



WOMEN'S BUSINESS ENTERPRISE
NATIONAL COUNCIL

JOIN FORCES. SUCCEED TOGETHER.

APRIL 2023 BOARD BOOK

BOARD OF DIRECTORS MEETING
VIRTUAL ZOOM MEETING

APRIL 27, 2023

TABLE OF CONTENTS

| | |
|--|------------|
| AGENDA..... | 3 |
| DECEMBER 2022 BOARD MEETING | 4 |
| APRIL 2023 MEETING MATERIALS..... | 19 |
| NOMINATING AND GOVERNANCE COMMITTEE REPORT..... | 20 |
| BOARD ELECTIONS | 21 |
| CORPORATE NOMINATIONS..... | 22 |
| BOARD CHAIR & PRESIDENT’S REPORT | 28 |
| COMMITTEE REPORTS | 28 |
| FINANCE COMMITTEE REPORT | 28 |
| AUDIT COMMITTEE REPORT | 30 |
| LEADERSHIP COUNCIL REPORT | 31 |
| WOMEN’S ENTERPRISE FORUM REPORT | 33 |
| CORPORATE MEMBERSHIP & RETENTION..... | 34 |
| MARKETING & PROGRAMS COMMITTEE REPORT | 35 |
| GLOBAL COMMITTEE REPORT | 36 |
| NATIONAL CERTIFICATION COMMITTEE REPORT..... | 37 |
| WBENC GOVERNANCE | 399 |
| REGIONAL PARTNER ORGANIZATIONS | 41 |
| WBENC STAFF | 384 |

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• BOARD CHAIR GOALS• REPORT OF MARCH BOARD SESSION IN NASHVILLE• NCBF COMMENTS• APPROVAL OF MEETING MINUTES (DECEMBER 2022) | NEDRA DICKSON |
| 2:15 PM | NOMINATING AND GOVERNANCE COMMITTEE REPORT | CLINT GRIMES |
| 2:30 PM | PRESIDENT’S REPORT <ul style="list-style-type: none">• GUEST: MICHELLE SETTECASE – ESG MULTIPLIER STUDY• GUEST: PAT BIRMINGHAM – CERTIFIED SHARED DATABASE FOCUS GROUP• SHORT UPDATES FROM PRESIDENT’S REPORT | PAMELA PRINCE-EASON |
| 3:10PM | FINANCE COMMITTEE REPORT | THERESA HARRISON/ PAMELA PRINCE-EASON |
| 3:30 PM | FORUM UPDATE | PEGGY DELFABBRO |
| 3:45 PM | LEADERSHIP COUNCIL UPDATE | SANDRA EBERHARD |
| 4:00 PM | NEW BUSINESS | NEDRA DICKSON/ PAMELA PRINCE-EASON |
| 4:30 PM | CLOSE | NEDRA DICKSON |

**Minutes of the December 7, 2022
WBENC Board Meeting**

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

Women's Business Enterprise National Council
Board of Directors Meeting
December 7, 2022 – 2:00pm- 4:30pm ET
Teleconference

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

| | | |
|-----------------------------------|--------------------------|---------------------|
| 27. KPMG LLP | Jennie Friedman | Notified Absent |
| 28. Kroger | Ryan Verbecken | Present |
| 29. Lowe's | Stefani McLean | Present |
| 30. Macy's, Inc. | Diana Pon | Present |
| 31. ManpowerGroup | Ron Needham | Notified Absent |
| 32. Marriott International, Inc. | VACANT | Vacant |
| 33. Microsoft Corporation | VACANT | Vacant |
| 34. Nationwide Inc. | Kimberly Proffitt | Present |
| 35. Office Depot/Office Max | Karen Miller | Absent |
| 36. PepsiCo, Inc. | Mary McEvoy | Notified Absent |
| 37. Pfizer Inc | Sirsij Peshin | Notified Absent |
| 38. Procter & Gamble | Andy Butler | Notified Absent |
| 39 Robert Half | Sharon Black | Present |
| 40. Shell Oil Company | Tony Almeida | Authorized Designee |
| 41. The Coca-Cola Company | Fernando Hernandez | Present |
| 42. The Walt Disney Company | Claudia Splichal | Present |
| 43. Toyota North America | Chris Garramone | Present |
| 44. United Airlines | Suzi Cabo | Present |
| 45. UPS | Kris Oswold | Present |
| 46. Verizon | VACANT | Vacant |
| 47. VISTRA | Phil Seidler | Present |
| 48. Walmart Stores, Inc. | VACANT | Vacant |
| Leadership Council Members | | |
| 49. WBEC West | Pamela Williamson, Ph.D. | Notified Absent |
| 50. WBEC-South | Phala Mire | Absent |
| 51. WBEC-East | Liz Walsh | Present |
| 52. WBDC Florida | Nancy Allen | Present |
| 53. WBDC Midwest | Emilia DiMenco | Notified Absent |
| 54. GWBC | Roz Lewis | Present |
| 55. WBEA | April Day | Absent |
| 56. GLWBC | Michelle Richards | Present |
| 57. CWE | Gaby Morse King | Present |

| | | |
|--|------------------------------|-----------------|
| 58. WBEC-Pacific | Janice Greene | Notified Absent |
| 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 | Notified Absent |
| 64. Ampcus | Ann Ramakumaran | Present |
| 65. IMAGEN | Joan LaGrasse | Absent |
| 66. Magnum Group | Vivian Isaak | Absent |
| 67. Savoca Enterprises | Sharon Savoca-Mahin | Present |
| 68. DevMar Products | Sharon Reynolds | Notified Absent |
| 69. SeeHerWork | Jane Henry | 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, Marketing & Technology | Pat Birmingham | Present |
| Senior VP, Strategic Financial Services & WBE Engagement | Laura Taylor | Present |
| VP, Business Development & Engagement | Mia Delano | Present |
| VP, Certification | LaKesha White | Present |
| Assistant Controller | Lauren Herman | Present |
| Regional Partner Organizations | | |
| WBEC-ORV | Sheila Mixon | Present |
| WBCS | Bliss Coulter | Present |
| Board of Director Guests & Representatives | | |
| Chevron | Dave Feldman | Present |

| | | |
|---------------|------------------------|---------|
| Dell | Kristofer Clark | Present |
| Google | Siofra Harnett | Present |
| IBM | Jennifer Turner | Present |
| Marriott | Bianca Ortega | Present |
| Shell Oil Co. | Brian Hall | Present |
| Verizon | Sandy Nielsen | Present |
| WBENC | Cheri Butler (Simmons) | Present |
| WBENC | Amanda Zack | Present |

WBENC BOARD OF DIRECTORS' MEETING – December 7, 2022

CALL TO ORDER: Board Chair Ms. Barbara Kubicki-Hicks called the meeting to order at 2:11 pm ET.

A Quorum was established – see Attendance Sheet.

BOARD CHAIR'S REPORT

BARBARA KUBICKI-HICKS

- Ms. Barbara Kubicki-Hicks welcomed everyone to the meeting.
- Reminded everyone that all materials related to the Board Meeting are confidential and only intended for WBENC Board Members.
- Congratulated the WBENC team on the exceptional programming and events in 2022.
 - November Meeting was a success
 - WBENC is leading the way in helping women business owners understand emerging topics in the world today.
 - Pitch competitions were well done.
 - Thanked sponsors FedEx and PepsiCo.
- Reviewed the meeting agenda.
- Reminded the Board that the 2021 WBENC Annual Report is available on wbenc.org.
- 2023 Board Meeting dates are available
 - April 27, 2023, from 2:00-4:30 pm ET (virtual)
 - July 20, 2023, from 2:00-4:30 pm ET (virtual)
 - November 27, 2023, 10:00 am-12:30 pm ET (in person - Philadelphia)
 - Ms. Janice Bryant-Howroyd asked if the holidays and weather were taken into consideration when scheduling the November 2023 in-person meeting.
 - Ms. Pamela Prince-Eason confirmed that weather and travel were taken into consideration when scheduling the meeting and offered to make the meeting time later in the day, if necessary.
 - Ms. Prince-Eason stated that there will also be a WBENC Board of Directors reception during the March 2023 National Conference.
- Ms. Kubicki-Hicks reminded the Board that complimentary Women-Owned gift boxes are available through 12/14/22. This is due to the tremendous work and support of the board in WBENC's 25th anniversary year.
- Ms. Kubicki-Hicks asked if there were any updates or corrections to the September 2022 Board Meeting minutes.
 - There were updates or corrections to be made.

Following a motion by Ms. Janice Bryant-Howroyd, and a second by Ms. Cheryl Harris, the meeting minutes for the September 2022 Board Meeting were accepted and unanimously approved. There was no opposition, no further discussion.

NOMINATING & GOVERNANCE COMMITTEE REPORT

CLINT GRIMES

Full details can be found in the December 2022 Board Book and PowerPoint slide deck.

- Mr. Clint Grimes stated that every year one-third of corporate board seats are eligible for renomination.
- There are fourteen (14) board seats eligible for renomination in 2022 for another three-year term on the WBENC Board of Directors.
 - The full list of the fourteen (14) board seats can be found in the 2022 PowerPoint slide deck.
 - Some renominations are for individuals, and some are for vacant board seats.
 - Recommending that one (1) board seat not be renewed.
- Explained that once per year a scorecard is completed to evaluate the performance of each corporation eligible for renomination over the prior three-year term to determine which company seats will be renominated to the Board.
 - A scorecard is not completed for directors that have been in a corporate seat for less than one (1) year.
- Asked if there were any questions, there were none.

Following a motion made by Mr. Ryan Verbecken and a second by Ms. Janice Bryant-Howroyd, the Committee's recommendations for corporate board seat re-nominations were unanimously approved; no opposition; no abstentions or further discussion.

- Mr. Clint Grimes stated that there were six (6) existing corporate board seats where there is a new individual being nominated to occupy the seat.
 - Includes Dell, Google, IBM, Marriott, Proctor & Gamble, and Verizon.
- The Committee completed a full review of each individual being nominated.
- Mr. Grimes asked if there were any questions or comments about the six (6) nominations.
 - Ms. Cheryl Harris stated that the success of the people in each role is directly correlated with the level of leadership and sponsorship each individual receives.
 - Mr. Grimes stated that part of the review of each individual nominated is that they are at the appropriate level in their organization with an adequate amount of support from corporate leadership.
 - Ms. Pamela Prince-Eason stated that the committee does not bring forward any recommendations until the appropriate talent is available for the seat; the committee looks at the needs of WBENC at the time and makes recommendations to fill seats with individuals who can best fill any gaps that may exist in the organization.
 - Ms. Steffani McLean asked if the corporate scorecard can be reviewed, and if there is there a desired board demographic.
 - Mr. Grimes stated that scorecards are not shared with the entire board, but the scorecard criteria can be shared. The scorecard evaluation is completed based on a combination of the support of the corporation, and the engagement of the individual.
 - Ms. Prince-Eason stated that she and Ms. Jill Sasso can review an individual's scorecard with the individual, if requested.
 - Mr. Grimes stated that the board looks at Board demographics in industry representation, gender, geographic/regions of the country, and individual background including skills in their current job and past experiences, as it seeks to build out committee representation; the Board looks to understand any existing gaps to determine Board make-up.

- Ms. Prince-Eason clarified that the reason these six (6) seats have different expiration dates is because the individual representing the corporation in the seat is changing after the seat, held by the corporation, was voted in for its three-year term. The seats will be voted on again upon each seat's expiration.
- Ms. Kimberly Proffitt asked how the Board handles negative media coverage a corporation may receive.
 - Mr. Grimes commented that there is no reputational component in the corporate scorecards.
 - Ms. Prince-Eason commented that any action taken by WBENC to change a corporate board seat is typically prompted by a company not being aligned with WBENC's culture and mission, and not necessarily due to negative media coverage of the company.
- Mr. Clint Grimes asked for a motion to confirm the nominations of the six (6) existing corporate board seats.

Following a motion made by Ms. Janice Bryant-Howroyd and a second by Mr. Reggie Humphrey, the Committee's recommendation for the nominations for the six (6) existing corporate board seats was unanimously approved; no opposition; no abstentions or further discussion.

- Mr. Clint Grimes stated that there are three (3) nominations for new or replacement corporate board seats for consideration.
 - Includes nominations for Amazon to replace the seat occupied by AARP, for Corteva to replace the seat occupied by DW Morgan, and for Raytheon Technologies to replace the seat occupied by Microsoft.
 - The nomination of Corteva adds an additional level of industry representation to the WBENC Board.
 - The nomination of Raytheon Technologies adds aerospace and defense representation back to the WBENC Board.
 - Ms. Prince-Eason stated that a company's removal from and subsequent replacement on the WBENC Board does not indicate the company's unwillingness to engage with the WBENC network or their level of support of an RPO. No seat is ever removed from the WBENC Board because of a company's decision not to fund WBENC.
 - Ms. Cheryl Harris asked what the process is if a company wants to rejoin the WBENC Board.
 - Ms. Prince-Eason responded that the number of board seats was increased to one hundred (100) five years ago to address situations where companies who want to rejoin the Board can do so when they have the appropriate personnel with the time to devote to Board activities.
 - Ms. Steffani McLean asked how WBENC can help corporations understand what is needed to be successful on the Board to avoid frequent change among members.
 - Ms. Prince-Eason responded that new board members become familiar with the requirements of the Board through initial vetting and one-on-one discussions, as well as through new board member orientation meetings. WBENC will make it a priority to review all board member scorecards with each individual in the next 6 months.
 - Mr. Grimes stated that the scorecard is comprised of three (3) years of board activity of the corporation and the individual representing the company to ensure there is an appropriate amount of engagement.
- Mr. Grimes asked for a motion to make the changes to the three (3) new and replacement corporate board seats for consideration.

Following a motion made by Dr. Bill Kapfer and a second by Ms. Suzi Cabo, the Committee's recommendation for the nominations of the three (3) new and replacement corporate board seats was unanimously approved; no opposition; no abstentions or further discussion.

- Mr. Clint Grimes stated that there are three (3) vacant corporate board seats currently held by Avis, Bank of America, and Walmart.
 - Ms. Prince-Eason commented that Bank of America is ready to submit a name to fill its seat on the Board, WBENC is in discussions with Walmart about an individual to sit in its seat on the Board, and the seat held by Avis will likely be redistributed when different industry representation is needed on the Board, assuming no candidate is put forward in the coming weeks.
- Mr. Grimes reviewed the Women's Enterprise Forum representation on the Board.
 - Ms. Jill Sasso commented that two-thirds of WBENC Board seats are comprised of corporations, and one-third is comprised of a combination of Forum and Leadership Council seats.
- Mr. Grimes stated that the committee is recommending four (4) individuals from the Women's Enterprise Forum to be nominated to the Board of Directors with terms expiring in 2025.
 - One (1) of the four (4) individuals, Ms. Ann Ramakumaran, is a renomination.
 - Ms. Patti Massey stated that Ms. Hannah Kain has been on the Board before but is coming back to the Board as First Vice Chair of the Forum. Ms. Peggy Del Fabbro will take over as Chair of the Forum.
 - Ms. Prince-Eason stated that the difference between Ms. Ramakumaran and Ms. Kain is that Ms. Ramakumaran's seat currently expires at the end of 2022, and hers is an immediate renomination. WBENC reviews the process that the Forum leadership goes through and vets the individuals who are recommended to the Board.
- Mr. Grimes asked if there were any additional questions or comments, there were none.

Following a motion made by Ms. Patti Massey and a second by Ms. Jackie Sturm, the Committee's recommendation for the nominations for the four (4) Women's Enterprise Forum board seats was unanimously approved; no opposition; no abstentions or further discussion.

- Mr. Clint Grimes stated that there are two (2) renominations and one (1) new nomination for board seats held by members of the Leadership Council for consideration. All three (3) nominations will have terms expiring in 2025.
- Asked if there were any questions or comments, there were none.

Following a motion made by Ms. Cheryl Harris and a second by Ms. Sandra Eberhard, the Committee's recommendation for the nominations for the three (3) Leadership Council board seats was unanimously approved; no opposition; no abstentions or further discussion.

- Mr. Grimes stated that the new WBENC Board Chair, who is the current First Vice Chair of the Board, Nedra Dickson, will begin her term in January 2023. The term will expire in 2024.
- Asked if there were any questions or comments, there were none.

Following a motion made by Ms. Cheryl Harris and a second by Mr. Reggie Humphrey, the Committee's recommendation for Board Chair was unanimously approved; no opposition; no abstentions or further discussion.

- Mr. Grimes stated that Ms. Sandra Eberhard has been nominated as Chair, and Ms. Liz Walsh has been nominated as Vice Chair, of the Leadership Council.
- Mr. Grimes stated that Ms. Peggy Del Fabbro has been nominated as Chair, and Ms. Hannah Kain has been nominated First Vice Chair, of the Women's Enterprise Forum.

- Ms. Prince-Eason thanked Ms. Phala Mire and Ms. Sandra Eberhard for their prior roles as Chair and First Vice Chair of the Leadership Council. Ms. Peggy Del Fabbro and Ms. Hannah Kain previously served as First Vice Chair and Second Vice Chair of the Forum.
- Ms. Prince-Eason and the WBENC leadership team review the Leadership Council and Forum nominations.
- Mr. Grimes stated that when board membership changes, the board reviews the impact of the changes on board demographics in the areas of gender, ethnicity, geographic location, and industry.
 - The demographics are reviewed at the full board and corporate seat-only levels.
 - Ms. Jennifer Turner asked if there is a target for gender representation on the board.
 - Mr. Grimes responded that there is no predetermined target for gender representation, but the committee is thoughtful about the mix of males and females.
 - Ms. Prince-Eason stated that within the board seats held by corporations, there is an opportunity to select individuals by gender, but all seats held by WBEs, Leadership Council, or Forum representatives will have female representation.
 - Mr. Grimes stated that industry representation on the board is reviewed when considering filling vacant board seats or expansion of the board to ensure there is holistic representation on the WBENC Board of Directors.
 - Ms. Prince-Eason stated that ethnicity is the only demographic that is purposefully focused on to ensure the Board is more than thirty-three and one-third percent diverse.
- Mr. Grimes stated that anyone with questions related to the Nominating & Governance Committee report-out should contact himself or Ms. Jill Sasso.

PRESIDENT'S REPORT

PAMELA PRINCE-EASON

Full details can be found in the December 2022 Board Book and PowerPoint slide deck.

- Ms. Pamela Prince-Eason reviewed the four (4) key aspects of WBENC's Strategic Focus.
 - Understand the needs of corporate and government members and in a permanently changed business environment.
 - Understand the needs of women-owned businesses to ensure there is an appropriate amount support across the network.
 - Understand the industries WBENC serves and those it should be serving.
 - Reinforce the strong national presence of the fourteen (14) Regional Partner Organizations.
- During WBENC's 25th anniversary year, the organization focused on innovation from an operational perspective.
 - The March virtual series focused on what needs existed in the network.
 - The June National Conference focused on education in industries.
 - The November Meeting focused on ESG as a game-changer for WBEs and how it makes a big difference for corporate buyers.
- Opportunities for corporate members and WBEs were offered in 2022.
 - The CPO summit supported by EY was not tied to industry-specific programming.
 - The Supplier Diversity Professional Series and New Member Series focused on best practices for Supplier Diversity professionals new to their role or new to an industry.
- WBENC was successful at pivoting the organization to deliver the needs of Corporate Members.

- Networking and Engagement Programs are open to all women business owners, and they do not need to be certified to participate.
 - Heavy activity in Networking and Engagement programs for WBE demographic under 40 years of age.
 - Includes on-campus programs.
 - Reviewed the Women & Pride program in partnership with NGLCC.
 - The Women of Color program has been highly successful at locating business owners in this demographic inside and outside of the WBENC network.
 - Activity with Historically Black Colleges and Universities (HBCU's) helps to bring people into the organization early to provide resources and a network for them.
 - The Women Owned in Retail program brings in businesses that are not currently certified with WBENC through Corporate Members with whom they do business.
 - WBENC is actively working to build its presence in retail.
- Executive Education Programs have been strategic in nature.
 - The WeIGNITE and WeTHRIVE programs are feeders of the Tuck Capstone program. Must complete one prior to Tuck Capstone.
 - Look at what trends are emerging in industries or in a specific demographic group.
 - Partnership with Capital One Cafes offers core curriculum to all businesses.
 - There is a constant strategic evolution in WBENC programming.
 - Tuck Capstone
 - Revamped previous Tuck I & II programs with all new curricula.
 - Ms. Jennifer Turner commented that Tuck Capstone has been reinvented to reach more women owned businesses than ever before. The feedback from participants about the program has been exciting.
 - Ms. Prince-Eason commented that 55 women owners were targeted for the pilot program, 50% of whom were women of color, and participant business revenues ranged from \$250,000 to \$30M.
 - The program assessed which participants were looking for equity investment or to grow their businesses.
 - The LIFT Financial Center of Excellence will be one of the biggest programmatic priorities for 2023.
 - The four (4) major banks have been extremely collaborative with WBENC to build the program model.
 - Various learning opportunities were offered each quarter.
 - Includes networking opportunities to ensure access to capital and looks at procurement opportunities.
 - Grants and pitch competition grants were offered to accelerate the growth of businesses.
 - Offers ongoing coaching and mentorship on very specific activities in the financial space, business plan development, and strategic growth.
 - Any Board Member who would like to participate in crowdfunding activity in 2023 should contact the WBENC Leadership Team.
 - The WeSCALE program will be piloted in 2023 to address the access to capital needs of WBEs.
 - The Financial Center of Excellence will be working with corporate partners to bring this program forward. WBENC would like to include as many Board members as possible.

- Ms. Prince-Eason commented that Ms. Cheryl Harris has been involved in the newest Women of Color Incubator Program at Florida A&M University (FAMU).
 - Prior cohorts at North Carolina A&T and Howard University were successful – both were virtual cohorts.
 - These successes will allow WBENC to take the program broader to more universities, both HBCUs and non-HBCUs, to support innovation in the college-age demographic.
 - The FAMU cohort was the first at the university and included 34 African American participants, 91% of whom were full-time students, and 82% were undergraduate students.
 - The incubator program is significant because it highlights the business ideas of the participants and provides a network to develop those ideas.
 - Ms. Harris commented that the Women of Color Incubator Program is a great opportunity for a company to invest in the next generation of entrepreneurs, and that she is working to partner the top winners of the Incubator pitch competition with executives within Allstate.
 - Ms. Prince-Eason thanked Ms. Harris and commented that there will be follow-up cohorts at FAMU, North Carolina A&T, and Howard. Will also consider Clark Atlanta and other HBCUs for Women of Color Incubator programming.
- Participants of the Women of Color Incubator Program can continue their journey with WBENC in the Collegiate Accelerator Program.
 - Half of Collegiate Accelerator participants in 2022 became certified with WBENC and can become scalable businesses to do business with WBENC Corporate Members.
 - The college programs are strategic in nature.
- Ms. Prince-Eason reviewed Operational Excellence
 - The Energy Executive Program evolved in 2022 and included both in-person and virtual aspects with site visits to major energy companies and meetings with senior leaders in those companies.
 - The Women Owned in Retail Program is open to both certified and non-certified businesses. Want to ensure that non-certified companies are aware of the resources offered by the WBENC network.
- Technological items were reviewed.
 - Strategic replacement of accounting and CRM systems will occur in the first half of 2023.
 - A new Learning Management System pilot is in process with the Thriving with Capital One Program and will be rolled out to the Energy Executive Program and Chemical Industry Accelerator Program next.
 - Bridge 2 Technology (B2T) is the platform that will house XBE data from participating organizations in the NBIC.
 - Ms. Pat Birmingham commented that B2T is a user-friendly and collaborative platform that is extremely secure and will allow Corporate Members to search XBE's in one place and will allow the business owners to customize their profiles.
- WBENC continues to support internal and external partners.
 - Many RPOs have had successful events and participation is encouraged.
- WBENC National Conference will be held in Nashville March 20-23, 2023, with a focus on taking the momentum of the past 2 years forward.
 - Thanked Conference co-chairs and encouraged Board Members to plan their travel immediately.
 - Exhibitor sales are open, and space will fill quickly.
 - Deadlines for sponsorships are earlier than normal and WBENC would like to know of interest to sponsor as soon as possible.

TREASURER'S REPORT

PAMELA PRINCE-EASON

Full details can be found in the December 2022 PowerPoint slide deck.

- Ms. Prince-Eason stated that Finance Committee members are present in the meeting.
- WBENC has total available cash of \$ \$10,431,592.
 - Operating Account balance is \$ 8,368,094.
 - Investment Account balance is \$ 1,070,610.
 - Total liquid assets of \$9,438,704.
 - High cash amount due to growth in Corporate Membership, timely payments by Members, a successful National Conference, increased virtual program offerings, and incredible investment in new WBENC initiatives by Corporate Members.
 - Thanked Ms. Ann Ramakumaran for a donation to the organization.
- The total revenue budget at the beginning of 2022 was \$10,565,000.
- As of June 30, 2022, unrestricted revenue was \$12,524,297.
 - This is \$1,959,297 above budget.
- The revenue forecast for the end of 2022 is \$13,988,350.
 - Will calculate the RPO allocation at the higher amount of revenue.
- The proposed budgeted revenue for 2023 is \$13,395,000.
 - This is due to the number of new members to WBENC and high retention of existing members.
 - One-time programs not repeating in 2023 is the reason for the downshifting of the Sponsorship & Contributions forecast.
 - There is an increase in Registration Fees due to overperformance in programs and in-person events registration. The RPO's were also very active in encouraging participation in events and programs.
 - Exhibit fees are the only area that has not recovered or grown from pre-pandemic levels, and is not projected to grow in the future.
 - The Finance Committee is working to get certification fees revenue moved to the RPO's.
 - Grant and pitch revenue is forecasted at \$150,000 based on current commitments.
- Asked if anyone had any questions about the revenue budget.
 - Mr. Ryan Verbecken asked if there is anything the Board can do to provide education about WBENC in an effort for outreach.
 - Ms. Prince-Eason responded that she would reach out to members for the purpose of outreach to new partners who would find value in the WBENC network.
 - Ms. Kubicki-Hicks commented that the WBENC Finance Committee has put enough thought into the budget to ensure that everything proposed in the budget is realistic and achievable, and that there is an appropriate amount of diligence and rigor in creating and maintaining the budget.
 - Ms. Prince-Eason commented that WBENC spends funds only when matching revenue is planned to be received to offset the expense.
 - Ms. Peggy Del Fabbro commented that a lot of time and care is taken into preparing the WBENC budget, and that it is very well thought out.
- The 2022 expenses budget was forecast in December 2021 at \$10,565,000.

- The 2022 actual expenses are forecast at \$12,655,000.
 - Includes a higher allocation to the RPOs which is over \$500,000 than originally projected.
- The proposal for 2023 Expenses is a break-even budget at \$13,395,000.
 - Careful to ensure expenses match revenue.
 - Salary and benefits and RPO allocation are covered by special programs and dues.
 - The remaining expenses are tied to activities that if not completed, the funds budgeted are not spent.
- Asked if there were any questions about the expenses budget.
 - No questions were asked.
- Ms. Prince-Eason asked for a motion for the budget being presented on December 7, 2022, to be accepted as presented to the WBENC Board of Directors.

Following a motion made by Ms. Suzi Cabo and a second by Ms. Sharon Black, the proposal to accept the budget as presented on December 7, 2022, to the WBENC Board of Directors was unanimously approved; no opposition; no abstentions or further discussion.

- Asked all Board of Directors members to unmute themselves and confirm their agreement.
 - All participants verbally confirmed their agreement.
- Ms. Prince-Eason stated that there would not be a Leadership Council report-out as Ms. Phala Mire was unable to attend the meeting.

WOMEN'S ENTERPRISE FORUM REPORT

PATTI MASSEY

Full details can be found in the December 2022 Board Book.

- Ms. Patti Massey commented that it has been an honor to serve on the WBENC Board of Directors as Forum Chair, and previously as Vice-Chair and Second Vice-Chair representing WBENC WBEs.
- There is tremendous excitement within the WBE community about the various opportunities for WBEs to collaborate with one another in 2023.
- Had a successful session at the November Event.
- Each team of the Forum will present on various topics relevant to WBEs in 2023, and the sessions will be open to the entire Forum for the first time.
 - This will enhance the visibility of experts within the WBE community.
- New members of the Forum will be nominated by the RPO Leaders in 2023.
- The Forum Listen and Connect sessions will continue in 2023.
- Ms. Peggy Del Fabbro and Ms. Hannah Kain will lead the Forum in 2023.
- Ms. Prince-Eason thanked Ms. Massey for all she has done to lead the Forum.

OPEN DISCUSSION

- Ms. Prince-Eason commented that this would be the last Board Meeting for Ms. Pat Birmingham and asked her to make final comments.

- Ms. Birmingham thanked Ms. Prince-Eason, the WBENC Team, and the WBENC Board for their support during her tenure at WBENC.
- Ms. Barbara Kubicki-Hicks thanked the Board for their participation and discussion during the meeting.
- Asked for a motion to adjourn the meeting.

MEETING ADJOURNMENT

Following a motion by Ms. Patricia Rodriguez-Christian and a second by Ms. Jennifer Turner, the meeting was adjourned.

The meeting ended at 4:33 PM ET.

Materials for April 27, 2023
WBENC Board of Directors Meeting

Nominating and Governance Committee Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
April 27, 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

- Reviewed open corporate seats and candidates. Provided four (3) 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.

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 | d) Committee Timeline |
| b) Committee Charters | e) Code of Ethics |
| c) New Board Member Application | f) Conflict of Interest |

2023 Progress to Goal

April 2023

- 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.

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

- No updates for Q1 2023

WBENC By-laws Reference: Article V, Section 5.2

Nominating Governance Committee: Board Elections

Nominations for Existing Corporate Board Seats (5)

| | | |
|-----------------|-------------------|-----------------|
| Avis | Beth Crimmins | (term exp 2025) |
| Bank of America | Chris Poulos | (term exp 2025) |
| Dell | Charlene Wiegrefe | (term exp 2024) |
| ManpowerGroup | Liz Duensing | (term exp 2025) |
| Shell | Brandi Rauch | (term exp 2023) |

New Corporate Board Seat Recommendations (1)

| | | |
|--------|----------------|-----------------|
| Target | Brad Pomerleau | (term exp 2025) |
|--------|----------------|-----------------|

Vacant Corporate Seats (1)

Walmart



Beth Crimmins

Vice President, Global Accounts
Avis Budget Group

Serving as Vice President, Global Accounts, Beth is a dedicated, accomplished executive with proven record of success leading and partnering with marketing and sales to implement strategies that reduce costs while driving revenue growth in highly competitive markets. She is a consummate relationship-builder capable of forging and managing partner alliances.

Beth is a highly respected, go-to leader and strong contributor to the overall Avis Budget Group corporate vision and culture. She combines approachability, flexibility, adaptive style, and resourcefulness to build consensus, motivate teams, and execute various initiatives.

Prior to Avis Budget Group, Beth worked at Mondelez International as Associate Director, Marketing & Sales Procurement where she had oversight of the spend management across all Marketing & Sales Categories in North America, including Creative Agencies, Production, Brand Activation, Media, Point of Sale, Sales Merchandisers and Brokers. As the Procurement Lead for Global Market Research she drove 70% spend through globally aligned suppliers, a supply base reduction of 10% and savings of 5% of spend.

Beth received her Bachelor's degree from Hofstra University in Hempstead, NY.



Chris Poulos
Global Technology Third Party and Procurement Executive
Bank of America

Chris Poulos joined Bank of America in 1989 (then NCNB) and currently serves in the role of Third Party and Procurement Executive supporting the bank's Global Technology organization.

Chris's team is responsible for managing the engagement, contractual negotiations, relationship management, and ongoing performance of the bank's critical Third Party relationships that provide products, services, and resources for the Global Technology organization. It is the team's mission to effectively manage the strategic supplier relationships, ensure suppliers are executing to their contractual commitments and within the bank's risk appetite, while maximize the value of those third party relationships to drive innovation and business value for the enterprise. Since joining the bank, Chris has served in various leadership roles across the Global Technology and Global Operations organizations, spanning Retail Credit Operations, M&A Transition management, Global IT Products and Services Management, Technology Strategy & Business Management, Global IT Vendor Management and Commercial Strategy, Cloud & Advanced Technology, and most recently joining the bank's Global Strategy and Enterprise Platforms organization.

Raised in Greensboro, NC, Poulos holds a bachelor's degree in Business and Finance from the University of North Carolina at Chapel Hill, as well as post graduate certifications from Darden and Wharton Business Schools. Chris served for four years on the board of directors for the Carolina Computer Access Center (CCAC), a non-profit organization with the mission to increase the use of technology by children and adults with disabilities.



Charlene Wiegrefe
Vice President, Procurement
Dell Technologies

As Dell Technologies' Vice President of ISG (Infrastructure Solutions Group) Server Structural and Packaging Procurement, Charlene Wiegrefe oversees Front End, Global Category Management, Global Supply Management, and Supply Chain Management teams. She is a 24-year Dell Technologies veteran, including 6 years in Product Group, 5 years Global Ops Engineering, and the remaining tenure spent leading procurement strategy across various Indirect and Direct Procurement portfolios.

Charlene's path to her current role began quite unusually and explains why she is passionate in her role in developing her teams. She graduated from Principia College with a Bachelor of Science in Biology. It is here she learned the art of asking the right questions to define the problem, then methodically chipping away until a solution is found. After graduating, she soon landed her first job at Dell as a temp worker in the returns and failure analysis engineering team. Over the next 24 years, Charlene learned business acumen and the art of leadership on the job. As she switched her mindset from fear of failure to becoming comfortable breaking through limitations, she learned that most of the limitations, if not all of them, are self-imposed. This awareness is her guidepost and encourages all who dare to step out of their comfort zone to squash that inner voice of doubt.

While her 'day job' is critically important to drive cost management strategies, deepen supplier relationships to enable a world class supply chain to operate with flexibility, efficiency and resiliency, her passion remains people development and leading high performing teams with balance and compassion.

Charlene graduated with a master's degree in integrated supply chain management from Michigan State University, is a graduate of the Dell executive leadership program, and a graduate of Dell's Global Operations Professional Development Program.



Liz Duensing
Vice President, Enterprise Partnerships
ManpowerGroup

Liz has over 20 years in the Staffing Industry. She has experience leading Enterprise sales for our largest global clients, significant P&L management as well as Global sales leadership. In 2023 she has stepped into a new role leading Enterprise Partnerships for ManpowerGroup. She is responsible for 4 key channels- Technology partnerships, Managed Services partnerships, Supplier Diversity partnerships & Public Sector.

She is a five-time winner of ManpowerGroup Highest sales achievement award/Presidents club and 2016 winner of the Power Award- ManpowerGroup's most prestigious Global award for team excellence.

Prior to joining ManpowerGroup in 2008 she worked for Xerox, AT&T as well as Fujitsu in IT consulting. Liz is collaborative by nature, comfortable working across functions and channels, as well as with virtual and geographically dispersed teams focused on enterprise revenue growth.

Liz is a graduate of Lawrence University with a BA in Psychology. She is involved in her community supporting several groups. Meta House has been a long-standing commitment for Liz. Meta House provides women in the Milwaukee area with residential & outpatient housing and support for women struggling with addiction. Liz is also involved with Hunger Task force of Milwaukee as a regular food bank volunteer. She has also been an alumni volunteer for Lawrence University for over 20 years.



Brandi Rauch

General Manager, Supply Chain & US Supplier Diversity

Shell

Brandi has 28 years of oil and gas experience and has held a variety of technical and supply chain roles across the Shell Enterprise in Europe and the Americas. She has a demonstrated track record of supply chain leadership, performance improvement, team building and risk management supporting onshore and offshore operations.

In her current role as General Manager of Supply Chain for Shales, Brandi is accountable for the commercial elements of the Wells, Projects, and Producing Operations supply chains, as well as operational and safety delivery for Logistics, Materials Management and Warehousing Operations in the US, Canada and Argentina. Her experience in driving scalable performance improvement programs is helping to fundamentally change ways of working and corporate culture across diverse operating environments.

In her previous role as Vice President Supply Chain Strategy, Brandi was accountable for driving global improvement in key supply chain practices, including contractor safety and performance management. She now applies this experience to deliver a competitive, resilient, and efficient Supply Chain for Shell's Shales business and as a mentor to both technical and commercial talent in Shell.

In addition to her Shales role, Brandi is accountable for growing the influence and impact of Shell's US Supplier Diversity program for all lines of businesses in the USA, aligned with Shell's US DEI ambition. Brandi believes that by investing in Supplier Diversity, Shell is investing in our collective future by growing capable, historically under-represented businesses into the supplier partners our industry needs to be sustainable and meet the energy needs of tomorrow. Brandi is a passionate advocate for effective collaboration and believes it is essential to forge mutually beneficial relationships with critical suppliers and advocacy groups to address increasingly complex industry demands while ensuring the Supply Chain actively supports the achievement of Shell's Safety, Operational and Societal ambition. Brandi also believes that strong and purposeful cross-industry collaboration and leadership is necessary to make a step change in growing a more diverse and sustainable supply chain and is taking an active role in forming focused partnerships with industry peers and NGOs.

Brandi began her Shell career shortly after completing a degree in Civil Engineering at Louisiana State University.



Brad Pomerleau
Vice President, Procurement
Target Corporation

Brad Pomerleau is accountable for creating competitive advantage and achieving operational excellence through cost and process optimization for Target through its indirect sourcing and procurement organization. Brad leads his global team by effectively and efficiently managing the end to end “source to pay” function across 33 categories including construction, corporate services, marketing, property management, supply chain and technology. Brad is also responsible for the Supplier Diversity function within Target.

Prior to joining Target in 2002, Brad has had extensive leadership experience in a variety of different functions including sourcing, finance, operations and technology in the agribusiness, technology and insurance industries.

Brad received a Bachelor’s degree in Operations Management and Quantitative Methods / Computer Science from the University of St. Thomas, St. Paul, MN, USA.

Board Chair & President's Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
April 27, 2023

The President's Report will be presented in PowerPoint format for this board meeting.

Finance Committee Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
April 27, 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

- 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.

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

2023 Progress to Goal

April 2023

- 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.)

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

- 2021 and 2022 financial surpluses have allowed WBENC to fully fund our unrestricted net asset reserve.

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

Audit Committee Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
April 27, 2023

GOAL 1: Oversee completion of the annual audit.

2023 Progress to Goal

April 2023

- 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.

GOAL 2: Oversee completion of the annual Form 990.

2023 Progress to Goal

April 2023

- 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)

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

2023 Progress to Goal

April 2023

- The addition of one accounting role and re-assignment of one Senior Accountant is 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 Intacct) 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.

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
April 27, 2023

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

2023 Progress to Goal

April 2023

- 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

| | 12/31/2021 | 12/31/2022 | 2022 Growth |
|------|------------|------------|-------------|
| WBE | 18,151 | 18,672 | 2.87% |
| WOSB | 8301 | 7960 | -4.3% |

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

- The RPOs played a crucial role in the success of the 2023 National Conference.
 - 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 attendees in their regions and facilitate connections to build on and leverage throughout the week.
 - 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.
- 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.

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

- The 2023 revised Service Agreement and Allocation Model has been signed by all RPOs and is in effect.
 - 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.

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

2023 Progress to Goal

April 2023

- 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.

Women's Enterprise Forum Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
April 27, 2023

GOAL 1: Increase Forum Engagement.

2023 Progress to Goal

April 2023

- 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.

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

2023 Progress to Goal

April 2023

- 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.

GOAL 3: Enhance Governance and Communications.

2023 Progress to Goal

April 2023

- 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.

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
April 27, 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

- \$6,453,400 2023 Renewals Invoiced Commitments, 97% Retention *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.*
- \$7,018,066 Total 2023 Membership Invoiced Commitments, 534 Members *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.*

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

- 47 New Members, \$463,000 2023 New Member Funding *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.*

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

- 2022 Program Funding Commitments: \$1,486,503
 - 2023 National Conference Sponsorships: \$3,565,500
- TOTAL 2023 Sponsorship Funding to date: \$5,052,003 (This time LY: \$4,482,351)

WBENC By-laws Reference: Article V, Section 5.2

Marketing & Programs Committee Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
April 27, 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

- 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.

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

- 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.

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

- 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.

WBENC By-laws Reference: Article V, Section 5.2

Global Committee Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
April 27, 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

- The Forum Global team will host a team-topic session in November; the focus is ESG.

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

- 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.

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

- WBENC partnered to support WeConnect with their International Day programming on March 20, 2023 in Nashville, TN

National Certification Committee Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
April 27, 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

- 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

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

2023 Progress to Goal

April 2023

- 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

GOAL 3: Review National Certification Files.

2023 Progress to Goal

April 2023

- 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

GOAL 4: Deliver Certification and WBENCLink Training.

2023 Progress to Goal

April 2023

- Delivered Certification and WBENCLink Training monthly to WBEs, interested applicants, and Corporate Members
 - 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
 - Trained 287 volunteers/RPO staff in 2022 and 60 in Q1 2023
- Adjusted Certification Trainings to take place bi-monthly instead of monthly

Executive Committee

Board Chair

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

1st Vice Chair

VACANT

2nd Vice Chair

VACANT

Secretary

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

Immediate Past Chair

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

Treasurer

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

Leadership Council Chair

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

Women's Enterprise Forum Chair

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

Certification Committee Chair

VACANT

Marketing & Programs Committee Chair

VACANT

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

1120 Connecticut Ave NW, Suite 1000
Washington, DC 20036

Pamela Prince-Eason

President and CEO
peason@wbenc.org

Lindsey All

Senior Director, Executive
Programs
lall@wbenc.org
(202) 872-5516

Audrey Awasom

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

Haley Creef

Manager, Strategic Fin. Services
Progs.
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

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

Sarah Leach Smith

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

Kate Kelly

Manager, Strategic Programs
kkelly@wbenc.org
(202) 315-1522

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

Harrella Wedington

Senior Accountant
hwedington@wbenc.org
(202) 315-1594

LaKesha White

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

Hunter Whittington

Manager, Strategic Fin. Services
Progs.
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