



WOMEN'S BUSINESS ENTERPRISE
NATIONAL COUNCIL

JOIN FORCES. SUCCEED TOGETHER.

DECEMBER 2025 BOARD BOOK

BOARD OF DIRECTORS MEETING
VIRTUAL MEETING

December 9, 2025

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AGENDA

2:00 PM	Opening	Jill Sasso
2:05 PM	Board Chair Report	Cheryl Harris
2:25 PM	Nominating and Governance Committee Report	Clint Grimes
2:45 PM	Treasurer's Report	Theresa Harrison
3:20 PM	Interim President & CEO Report	Nedra Dickson
4:00 PM	Forum Update	Hannah Kain
4:10 PM	Leadership Council Update	Liz Walsh
4:20 PM	Closing	Nedra Dickson

Minutes of August 28, 2025

WBENC Board Meeting

Submitted for Approval

During December 2025

Board Meeting

Women's Business Enterprise National Council - Board of Directors Meeting
August 28, 2025 – 2:00-4:30PM EST | Virtual Meeting

Seat	Seat Type	Company	Full Name	Attendance
1	Corporate	Accenture	VACANT	
2	Corporate	Allstate	Cheryl Harris	Yes
3	Corporate	Amazon	Carla Preston	Yes
4	Corporate	AT&T	Jalayna Bolden	Absent
5	Corporate	Avis	Beth Crimmins	Yes
6	Corporate	Bank of America	VACANT	
7	Corporate	BP America, Inc.	Kimberly Thornton	Absent
8	Corporate	Caesars Entertainment	Heather Rapp	Absent
9	Corporate	Capital One	Clint Grimes	Yes
10	Corporate	Chevron Corporation	Stephanie Beveridge	Absent
11	Corporate	ComcastNBC Universal	Ajamu Johnson	Yes
12	Corporate	Corteva	Tamra Palowski	Absent
13	Corporate	Dell Inc.	Robert McIntosh	Yes
14	Corporate	ExxonMobil Global Services Company	Mike Albers	Yes
15	Corporate	EY	Theresa Harrison	Yes
16	Corporate	FedEx	VACANT	
17	Corporate	Ford Motor Company	VACANT	
18	Corporate	GM	Reginald Humphrey	Yes
19	Corporate	Google	Siofra Harnett	Yes
20	Corporate	IBM	VACANT	
21	Corporate	Intel	VACANT	
22	Corporate	Johnson & Johnson	Charlene Vickers	Yes
23	Corporate	JP Morgan Chase	William (Bill) Kapfer	Yes
24	Corporate	Kellanova	Michele (Shelly) Van Treeck	Yes
25	Corporate	KPMG LLP	Jennie Friedman	Yes
26	Corporate	Kroger	Shannon Scheuerle	Yes
27	Corporate	Liberty Mutual	Mark Lareau	Yes
28	Corporate	Lowe's	McLean Steffani	Absent
29	Corporate	Macy's, Inc.	Diana Pon	Yes
30	Corporate	Marriott International, Inc.	VACANT	

31	Corporate	Nationwide	VACANT	
32	Corporate	ODP Business Solutions	Shannon Hunter	Yes
33	Corporate	PepsiCo, Inc.	Rachel Thomas	Yes
34	Corporate	Pfizer Inc	Rona Fourte	Absent
35	Corporate	Procter & Gamble	Adal Jones	Yes
36	Corporate	Robert Half	Sharon Black	Yes
37	Corporate	Shell Oil Company	Kimberly Williams	Yes
38	Corporate	Stellantis	Marvin Washington	Yes
39	Corporate	Target	Brad Pomerlau	Yes
40	Corporate	The Coca-Cola Company	Fernando Hernandez	Absent
41	Corporate	The Walt Disney Company	Andy Baker	Notified Absent
42	Corporate	Toyota Motor North America	Andria Anderson	Yes
43	Corporate	United Airlines	Suzi Cabo	Yes
44	Corporate	UPS	Erin Allen	Absent
45	Corporate	Verizon	Ga-Young Park	Yes
46	Corporate	VISTRA	Gabe Castro	Absent
47	Corporate	Walmart Stores, Inc.	Sarai Exil	Yes
48	Corporate	Wells Fargo	Barbara Kubicki	Yes
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	Notified Absent
58	WBE	Levy Recognition	Michele Adams	Yes
59	WBE	M Davis, Inc.	Peggy DelFabbro	Yes
60	RPO	WBEC-West	Dr. Pamela Williamson	Yes
61	RPO	WBEC-East	Elizabeth Walsh	Yes
62	RPO	WBCS	Bliss Coulter	Yes
63	RPO	Great Lakes Women's Business Council	Michelle Richards	Yes
64	RPO	Center for Women & Enterprise	Gabrielle Morse	Yes

65	RPO	WBEC-Metro NY and WBEC Greater DMV	Phala Mire	Yes
66	RPO	WBEC-Florida	Nancy Allen	Yes
67	RPO	Greater Women's Business Council	Roz Lewis	Yes
68	Expert Members	Retired BMS	Farryn Melton	Yes
69	Expert Members	ACT 1 Group	Janice Bryant-Howroyd	Yes
70	Ex-Officio	K&L Gates	Tara Clancy	Yes
71	Ex-Officio	WBENC	Nedra Dickson	Yes
Guest	WBENC Staff	WBENC	Jill Sasso	Yes Approved Guest
Guest	WBENC Staff	WBENC	Laura Taylor	Yes Approved Guest
Guest	WBENC Staff	WBENC	Mia Delano	Yes Approved Guest
Guest	WBENC Staff	WBENC	LaKeshia White	Yes Approved Guest
Guest	WBENC Staff	WBENC	Amanda Zack	Yes Approved Guest
Guest	WBENC Staff	WBENC	Ryan Martin	Yes Approved Guest
Guest	RPO Non-BOD Seat Holders	WBEC South	Lindsey All	Yes Approved Guest
Guest	RPO Non-BOD Seat Holders	WBEA	April Day	Absent
Guest	RPO Non-BOD Seat Holders	WBEC-Pacific	Jaymee Lomax	Absent
Guest	RPO Non-BOD Seat Holders	WBDC-Midwest	Erica Kuhlmann	Yes Approved Guest
Guest	RPO Non-BOD Seat Holders	WBEC ORV	Chuck Hendrix	Yes Approved Guest
Guest	Corporate	Chevron	Terence Baptiste	Yes Approved Guest

WBENC Board of Directors Meeting Minutes | August 28, 2025

2:00 PM Opening

Jill Sasso

- Welcomed everyone & thanked the Board of Directors for their uplifting support through the last few months.
- Board members observed a moment of silence in honor of Pamela Prince-Eason's memory.

2:04 PM Meeting Called to Order

Nedra Dickson

- Ms. Nedra Dickson officially called the meeting to order.

2:05 PM Board Chair Report

Nedra Dickson

- Presented the minutes from the previous board meeting for approval.

Following a motion by Ms. Suzi Cabo and a second by Ms. Theresa Harrison, the April 2025 Board Meeting Minutes were accepted and unanimously approved with no opposition, abstention, or further discussion.

- Shared an update on being named WBENC's Interim CEO; thanked Ms. Jill Sasso (WBENC COO) for her leadership and recognized the hard work and support from the WBENC team through this process.
- Explained that a formal CEO search will be conducted to identify a long-term replacement for the new permanent leader of WBENC.
- The executive committee has identified a shortlist of search firms to lead the CEO replacement process, who will be able to share statistics from similar organizations such as references, cost, timelines, etc. prior to formally beginning the search.
- A search committee will be appointed to assist the chosen firm; any board members interested in assisting with this process should reach out to Ms. Nedra Dickson or Ms. Jill Sasso. The committee will be led by an Executive Committee Officer.
- Board members who wish to apply for the permanent CEO role are encouraged to apply.
- Ms. Theresa Harrison commented that the search committee will include representation from all WBENC constituent groups – Corporate Members, WBEs, and RPOs.

2:25 PM Nominating and Governance Committee Report

Clint Grimes

- Reviewed nominations for four (4) existing corporate board seats. See Board Book for complete list of candidates.

Following a motion by Ms. Theresa Harrison and a second by Ms. Janice Bryant Howroyd, the existing corporate board seat nominations were accepted and unanimously approved with no opposition, abstentions, or further discussion.

- Reviewed nominations for two (2) new corporate board seats. See Board Book for complete list of candidates.

Following a motion by Ms. Janice Bryant Howroyd and a second by Ms. Farryn Melton, the new corporate board seat nominations were accepted and unanimously approved with no opposition, abstentions, or further discussion.

- Reviewed seven (7) vacant corporate board seats. See Board Book for complete list of vacant corporate board seats.

- Shared that the nominating committee continues to monitor candidates put forth from each corporation and are determined to identify individuals who are the best fit for these roles.
- Alternatively, some companies with vacant seats are taking a step back with their programs and have asked to temporarily hold on filling their seats. They will circle back with their recommendations within an agreed upon timeframe.
- Shared an update on the new board chair role – while Ms. Nedra Dickson assumes the Interim CEO role, Ms. Cheryl Harris the current 1st Vice Chair of the Board will step into the Board Chair role. Cheryl will serve as Board Chair for the remainder of Nedra’s chair term through December 31, 2025.
- Ms. Tara Clancy – Counsel to the Board – explained that the Board will need to vote to elect Cheryl through the remaining term of 1/1/2026-12/31/2028. Mr. Clint grimes called for this motion.

Following a motion by Ms. Farryn Melton and a second by Ms. Janice Bryant Howroyd, the board accepted and unanimously approved Ms. Cheryl Harris assuming the role of the new Board Chair without any opposition, abstentions, or further discussion.

- Shared that the 1st vice chair position will require a full board vote, which can be done electronically or at the December 2025 board meeting. The 2nd vice chair can be appointed by the chair, and no vote is required.

2:30 PM Treasurer’s Report

Theresa Harrison

- Delivered an update on the cash position, as a result from the previous meeting’s budget revision.
- Mr. Ryan Martin, WBENC Assistant Controller, shared an accounting and finance update including his suggestions to move certain funds into interest earning accounts, which has yielded \$44K in the last two months.
- Reviewed unrestricted revenues by category included membership, sponsorships, event related fees, grants, etc.
- Explained that we’ve seen a slight decrease in membership funds due to some corporations stepping away or discontinuing their programs.

3:10 PM Chief Operating Officer’s Report

Jill Sasso

- Shared an update on how the WBENC team is doing. They are working through this period of grief together as a team with strength and courage.
- The entire team appreciates the Board and the network rallying around the staff, but especially the leadership and guidance from Ms. Nedra Dickson, Ms. Cheryl Harris, and Ms. Theresa Harrison.
- A celebration of Life for Ms. Pamela Prince-Eason will be held at the National Cathedral on October 9, 2025, at 10AM ET. A virtual streaming link will also be available for attending remotely. Hotel rooms will be available within a WBENC block as well. A reception will be held at the Westin hotel in DC at 1PM.
- The WBENC Legacy Fund is being established to ensure that Pam’s bold vision for women’s economic empowerment continues to thrive. More information will be shared with the board once all the parameters have been put in place with guidance from legal counsel.
- Shared a 2025 National Conference recap including attendee and exhibitor statistics. WBENC will continue to monitor the ever-changing political and business landscape and will consult the board as they navigate how these challenges will impact WBENC programs and events in the future.
- WBENC held a critical and impactful meeting with the SBA and leaders in the manufacturing space to discuss challenges and resources.
- Provided an update on several WBENC programs along with regional and affiliate partner events attended by the WBENC team.
- Unity Week will be held November 17-19th virtually in partnership with NGLCC and WIPP.
- Shared that more frequent finance committee meetings will be held to stay on top of the budget and financials.

- Provided an update on certification; slightly slowed growth, working alongside RPOs to continue to address this. WBENC Marketing team is putting together a certification campaign to help communicate value.
- A Small Business Certification standard that would be available to add on to existing WBENC/NGLCC certifications is currently being evaluated by both organizations. Several questions and comments came up around requests to follow government/NAICS codes/parameters, eligibility for existing certified WBEs, impact on WOSB, etc.
- WBENC will host a call on September 16th to update all Corporate Members on membership & sponsorship opportunities; all are encouraged to attend.

3:40 PM Forum Update

Hannah Kain

- Recognized positive feedback from the National Conference; significant increase in meaningful discussions and observed strong preparation on both sides from WBEs and Corporate Members. Shared an update on a trauma response session as well as WBEs featured in the construction area on the exhibit floor.
- Shared an update on WBENC's economic impact initiative and story boards along with several insights sessions on AI, Privacy, Security, Brand Visibility, International Borders, etc.

3:50 PM Leadership Council Update

Liz Walsh

- Acknowledges all current RPO leaders who attended the Board Meeting.
- Shared an update on the RPO & WBENC's goals, as well as the success of the joint RPO booth from the National Conference.
- Provided a recap on status of WBENC's RPO allocations, compliance, and governance.
- As mentioned in the Forum update, Ms. Liz Walsh also commented on the partnership between WBENC and the RPOs as it relates to the Economic Impact Story initiative and the importance of communicating these stories to the network and beyond.
- During the week of the Celebration of Live, the RPOs will be meeting in person in October in DC.

4:00 PM Closing & Meeting Adjourned

Nedra Dickson

- Recognition of Lindsey All, the entire Eason family, and the WBENC team and reiterated that the board is here to support everyone through this time.

Following a motion by Ms. Janice Bryant Howroyd and a second by Ms. Suzi Cabo, the board meeting was adjourned with no opposition, abstentions, or further discussion.

The meeting was adjourned at 3:58pm ET.

Materials for December 9, 2025
WBENC Board of Directors Meeting

Nominating and Governance Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 December 9, 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
<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> Committee approved 2025 corporate renomination slate. Actively working with corporate members with vacant seats. Candidates have been identified for four (4) seats and others are in process. Committee anticipates putting forward candidates for open seats at the first 2026 board 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
<ul style="list-style-type: none"> Committee discussed recommended changes to board application and will follow up with recommendations to the WBENC President & CEO and Board Chair. 	<ul style="list-style-type: none"> The majority of 2025 Conflict of Interest and Code of Ethics agreements have now been collected via Panda Doc. 	<ul style="list-style-type: none"> No updates for Q4 2025.

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
<ul style="list-style-type: none"> No updates for Q1 2025. 	<ul style="list-style-type: none"> 2025 Corporate Renomination notices will be sent out by September and the committee will review all scorecards to renominate expiring seats. 	<ul style="list-style-type: none"> Committee approved 2025 corporate renomination slate.

WBENC By-laws Reference: Article V, Section 5.2

Nominating Governance Committee: Board Elections

Corporate Re-nominations for Existing Board Seats (14) (Term Ending 2028)

Avis	Beth Crimmins
Caesars	Heather Rapp
Corteva	Tamra Pawloski
ExxonMobil	Mike Albers**
Ford	Vacant
Google	Siofra Harnett
Intel	Vacant
Johnson & Johnson	Charlene Vickers**
Kellanova	Michele Van Treeck
KPMG	Jennie Friedman
Stellantis	Marvin Washington**
Robert Half	Sharon Black (<i>retiring</i>)
Target	Brad Pomerleau
UPS	Erin Allen**

***Board members in seat less than 1 year. Per the Nominating Governance Committee directives, a scorecard is not completed for directors in a corporate seat for less than 1 year or vacant seats.*

Forum Nominations (4)

Hannah Kain, ALOM- <i>renomination</i>	(term exp 2028)
Ann Ramakumaran, Ampcus, Inc. - <i>renomination</i>	(term exp 2028)
Barb Bosha, Bosha	(term exp 2028)
Brittany Stovall Portee, Assured Quality Systems	(term exp 2028)

Leadership Council Nominations (4)

Liz Walsh, WBEC East - <i>renomination</i>	(term exp 2028)
Bliss Coulter, WBCS - <i>renomination</i>	(term exp 2028)
Lindsey All, WBEC South - <i>filling vacant seat</i>	(term exp 2028)
Jaymee Lomax, WBEC Pacific - <i>filling vacant seat</i>	(term exp 2027)

Vacant Board Seats (10)

Accenture
Amazon
AT&T
Bank of America
FedEx
Ford
IBM
Intel
Nationwide
Marriott

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
December 9, 2025

The President's Report will be delivered live at the 12/9/25 Board Meeting.

Finance Committee Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
December 9, 2025

GOAL 1: Oversee the monthly and yearly financial reporting process and increase the awareness of the Board of Directors regarding 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
<p>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.</p>	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • The Accounting Team and Business Development Team are working closely on renewal of memberships for 2026 to ensure timely invoicing and collection of payments.

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"> • 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. 	<ul style="list-style-type: none"> • 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. • 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. 	<ul style="list-style-type: none"> • WBENC department heads continue to work closely with the Accounting Team to regularly review expenses for their programs and locate possible cost-saving opportunities. • The finance committee has been meeting monthly to stay more up-to-date on the financial statements and tracking against the 2025 budget.

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"> 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. 	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> WBENC continues to make efforts to maximize interest earned on excess cash. Through October, WBENC has earned just under \$125,000 in interest on excess cash.

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
December 9, 2025

GOAL 1: Oversee completion of the annual audit.

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"> 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"> The Audit Committee met on July 10th 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. Following the approval by the Audit Committee, the final audit reports were received from CBM. 	<ul style="list-style-type: none"> The audit was completed earlier in the year with no issues and WBENC received an unmodified (clean) opinion. WBENC has begun coordinating the timing of the 2025 Financial Statement Audit.

GOAL 2: Oversee completion of the annual Form 990.

2025 Progress to Goal		
April 2025	August 2025	December 2025
<p>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.</p>	<ul style="list-style-type: none"> The Audit Committee met on July 10th for CBM to present the draft of the audit and 990. The Audit Committee reviewed and approved the draft of the 990. The final copy of the 990 is expected to be filed well ahead of the filing deadline of November 15th. 	<ul style="list-style-type: none"> The 2024 Form 990 was completed and filed in August well ahead of the deadline.

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

2025 Progress to Goal		
April 2025	August 2025	December 2025
<p>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.</p>	<ul style="list-style-type: none"> Internal Controls remain a strong focus for leadership, accounting and non-accounting personnel. 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. 	<ul style="list-style-type: none"> Internal controls are still a strong focus for leadership, accounting, and non-accounting personnel. Updates continue to be made as we find opportunities to strengthen controls.

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	August 2025	December 2025																																					
<ul style="list-style-type: none"> 2024 Regional Events: 798 regional events hosted by RPOs with 27,543 total attendees. 2025 Q1 Regional Events: Over 215 events with approximately 6750 attendees 2024 Increase in the number of certified WBE firms and WOSB firms. 	<ul style="list-style-type: none"> 2025 Regional Events: 226 regional events hosted by RPOs Q2 2025 with 6305 total attendees. Smallest increase in the number of certified WBE firms and WOSB firms in recent years. 	<ul style="list-style-type: none"> 2025 Regional Events: 237 regional events hosted by RPOs Q3 2025 with 6901 total attendees. Minimal decrease in the number of certified WBE firms and WOSB firms in recent years. 																																					
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>12/31/2023</th> <th>12/31/2024</th> <th>2024 Growth</th> </tr> </thead> <tbody> <tr> <td>WBE</td> <td>19,792</td> <td>21,079</td> <td>6.5%</td> </tr> <tr> <td>WOSB</td> <td>8,613</td> <td>9653</td> <td>12%</td> </tr> </tbody> </table>		12/31/2023	12/31/2024	2024 Growth	WBE	19,792	21,079	6.5%	WOSB	8,613	9653	12%	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>12/31/2024</th> <th>6/30/2025</th> <th>2025 YTD Growth</th> </tr> </thead> <tbody> <tr> <td>WBE</td> <td>21,079</td> <td>21,161</td> <td>.4%</td> </tr> <tr> <td>WOSB</td> <td>9653</td> <td>9669</td> <td>.2%</td> </tr> </tbody> </table>		12/31/2024	6/30/2025	2025 YTD Growth	WBE	21,079	21,161	.4%	WOSB	9653	9669	.2%	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>12/31/2024</th> <th>10/31/2025</th> <th>2025 YTD Growth</th> </tr> </thead> <tbody> <tr> <td>WBE</td> <td>21,079</td> <td>20865</td> <td>-1%</td> </tr> <tr> <td>WOSB</td> <td>9653</td> <td>9484</td> <td>-1.8%</td> </tr> </tbody> </table>		12/31/2024	10/31/2025	2025 YTD Growth	WBE	21,079	20865	-1%	WOSB	9653	9484	-1.8%	<p><i>2774 companies were newly certified between Jan-Oct 2025</i></p>
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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	August 2025	December 2025
<ul style="list-style-type: none"> 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. WBENC and the Leadership Council have held weekly ad hoc meetings focused on the administration changes and their impact on corporate sponsors and WBEs, working together to develop programming that will benefit the network's members. 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 	<ul style="list-style-type: none"> 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"> 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. 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. All 14 RPOs also collaborated on a booth for the 2025 National Conference which 	<ul style="list-style-type: none"> Leadership Council is collaborating with Summit as an external consultant to provide fresh, objective perspectives. <ul style="list-style-type: none"> The consultant met with each RPO leader to gain a better understanding of their internal practices for a broader discussion. WBENC ORV named a new CEO/President, Dr. Fredrica Singletary (ORV's former COO) under the guidance of interim leader, Chuck Hendrix and Board Chair John Munson.

<p>winner from the RPO regional pitch events will advance to the national semi-finals and finals in Q3 and Q4 this year.</p> <ul style="list-style-type: none"> Seven RPOs will celebrate milestone anniversaries in 2025: GWBC & WBEC-West – 25 years and CWE, WBCS, WBEA, WBEC FL & WBEC East – 30 years. 	<p>functioned as a central point for attendees to gain insights into the RPO Network.</p> <ul style="list-style-type: none"> Staff members from RPOs also attended the conference and participated as super-volunteers for Meet & Greet sessions. 	
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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
<ul style="list-style-type: none"> The 2025 Service Agreement was signed by all RPOs in December 2024. 	<ul style="list-style-type: none"> All RPOs remain in compliance with the terms of the Service Agreement. 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. 	<ul style="list-style-type: none"> All RPOs remain in compliance with the terms of the Service Agreement. The current Service Agreement will be renewed for 2026.

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"> The new chair of the Leadership Council is Liz Walsh, and the Vice Chair is Phala Mire beginning in 2025. The council will meet monthly throughout 2025, with one projected in-person meeting (date TBD). 	<ul style="list-style-type: none"> The Council has maintained bi-weekly meetings keeping abreast of changes in the DEI space as needed. 	<ul style="list-style-type: none"> No updates.

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
 December 9, 2025

GOAL 1: Increase Forum Engagement

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"> 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. 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. On March 3rd, 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"> Colleen Bonniol, Mode Studios Cindy Brewer, Leo Events Cate Heaman, Prelude Solutions Brittany Stovall, Assure Quality Systems 	<ul style="list-style-type: none"> 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. 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. 	<ul style="list-style-type: none"> The Q4 All Forum meeting was held on September 25, 2025. WBENC provided updates on the Women Owned Directory, 2026 Conference opportunities, the WBENC Economic Impact Initiative, and the nominations process. Public Private Strategies joined for education and discussion on Key Tariff & De Minimis Updates. The Forum Global team is hosting a call on December 12 featuring a fireside chat with Susan Harper, Consul General of Canada. Forum members continue to contribute to the WBENC Economic Impact Initiative. 32 Forum members have contributed to the 102 published Economic Impact Stories; stories can be found here: https://www.wbenc.org/economic-impact-stories/

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"> The Forum teams are planning their 2025 Forum Insights Series session, where the focus is on peer- 	<ul style="list-style-type: none"> The Forum Domestic Team hosted a Forum Insights Series Session on May 29 titled, AI-Powered CEO: Using AI for Advanced Business Functions.” 	<ul style="list-style-type: none"> In August, 180 participants attended the Forum Global Team Insights session “International Marketing and Branding,” how to incorporate marketing into your international business expansion. WBEs shared their experiences to help keep your brand consistent, avoid pitfalls when reaching new markets, and the

2025 Progress to Goal		
April 2025	August 2025	December 2025
<p>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.</p> <ul style="list-style-type: none"> A session on understanding the impacts of Tariffs will be made available to the Forum later this year. 	<p>Attendees heard from a panel of WBE CEOs who are using AI for research, evaluation, and education.</p> <ul style="list-style-type: none"> 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"> 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. The Engagement, Marketing, and Government teams are planning sessions in Q3-Q4. 	<p>importance of translating both language and culture when expanding internationally. Segments included, “The Power of Brand Visibility” by Bofta Yimam, Storylede, Beyond Borders - Mastering Global Communication for Business Expansion by Ingrid Christensen, INGO International, and International Branding and Marketing Do’s and Don’ts by Tracey Felicidade Jones, Trace Brand Building</p> <ul style="list-style-type: none"> The Marketing Team Insights session was held during Unity Week. The session, Branding for Impact: Purpose, Position and Promise featured Gia Machlin, President and CEO, EcoPlum, Julie Lilliston, Julie Lilliston Communications, Barb Bosha, Bosha Design +Communications, and Brooke Foley, Jayne Agency. The Government Team Insights session is December 11. Angela Dingle CEO, WIPP will provide an update on the state of federal contracting post shutdown and the outlook for 2026. We will take a deeper dive with WBE insights on navigating state and local government opportunities and close with LaKisha White, Senior Vice president of WBENC Certification who will share what you need to know about WOSB certification; how to decide if it’s right for you and how to get started.

GOAL 3: Enhance Governance and Communications

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"> The Forum on-boarded new Second Vice Chairs for each team: <ul style="list-style-type: none"> Domestic – Jill Frey, Cummins Facility Services Global – Cathy Koch, K-Tec Systems Government – Barbara Myrick, B&M Construction Marketing – Brooke Foley, Jayne Agency Engagement – Colleen Bonniol, Mode Studios 	<ul style="list-style-type: none"> As part of WBENC Forum governance, leadership opportunities for the Forum teams will open in October. WBENC shares a monthly Forum Newsletter with Forum members to enhance communication about events and other Forum First opportunities. 	<ul style="list-style-type: none"> Nominations for Forum Team leadership positions are in process and will be announced in January 2026. Nominations for WBE Board seats for the 3-year term January 1, 2026-December 31, 2028, are also in process and will be presented to the WBENC BOD in December.

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
November 25, 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 Overall Membership Funding Goal - \$6.8M = 95%		
April 2025	July 2025	November 2025
<ul style="list-style-type: none"> ● \$6,729,450 2025 Renewals Invoiced Commitments, 87.6% Retention *This time LY: \$6,773,400 2024 Renewals Invoiced Commitments, 94.2% Retention (2023 - \$6,453,400 Renewals invoiced, 97% Retention). *This is a decrease of \$43,950 from LY. ● \$6,856,700 Total 2025 Membership Invoiced Commitments, 500 Members *This time LY: \$7,087,900 Total 2024 Membership Invoiced, 524 Members (2023 - \$7,018,066 Total Membership Invoiced, 534 Members). ● Retention is lower than normal for this time of year, 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. We anticipate retention will rise as normal throughout the year and hope to achieve 90% in 2025. ● Revenue is continuing to rise. The momentum of New Members has leveled out and is similar to 2022, as anticipated. We remain in a stable position in the face of the DEI challenges. 	<ul style="list-style-type: none"> ● \$6,600,950 2025 Renewals Invoiced Commitments, 85.8% Retention *This time LY: \$6,813,900 2024 Renewals Invoiced Commitments, 88% Retention (2023 - \$6,453,400 Renewals invoiced, 97% Retention) *This is a decrease of \$212,950 from LY ● \$6,733,200 Total 2025 Membership Invoiced Commitments, 492 Members *This time LY: \$7,210,775 Total 2024 Membership Invoiced, 536 Members (2023 - \$7,018,066 Total Membership Invoiced, 534 Members) ● Retention is lower than normal for this time of year, 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. We anticipate retention will rise as normal throughout the year and hope to achieve 90% in 2025. ● Revenue is continuing to rise. The momentum of New Members has leveled out and is similar to 2022, as anticipated. We remain in a stable position in the face of the DEI challenges. 	<ul style="list-style-type: none"> ● \$6,488,950 2025 Renewals Invoiced Commitments, 84% Retention *This time LY: \$6,903,900 2024 Renewals Invoiced Commitments, 95% Retention (2023 - \$6,454,275 Renewals Invoiced, 84% Retention) *This is an increase of \$414,950 from LY ● \$6,633,825 Total 2025 Membership Invoiced Commitments, 485 Members *This time LY: \$7,344,525 Total Membership Invoiced, 552 Members (2023 - \$7,143,150 Total Membership Invoiced, 553 Members) ● Retention is lower than normal for this time of year, which is due to entities whose programs have been inhibited by external factors and whose budgets have been cut. However, some of these entities chose to join regionally in 2025 and remain in contact with National. ● Revenue is lower than anticipated. While New Members have leveled out as expected, several corporate members did not fulfill their 2025 membership commitments and revenue is tracking lower than previously anticipated. We remain steady despite external factors.

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 – 21 New Members = 52%		
April 2025	July 2025	December 2025
<ul style="list-style-type: none"> 16 New Members, \$127,250 2025 New Member Funding *This time LY: 30 New Members, \$314,500 2024 New Member Funding (2022 - 47 New Members, \$463,00 2023 New Member Funding) *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. 	<ul style="list-style-type: none"> 18 New Members, \$132,250 2025 New Member Funding *This time LY: 40 New Members, \$361,875 2024 New Member Funding (2023 - 47 New Members, \$463,00 New Member Funding) *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. 	<ul style="list-style-type: none"> 21 New Members, \$144,875 2025 New Member Funding *This time LY: 48 New Members, \$403,125 2024 New Member Funding (2023 - 73 New Members, \$605,875 New Member Funding) *As predicted, momentum has slowed; however, we are obtaining new and returning members. We continue to create programs and resources for this group to boost retention.

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

2025 Progress to Goal - \$5M = 106%		
April 2025	July 2025	December 2025
<ul style="list-style-type: none"> 2025 Program Funding Commitments: \$2,389,108. 2025 National Conference Sponsorships: \$3,009,500 *Decrease of \$880,500 from LY. <p>TOTAL 2025 Sponsorship Funding to date: \$5,398,608 *This time LY: \$5,288,678.</p>	<ul style="list-style-type: none"> 2025 Program Funding Commitments: \$2,108,108 2025 National Conference Sponsorships: \$3,222,500 *Decrease of \$736,895 from LY <p>TOTAL 2025 Sponsorship Funding to date: \$5,330,608 *This time LY: \$5,837,895</p>	<ul style="list-style-type: none"> 2025 Program Funding Commitments: \$2,088,108 2025 National Conference Sponsorships: \$3,222,500 *Decrease of \$736,895 from LY <p>TOTAL 2025 Sponsorship Funding to date: \$5,310,608*This time LY: \$5,987,904</p>

Marketing & Programs Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 December 9, 2025

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

- Streamline decision making and strategic choices into one committee with an eye towards our brand, our content, and our image.
- Create a strong, engaged, accountable committee of corporates, RPOs and WBEs that operates via a sub-committee structure.
- 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"> Continued review of committee focus areas and areas of impact in conjunction with the WBENC Roadmap to Growth & Sustainability Strategic Plan. Collaborating with Corporate Members and committee members as relevant for input and engagement, including the Economic Impact Initiative and stories launched in March 2025. 	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> Continued development of Economic Impact Initiative stories for WBENC-Certified businesses for WBENC.org. 2026 strategic planning for the Economic Impact Initiative underway, including new technology to scale up story development, and further integration into WBENC programs and the National Conference.

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

- Build a robust connection with C-Suite level executives (CEO, CMO, others), ERGs, and Public/External Relations.
- 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"> 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. Strong branding and clear, compelling messaging and impactful visuals across all WBENC programs and events. Evolving the business case and success stories into the new Economic Impact Initiative and stories sharing, including a developing digital presence on WBENC.org, for stakeholders to refer to 	<ul style="list-style-type: none"> Collaborated closely with National Members for 2025 National Conference sponsorship and exhibitor visibility. Launching marketing campaign to highlight Economic Impact Stories via the WBENC newsletter and social media. Ongoing focus to gather, develop and publish Economic Impact Stories for awareness, reference and sharing across the network, including National Members. Demonstrated continued strong branding and marketing through National Conference and April 2025 Entrepreneur Readiness Series new design and elements. 	<ul style="list-style-type: none"> Working with WBENC leadership, designed a WBENC impact one-pager. Collaborating with Industry Group leads and leadership on additional impact one-pagers focused on each industry. Launched Economic Impact marketing campaign on both WBENC and Women Owned marketing channels, including the newsletter, Women Owned Wednesday and social media Regularly share the Economic Impact Initiative opportunity and growing online stories repository with National Members. Through insights from National Member representatives and WBENC CRMs,

and use to share stories about the impact of WBENC network small businesses and entrepreneurs.		continually assessing communications about the most valuable network impacts and details to share.
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GOAL 3: Create a synchronized, World Class Programs Strategy

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"> • Programs curriculum continually growing and evolving with the WBENC network and strategic business needs. • 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. 	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Programs curriculum continually growing and evolving with the WBENC network and strategic business needs, including new construction-focused accelerator with Amazon and additional responsible AI and cybersecurity content for WeTHRIVE in Q1 • Consistently evaluating and enhancing the WBENC communications strategy around program offerings, developing new media approaches – recent example: ongoing Women Owned Fall Campaign focused on educating small businesses HOW to communicate their impact • Close collaboration between Marketing and all Program leads, leading to maximized approaches, streamlined execution, marketing rollout and impact.

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"> The Forum Global team will host their Forum Insights series session on August 14, 2025. Two areas of possible focus identified include International Marketing & Branding which is consistent in the feedback on the survey of needs completed in 2024 and Navigating Political & Economic Risks which is a relevant topic for owners doing business globally. 	<ul style="list-style-type: none"> 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. 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. 	<ul style="list-style-type: none"> 180 participants attended the Forum Global Team Insights session “International Marketing and Branding,” in August. See the Forum Report for more details. The Forum Global team is hosting a session on December 12 featuring a fireside chat with Susan Harper, Consul General of Canada.

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"> WBENC is working to assess future of Global Committee and its leadership as part of its strategic planning process. 	No further updates	No further updates

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"> 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. 	<ul style="list-style-type: none"> WBENC leadership attended the WeConnect International Day in New Orleans on Sunday, June 22nd. Sessions included the “Power of Going Global,” a thought-provoking panel discussion on how women-owned businesses can unlock growth by entering new markets, 	WeConnect International Day will take place on Thursday afternoon, June 18, following the WBENC National Conference, and will conclude Thursday evening. If you are planning to attend, a Friday, June 19, departure is recommended.

2025 Progress to Goal		
April 2025	August 2025	December 2025
	<p>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.</p> <ul style="list-style-type: none"> 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. 	

National Certification Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 December 9, 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"> Submitted 2025 SBA Third Party Certifier WOSB Agreement. Updated Unanimous Consent Guidelines to align with SBA regulation changes. 	<ul style="list-style-type: none"> Successfully completed ten (10) file inquiries submitted by the SBA 	Successfully responded to eight (8) SBA inquiries regarding files in process.

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"> WBENC has successfully met requirements associated with SBA Third Party Certifier Compliance reviews to date. Submitted supporting documentation in response to audit of 58 WOSB companies from the SBA WOSB Team in Q1 2025. 	<ul style="list-style-type: none"> WBENC has successfully met requirements associated with SBA Third Party Certifier Compliance reviews to date Started internal audit process of WOSB application for all RPOs resulting in the review of 63 files and 23 RPO actions completed 	<ul style="list-style-type: none"> WBENC has successfully met requirements associated with SBA Third Party Certifier Compliance reviews to date Conducted an internal audit of 63 WOSB files resulting in 56 actions by 12 RPOs

GOAL 3: Review National Certification Files.

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"> 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. 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. 	<ul style="list-style-type: none"> 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 	The NCRC and NCAC supported the processing of the 40 National Certification applications (1 New, 39 recerts) and 1 appeal (overturned) on a timely basis in Q3 2025

GOAL 4: Deliver Certification and WBENCLink Training.

2025 Progress to Goal		
April 2025	August 2025	December 2025
<ul style="list-style-type: none"> • Launched Certification Training via WBENC e-Learning platform. • Delivered Certification and WBENCLink Training monthly to WBEs, interested applicants, and Corporate Members. <ul style="list-style-type: none"> ○ WBENCLink2.0 – WBEs: Trained 557 participants in 2024 & 136 in Q1 2025. ○ WBENCLink 2.0 - Corporate Members: Trained 50 participants in 2024 & 13 in Q1 2025. <ul style="list-style-type: none"> ▪ Offering changed to quarterly in 2025. ○ Certification Training <ul style="list-style-type: none"> ▪ Trained 81 volunteers/RPO staff in 2024 and 76 in Q1 2025. ▪ Launched on eLearning platform in February 2025. 	<ul style="list-style-type: none"> • Certification Training offered via WBENC e-learning which was completed by 34 volunteers in Q2 2025 • Delivered WBENCLink Training monthly to WBEs, interested applicants, and Corporate Members <ul style="list-style-type: none"> ○ WBENCLink2.0 – WBEs: Trained 89 in Q2 2025 ○ WBENCLink 2.0 - Corporate Members: Trained 8 participants in Q2 2025 	<ul style="list-style-type: none"> • Provided input on WBENC offering a Small Business certification • Certification Training offered via WBENC e-learning which was completed by 36 volunteers in Q3 2025 • Delivered WBENCLink Training monthly to WBEs, interested applicants, and Corporate Members <ul style="list-style-type: none"> ○ WBENCLink2.0 – WBEs: Trained 71 in Q3 2025 ○ WBENCLink 2.0 - Corporate Members: Trained 3 participants in Q3 2025

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Territory: Indiana, Michigan

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Territory: North Texas, New Mexico, Oklahoma, Arkansas

Women's Business Development Center-Midwest (WBDC)

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Territory: Illinois, Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Wisconsin

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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

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

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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

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