



AUGUST 2024 BOARD BOOK

BOARD OF DIRECTORS MEETING
VIRTUAL MEETING

AUGUST 22, 2024

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AGENDA

2:00 PM	OPENING COMMENTS	PAMELA PRINCE-EASON
2:03 PM	BOARD CHAIR REPORT <ul style="list-style-type: none">• CALL MEETING TO ORDER• APPROVAL OF MEETING MINUTES (APRIL 2024)	NEDRA DICKSON
2:15 PM	NOMINATING AND GOVERNANCE COMMITTEE REPORT	CLINT GRIMES
2:30 PM	PRESIDENT’S REPORT	PAMELA PRINCE-EASON
3:00 PM	TREASURER’S REPORT	THERESA HARRISON/ PAMELA PRINCE-EASON
3:30 PM	FORUM UPDATE	PEGGY DELFABBRO
3:40 PM	LEADERSHIP COUNCIL UPDATE	SANDRA EBERHARD
3:50 PM	NEW BUSINESS	ALL
4:20 PM	CLOSING COMMENTS	NEDRA DICKSON

Minutes of the April 25, 2024

WBENC Board Meeting

Submitted for Approval

During the August 2024

Board Meeting

Women's Business Enterprise National Council
Board of Directors Meeting
April 25, 2024 – 2:00-4:30PM EST
Virtual Meeting

Seat	Company	Name	4/25/24 Attendance
Board Roster			
1 of 75	Accenture	Nedra Dickson	Yes
2 of 75	WBENC	Pamela Prince-Eason	Yes
3 of 75	Counsel to the Board - K&L Gates	Tara Clancy	Notified Absent
Corporate			
4 of 75	Allstate	Cheryl Harris	Yes
5 of 75	Altria	VACANT	N/A
6 of 75	Amazon	Carla Preston	Absent
7 of 75	AT&T	Jalayna Bolden	Yes
8 of 75	Avis	Beth Crimmins	Yes
9 of 75	Bank of America	Chris Poulos	Yes
10 of 75	BP America, Inc.	Kimberly Thornton	Yes
11 of 75	Caesars Entertainment	Heather Rapp	Yes
12 of 75	Capital One	Clint Grimes	Yes
13 of 75	Chevron Corporation	Stephanie Beveridge	Yes
14 of 75	ComcastNBC Universal	Ajamu Johnson	Yes
15 of 75	Corteva	Tamra Palowski	Yes
16 of 75	Dell Inc.	Robert McIntosh	Yes
17 of 75	ExxonMobil Global Services Company	Douglas Fisher	Yes
18 of 75	EY	Theresa Harrison	Yes
19 of 75	FedEx	VACANT	N/A
20 of 75	Ford Motor Company	Jacklyn Watt	Absent
21 of 75	GM	Reginald Humphrey	Yes
22 of 75	Google	Siofra Harnett	Authorized Designee
23 of 75	IBM	Jennifer Turner	Yes
24 of 75	Intel	Clay Atkins	Absent
25 of 75	Johnson & Johnson	Jennifer Curley	Yes
26 of 75	JP Morgan Chase	William (Bill) Kapfer	Yes
27 of 75	Kellanova	Michele (Shelly) Van Treeck	Yes
28 of 75	KPMG LLP	Jennie Friedman	Yes
29 of 75	Kroger	Ryan Verbecken	Yes
30 of 75	Lowe's	McLean Steffani	Yes

31 of 75	Macy's, Inc.	Diana Pon	Yes
32 of 75	Marriott International, Inc.	Bianca Ortega	Yes
33 of 75	Nationwide	Kimberly Proffitt	Absent
34 of 75	ODP Business Solutions (formerly Office Depot)	Karen Miller	Yes
35 of 75	PepsiCo, Inc.	Rachel Thomas	Yes
36 of 75	Pfizer Inc	Sirsij Peshin	Yes
37 of 75	Procter & Gamble	Donna Mulcahy	Notified Absent
38 of 75	RTX (formerly Raytheon Technologies)	Andrea Desaulniers	Yes
39 of 75	Robert Half	Sharon Black	Notified Absent
40 of 75	Shell Oil Company	Brandi Rauch	Yes
41 of 75	Target	Brad Pomerlau	Notified Absent
42 of 75	The Coca-Cola Company	Fernando Hernandez	Absent
43 of 75	The Walt Disney Company	Claudia Splichal	Yes
44 of 75	Toyota Motor North America	Sharay Lawson	Yes
45 of 75	United Airlines	Suzi Cabo	Yes
46 of 75	UPS	Sophia Shoate	Yes
47 of 75	Verizon	Sandra Nielsen	Yes
48 of 75	VISTRA	Gabe Castro	Yes
49 of 75	Walmart Stores, Inc.	VACANT	N/A
50 of 75	Wells Fargo	Barbara Kubicki	Yes
WBE			
51 of 75	K-Tec Systems	Cathy Koch	Yes
52 of 75	M Davis, Inc.	Peggy DelFabbro	Yes
53 of 75	DevMar Products	Sharon Reynolds	Yes
54 of 75	Ampcus	Ann Ramakumaran	Yes
55 of 75	ALOM	Hannah Kain	Yes
56 of 75	Avacend	Kanchana Raman	Yes
57 of 75	MYCA	Patricia Massey	Yes
58 of 75	Allmac & Associates, LLC	Tina Macon	Yes
59 of 75	Kaygen	Rashmi Charturvedi	Yes
60 of 75	Diverse & Engaged	Dee C. Marshall	Yes
61 of 75	Creative Resources	Caren Schweitzer	Absent

Regional Partner Organization (RPO)			
62 of 75	WBEC-West	Dr. Pamela Williamson	Yes
63 of 75	WBEC-South	Phala Mire	Yes
64 of 75	WBEC-East	Elizabeth Walsh	Yes
65 of 75	WBEC-Pacific	Janice Greene	Yes
66 of 75	WBCS	Bliss Coulter	Yes
67 of 75	Womens Business Development Council-Midwe	Emilia DiMenco	Yes
68 of 75	Womens Business Enterprise Alliance	April Day	Absent
69 of 75	Great Lakes Women's Business Council	Michelle Richards	Yes
70 of 75	Center for Women & Enterprise	Gabrielle Morse	Yes
71 of 75	WBEC-Metro NY and WBEC Greater DMV	Sandra Eberhard	Notified Absent
72 of 75	WBEC-Florida	Nancy Allen	Absent
Expert Members			
73 of 75	Bristol Myers Squibb	Farryn Melton	Yes
74 of 75	ACT 1 Group	Janice Bryant-Howroyd	Notified Absent
75 of 75	WBENC (Retired BP)	Debra Jennings-Johnson	Absent
WBENC Staff			
N/A	WBENC	Jill Sasso	Yes
N/A	WBENC	Laura Taylor	Yes
N/A	WBENC	LaKesha White	Yes
N/A	WBENC	Mia Delano	Yes
N/A	WBENC	Amanda Zack	Yes
Guests			
N/A	Chevron	Dave Feldman	Yes
N/A	Google	Casey Oakes	Yes
N/A	WBEC ORV	Lynnise Smith	Yes
N/A	Greater Womens Business Council	Roz Lewis	Yes

2:04 PM OPENING COMMENTS

PAMELA PRINCE-EASON

- Opened meeting, welcomed board members. 2:08PM meeting called to order.

Following a motion made by Ms. Hannah Kain and a second by Mr. Bill Kapfer, the Board Meeting was officially called to order. There was no opposition or further discussion.

- Reiterated deadline for board member challenge submission to Pam is end of day 4/26/24.
- Requested approval of the November 2023 Board Meeting minutes. Asked for Board Members to comment on any questions/concerns from the minutes.
- Ms. Hannah Kain requested that a regular update to the Board on cyber security be added to the minutes moving forward.

Following a motion made by Ms. Roz Lewis and a second by Ms. Tamra Pawloski, the November 2023 Board Meeting minutes were accepted and unanimously approved. Ms. Gabrielle Morse and Ms. Jennie Friedman abstained from voting on this motion as they were not present for the meeting.

2:15 PM NOMINATING AND GOVERNANCE COMMITTEE REPORT

CLINT GRIMES

- Reviewed all corporate existing and new board seat nominations. See board book for a detailed listing of nominations.

Following a motion made by Ms. Theresa Harrison and a second by Ms. Cheryl Harris, the existing and new corporate board seat nominations were accepted and unanimously approved. There was no opposition or further discussion.

- There are currently three (3) open corporate board seats with Altria, FedEx, and Walmart. Ms. Pamela Prince-Eason and the WBENC leadership team are currently holding conversations around filling these positions.
- Reminded all board members to sign and return a copy of the board member code of ethics and conflict of interest forms; it is a requirement for all board members in alignment with bylaws and is critical that they are returned as soon possible.

2:30 PM PRESIDENT'S REPORT

PAMELA PRINCE-EASON

- Strategic
 - Strategic Partnership Opportunities for 2024
 - WBENC is finalizing a roadmap for WBE programs showing WeTHRIVE at the 101 level, WeIGNITE at the 201 level, Tuck Capstone/WeSCALE Equity at the 301 level, etc. Additional programs are being developed at various levels and will be added to the roadmap when finalized.
 - Sponsorship/partnership opportunities across all levels will continue to become available for companies who wish to support/invest in development programs.
 - Proposed WBENC Position Regarding Attack on Diversity/Inclusion
 - WBENC continues to craft messaging around gender parity as part of the organization's response to this attack.

- ESG Model/Direction for WBENC
 - The WBENC network continues to assist in the development of the ESG programming strategy; WBENC aims to complement the messaging that each company currently publishes in their individual ESG reports.
- Top Corporation Program “Amplification”
 - Many board member companies participated in WBENC’s Top Corporation workshop at the National Conference. The Top Corporation program is being redesigned and relaunched based on feedback collected during this session. Updates will be shared individually with industry advisory boards and on upcoming board meetings.
- Operational Excellence
 - Program Excellence from December 2023 – March 2024
 - WBENC Staff Annual Planning Meeting in DC was held in December 2023. The team spent a week together evaluating the operating model, sharing feedback, implementing tweaks, and doing a deep dive on the organization’s strategic growth model.
 - Program Open House was held virtually in January 2024. The session is primarily attended by WBEs to better understand program opportunities. The Corporate Member version of this session will be offered virtually in August and will focus on partnership opportunities.
 - The WeIGNITE program model runs multiple times a year and showcases a great continued partnership with Wells Fargo.
 - The WeSCALE Equity program was offered for the first time to WBEs looking to grow with funding/equity opportunities.
 - 2024 National Conference Success
 - This event was held March 19-22nd in Denver, CO. It was highly attended, greatly valued, and represents another successful annual conference.
 - 2024 November Unity Week
 - A calendar placeholder has been shared for Unity Week which will be held November 11-14th. The location is still being finalized in coordination with NGLCC. Board members should contact Jill Sasso if they did not receive the calendar hold.
 - Due to the Veteran’s Day holiday and potential attendee individual commitments, WBENC will only hold an evening reception/activity on the 11th to accommodate late arrivals that day. Ms. Cheryl Harris suggested WBENC/NGLCC participating in a Veteran’s Day volunteer event, which will be further explored.
 - The WBENC hosted portion of Unity Week will occur on November 12-13th and will feature the WBENC Pitch Competition Final Round, a robust update on the attack on DEI (as well as legislative activity – post election), intimate networking opportunities, etc. In the afternoon on November 13th, hosting will transition to NGLCC and will include a Match & Meet session for certified BE’s from all participating organizations and joint Corporate Members. November 14th will feature NGLCC/NBIC’s Best of the Best celebration and awards ceremony. Hotel and location information will be available very soon.
 - Board will likely not meet for a full meeting in person during Unity Week, but will come together for a board activity (likely the Veteran’s community activity). The 2025 budget and final 2024 board meeting will be held virtually on December 12th.
- Technology
 - Certified Shared Database
 - Corporations who are members of at least two or more participating certifying organizations will have access to the joint database.
 - Great feedback has been received thus far on the ability to see multiple certifications from suppliers in one consolidated place.
 - Two organizations who are not currently featured in the shared database have expressed interest in having their information shown.
 - Mr. Keith King’s organization NVBDC (not a current member of the NBIC).

- Mr. Ron Busby’s organization US Black Chamber of Commerce (is a current member of the NBIC, but their newly launched certification offering could be considered competitive with NMSDC and requires further discussion).
 - Mr. Casey Oakes leads the shared database governance committee and will collect board member feedback to determine consensus on accepting/denying these two organizations.
 - Mr. Bill Kapfer commented that an MOU agreement currently exists between USBC and NMSDC.
 - Ms. Jennifer Turner posed a question around whether there is a possibility of including SBA/Government certifications in the shared database. Ms. Pamela Prince-Eason explained that currently it is not, but the committee will further discuss and explore this.
- Financial Accounting System (Sage Intacct)
 - Major improvements have been made to WBENC’s financial closing process and includes more transparency in the numbers.
- Customer Relationship Management System (Salesforce)
 - Major improvements to WBENC’s process have been made by using this system. Auditors have been looking at the implementation of the new systems and are generally pleased as well.
- Engagement
 - National Partner Events
 - USPAACC will hold their conference at the end of May in Atlanta. WBENC will be supporting and will be talking about the launch of the Women of Color program specifically for the Pan Asian Community.
 - RPO Events
 - WBENC continues to work closely with RPOs and ensure the board understands their upcoming events and opportunities, as well as the significance of having a strong national network.
 - Several RPOs are Celebrating Significant Anniversary Events: WBEC South, GLWBC, WBEC NY & DMV.
 - Board members are encouraged to review the calendar and support RPO events.
 - 2024 WBENC Pitch
 - This program launched again in partnership with the 14 RPOs. WBENC looks forward to another great year of this program across the network.
 - The Semi-Finals will be held virtually October 28-29th. Board members will receive an update on when service or product companies will be presenting so that it can be shared with procurement/purchasing colleagues. The Finals will be held in-person at Unity Week on November 12th.
- Transition to Finance Report
 - The full staffing status and benchmarking work has been completed.
 - The 2024 Audit will be held during the month of June.
 - WBENC’s new office space lease officially begins April 1, 2024.
 - Financial updates on 2023 results and 2024 year to date to follow.
- Outstanding/Next
 - Bylaw Review / Committee Update – The leadership team will come to the Board to share updates and request approvals/decisions for bylaw changes, committee changes, and will do a full governance review soon.

3:00 PM TREASURER’S REPORT**THERESA HARRISON/ PAMELA PRINCE-EASON**

- Financial update – WBENC’s cash position remains strong, which is a testament to the staff and the program strategy being delivered to the network, as well as the continued support and partnership opportunities from the network.
- New team members have been brought on board for specific roles whose salaries come from restricted funds for certain programs.
- Ms. Pamela Prince-Eason is pleased with the financial acumen and decision-making abilities by everyone on the team.

3:30 PM FORUM UPDATE**PEGGY DELFABBRO**

- GOAL 1: Increase Forum Engagement through the following in-person events.
 - National Conference Forum Meeting – Tuesday 3/19/24 and National Conference VIP Event Programming – Friday 3/22/24.
 - WBE to WBE networking roundtables hosted primarily by the Team Leaders.
 - Forum Team Meetings (Domestic, Government, Global, Engagement and Marketing)- Focus on Forum Insights Series planning.
 - RPO Leaders and Current/Former Forum Chairs hosted a session on how to engage in the WBENC network and the path to Forum membership.
- GOAL 2: Building Personal and Professional Capacity through Education & Programming
 - Supplier Diversity Journey for WBE’s who want to develop their own supplier diversity program and next steps for those of us who already have our own program.
 - Forum Insights series – Ensure Forum covers topics of interest across the WBE population, and compliment planned WBENC programming.
 - The Domestic Team is first up in May covering use of AI in business operations for efficiency.
- GOAL 3: Enhance Governance and Communications
 - Continuing to share ‘What is the Forum’ and the ‘Path to the National Forum’ content wherever possible.
 - Monthly Forum Email summarizes upcoming events and action items for Forum Members.

3:40 PM LEADERSHIP COUNCIL UPDATE**LIZ WALSH – 1ST VICE CHAIR LEADERSHIP COUNCIL**

- Explained map cards (on tables) with Leadership Council contact info is a tool to help WBEs and Corporate Partners better understand that while RPOs are 14 autonomous organizations – it is important to show that they operate as a whole network. Which includes WBEs having access to attend all events across all RPOs.
- Goal 1 is Growth:
 - 2023: 701 regional events hosted by RPOs including 26,867 attendees. 2024 Q1: 200 events including 6,200 attendees. 6% growth in WBE certifications in 8.2% in WOSB.
- Goal 2 is Engagement:
 - Several RPO’s Celebrating Milestones - WBEC Greater DMV & Metro NY 25th Anniversary. WBEC South 30th Anniversary. GLWBC 40th Anniversary.
- Goal 3 Operational Excellence:
 - In December 2023, WBENC received all RPO signed service agreements.
- Goal 4 is Governance:
 - Ms. Sandra Eberhard will continue as Chair, Ms. Liz Walsh will continue as Vice Chair through 2024.

- Two Leadership Council members are retiring – Ms. Emilia DiMenco is retiring from WBDC Midwest, and Ms. Sandra Eberhard is retiring from WBEC Metro NY & DMV. WBENC and the RPO network will support this transition process.

3:50 PM NATIONAL CONFERENCE UPDATE

PAMELA PRINCE-EASON

- Several Board Members contributed comments and shared that the National Conference was a success.
- Survey results were shared consisting of elements of attendee feedback that was collected.
- Feedback highlights: Corporations highly value education sessions, while WBEs highly value networking opportunities such as Meet & Greet and time on the Expo floor.
- Mr. Dave Feldman commented on the costly nature of the Expo, acknowledges the popularity of it, but explained their organization is getting pressure on costs associated with exhibiting. He is asking WBENC to have further discussions around creative ways to challenge/satisfy this activation in a less cost-prohibitive way.

4:13 PM BOARD CHAIR REPORT

NEDRA DICKSON

- Explained Board Chair Award
- Had visibility into minimal fire drills behind the scenes at the WBENC National Conference and extended kudos to the WBENC team on how they handled everything on-site.
- Posed a challenge to new board members and new WBEs: Would like to see network newcomers join together for a think-tank on ideas for innovating trade show associated costs.
- The Collegiate Accelerator business owner participants were incredibly impressive.
- Elaborated on the power of the WBENC network which includes great leadership from Ms. Pamela Prince-Eason, continued partnership from the RPOs, strong cash position, continued support and investment from corporates in the growth and development of WBES, etc. WBENC has many critical elements to focus on.
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4:20 PM NEW BUSINESS

ALL

- Ms. Nedra Dickson has started a podcast called ‘Diversity Rewired’ aiming to help rewire how people see diversity as simply an inclusive marketplace.
- Next item for new business: the WBENC certification team will be collaborating with the certification leaders at each RPO to facilitate a women-led designation (not a certification). For businesses who are being led by women, especially those that have been developed / fostered by corporate members, but in order to scale they have taken on capital which has diluted their equity, and they are no longer a majority owner. This would apply to companies that have been certified for a period of time and now their internal ownership structure is changing.

4:30 PM CLOSING COMMENTS

NEDRA DICKSON

- Thanked Board Members for attending and called meeting to close.

Following a motion made by Ms. Ann Ramakumaran and a second by Ms. Jennifer Turner, the Board Meeting was officially adjourned. There was no opposition or further discussion.

Materials for August 22, 2024
WBENC Board of Directors Meeting

Nominating and Governance Committee Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
August 22, 2024

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.

2024 Progress to Goal	
April 2024	August 2024
<ul style="list-style-type: none">Reviewed open corporate seats and candidates since the November 2023 meeting. Provided six (6) total recommendations for corporate board seats, five of which were elected via electronic board vote and one for board consideration and election at April 25, 2024 meeting.	<ul style="list-style-type: none">Reviewed open board seats and provided one (1) recommendation for open corporate board seat.

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

2024 Progress to Goal	
April 2024	August 2024
<ul style="list-style-type: none">No updates for Q1 2024	<ul style="list-style-type: none">2024 Conflict of Interest and Code of Ethics forms have been distributed. Any board members who have not returned their completed forms have been contacted.

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

- a) Corporate Scorecard
- b) Board Matrix

2024 Progress to Goal	
April 2024	August 2024
<ul style="list-style-type: none">The Nominating Committee has a planned review of the corporate renomination scorecard in Q2 2024 and will share the updated scorecard with all board members prior to the 2024 Corporate Renomination process begins.	<ul style="list-style-type: none">Corporate board members with expiring seat terms in 2024 have been notified and will receive information to complete so the Nominating Governance Committee can complete the annual scorecard and renomination process.

Nominating Governance Committee: Board Elections

Nomination for Existing Corporate Board Seats (1)

Toyota – Andria Anderson (term exp 2026)

Vacant Corporate Board Seats (5)

Altria

Bank of America

FedEx

Ford Motor Company

Walmart



Andria Anderson

General Manager of Accessories, Logistics and Packaging, Purchasing Supplier Development

Toyota

Andria Anderson is General Manager of Accessories, Logistics and Packaging in Purchasing Supplier Development at Toyota Motor North America (TMNA). She is responsible for the procurement of vehicle accessories, finished vehicle and parts logistics, packaging and supplier development.

Prior to her current role, Andria was Group Manager of Fuel Cell Solutions (FCS) in Business Development focused on development Toyota's fuel cell value chain across heavy- and light-duty vehicles, stationary storage, and infrastructure partners.

Previously, Andria served as chief of staff to TMNA's executive office. Andria also led the procure to pay implementation of SAP Ariba for TMNA and its North American Manufacturing Centers. Andria has also held various positions across Procurement including a leading role in sourcing furniture for all Toyota HQ facilities, implementing new contracts, systems, and policies for indirect procurement, as well as in direct parts purchasing.

Prior to joining Toyota in 2004, Andria worked in purchasing for Mitsubishi Motors. Andria holds a Bachelor of Science degree in Industrial Engineering from University of Illinois Urbana-Champaign.

Board Chair & President's Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
August 22, 2024

The Board Chair & President's Report will be delivered live at the 8/22/24 Board meeting.

Finance Committee Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
August 22, 2024

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:

2024 Progress to Goal	
April 2024	August 2024
<ul style="list-style-type: none">We are excited to report our new system implementation and staff roles & responsibilities have positioned us well. We are fully closed through year-end 2023 with external Audit scheduled in June 2024. Additionally we are closed for the months of January, February and March 2024. We have had no issues with our current (new) systems and we have quickly learned to utilize key aspects of the new financial system. Current focus is on a.) budgeting functionality, b.) the time and attendance capability in the system and c.) overall reporting capability.	<ul style="list-style-type: none">The WBENC Accounting Team, led by Ryan Martin, has completed monthly close activity within 10 days following the end of the month each month in 2024. Recognition of restricted revenue was calculated and booked in July for the first half of 2024 and WBENC remains in a strong financial position.Completed 2023 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 September 2024.A Finance Committee meeting was held on 5/22/24 to introduce Ryan Martin; give updates on the new financial system; review current financials; update the committee on the 2023 audit; and, give brief updates on the WBENC staff benchmarking process and technology review.

GOAL 2: Build a 2024 Financial Plan that supports WBENC's short-term and long-term strategic goals.

2024 Progress to Goal	
April 2024	August 2024
<ul style="list-style-type: none">2024 Budget was prepared in September and October 2023 and approved by the WBENC Board in November 2023. In the short-term budgeting and tracking are focused on achieving 2024 membership, event and program goals. The past 3 years have been used to build our financial reserves and as of 2nd half of 2023 we have increased staffing to focus on long-term growth. Our new EOS Vision Tracker has been updated to grow the organization to a \$30M organization	<ul style="list-style-type: none">YTD results continue to remain strong. WBENC will hold a Strategic Partners (Corporate Members) meeting on September 9, 2024 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 Members. The goal is to assist corporate members in obtaining funding that directly ties to the funders business/organizational goals.

focused on certification, events and programs that promote gender parity for all in Corporate and Government Supply Chains and makes substantial progress in breaking down the barrier of “access to capital” for women-owned businesses.	
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GOAL 3: Continue to invest and grow WBENC’s unrestricted net assets reserve to enhance WBENC’s overall financial position.

2024 Progress to Goal	
April 2024	August 2024
<ul style="list-style-type: none">As of December 2023, WBENC currently has reserves in excess of those needed to support the organization for 9-12 months. This exceeds the minimum calculation WBENC was striving for.	<ul style="list-style-type: none">As noted in April, our prior year financial surpluses have allowed WBENC to exceed our goals for funding the 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
August 22, 2024

GOAL 1: Oversee completion of the annual audit.

2024 Progress to Goal	
April 2024	August 2024
<ul style="list-style-type: none">Ryan Martin has replaced Lauren Herman as Team Leader for WBENC Finance Operations. His experience has led to improved cycle times and better utilization of the financial accounting system capability. 2023 Financial Close was completed in January 2024. As of April 2024, Ryan (and team) have provided CBM (WBENC external auditor) with the 2023 Trial Balance results and all "pre-requested" items for the 2023 Audit that will occur in June 2024. We anticipate a smooth audit though will be sharing how the new system works and introducing new staff to CBM. Internal controls remain high and our transition of systems and staff over the last 6 months has gone very well.	<ul style="list-style-type: none">A meeting was held with the Audit Committee on 6/4/24 to kick off the 2023 Annual Audit. All 2023 audit requirements are now complete. We anticipate the release of draft audit results (with no issues) any day, and will share with the WBENC Audit Committee as soon as they are available.Next Audit Committee Meeting to be scheduled in September 2024 to review 2023 audit results and 2023 Form 990 submittal.

GOAL 2: Oversee completion of the annual Form 990.

2024 Progress to Goal	
April 2024	August 2024
<ul style="list-style-type: none">This will be completed after the 2023 Financial Audit and will be filed in a timely manner by November 15, 2024. As a reminder, your conflict-of-interest forms and other requested Board Documents are used to complete this important governance form. Thank you for your timely completion of the requested documents.	<ul style="list-style-type: none">Work will begin on the 2023 Form 990 in August/September timeframe. Relevant schedules have already been submitted to the external auditors.Committed to finalizing complete with auditors and Audit Committee by November 2024 due date, if not earlier.

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

2024 Progress to Goal	
April 2024	August 2024
<ul style="list-style-type: none">The 2022 audited yielded no issues with internal controls. These will be tested again in June 2024 on our 2023 data; however, we monitor controls monthly and feel confident that our transition to new systems, personnel and processes have retained or improved all financial internal controls.	<ul style="list-style-type: none">Internal Controls remain a strong focus for leadership, accounting and non-accounting personnel. With the new accounting team members in place, the proper controls have been implemented and no concerns exist at this time.

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
August 22, 2024

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

2024 Progress to Goal							
April 2024				August 2024			
<ul style="list-style-type: none"> 2023 Regional Events: 701 regional events hosted by RPOs in 2023 with 26,867 total attendees. 2024 Q1 Regional Events: 200 events with nearly 6200 attendees 2023 Increase in the number of certified WBE firms and WOSB firms. 				<ul style="list-style-type: none"> 2023 Regional Events: 431 regional events hosted by RPOs in Q1 and Q2 2024 with 14,265 total attendees. 2024 continued increase in the number of certified WBE firms and WOSB firms, surpassing 20,000 WBE firms. 			
	12/31/2022	12/31/2023	2023 Growth		12/31/2023	6/30/2024	2024 YTD Growth
WBE	18,672	19,792	6%	WBE	19,792	20,504	3.6%
WOSB	7,960	8,613	8.2%	WOSB	8,613	9,163	6.4%

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

2024 Progress to Goal	
April 2024	August 2024
<ul style="list-style-type: none"> The RPOs played a crucial role in the success of the 2024 National Conference in Denver, CO last month. <ul style="list-style-type: none"> Each RPO again designated a Host Committee Member to serve on the National Host Committee. These WBEs assisted in planning and communications and also served as ambassadors for the conference. All 14 RPOs also collaborated on a booth for the 2024 National Conference which served as a hub for attendees to learn more about the RPO Network. On Tuesday each RPO hosted corporate and WBE conference attendees from each of their regions in breakout sessions with engagement and networking activities to facilitate connections for attendees to build on throughout the week. Staff members from RPOs also attended the conference and participated as super-volunteers at the conference. 	<ul style="list-style-type: none"> The council discussed the announcement of an SBA grant opportunity for new Women's Business Centers and application requirements during the June meeting. The WBENC Pitch Program continues with many regional competitions completed or underway. Finalists from the RPO pitch competitions will advance to the national WBENC Pitch Semifinals that will be held virtually 10/28/24 and 10/29/24. WBENC has provided training to all interested WBEs via the national WBENC Pitch Academy with four total sessions thus far in May and July. Semifinalists will be eligible for additional coaching prior to competing at the national level. Leadership Council Chair, Sandra Eberhard, facilitated the introduction of WBENC to Zeta Phi Beta sorority and WBENC has entered into an MOU with Zeta Phi Beta. Sandra, LaKesha White and Tarrance Frierson attended the Zeta Phi Beta BOULE in Indianapolis, IN 7/23/24-7/26/24.

<ul style="list-style-type: none"> • All RPOs are again participating in the WBENC Pitch program in 2024. The regional pitch competitions are already planned and the dates and details were communicated to attendees at the RPO breakout sessions at the national conference. The winners from the RPO regional pitch events will advance to the national semi-finals and finals in Q3 and Q4 this year. • Three RPOs will celebrate milestone anniversaries in 2024: WBEC Greater DMV and Metro NY – 25 years; WBEC South – 30 years; and GLWBC – 40 years. 	
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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.

2024 Progress to Goal	
April 2024	August 2024
<ul style="list-style-type: none"> • The 2024 Service Agreement was signed by all RPOs in December 2023. 	<ul style="list-style-type: none"> • Pat Birmingham provided an update to the Leadership Council on the shared database during the June 2024 meeting. • Pamela Prince-Eason led a discussion with the group and took input on a potential Women Led Designation for WBEs who have taken on capital which caused them to lose eligibility for certification. A subcommittee was formed and the group will work to provide recommendations on the definition and scope of the designation.

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

2024 Progress to Goal	
April 2024	August 2024
<ul style="list-style-type: none"> • Sandra Eberhard, the Leadership Council Chair, and Liz Walsh the Vice Chair continue in their roles through 2024. • The council will meet monthly throughout 2024, with one projected in-person meeting (date TBD). 	<ul style="list-style-type: none"> • The council met in June and July and will meet in person with WBENC in New Orleans in conjunction with the annual Certification Team Training 9/30/24-10/2/24. • Updates have been provided on the progress of CEO searches for WBEC Greater DMV and Metro NY. • The council has also formed a small working group that will update and revise the Onboarding Guide for new RPO leaders to help ensure a smoother onboarding and transition into the leadership roles.

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
August 22, 2024

GOAL 1: Increase Forum Engagement

April 2024	August 2024
<ul style="list-style-type: none">The Q1 2024 Forum session open to all WBEs took place immediately before the WBENC National conference kickoff in March 2024 with an at capacity room of almost three hundred WBEs. Forum leaders provided insights about how to make the most of the WBENC Conference experience and recognized the 2024 WBE Stars. Using a theme of Financial Wellness, the trailer of the documentary "Show Her the Money" was shown followed by a panel hosted by Judith Goldkrand from Wells Fargo and included one of the businesses featured in the movie, Vicky Pasche, Founder and CEO of Dapper Boi, as well as capital advisor, Eda Henries, President, and CEO of Henries & Company. Later in the session, WBENC provided a preview of 2024 programs, and Pamela Prince-Eason, WBENC CEO and Nedra Dickson, WBENC Board Chair joined the meeting for an open Q&A.As part of the Friday Conference events, the Forum hosted a WBE-to-WBE Connections session, encouraging networking and WBE-to-WBE opportunities. The RPO Leadership Council Chair and Vice Chair also hosted a session about how to get engaged in the WBENC network and the Forum Teams had the opportunity to meet in person on Forum Insights planning.	<ul style="list-style-type: none">The Q2 All Forum meeting on June 26 featured two guest speakers including Audrey Awasom, WBENC Senior Manager of Programs who provided an overview of the Women of Color (WoC) program including the monthly sessions delivering content across the 8 pillars of the program, the community resource groups - UNIDAS, Legacy, and Tapestry, and the Women of Color HBCU Incubator program. Forum members learned more about the WoC program and how to get engaged as a community participant or ally. As part of the Forum's continuing focus on technology, the second speaker, Lynn Child, Principal Founder and President of CentraComm, presented Cybersecurity: Don't be an Attacker's Next Victim. Lynn shared content on Cybersecurity Network Basics, Social Engineering: End User Awareness, and added take-away value with Preparation & Action Steps.

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

April 2024	August 2024
<ul style="list-style-type: none">Based on Forum input, WBENC is hosting a new Supplier Diversity Journey for WBEs. This educational series addresses WBEs looking to start a supplier diversity initiative or those searching for new processes and techniques to grow their program. The first session is April 30th.The Forum teams are planning their 2024 Forum Insights Series session, where the focus is on peer-to-peer learning. The Domestic	<ul style="list-style-type: none">On May 30th WBEs participated in the Supplier Diversity Journey session hosted by Chuck Hendrix, Vice President Member Engagement, WBENC.2024 Forum Insights Series is off to a strong start.<ul style="list-style-type: none">The Domestic Team delivered AI Revolution: Unlocking Efficiencies on May 22 to 272 attendees.

April 2024	August 2024
team is first, on May 22nd, the topic is AI Revolution: Unlocking Efficiencies. The Engagement, Marketing, Government, and Global teams are planning sessions in Q3-Q4.	<ul style="list-style-type: none"> ○ The Engagement Team delivered Presenting for a Contract, on July 25 to 208 attendees. The corporate member guest panelist was Reuben Essandoh from Capital One. ● Remaining 2024 Insights Series sessions <ul style="list-style-type: none"> ○ The Global Team is hosting Being a Global Boss on August 15. ○ The Marketing Team is hosting Marketing & AI: Opportunities & Implications on October 17. ○ The Government team is hosting Tier 2 Contracting on November 20, Angela Dingle, CEO WIP is the guest speaker.

GOAL 3: Enhance Governance and Communications

April 2024	August 2024
<ul style="list-style-type: none"> ● Forum Leadership planned and delivered the Q1 2024 Forum session at the WBENC National conference. During that session, leadership shared the structure and work of the Forum to help those in attendance understand the opportunities and value of engagement in their RPO and the overall WBENC network. ● The Forum Marketing team announced a new Second Vice Chair, Barbara Bosha, of Bosha Design+Communications. Julie Lilliston Founder & President, Julie Lilliston Communications, moved from Second Vice Chair to First Vice Chair of the Marketing team. We thank Kimberly Meek, Owner & CEO Hacha Products, for her service as outgoing Second Vice Chair of the Marketing team. ● Introduced a monthly Forum email summarizing asks of Forum members as well as upcoming events of interest. Positive feedback received to date. 	<ul style="list-style-type: none"> ● To further strengthen the Forum and the role it plays in the WBENC Network, the Forum leadership team drafted the WBENC Forum Values which include Respect, Support, Engagement, Community, and Integrity. ● The Forum Leadership Team also drafted an annual re-commitment communication for Forum members to enhance engagement. ● The WBENC Forum RPO nomination process launched on July 31st. Each RPO may nominate WBEs for the Forum every two years. Nominees are reviewed and appointed the Forum by WBENC. The appointments begin January 1, 2025.

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
July 1, 2024

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.

2024 Progress to Overall Membership Funding Goal - \$7M = 103%	
April 2024	July 2024
<ul style="list-style-type: none"> • \$6,773,400 2024 Renewals Invoiced Commitments, 94.2% Retention *This time LY: \$6,453,400 2023 Renewals Invoiced Commitments, 97% Retention (2022 - \$5,176,900 Renewals invoiced, 97% Retention) <i>*This is an increase of \$320,000 from LY</i> • \$7,087,900 Total 2024 Membership Invoiced Commitments, 524 Members *This time LY: \$7,018,066 Total Membership Invoiced, 534 Members (2022 - \$5,968,525 Renewals Invoiced, 474 Members Total) • Retention is lower than normal for this time of year, which is due to smaller entities whose programs did not takeoff and whose budgets have been cut. We anticipated this would occur after the pandemic and in the face of DEI opposition. However, many of these entities chose to join Regionally in 2024 and remain in contact with National. We anticipate Retention will rise as normal throughout the year and hope to achieve 96% in 2024. • Revenue is continuing to rise. The Momentum of New Members has leveled out and is tracking as it did prior to the pandemic, which is what we expected. We remain in a very strong position in the face of the DEI opposition. 	<ul style="list-style-type: none"> • \$6,813,900 2024 Renewals Invoiced Commitments, 88% Retention *This time LY: \$6,453,400 2023 Renewals Invoiced Commitments, 97% Retention (2022 - \$5,176,900 Renewals invoiced, 97% Retention) <i>*This is an increase of \$360,500 from LY.</i> • \$7,210,775 Total 2024 Membership Invoiced Commitments, 536 Members *This time LY: \$7,018,066 Total Membership Invoiced, 534 Members (2022 - \$5,968,525 Renewals Invoiced, 474 Members Total) • Retention is lower than normal for this time of year, which is due to smaller entities whose programs did not takeoff and whose budgets have been cut. We anticipated this would occur after the pandemic and in the face of DEI opposition. However, many of these entities chose to join Regionally in 2024 and remain in contact with National. We anticipate Retention will rise as normal throughout the year and hope to achieve 96% in 2024. • Revenue is continuing to rise. The Momentum of New Members has leveled out and is tracking as it did prior to the pandemic, which is what we expected. We remain in a very strong position in the face of the DEI opposition.

GOAL 2: Strategic Increase of Membership: Acquire New & Rejoining Members that align with current programs and service offerings from an industry-based perspective.

2024 Progress to Goal – 40 New Members = 80%	
April 2024	July 2024
<ul style="list-style-type: none"> 30 New Members, \$314,500 2024 New Member Funding *This time LY: 47 New Members, \$463,00 2023 New Member Funding (2022 - 75 New Members, \$755,125, 2022 New Member Funding) <i>*As predicted, momentum in this space is beginning to slow; however, it still remains strong in the face of the DEI opposition. We continue to create programs and resources for this group to boost retention.</i> 	<ul style="list-style-type: none"> 40 New Members, \$361,875 2024 New Member Funding *This time LY: 47 New Members, \$463,00 2023 New Member Funding (2022 - 75 New Members, \$755,125, 2022 New Member Funding) <i>*As predicted, momentum in this space is beginning to slow; however, it still remains strong in the face of the DEI opposition. We continue to create programs and resources for this group to boost retention.</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.

2024 Progress to Goal - \$5M = 116%	
April 2024	July 2024
<ul style="list-style-type: none"> 2024 Program Funding Commitments: \$1,398,678 2024 National Conference Sponsorships: \$3,890,000 <i>*Increase of \$324,500 from LY</i> TOTAL 2024 Sponsorship Funding to date: \$5,288,678 <i>*This time LY: \$5,052,003</i> 	<ul style="list-style-type: none"> 2024 Program Funding Commitments: \$1,878,500 2024 National Conference Sponsorships: \$3,959,395 <i>*Increase of \$393,895 from LY</i> TOTAL 2024 Sponsorship Funding to date: \$5,837,895 <i>*This time LY: \$5,439,011</i>

Marketing & Programs Committee Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
August 22, 2024

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.

2024 Progress to Goal	
April 2024	August 2024
<ul style="list-style-type: none">Ongoing identification of corporate member representatives.Continued review of committee focus areas and areas of impact.	<ul style="list-style-type: none">Collaborating with committee members as relevant for input.Continued review of committee focus areas and areas of impact.

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.

2024 Progress to Goal	
April 2024	August 2024
<ul style="list-style-type: none">Continually growing and establishing relationships and connections with Corporate Member C-Suite executives for program and marketing engagement and opportunities.Strong branding and clear, compelling messaging across WBENC programs and events, including the WBENC National Conference.	<ul style="list-style-type: none">Continually growing and establishing relationships and connections with Corporate Member C-Suite executives for program and marketing engagement and opportunities.Strong branding and clear, compelling messaging across WBENC programs and events, including the WBENC National Conference.

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.

2024 Progress to Goal	
April 2024	August 2024
<ul style="list-style-type: none">Programs curriculum continually growing and evolving with the WBENC network and strategic business needs.	<ul style="list-style-type: none">Programs curriculum continually growing and evolving with the WBENC network and strategic business needs.Evaluating communications strategy around program offerings to aid WBEs and Corporate Members to understand and decide which programs meet their current needs and support focuses.

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
August 22, 2024

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

April 2024	August 2024
<ul style="list-style-type: none">The Forum Global team will host their Forum Insights series session on August 15, 2024. It will build off the March WBENC Conference workshop session on going global and offer WBE perspectives.	<ul style="list-style-type: none">On August 15, 2024 the Forum Global team hosts their Forum Insights Series session titled, "Being a Global Boss: Sharing Our Stories." Taking your business global is a big undertaking but can lead to growth and opportunities. Attendees will hear from WBEs about their own stories of going global, the mistakes they made, the things they learned, and tips for others. This is a peer-to-peer learning opportunity for those WBEs who are looking to take their business global or expand into new markets.WBENC and the Global Committee leadership created a survey to obtain feedback from WBENC National Forum WBEs currently operating globally and those considering global expansion. The committee will use the results to inform future sessions.

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.

April 2024	August 2024
<ul style="list-style-type: none">WBENC is excited to announce that Jennifer Turner, Program Director at IBM, is the new Global Committee Chair. WBENC will work with Jennifer in April to review and update the committee roster, begin the process of goal setting, and schedule a committee meeting.	<ul style="list-style-type: none">Following an initial assessment of the committee roster, WBENC is working with the Global Committee chair on a full review of the Global Committee following many changes to its corporate members.Updated charter and goals have been drafted and are under review.

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.

April 2024	August 2024
<ul style="list-style-type: none">WeConnect held a very successful International Day in Denver on March 18, 2024. In attendance were WeConnect WBEs from over 20	<ul style="list-style-type: none">The committee coordinated with WeConnect and invited WBENC Certified-WBEs to the WEConnect Regional Conferences Information Sessions to help further educate them on WEConnect and their offerings around the world.

April 2024	August 2024
<p>countries, WBENC WBEs, and corporate members. Select WBENC staff attended in support of the event.</p> <ul style="list-style-type: none"> WBENC partnered with WeConnect to host the Empowering Women Going Global workshop at the WBENC National Conference. This was an opportunity to gain valuable insights that delve into the dynamic landscape of global business expansion. The panel was moderated by Ana Guevara, Chief Strategy Officer, and Head of Global Markets at WEConnect International, and speakers included Jonathan Brady, Lead Business Development Specialist at Export-Import Bank of the United States (EXIM), Stephanie Garnica, Director, Global Engagement at DEDO (Denver Economic Development & Opportunity), Suzette Nickle, Director at US Commercial Service/International Trade Administration, and Jennifer Turner, Program Director at IBM. 	

National Certification Committee Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
August 22, 2024

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

2024 Progress to Goal	
April 2024	July 2024
<ul style="list-style-type: none">Submitted 2024 SBA Third Party Certifier WOSB AgreementPublished updated Documentation Required list which removed 16 previously requested documents	<ul style="list-style-type: none">Organized subcommittee to establish Women Led Designation eligibility, criteria, and benefits.

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

2024 Progress to Goal	
April 2024	July 2024
<ul style="list-style-type: none">WBENC has successfully met requirements associated with SBA Third Party Certifier Compliance reviews to dateSubmitted supporting documentation in response to audit of 10 WOSB companies from the SBA WOSB Team in Q1 2024	<ul style="list-style-type: none">WBENC has successfully met requirements associated with SBA Third Party Certifier Compliance reviews to date.WBENC updated the 3-year SBA WOSB Regulation Expiration Date by 1 year for over 1100 WOSBs in response to an extension extended to company expiring with the SBA between June 1, 2024 – May 31, 2024.

GOAL 3: Review National Certification Files.

2024 Progress to Goal	
April 2024	July 2024
<ul style="list-style-type: none">The NCRC and NCAC supported the processing of the 64 National Certification applications (5 New, 59 recerts) and 12 appeals on a timely basis in 2023The NCRC and NCAC supported the processing of the 11 National Certification applications (all recerts) and 5 appeals on a timely basis in Q1 2024	<ul style="list-style-type: none">The NCRC and NCAC supported the processing of the 4 National Certification applications (all recerts) on a timely basis in Q2 2024

GOAL 4: Deliver Certification and WBENCLink Training.

2024 Progress to Goal	
April 2024	July 2024
<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 360 participants in 2023 & 121 in Q1 2024WBENCLink 2.0 - Corporate Members: Trained 69 participants in 2023 & 13 in Q1 2024Certification Training<ul style="list-style-type: none">Trained 137 volunteers/RPO staff in 2023 and 19 in Q1 2024	<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 156 in Q2 2024.WBENCLink 2.0 - Corporate Members: Trained 13 in Q2 2024.Certification Training<ul style="list-style-type: none">Trained 41 in Q2 2024.

Executive Committee

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Territory: North Texas, New Mexico, Oklahoma, Arkansas

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Women's Business Enterprise Alliance (WBEA)

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Territory: South Texas

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Territory: Delaware, Pennsylvania, South New Jersey

Women's Business Development Council Florida (WBEC Florida)

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Territory: Florida, with the exception of the Panhandle, Puerto Rico, US Virgin Islands

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

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Territory: Kentucky, Ohio, West Virginia

Women's Business Enterprise Council Pacific (WBEC Pacific)

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Territory: Alaska, Northern California, Idaho, Montana, Oregon, Washington

Women's Business Enterprise Council South (WBEC South)

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Territory: Alabama, Florida Panhandle, Louisiana, Mississippi, Tennessee

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Territory: Arizona, Southern California, Colorado, Hawaii, Nevada, Utah, Wyoming and Guam

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Territory: District of Columbia, Maryland, Virginia

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

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