



SEPTEMBER 2023 BOARD BOOK

BOARD OF DIRECTORS MEETING
VIRTUAL ZOOM MEETING

SEPTEMBER 12, 2023

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AGENDA

2:00 PM	OPENING COMMENTS	PAMELA PRINCE-EASON
2:02 PM	BOARD CHAIR'S REPORT <ul style="list-style-type: none">• CALL MEETING TO ORDER• APPROVAL OF MEETING MINUTES (APRIL 2023)	NEDRA DICKSON
2:15 PM	NOMINATING AND GOVERNANCE COMMITTEE REPORT	CLINT GRIMES
2:30 PM	PRESIDENT & BOARD CHAIR'S REPORT	PAMELA PRINCE-EASON
3:10PM	ESG MODEL DISCUSSION	LAURA TAYLOR
3:30 PM	FINANCE COMMITTEE UPDATE	THERESA HARRISON/ PAMELA PRINCE-EASON
4:00 PM	FORUM UPDATE	PEGGY DELFABBRO
4:15 PM	LEADERSHIP COUNCIL UPDATE	SANDRA EBERHARD
4:30 PM	CLOSE	NEDRA DICKSON

**Minutes of the April 27, 2023
WBENC Board Meeting**

**Submitted for Approval
During the September 2023
Board Meeting**

Women's Business Enterprise National Council
Board of Directors Meeting
April 27, 2023 – 2:00pm- 4:30pm ET
Teleconference

Meeting Roster		
1. Board Chair	Nedra Dickson, Accenture	Present
2. President and CEO	Pamela Prince-Eason, WBENC	Present
3. Counsel	Jorge Romero, K&L Gates	Absent
Corporation	Corporate Members	
4. Allstate	Cheryl Harris	Present
5. Amazon	Carla Preston	Present
6. AT&T	Jalayna Bolden	Present
7. Avis Budget Group, Inc.	VACANT	
8. Bank of America	VACANT	
9. BP America	Kimberly Thornton	Absent
10. Capital One	Clint Grimes	Present
11. Chevron	Stephanie Beveridge	Authorized Designee
12. Comcast NBC Universal	Ajamu Johnson	Present
13. Corteva	Tamra Pawloski	Present
14. Dell Inc.	VACANT	
15. ExxonMobil Corporation	Doug Fisher	Present
16. EY	Theresa Harrison	Present
17. FedEx	Sue Spence	Notified Absent
18. Ford Motor Company	Jacklyn Watt	Present
19. GM	Reggie Humphrey	Present
20. Google	Siofra Harnett	Present
21. IBM Corporation	Jennifer Turner	Present
22. Intel	Jackie Sturm	Present
23. Johnson & Johnson	Jennifer Curley	Present
24. JP Morgan Chase & Co.	William Kapfer	Absent
25. Kellogg	Michele Van Treeck	Present
26. KPMG LLP	Jennie Friedman	Absent

27. Kroger	Ryan Verbecken	Present
28. Lowe's	Stefani McLean	Present
29. Macy's, Inc.	Diana Pon	Present
30. ManpowerGroup	VACANT	
31. Marriott International, Inc.	Bianca Ortega	Present
32. Nationwide Inc.	Kimberly Proffitt	Absent
33. The ODP Company	Karen Miller	Notified Absent
34. PepsiCo, Inc.	Mary McEvoy	Present
35. Pfizer Inc	Sirsij Peshin	Absent
36. Procter & Gamble	Jo Haight	Notified Absent
37. Raytheon	Andrea Desaulniers	Present
38. Robert Half	Sharon Black	Present
39. Shell Oil Company	VACANT	
40. The Coca-Cola Company	Fernando Hernandez	Notified Absent
41. The Walt Disney Company	Claudia Splichal	Present
42. Toyota North America	Chris Garramone	Present
43. United Airlines	Suzi Cabo	Present
44. UPS	Kris Oswald	Present
45. Verizon	Sandy Nielsen	Present
46. VISTRA	Phil Seidler	Absent
47. Walmart Stores, Inc.	VACANT	
48. Wells Fargo	Barbara Kubicki	Present
Leadership Council Members		
49. WBEC West	Pamela Williamson, Ph.D.	Present
50. WBEC-South	Phala Mire	Absent
51. WBEC-East	Liz Walsh	Absent
52. WBDC Florida	Nancy Allen	Present
53. WBCS	Bliss Coulter	Present
54. GWBC	Roz Lewis	Absent
55. WBEA	April Day	Absent
56. GLWBC	Michelle Richards	Present
57. CWE	Gaby Morse King	Notified Absent

58. WBEC-Pacific	Janice Greene	Present
59. WBEC Greater DMV & NY	Sandra Eberhard	Present
Forum Members		
60. CRC Group, Inc.	Patricia Rodriguez-Christian	Present
61. M Davis, Inc.	Peggy Del Fabbro	Present
62. MYCA	Patti Massey	Present
63. Bocci Engineering, Inc.	Lianne Lami	Present
64. Ampcus	Ann Ramakumaran	Present
65. Avacend	Kanchana Raman	Present
66. ALOM	Hannah Kain	Notified Absent
67. Savoca Enterprises	Sharon Savoca-Mahin	Absent
68. DevMar Products	Sharon Reynolds	Notified Absent
69. Creative Resources	Caren Schweitzer	Present
70. Kaygen	Rashmi Charturvedi	Present
Expert Members		
71. Bristol-Myers Squibb	Farryn Melton	Present
72. Past Chair Emeritus	Cheryl Stevens	Notified Absent
73. ACT-1 Group	Janice Bryant-Howroyd	Present
74. Past First Vice Chair (Retired BP)	Debra Jennings-Johnson	Absent
WBENC Staff		
Chief Operating Officer	Jill Sasso	Present
Senior VP, Strategic Financial Services & WBE Engagement	Laura Taylor	Present
Chief of Staff	Amanda Zack	Present
VP, Business Development & Engagement	Mia Delano	Present
VP, Certification	LaKeshia White	Present
Assistant Controller	Lauren Herman	Present
IT Lead	Pat Birmingham	Present
Regional Partner Organizations		
WBEC-ORV	Lynnise Smith	Present
WBDC Midwest	Emilia DiMenco	Present

Board of Director Guests & Representatives		
Avis	Beth Crimmins	Present
Bank of America	Chris Poulos	Present
Dell	Charlene Wiegrefe	Present
ManpowerGroup	Liz Duensing	Present
Shell Oil Co.	Brandi Rauch	Present
Shell Oil Co.	Brian Hall	Present
Target	Brad Pomerleau	Present
Walmart	Marc Winston	Present
WeCONNECT	Elizabeth Vazquez	Present

WBENC BOARD OF DIRECTORS' MEETING – APRIL 27, 2023

Call to Order: Pamela Prince-Eason called the meeting to order at 2:02 PM ET. A Quorum was established – see Attendance Sheet.

OPENING COMMENTS

MS. PAMELA PRINCE-EASON

- Thanked Ms. Kubicki for her term as the WBENC Board of Directors Chair and welcomed Ms. Dickson as the new incoming Chair.

BOARD CHAIR'S REPORT

MS. NEDRA DICKSON

- Asked if there were any updates or corrections needed for the December 2022 Board Meeting Minutes. There were no updates or corrections to be made.

Following a motion by Ms. Cheryl Harris, and a second by Ms. Farryn Melton, the meeting minutes for the December 2022 Board Meeting Minutes were accepted and unanimously approved. There was no opposition, no further discussion.

- Provided an update on the WBENC Board Activity at the 2023 National Conference in Nashville, TN on March 20th. Marissa Badenhorst – VP of Safety & Environment with Chevron delivered a keynote at the pre-conference day in Nashville on the topic of Psychological Safety.
- Recognized the tremendous work done by the WBENC team in delivering the record-breaking 2023 National Conference.
- Shared her aspirations and goals as the incoming WBENC Board Chair. She would like to challenge her fellow board members to increase connections with WBEs and diverse suppliers. While technology and AI is changing supply chain opportunities, this is the perfect time to help WBEs grow their businesses and collaborate/co-innovate together.

NOMINATING AND GOVERNANCE COMMITTEE REPORT

MR. CLINT GRIMES

- Reviewed the current nominations for five (5) existing board seats. See Board Book for listing of individuals and their information.

Following a motion by Mr. Reggie Humphries, and a second by Ms. Suzi Cabo, the five (5) existing board seat nominations for Avis, Bank of America, Dell, ManpowerGroup, and Shell were approved.

- Presented the new corporate board seat nomination to be filled by Target.
Following a motion by Ms. Farryn Melton, and a second by Ms. Barbara Kubicki-Hicks, the new corporate board seat nomination for Target was approved.
- Explained that the current corporate vacant board seat is in the process of being filled by Walmart (Mr. Marc Winston).
- Ms. Jill Sasso presented the open positions on the WBENC Board of Directors Executive Committee. The vacant positions include first vice chair, second vice chair, certification committee chair, marketing & programs committee chair, and corporate membership & retention committee chair. All board members who are interested in assuming one of the open roles on the Executive Committee should reach out by Friday May 5th.
- All new board members were officially welcomed into the meeting.

Ms. Michelle Settecase joined the meeting as a guest speaker to present the ESG Multiplier Study on behalf of EY.

- The survey was launched 18 months ago in partnership between EY, CWE, WBENC and WIPP, to gain a better understanding of the impact that women entrepreneurs and business owners have on their communities.
- The three goals of the survey are to measure the impact on communities, change the narrative, and drive investment.
- Most survey responses came from the WBENC network. The data is currently under review by multiple organizations and will be shared in July.
- At this stage of the survey, WBEs are being interviewed to further discuss their submissions.
- Through this survey, EY is exploring the economic value that WBEs have on their communities and plans to help create advocacy and awareness for WBEs via policy changes. They also hope to change the narrative around funding and are working to reframe the economic and financial strength of WBEs.
- Ms. Pamela Prince-Eason provided context around this ESG initiative for the WBENC Board.
- The topic of ESG was introduced at the 2022 WBENC November event. WBENC acknowledges that the UN has the official standards for ESG, but wants to ensure that WBEs understand what corporate members are doing in the ESG space and what opportunities there are.
- Ms. Lianne Lami commented that Bocci Engineering & Construction is a prime supplier for corporate members in the energy, utilities, oil & gas industries. Since they are not a large company, they are frequently asked if they have the capacity to handle large contracts due to their size. She inquired if the EY ESG survey will be looking at barriers and why scale/size is always questioned. Ms. Pamela Prince-Eason explained that once this barrier is identified, WBENC will look closely at it and work to break it down for WBEs.
- Ms. Pamela Prince-Eason concluded this portion of the presentation by opening the opportunity for board members to join this ESG initiative committee.

Ms. Pat Birmingham joined the meeting as a guest speaker to present an update on the certified shared database focus group.

- The certified shared database is currently being piloted by WBENC, NGLCC, and NaVOBA.
- Proof of concept can show that data can be aggregated from all of the organizations databases into one platform. The data can also be segregated based on each of the member organizations criteria.
- A focus group was created to deliver feedback on the database thus far.
- An RFP was sent to 27 diverse suppliers on 4/24. The selection process will include input from WBENC, NGLCC, and NaVOBA and target date for the awarded vendor to be named is June 15th.
- Ms. Carla Preston asked why NVBDC was not listed on this project. Ms. Pamela Prince-Eason explained that this project was a result from work with the National Business Inclusion Consortium (NBIC) which NBVBDC is not currently an official member of. This pilot phase will include the three previously named organizations to complete the proof of concept, however all remaining NBIC organizations will come aboard as soon as possible.
- A demonstration of the system was presented and an example of how a corporate member would complete a vendor search across multiple organizations was shown.
- For the proof of concept, only fields were selected that are common categories across the three organizations participating in the pilot. Additional requirements and fields are continuously added and considered for future implementation.
- The joint database includes 20K-21K total suppliers thus far.

- Ms. Suzi Cabo asked if corporate members will be able to download the certification documents and/or see certification expiration dates. Ms. Pat Birmingham explained that these fields are on the overall working requirements list, but they are not yet a part of the proof-of-concept phase.
- Ms. Andrea Desaulniers requested to be included in the focus group.
- This joint database is not replacing any of the participating organizations individual databases. If any of the XBEs need to update their profiles, they must do so in each of the respective certifying organizations systems. The joint database is meant to strictly serve as a search tool.
- Mr. Brad Pomerleau asked about the validation process of supplier provided profiles. Ms. Pat Birmingham explained that it is the supplier's responsibility to keep their profiles up to date.

Ms. Pamela Prince-Eason provided the President's Report update to the Board.

- Presented the organization's strategic focus and restated that the goals continue from 2022, through this year, and into 2024. Encouraged new Board Members to review the strategic focus slide to familiarize themselves with WBENC's future vision.
- Recommended that new Board Members review the annual report, and the WBENC LIFT Model infographic slide as well.
- Reminded the Board that the three meetings in 2023 include the March in-person activation in combination with today's virtual meeting, July 21st via zoom, and November 27th in-person in Philadelphia.
- Updated the Board on the 2023 MBDA Capital Readiness Program Opportunity. WBENC has not previously sought government funding and applied for the maximum grant of \$3M (25% each year). If awarded, WBENC will utilize the grant to expand the LIFT programming as well as to increase work tied in with HBCU's.
- Provided an executive summary on the WeRISE program – a new opportunity targeted to Women of Color small businesses in early and growth business stages including crucial resources around Access to Capital, Access to Networks, and Capacity Building. WeRISE will be facilitated in a similar fashion to the work currently being done through the WBENC Women of Color Program and Incubator in partnership with various HBCU's. Content from the LIFT model will be utilized to expand this program's capability and to reach more entrepreneurs who need support.
- Updated on Financial Readiness & eLearning month in June – a month long program that provides education and networking to support WBE readiness and growth. The new learning management system will be piloted in conjunction with this program and will eventually expand its connection with more WBENC programs.
- Shared the development of the Women of Color Incubator Program – a premier incubator for women of color entrepreneurs at HBCU's. WBENC is in the process of expanding these incubators across more colleges and universities and includes a pitch competition element as well. The newest HBCU partnership confirmed is with University of Maryland Eastern Shore.
- Presented one of WBENC's newest program initiatives – the Women of Color Hispanic & Latina Program. The WBENC marketing and programs departments are working with a group of advisors to help finalize the name of this program and will announce the official launch in the very near future.
- Shared an overview and post-event recap of the WBENC National Conference from March 20-23, 2023 in Nashville, TN.
 - In-person registration was cut off for the first time in the middle of the event. Record breaking attendance was reached at 4800+. It was reiterated that the venue was a hotel and not a convention center, where national conferences are typically held, due to a renegotiated contract from the pandemic which led to several space limitations.

- The Meet & Greet model is the preferred format of opportunity connection programming at the conference over the MatchMaker format as it can reach a significantly larger number of WBEs. WBENC will work to improve the overall Meet & Greet experience, consider separate rooms to control the noise level, and potentially arrange tables/meetings by solution type to create more purposeful connections.
- The post-event survey results showed that attendees experienced quality interactions, prefer the expo split across two half days instead of one full day, enjoyed the meet & greet, and found the schedule to well-planned/timed.
- WBENC shared an update on the WBE vendors used as a part of the conference. 28% of the total spend went towards WBEs.
- Board members should save the date for the WBENC November Event from November 27-29th in Philadelphia, PA. They should block the entire week for Unity Week activities with NGLCC and other NBIC organizations.
- Board members should save the date for the 2024 National Conference from March 19-22nd in Denver, CO. The daily pattern will shift slightly and the pre-conference day will now be Tuesday with the full conference activities Wednesday through Friday. This change is another example of renegotiated contracts from the pandemic.
 - It was mentioned that conference attendees should remember the importance of not doing business under the influence in a community where marijuana is legal.
 - It was also noted that WBENC will research how to navigate the increase in cannabis-based businesses.
- WBENC is hosting a 2023 Summer Internship Program to include four college student-interns supporting various departments throughout the organization.
- The technology enablers WBENC has recently implemented or is in the process of implementing are the Certified Shared Database, a new Strategic Financial Accounting System, a Strategic implementation of a new Customer Relationship Management System, and the Learning Management System pilot.

FINANCE COMMITTEE REPORT

MS. THERESA HARRISON/ MS. PAMELA PRINCE-EASON

- Ms. Pamela Prince-Eason reviewed the cash position to the Board and showed that it remains strong as of 12/31/22. Followed by an overview of the unrestricted revenue by category, as well as other expenses including pass through items such as pitch competition prize money, etc.
- Ms. Theresa Harrison accredited the positive financial position of the organization to the hard work of WBENC's leadership, staff, and the network.
- Ms. Pamela Prince-Eason shared that the current office space lease ends in March 2024. As of May 1st, the team is working on a plan for WBENC's new footprint moving forward.

FORUM UPDATE

MS. PEGGY DELFABBRO

- Presented the goals of the WBENC Women's Enterprise Forum such as increasing forum engagement, building professional and personal capacity through programming and events, and enhancing governance and communications.

LEADERSHIP COUNCIL UPDATE

MS. SANDRA EBERHARD

- Shared an update to the Board on the 14 Regional Partner Organizations (RPOs), 11 of which are women business centers. Some of the RPOs were able to distribute funds to help keep WBEs afloat.
- The programming conducted at the local level by RPOs for WBEs and Corporate Members is meant to complement the national WBENC ecosystem.

NEW BUSINESS

MS. NEDRA DICKSON / MS. PAMELA PRINCE-EASON

- Ms. Pamela Prince-Eason informed the Board of a joint supplier diversity professional series that WBENC is exploring in partnership with NMSDC. Board members will be asked for their feedback on this initiative.
- The Board of Directors collectively congratulated Kris Oswald on her retirement.

MEETING ADJOURNMENT

- Following a motion by Ms. Nedra Dickson and a second by Ms. Kris Oswald, the meeting was adjourned.

The meeting ended at 4:31 PM ET

**Materials for September 12, 2023
WBENC Board of Directors Meeting**

Nominating and Governance Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 September 12, 2023

GOAL 1: Based upon the needs of WBENC and input from the Executive Committee, we will provide a slate of qualified Board of Director candidates to the Executive Committee and Board of Directors.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> Reviewed open corporate seats and candidates. Provided four (4) recommendations for open corporate board seats and one (1) recommendation for a new corporate seat for board consideration and elections at April 27, 2023 meeting. 	<ul style="list-style-type: none"> The committee met on 8/24/23 to review open seats, candidates and a recommendation for a new board seat. Provided one (1) recommendation for open corporate board seats and one (1) recommendation for a new corporate seat for board consideration and elections at September 12, 2023 meeting.

GOAL 2: We will review, validate and update (as required) documents supporting the nomination and governance processes, and collect required documents annually.

- a) By-laws
- b) Committee Charters
- c) New Board Member Application
- d) Committee Timeline
- e) Code of Ethics
- f) Conflict of Interest

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> Per the Nominating Governance Committee Charter, new committee members from the Leadership Council and Forum leadership: Ms. Liz Walsh, Leadership Council Vice Chair, and Ms. Kelly Kolar, Women’s Enterprise Forum Second Vice Chair. 	<ul style="list-style-type: none"> No updates for Q3 2023

GOAL 3: We will develop metrics that track board member attributes and Committee performance.

- a) Corporate Scorecard
- b) Board Matrix

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none">• No updates for Q1 2023	<ul style="list-style-type: none">• The committee reviewed corporate board seats whose terms expire in 2023 and sent notification to directors with information on the re-nomination process.

Nominations for Existing Corporate Board Seats (1)

Walmart Denise Malloy (term exp 2024)

Nominations for New Corporate Board Seats (1)

Altria Lisa Blake (term exp 2023)

Vacant Corporate Seats (1)

UPS



Denise Malloy
Senior Vice President and Chief Belonging Officer
Walmart, Inc.

Denise Malloy joined in 2023 as the first-ever chief belonging officer, an evolution of the chief diversity officer role. As chief belonging officer, Denise leads Walmart's global diversity, equity and inclusion strategy to create a workplace of belonging, where associates feel valued and supported to reach their full potential every day.

Prior to joining Walmart, Denise served as vice president of diversity & inclusion at Johnson Controls, where she spearheaded the company's diversity, equity and inclusion strategy across 150 countries. Denise particularly focused on incorporating DEI practices into ways of working across every level of the company, in both business and philanthropy. This work led to Johnson Controls' addition to the Forbes 2021 Best Companies for Diversity & Inclusion list.

Denise served in several senior leadership roles at Johnson Controls, including vice president of commercial real estate services, where she excelled in sales, customer experience and growth strategies. She also held senior management and business development positions at Enron Energy Services, J.P. Morgan, and Xerox.

Denise has always been passionate about creating a culture where people feel and know they belong. This has led her to serve on numerous non-profit and corporate boards, all of which are dedicated to the causes of women and children. Her corporate board experience focused on breakthrough medical advances and aiding women and minority start-ups success.

Throughout her career Denise has embraced reaching back and pulling forward, reflecting her legacy of advocacy and support of others. She continues to divide her time between family, business interests, community service and philanthropy.



Lisa Mobley-Blake
Senior Manager, Supplier Diversity & Inclusion
Altria

Lisa was born in Morristown, New Jersey and received a bachelor's degree in Marketing from her beloved Tuskegee University. After graduating from Tuskegee with honors, she later earned an MBA in Marketing from Fairleigh Dickinson University, Silberman College of Business.

Lisa joined Philip Morris USA, now Altria Group, in 1993 and after assuming roles in Sales, Marketing and Procurement, Lisa was promoted to Senior Manager, Supplier Diversity and Inclusion in 2020. Lisa's responsibilities include facilitating the introduction of diverse suppliers for the procurement of goods and services that aligns with Altria's Vision, Corporate Responsibility Focus Areas and ESG standards.

Lisa implements strategic initiatives, enforces contractual and procedural compliance and creates awareness campaigns to enhance Supplier Diversity and Inclusion efforts. In an effort to strengthen communities, Lisa participates in various Supplier Diversity and Inclusion related activities and consults corporations on Supplier Diversity best practices. In 2020, Lisa internally re-branded Altria's Supplier Diversity and Inclusion Program to Supplier Diversity Amplified, which has annually increased Altria's diverse spend and enhanced business opportunities for diverse suppliers to build economic growth.

In addition to diverse supplier development activities and community building, Lisa participates as a Board Member of the Carolinas-Virginia Minority Supplier Development Council. She is also the owner of Life's Realities Greeting Cards LLC and is a member of Delta Sigma Theta Sorority, Inc.

Board Chair & President's Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
September 12, 2023

The Board Chair & President's Report will be delivered live at the 9/12/23 Board meeting.

Finance Committee Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
September 12, 2023

GOAL 1: Oversee the monthly and yearly financial reporting process and increase the awareness of the Board of Directors with regards to WBENC’s financial position. The Finance Committee meets as needed and specific meeting highlights are noted below:

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> Year-end 2022 close, advanced preparation for the 2022 annual audit, audit schedule completion and revenue reporting guidelines were the focus of first 4 months of 2023 for accounting team. Additionally, substantial support for March 2023 National Conference financial related activities were a priority during the same timing. I wish to thank Lauren Herman and Christine Raney for their on-going work and preparation and applaud both as we transition Christine to a focus on BD related transactions and have hired Lindsey Smith (Accountant) and Harrella Wedington (Sr. Accountant) to replace Kelly Klomparens who left in March 2023. The Finance Committee is meeting on April 25, 2023 to review all materials to be presented during the April 27, 2023 Board Meeting. 	<ul style="list-style-type: none"> Completed substantial financial close activity during this period. Recognition of restricted revenue will be calculated and booked in December 2023. RPO payments were made in August 2023 based on projected 2023 Actuals the Board reviewed in April 2023. Completed 2022 Annual Audit requirements and in process of finalizing review of Draft Financials with Auditors to allow release of Final Audit to WBENC Audit Committee by end of September 2023. Made substantial progress on IT conversion/change over of Financial Accounting System to Sage/Intacct and Business Development System CRM to Salesforce. Project being led by Pat Birmingham with Financial Accounting leadership by Lauren Herman and CRM leadership by Christine Raney. The next Finance Committee meeting will be held in late October 2023 to review recommended 2024 Budget that will be reviewed with Executive Committee in November and full Board in December 2023.

GOAL 2: Build a 2022 Financial Plan that supports WBENC’s short-term and long-term strategic goals.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> WBENC remains in strong financial position. 2023 Financial tracking has been focused on membership, events and program sponsorship tracking, including other revenues that come with the National Conference (registration and exhibitor fees.) We have exceeded each category to date. Expenses associated with surpassing revenue targets has been increased in order to support with excellence. Note that I anticipate generating a surplus in 2023. (Details included in ppt Finance Report to full board.) 	<ul style="list-style-type: none"> YTD results continue to remain strong. WBENC held a Strategic Partner (Corporate Members) meeting on August 23, 2023 to share strategic focus of WBENC offerings that support long- term goals for both WBENC as an organization, as well as, for our RPO, WBE and Corporate Member. Feedback was noted that this type of transparency is assisting corporate members in obtaining funding that directly ties to the funders business/organizational goals.

GOAL 3: Continue to invest and grow WBENC’s unrestricted net assets reserve to enhance WBENC’s overall financial position.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> 2021 and 2022 financial surpluses have allowed WBENC to fully fund our unrestricted net asset reserve. 	<ul style="list-style-type: none"> As noted in April, our prior year financial surpluses have allowed WBENC to fully fund our Unrestricted Net Asset Reserve.

Audit Committee Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
September 12, 2023

GOAL 1: Oversee completion of the annual audit.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> Lauren Herman, Pamela Prince-Eason, Christine Raney and Harrella Wedington will be kicking off the 2022 Financial Audit on Monday, May 1, 2023. A draft of the 2022 audit report is expected to be received from the auditors in 3rd Quarter 2023. 	<ul style="list-style-type: none"> Completed 2022 Annual Audit requirements. Lauren Herman is in the process of finalizing her review of Draft Financials with our external Auditors. We anticipate the release of Final Audit Results (with no issues) to the WBENC Audit Committee by end of September 2023. Next Audit Committee Meeting to be scheduled in October 2023 to review final 2022 audit results and 2022 Form 990 submittal.

GOAL 2: Oversee completion of the annual Form 990.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> The 2021 Form 990- was completed by WBENC’s audit firm, reviewed by WBENC leadership, and then reviewed by the Audit Committee before submission to the IRS in November 2022. This satisfies the compliance element of having the Board of Directors review the Form 990 before the organization files the return. Note: WBENC Audit Firm is Councilor, Buchanan, and Mitchell (CBM) 	<ul style="list-style-type: none"> Work will begin on the 2022 Form 990 in late September due to current staffing level being down 1 senior accountant. Committed to finalizing complete with auditors and Audit Committee November 2023 due date.

GOAL 3: Ensure WBENC has the appropriate level of internal controls.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none">• The addition of one accounting role and re-assignment of one Senior Accountant in in progress in order to successfully maintain appropriate segregation of duties and to support our organizational growth. A reminder that we have begun the planning phase of our strategic design and implementation of our Accounting System replacement (Great Plains to Sage Intaact) and CRM System Replacement (implementing Sales Force for Non-Profits.)• Input from audit work continues to support our strong internal controls and we continuously evaluate practices and processes to determine if additional controls, reporting or oversight are required.	<ul style="list-style-type: none">• Internal Controls remain a strong focus for leadership, accounting and non-accounting personnel. We are currently understaffed in accounting due to the passing of our Senior Accountant in late June. Workarounds requiring multiple levels of review and approval are in place for work being done by Pamela Prince-Eason, Lauren Herman and Lindsey Smith. We do not anticipate any concerns to develop.• Many controls are being built into the new system implementation with strong reporting capability and 10 year audit trail being put in place in the system.

WBENC By-laws Reference: Article V, Section 5.1, D

Leadership Council Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
September 12, 2023

GOAL 1: GROWTH - To further the business case for WBE Supplier Diversity

2023 Progress to Goal							
April 2023				September 2023			
<ul style="list-style-type: none"> 754 regional events hosted by RPOs in 2022 with 22,396 total attendees Increase in the number of certified WBE firms; decrease in WOSB firms 				<ul style="list-style-type: none"> 370 regional events hosted by RPOs in Q2 2023 with 13,115 attendees Increase in the number of certified WBE firms and WOSB firms 			
	12/31/2021	12/31/2022	2022 Growth		12/31/2022	7/31/2023	2023 Growth YTD
WBE	18,151	18,672	2.87%	WBE	18,672	19,075	2.16%
WOSB	8301	7960	-4.3%	WOSB	7960	8154	2.43%

GOAL 2: ENGAGEMENT - To be a catalyst for business opportunities and strategic business relationships among and between key stakeholders

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> The RPOs played a crucial role in the success of the 2023 National Conference. <ul style="list-style-type: none"> Each RPO designated a Host Committee Member to serve on the inaugural Join Host Committee, who assisted in planning and communication for the 2023 National Conference. All 14 RPOs also collaborated on a booth for the 2023 National Conference which served as a hub for attendees to learn more about the RPO Network. On Monday the RPO leaders facilitated and led a “Learn About WBENC” session for non-certified women owned businesses with a large number of attendees which was very well received. On Tuesday each RPO hosted a group of attendees at the Lunch and Networking by RPO activities to engage conference 	<ul style="list-style-type: none"> The Leadership Council is collaborating to attend industry and other relevant events in their regions to represent the WBENC network. The WBENC Women of Color Program is highlighting certified Women of Color WBEs each month via marketing channels and requested nominees from the Leadership Council for this exclusive opportunity. 2024 National Host Committee nominations were opened in July and the group kickoff was held on 8/22/23. 2024 WBE Stars nominations were opened 8/1/23 and will close on 8/31/23. Collaborating on an innovative model to work with regional corporate members to certify women owned suppliers.

<p>attendees in their regions and facilitate connections to build on and leverage throughout the week.</p> <ul style="list-style-type: none"> ○ On Wednesday, each RPO provided color-themed items to designate their regional attendees in the “Rep Your RPO” activity, creating additional engagement and connections. ○ Staff members from several RPOs also attended the conference and participated as super-volunteers throughout the week. <ul style="list-style-type: none"> ● The RPOs have also opted into the 2023 WBENC Pitch network activation and are planning regional pitch events which will lead up to the national semi-finals and finals in Q3 and Q4 this year. 	<ul style="list-style-type: none"> ● Discussed partnership model to collaborate with WBENC on the National Women of Color Incubator program with HBCUs in each region to allow expansion of the program nationwide.
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GOAL 3: OPERATIONAL EXCELLENCE - To collaborate with WBENC in evaluating and proposing changes to the RPO Service Agreement and Allocations Methodology.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> ● The 2023 revised Service Agreement and Allocation Model has been signed by all RPOs and is in effect. <ul style="list-style-type: none"> ○ The Leadership Council met in January, February and March. Focus areas for 2023 include: Collaboration for broader WBENC network presence at industry events across the U.S.; and, sharing business resources and materials to align in best practices. 	<ul style="list-style-type: none"> ● The first allocation under the new 2023 allocation model was distributed on 8/15/23. ● In the 8/16/23 meeting, Pam reviewed the 2023 allocation model with the group again and shared that the projected 2023 annual revenue projection was increased, and the allocation would be based on the increased projection.

GOAL 4: GOVERNANCE - Maintain Leadership Council Governance and Compliance to WBENC Agreement

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> ● Sandra Eberhard, the new Leadership Council Chair, and Liz Walsh the new Vice Chair have stepped into their roles and have led four productive monthly meetings in 2023. ● The council will meet monthly throughout 2023, with one projected in-person meeting in July and one in conjunction with the November event in Philadelphia, PA. 	<ul style="list-style-type: none"> ● The council has continued monthly meetings and will meet in person with WBENC in November. ● Planning has begun for engagement in and support of the 2024 WBENC National Conference in Denver, CO and will continue in Q3 and Q4.

WBENC By-laws Reference: Article V, Section 5.1, B

Women’s Enterprise Forum Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 September 12, 2023

GOAL 1: Increase Forum Engagement.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> A Forum luncheon was held at the WBENC conference. Accenture and BMS partnered to bring “Real Talk Forum on the role that Women, Women Business Owners (WBEs) and Allys have in achieving equitable health outcomes for themselves, their employees and their families.” Nedra Dickson and Paul Ashley moderated a panel of health and policy experts both informed and inspired the attendees to care for the physical and mental well-being of the women in our lives. The Q1 2023 Forum session open to all WBEs was hosted at the WBENC National conference in March 2023 with over 300 WBEs in attendance. Michelle Settecase from EY shared Measuring the Impact of Women Entrepreneurs in Our Community, and the featured joint keynote speaker was Marissa Badenhorst, Chevron Corporate Vice-President of Health, Safety, and Environment. 	<ul style="list-style-type: none"> As a kick-off to the Forum Insights Series, the Forum Domestic team hosted a session open to all certified WBEs and corporate members on Award Winning Employee Engagement. Attendance was strong and our speaker, Tammy Cohen, CEO Infomart, provided an e-flip book to all WBE attendees. Included in the session was an overview of the Forum promoting awareness and strategies to leverage certification by getting more engaged in what the WBENC network has to offer. A follow up to sharing findings on the EY Measuring the Impact of Women Entrepreneurs in Our Community survey is scheduled for the Q3 All Forum meeting.

GOAL 2: Building Personal and Professional Capacity through Education & Programming.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> The Forum teams are planning their 2023 Team Topic sessions, where the focus is on peer-to-peer learning. The Domestic team is first, on May 24th, the topic is building effective employee engagement programs. The Engagement team will then focus on building relationships in their June 21st session. The Marketing, Government, and Global teams are planning sessions in Q3-Q4. 	<ul style="list-style-type: none"> The Engagement team hosted a Forum exclusive opportunity on “Mentorship vs. Sponsorship: Engagement for Business Growth.” The panel was moderated by Dee C. Marshall and featured panelists Ajamu Johnson, Vice President, Enterprise Procurement Comcast and Jessica Schultz, Vice President, Fort Worth Middle Market Banking & Specialized Industries JP Morgan Chase. Also joining the panel were two WBEs: Chanel Christoff Davis, Davis & Harmon, Sales Tax Experts and Engagement Team 2nd Vice Chair, and Peggy Gionta, Partner’s Consulting, Inc., and Engagement Team Member.

	<ul style="list-style-type: none"> • As a follow up to the November in-person meeting, a Forum Tech Task Force was formed to assess needs and make recommendations on technology related peer sharing needs of the Forum. The Task Force conducted a survey of Forum members on technology needs to identify gaps. The task force shared the results and recommendations at the Q2 All Forum meeting. Next steps include a session on Cybersecurity and peer sharing of best practices. • ESG-focused sessions hosted by the Marketing and Global teams are planned for Q3 and Q4 and will be open to all certified WBEs and corporate members. • The Government team session is October 26th focused on collaborating to win opportunities.
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GOAL 3: Enhance Governance and Communications.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> • New Forum leadership effective January 2023: Peggy Delfabbro (CEO M.DAVIS) Forum Chair, Hannah Kain (President and CEO ALOM) Forum 1st Vice Chair, Kelly Kolar (President & Founder, Kolar) Forum 2nd Vice Chair. • Onboarded twenty (20) new Forum members at a February 6, 2023 session to welcome them to the Forum. 	<ul style="list-style-type: none"> • The new Forum leaders were recognized in a WBENC blog May 5th, titled: Meet the Women’s Enterprise Forum Leaders Peggy Del Fabbro, Hannah Kain and Kelly Kolar. Link: https://www.wbenc.org/news/meet-the-womens-enterprise-forum-leaders-peggy-del-fabbro-hannah-kain-and-kelly-kolar/ • Each leader spoke about the Forum, the importance of engaging in the WBENC network, and offered suggestions for how to get involved. • Forum Representatives LinkedIn Group reenergized with the assistance of the Team Leaders. • Refined cadence of communication with monthly Forum Leadership, quarterly team leadership, and quarterly all Forum calls.

WBENC By-laws Reference: Article V, Section 5.1, C

Corporate Membership & Retention Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
September 12, 2023

GOAL 1: Value Proposition & Retention: Maintain Retention of Existing Members and Maintain 450+ Members Overall, continue to offer current and relevant benefits to National Members, and work with Programs team to achieve.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> • \$6,453,400 2023 Renewals Invoiced Commitments, 97% Retention <i>*This time LY: \$5,176,900 2023 Renewals Invoiced Commitments, 97% Retention (2021 - \$4,250,750 2021 Renewals invoiced, 95% Retention) *This increase of \$1,276,500 from LY is due to both retention of New 2022 Fortune 500 Members and the reconciliation of Dues alignment for all Members which was last done in 2018. Non-Renewals have been added to our Prospect List.</i> • \$7,018,066 Total 2023 Membership Invoiced Commitments, 534 Members <i>*This time LY: \$5,968,525 2022 Total Membership Invoiced, 474 Members (2021 - \$4,790,500 Renewals Invoiced, 374 Members Total) *These are the highest numbers WBENC has ever achieved at this time – a \$1,049,541 increase.</i> 	<ul style="list-style-type: none"> • \$6,559,400 2023 Renewals Invoiced Commitments <i>*This number exceeds our overall EOY Membership invoiced amount by \$209,400 from 2023 dues increases based on the revenue growth of our Corporate Members.</i> • \$7,290,275 Total 2023 All Membership Invoiced Commitments, 557 Members <i>*This is an increase of 63 Members and \$1,151,000 from this time LY</i>

GOAL 2: Strategic Increase of Membership: Acquire New & Rejoining Members that align with current programs and service offerings from an industry-based perspective. **We hope to hit 100 New Members this year and break the 500 Total Member mark.*

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> • 47 New Members, \$463,000 2023 New Member Funding <i>*This time LY: 75 New Members, \$755,125 2022 New Member Funding (2021 - 51 New Members, \$539,750, 2021 New Member Funding) *As predicted, momentum in this space is finally beginning to slow; however, it still remains strong. We continue to create programs and resources for this group to boost retention.</i> 	<ul style="list-style-type: none"> • 79 New Members and \$730,875 2023 in New Member Funding <i>*We have hit both 2023 goals of 75 New Members & we broke the 550 Member mark!</i>

GOAL 3: Fund Diversification & Development: Increase Engagement of Members through all WBENC Sponsorships, with a focus on funds from departments outside of supplier diversity.

2023 Progress to Goal	
April 2022	September 2023
<ul style="list-style-type: none"> • 2022 Program Funding Commitments: \$1,486,503 • 2023 National Conference Sponsorships: \$3,565,500 <p style="margin-left: 40px;">TOTAL 2023 Sponsorship Funding to date: \$5,052,003 (This time LY: \$4,482,351)</p>	<ul style="list-style-type: none"> • 2023 Program Funding Commitments: \$1,873,511 • 2023 National Conference Sponsorships: \$3,565,500 • TOTAL 2023 Sponsorship Funding to date: \$5,439,011

Marketing & Programs Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 September 12, 2023

GOAL 1: Merge the existing Marketing and U.S. Programs Committees into the consolidated Marketing & Programs Committee

- a) Streamline decision making and strategic choices into one committee with an eye towards our brand, our content, and our image.
- b) Create a strong, engaged, accountable committee of corporates, RPOs and WBEs that operates via a sub-committee structure.
- c) Renew our action plan/goals to drive accountability and tracking of successes/failures.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> • Revamp of committee begun following Conference to refresh the membership and goals. • Continuing to identify and recruit additional corporate member representatives to serve on the committee and sub-committees. 	<ul style="list-style-type: none"> • Continuation of identifying additional corporate member representatives. • Ongoing effort to finalize the revamped goals and focus areas for the Committee.

GOAL 2: Build WBENC Brand Equity, Image and Exposure with Corporate Executives and Non-Supplier Diversity Stakeholders

- a) Build a robust connection with C-Suite level executives (CEO, CMO, others), ERGs, and Public/External Relations.
- b) Create a toolkit with a clear call to action to increase two-way engagement with measurable results to influence these executives/groups.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> • Key message matrix distributed last fall for use about WBENC overall and to supplement National Conference messaging. • Distributing Case Study template to share success stories from Committee members within their organizations and with businesses they work with. • Successfully implemented strong Conference branding and design. 	<ul style="list-style-type: none"> • Ongoing follow-up with Committee members for success stories and case studies, particularly related to Conference connections made.

GOAL 3: Create a synchronized, World Class Programs Strategy

- a. Develop a holistic programs curriculum that ties together national events and corporate partnerships ensuring common branding (“Powered by WBENC”), consistency of approach, and digital connection hub of opportunities.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none">• The committee will meet in Q2 to discuss success stories that the WBENC Programs Team will leverage in program planning for the remainder of 2023 and for the 2024 National Conference.	<ul style="list-style-type: none">• Commence 2024 Programs curriculum planning, including the 2024 National Conference Industry Labs and Education Sessions

Global Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 September 12, 2023

GOAL 1: Support WBE’s interested in going, or expanding globally, with education and experience from WBE’s, Member Corporations, and external experts.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> The Forum Global team will host a team-topic session in November; the focus is ESG. 	<ul style="list-style-type: none"> The Forum Global Team November team-topic will take place November 16, 2023 from 3:00-4:30 eastern. It will be a fireside chat with corporate members and WBE-experts providing insights on ESG and need-to-know implications for WBEs.

GOAL 2: Continue to obtain feedback from WBENC Corporate Members regarding their evolving individual purchasing requirements outside of the U.S. This will include areas such as geographic preference, commodities/services to be procured, how they define a successful supplier, etc.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> Due to turnover with corporate leadership on this committee, efforts are underway to identify corporate board member leaders and members for this committee. We will work with Jill Sasso, the outgoing Global Committee Chair and committee members to identify options. 	<ul style="list-style-type: none"> Efforts are underway with Jill Sasso to identify two corporate members of the WBENC Board to serve in Global Committee leadership roles. Insights from WeConnect and others we gathered to assist with the process.

GOAL 3: Continue to communicate with and educate WBEs and Corporations on the opportunities available through the strategic alliance between WBENC Global Services Committee and WeConnect International.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> WBENC partnered to support WeConnect with their International Day programming on March 20, 2023 in Nashville, TN 	<ul style="list-style-type: none"> WBENC leadership met with Elizabeth Vasquez, CEO WeConnect in June to discuss opportunities for enhancing communication. WBENC and WeConnect will meet quarterly.

National Certification Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 September 12, 2023

GOAL 1: Continue to evaluate and make recommendations for the WBENC Standards and Procedures and ensure alignment with the WBENC Roadmap to Growth & Sustainability.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> WBENC Standards & Procedures edits have been submitted to WBENC leadership for review WBENC Documentation Required subcommittee completed review of current Documentation Required list. Edits are being synthesized for comprehensive review by the NCC 	<ul style="list-style-type: none"> NCC and Leadership Council have reviewed and accepted the recommended edits from WBENC Documentation Required subcommittee of the Certification Documentation Required list. Discussions will commence on the timeline for implementation

GOAL 2: Deliver Women Owned Small Business (WOSB) Certification in accordance with the SBA Federal Contracting Program.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> Submitted supporting documentation in response to audit of 52 WOSB companies from the SBA WOSB Team in Q1 2023 Confirmed SBA site visits of WBEC-West and WBEC East in June and July 2023, respectively WBENC has successfully met requirements associated with SBA Third Party Certifier Compliance reviews to date 	<ul style="list-style-type: none"> Submitted supporting documentation in response to audit of 49 WOSB companies from the SBA WOSB Team in Q2 2023 SBA cancelled the WBEC-West site visit to be rescheduled in 2024. The WBEC-East site visit will take place on July 11, 2023 WBENC has successfully met requirements associated with SBA Third Party Certifier Compliance reviews to date

GOAL 3: Review National Certification Files.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> • The NCRC and NCAC supported the processing of the 64 National Certification applications (3 New, 61 recerts) and 7 appeals on a timely basis in 2022 • The NCRC and NCAC supported the processing of the 12 National Certification applications (1 New, 11 recerts) and 2 appeals on a timely basis in Q1 2023 	<ul style="list-style-type: none"> • The NCRC and NCAC supported the processing of the 5 National Certification applications (5 recerts) and 3 appeals on a timely basis in Q2 2023

GOAL 4: Deliver Certification and WBENCLink Training.

2023 Progress to Goal	
April 2023	September 2023
<ul style="list-style-type: none"> • Delivered Certification and WBENCLink Training monthly to WBEs, interested applicants, and Corporate Members <ul style="list-style-type: none"> ○ WBENCLink2.0 – WBEs: Trained 332 participants in 2022 & 72 in Q1 2023 ○ WBENCLink 2.0 - Corporate Members: Trained 148 participants in 2022 & 25 in Q1 2023 ○ Certification Training <ul style="list-style-type: none"> ▪ Trained 287 volunteers/RPO staff in 2022 and 60 in Q1 2023 • Adjusted Certification Trainings to take place bi-monthly instead of monthly 	<ul style="list-style-type: none"> • Delivered Certification and WBENCLink Training monthly to WBEs, interested applicants, and Corporate Members <ul style="list-style-type: none"> ○ WBENCLink2.0 – WBEs: Trained 69 in Q2 2023 ○ WBENCLink 2.0 - Corporate Members: Trained 32 in Q2 2023 ○ Certification Training <ul style="list-style-type: none"> ▪ Trained 17 volunteers/RPO staff in Q2 2023 ▪ June training was rescheduled due to Candace Waterman’s memorial

WBENC By-laws Reference: Article V, Section 5.1, G

Executive Committee

Board Chair

Nedra Dickson
Global Supplier Inclusion & Sustainability Lead
Accenture
nedra.l.dickson@accenture.com

Immediate Past Chair

Barbara Kubicki-Hicks
Chief Procurement Officer
Wells Fargo
barbara.kubicki@wellsfargo.com

Women’s Enterprise Forum Chair

Peggy DelFabbro
CEO
MDavis, Inc.
peggy.delfabbro@mdavisinc.com

1st Vice Chair

VACANT

Treasurer

Theresa Harrison
Global Environmental Social Governance Services
Leader
EY
Theresa.Harrison@ey.com

Certification Committee Chair

VACANT

2nd Vice Chair

VACANT

Marketing & Programs Committee Chair

VACANT

Secretary

Farryn Melton
Senior Vice President & Chief Procurement Officer
Bristol-Myers Squibb
farryn.melton@bms.com

Leadership Council Chair

Sandra Eberhard
President & CEO
Women’s Business Enterprise Councils, Greater DMV
and Metro NY
seberhard@wbecnymv.org

Corporate Membership and Retention Chair

VACANT

Nominating Governance Committee Chair

Clint Grimes
Senior Vice President & Chief Procurement Officer
Capital One
clint.grimes@capitalone.com

President & CEO *ex-officio*

Pamela Prince-Eason
President & CEO
WBENC
peason@wbenc.org

Counsel to the Board *ex-officio*

Jorge Romero
Partner
K&L Gates, LLP
Jorge.romero@klgates.com

Extended Executive Committee

Audit Committee Chair

Michele Van Treeck
Vice President & Global Chief Procurement Officer
Kellogg Company
Michele.Vantreeck@kellogg.com

Global Services & Programs Committee Chair

VACANT

Leadership Council Vice Chair

Liz Walsh
President
Women's Business Enterprise Council East
ewalsh@womensbdc.org

Women's Enterprise Forum 1st Vice Chair

Hannah Kain
President & CEO
ALOM
hkain@alom.com

Center for Women & Enterprise (CWE)

Gabrielle King Morse
President & CEO
GKMorse@cweonline.org
44 School Street, 2nd Floor
Boston, MA, 02108
tel: (617) 536-0700
fax: (617) 536-7373
<http://www.cweonline.org>
Territory: N. Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

Great Lakes Women's Business Council (GLWBC)

Michelle Richards
Executive Director
mrichards@greatlakeswbc.org
33109 Schoolcraft Rd.
Livonia, MI 48150
tel: (734) 677-1400
fax: (734) 677-1465
<http://www.greatlakeswbc.org>
Territory: Indiana, Michigan

Greater Women's Business Council (GWBC)

Roz Lewis
President & CEO
rlewis@gwbc.org
P.O. Box 92442
Atlanta, GA, 30314
tel: (404) 781-2114
fax: (404) 745-0151
<http://www.gwbc.org>
Territory: Georgia, North Carolina, South Carolina

Women's Business Council-Southwest (WBCS)

Bliss Coulter
President
bcoulter@wbcsouthwest.org
5605 N. MacArthur Blvd., Suite 220
Irving, TX 75038
tel: (817) 299-0566
fax: (817) 299-0949
<http://www.wbcsouthwest.org>
Territory: North Texas, New Mexico, Oklahoma, Arkansas

Women's Business Development Center-Midwest (WBDC)

Emilia DiMenco
President & CEO
edimenco@wbdc.org
8 South Michigan Ave.
4th floor, Suite 400
Chicago, IL, 60603
tel: (312) 853-3477
fax: (312) 853-0145
<http://www.wbdc.org>
Territory: Illinois, Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Wisconsin

Women's Business Enterprise Alliance (WBEA)

April Day, Ph.D.
President
aday@wbea-texas.org
9800 Northwest Freeway, Suite 120
Houston, TX, 77092
tel: (713) 681-9232
fax: (713) 681-9242
<http://www.wbea-texas.org>
Territory: South Texas

Women's Business Enterprise Center East (WBEC East)

Elizabeth Walsh
ewalsh@wbeceast.com
123 S. Broad Street, Suite 500
Philadelphia, PA, 19109
tel: (877) 790-9232
fax: (215) 790-9231
<http://www.wbeceast.com>
Territory: Delaware, Pennsylvania, South New Jersey

Women's Business Development Council Florida (WBEC Florida)

Nancy Allen
President & CEO
nancyallen@wbeflorida.org
13155 SW 134 Street, Suite 205
Miami, FL 33186
tel: (305) 971-9446
fax: (305) 971-7061
<http://www.wbeflorida.org>
Territory: Florida, with the exception of the Panhandle, Puerto Rico, US Virgin Islands

Women's Business Enterprise Council Ohio River Valley (WBEC ORV)

Lynnise Smith
Executive Director
lsmith@wbec-orv.org
3458 Reading Road
Cincinnati, OH 45229
tel: (513) 559-5582
fax: (513) 559-5447
<https://www.wbecorv.org/>
Territory: Kentucky, Ohio, West Virginia

Women's Business Enterprise Council Pacific (WBEC Pacific)

Janice Greene, Ph.D.
President/CEO
janice@wbec-pacific.org
3616 Colby Ave., Suite 251
Everett, WA 98201
tel: (425) 315-5999
<http://www.wbec-pacific.org>
Territory: Alaska, Northern California, Idaho, Montana, Oregon, Washington

Women's Business Enterprise Council South (WBEC South)

Phala Mire
President & CEO
pkmire@wbecsouth.org
401 St. Joseph St., 2A
New Orleans, LA 70130
tel: (504) 830-0149
fax: (504) 830-3895
<http://www.wbecsouth.org>
Territory: Alabama, Florida Panhandle, Louisiana, Mississippi, Tennessee

Women's Business Enterprise Council-West (WBEC West)

Pamela S. Williamson, Ph.D.
President & CEO
pamela@wbec-west.org
1220 S. Alma School Rd., #204
Mesa, AZ, 85210
tel: (480) 969-9232
fax: (480) 969-2717
<http://www.wbec-west.com>
Territory: Arizona, Southern California, Colorado, Hawaii, Nevada, Utah, Wyoming and Guam

Women's Business Enterprise Council Greater DMV (WBEC Greater DMV)

Sandra Eberhard

President & CEO

seberhard@wbecnydmv.org

1120 Connecticut Ave. NW, Suite 1000

Washington, DC, 20036-3951

tel: (202) 996-6301

fax: (202) 872-5505

<http://www.wpeo.us>

Territory: District of Columbia, Maryland, Virginia

Women's Business Enterprise Council Metro New York (WBEC Metro NY)

Sandra Eberhard

President & CEO

seberhard@wbecnydmv.org

2 Park Avenue, 20th Floor

New York, NY, 10016

tel: (212) 688-4114

fax: (212) 688-4766

<http://www.wpeo.us>

Territory: South Connecticut, North New Jersey, New York State

Pamela Prince-EasonPresident and CEO
peason@wbenc.org**Lindsey All**Senior Director, Executive Programs
lall@wbenc.org
(202) 872-5516**Audrey Awasom**Senior Manager, Programs
aawasom@wbenc.org
(202) 315-1586**Pat Birmingham**IT Lead
pbirmingham@wbenc.org
(202) 315-1482**Ann Bowman**Executive Associate
abowman@wbenc.org
(202) 872-5515**Cheri Butler**Senior Director, Engagement Programs
cbutler@wbenc.org
(202) 315-1598**Nikki Byrd**Coordinator, Marketing & Communications
nbyrd@wbenc.org
(202) 315-1483**Jon Cockerham**Manager, Programs
jcockerham@wbenc.org
(202) 315-1523**Olivia Cook**Manager, Programs
ocook@wbenc.org
(202) 315-1594**Haley Creef**Manager, Strategic Fin. Services Programs
hcreef@wbenc.org
(202) 407-9283**Mia Delano**Vice President, Business Development &
Engagement
mdelano@wbenc.org
(202) 315-1501**Vaughn Farris**Senior Director, Development & Engagement
vfarris@wbenc.org
(202) 315-1512**Andrew Gaeckle**Senior Director, Strategic Financial Services
agaeckle@wbenc.org
(202) 315-1497**Chuck Hendrix**Vice President, Member Engagement
chendrix@wbenc.org
(202) 315-1516**Dante Hendrix**Manager, Programs
dhendrix@wbenc.org
(202) 938-0737**Lauren Herman**Assistant Controller
lherman@wbenc.org
(202) 315-1490**Kelly Hinman**Director, Certification
khinman@wbenc.org
(202) 315-1588**Jessica Horne**Manager, Events
jhorne@wbenc.org
(202) 315-1587**Kate Kelly**Manager, Strategic Programs
kkelly@wbenc.org
(202) 315-1522

Sarah Leach Smith
Manager, Programs
ssmith@wbenc.org
(202) 315-1485

Maria Lopez
Manager, Programs
mlopez@wbenc.org
(202) 938-0745

Em Lozen
Manager, Events
elozen@wbenc.org
(202) 315-1590

Andrea Marshall
Director, Business Development & Programs
amarshall@wbenc.org
(202) 315-1519

Monica McInerney
Senior Director, Financial Services Programs
mmcinerney@wbenc.org
(202) 872-5508

Christine Raney
Senior Revenue Manager
craney@wbenc.org
(202)315-1589

Jill Sasso
Chief Operating Officer
jsasso@wbenc.org
(202) 315-1493

Lindsey Smith
Accounting Clerk
lsmith@wbenc.org
(202) 315-1607

Laura Swenson
Senior Director, Events
lswenson@wbenc.org
(202) 872-5519

Laura Taylor
Senior Vice President, Strategic Financial
Services & WBE Engagement
ltaylor@wbenc.org
(202) 315-1585

Avery Trump
Manager, Programs & Events
atrump@wbenc.org
(202) 315-1498

Erin Watson
Senior Director, Marketing & Communications
ewatson@wbenc.org
(202) 315-1478

LaKesha White
Vice President, Certification
lwhite@wbenc.org
(202) 315-1499

Hunter Whittington
Manager, Strategic Fin. Services Programs
hwhittington@wbenc.org
(202) 872-5518

Jessica Yamas
Director, Partnership Compliance
jyamas@wbenc.org
(202) 315-1520

Cassandra Yzaguirre
Manager, Marketing & Communications
cyzaguirre@wbenc.org
(202) 315-1593

Amanda Zack
Chief of Staff
azack@wbenc.org
(202) 315-1476