by private equity shop KKR & Co. After earning dual master's degrees at MIT, Reynal skipped offers to be an investment banker or management consultant, he says, and instead became an hourly supervisor in an AlliedSignal factory. He later put in operational stints at Thermo Fisher Scientific and then at Danaher, where he rose to a divisional president.

#### **Aside**

Reynal says the best moment of his career occurred in 2017 after he and his team took Gardner Denver public. The company granted non-management workers \$100 million in deferred stock grants, equivalent to 40% of the average Gardner employee's salary. Then in 2020, after Gardner acquired Ingersoll Rand's industrial division, the board granted another \$150 million in equity to all non-managers of the merged company. By spring of 2021, the \$250 million in combined equity awards were worth more than

#### **Expertise and Relevant Experience**

- Black Belt/Lean Certified
- Mergers and acquisitions
- Supply chain

#### **Public Company Boards**

Ingersoll Rand

#### Education

Georgia Institute of Technology, B.S.-M.E., Mechanical Engineering, 1995

Massachusetts Institute of Technology, M.S., Technology and Policy, 1998

Massachusetts Institute of Technology, M.S., Mechanical Engineering, 1998

**Age** 46

Race or Ethnicity Hispanic
Gender Male

#### Contact Info

(980) 689-3677

vicente.reynal@gardnerdenver.com

\$470 million.



While in medical school, Rivas participated in an extracurricular campus musical troupe. She was cast as the lead character, Maria, in a stage production of West Side Story.

### **Maria Rivas**

Chief Medical Officer EMD Serono (Merck KGaA)

Wellesley, Mass.

#### Leadership Experience

Rivas oversees the global physicians and scientists and the safety of medicines for the health care division (EMD Serono) of German-based Merck KGaA. It's the world's oldest pharmaceutical and chemical company. (The firm has been separated from U.S.-based Merck & Co. since 1917.) Rivas previously managed medical affairs, product development and other duties at some of the world's largest pharma companies, AbbVie and Bayer HealthCare. Among the blockbuster medications she's helped bring to market are rheumatoid-arthritis treatment Humira at Eli Lilly and cancer drug Keytruda at Merck & Co. A physician by training, she started her career as a medical director.

#### **Expertise and Relevant Experience**

- Biopharmaceuticals, medical devices, health care, nutrition.
- · Oncology, endocrinology, women's health.
- Mergers and acquisitions. Former board member at health software provider Medidata, which was sold in 2019.
- Product launching, digital customer engagement, Al technology.

#### **Public Company Boards**

**Current:** Cooper Companies

Former: Medidata

#### Education

Brandeis University, B.A., Biochemistry, 1984

Columbia University, M.D., 1988

Age 58

Race or Ethnicity Hispanic Gender Female

#### Contact Info

(765) 894-5278

docendorivas@gmail.com



Vanguard Group
Philadelphia. Pa.

Anne E. Robinson

**General Counsel, Corporate Secretary** 

Leadership Experience
Robinson is managing director of Vanguard's office of general counsel, so she oversees the mutually held firm's units for legal affairs, compliance, government relations and investment stewardship. Besides avoiding statutory risks, she engages with regulators and Vanguard's portfolio companies on policies that improve returns for investors. Before going to Vanguard in 2016, Robinson was a divisional general counsel for credit cards and consumer services at Citigroup. She served earlier at American Express and Deloitte. Robinson started out as a private practice associate at law firm Milbank Tweed where she worked on international project-finance deals.

#### Aside

Robinson says that her nonprofit board involvement has largely revolved around children. She's served with groups that provide legal outreach, advocate for children's rights or teach the arts such as the Dance Theater of Harlem, Previously, she founded an organization to provide education and health services to African American women.

#### **Expertise and Relevant Experience**

- · Supervises global law and regulatory activities.
- Corporate secretary for the Vanguard mutual fund families.
- Project finance experience includes funding the elevated railway in Bangkok and toll roads in Brazil.
- Oversaw acquisitions and joint ventures in Southeast Asia and China including with Ant Financial and Alipay.

#### **Public Company Boards**

None

#### Education

Hampton University, B.S., Political Science, 1991 Columbia University, J.D., Law, 1994

Age 50
Race or Ethnicity Black
Gender Female

#### Contact Info

(610) 503-2211 anne\_robinson@vanguard.com



## **Jose Ramon Rodriguez**

## Retired Audit Partner KPMG

Winston-Salem, N.C.

#### **Leadership Experience**

After 26 years as a partner at KPMG, Rodriguez retired in 2021. He had been senior auditor for some of the biggest manufacturing, retail and consumer product clients at the Big Four accounting firm. In addition, Rodriguez was chief operating officer for the \$10 billion global audit practice. He also functioned as ombudsman for the U.S. division, which included managing investigations into the firm's client audits. Rodriguez served as a member of the boards for KPMG's U.S. as well as Americas units.

#### **Expertise and Relevant Experience**

- U.S. and international financial reporting standards
- Former lead director of the KPMG U.S. board.
- Named three times as one of the 100 most influential persons in corporate governance, according to Directorship, the publication of the National Association of Corporate Directors.

#### **Public Company Boards**

Primoris Services Corp.

#### Education

Miami-Dade Community College, A.A., Business and Accounting, 1979

University of Miami, B.A., Accounting, 1981

Age 62
Race or Ethnicity Hispanic
Gender Male

#### **Contact Info**

(305) 773-3733 jrrodriguez0212@gmail.com

#### Aside

Rodriguez is a Knight in the Order of Malta. a Catholic laymen's organization. He has made two pilgrimages to assist disabled and sick believers to bathe in or drink water from the grotto spring in Lourdes. France, Catholics believe the Virgin Mary appeared there to a young local girl, Bernadette Soubirous, in 1858 and that the waters now have healing power.



## **Emily C. Rollins**

## Retired Audit Partner Deloitte

Austin, Texas

#### Leadership Experience

Rollins spent her entire career at Deloitte and retired in 2020 as the practice leader for auditing technology companies in Texas. The 14-year partner oversaw more than 100 audits. In addition, she was responsible for talent management in her territory including recruiting, hiring, leadership and technical training and diversity. Rollins also helped improve innovation at the national audit practice. She led a team of software engineers to create cloud-based audit and internal controls for the company.

#### **Expertise and Relevant Experience**

- Governance and accounting for a variety of sectors. including software, cloud, media, telecommunications, medical devices and life sciences.
- Audited and advised venture capital firms, and early-stage and venture capital-backed firms.
- Member of the Austin Chamber of Commerce.

#### **Public Company Boards**

**Dolby Laboratories** 

#### Education

Claremont McKenna College, B.A., Economics-Accounting and International Relations, 1992

Age 51
Race or Ethnicity Filipino
Gender Female

#### **Contact Info**

(206) 790-3497 erollins6@gmail.com

#### Aside

Rollins and her siblings own a Town Square franchise facility in Austin. Town Squares serve older persons at nostalgic-amusement sites combined with senior-enrichment social and health services. They have also invested in two Austin-based tech companies in the software and cloud spaces.



### **Carlos Sabater**

## Retired Managing Partner, Americas Deloitte & Touche

Miami. Fla.

#### Leadership Experience

Sabater wrapped up a 40-year career at Deloitte in 2020 as the head of operations in the U.S. and the Western Hemisphere. He had also been CEO of the global audit practice in 150 countries and the U.S. audit practice. Sabater oversaw audits for UPS, Office Depot, Automatic Data Processing and other Fortune 500 companies. He was elected to the boards of directors at Deloitte's various entities in the U.S., Mexico, South and Central America as well as the Caribbean.

#### **Expertise and Relevant Experience**

- Involved in nearly 1,000 board and audit committee meetings.
- Experience with navigating U.S. and global accounting regulations.

#### **Public Company Boards**

PDC Energy

#### Education

Florida International University, BBA, Business Administration, 1981

Age 62
Race or Ethnicity Hispanic

Gender Male

#### Contact Info

(786) 473-2764 casabater1140@gmail.com

#### Aside

A Cuban immigrant, Sabater was run over by a boat at age 19. After spending 14 months in the hospital, he realized that medical professionals, mentors and family had sustained him. He's devoted himself to mentoring as a result. Fast-forward to his retirement this year: Colleagues and friends threw a surprise reception for him where they unveiled an endowed scholarship in his name at his alma mater Florida International University. The nearly \$1 million fund will go to firstgeneration college

students who major in business.



## Cassandra 'Casey' Santos

### Chief Information Officer Asurion

Nashville, Tenn.

#### Leadership Experience

Santos leads information technology operations and strategy at Asurion, an insurance company that covers personal phones, electronics and home appliances. She had been the head of workflow and automation at asset manager AllianceBernstein. Prior to that, Santos was the CIO at private equity firm General Atlantic in New York. She began as a management consultant at McKinsey but eventually became the IT professional in charge of tech for the family-office investment service. Santos started her career and spent four years as a propulsion engineer on the U.S. space shuttle program at the NASA Johnson Space Center.

#### **Expertise and Relevant Experience**

- Cybersecurity, data analytics and strategy, digital transformation, relationship management.
- Investment management tech platforms.
- Member of the customer advisory board for videoconference provider Zoom Video Communications.
- Current or past member of advisory boards for tech companies Box, Masergy, and Agio.

#### **Public Company Boards**

None

#### Education

Massachusetts Institute of Technology, B.S., Aerospace Engineering, 1991

University of Pennsylvania, MBA, Multinational Entrepreneurship, 2001

University of Pennsylvania, M.A., International Studies, 2001

Age 51
Race or Ethnicity Hispanic
Gender Female

#### Contact Info

(646) 436-6425 csantos@alum.mit.edu

#### Aside

Santos strongly encourages young people to enter careers in science, math, engineering and mathematics (STEM) and mentors early tech professionals. She's both a board director of the Women's Forum of New York and the YMCA of Greater New York, where she co-chairs the **Hispanic Achievers** awards banquet.



Schneider loves all types of music but particularly "headbanging" heavy metal. She has traveled across the country to attend at least 15 concerts — complete with pyrotechnics — of her favorite band Mötley Crüe. Usually she's joined by her lifelong high school friend.

## **April Schneider**

### Managing Director Bank of America

Charlotte, N.C.

#### Leadership Experience

Schneider recently ascended to head up B of A's global capital planning, real estate and strategic initiatives. Among her responsibilities is overseeing the bank's capital stress tests for regulators. She is also in charge of the \$4 billion budget to lease, buy or build facilities for the company and of selecting their locales. Previously, Schneider led the consumer and small-business products unit. She grew up on the mortgage side of banking, first as a pricing analyst at Fleet, then moved to the quasi-governmental agency Freddie Mac and later Countrywide Mortgage, which was acquired by Bank of America. At the bank's subsidiary Merrill Lynch, she helped create an all-encompassing type of brokerage account tailored to mass-affluent clients.

#### **Expertise and Relevant Experience**

- Financial products specialist (credit, mortgages, retirement, wealth management and personal accounts).
- · Regulation, investor relations and capital markets.
- Recognizing demographic trends and consumer behavior; small business support.

#### **Public Company Boards**

None

#### Education

Hiram College, B.A., Economics, 1997 University of South Carolina, M.A., Economics, 1999

Age 46
Race or Ethnicity White
Gender Female
LGBTQ+ Yes

#### Contact Info

(980) 388-9676 april.schneider@bofa.com



Shah is non-executive chairman of Yuva Unstoppable, an India-based nonprofit, which has helped improve some 2,000 impoverished schools and address poverty for a million children in 40 cities in the country.

## **Abhi Shah**

# Retired CEO and Director Clutch Group

New York, N.Y.

#### Leadership Experience

Shah is now vice chairman of Morae Global, which in 2017 acquired the legal tech company Clutch Group, that he founded. Clutch helped attorneys outsource their litigation discovery and achieved \$50 million in annual revenues. He now advises Morae's leaders on strategy and deploying their cloud-based analytics and has introduced them to clients and funders. Shah was a management consultant at Accenture for four years. He helped develop software for Verizon that processed more than a million orders a year and that avoided \$30 million in regulatory penalties. Shah later co-founded both a political action committee for Indian Americans with input from Congress and India's prime minister and a trade group that facilitated investment between the U.S. and India.

#### **Expertise and Relevant Experience**

- Mergers and acquisitions.
- Former analyst in telecommunications and pharmaceuticals.
- Developed software to glean legal insights from large amounts of unstructured data at regulated companies (banking, health care, energy and telecom).

#### **Public Company Boards**

None

#### Education

Texas A&M University, BBA, Marketing, 2000 Harvard Business School, MBA, 2006

Age 42

Race or Ethnicity Asian American

Gender Male

#### **Contact Info**

(571) 332-3399 abhishah@gmail.com



Simmons operates an executive coaching business, Edrice Simmons Consulting LLC, in her spare time.

### **Edrice Simmons**

#### Senior Vice President Abbvie

Wilmette, III.

#### Leadership Experience

Simmons is responsible for marketing all U.S. brands of Allergan Aesthetics, a \$3 billion subsidiary of pharmaceutical giant Abbvie. She oversees P&L and commercial strategy for the unit's facial medications, including Botox, as well as its plastic surgery and regenerative medicines and body-contouring products. Before taking on that role in 2021, Simmons led new brand development for immunology medicines at AbbVie. She previously helped the company double its revenues for gastroenterology products to \$5 billion within two years. She arrived after 16 years of marketing and sales at competitor Eli Lilly.

#### **Expertise and Relevant Experience**

- Sales and marketing.
- Knowledge of pharmaceuticals for cancer, diabetes and autoimmune diseases.
- Six Sigma Black Belt-trained professional.
- Familiar with finding innovations by employing artificial intelligence and machine learning.

#### **Public Company Boards**

None

#### Education

Ball State University, B.S., Social Work, 1993 Indiana Wesleyan University, MBA, Marketing, 2003

**Age** 49

Race or Ethnicity African American

Gender Female LGBTQ+ Yes

#### **Contact Info**

(317) 847-2595

edricesimmons@gmail.com



## Amanda R. Simpson

### Vice President of Research and Technology Airbus

Washington, D.C.

#### Leadership Experience

Formerly a U.S. deputy assistant secretary of defense, Simpson now oversees all research, technology and projects in innovation for the Western Hemisphere business units of Airbus, the Dutch aerospace giant. The job includes coordinating cooperative research projects with universities, governments and private industry on developments such as for robotics and materials. Simpson once ran the Army's renewable energy program. A former test pilot, she spent 27 years in a variety of management roles, including overseeing missile systems at Raytheon and companies it absorbed. Simpson also owned a flight instruction school. She began her career at Hughes Helicopters.

#### **Expertise and Relevant Experience**

- Energy policy
  - Created Dept. of Defense strategy that improved U.S. military effectiveness for energy use.
  - · Board member at a thermal battery maker.
- Former appointed advisor to Dept. of Commerce on exporting technology.
- Former production line engineer.

#### **Public Company Boards**

None

#### Education

Harvey Mudd College, B.S., Physics, 1983

California State University, Northridge, M.S., Engineering, 1988 University of Arizona, MBA, Management, 2001

Age 60
Race or Ethnicity White
Gender Female
LGBTQ+ Yes

#### **Contact Info**

(202) 841-3599 simpson.amanda.r@gmail.com

#### Aside

Simpson has flown airplanes for more than 40 years. She has operated at least 50 types of aircraft ranging from helicopters. single-engine propeller planes and multi-engine jets to unmanned aerial vehicles, Simpson believes she holds the world's record for most hours flying a plane below sea level; she spent a month testing planes over the low-lying Salton Sea for the Department of the Navy.



Smith is an avid practitioner of riding stationary bicycles, or spinning. Whether by Peloton or Soul Cycle, she participates in indoor cycling practically every day.

### **Dasha Smith**

### **Chief Administrative Officer National Football League**

New York, N.Y.

#### Leadership Experience

For the past two years, Smith has been the executive vice president in charge of the NFL's league office as well as human resources, information and statistics technology, and corporate responsibility. She's also on the NFL's executive operating committee, which includes one representative from each of the 32 teams. Smith came to the league after having been the chief human resources officer at the music entertainment division of Sony Corp. Prior to that job, she spent seven years at alternative investment shop GCM Grosvenor, which managed funds of funds and a hedge fund. An attorney, Smith served Time Inc. for 10 years, partly as head of employee relations and chief labor counsel. She previously did stints at law firms Latham & Watkins and Covington & Burling. Smith's first career role was as an outside corporate lawyer at Paul Weiss.

#### **Expertise and Relevant Experience**

- Employment law, compensation, human capital and human resources.
- Diversity and inclusion, social responsibility, ESG and investor relations.
- Board director at privately held Certified B corporation Counter Brands, the parent company of Beautycounter.

#### **Public Company Boards**

Cohen & Steers

#### **Education**

Georgetown University, B.S./B.A., finance, 1995 University of Virginia, J.D., 1998

**Age** 48

Race or Ethnicity African American

Gender Female

#### Contact Info

(917) 721-1914 dashad@gmail.com



## **Courtney Stanton**

#### Vice President Smithfield Foods

Williamsburg, Va.

#### **Leadership Experience**

As president of Smithfield BioScience, Stanton takes waste and turns it into useful products. She runs the 4-year-old biotech division of pork producer Smithfield Foods. Her unit generates medical products for heart surgery, dialysis, blood transfusions and implanting medical devices. She is also vice president of the company's \$60 million bioproducts arm, which sells pork skin and other castoff portions for sausage casings. Before coming to Smithfield, Stanton led teams at food companies Tate & Lyle, Fonterra U.S.A. and Tyson Foods.

#### **Expertise and Relevant Experience**

- Health and wellness, clinical trials, tissue engineering, renewable products, commodities.
- Negotiated customer contracts. Negotiated the sensitive extraction of a British company from a French food consortium.
- Expanding into new international markets.
- Helped acquire profitable food technologies for a food ingredients company.

#### **Public Company Boards**

None

#### Education

Wellesley College, B.A., International Relations, 1997 Harvard Business School, MBA, 2003

Age 45

Race or Ethnicity African American
Gender Female

#### **Contact Info**

(312) 659-6540 cstanton@smithfield.com

#### Aside

Stanton has a broad background in business. She started her career in acquisitions and development for real estate management giant Jones Lang LaSalle. She went on to become a tax consultant with Pricewaterhouse-Coopers. During business school, she was an investment banking associate for Credit Suisse in London. But after business school, Stanton switched and became a strategist at textile maker Milliken & Company.



Tatum grew up in Brooklyn, the son of a Jamaican-born U.S. serviceman and a Vietnamese mother. At highly rated Brooklyn Tech, he played second base for four years and was a member of its state championship baseball team. Tatum went on to Cornell, where he played varsity basketball.

### **Mark Tatum**

Deputy Commissioner, Chief Operating Officer National Basketball Association

New York, N.Y.

#### **Leadership Experience**

Tatum is the number-two executive and manages all business operations of the world's premier basketball league. That includes corporate partnerships, marketing the association and teams, corporate communications and operating the NBA's G League for developing players. Tatum has spent more than 22 years at the NBA. He devised corporate logos on players' jerseys as well as nailed down the merchandising agreement that made Nike the exclusive provider of uniforms for the NBA, WNBA and G League. He also expanded the NBA's footprint by launching the first NBA clubs outside of North America, the Basketball Africa League. Tatum honed his craft at Clorox, PepsiCo, Major League Baseball and Procter & Gamble, where he started his career in sales.

#### **Expertise and Relevant Experience**

- Business development, joint ventures, media relations.
- Board member of another major athletic and corporate event, the 2028 Los Angeles Summer Olympics.

#### **Public Company Boards**

General Motors

#### Education

Cornell University, B.S., Business Management and Marketing, 1994

Harvard Business School, MBA, 1998

**Age** 51

Race or Ethnicity Black and Asian

Gender Male

#### **Contact Info**

(212) 407-8553 mtatum@nba.com



Thomas enjoys riding human-powered bicycles. In 2017, he rode 240 miles with a group from Anchorage to Valdez, Alaska. He's also ridden on long-distance trips in Taiwan, New Zealand and Arizona.

## (James) Darrell Thomas

### Treasurer Harley-Davidson

Milwaukee, Wis.

#### Leadership Experience

Thomas has been treasurer of the world's most iconic motorcycle company for 11 years. He's responsible for managing liquidity at the \$6 billion firm and for protecting its cash, funding and debt programs. Thomas attends every corporate board audit committee meeting and often makes presentations. He explains to board members the annual corporate funding plan, the plan for shareholder return, the treasury's activities, and the insurance programs. He briefly filled in as chief financial officer for the corporation and for Harley-Davidson Financial Services, the customer lending arm. Before arriving at Harley, Thomas was assistant treasurer at PepsiCo. His first corporate job was in purchasing at Procter & Gamble, but after business school he began working his way up in the corporate finance and then capital markets units at Citicorp.

#### **Expertise and Relevant Experience**

- Involved in special projects such as mergers and acquisitions.
- Capital structure, financial reporting, tax, internal audit, investor relations.
- Managing pension assets, hedging currencies and commodities.
- · Engaging with bank lenders and institutional investors.

#### **Public Company Boards**

British American Tobacco (U.K.)

#### Education

Tufts University, B.A., Economics, 1981

University of Pennsylvania, Wharton School, MBA, Finance, 1984

Age 61

Race or Ethnicity African American

Gender Male

#### Contact Info

(201) 913-2519 jdarrellthomas@gmail.com



As a youngster,
Thomas played violin
in the Minnesota Youth
Symphony, which
traveled to Communist
Romania for a series
of concerts. She says
that symphony training
taught her a great
deal about the need
to build consensus.

### **Josie Thomas**

## Retired Executive Vice President ViacomCBS

New York, N.Y.

#### **Leadership Experience**

Thomas stepped down in 2020 after 31 years and a variety of roles at ViacomCBS and the former CBS. Initially a lawyer and then a vice president of business affairs, for the past 10 years she was in charge of diversity and inclusion. Thomas used a quantifiable approach to boost minority representation on air by 73% as well as by increasing minority broadcast producers, directors, executives and vendors. Previously, she negotiated high-level talent and licensing contracts at CBS News. She also led the digital archiving of the broadcaster's old programs, which enhanced revenues by 200%. Thomas started her career as a private practice attorney in intellectual property before joining as CBS broadcast counsel.

#### **Expertise and Relevant Experience**

- Created the CBS Diversity Institute to give stakeholders and employees access to the company's hiring and promotion decisions.
- Member of the board of visitors for the schools of communications at two historically Black colleges, Howard University and Morgan State University.
- Board member and former treasurer for the Alliance for Women in Media.

#### **Public Company Boards**

None

#### Education

Harvard University, B.A., History, 1980 University of California, J.D., 1984

**Age** 63

Race or Ethnicity African American

Gender Female

#### Contact Info

(917) 291-0099

josiethomas565@gmail.com



## Leadership Experience

President

Flossmoor, III.

Shundrawn Thomas

**Northern Trust Asset Management** 

Thomas runs one of the three business units of Northern Trust Corporation, its \$1.2 trillion asset management division. He oversees the unit's operations and fiduciary investing (cash, bonds, stock and alternative assets) for institutions and individuals. Meanwhile, at the enterprise level, he's a member of the 11-person executive management group. Thomas has led several other businesses at Northern Trust, including managed accounts, exchange-traded funds, the securities group and alternative investments. He came over from Goldman Sachs, where he was a vice president of equity sales. Thomas began his career as a fixed-income analyst at Morgan Stanley.

## Aside

Thomas has written four books including "Ridiculous Faith: **Ordinary People Living** Extraordinary Lives" and "Discover Joy in Work: Transforming Your Occupation into Your Vocation." He was a vocal advocate for corporations and American society to engage in racial dialogue after a police shooting in Kenosha, Wis.. in 2020.

#### **Expertise and Relevant Experience**

- Finance, audit, investment, regulation, diversity and inclusion.
- Familiar with instituting environmental, social and governance norms.
- Board governor for the trade group for the asset management industry, the Investment Company Institute.
- Board trustee of the foundation that governs the Financial Accounting Standards Board.

#### **Public Company Boards**

Reinsurance Group of America

#### Education

Florida A&M University, B.S., Accounting, 1995 University of Chicago, MBA, Accounting and Finance, 1999

Age 47

Race or Ethnicity African American

Gender Male

#### Contact Info

(312) 560-5921 shundrawn@gmail.com



## **Linda Urrutia-Varhall**

## Retired General Officer United States Air Force

Colorado Springs, Colo.

#### Leadership Experience

From a young age, Urrutia-Varhall knew she wanted to attend the U.S. Air Force Academy, a military academy in Colorado Springs. She graduated from the academy in the 1980s and from there rose through the ranks to become the first Latina to be named a major general in the Air Force. Over the course of her more than 30-year career, Urrutia-Varhall became familiar with high-pressure leadership roles. She has additionally been the right hand to three secretaries of defense and a director of national intelligence, advising on national security issues.

#### **Expertise and Relevant Experience**

- Urrutia-Varhall is conversant with mitigating crises and risks, having led a training for 14,500 personnel to respond in the event of a nuclear attack. She additionally headed a 7,500-person mission and oversaw a \$1.2 million budget focused on geospatial operations.
- She also led the restructuring of the largest unit in the U.S. Air Force and created the infrastructure for a newly created cyber program around 2007.

#### **Public Company Boards**

None

#### Education

United States Air Force Academy, B.S., Civil Engineering, 1984 Defense Intelligence College, Master of Science and Strategic Intelligence, 1990

Age 60
Race or Ethnicity Hispanic
Gender Female

#### **Contact Info**

(571) 329-7060 linda.renee.uv@gmail.com

#### Aside

In her life, Urrutia-Varhall has traveled to 41 states and 60 countries. She has met five presidents and two kings.



Once part of the
Puerto Rico swimming
team, VazquezUbarri used to be a
successful competitive
swimmer.

## Anilu Vazquez-Ubarri

## Partner and Chief Human Resources Officer TPG

San Francisco, Calif.

#### Leadership Experience

In August 2018, Vazquez-Ubarri moved from Goldman Sachs to TPG Capital, a private equity firm with \$91 billion assets under management. In her role, she oversees TPG's human resources functions and is tasked with promoting diversity and gender balance at the firm. Vazquez-Ubarri, who chairs TPG's Diversity, Equity and Inclusion Council, is additionally a member of the executive committee and reports to the firm's CEO. Previously, Vazquez-Ubarri was at Goldman Sachs for more than 11 years, most recently serving as managing director, chief diversity officer and global head of talent, a role she held for nearly two years.

#### **Expertise and Relevant Experience**

- With a wealth of experience when it comes to matters of human resources, diversity, equity and inclusion, Vazquez-Ubarri has been a critical part of the effort at TPG to push companies in the firm's investment portfolio to add female representation in the boardroom. Since the effort was launched in 2017, TPG's portfolio companies have added north of 100 women directors.
- Vazquez-Ubarri joined the Upwork board in November of last year. She is on the nominating and governance committee.

#### **Public Company Boards**

Upwork

#### Education

Princeton University, B.A., History and Latin American Studies, 1998

Fordham University School of Law, J.D., 2002

Age 4

Race or Ethnicity Latina, born in Puerto Rico

Gender Female

#### **Contact Info**

avazquez-ubarri@tpg.com



When von Walter was in her 20s, she was a volunteer firefighter in Minnesota for nearly three years.

## Amy von Walter

# Chief Administrative Officer The Bountiful Company

West Orange, N.J.

#### Leadership Experience

For the last three years, von Walter has held various roles within The Bountiful Company, with responsibilities including overseeing human resources, government affairs, internal and external communications, and corporate social responsibility. She leads a team of around 90 people at The Bountiful Company, which filed for an initial public offering in April. Von Walter arrived at The Bountiful Company from Toys R Us, where she was an executive vice president. She additionally held corporate roles at Medtronic, Target and Best Buy, and, in the days after the Sept. 11, 2001, terrorist attacks, von Walter joined the Department of Homeland Security, fine-tuning her crisis management skills.

#### **Expertise and Relevant Experience**

- Von Walter's experience includes familiarity in dealing with proxy battles. She joined Best Buy in the fall of 2012, for instance, during the early days of a turnaround and not long after new CEO Hubert Joly was appointed. At the time, founder and former chairman Richard Schulze was working with investors to purchase the company back and take it private.
- For roughly two years, von Walter has been on the board at Mohawk Group Holdings, a technology-focused consumer products company. She chairs the compensation committee and sits on the audit committee.

#### **Public Company Boards**

Mohawk Group Holdings

#### **Education**

University of Minnesota, B.A., Journalism and Public Relations, 1997

Age 47

Race or Ethnicity Asian American, Korean

Gender Female

#### Contact Info

(612) 437-5956

amy.vonwalter@gmail.com



Yan Hughes spent the first 11 years of her life in Kowloon City, Hong Kong. Her family of five lived in a 100 square foot room behind a shoe store and tailor shop. The oldest of three siblings, Yan Hughes, who arrived in the U.S. when she was 11. was the first in her immediate family to graduate from high school, college and graduate school.

## **Lily Yan Hughes**

Former Senior Vice President, Chief Legal Officer and Corporate Secretary

Arrow Electronics

Clvde, N.Y.

#### Leadership Experience

Building on a career working in, and often leading, in-house legal departments, Yan Hughes most recently oversaw the more than 120-person global legal, compliance and trade risk organization at Fortune 500 company Arrow Electronics. A member of the executive committee, Yan Hughes left the top legal role at Arrow in 2020, after a year and a half in the role. Yan Hughes previously held the same title at international self-storage company Public Storage, where her responsibilities included oversight of legal affairs as well as internal audit, M&A, investor relations, governance and board matters.

#### **Expertise and Relevant Experience**

- Yan Hughes's experience in public companies includes nearly 18 years at information technology company Ingram Micro.
- Yan Hughes has a wealth of experience working with executives and advising public company boards.

#### **Public Company Boards**

None

#### Education

University of California, Berkeley, B.A., Political Science, 1985 UC Berkeley School of Law. J.D., 1988

**Age** 58

Race or Ethnicity Asian, Chinese and Filipino

Gender Female

#### **Contact Info**

(714) 878-8851

lilyyanhughes@yahoo.com



### **Aaron Walton**

## Co-founder and CEO Walton Isaacson

Los Angeles, Calif.

#### Leadership Experience

Walton Isaacson, a full-service ad agency, was founded in 2005. As CEO, Walton leads a global team and has overseen relationships with powerful company brands, such as Lexus, Wells Fargo and McDonald's. Walton's career began as a marketing analyst in the research department at Pepsi-Cola. From there, he launched Aaron Walton Entertainment in 1989 from a small apartment in Westwood, Calif. The Los Angelesbased entertainment marketing agency was sold to Omnicom Group in 2001.

#### **Expertise and Relevant Experience**

- With offices in Los Angeles, Chicago, New York and Dallas, Walton leads a team at Walton Isaacson of roughly 150 people and oversees around \$80 million in gross revenue.
- Under his leadership, the advertising firm has been named among the Inc. 5000 fastest-growing private firms in the U.S.

#### **Public Company Boards**

None

#### **Education**

Babson College, B.S., Management/Organizational Behavior and Communications, 1983

Age 59
Race or Ethnicity Black
Gender Male
LGBTQ+ Yes

#### **Contact Info**

(323) 855-4338

awalton@waltonisaacson.com

#### Aside

Twice a year, Walton travels to Paris to walk in a runway show for designer Rynshu. This is a tradition he has followed for more than 18 of the designer's shows. While traveling, Walton often revels in silence, as, despite the perception of being extroverted, he is content being quiet for long periods of time. He often finds this respite on a flight or

road trip.



### Leadership Experience

**Chief Legal Officer** 

Saniona
Waltham, Mass.

Denelle Waynick

For the better part of two decades, Waynick has worked in in-house legal departments, most recently landing at biotechnology operation company Saniona early this year. As Saniona's first chief legal officer, she is currently a team of one, though throughout her career, Waynick has led teams that range from seven to 25 people. Before Saniona, Waynick was general counsel and corporate secretary at biopharmaceutical company MyoKardia and oversaw the \$13.1 billion sale of the company to Bristol-Myers Squibb. Previous corporate roles and responsibilities have included providing counsel to the C-suite and leading legal teams in the U.S., Mexico and Brazil at Belgian-based biopharmaceutical company UCB and providing primary legal support in the specialty brands and generics divisions at Actavis, now known as Allergan.

### Aside

Waynick is an avid
Formula 1 racing fan.
Since her first inperson race in 2011,
she has attended
races all around the
world, including in
Belgium, Singapore,
Brazil, Australia and
Italy. Her favorite
driver is Lewis
Hamilton, the first
Black Formula 1 driver.

#### **Expertise and Relevant Experience**

- Waynick's legal experience includes advising executives and board members on corporate governance, legal, compliance and strategic matters. She has overseen board and annual meeting processes and managed SEC filing and disclosure requirements.
- Since September 2020, Waynick has been on the board at pharmaceutical company Zogenix.

#### **Public Company Boards**

Zogenix, Inc.

#### **Education**

Rutgers University, B.S., Accounting, 1988 Howard University School of Law, J.D., 1991

Age 54

Race or Ethnicity African American

Gender Female

#### **Contact Info**

(973) 652-6004 denellewaynick@gmail.com



Williams is a collector of African American/ African Diaspora art. She is on the Leadership Advisory Committee at the Art Institute of Chicago.

### **Allison Grant Williams**

Former Practice Executive and Senior Vice President, Global Strategic Relationship Management Group - Asset Management/Corporate & Institutional Services Division Northern Trust Corporation

Chicago, III.

#### **Leadership Experience**

In her most recent role for three years, Williams was responsible for strategic partnerships and asset management distribution to financial institutions at Northern Trust, a Chicago-based financial services company. She had dotted-line reporting responsibilities to the president of the firm's \$1 trillion asset management division. In previous roles at Northern Trust, Williams utilized her financial management experience as a chief operating officer who oversaw more than \$3.1 billion in asset servicing revenues and more than 2,000 direct reports from the United States, the United Kingdom, India, Ireland and the Philippines. Williams joined Northern Trust in January 2011 as a member of a thensmall leadership team overseeing the exchange-traded funds group and asset management division.

#### **Expertise and Relevant Experience**

- With more than 40 years in the financial services industry, Williams has honed her experience in sustainable investing, M&A integration and turnaround, human capital management, and diversity and inclusion.
- For five years ending in 2011, Williams was on the board and part of the executive committee at Keel Asset Management, a since-closed equity asset management firm that focused on sustainable investing.

#### **Public Company Boards**

None

#### Education

Dartmouth College, B.A., American Literature, 1977 Harvard Business School, MBA, Finance, 1985

Age 65

Race or Ethnicity African American

Gender Female

#### Contact Info

(312) 391-4940 agwms1@gmail.com



After months satisfying diving and training requirements, Williams is a Professional Association of Diving Instructors-certified rescue diver. Williams, who began diving years ago with his daughter, has now been diving for roughly 20 years.

### Ather Williams III

Senior Executive Vice President, Head of Strategy, Digital Platforms and Innovation Wells Fargo

New York, N.Y.

#### **Leadership Experience**

At Wells Fargo, Williams leads a team of around 1,900 professionals and is responsible for corporate and digital strategy and guiding the banking giant's innovation efforts. Joining the company in October 2020, Williams is a member of the operating committee, which reports directly to the chief executive officer. He arrived at Wells Fargo with nearly three decades of experience in banking, most recently as managing director and president of business banking at Bank of America, where he led one of Bank of America's eight lines of business tasked with advising small and midsize companies in the U.S.

#### **Expertise and Relevant Experience**

- Williams's years of experience include nine years at Bank of America and eight at JPMorgan Chase. In both companies, he held a number of leadership positions, with responsibilities including managing global teams, overseeing growth strategy and providing strategic advice to U.S. companies.
- Williams has been awarded two patents related to payments technology and decision analytics.

#### **Public Company Boards**

None

#### Education

Harvard University, B.A., Political Science and Government, 1992 Harvard Business School, MBA, General Management, 1999

Age 50
Race or Ethnicity Black
Gender Male

#### Contact Info

(201) 446-8018

awilliams@mba1999.hbs.edu



Williams has had more than a passing interest in wine for roughly 15 years. He and his wife are collectors, with some of his favorites including Pinot noir and Petite Sirah.

### **Darrell Williams**

# Managing Director, Strategy & Development Loop Capital

Chicago, III.

#### Leadership Experience

At Loop Capital, Williams is responsible for potential acquisitions, strategic partnerships and the development of new businesses, and he advises business unit heads and the founder of the firm on strategic matters. Throughout his 13 years with the investment bank, brokerage and advisory firm, Williams has held various roles, such as managing partner of principal investments and as COO, a role he held for a nearly two-year period ending in 2018 that included responsibility over operations, strategic services, information technology, human resources and legal and compliance matters. His current role builds on a career in financial positions, including as president and founder of corporate financial advisory services firm DuSable Capital Inc. and as chief investment officer from 2000 through 2003 of the Telecommunications Development Fund, an early-stage venture capital firm.

#### **Expertise and Relevant Experience**

- For more than seven years, Williams served on the board at Intrado, a computer software company. He chaired the audit committee, was on the compensation committee and was part of a special committee that focused on potential strategic transactions.
- Williams is currently an independent director on the board at the Amalgamated Bank of Chicago.

#### **Public Company Boards**

Former: Intrado Inc.

#### Education

DePaul University, B.S., Commerce, 1981 Harvard Business School, MBA, 1985

Age 61

Race or Ethnicity African American

Gender Male

#### Contact Info

(312) 343-1601

dawilliams312@gmail.com



During her junior year of college, Wright participated in a semester at sea during which students sailed around the world while studying and exploring various countries. In all, she studied abroad in 10 different countries over the course of 100 days.

## **Rana Wright**

## Chief Administrative Officer and General Counsel Harris Associates

Chicago, III.

#### **Leadership Experience**

Wright currently wears two hats. As general counsel and chief administrative officer at Harris Associates, a Chicago-based investment management fund with over \$100 billion in assets under management, she is responsible for the firm's legal and regulatory risks and counsels executives and directors on corporate governance matters. She is also president and principal executive officer of Oakmark Funds, to which Harris Associates serves as an advisor. Wright's path to Harris Associates began at law firm Reed Smith, where she advised financial institutions on legal and regulatory matters. She then went on to become assistant general counsel and managing director at Bank of America until joining Harris Associates in 2018.

#### **Expertise and Relevant Experience**

- Wright is on the board of governors of the Investment Adviser Association, a nonprofit that represents the interests of investment advisory firms before Congress and regulatory agencies. She chairs the legal and regulatory committee.
- Throughout her 18-year career, Wright has helped executives and board members wade through legal and regulatory concerns.

#### **Public Company Boards**

None

#### Education

University of Pittsburgh, B.A., Organizational Communication,  $2000\,$ 

Duquesne University School of Law, J.D., 2003

Age 42
Race or Ethnicity Black
Gender Female

#### Contact Info

(312) 646-3313 rwright@harrisassoc.com



Growing up with severe

asthma, Zaheer's

physical activities were

limited until, in her

50s, she was able

to manage the

condition with the help of specialists.

Physical fitness has

since become a staple

in her life, and she now thoroughly

enjoys boxing.

### Sri Zaheer

## Dean, Carlson School of Management University of Minnesota

Wayzata, Minn.

#### Leadership Experience

In 2012, Zaheer became the 12th dean of the University of Minnesota's Carlson School of Management, an institution with 400 faculty and staff, 5,000 students and revenues of more than \$135 million. She is responsible for everything from strategy and finances to programs, research, international partnerships, technology and other investments, risk management and media relations. Zaheer joined the institution in 1991 as an assistant professor and rose through the ranks over the course of roughly two decades.

#### **Expertise and Relevant Experience**

- Zaheer has been on the board of the Federal Reserve Bank of Minneapolis since 2017, serving currently on the nominating and governance committee and previously on the budget evaluation and risk and audit committees. She was named chair of the board in 2020.
- Prior to her academic career, during which she studied and published research on international business, Zaheer's corporate experience included serving as an internal auditor at Sandoz, now known as Novartis.

#### **Public Company Boards**

None

#### Education

Women's Christian College (India), B.S., Physics, Chemistry and Mathematics. 1973

Indian Institute of Management, MBA, Finance and Control, 1975

Massachusetts Institute of Technology, Sloan School of Management, Ph.D., 1992

**Age** 67

Race or Ethnicity Asian or Pacific Islander, South Asian

Gender Female

#### **Contact Info**

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### Thank You

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