



# AUGUST 2025 BOARD BOOK

BOARD OF DIRECTORS MEETING  
VIRTUAL MEETING

August 28, 2025

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# AGENDA

<b>2:00 PM</b>	<b>Opening</b>	<b>Jill Sasso</b>
<b>2:05 PM</b>	<b>Board Chair Report</b>	<b>Nedra Dickson</b>
<b>2:25 PM</b>	<b>Nominating and Governance Committee Report</b>	<b>Clint Grimes</b>
<b>2:40 PM</b>	<b>Treasurer's Report</b>	<b>Theresa Harrison</b>
<b>3:10 PM</b>	<b>Chief Operating Officer's Report</b>	<b>Jill Sasso</b>
<b>3:40 PM</b>	<b>Forum Update</b>	<b>Hannah Kain</b>
<b>4:00 PM</b>	<b>Leadership Council Update</b>	<b>Phala Mire</b>
<b>4:20 PM</b>	<b>Closing</b>	<b>Nedra Dickson</b>

**Minutes of April 28, 2025**

**WBENC Board Meeting**

**Submitted for Approval**

**During the August 2025**

**Board Meeting**

**Women's Business Enterprise National Council - Board of Directors Meeting**  
**April 28, 2024 – 2:00-4:30PM EST | Virtual Meeting**

Seat	Seat Type	Company	Name	APRIL 28, 2025 ATTENDANCE
<b>CORPORATE MEMBERS</b>				
1	Corporate	Accenture	Nedra Dickson	YES
2	Corporate	Allstate	Cheryl Harris	YES
3	Corporate	Altria	VACANT	
4	Corporate	Amazon	Carla Preston	YES
5	Corporate	AT&T	Jalayna Bolden	YES
6	Corporate	Avis	Beth Crimmins	ABSENT
7	Corporate	Bank of America	VACANT	
8	Corporate	BP America, Inc.	Kimberly Thornton	YES
9	Corporate	Caesars Entertainment	Heather Rapp	YES
10	Corporate	Capital One	Clint Grimes	YES
11	Corporate	Chevron Corporation	Stephanie Beveridge	ABSENT
12	Corporate	ComcastNBC Universal	Ajamu Johnson	YES
13	Corporate	Corteva	Tamra Palowski	YES
14	Corporate	Dell Inc.	Robert McIntosh	YES
15	Corporate	ExxonMobil Global Services Company	Mike Albers	YES
16	Corporate	EY	Theresa Harrison	NOTIFIED ABSENT
17	Corporate	FedEx	VACANT	
18	Corporate	Ford Motor Company	VACANT	
19	Corporate	GM	Reginald Humphrey	YES
20	Corporate	Google	Siofra Harnett	YES
21	Corporate	IBM	VACANT	
22	Corporate	Intel	Clay Atkins	YES

23	Corporate	Johnson & Johnson	Jennifer Curley	NOTIFIED ABSENT
24	Corporate	JP Morgan Chase	William (Bill) Kapfer	YES
25	Corporate	Kellanova	Michele (Shelly) Van Treeck	YES
26	Corporate	KPMG LLP	Jennie Friedman	ABSENT
27	Corporate	Kroger	Shannon Scheuerle	YES
28	Corporate	Lowe's	Steffani McLean	YES
29	Corporate	Macy's, Inc.	Diana Pon	YES
30	Corporate	Marriott International, Inc.	VACANT	
31	Corporate	Nationwide	Kimberly Proffitt	NOTIFIED ABSENT
32	Corporate	ODP Business Solutions (formerly Office Depot)	VACANT	
33	Corporate	PepsiCo, Inc.	Rachel Thomas	YES
34	Corporate	Pfizer Inc	Rona Fourte	YES
35	Corporate	Procter & Gamble	Adal Jones	YES
36	Corporate	RTX (formerly Raytheon Technologies)	VACANT	
37	Corporate	Robert Half	Sharon Black	YES
38	Corporate	Shell Oil Company	Brandi Rauch	YES
39	Corporate	Target	Brad Pomerleau	YES
40	Corporate	The Coca-Cola Company	Fernando Hernandez	ABSENT
41	Corporate	The Walt Disney Company	Andy Baker	YES
42	Corporate	Toyota Motor North America	Andria Anderson	YES
43	Corporate	United Airlines	Suzi Cabo	YES
44	Corporate	UPS	Erin Allen	YES
45	Corporate	Verizon	VACANT	-
46	Corporate	VISTRA	Gabe Castro	ABSENT
47	Corporate	Walmart Stores, Inc.	Sarai Exil	YES
48	Corporate	Wells Fargo	Barbara Kubicki	YES

WBES				
49	WBE	Ampcus	Ann Ramakumaran	YES
50	WBE	ALOM	Hannah Kain	YES
51	WBE	Allmac & Associates, LLC	Tina Macon	YES
52	WBE	Avacend	Kanchana Raman	YES
53	WBE	Davis Davis & Harmon LLC	Chanel Christoff Davis	YES
54	WBE	Diverse & Engaged	Dee C. Marshall	YES
55	WBE	Creative Resources	Caren Schweitzer	YES
56	WBE	Kolar Design	Kelly Kolar	YES
57	WBE	K-Tec Systems	Cathy Koch	YES
58	WBE	Levy Recognition	Michele Adams	YES
59	WBE	M Davis, Inc.	Peggy DelFabbro	YES
RPOS				
60	Regional Partner Organization (RPO)	WBEC-West	Dr. Pamela Williamson	YES
61	Regional Partner Organization (RPO)	WBEC-East	Elizabeth Walsh	NOTIFIED ABSENT
62	Regional Partner Organization (RPO)	WBEC-Pacific	Janice Greene	ABSENT
63	Regional Partner Organization (RPO)	WBEC	Bliss Coulter	YES
64	Regional Partner Organization (RPO)	Women's Business Development Council-Midwest	Emilia DiMenco	YES
65	Regional Partner Organization (RPO)	Great Lakes Women's Business Council	Michelle Richards	YES
66	Regional Partner Organization (RPO)	Center for Women & Enterprise	Gabrielle Morse	YES
67	Regional Partner Organization (RPO)	WBEC-Metro NY and WBEC Greater DMV	Phala Mire	YES
68	Regional Partner Organization (RPO)	WBEC-Florida	Nancy Allen	YES
69	Regional Partner Organization (RPO)	WBEC ORV	Lynnise Smith	YES
70	Regional Partner Organization (RPO)	Greater Women's Business Council	Roz Lewis	YES
EXPERT MEMBERS & EX-OFFICIO				
71	Expert Members	Retired BMS	Farryn Melton	YES

72	Expert Members	ACT 1 Group	Janice Bryant-Howroyd	NOTIFIED ABSENT
73	Ex-Officio	WBENC	Pamela Prince-Eason	YES
74	Ex-Officio	K&L Gates	Tara Clancy	YES
<b>WBENC STAFF</b>				
	Guest	WBENC	Amanda Zack	YES
	Guest	WBENC	LaKesha White	YES
	Guest	WBENC	Laura Taylor	YES
	Guest	WBENC	Mia Delano	YES
	Guest	WBENC	RYAN MARTIN	YES
<b>APPROVED GUESTS</b>				
	Guest	Shell	Brian Hall	YES
	Guest	Shell	Kimberly Williams	YES
	Guest	WBEC South	Lindsey All	YES



**2:04 PM Meeting Called to Order**

**Cheryl Harris**

- Ms. Cheryl Harris, acting 1<sup>st</sup> Vice Chair of the Board of Directors, called the meeting to order.

**2:05 PM Opening Comments**

- Ms. Pamela Prince-Eason delivered welcome remarks.
- Addressed that new board member nominees who joined the virtual meeting at this time would be placed in the Zoom waiting room until the official vote occurred, at which time these individuals would rejoin the meeting.
- Highlighted Ms. Tara Clancy as the new acting Counsel for the Board taking over for Mr. Jorge Romero at K&L Gates.

**2:07 PM Board Chair Report**

**Cheryl Harris**

- Expressed gratitude for the board's steadfast commitment to WBENC; recognized WBENC staff and Regional Partners for their leadership.
- Highlighted the board's recent work including their response and resilience to rapid changes from the new administration.
- Recognized WBENC's Senior Vice President of Strategic Initiatives Ms. Mia Delano, for her dedicated work monitoring executive orders.
- Ms. Pamela Prince-Eason recognized the Board Chair Ms. Nedra Dickson, the First Vice Chair Ms. Cheryl Harris, and the Treasurer Ms. Theresa Harrison for their continued commitment to the organization and the 14 RPOs to ensure WBENC remains a cohesive network.

*Following a motion by Ms. Tina Macon and a second by Ms. Hannah Kain, the December 2024 Board Meeting Minutes were accepted and unanimously approved with no opposition, abstentions, or further discussion.*

**2:15 PM Nominating and Governance Committee Report**

**Clint Grimes**

- Introduced five (5) new corporate board members nominated for existing board seats. Bios of each nominee can be found in the Board Book.
- After the above noted nominees were elected, nine (9) additional vacant seats remain. Ms. Pamela Prince-Eason explained that various companies currently face challenges preventing them from serving on the board, but due to their ongoing commitment to WBENC, the vacant seat will continue to be held until a successor is identified.

*Following a motion by Ms. Suzi Cabo and a second by Ms. Cathy Koch, the Committee's recommendations for nominations to existing corporate board seats were accepted and unanimously approved with no opposition, abstentions, or further discussion.*

- The newly elected board members joined the meeting from the Zoom waiting room and were formally welcomed by Ms. Pamela Prince-Eason and Mr. Clint Grimes.

**2:25 PM 2025 Forecasted New Budget**

**Pamela Prince-Eason**

- Ms. Pamela Prince-Eason delivered a budget update on behalf of the board's Treasurer Ms. Theresa Harrison who was traveling during the meeting but reviewed and approved the updated budget prior to the board meeting

- While the 2025 budget was originally presented, voted on, and approved by the board in December of last year, Ms. Pamela Prince-Eason asked the board for a reduction of the previously approved budget from \$16.2M to \$14.2M.
- WBENC's current cash position remains strong but is expected to decrease after the National Conference.
- Mr. Ryan Martin WBENC's Assistant Controller, was introduced to the board and provided an update on restricted funds. Following a recommendation made by Mr. Martin, the Dorothy B. Brothers (DBB) / Cheryl Snead Scholarship Funds were invested to earn higher interest rates.
- Implemented a policy change in 2025 which changed the eligibility of DBB/Cheryl Snead funds which are now only applicable to WBENC programs and no longer available to WBEs for external affiliate programs.
- Explained that the operating account includes a large sum as WBENC is testing the above noted restricted funds investment approach and will continue to research ways to maximize earning for the organization.
- Noted that the previously presented break-even budget for 2025 has now been re-forecasted to project a \$1.4M loss.
- Informed the board that two (2) staff members were let go and two (2) recently resigned; these roles will not be backfilled, and no further staffing changes are recommended.
- Walked the board through expected changes and financial implications for the National Conference such as registration, exhibit fees, sponsorships, etc.
- An outline of both restricted and unrestricted financials by category can be referenced in today's slide presentation. Provided an analysis of upside revenue including membership, sponsorship, contributions, etc. that are not recognized until a specific time of year.
- Reminded the board of revenue sharing between WBENC and the 14 RPOs and how changes can impact both parties. WBENC remains in frequent communication with all RPOs to stay up to date on the status of all partners.
- Commented on planning for 2026-2028 including budget planning, monitoring of EO's and the impact it has on sponsorship funding.
- Board Members and large sponsor supporters will receive an update by the end of July outlining funding opportunities for 2026, including new areas for engagement such as manufacturing and construction programming.
- WBENC has been assigned a dedicated SBA representative, separate from the certification contact, who is supportive of interfacing with WBENC on the Made in America initiative.
- Addressed the concern that small businesses are no longer seeing the value of certification. WBENC receives this concern frequently but continues to see certifications grow across the network.
- To address certain challenges, WBENC is augmenting language and program criteria to be inclusive of all businesses in as many places as possible including content and opportunities for men.
- WBENC will provide board members with talking points around the value of certification and ROI of WBENC in the current landscape.

*Following a motion by Ms. Farryn Melton and a second by Ms. Heather Rapp, the WBENC President and Treasurer's recommendation for resolution to adjust the 2025 budget was accepted and unanimously approved with no opposition, abstentions, or further discussion.*

### **3:08 PM President's Report**

**Pamela Prince-Eason**

- Provided an update on WBENC's Roadmap for Growth & Sustainability; Phase-1 was originally focused on Scalability but is now focused on Sustainability which includes having done an infrastructure review and putting a contingency plan in place. A review of the bylaws is in progress.
- Presented the feedback collected during the Unity Week November Session on the WBENC Roadmap.
- Updated the Board on the organization's operational focus for Q1. See today's slide presentation for a list of completed programs and initiatives.

- Ms. LaKesha White Senior Vice President of Certification at WBENC provided a report on behalf of the National Certification Committee. This group needs additional members.
- Ms. Pamela Prince-Eason provided an update on the following board committees:
  - The Finance Committee is a small, closed committee in need of more members with financial acumen.
  - The Audit Committee is a small, closed committee as well, also in need of additional members.
- The Certification, Finance and Audit committees are open for new board members to join. Interested board members should contact WBENC.
- No official proposed changes or votes required on these committees, simply provided the board with an update.
- Introduced the new WBENC Centers of Excellence (COE):
  - The WBENC Manufacturing Center of Excellence was created to foster deeper engagement in this space and will be tied to the SBA's Made in America Manufacturing Initiative.
  - The WBENC Construction Center of Excellence was designed to facilitate connections and create new opportunities in this space.
  - See today's slide presentation for a detailed explanation of the purpose, outline, and goals of these two new Centers of Excellence.
  - Board members interested in getting involved with the Manufacturing or Construction COE's should reach out to WBENC.

### **3:35 PM Ambassador Committee Recommendation**

**Jill Sasso**

- Presented a proposal to formalize the WBENC Ambassador group into an official WBENC Board Committee, which will submit a report in the board book moving forward.
- Committee membership will look very similar to the current structure; corporate board members may nominate a representative from their company to participate in this committee.
- Current board members who are not currently serving on a committee as well as new board members are encouraged to get involved with this committee.
- An outline of this committee's membership, objectives, and next steps can be referenced in today's slide presentation.

*Following a motion by Ms. Brandi Rauch and a second by Ms. Cheryl Harris, WBENC's proposal to formalize the Ambassador Committee was accepted and unanimously approved with no opposition, abstentions, or further discussion.*

### **3:40 PM Forum Update**

**Hannah Kain**

- Shared updates on the Women's Enterprise Forum including recognition of the 43 RPO-appointed new Forum Members, the Q1 all forum meeting, the forum insights series, and the Women's History Month event fireside chat and WBE economic impact stories.
- Forum goals, status, and progress updates can be referenced in the board book; Forum leadership overview can be found on today's slide presentation.

### **4:15 PM Leadership Council Update**

**Phala Mire**

- Ms. Phala Mire, First Vice Chair of the WBENC RPO Leadership Council, provided an update on behalf of the chair Ms. Liz Walsh.
- Ms. Pamela Prince-Eason announced to the board that Ms. Phala Mire has assumed role of President & CEO of the WBEC Metro NY and Greater DMV RPOs.
- Provided an update on the RPO Leadership Council's collaboration with one another and with WBENC.

- Updated the board on biweekly meetings currently being held with WBENC Leadership to ensure alignment on administration changes, EO's, actions, impact on stakeholders, etc. These regular calls are helpful for RPO leaders to inform stakeholders in their communities and has created an efficient flow of communication through WBENC
- Shared an update on the following RPO leadership changes:
  - Ms. Erica Kulhmann replaced Ms. Emilia DiMenco (retired) at WBDC Midwest.
  - Ms. Lindsey All, former Vice President at WBENC, replaced Ms. Phala Mire at WBEC South.
  - Ms. Jaymee Lomax replaced Ms. Janice Greene (resigned) at WBEC Pacific.
- The WBENC network sees continued growth – serving over 21K certified WBEs and 10K WOSB certified businesses. Both numbers continue to increase monthly.

### **3:58 PM Closing**

**Pamela Prince-Eason & Nedra Dickson**

- During a Q&A with board members, Ms. Nedra Dickson and Ms. Pamela Prince-Eason shared their concerns for the spreading of misinformation about women owned businesses, financial sustainability across WBENC and the 14 RPOs, and understanding corporations' unique challenges and risk profiles.
- Ms. Brandi Rauch encouraged board members to prioritize having conversations with one another to share best practices around navigating administration changes, operational and protocol changes, etc.
- Ms. Cheryl Harris shared that she is currently writing her PHD dissertation on Corporate America's response to EO's. She wishes to share her research findings as well as to hold a workshop session for open dialogue for those who are interested in participating. She is working with WBENC to coordinate a date/time for this to occur for board members at the National Conference.
- Ms. Pamela Prince-Eason shared that the 2025 Unity Week will likely be held virtually (tentatively the week of November 17<sup>th</sup>). A final decision will be made once all NBIC organizations have spoken with all their key stakeholders. WBENC will share an update on this as soon as it is available.
- An in-person board event will be held on Monday June 23<sup>rd</sup> in New Orleans at the WBENC National Conference.
- Ms. Pamela Prince-Eason urged board members to keep lines of communication open with WBENC leadership. The Board should continue to update WBENC on the areas of support needed and any arising concerns surrounding the current landscape.

*Following a motion by Ms. Nedra Dickson and a second by Mr. Clint grimes, the board meeting was adjourned with no opposition, abstentions, or further discussion*

### **4:13 PM Meeting Adjourned**

**Nedra Dickson**

**Materials for August 28, 2025**  
**WBENC Board of Directors Meeting**

## Nominating and Governance Committee Report

Women's Business Enterprise National Council  
Report to the WBENC Board of Directors  
August 28, 2025

**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.**

2025 Progress to Goal		
April 2025	August 2025	December 2025
Committee met on 3/28/25 to review open corporate seats and candidates since the December 2024 meeting. Provided five (5) total recommendations for corporate board seats for board consideration and election at April 28, 2025 meeting.	Committee met on 8/8/25 to review open corporate seats and candidates. Provided four (4) recommended nominees for existing corporate board seats and two (2) proposed new corporate board seats and nominees for board consideration and election at August 28, 2025 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            | c) New Board Member Application | e) Code of Ethics       |
| b) Committee Charters | d) Committee Timeline           | f) Conflict of Interest |

2025 Progress to Goal		
April 2025	August 2025	December 2025
Committee discussed recommended changes to board application and will follow up with recommendations to the WBENC President & CEO and Board Chair.	The majority of 2025 Conflict of Interest and Code of Ethics agreements have now been collected via Panda Doc.	

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

- |                        |                 |
|------------------------|-----------------|
| a) Corporate Scorecard | b) Board Matrix |
|------------------------|-----------------|

2025 Progress to Goal		
April 2025	August 2025	December 2025
No updates for Q1 2025.	2025 Corporate Renomination notices will be sent out by September and the committee will review all scorecards to renominate expiring seats.	

WBENC By-laws Reference: Article V, Section 5.2

### Nominations for Existing Corporate Board Seats (4)

Johnson & Johnson	Charlene Vickers	(term exp 2025)
ODP	Shannon Hunter	(term exp 2027)
Shell	Kimberly Williams	(term exp 2026)
Verizon	Ga-Young Park	(term exp 2027)

### Nominations for New Corporate Board Seats (2)

Liberty Mutual	Mark Lareau	<i>*Replacing Altria seat</i>	(term exp 2026)
Stellantis	Marvin Washington	<i>*Replacing RTX seat</i>	(term exp 2025)

### Vacant Corporate Board Seats (7)

Bank of America  
FedEx  
Ford Motor Company  
IBM  
Intel  
Marriott  
Nationwide



**Charlene Vickers**  
**Director, Responsible Sourcing**  
**Johnson & Johnson**

Charlene Vickers is an accomplished supply chain leader with over 30 years of experience in multiple industries, including healthcare and aerospace. She is the Director of Responsible Sourcing at Johnson & Johnson, where she develops strategies for a robust and inclusive supply base, working closely with business partners and suppliers. She and her team also manage relationships with key external stakeholder groups, including NGOs and industry peers, to expand impact.

Having held significant roles in procurement and supply chain, she has led transformative initiatives in cost optimization, risk management, new product development and responsible sourcing. Immediately prior to her current role, she was the External Manufacturing Category Leader for J&J's MedTech sector, overseeing the management of key supplier partnerships that were vital for revenue generation and customer relationships.

A strong advocate for inclusion, Charlene is particularly passionate about engaging in initiatives that address healthcare disparities, gender parity, and community engagement. She holds leadership positions in several organizations, such as Chair-Elect of the Women's Business Enterprise Council of Metro NY and Greater DMV, Chairperson of the Billion Dollar Roundtable Strategic Plan Committee, and the NY/NJ Minority Supplier Development Council Board, among others. She has received numerous accolades in recognition of her contributions most notably the Women's Business Enterprise Council of Metro New York and Greater DMV President's Award, named as an Executive Women of New Jersey Honoree, the African-American Chamber of Commerce of New Jersey Women Who Empower Award, and the Supplier Advocate of the Year from the National Gay & Lesbian Chamber of Commerce.

She graduated with a BS in Industrial Engineering from North Carolina A&T State University and holds an MBA from the University of Phoenix. Charlene began her career in General Electric Aerospace's Technical Leadership Program and currently resides in New Jersey.





Shannon Hunter  
Vice President, Sustainability  
ODP Business Solutions

Shannon Hunter is an accomplished leader delivering results through team development, fostering culture and collaborating throughout the organization. His competencies include sustainability, strategy development, planning, team building, people development, communication, and critical thinking.

Shannon leads the Sustainability program at The ODP Corporation including strategy development and implementation focused on supporting the company roadmap and helping customers reach their goals. He develops and executes on sustainability goals through cross-functional collaboration building culture throughout the organization, utilizing integrated KPIs across the enterprise to drive value.

Prior to his role as Vice President Sustainability, Shannon served as Vice President, Merchandising Operations & Sustainability where he led the team supporting merchandising strategies in all business channels including contract, retail and e-commerce to deliver improved sales, margin and overall profitability for the company. Shannon also previously held the role of Vice President, Loss Prevention, Safety & Sustainability where he led the Loss Prevention, Safety & Sustainability Teams across all business segments responsible for shrink reduction, safety culture, environmental compliance, fraud mitigation, business continuity, investigations, physical security, private brand quality assurance, social compliance & social responsibility.



### Kimberly Williams

#### Head of Strategic Sourcing and Enterprise Resource Management Shell

Kimberly Williams is the Head of Strategic Sourcing and Enterprise Resource Management at Shell plc. In this highly strategic role, Kimberly focuses on building Information, Digital, and Technology (IDT) capability through calculated leveraging of the supplier market and searching, matching, and allocating resources across Shell IDT to meet ever-increasing business IT and digital demand; directly influencing over \$650m in supplier spend. In March 2025, Kimberly will be moving to a new role, Shell Energy IDT General Manager, to help deliver on our Shell commitment of more and cleaner energy for our customers.

Kimberly's career of 34 years in Shell has seen her work across nearly all lines of business and functions leading strategic IDT programs and global teams with a sharp emphasis on co-creating with the business to deliver transformational business change using information/data and technology.

Kimberly earned her undergraduate degree in Computer Science and Engineering from Texas A&M University and a Master of Liberal Studies (M.L.S.) with a concentration in Organizational Leadership from Fort Hays University.

A native of Houston, Texas, Kimberly resides there with her husband, Brian, and daughter, Nia. She enjoys spending time with her extended family, traveling, reading, and volunteering. Kimberly is the founder of Beyond Now, a Houston-based non-profit organization dedicated to the personal growth and development of youth in under resourced communities. She serves as the Shell Executive Sponsor for Florida A&M University and is an active member of Delta Sigma Theta Sorority, Incorporated, where she chairs the Community Relations committee in her local chapter.



Mark Lareau  
Chief Procurement Officer & SVP  
Liberty Mutual

Mark Lareau is Chief Procurement Officer for Liberty Mutual Insurance Company. Lareau was appointed to his current role in 2019.

Previously, Mark served as Vice President of Supply Chain Innovation at Capital One Financial Corporation. Lareau spent 17 years at Capital One and served as Vice President, IT Procurement and Supplier Management and Senior Director of IT and Operations Procurement. He joined Capital One in 2002 as Group Manager, Call Center and BPO Procurement. Lareau began his career with Electronic Data Systems in 1995 as a Business Analyst and then worked as a Manager with Deloitte Consulting LP.

Mark earned an MBA from the University of Virginia.



**Marvin Washington**  
**Vice President, Global Purchasing & Supplier Quality**  
**Stellantis**

Marvin Washington is Vice President of Global Purchasing & Supplier Quality with Stellantis. He is an experienced executive with a demonstrated history of success that leverages his relationships to obtain world class prices and continuity of supply. He's recognized as a self-motivated leader with over 30 years of increasingly responsible and successful automotive purchasing experience. For background, he's led Electrical, Body, Interior, Chassis, Powertrain, Raw Materials, and MOPAR purchasing organizations in the past. He also has experience as a financial controller, supplier quality manager, and logistics analyst. He's recognized in the industry as a firm, fair, and motivational leader, and has received several accolades and honors.

Washington holds a Bachelor of Arts degree in Supply Chain Management from Michigan State University's Eli Broad School of Business, and an M.B.A. from the University of Detroit Mercy. Marvin is married and has three sons.



**Ga-Young Park**  
**Director, Small Business Supplier Accelerator**  
**Verizon**

Ga-Young is a highly seasoned program management professional with extensive experience that spans the private and public sectors. She currently leads the Verizon's Small Business Supplier Accelerator, which was funded by a \$5 billion investment by Verizon to create a pipeline for U.S. small businesses to work with Verizon and other large corporations.

Previously, she led EPA's corporate GHG emissions measurement and management resource center that supports entities with GHG accounting, understanding climate-risk, and setting targets. She also managed ENERGY STAR's residential appliances portfolio, leading specification development, and building key relationships with global appliance manufacturers. Ga-Young was also on the executive team at an energy engineering firm in the commercial real estate sector, overseeing business strategy and operations.

She is passionate about building and strengthening relationships with stakeholders, strategizing to drive growth, and breaking market barriers to facilitate emissions reductions.

## Board Chair & COO Report

---

Women's Business Enterprise National Council  
Report to the WBENC Board of Directors  
August 28, 2025

*The Board Chair & Chief Operating Officer's Report will be delivered live at the 8/28/25 Board meeting.*

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

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"> <li>The first full year in the new accounting system is complete. All new processes are in place and the books are closed through March 2025 including fully closing out 2024 financials to prepare for the annual audit. Financial reporting continues to improve as the team continues to utilize the new system's capabilities, with the main focus being centered on budgeting.</li> </ul>	<ul style="list-style-type: none"> <li>The WBENC Accounting Team continues to improve operations around daily and monthly close activities. The Accounting Team and Business Development Team continue to work closely on outreach and invoicing efforts to ensure timely collection of payments.</li> </ul>	

**GOAL 2:** Build a 2025 Financial Plan that supports WBENC's short-term and long-term strategic goals.

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"> <li>The 2025 budget was prepared in September and October 2024 and approved by the WBENC Board in December 2024. Moving into 2025, the new accounting system is being used to create more detailed budgets by department. The accounting team is working closely with WBENC leadership to create these budgets and start using them to improve financial planning and reporting moving forward.</li> </ul>	<ul style="list-style-type: none"> <li>A re-forecasted budget was prepared and presented to the Board earlier in 2025. Financial statements are reviewed monthly, and a greater focus has been put on comparing YTD numbers to the budget.</li> <li>In addition to more detailed reviews, WBENC department heads are working with the Accounting Team to regularly review expenses for their programs to locate possible cost-saving opportunities.</li> </ul>	

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

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"><li>As of December 2024, WBENC currently has reserves in excess of those needed to support the organization for 9-12 months. While WBENC remains in a strong position overall, the extra budgeting efforts being used in 2025 will help to make sure WBENC stays in a healthy financial position moving forward.</li></ul>	<ul style="list-style-type: none"><li>In May 2025, a new interest-bearing bank account was opened in order to capitalize on WBENC’s strong cash position. Through July, WBENC earned just under \$46,000 in interest on that account.</li></ul>	

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



GOAL 1: Oversee completion of the annual audit.

2025 Progress to Goal		
April 2025	August 2025	December 2025
Due to the change in timing of the WBENC National Conference, the 2024 Financial audit was moved up and has already begun. The auditors (CBM) met with WBENC staff and the Audit Committee in March to kick off the audit, and significant progress has already been made. An earlier completion of the audit is anticipated for this year to accommodate the new National Conference schedule.	<ul style="list-style-type: none"><li>• The Audit Committee met on July 10<sup>th</sup> for CBM to present the draft of the audit and 990. The 2024 Audited Financials have been reviewed and approved by the Audit Committee. The financials reflect an unmodified (clean) opinion and there were no Adjusting Journal Entries (AJEs) this year.</li><li>• Following the approval by the Audit Committee, the final audit reports were received from CBM.</li></ul>	

GOAL 2: Oversee completion of the annual Form 990.

2025 Progress to Goal		
April 2025	August 2025	December 2025
The Form 990 will be completed after the 2024 Financial Audit and will be filed in a timely manner prior to the required deadline. As a reminder, board member conflict-of-interest forms and other requested Board Documents are used to complete this important governance form.	<ul style="list-style-type: none"><li>• The Audit Committee met on July 10<sup>th</sup> for CBM to present the draft of the audit and 990. The Audit Committee reviewed and approved the draft of the 990.</li><li>• The final copy of the 990 is expected to be filed well ahead of the filing deadline of November 15<sup>th</sup>.</li></ul>	

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

2025 Progress to Goal		
April 2025	August 2025	December 2025
The 2023 audit yielded no issues with internal controls. These will be tested again during the 2024 audit; however, controls are closely monitored monthly and current processes have retained or improved all financial internal controls.	<ul style="list-style-type: none"><li>Internal Controls remain a strong focus for leadership, accounting and non-accounting personnel.</li><li>While the auditors did not find any significant deficiencies with our internal controls, they did make some recommendations to make them even stronger. These recommendations were immediately implemented.</li></ul>	

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

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

2025 Progress to Goal				
April 2025				December 2025
<ul style="list-style-type: none"> <li>2024 Regional Events: 798 regional events hosted by RPOs with 27,543 total attendees.</li> <li>2025 Q1 Regional Events: Over 215 events with approximately 6750 attendees</li> <li>2024 Increase in the number of certified WBE firms and WOSB firms.</li> </ul>				<ul style="list-style-type: none"> <li>2025 Regional Events: 226 regional events hosted by RPOs Q2 2025 with 6305 total attendees.</li> <li>Smallest increase in the number of certified WBE firms and WOSB firms in recent years.</li> </ul>
	12/31/2023	12/31/2024	2024 Growth	
WBE	19,792	21,079	6.5%	
WOSB	8,613	9653	12%	

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

2025 Progress to Goal				
April 2025				December 2025
<ul style="list-style-type: none"> <li>The Leadership Council convened in-person meetings in Scottsdale, AZ, from February 25-27, 2025, with WBENC Leadership present to strategize on optimizing the WBENC network in response to shifts in the DEI landscape. Additional discussions focused on crisis communication, joint publications to enhance marketing opportunities, and certification outreach. All RPO leaders were assigned the task of reviewing their organization's financials to gain a clearer understanding of the impact on operations.</li> <li>WBENC and the Leadership Council have held weekly ad hoc meetings focused on the administration changes and their impact on</li> </ul>				<ul style="list-style-type: none"> <li>The RPOs played a critical role in the success of the 2025 National Conference in New Orleans, in June 2025. <ul style="list-style-type: none"> <li>There were 9 Host Committee Member appointed by the RPOs to serve on the National Host Committee. These WBEs assisted in planning and communications and also served as ambassadors for the conference.</li> <li>On Monday, conference opening day, each RPO hosted corporate and WBE conference attendees from their regions to build a float according to the theme selected by the RPO. The resulting parade set the stage for a productive and engaging week of networking and impactful connections.</li> <li>All 14 RPOs also collaborated on a booth for the 2025 National Conference which functioned as a</li> </ul> </li> </ul>

<p>corporate sponsors and WBEs, working together to develop programming that will benefit the network's members.</p> <ul style="list-style-type: none"> <li>• All RPOs are again participating in the WBENC Pitch program in 2025. The regional pitch competitions are set to take place between April – September 2025. The winners from the RPO regional pitch events will advance to the national semi-finals and finals in Q3 and Q4 this year.</li> <li>• Seven RPOs will celebrate milestone anniversaries in 2025: GWBC &amp; WBEC-West – 25 years and CWE, WBCS, WBEA, WBEC FL &amp; WBEC East – 30 years.</li> </ul>	<p>central point for attendees to gain insights into the RPO Network.</p> <ul style="list-style-type: none"> <li>○ Staff members from RPOs also attended the conference and participated as super-volunteers for Meet &amp; Greet sessions.</li> </ul>	
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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.**

2025 Progress to Goal		
April 2025	August 2025	December 2025
The 2025 Service Agreement was signed by all RPOs in December 2024.	<ul style="list-style-type: none"> <li>• All RPOs remain in compliance with the terms of the Service Agreement.</li> <li>• With the DEI landscape evolving, the Leadership Council approved Pamela Prince-Eason's initiative to develop a Small Business Enterprise certification to better serve corporate members and expand the network.</li> </ul>	

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

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"> <li>• The new chair of the Leadership Council is Liz Walsh, and the Vice Chair is Phala Mire beginning in 2025.</li> <li>• The council will meet monthly throughout 2025, with one projected in-person meeting (date TBD).</li> </ul>	<ul style="list-style-type: none"> <li>• The Council has maintained bi-weekly meetings keeping abreast of changes in the DEI space as needed.</li> </ul>	

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

## GOAL 1: Increase Forum Engagement

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"> <li>In January, WBENC and the Forum leadership welcomed and held an onboarding session for forty-three (43) new national Forum members nominated by their RPOs.</li> <li>The Q1 All-Forum meeting was held on February 19, 2025. During that session, leadership shared updates on Forum plans in 2025, WBENC highlighted information about the upcoming National Conference, and teams had an opportunity for networking and Insights Sessions brainstorming.</li> <li>On March 3<sup>rd</sup>, to kick off Women's History Month WBENC held an event featuring the Economic Impact Profiles of four outstanding Forum WBEs as well as a Fireside Chat with Forum Chair Hannah Kain and WBENC CEO Pamela Prince-Eason. The two discussed key insights, emerging trends, and the incredible contributions of women entrepreneurs and their supporters. The Forum WBEs featured included:               <ul style="list-style-type: none"> <li>Colleen Bonniol, Mode Studios</li> <li>Cindy Brewer, Leo Events</li> <li>Cate Heaman, Prelude Solutions</li> <li>Brittany Stovall, Assure Quality Systems</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>The WBENC Forum started Conference week by hosting a grounding session to help attendees center their mind and mindset for a productive week ahead. "From Crisis to Wisdom: Building Resilient Business Leadership" was a wellness session designed for women business leaders, drawing from Emma Churchman's powerful experience as a trauma chaplain and her acclaimed book "The Deep End of Hope in the Wake of Hurricane Helene." This immersive presentation guided participants through the four phases of trauma recovery (Rescue, Recovery, Reconstruction, and Evolution), translating clinical expertise and WBE case studies into practical business leadership tools. The session also featured Forum members Rashmi Chaturvedi (Kaygen), Meg Cook (Painters USA), Marianne Ellis (CEO Success Community), Teresa Lawrence (Delta Personnel), Cathy Koch (K-Tec Systems), and Barb Smith (Journey Steel). Each shared their stories of trauma and resilience.</li> <li>The Tuesday Evening Conference Event featured a Forum Activation where attendees made Friendship Bracelets. It was great to see so many engaged in the activity. Forum team leaders and other Forum members also stopped by to share their Forum experiences and helped with making bracelets.</li> </ul>	

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

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"><li>The Forum teams are planning their 2025 Forum Insights Series session, where the focus is on peer-to-peer learning. The Domestic team is first, on May 29th, the topic is AI-Powered CEO: Using AI for Advanced Business Functions. The Engagement, Marketing, Government, and Global teams are planning sessions in Q3-Q4.</li><li>A session on understanding the impacts of Tariffs will be made available to the Forum later this year.</li></ul>	<ul style="list-style-type: none"><li>The Forum Domestic Team hosted a Forum Insights Series Session on May 29 titled, AI-Powered CEO: Using AI for Advanced Business Functions.” Attendees heard from a panel of WBE CEOs who are using AI for research, evaluation, and education.</li><li>The Forum Global Team is hosting their Forum Insights Series session, “International Marketing and Branding,” on August 14th from 3:00-4:30 pm ET.<ul style="list-style-type: none"><li>Tap into the power of collective wisdom from the nation's top women business leaders. When expanding your business internationally, marketing in a new country is a big hurdle. Hear from WBEs about their own branding and marketing strategies when working internationally, including technology and e-commerce.</li></ul></li><li>The Engagement, Marketing, and Government teams are planning sessions in Q3-Q4.</li></ul>	

## GOAL 3: Enhance Governance and Communications

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"><li>The Forum on-boarded new Second Vice Chairs for each team:<ul style="list-style-type: none"><li>Domestic – Jill Frey, Cummins Facility Services</li><li>Global – Cathy Koch, K-Tec Systems</li><li>Government – Barbara Myrick, B&amp;M Construction</li><li>Marketing – Brooke Foley, Jayne Agency</li><li>Engagement – Colleen Bonniol, Mode Studios</li></ul></li></ul>	<ul style="list-style-type: none"><li>As part of WBENC Forum governance, leadership opportunities for the Forum teams will open in October.</li><li>WBENC shares a monthly Forum Newsletter with Forum members to enhance communication about events and other Forum First opportunities.</li></ul>	

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  
August 28, 2025

**GOAL 1: Value Proposition & Retention: Maintain Retention of Existing Members and Maintain 500+ Members Overall, continue to offer current and relevant benefits to National Members, and work with Programs team to achieve.**

2025 Progress to Goal		
April 2025	July 2025	December 2025
<ul style="list-style-type: none"> <li>• <b>\$6,729,450 2025 Renewals Invoiced Commitments, 87.6% Retention</b> *This time LY: \$6,773,400 2024 Renewals Invoiced Commitments, 94.2% Retention (2023 - \$6,453,400 Renewals invoiced, 97% Retention). <b>*This is a decrease of \$43,950 from LY.</b></li> <li>• <b>\$6,856,700 Total 2025 Membership Invoiced Commitments, 500 Members</b> *This time LY: \$7,087,900 Total 2024 Membership Invoiced, 524 Members (2023 - \$7,018,066 Total Membership Invoiced, 534 Members).</li> <li>• <b>Retention is lower than normal for this time of year</b>, which is due to entities whose programs have been inhibited by DEI challenges and whose budgets have been cut. However, some of these entities chose to join regionally in 2025 and remain in contact with National. <b>We anticipate retention will rise as normal throughout the year and hope to achieve 90% in 2025.</b></li> <li>• <b>Revenue is continuing to rise.</b> The momentum of New Members has leveled out and is similar to 2022, as anticipated. <b>We remain in a stable position in the face of the DEI challenges.</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>\$6,600,950 2025 Renewals Invoiced Commitments, 85.8% Retention</b> *This time LY: \$6,813,900 2024 Renewals Invoiced Commitments, 88% Retention (2023 - \$6,453,400 Renewals invoiced, 97% Retention) <b>*This is a decrease of \$212,950 from LY</b></li> <li>• <b>\$6,733,200 Total 2025 Membership Invoiced Commitments, 492 Members</b> *This time LY: \$7,210,775 Total 2024 Membership Invoiced, 536 Members (2023 - \$7,018,066 Total Membership Invoiced, 534 Members)</li> <li>• <b>Retention is lower than normal for this time of year</b>, which is due to entities whose programs have been inhibited by DEI challenges and whose budgets have been cut. However, some of these entities chose to join regionally in 2025 and remain in contact with National. <b>We anticipate retention will rise as normal throughout the year and hope to achieve 90% in 2025.</b></li> <li>• <b>Revenue is continuing to rise.</b> The momentum of New Members has leveled out and is similar to 2022, as anticipated. <b>We remain in a stable position in the face of the DEI challenges.</b></li> </ul>	

**GOAL 2: Strategic Increase of Membership: Acquire New & Rejoining Members that align with current programs and service offerings from an industry-based perspective. \*2025 New Member Goal - 40**

2025 Progress to Goal – 16 New Members = 40%		
April 2025	July 2025	December 2025
<ul style="list-style-type: none"> <li><b>16 New Members, \$127,250 2025 New Member Funding</b> *This time LY: 30 New Members, \$314,500 2024 New Member Funding (2022 - 47 New Members, \$463,00 2023 New Member Funding) <b><i>*As predicted, momentum in this space has slowed; however, it still remains positive in the face of the DEI challenges. We continue to create programs and resources for this group to boost retention.</i></b></li> </ul>	<ul style="list-style-type: none"> <li><b>18 New Members, \$132,250 2025 New Member Funding</b> *This time LY: 40 New Members, \$361,875 2024 New Member Funding (2023 - 47 New Members, \$463,00 New Member Funding) <b><i>*As predicted, momentum in this space has slowed; however, it still remains positive in the face of the DEI challenges. We continue to create programs and resources for this group to boost retention.</i></b></li> </ul>	

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

2025 Progress to Goal - \$5M = 108%		
April 2025	July 2025	December 2025
<ul style="list-style-type: none"> <li><b>2025 Program Funding Commitments: \$2,389,108.</b></li> <li><b>2025 National Conference Sponsorships: \$3,009,500 <i>*Decrease of \$880,500 from LY.</i></b></li> </ul> <p><b>TOTAL 2025 Sponsorship Funding to date: \$5,398,608 <i>*This time LY: \$5,288,678.</i></b></p>	<ul style="list-style-type: none"> <li><b>2025 Program Funding Commitments: \$2,108,108</b></li> <li><b>2025 National Conference Sponsorships: \$3,222,500 <i>*Decrease of \$736,895 from LY</i></b></li> </ul> <p><b>TOTAL 2025 Sponsorship Funding to date: \$5,330,608 <i>*This time LY: \$5,837,895</i></b></p>	

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

August 28, 2025

### 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.

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"><li>Continued review of committee focus areas and areas of impact in conjunction with the WBENC Roadmap to Growth &amp; Sustainability Strategic Plan.</li><li>Collaborating with Corporate Members and committee members as relevant for input and engagement, including the Economic Impact Initiative and stories launched in March 2025.</li></ul>	<ul style="list-style-type: none"><li>Expanded the Economic Impact Initiative and stories launched in March 2025 by spotlighting stories throughout the 2025 National Conference, with a focus on WBE Co-Chairs, WBENC Programs, Manufacturing and Construction stories.</li></ul>	

### 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.

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"><li>Continually growing and establishing relationships and connections with National Member executives to keep them informed on WBENC leadership in professional development and breaking barriers for entrepreneurs and small businesses.</li><li>Strong branding and clear, compelling messaging and impactful visuals across all WBENC programs and events.</li></ul>	<ul style="list-style-type: none"><li>Collaborated closely with National Members for 2025 National Conference sponsorship and exhibitor visibility.</li><li>Launching marketing campaign to highlight Economic Impact Stories via the WBENC newsletter and social media.</li><li>Ongoing focus to gather, develop and publish Economic Impact Stories for awareness, reference and sharing across</li></ul>	

<ul style="list-style-type: none"> <li>Evolving the business case and success stories into the <b>new Economic Impact Initiative</b> and stories sharing, including a developing digital presence on WBENC.org, for stakeholders to refer to and use to share stories about the impact of WBENC network small businesses and entrepreneurs.</li> </ul>	<p>the network, including National Members.</p> <ul style="list-style-type: none"> <li>Demonstrated continued strong branding and marketing through National Conference and April 2025 Entrepreneur Readiness Series new design and elements.</li> </ul>	
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### 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.

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"> <li>Programs curriculum continually growing and evolving with the WBENC network and strategic business needs.</li> <li>Continually evaluating and enhancing the WBENC communications strategy around program offerings to aid WBEs and Corporate Members to understand and decide which programs meet their current needs and support focuses.</li> </ul>	<ul style="list-style-type: none"> <li>Close collaboration between Marketing team and all program leads, resulting in maximized approaches, streamlined execution, marketing rollout and impact. Collaboration demonstrated through the Conference Industry Labs 3-part experience.</li> </ul>	

WBENC By-laws Reference: Article V, Section 5.2

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

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"> <li>The Forum Global team will host their Forum Insights series session on August 14, 2025.</li> <li>Two areas of possible focus identified include International Marketing &amp; Branding which is consistent in the feedback on the survey of needs completed in 2024 and Navigating Political &amp; Economic Risks which is a relevant topic for owners doing business globally.</li> </ul>	<ul style="list-style-type: none"> <li>The Forum Global Team is hosting their Forum Insights Series session, "International Marketing and Branding," on August 14<sup>th</sup> from 3:00-4:30 pm ET.</li> <li>Tap into the power of collective wisdom from the nation's top women business leaders. When expanding your business internationally, marketing in a new country is a big hurdle. Hear from WBEs about their own branding and marketing strategies when working internationally, including technology and e-commerce.</li> </ul>	

**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.**

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"> <li>WBENC is working to assess future of Global Committee and its leadership as part of its strategic planning process.</li> </ul>	<ul style="list-style-type: none"> <li>No further updates</li> </ul>	

**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.**

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"><li>The WBENC Forum and the Global Team are actively promoting the upcoming WeConnect International Day, which takes place immediately before the WBENC National conference on Sunday, June 22, 2025, in New Orleans.</li></ul>	<ul style="list-style-type: none"><li>WBENC leadership attended the WeConnect International Day in New Orleans on Sunday, June 22<sup>nd</sup>. Sessions included the “Power of Going Global,” a thought-provoking panel discussion on how women-owned businesses can unlock growth by entering new markets, forming cross-border partnerships, and leveraging the purchasing power of some of the largest buyers in the world, such as corporations, multilateral organizations and governments.</li><li>Panelists included Forum Chair Hannah Kain, CEO ALOM, and Forum member Pamela O’Rourke, Founder and CEO of ICON Consultants. They were joined by Toya Woods from EXIM Bank and the panel was moderated by Susan Harper, the Consul General of Canada.</li></ul>	

## National Certification Committee Report

Women's Business Enterprise National Council  
Report to the WBENC Board of Directors  
August 28, 2025

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

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"><li>Submitted 2025 SBA Third Party Certifier WOSB Agreement.</li><li>Updated Unanimous Consent Guidelines to align with SBA regulation changes.</li></ul>	<ul style="list-style-type: none"><li>Successfully completed ten (10) file inquiries submitted by the SBA</li></ul>	

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

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"><li>WBENC has successfully met requirements associated with SBA Third Party Certifier Compliance reviews to date.</li><li>Submitted supporting documentation in response to audit of 58 WOSB companies from the SBA WOSB Team in Q1 2025.</li></ul>	<ul style="list-style-type: none"><li>WBENC has successfully met requirements associated with SBA Third Party Certifier Compliance reviews to date</li><li>Started internal audit process of WOSB application for all RPOs resulting in the review of 63 files and 23 RPO actions completed</li></ul>	

### GOAL 3: Review National Certification Files.

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"><li>The NCRC and NCAC supported the processing of the 65 National Certification applications (2 New, 63 recerts) and 12 appeals (7 overturned) on a timely basis in 2024.</li><li>The NCRC and NCAC supported the processing of the 6 National Certification applications (1 New, 5 recerts) and 8 appeals (1 overturned) on a timely basis in Q1 2025.</li></ul>	<ul style="list-style-type: none"><li>The NCRC and NCAC supported the processing of the 3 National Certification applications (1 New, 2 recerts) and 2 appeals (0 overturned) on a timely basis in Q2 2025</li></ul>	

**GOAL 4: Deliver Certification and WBENCLink Training.**

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"><li>• Launched Certification Training via WBENC e-Learning platform.</li><li>• Delivered Certification and WBENCLink Training monthly to WBEs, interested applicants, and Corporate Members.<ul style="list-style-type: none"><li>○ WBENCLink2.0 – WBEs: Trained 557 participants in 2024 &amp; 136 in Q1 2025.</li><li>○ WBENCLink 2.0 - Corporate Members: Trained 50 participants in 2024 &amp; 13 in Q1 2025.<ul style="list-style-type: none"><li>▪ Offering changed to quarterly in 2025.</li></ul></li><li>○ Certification Training<ul style="list-style-type: none"><li>▪ Trained 81 volunteers/RPO staff in 2024 and 76 in Q1 2025.</li><li>▪ Launched on eLearning platform in February 2025.</li></ul></li></ul></li></ul>	<ul style="list-style-type: none"><li>• Certification Training offered via WBENC e-learning which was completed by 34 volunteers in Q2 2025</li><li>• Delivered WBENCLink Training monthly to WBEs, interested applicants, and Corporate Members<ul style="list-style-type: none"><li>○ WBENCLink2.0 – WBEs: Trained 89 in Q2 2025</li><li>○ WBENCLink 2.0 - Corporate Members: Trained 8 participants in Q2 2025</li></ul></li></ul>	

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

## Executive Committee

### Board Chair

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

### 1st Vice Chair

Cheryl Harris  
Chief Procurement Officer  
Allstate  
cheryl.harris@allstate.com

### 2nd Vice Chair

VACANT

### Secretary

Farryn Melton  
Retired - Senior Vice President & Chief  
Procurement Officer - Bristol-Myers Squibb  
farrynmelton@outlook.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

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

### President & CEO *ex-officio*

VACANT

### Women's Enterprise Forum Chair

Hannah Kain  
President & CEO  
ALOM  
hkain@alom.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

### Counsel to the Board *ex-officio*

Tara Clancy  
Partner  
K&L Gates, LLP  
Tara.clancy@klgates.com

## Extended Executive Committee

### **Audit Committee Chair**

Michele Van Treeck  
Vice President & Global Chief Procurement Officer  
Kellanova  
shelly.vantreeck@kellanova.com

### **Global Services & Programs Committee Chair**

VACANT

### **Leadership Council Vice Chair**

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