

Women's Business Enterprise  
National Council

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November Board Book

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**Board of Directors Meeting  
The Gaylord National Hotel and Convention Center  
National Harbor, Maryland**

**November 13, 2012**

All materials for this and future Board meetings are available to all Board members at the private Board Intranet site <http://www.wbenc.org/auth/login.asp?id=253>

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**Women’s Business Enterprise National Council  
Board of Directors Meeting  
November 13, 2012—9:00 am-12:00 pm  
Gaylord National Hotel- Room: Baltimore 3-5  
201 Waterfront Street, National Harbor, Maryland 20745**

AGENDA

**8:00 AM**      **BREAKFAST**

**9:00 AM**      **BOARD CHAIR’S REPORT**      **LAURA TAYLOR**

A. Welcome

B. Approval of Minutes from the June 19, 2012 meeting

C. Nominating Committee Report      **DIANE PINKNEY**

Corporate Resignations of Existing Board seats

- Cecelia Porto, Microsoft, term ends 12/2013
- Rosemarie Schmidt, Marriott, term ends 12/2014
- Mary Tacher, JC Penney, term ends 12/2014
- Bridget Kostelnik, ExxonMobil, term ends 12/2013
- Donna Donato, Pfizer, term ends 12/2014

Corporate Nominations for Existing Board seats

- Linda Sexton, ExxonMobil, term to end 12/2013
- Mike Hoffman, Pfizer term to end 12/2014

*Note: The Microsoft and Marriott Corporate board seats remains open*

New Corporate Nominations for Open Board seats

- Kathleen Trimble, Robert Half International, term to end 12/2013
- Rick Hughes, Procter & Gamble, term to end 12/2014

Corporate Renominations for Expiring Board seats

New corporate terms to expire 12/2015

- Mark Artigues, Alcatel Lucent,
- Kim Brown, Dell
- Larry Caldwell, PepsiCo
- Donna Erhardt, Verizon
- Benita Fortner, Raytheon
- Shari Francis, Office Depot
- Michael Robinson, IBM
- Howard Thompson, Macy’s
- Nicole Peterson, Office Depot

Leadership Council Renominations for New term to expire 12/2015--

- Roz Lewis, Greater Women’s Business Council (New Vice Chair)
- Debbie Hurst, Women’s Business Enterprise Council- Southwest
- Susan Rittscher, Center for Women & Enterprise

- Debbie Hurst, Women’s Business Enterprise Council- Southwest
- Susan Rittscher, Center for Women & Enterprise
- Nancy Allen, Women’s Business Enterprise Council

Forum Resignation of Existing Board seat—

Sharon Burton, The Robart Companies, term ends 12/2012

Forum Nomination for new term to expire 12/2014--

- Lynne Marie Finn, Superior Staff Resources (Renewal, Forum Vice Chair)
- Sharon Olzerowicz, Hired by Matrix
- Brenda Loube, Corporate Fitness Works

Executive Committee Nomination for Secretary position—

Kim Brown, Dell (Chair, Ethics and Governance Committee)

D. Report of the Chair (June 2012-October 2012) **LAURA TAYLOR**

**9:30 AM      PRESIDENT’S REPORT      PAMELA PRINCE-EASON**

**9:45 AM      TREASURER-FINANCE COMMITTEE REPORT      KATHY HOMEYER**

A. 2013 WBENC Budget recommended by Finance and Executive Committees and related resolution

B. Financial Report as of September 30, 2012

**WBENC’S ROADMAP FOR GROWTH AND SUSTAINABILITY**

**10:30 AM      STRATEGIC PLAN WORKING SESSION**

- A. Opening      Laura Taylor and Cheryl Stevens
- B. Certification      Nancy Conner
- C. Opportunity      Ruby McCleary
- D. Resources      Theresa Harrison
- E. Recognition      Debra Jennings-Johnson
- F. Technology      Benita Fortner

**11:55 AM      CLOSING - MEETING ADJOURNS      LAURA TAYLOR**

**OTHER MATERIALS:**

All Board Materials can be found on the private Board Intranet site.

# June Meeting Minutes

**Women's Business Enterprise National Council**  
**Board of Directors Meeting**  
Attendance List  
PEABODY ORALNDO HOTEL, FLORIDA  
June 19, 2012--9:00am--11:00am

<b>Meeting Roster</b>		
Chair	Laura Taylor, Pitney Bowes	Present
President	Pamela Prince-Eason, WBENC	Present
Counsel	Jorge Romero, K&L Gates	Present
<b>Corporation</b>	<b>Corporate Members</b>	<b>Present / Absent</b>
Accenture	Al Williams	Present
Alcatel-Lucent	Mark Artigues	Present
Altria	Diane Pinkney	Present
AT&T	Marianne Strobel	Present
Avis Budget Group	Lynn Boccio	Present
Bank of America	Barbara Kubicki-Hicks	Present
BP America	Debra Jennings-Johnson	Present
Chevron	Greg Tibbles	Present
Dell Inc	Kimberly Brown	Present
Energy Future Holdings	Cheryl Stevens	Present
Ernst & Young	Theresa Harrison	Present
ExxonMobil Global Services	Bridget Snooks-Kostelnik	Present
Ford Motor Company	Carla Preston	Present
IBM	Michael Robinson	Present
JC Penney	Mary Tacher	Present
Johnson & Johnson	Beverly Williamson	Present
Johnson Controls	Shelly Brown	Present
JP Morgan Chase	Thasunda Brown-Duckett	Absent
KPMG	Barbara Carbone	Present
Macy's	Howard Thompson	Present
Manpower	Nancy Creuziger	Present
Marriott	Rosemarie Schmidt	Absent
Microsoft	Cecelia Porto	Absent
Microsoft	Fernando Hernandez	Present (for seat)
Motorola	Lisa Stenglein	Absent
Office Depot	Shari Francis	Present
PepsiCo	Larry Caldwell	Present
Pfizer	Donna Donato	Present
Raytheon	Benita Fortner	Present
Shell	Debra Stewart	Present
Staples	Tara Spann	Absent
Staples	Vacancy	
The Coca Cola Co.	Eyvon Austin	Present
The Home Depot	Nicole Peterson (New Member)	Present
Time Warner	Greta Davis	Present
United Airlines	Ruby McCleary	Present
UPS	Kathy Homeyer	Absent
Wal-Mart	Patricia Snyder (New Member)	Present

W.W. Grainger	Nancy Conner	Present
Verizon	Donna Erhardt	Present
<b>Leadership Council Members</b>		<b>Present / Absent</b>
Center for Women and Enterprise	Susan Rittscher	Absent
WBC Southwest	Debbie Hurst	Present
WBDC Chicago	Carol Dougal	Present
WBEC- South	Blanca Robinson	Present
WBEA	Susan Repka	Present
WBEC PA, DL, sNJ	Geri Swift	Present
WPEO-NY	Marsha Firestone	Present
Ohio River Valley Women's	Rea Waldon	Present
WBEC West	Pam Williamson	Present
<b>Forum Members</b>		
A10 Clinical Solutions Inc	Leah Brown	Present
Accel, Inc	Tara Abraham	Present
Arbill	Julie Copeland	Present
Artech Information Systems	Ranjini Poddar	Present
Banneker Industries	Cheryl Snead	Absent
CRC Group	Patricia Rodriguez Christian	Absent
ICON	Pamela O'Rourke	Present
OLSA Resources	Olsa Martini	Present
<del>Robert Transportation</del>	<del>Sharon Burton</del>	<del>Absent</del>
Superior Staffing	Lynne Marie Finn	Present
Vacancy		
<b>Expert Members</b>		
Romneycom, L.L.C.	Lynthia Romney	Present
Bristol Meyers Squibb	Farryn Melton	Absent
Vacancy		
<b>WBENC</b>		<b>Staff</b>
Chief Operating Officer	Lynn Quinn	
Senior Director Alliance & Relationships	Candace Waterman	
Executive Assistant & Acting Project Manager	Helen Avery [minutes]	
<b>Regional Partner Organization</b>		
GWBC	Roz Lewis	
WBC- Florida	Nancy Allen	
WPEO-DC	Sandra Eberhard	
<b>Board of Director Guests &amp; Representatives</b>		
K & L Gates	Catherine Munro	
Microsoft	Fernando Hernandez	
Wal-Mart	Theresa Barrera	

**CALL TO ORDER:** Board Chair Laura Taylor called the meeting to order at 9:12 a.m.

**NOMINATING COMMITTEE REPORT:**

**Board Resignations:**

Chair of the Nominating Committee, Diane Pinkney, announced the board resignation of Tara Spann of Staples and Sharon Burton of Robart Transportation.

**Board Nominations:**

Ms. Pinkney presented Nicole Peterson to fill the vacant seat for The Home Depot and Patricia Snyder to fill the vacant seat for Wal-mart. The Home Depot term is to expire December 2012. The Walmart term will expire 2014.

**Resolution:** Lynne Marie Finn moved and Rea Waldon seconded the motion to accept the nomination of Nicole Peterson of The Home Depot to the Board, replacing Michelle Robinson, term expiring December 2012. There being no further discussion, the motion passed unanimously.

**Resolution:** Theresa Harrison moved and Bev Williamson seconded the motion to accept the nomination of Patricia Snyder of Wal-mart to the Board replacing Tonia Smith, term expiring December 2014. There being no further discussion, the motion passed unanimously.

**EXECUTIVE COMMITTEE MEETINGS SUMMARY REPORT:**

Chair Laura Taylor summarized the activities of the Technology Summit that was held during the Pre-Conference event. Laura Taylor continued with the events of the conference and included the Silent Auction and WoW Game overview. She announced that Bev Williamson assumed the role as chair of the Marketing Committee and Howard Thompson has assumed the role as Vice Chair of the Nominating Committee.

**MARCH 21, 2012 MEETING MINUTES:**

**Resolution:** Lynn Boccio moved and Diane Pinkney seconded the motion to accept the minutes from the March 21, 2012 meeting. Eyvon Austin made a correction to the attendance of the March meeting stating that she was in fact present. There being no further discussion, the motion passed unanimously.

**PRESIDENT'S REPORT:**

President Pamela Prince-Eason reported on the progress of the operational challenges for staff at the headquarter office. She announced the new activities associated with the U.S. Chamber of Commerce's new women's initiative and its correlation to WBENC. Ms. Prince-Eason mentioned her meeting with Luke Visconti, Owner & Publisher of Veteran-owned Diversity Inc magazine and Research & Consulting Services and the magazine's interest to support, access and opportunities for members. She introduced the dialogue between WBENC and Diversity Information Resources (DIR) providing Supplier Diversity Program training. Ms. Prince-Eason accepted and participated in the request to the Secretary of State Clinton's International Council on Women's Business Leadership-Subcommittee on Access to Markets; and the Small Business Working Group of the 2012 Clinton Global Initiative: Girls & Women. Her participation on Wal-Mart's Women's 360 Initiative is to gain high support for the RPOs and WBENC.



**Action Item:** Define the role Diversity, Inc Magazine has collaborating with WBENC. Present the results to the Executive Committee.

**TREASURER'S REPORT:**

Shari Francis reported on the financial results from May 2012; she stated that earnings are still being received. She presented the 2012 Summit & Salute net income. Ms. Francis then presented the ranges of previous years for the National Conference & Business Fair and compared to the current year. As of June 6, 2012 the total goals are on target.

**LEADERSHIP COUNCIL REPORT:**

Geri Swift reported on the current WOSB-certification. There are 272 WBEs with WOSB certification. As of May 2012 the Regional Partner Organizations have had 183 events, and a total of 10,000 attendees. The Leadership Council continues to focus on succession planning for Executive Directors, Presidents and CEOs of the Regional Partner Organizations.

**WOMEN'S LEADERSHIP FORUM REPORT:**

Tara Abraham reported the topics discussed during the Pre-Conference event. She announced the well received spotlight on Lisa Price, founder of Carol's Daughter. Ms. Abraham referenced the success of Sharon Burton on strategies to exit a company. Ms. Abraham reported on the progress of the Forum Leadership Team (FLT). One of the goals is to ensure alignment with the RPOs.

**STRATEGIC PLANNING WORKING SESSION:**

Laura Taylor presented on the Core Steering Committee input for the Strategic Planning teams. She stated what has been learned to date: the vision and mission for long term planning and the Roadmap to 2020 is that the focus has been on value, sustainability, inclusiveness and invested time.

**Certification Team:** Nancy Conner presented the survey results the team collected during the March board meeting.

**Next Steps:** The Certification team will define the meaning of a WBENC Global certification and prioritize the digitalization of the application process.

**Opportunities Team:** Ruby McCleary presented the survey results from the March board meeting. She reported that additional results from the conference focus group are needed. The purpose of the focus group is to test the WBE interest in capacity building.

**Action Items:** Advertise to start-up women-owned companies (non-certified); define success and exit strategies.

**Next Steps:** Conduct a programming evaluation on communication and training opportunities

**Resources Team:** Theresa Harrison reported on the progress of alternate funding and revenue stream for WBENC.

**Action Items:** Work with the Certification and Opportunities teams to identify and align growth;

**Next Steps:** Review and understand the current business model and structure for WBENC.

**Recognition Team:** Debra Jennings-Johnson presented the progress of the proposed WBE awards.

**Action Item:** complete the communication plan; conduct a pilot award.

**Next Steps:** See award possibilities for Tier 1 and 2 WBEs.

**Technology Team:** Benita Fortner reviewed the charter and the technology assessment at the WBENC Headquarters. Ms. Fortner also debriefed the Board on the Technology Summit.

**Action Items:** define WBENC's governance policy including process & procedures, document retention, and disaster recovery

**Next Steps:** post Request For Information (RFI) on HQ requirements. Understand foundation platform; develop budget for 2013

**OTHER BUSINESS:**

The Silent Auction Power Meeting as provided by Moe Vella will be scheduled during MED week in September

Mary Tacher announced that she will retire from JC Penney in September 2012.

**ADJOURNMENT:**

There being no further business, Board Chair Laura Taylor adjourned the meeting at 10:54a.m.

# Board Elections

# Corporate Resignations

**From:** Cecelia Porto [<mailto:ceceliap@microsoft.com>]

**Sent:** Monday, August 20, 2012 3:51 PM

**To:** Pamela Prince-Eason

**Subject:** Resigning from WBENC Board

Hi Pamela,

I am resigning from the WBENC Board of Directors, effective immediately. Fernando Hernandez will be representing Microsoft on the WBENC Board going forward.

Regards,  
Cecelia

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**Cecelia D. Porto**

Director

Office: 425-707-7035

Mobile: 425-698-3333

[ceceliap@microsoft.com](mailto:ceceliap@microsoft.com)

Microsoft Global Procurement Group

-----Original Message-----

From: Schmidt, Rosemarie (Law) [<mailto:Rosemarie.Schmidt@marriott.com>]  
Sent: Monday, September 24, 2012 8:38 AM  
To: Helen Avery; [conner.n@grainger.com](mailto:conner.n@grainger.com)  
Subject: WBENC: Marriott's Representation on the BOD

Ladies -- Due to my altered work/travel schedule, I am going to need to step down from my position with WBENC. While I will need to make this move, Marriott remains committed to WBENC and its goals and therefore, hope to be allowed to appoint another senior executive to complete my term on the BOD. To whom should I write in order to tender my resignation and recommend a substitute?

I will miss my role with WBENC.

Thanks,

Rose

Dr. Rosemarie Schmidt  
Vice President & Sr. Counsel  
Marriott International, Inc.  
10400 Fernwood Road, Bethesda, MD 20817  
[rosemarie.schmidt@marriott.com](mailto:rosemarie.schmidt@marriott.com)  
301-380-3082 (office)  
240-888-1901 (mobile)

The above communication contains information from the Marriott International, Inc. law department that may be confidential and/or privileged. Except for personal use by the intended recipient, or as expressly authorized by the sender, any person who receives this information is prohibited from disclosing, copying, distributing and/or using it. If you have received this communication in error, please immediately delete it and all copies, and promptly notify the sender. Nothing in this communication is intended to operate as an electronic signature under applicable law.



Mary G. Tacher  
Telephone: (972) 431-1257  
Facsimile: (972) 431-1133  
email: [mtacher@jcp.com](mailto:mtacher@jcp.com)

September 26, 2012

Pamela Prince-Eason  
President and CEO  
Women's Business Enterprise National Council  
1120 Connecticut Avenue, NW, Suite 1000  
Washington, DC 20036

Dear Pamela:

I will be retiring from jcpenny on September 30, 2012, and therefore, I must inform you of my resignation from the WBENC Board of Directors.

It has been a great honor to serve on the Board of such a preeminent organization as WBENC for six years. Your dedication to the success of women-owned businesses is incomparable.

I wish WBENC, the Board and the staff, all the best in the future.

Sincerely,

A handwritten signature in purple ink that reads 'Mary G. Tacher'.

Mary G. Tacher  
Vice President,  
Associate General Counsel

cc: Laura Taylor  
Dennis Miller  
Diana Grigsby  
Susan Zablocki

243266.1

jcpenny  
6501 Legacy Drive  
Plano, TX 75024  
jcp.com

**From:** Kostelnik, Bridget S [<mailto:bridget.s.kostelnik@exxonmobil.com>]  
**Sent:** Friday, September 28, 2012 10:23 AM  
**To:** Helen Avery  
**Subject:** RE: WBENC Board Re-Nomination

Helen,

This is not a re-nomination per se. I believe our board seat does not expire until 2013, but since I will be moving overseas ExxonMobil is nominating a replacement for me. Are these still the right two forms to submit? If so, is the self-assessment based on the time I served on the board? Some of the questions do not lend themselves to a new board member nomination.

Thank You,

Bridget S. Kostelnik

Project Executive  
Procurement

**From:** Donato, Donna [<mailto:Donna.Donato@Pfizer.com>]  
**Sent:** Wednesday, September 26, 2012 9:56 AM  
**To:** Pamela Prince-Eason  
**Subject:** Catch up! FW: Future Leadership Structure for Zoetis F&BO

Pam, how are you? I know you've heard of a few changes in our world here. Here is the latest on me too.... I will be joining our Animal Health business (Zoetis) on Nov. 1... I want to catch up with you on how to make sure we have continuity of support for WBENC when I move to Zoetis  
Let me know when we can connect in the next few days!  
Donna ☺

September 25, 2012

Dear Colleagues,

In July, Juan Ramón Alaix, President, Animal Health shared the (...) and the individuals who have been identified to lead the 10 areas reporting to him. As we move forward on a proposed organizational structure for the potential standalone company, I am pleased to announce the future leadership structure for the (...) The following individuals have been identified as candidates to lead the various areas of F&BO and report to me:

- Daniel Couture-Chief Information Officer
- Colleen Cunningham-Controller
- Glenn David-Finance Operations
- Donna Donato-Enterprise Procurement and Global Operations
- Geraldine (Dina) Fede-Investor Relations
- Dean Mullane-Shared Services
- Jerome Mychalowych-Global Tax
- Camilla Uden-Treasurer

Daniel, Donna, Dean, Jerome and Camilla are transitioning into their new Zoetis roles from their current roles in Pfizer. Glenn is currently Vice President, Finance, for Pfizer Animal Health. Dina joins us from Resources Global where she is supporting Pfizer's efforts to complete the divestiture of Pfizer Nutrition, and she will join Pfizer Animal Health on October 1. Colleen also joins us from Resources Global and she will join Pfizer Animal Health on October 1. Please join me in welcoming these colleagues onto the Zoetis Team.

In addition, in the next few weeks, I expect to announce the leader of Internal Audit who will also report to me.

We are in the process of identifying F&BO roles that are substantially dedicated to Zoetis. Colleagues in F&BO roles who are deemed dedicated to the Animal Health business



and map into the Zoetis F&BO organization will transfer to Zoetis on November 1, 2012, when Pfizer Animal Health begins to operate as a company within Pfizer (“company within a company”). In the next few weeks, managers will inform colleagues in their organizations who have been identified as dedicated to the Animal Health business regarding the transfer to Zoetis.

As we work to transfer dedicated F&BO colleagues to Zoetis and staff the full F&BO organization, I want to reiterate that we are committed to treating all colleagues with respect and keeping you appropriately informed in a timely manner. Any actions are subject to completion of consultations with works councils and employee representatives as required by local legal requirements.

In line with our selection guidelines, additional F&BO opportunities supporting Zoetis have been and will be posted within the next several weeks on *hrSource*. I encourage colleagues to consider these opportunities. As always, our goal is to provide the best balance between colleague opportunities and business continuity. There may be instances where business continuity may require that colleagues who are selected and assume responsibilities for Zoetis roles will at the same time continue in their Pfizer roles until the November 1 transfer date.

As we move through this transition process, we will continue to share additional information with you as it becomes available. You may also access the “[Working to be Zoetis](#)” page of the PAH-PfizerWorld intranet for more information and an updated FAQ.

Please join me in congratulating these colleagues on their future roles in Zoetis. I also want to personally thank all of the Finance and Business Operations colleagues who have been working to support the creation of Zoetis. There is still a lot of work to be done and your focus and commitment will continue to be critical in meeting these upcoming milestones.

Thank you,

Rick Passov



### **Linda Sexton**

Planning and Reporting Manager, Procurement  
ExxonMobil Global Services Company

Linda received a Chemical Engineering degree from the University of Pittsburgh and joined ExxonMobil in 1980. She was one of the pioneer women in Lubricants and Specialties industrial sales and started her career in western New York. Linda sold everything from greases and gear oils to automotive and aviation lubricants and still considers this one of her most rewarding career experiences. Linda moved to Houston, where she held various assignments in lubricants sales coordination, planning and marketing.

In 1987, she joined the U.S. Fuels organization, where she spent the next ten years in management assignments including Dealer District Manager, Training Manager and Advertising Manager. During this time she became a working mother and she and her husband are now raising two daughters ages 14 and 17.

In 1997 Linda moved to Procurement where she managed corporate, transportation and services. The family had a welcome opportunity to move to Virginia at the time of the ExxonMobil merger and in 2000 Linda was appointed the Global Brand Communications Manager for the new ExxonMobil Lubricants and Specialties Company. In this role she was responsible for internal and external communications as well as managing the brand strategy and communications for branded products worldwide.

In 2007 Linda returned to Procurement and assumed the role of Global Procurement Manager, Lubricants and Specialties. Then in 2011 she moved to her current role of Global Planning Manager taking on responsibility for global planning & reporting and safety processes.

Linda is a member of the ExxonMobil Speakers Coalition and enjoys giving the Energy Outlook to audiences around the world.



Mike Hoffman  
Vice President of Global Procurement  
Pfizer

**External:**

Mike Hoffman is Vice President of Global Procurement for Pfizer. The Global Procurement Team is accountable for all aspects of strategic sourcing and procurement operations for all externally purchased goods and services categories across all Pfizer business lines. The Team supports all categories of spend including production materials, contract manufacturing, capital, logistics, research and development, sales and marketing, business technology, professional services, human resources and facilities. In addition to leading the development and implementation of sourcing strategies that leverage Pfizer's ~\$18 billion of spend, Mike also leads Pfizer's Global Fleet and Travel programs. He is a member of the Finance and Business Operations Leadership Team and the Pfizer Senior Leadership Council.

Mike joined Pfizer in 1989 as an Assistant Buyer in what was then Pfizer Corporate Purchasing in the New York office. Since that time, he has held roles of increasing responsibility in both manufacturing site procurement and category management across varied spend categories.

Mike holds a Bachelor of Science in Business Administration from Bowling Green State University where he majored in Procurement and Materials Management. Mike resides in New Jersey with his wife and two children.

# New Corporate Nominations



## **Kathleen Trimble Biography**

Kathleen Trimble is director of the Office of Diversity at Robert Half International (RHI), the world's largest specialized staffing firm. She is responsible for the management of Robert Half International's national supplier diversity initiative and the company's diversity and inclusion programs.

Kathleen joined Robert Half in 2004 as Supplier Diversity Manager and assumed her current position in 2008. Prior to joining the company, she was director of procurement and supplier diversity at Moore Corporation and sourcing manager at FMC Technologies. Trimble also previously served as program director at the Women's Enterprise Development Corporation (WEDC) where she led a partnership between WEDC and the Small Business Administration (SBA) Business LINC program.

Trimble serves on the board of directors for the Northern California Minority Supplier Development Council, where she also holds the office of Treasure and is chairperson for the Corporate Members Committee.

Kathleen serves on the board and advocacy committee for the National Minority Development Council. A past chairperson for the California Central Valley Chapter for the Southern California Minority Development Council, she previously served on the council's board and Program Committee.

In addition, she is an advisory board member for California Alliance for Disabled Veterans. Trimble also is a member of the Women's Trade Organization, Women's Business Enterprise National Council, the Institute of Supply Management, The Association of Operations Management (APICS) and Society for Human Resource Management.

Recently Trimble was recognized "Done Deals" by Astra Women's Business Alliance for Northern California. Kathleen works on the certification committee for Astra and a previous board member. Most recently Robert Half International and Trimble have been recognized by the Northern California Minority Supplier Development Council for three consecutive years- Corporation of the Year, Presidents Award and Corporate Advocate of the Year.



**Rick Hughes**  
**Chief Purchasing Officer**  
**The Procter & Gamble Company**

Rick Hughes joined P&G in 1982 following six years of active duty service with the US Army in the US and abroad, where he was certified as a Federal Procurement Officer. Rick remained with the US Army Reserve until 1991, attaining the rank of Major.

At P&G, Rick began his career as Purchasing Manager for the company's Baby Care and Feminine Care businesses. He then served in a variety of roles in Procurement and in a Customer Business Development role over the past 29 years. In 2001, he was appointed Manager, Corporate Purchases, and was appointed Vice President of Global Purchases in 2004, and Chief Purchasing Officer in 2009.

He now oversees P&G's external spending worldwide, and leads the Global Purchases discipline for P&G comprised of nearly 2100 buying professionals located in 22 countries.

Rick is a graduate of The University of Notre Dame and also holds an MBA from the Florida Institute of Technology and a Juris Doctorate from Salmon P. Chase College of Law.

Rick serves on the Board of Directors for the National Minority Supplier Development Council as Immediate Past Vice Chair; and on the Board of Directors for the Dan Beard Council, Boy Scouts of America (Immediate Past President). In addition, he serves on the Board of the Cincinnati Habitat for Humanity.

# Forum Resignation

**From:** Sharon Burton [<mailto:sharon@ROBARTCOMPANIES.com>]

**Sent:** Friday, June 15, 2012 4:09 PM

**To:** Pamela Prince-Eason; Laura K Taylor

**Cc:** Tara Abraham; Tara Abraham; Laurie Smith

**Subject:** Resignation

Good afternoon to you both,

It is with a heavy heart and deep regret that I am tendering my resignation from the board of directors of WBENC. In addition, I am stepping down from my chair position on the Forum Marketing Committee.

My love and loyalty to you all and this wonderful organization has not changed, however, I am in the final stage of the sale of my company to a large, publicly held corporation. This sale will not allow me to go forward with my certification, and therefore, I must give up my leadership positions within WBENC.

It is my intent to bring my purchaser into the diversity arena, and to stay involved as a corporate member.

I am speaking to the Forum members on Monday, and am honored to have been asked to participate one last time with this amazing group of women.

I want to thank you all for the fantastic, inspiring years with WBENC, and for the lifelong friendships it has forged for me. This, more than anything, I will cherish.

I look forward to seeing everyone on Monday. Again, thank you both.

Sincerely,

Sharon A. Burton  
President and CEO  
The Robart Companies  
Robart Transportation, Inc.  
The RL Services Group, LLC

**Women's Business Enterprise National Council  
Board of Directors Meeting  
November 13, 2012**

**Report of the Chair of the Board to the WBENC Board of Directors**

**Activities since June 2012:** *See Pamela Prince-Eason's Board Report and Individual Committee reports for additional activity*

**Board Governance & Management:**

- Conducted EEC monthly meetings with additional follow-up on key activities:
  - Strategic Planning Core Team coordination preparation and meetings,
  - Extended Executive Committee Annual Strategic Retreat planning and execution
  - Nominating committee activity
  - Forum Guideline Completion
  - Leadership Council planning for change of Chair/Co-chair roles
  - Evaluation of National Conference & Business Fair feedback
  - 2013 Event theme planning (Join Forces. Succeed Together.)
  - November Board Meeting and Committee communication planning
  - Review and comment on monthly Financial updates and 2013 Budget creation
    - **Notification of IT investment discussed by EEC** - At our planning meeting the EEC received a detail 2013 budget review from the WBENC President, WBENC CFO, and Finance Committee Chair. The budget as proposed includes an investment of \$425K, to fund fundamental improvements in WBENC's infrastructure. These were presented as "Phase 1" investments in critical software upgrades, increases in data capacity, investment in redundancy, and CRM capability. The 2013 impact of these investments is driving a negative net asset position for next year, however, it has been five years since any measurable investment was made in infrastructure. Some of the investments are required due to sun-setting of maintenance on older versions of software and other improvements lay the foundation for growth.

## **WBENC's Roadmap:**

Significant time dedicated to review of Strategic Planning committee progress and to preparation of formal documentation and communications between teams.

As a reminder, the goal of the overall planning process is to make the future state of the organization something tangible and concrete so that our Board members and other stakeholders can evaluate process against goals along the way to the WBENC Roadmap to 2020 vision. At the end of our overall strategic planning process we will have:

- A consensus built “to be” future
- A strategic plan providing overall guidance and agreed direction for the organization with roughly ten year horizon identified stretching WBENC to transform during the set time frame
- Within that, a long range plan with a three year horizon measured in one year increments to ensure continuity of direction and manage cultural change and expected outcomes toward our “to be” future state
- A set of tactical plans with a short term focus that will be utilized to drive and measure each goal area to closure.

**“Draft” Vision:** To be the global leader in women’s business development

**“Draft” Mission Statement:** WBENC’s mission is to fuel economic growth globally through access opportunities, by identifying, certifying, and facilitating development of women-owned businesses.

## **Strategic Planning Team Updates for the WBENC Board of Directors – November 2012**

### **Current Status**

- The CORE teams are completing the data gathering stage and beginning to make recommendations for future directions
- Goals and strategies have been formulated for recommendation to the Board in November
- Several initial tactics are under discussion for testing and launch in 2013 (To be discussed at the November Board meeting.)

### **Certification: (Nancy Conner, Lead)**

The Certification team continues to work with three sub-committees to look at new certifications, recertification and growth. This team is looking at our current baseline and how we can certify more, especially in specific industries and whether we should look at multiple certifications. Other topics that are being discussed include multiyear certification, digitization, and complex or non-traditional forms of ownership and global participation. In the area of recertification, areas under discussion include frequency of site visits, utilizing our volunteers effectively, and addressing denials. The next steps for this team are to identify market potential for growth, address multiyear and complex ownership issues, and determine the frequency of site visits and how to best use volunteers.



### **Opportunities and Programs: (Ruby McCleary, Lead)**

The Opportunities and Program team continues to build upon the data gleaned from the survey that was reported to the Board in June. Additional focus groups have been held. Further market segmentation and a training gap analysis are underway. The team is currently looking at the capacity building needs of three different sized women's business enterprises, and segmenting this further between service, non-service, corporate, WOSB and government segments. The next two tasks are to identify the likely programming to meet the needs identified and find resources to maximize quality while minimizing costs.

### **Resources: (Theresa Harrison, Lead)**

A consultant has been retained and a session was held to review how not for profit organizations garner revenue. The team reviewed the current funding sources, looked at a sustainability snapshot and identified ways that WBENC could develop a stronger revenue stream. The potential revenue streams were evaluated based on musts, wants and risks. The next steps will be to prioritize the options and do further feasibility testing for the top ideas with the help of our consultant.

### **Engagement and Recognition: (Debra Jennings-Johnson, Lead)**

The Recognition team has reviewed the data from the surveys and continues to evaluate the value of current programs. A framework has been developed for consistency with specific objectives and key criteria. New award templates are under consideration for WBE to WBE awards and possibly a government/ not for profit award.

### **Technology: (Benita Fortner/Pamela O'Rourke, Leads)**

The Technology team has completed most of the work of the first phase. After the initial technology assessment was complete, a new infrastructure configuration and implementation plan was developed. Capital and operational budgets are underway, and the development of operational and functional alignment with business processes is targeted to be completed by year end. The second phase of the project will be to integrate the technology requirements from the strategic plan teams. A template has been developed to gather data from the teams to assist with prioritization.

### **Board Chair (and core steering group) involvement**

- Oversight for Communication and Involvement/Inclusiveness
- Core Steering Group met Sept 24 & 25, 2012 to evaluate and assess progress to date, provide guidance/feedback to sub-team leaders, review and update key next steps, and confirm framework for long term plans
- Extended Executive Committee met October 23,24,25 to work with team leads to formulate goals and strategies

### **Public Representation of WBENC:**

- Invited to co-host a "fireside chat" with Tuck Women Business Enterprise students in early October. Dr. Len Greenhalgh was the lead professor at this 5-day premier min-MBA class in Armonk, NY at the IBM Learning Center. Pam Eason was scheduled to join but unable to attend due to closure of NJ Turnpike. While there was no actual fire that night, I enjoyed a very active and engaging

session with plenty of burning questions from the 55 program participants. The session touched on topics from supplier diversity programs, the value of WBENC membership, what is “The Forum”, how does Pitney Bowes manage its supplier diversity program, and how do I get more engaged with my RPO. Before the session, I had the opportunity to join one of Dr. Greenhalgh’s classes and was impressed with the material and the active participation. A sincere “thank you” to all those who provided Tuck Executive Scholarships to the 2012 class.

**Other Projects:**

- Review of Board committee participation – ongoing

**Women's Business Enterprise National Council**  
**Board of Directors Meeting**  
**November 13, 2012**  
**Gaylord National Hotel**

**Report of the President to the WBENC Board of Directors**

**President's Activities since June, 2012:** *See Laura Taylor's Board Report and Individual Committee reports for additional activity*

**Office of the President:** *President and CEO Pamela Prince-Eason supported by Helen Avery*

**Board Management and Strategic Planning Process:**

- With Board Chair, created October 23-25, 2012 EEC Annual Planning agenda with focus on:
  - 2013 Program and Budget recommendation/prioritization and
  - Agreement of Strategic Planning key components in order to provide updated Strategic Plan recommendation to the Board at the November Board meeting.A **special "thank you"** to Susan Rittscher who is assisting in bringing the good work being done by all teams together for review and finalization.
- With Board Chair and Susan Rittscher, created agenda and materials for usage by Strategic Planning Core Team at Sept 23 & 24, 2012 coordination meeting.
- Prepared agenda, board book and participated in creating Strategic Planning update materials for Committee updates and November 2012 Board Meeting.
- Participated in all Executive Committee & Extended Executive Committee Meetings during July –October 2012. Focus areas of EEC meetings are included in Board Chair Laura Taylor's update.
- Resource focus has been to provide consulting support for Resources Team to ensure good review of WBENC Financial Model. Additional focus on transition of new VP of Marketing to support Programs and Marketing committees. **Welcome** to Beverly Jennings (previously Williamson) and Carla Preston who are the new Chair and Co-chair of the Marketing Committee.
- Lynn Scott acted as my proxy and supported Diane Pinkney during July – September Nominating Committee meetings due to workload in Program area requiring my attention. (Betty Cole left WBENC on July 9, 2012.) Participated in review of recommendation with Nominating Committee in October and supported review of recommendation as part of EEC planning retreat.
- Began strategic talks with Nielssen regarding collaboration to support WBENC Insights series with meaningful outside data and information regarding impact of Women on buying decisions.
- Conducted additional discussions with Diane Tomb, the President of NAWBO and Nell Merlino of Count Me In. Both organizations are interested in stronger collaboration with WBENC. Conversation proceeds with periodic updates to EEC.
- Stronger alignment now in place with both the National Women's Business Council (NWBC) and Women Impacting Public Policy (WIPP). NWBC is including us in more routine involvement in their campaign to provide a "Collective Voice on Women Entrepreneur Needs." WIPP is aware of our desire to be more aligned relative to WOSB programming they have been supporting. Tara Abraham continues to do a nice job representing WBENC monthly with the NWBC.
- Continue to participate in Succession Planning and future planning for WBENC and network (RPO) partners with Geri Swift, Debbie Hurst, Laura Taylor, Candace Waterman and Cheryl Stevens.

## Operational Excellence:

- Conducted July 2012 Staff team planning and training sessions focusing on:
  - Update on progress to 2012 goals
  - Expected strategic planning work to be supported by staff
  - Organization & prioritization training to align office processes for growth and efficiency.  
– **Great session done by WBE Sue Pistone.** (Certified by WBEA.)
- Participated in Orlando National Conference & Business Faire de-brief with staff and Stovell. (Feedback from sponsors and survey results from participants were included in de-brief.) Excellent feedback received on all aspects with **the exception** of the MatchMaking preparation logistics and communication. I would like to thank all who provided the extremely constructive feedback. All improvement options have been reviewed and many “suggestions” for improvement are being tested currently. Additionally, I appreciate the trust you have placed in us to continue to deliver very meaningful opportunities for WBE to Corp/Govt member and WBE to WBE business.
- Overseeing process & policy development work being conducted by our contracted resource, Jean Poling. Formal documentation during this time has been focused on sponsorship tracking, financial processing resulting from Membership and Development manual processes (being automated) and various technology policy/process areas.
- VP of Marketing now leading management of President’s Report process with routine Editorial Calendar and briefing meetings for all writers established and held on monthly basis. Currently having these timing requirements integrated with overall project calendar to tie key dates for President’s Report with deadlines for 2013 Summit & Salute and National Conference & Business Fair.
- Supported October Ambassador Meeting.

## WBENC Events and Awards:

- Video tapings from Summit & Salute, Top Corporation ceremony and National Conference & Business Fair have been integrated with strategy for WBENC Insights Series. The first 2 videos announcing the series have been launched via wbenc.org in October 2012. Initial focus will be on the 3 business cases for “Doing Business with Women-owned Businesses.” Receiving very positive feedback. Quality of work by WBE Visionista and collaboration on delivery is proceeding very well.
- Significant planning and action executed well in advance of previously utilized timelines through improved coordination between WBENC staff, committees, host councils, sponsors and consultants supporting for both 2013 Summit & Salute and 2013 National Conference & Business Fair (NCBF). Site visits conducted for both events. (S&S, Hilton Baltimore Inner Harbor and NCBF, Minneapolis Area Hotels and Convention Center.)
- 2013 Sponsorship Opportunities were evaluated, updated and provided to members and WBEs for 2013 budget planning. We are pleased to report that your advanced support for 2013 initiatives and the strong support of local MN Corporate members and WBEs is allowing us to proceed with a strong program for the 2013 NCBF. Thank you to all sponsors and to Accenture and Ernst & Young for their role as presenting sponsors for the 2013 Summit & Salute and to **our full complement** of sponsors for the NCBF, including lead co-chairs Artech, Kelly Mitchell, Target and The Coca-Cola Company.

## Public Representation of WBENC:

- Media interviews :
  - Quoted in many press releases by America’s Top Corporations and Business Stars.
  - Interview with WE Magazine, Diversity Careers, Women’s Radio and MBE Connect to support each Media Partner’s post-event coverage of WBENC’s 2012 National Conference & Business Fair.
- Meetings and Events:
  - **A very special “Thank you” to Laura Taylor for her leadership** in meeting with the WBE attendees of the Tuck Program last month. Excellent feedback was provided by attendees regarding both the program and Laura’s “Fireside Chat.” To Michael Robinson and the IBM team we continue to be grateful for your support of this important resource.
  - Organized plan of action for WBENC participation in July 2012 WIPP Annual Meeting. “Thank you” to Candace Waterman who led our participation due to my required attendance at The Coca-Cola Company.
  - WBENC was invited to attend the Billion Dollar Roundtable being hosted at Johnson & Johnson in August 2012. Pam, Candace and Pat Birmingham attended to represent WBENC. Strong collaboration with members and discussions with BDR leaders were very productive.
  - I was scheduled to present November 2, 2012 at the ISM Sustainability and Social Responsibility Conference. Due to Hurricane Sandy, I was unable to attend but able to really demonstrate our belief in our WBENC network! We ARE WBENC! Mary Singer, the CEO of CRG Sustainable Solutions and the Regional Director for WBEC-South in Tennessee took my role and presented: “Strengthen Your Supply Chain With Supply Base Diversity.” Thank you to Mary for sharing her knowledge with these Procurement and Sustainability Professionals and for her willingness to step in on behalf of WBENC. Yet another reason she is a WBENC Business Star!
- RPO Partner Events attended:
  - **WBEC-West** held a tremendous event in September. Dr Pamela Williamson included Pamela Prince-Eason and Candace Waterman in the overall program including meeting with Board, Women’s Forum Leadership and moderator for Top Corporation panel at luncheon. Great job Pamela and team!
  - Paige Adams attended Debbie Hurst’s **Women’s Business Council Southwest** “Harvesting Partners” event in September on behalf of Pam who was at WBEC-West event.
  - **WBDC-Chicago** recognized Pamela Prince-Eason and WBENC (along with Josette of NMSDC) for our leadership advancing women and business. Thank you to Carol Dougal and Hedy Ratner for their partnership!
  - Pat Birmingham attended Susan Rittscher’s highly successful **CWE** event.
  - Michelle Richards’ (**WBEC – Great Lakes**) hosted another successful annual conference in October. Pamela Prince-Eason attended the entire event and hosted a luncheon with WBEs to discuss WBENC’s on-going strategy.
  - Upcoming Partner Events:

- **WBEC-South** December Holiday Luncheon and new Town Hall session with WBEs. Board discussion and update on strategy. (December 2012)
- **WBEA** Visit with New Executive Director/President April Day. (January 2013.)

#### **Meetings & Events with WBENC Members:**

- **The Coca-Cola Company** – Pamela Prince-Eason and Paige Adams attended the company celebration of Supplier Diversity Partnerships. This award ceremony recognized significant contributors to the very robust program of commitment The Coca-Cola Company has to diversity and inclusion.
- **Wal-Mart** Women’s 360 Initiative – As part of my role as member of Inaugural year of Wal-Mart Women’s Advisory Council supporting Wal-Mart leaderships commitment to increasing utilization of Women-owned Businesses in the Wal-Mart supply chain, I attended various WOBAC phone meetings, spoke to Sam’s Club Leadership Team meeting in DC and participated in Annual Stakeholder’s 2 Day Worksession.
- **Best Buy** – Pamela Eason and Paige Adams visited Best Buy and their business team focused on the 2013 NCBF. Their CPO and Supplier Diversity department, along with their line of business representatives are planning significant participation in the event.
- **Ernst & Young** – Pat Birmingham presented the WBENC organization and benefits of certification to the new group of 2012 Winning Women during E&Y’s Orientation for the Winning Women.
- **Accenture** – Pamela Prince-Eason is scheduled to attend the graduation and last session for WBEs participating in the current Accenture Mentoring Program. (Nov 7-8).

#### **Other Projects of the President:**

- Continued collaboration with Lynn Quinn and Steven Sudler to progress work regarding WBENC Technical Architecture and the planned support for the technology requirements of the WBENC Roadmap. Benita Fortner is actively engaged in ensuring WBENC office needs are coordinated with planned and projected future needs.

# Committee Reports

**Women's Business Enterprise National Council  
Board of Directors Meeting  
November 13, 2012  
Gaylord National Hotel  
Treasurer's Report/Finance Committee  
Third/Fourth Quarter Goals and Accomplishments (as of June)**

**Goal: Define target level of net assets.**

Accomplishments

- WBENC's audited financial statements for the fiscal year ended December 31, 2011 report unrestricted net assets of \$890,000.
- Based on the 2012 forecasted performance (net income of \$116,000), it is anticipated that WBENC will have restored the unrestricted net-asset (reserves) position to a balance of about \$1,845,000 on December 31, 2012, which represents 22.7% of expenses.
  - In June 2010, the Finance Committee developed and adopted a plan to replenish the unrestricted net asset balance to 33.33% of expenses by the end of 2015. This exceeds the original December 31, 2012 plan target of \$1,413,000, or 17.14% of expenses, by \$432,000.

**Goal: Provide meaningful financial reports to the board of directors; increase the board's literacy with regard to WBENC financial statements and performance.**

Accomplishments:

- During the June Board of Directors' meeting, Ms. Homeyer reported on the following financial highlights:
  - The 2011 draft audit report, discussed in the previous goal.
  - Year-to-date May 31, 2012 net income was \$15,000 lower than budgeted and \$647,000 lower than the year-earlier period.
    - Summit and Salute net income was \$71,000 higher than budgeted and \$94,000 higher than 2011 net income.
    - The 2012 National Conference and Business Fair income as of June 8, 2012 was \$6,000 lower than the actual 2011 income as of June 6, 2011 and \$329,000 lower than the total income budgeted for the 2012 event.
    - Statement of Position (Balance Sheet) as at May 31, 2012 showed improvement in liquidity (net liquid current assets and net working capital) over May 31, 2011.
- During the November 2012 Board of Directors' meeting, Ms. Homeyer will report on the most recent year-to-date financial results.

**Goal: Continue programs and services reviews. Ensure that all programs, initiatives, policies and processes are evaluated based on sound, fact-based business plans and *return on investment* for all constituencies; programs, initiatives, and**



**policies and processes should be able to demonstrate financial viability: margin, cost/benefit as deemed appropriate for the program, initiative, policy or process under review.**

Accomplishments:

- No program reviews conducted since the last report.

**Goal:           Review and recommend 2013 budget to the board of directors.**

Accomplishments:

- The Chair (Treasurer) and the Vice Chair of the Finance Committee conducted an in-depth review of the proposed 2013 proposed budget with WBENC staff on October 2.
- The proposed budget resulting from the collaboration of the Finance Committee Chair and Vice Chair and the WBENC staff was distributed to the Finance Committee and Chair of the Board. The Finance Committee reviewed and recommended approval of the 2013 proposed budget discussed during their October 17 meeting.
- The Treasurer and WBENC staff presented the 2013 budget recommended by the Finance Committee to the Extended Executive Committee during their October 23-24 meeting.
  - After their review, the Extended Executive Committee recommended adjustments to revenue and expense, and approved the capital expenditure for the IT system upgrade in 2012 that will impact 2013-2015 expenses.
- Next steps:
  - The 2013 budget recommended by the Extended Executive Committee will be distributed to the Board for review approximately ten days before the board meeting.
  - ***Board action required at the November 13, 2012 meeting: deliberation and approval of the 2013 recommended budget.***

**Goal:           Ensure compliance with new Form 990 requirements.**

Accomplishments:

- The 2011 Form 990, which will be due on November 15, 2012 (with IRS-granted six-month extension) will be completed by WBENC's audit firm, reviewed by the WBENC staff, and by the Audit Committee by the week ending November 9. The process of having the Audit Committee review the Form 990 before submission to the IRS satisfies the best practice/compliance element of having the Board of Directors review the Form 990 before the organization files the return. The 2011 Form 990 that is filed with the IRS will then be posted to the Board intranet.

**WBENC**  
**Board of Directors Resolution**  
**Resolution to Approve the 2013 Budget Recommended by the Finance and Executive Committees**

**November 13, 2012**

WHEREAS, the Finance Committee has reviewed and adopted the 2013 budget and recommended its acceptance by the Executive Committee;

WHEREAS, the Executive Committee has reviewed and accepted the 2013 budget recommended by the Finance Committee;

NOW THEREFORE, be it RESOLVED that the Board of Directors approves the 2013 budget recommended by the Finance and Executive Committees:

Income	\$8,592,700
Expenses	<u>8,809,452</u>
Net deficit	<u>(\$216,752)</u>

		WBENC				
		2013 Budget Worksheet				
Dept	Cost Center	2013	2012 Forecast	2013 +(-) 2012 Forecast	2012 Budget	2013 +(-) 2012 Budget
<b>WBENC CONSOLIDATED</b>						
<b>INCOME</b>						
4000	Membership	3,354,000	3,321,525	32,475	3,154,000	200,000
4000IK	In-kind membership	46,000	15,000	31,000	46,000	-
4100	Sponsorships	2,740,500	2,621,000	119,500	2,708,500	32,000
4100IK	In-kind Sponsorships	310,000	292,220	17,780	315,000	(5,000)
4200	Contributions	-	250	(250)	2,000	(2,000)
4200IK	In-kind contributions	71,000	73,000	(2,000)	71,000	-
4300	Grants	-	-	-	-	-
4500	Registration fees	1,236,250	1,169,879	66,371	1,278,750	(42,500)
4600	Exhibitor fees	630,000	631,848	(1,848)	600,000	30,000
4600IK	In-kind exhibitor fees	-	-	-	-	-
4700	Application fees	-	-	-	-	-
4800	Interest Income	-	-	-	-	-
4900	Other income	204,950	129,879	75,071	268,750	(63,800)
<b>TOTAL INCOME</b>		<b>8,592,700</b>	<b>8,254,601</b>	<b>338,099</b>	<b>8,444,000</b>	<b>148,700</b>
<b>EXPENSES</b>						
<b>Salaries</b>		1,828,241	1,464,641	363,600	1,615,885	212,356
6000	Salaries	1,828,241	1,464,641	363,600	1,615,885	212,356
6001	Vacation Accrual Offsets	-	-	-	-	-
<b>Payroll Taxes</b>		205,194	193,680	11,514	200,102	5,092
6010	Administaff fees/Payroll taxes	205,194	193,680	11,514	200,102	5,092
<b>Employee benefits</b>		219,090	170,407	48,683	226,778	(7,688)
6021	Health Insurance	103,557	65,742	37,815	123,611	(20,054)
6022	Other Employee Insurance	20,821	24,588	(3,767)	19,630	1,191
6023	Employer Contribution 401K	43,631	30,996	12,635	41,537	2,094
6024	SERP	40,000	40,000	-	40,000	-
6025	Tuition Reimbursement	2,000	2,000	-	2,000	-
6029	Other Employee Benefits	9,081	7,081	2,000	-	9,081
<b>Staff development and training</b>		31,500	12,029	19,471	55,807	(24,307)
6030	Staff development and training	31,500	12,029	19,471	55,807	(24,307)
<b>Conference, events, and meetings</b>		3,505,603	3,510,417	(4,814)	3,508,524	(2,921)
<b>(Only WBENC-sponsored events)</b>						
<i>Event Professional Fees</i>		1,304,979	1,266,176	38,803	1,317,558	(12,579)
6111	Event Management	509,000	497,162	11,838	458,913	50,087
6112	Speaker Fees	250,000	220,640	29,360	292,120	(42,120)
6113	Entertainment	30,000	28,153	1,847	25,000	5,000
6114	Advertising/Media	250,000	220,720	29,280	250,000	-
6119	Other Event Professional Fees	265,979	299,501	(33,522)	291,525	(25,546)
6120	Food & Beverage	979,514	972,696	6,818	1,011,569	(32,055)
<i>Site, production &amp; décor</i>		758,088	825,660	(67,572)	587,800	170,288
6131	Event Set Up/Equipment	50,200	61,894	(11,694)	25,000	25,200
6132	Event Audio Visual/Sound	234,200	242,866	(8,666)	191,650	42,550
6133	Event Décor	212,000	358,608	(146,608)	207,500	4,500

		WBENC				
		2013 Budget Worksheet				
Dept	Cost Center	2013	2012 Forecast	2013 +(-) 2012 Forecast	2012 Budget	2013 +(-) 2012 Budget
<b>WBENC CONSOLIDATED</b>						
6134	Event Space Rental	211,250	128,250	83,000	122,450	88,800
6135	Event Electrical	33,500	23,502	9,998	19,000	14,500
6136	Event Internet	16,938	10,540	6,398	22,200	(5,262)
	<i>Event Design, Printing, &amp; Production</i>	245,050	255,674	(10,624)	341,750	(96,700)
6141	Event Design	57,800	69,137	(11,337)	55,000	2,800
6142	Event Printing and Production	180,250	186,537	(6,287)	279,750	(99,500)
6143	Marketing, Design, Printing & Production	7,000	-	7,000	7,000	-
6149	Other Event Design Printing and Production	-	-	-	-	-
	<i>Event Travel</i>	125,872	122,367	3,505	144,642	(18,770)
6151	Event Staff Travel	47,000	43,613	3,387	51,775	(4,775)
6152	Event Non-staff Travel	78,872	78,754	118	92,867	(13,995)
6160	On-site Transportation	48,000	36,338	11,662	53,440	(5,440)
6170	Event postage & shipping	30,100	38,212	(8,112)	39,100	(9,000)
6190	Other conference, events, & meetings expenses	14,000	(6,706)	20,706	12,665	1,335
	<b>Professional fees &amp; outside services</b>	663,050	643,739	19,311	548,580	114,470
6301	Technology fees	153,750	90,504	63,246	119,500	34,250
6302	Legal Fees	60,000	51,000	9,000	56,000	4,000
6303	Surveys	200	-	200	200	-
6304	Audit fees	35,000	35,000	-	35,000	-
6305	Staff recruitment	-	21,500	(21,500)	15,000	(15,000)
6306	Temporary Help	158,000	66,546	91,454	43,000	115,000
6309	Other Professional Fees	256,100	379,189	(123,089)	279,880	(23,780)
	<b>Travel</b>	120,000	100,000	20,000	115,223	4,777
6350	<i>Staff Travel</i>	120,000	100,000	20,000	115,223	4,777
6351	Staff Travel-Airfare	37,620	78,824	(41,204)	82,630	(45,010)
6352	Staff Travel-Accommodations	47,981	20,877	27,104	24,683	23,298
6353	Staff Travel-Meals	19,545	(141)	19,686	3,665	15,880
6354	Staff Travel-Incidentals	14,854	440	14,414	4,245	10,609
6357	Non-staff Travel	-	-	-	-	-
	<b>Occupancy</b>	327,480	320,936	6,544	320,936	6,544
6401	Rent	327,480	320,936	6,544	320,936	6,544
6402	Utilities	-	-	-	-	-
6409	Other Occupancy Expenses	-	-	-	-	-
	<b>Supplies</b>	23,100	19,069	4,031	22,850	250
6411	Office supplies	16,800	11,866	4,934	14,100	2,700
6412	Computer supplies	3,000	3,500	(500)	3,500	(500)
6419	Other supplies	3,300	3,703	(403)	5,250	(1,950)
	<b>Telecommunications</b>	64,020	54,147	9,873	61,370	2,650
6421	Telephone	18,000	21,600	(3,600)	21,600	(3,600)
6422	Conference calls	14,200	15,420	(1,220)	16,480	(2,280)
6423	Internet	20,160	5,960	14,200	5,960	14,200
6424	Wireless	11,660	11,167	493	17,330	(5,670)

		WBENC				
		2013 Budget Worksheet				
Dept	Cost Center	2013	2012 Forecast	2013 +(-) 2012 Forecast	2012 Budget	2013 +(-) 2012 Budget
<b>WBENC CONSOLIDATED</b>						
	<b>Postage &amp; shipping</b>	16,200	12,650	3,550	18,650	(2,450)
6431	General Postage	4,600	5,000	(400)	5,000	(400)
6432	Expedited Shipping (1-3 days)	5,700	6,500	(800)	6,500	(800)
6433	Ground Shipping	5,900	1,150	4,750	7,150	(1,250)
	<b>Printing and production</b>	29,900	30,459	(559)	37,300	(7,400)
6440	Design, printing & production	29,900	30,459	(559)	37,300	(7,400)
	<b>Equipment Rental, Maintenance &amp; Rep</b>	18,200	18,179	21	23,500	(5,300)
6450	Equipment Rental, Maintenance & Repa	18,200	18,179	21	23,500	(5,300)
	<b>Bank fees &amp; interest</b>	101,500	92,000	9,500	90,000	11,500
6461	Credit card processing fees	100,000	92,000	8,000	90,000	10,000
6462	Finance charges	-	-	-	-	-
6469	Other Bank Fees	1,500	-	1,500	-	1,500
	<b>Dues &amp; subscriptions</b>	9,194	7,993	1,201	9,194	-
6470	Dues & subscriptions	9,194	7,993	1,201	9,194	-
	<b>Insurance</b>	9,428	8,400	1,028	8,400	1,028
6481	D&O Insurance	5,389	8,400	(3,011)	8,400	(3,011)
6482	General insurance	4,039	-	4,039	-	4,039
	<b>Bad debt expense</b>	10,000	10,000	-	15,000	(5,000)
6550	Bad debt expense	10,000	10,000	-	15,000	(5,000)
	<b>Depreciation</b>	190,333	44,000	146,333	33,000	157,333
6560	Depreciation	190,333	44,000	146,333	33,000	157,333
	<b>Gain/Loss on Disposal of Assets</b>	-	-	-	-	-
6570	Gain/Loss on Disposal of Assets	-	-	-	-	-
	<b>Payments to Affiliated Organizations</b>	1,388,169	1,338,602	49,567	1,362,040	26,129
6610	RPO Allocations	1,388,169	1,338,602	49,567	1,362,040	26,129
6620	Out of region expenses and bonuses	-	-	-	-	-
6630	Membership Referral Bonus	-	-	-	-	-
6690	Other Payments to RPOs	-	-	-	-	-
	<b>Miscellaneous</b>	49,250	87,911	(38,661)	55,250	(6,000)
6910	Gifts	13,900	49,550	(35,650)	7,500	6,400
6920	Awards and scholarships	8,000	8,796	(796)	8,000	-
6990	Miscellaneous Expenses	27,350	29,565	(2,215)	39,750	(12,400)
	<b>TOTAL EXPENSES</b>	<b>8,809,452</b>	<b>8,139,259</b>	<b>670,193</b>	<b>8,328,389</b>	<b>481,063</b>
	<b>NET INCOME</b>	<b>(216,752)</b>	<b>115,342</b>	<b>(332,094)</b>	<b>115,611</b>	<b>(332,363)</b>

		WBENC					
		2013 Budget Worksheet					
Dept	Major Program	2013	2012 Forecast	2013 +/- 2012 Forecast	2012 Budget	2013 +/- 2012 Budget	
<b>10</b>	<b>CERTIFICATION</b>						
	<b>INCOME</b>						
4000	Membership	-	-	-	-	-	
4000IK	In-kind membership	-	-	-	-	-	
4100	Sponsorships	-	-	-	-	-	
4100IK	In-kind Sponsorships	-	-	-	-	-	
4200	Contributions	-	-	-	-	-	
4200IK	In-kind contributions	-	-	-	-	-	
4300	Grants	-	-	-	-	-	
4500	Registration fees	-	-	-	-	-	
4600	Exhibitor fees	-	-	-	-	-	
4600IK	In-kind exhibitor fees	-	-	-	-	-	
4700	Application fees	-	-	-	-	-	
4800	Interest Income	-	-	-	-	-	
4900	Other income	7,000	5,000	2,000	5,000	2,000	
	<b>TOTAL INCOME</b>	<b>7,000</b>	<b>5,000</b>	<b>2,000</b>	<b>5,000</b>	<b>2,000</b>	
	<b>EXPENSES</b>						
<b>Salaries</b>		-	-	-	-	-	
6000	Salaries	-	-	-	-	-	
6001	Vacation Accrual Offsets	-	-	-	-	-	
<b>Payroll Taxes</b>		-	-	-	-	-	
6010	Administaff fees/Payroll taxes	-	-	-	-	-	
<b>Employee benefits</b>		-	-	-	-	-	
6021	Health Insurance	-	-	-	-	-	
6022	Other Employee Insurance	-	-	-	-	-	
6023	Employer Contribution 401K	-	-	-	-	-	
6024	SERP	-	-	-	-	-	
6025	Tuition Reimbursement	-	-	-	-	-	
6029	Other Employee Benefits	-	-	-	-	-	
<b>Staff development and training</b>		9,280	3,500	5,780	8,500	780	
6030	Staff development and training	9,280	3,500	5,780	8,500	780	
<b>Conference, events, and meetings</b>		46,200	54,055	(7,855)	54,055	(7,855)	
	<i>(Only WBENC-sponsored events)</i>						
	<i>Event Professional Fees</i>	7,000	15,000	(8,000)	15,000	(8,000)	
6111	Event Management	-	-	-	-	-	
6112	Speaker Fees	7,000	10,000	(3,000)	10,000	(3,000)	
6113	Entertainment	-	-	-	-	-	
6114	Advertising/Media	-	-	-	-	-	
6119	Other Event Professional Fees	-	5,000	(5,000)	5,000	(5,000)	
6120	Food & Beverage	14,000	14,000	-	14,000	-	
	<i>Site, production &amp; décor</i>	4,200	4,200	-	4,200	-	
6131	Event Set Up/Equipment	-	-	-	-	-	
6132	Event Audio Visual/Sound	4,200	4,200	-	4,200	-	

		WBENC				
		2013 Budget Worksheet				
Dept	Major Program	2013	2012 Forecast	2013 +/- 2012 Forecast	2012 Budget	2013 +/- 2012 Budget
<b>10</b>	<b>CERTIFICATION</b>					
6133	Event Décor	-	-	-	-	-
6134	Event Space Rental	-	-	-	-	-
6135	Event Electrical	-	-	-	-	-
6136	Event Internet	-	-	-	-	-
	<i>Event Design, Printing, &amp; Production</i>	-	-	-	-	-
6141	Event Design	-	-	-	-	-
6142	Event Printing and Production	-	-	-	-	-
6143	Marketing, Design, Printing & Production	-	-	-	-	-
6149	Other Event Design Printing and Production	-	-	-	-	-
	<i>Event Travel</i>	21,000	20,855	145	20,855	145
6151	Event Staff Travel	-	-	-	-	-
6152	Event Non-staff Travel	21,000	20,855	145	20,855	145
6160	On-site Transportation	-	-	-	-	-
6170	Event postage & shipping	-	-	-	-	-
6190	Other conference, events, & meetings expenses	-	-	-	-	-
	<b>Professional fees &amp; outside services</b>	115,000	86,713	28,287	92,500	22,500
6301	Technology fees	105,000	86,000	19,000	86,000	19,000
6302	Legal Fees	-	713	(713)	-	-
6303	Surveys	-	-	-	-	-
6304	Audit fees	-	-	-	-	-
6305	Staff recruitment	-	-	-	-	-
6306	Temporary Help	-	-	-	-	-
6309	Other Professional Fees	10,000	-	10,000	6,500	3,500
	<b>Travel</b>	57,095	84,235	(27,140)	84,235	(27,140)
6350	<i>Staff Travel</i>	57,095	84,235	(27,140)	84,235	(27,140)
6351	Staff Travel-Airfare	27,200	37,170	(9,970)	37,170	(9,970)
6352	Staff Travel-Accommodations	13,695	21,585	(7,890)	21,585	(7,890)
6353	Staff Travel-Meals	8,050	12,290	(4,240)	12,290	(4,240)
6354	Staff Travel-Incidentals	8,150	13,190	(5,040)	13,190	(5,040)
6357	Non-staff Travel	-	-	-	-	-
	<b>Occupancy</b>	-	-	-	-	-
6401	Rent	-	-	-	-	-
6402	Utilities	-	-	-	-	-
6409	Other Occupancy Expenses	-	-	-	-	-
	<b>Supplies</b>	2,150	2,150	-	2,150	-
6411	Office supplies	2,000	2,000	-	2,000	-
6412	Computer supplies	-	-	-	-	-
6419	Other supplies	150	150	-	150	-
	<b>Telecommunications</b>	14,320	11,320	3,000	14,320	-
6421	Telephone	-	-	-	-	-
6422	Conference calls	7,600	7,600	-	7,600	-
6423	Internet	960	960	-	960	-
6424	Wireless	5,760	2,760	3,000	5,760	-

		WBENC				
		2013 Budget Worksheet				
Dept	Major Program	2013	2012 Forecast	2013 +(-) 2012 Forecast	2012 Budget	2013 +(-) 2012 Budget
<b>10</b>	<b>CERTIFICATION</b>					
	<b>Postage &amp; shipping</b>	6,000	4,000	2,000	6,000	-
6431	General Postage	1,000	1,000	-	1,000	-
6432	Expedited Shipping (1-3 days)	2,500	2,500	-	2,500	-
6433	Ground Shipping	2,500	500	2,000	2,500	-
	<b>Printing and production</b>	-	-	-	-	-
6440	Design, printing & production	-	-	-	-	-
	<b>Equipment Rental, Maintenance &amp; Repa</b>	-	-	-	-	-
6450	Equipment Rental, Maintenance & Repa	-	-	-	-	-
	<b>Bank fees &amp; interest</b>	-	-	-	-	-
6461	Credit card processing fees	-	-	-	-	-
6462	Finance charges	-	-	-	-	-
6469	Other Bank Fees	-	-	-	-	-
	<b>Dues &amp; subscriptions</b>	5,000	5,000	-	5,000	-
6470	Dues & subscriptions	5,000	5,000	-	5,000	-
	<b>Insurance</b>	-	-	-	-	-
6481	D&O Insurance	-	-	-	-	-
6482	General insurance	-	-	-	-	-
	<b>Bad debt expense</b>	-	-	-	-	-
6550	Bad debt expense	-	-	-	-	-
	<b>Depreciation</b>	-	-	-	-	-
6560	Depreciation	-	-	-	-	-
	<b>Gain/Loss on Disposal of Assets</b>	-	-	-	-	-
6570	Gain/Loss on Disposal of Assets	-	-	-	-	-
	<b>Payments to Affiliated Organizations</b>	1,388,169	1,338,602	49,567	1,362,040	26,129
6610	RPO Allocations	1,388,169	1,338,602	49,567	1,362,040	26,129
6620	Out of region expenses and bonuses	-	-	-	-	-
6630	Membership Referral Bonus	-	-	-	-	-
6690	Other Payments to RPOs	-	-	-	-	-
	<b>Miscellaneous</b>	7,700	7,700	-	9,700	(2,000)
6910	Gifts	5,000	-	5,000	-	5,000
6920	Awards and scholarships	-	-	-	-	-
6990	Miscellaneous Expenses	2,700	7,700	(5,000)	9,700	(7,000)
	<b>TOTAL EXPENSES</b>	<b>1,650,914</b>	<b>1,597,275</b>	<b>53,639</b>	<b>1,638,500</b>	<b>12,414</b>
	<b>NET INCOME</b>	<b>(1,643,914)</b>	<b>(1,592,275)</b>	<b>(51,639)</b>	<b>(1,633,500)</b>	<b>(10,414)</b>



		<b>WBENC</b>				
		<b>2013 Budget Worksheet</b>				
<b>Dept</b>	<b>Major Program</b>	<b>2013</b>	<b>2012 Forecast</b>	<b>2013 +(-) 2012 Forecast</b>	<b>2012 Budget</b>	<b>2013 +(-) 2012 Budget</b>
<b>20</b>	<b>Finance &amp; Operations</b>					
	<b>INCOME</b>					
4000	Membership	-	-	-	-	-
4000IK	In-kind membership	-	-	-	-	-
4100	Sponsorships	-	-	-	-	-
4100IK	In-kind Sponsorships	-	-	-	-	-
4200	Contributions	-	-	-	-	-
4200IK	In-kind contributions	-	-	-	-	-
4300	Grants	-	-	-	-	-
4500	Registration fees	-	-	-	-	-
4600	Exhibitor fees	-	-	-	-	-
4600IK	In-kind exhibitor fees	-	-	-	-	-
4700	Application fees	-	-	-	-	-
4800	Interest Income	-	-	-	-	-
4900	Other income	-	331	(331)	-	-
	<b>TOTAL INCOME</b>	-	<b>331</b>	<b>(331)</b>	-	-
	<b>EXPENSES</b>					
<b>Salaries</b>		1,828,241	1,464,641	363,600	1,615,885	212,356
6000	Salaries	1,828,241	1,464,641	363,600	1,615,885	212,356
6001	Vacation Accrual Offsets	-	-	-	-	-
<b>Payroll Taxes</b>		205,194	193,680	11,514	200,102	5,092
6010	Administaff fees/Payroll taxes	205,194	193,680	11,514	200,102	5,092
<b>Employee benefits</b>		219,090	170,407	48,683	226,778	(7,688)
6021	Health Insurance	103,557	65,742	37,815	123,611	(20,054)
6022	Other Employee Insurance	20,821	24,588	(3,767)	19,630	1,191
6023	Employer Contribution 401K	43,631	30,996	12,635	41,537	2,094
6024	SERP	40,000	40,000	-	40,000	-
6025	Tuition Reimbursement	2,000	2,000	-	2,000	-
6029	Other Employee Benefits	9,081	7,081	2,000	-	9,081
<b>Staff development and training</b>		2,720	4,835	(2,115)	13,335	(10,615)
6030	Staff development and training	2,720	4,835	(2,115)	13,335	(10,615)
<b>Conference, events, and meetings</b>		-	7,192	(7,192)	-	-
	<i>(Only WBENC-sponsored events)</i>					
	<i>Event Professional Fees</i>	-	-	-	-	-
6111	Event Management	-	-	-	-	-
6112	Speaker Fees	-	-	-	-	-
6113	Entertainment	-	-	-	-	-
6114	Advertising/Media	-	-	-	-	-
6119	Other Event Professional Fees	-	-	-	-	-
6120	Food & Beverage	-	-	-	-	-
	<i>Site, production &amp; décor</i>	-	-	-	-	-
6131	Event Set Up/Equipment	-	-	-	-	-
6132	Event Audio Visual/Sound	-	-	-	-	-

		<b>WBENC</b>				
		<b>2013 Budget Worksheet</b>				
<b>Dept</b>	<b>Major Program</b>	<b>2013</b>	<b>2012 Forecast</b>	<b>2013 +/- 2012 Forecast</b>	<b>2012 Budget</b>	<b>2013 +/- 2012 Budget</b>
<b>20</b>	<b>Finance &amp; Operations</b>					
6133	Event Décor	-	-	-	-	-
6134	Event Space Rental	-	-	-	-	-
6135	Event Electrical	-	-	-	-	-
6136	Event Internet	-	-	-	-	-
	<i>Event Design, Printing, &amp; Production</i>	-	-	-	-	-
6141	Event Design	-	-	-	-	-
6142	Event Printing and Production	-	-	-	-	-
6143	Marketing, Design, Printing & Production	-	-	-	-	-
6149	Other Event Design Printing and Production	-	-	-	-	-
	<i>Event Travel</i>	-	-	-	-	-
6151	Event Staff Travel	-	-	-	-	-
6152	Event Non-staff Travel	-	-	-	-	-
6160	On-site Transportation	-	-	-	-	-
6170	Event postage & shipping	-	-	-	-	-
6190	Other conference, events, & meetings expenses	-	7,192	(7,192)	-	-
	<b>Professional fees &amp; outside services</b>	118,150	139,710	(21,560)	126,000	(7,850)
6301	Technology fees	40,450	2,872	37,578	20,000	20,450
6302	Legal Fees	42,700	40,784	1,916	51,000	(8,300)
6303	Surveys	-	-	-	-	-
6304	Audit fees	35,000	35,000	-	35,000	-
6305	Staff recruitment	-	21,500	(21,500)	15,000	(15,000)
6306	Temporary Help	-	40,413	(40,413)	-	-
6309	Other Professional Fees	-	(859)	859	5,000	(5,000)
	<b>Travel</b>	(27,080)	(65,223)	38,143	(50,000)	22,920
6350	<i>Staff Travel</i>	(27,080)	(65,223)	38,143	(50,000)	22,920
6351	Staff Travel-Airfare	(28,180)	(16,306)	(11,874)	(12,500)	(15,680)
6352	Staff Travel-Accommodations	500	(16,306)	16,806	(12,500)	13,000
6353	Staff Travel-Meals	400	(16,306)	16,706	(12,500)	12,900
6354	Staff Travel-Incidentals	200	(16,305)	16,505	(12,500)	12,700
6357	Non-staff Travel	-	-	-	-	-
	<b>Occupancy</b>	327,480	320,936	6,544	320,936	6,544
6401	Rent	327,480	320,936	6,544	320,936	6,544
6402	Utilities	-	-	-	-	-
6409	Other Occupancy Expenses	-	-	-	-	-
	<b>Supplies</b>	17,500	14,500	3,000	18,500	(1,000)
6411	Office supplies	11,500	7,500	4,000	11,500	-
6412	Computer supplies	3,000	3,500	(500)	3,500	(500)
6419	Other supplies	3,000	3,500	(500)	3,500	(500)
	<b>Telecommunications</b>	40,620	29,900	10,720	29,900	10,720
6421	Telephone	18,000	21,600	(3,600)	21,600	(3,600)
6422	Conference calls	2,100	2,100	-	2,100	-
6423	Internet	19,200	5,000	14,200	5,000	14,200
6424	Wireless	1,320	1,200	120	1,200	120

		<b>WBENC</b>				
		<b>2013 Budget Worksheet</b>				
<b>Dept</b>	<b>Major Program</b>	<b>2013</b>	<b>2012 Forecast</b>	<b>2013 +(-) 2012 Forecast</b>	<b>2012 Budget</b>	<b>2013 +(-) 2012 Budget</b>
<b>20</b>	<b>Finance &amp; Operations</b>					
	<b>Postage &amp; shipping</b>	9,700	8,500	1,200	12,500	(2,800)
6431	General Postage	3,500	4,000	(500)	4,000	(500)
6432	Expedited Shipping (1-3 days)	3,200	4,000	(800)	4,000	(800)
6433	Ground Shipping	3,000	500	2,500	4,500	(1,500)
	<b>Printing and production</b>	-	-	-	-	-
6440	Design, printing & production	-	-	-	-	-
	<b>Equipment Rental, Maintenance &amp; Repa</b>	17,500	15,500	2,000	18,500	(1,000)
6450	Equipment Rental, Maintenance & Repa	17,500	15,500	2,000	18,500	(1,000)
	<b>Bank fees &amp; interest</b>	101,500	92,000	9,500	90,000	11,500
6461	Credit card processing fees	100,000	92,000	8,000	90,000	10,000
6462	Finance charges	-	-	-	-	-
6469	Other Bank Fees	1,500	-	1,500	-	1,500
	<b>Dues &amp; subscriptions</b>	2,000	1,500	500	1,500	500
6470	Dues & subscriptions	2,000	1,500	500	1,500	500
	<b>Insurance</b>	9,428	8,400	1,028	8,400	1,028
6481	D&O Insurance	5,389	8,400	(3,011)	8,400	(3,011)
6482	General insurance	4,039	-	4,039	-	4,039
	<b>Bad debt expense</b>	10,000	10,000	-	15,000	(5,000)
6550	Bad debt expense	10,000	10,000	-	15,000	(5,000)
	<b>Depreciation</b>	190,333	44,000	146,333	33,000	157,333
6560	Depreciation	190,333	44,000	146,333	33,000	157,333
	<b>Gain/Loss on Disposal of Assets</b>	-	-	-	-	-
6570	Gain/Loss on Disposal of Assets	-	-	-	-	-
	<b>Payments to Affiliated Organizations</b>	-	-	-	-	-
6610	RPO Allocations	-	-	-	-	-
6620	Out of region expenses and bonuses	-	-	-	-	-
6630	Membership Referral Bonus	-	-	-	-	-
6690	Other Payments to RPOs	-	-	-	-	-
	<b>Miscellaneous</b>	3,500	5,200	(1,700)	7,200	(3,700)
6910	Gifts	-	-	-	-	-
6920	Awards and scholarships	-	-	-	-	-
6990	Miscellaneous Expenses	3,500	5,200	(1,700)	7,200	(3,700)
	<b>TOTAL EXPENSES</b>	<b>3,075,876</b>	<b>2,465,678</b>	<b>610,198</b>	<b>2,687,536</b>	<b>388,340</b>
	<b>NET INCOME</b>	<b>(3,075,876)</b>	<b>(2,465,347)</b>	<b>(610,529)</b>	<b>(2,687,536)</b>	<b>(388,340)</b>

		WBENC				
		2013 Budget Worksheet				
Dept	Major Program	2013	2012 Forecast	2013 +(-) 2012 Forecast	2012 Budget	2013 +(-) 2012 Budget
<b>30</b>	<b>Executive Office</b>					
<b>INCOME</b>						
4000	Membership	-	-	-	-	-
4000IK	In-kind membership	-	-	-	-	-
4100	Sponsorships	-	-	-	-	-
4100IK	In-kind Sponsorships	-	-	-	-	-
4200	Contributions	-	-	-	-	-
4200IK	In-kind contributions	-	-	-	-	-
4300	Grants	-	-	-	-	-
4500	Registration fees	-	-	-	-	-
4600	Exhibitor fees	-	-	-	-	-
4600IK	In-kind exhibitor fees	-	-	-	-	-
4700	Application fees	-	-	-	-	-
4800	Interest Income	-	-	-	-	-
4900	Other income	-	401	(401)	-	-
	<b>TOTAL INCOME</b>	-	<b>401</b>	<b>(401)</b>	-	-
<b>EXPENSES</b>						
<b>Salaries</b>		-	-	-	-	-
6000	Salaries	-	-	-	-	-
6001	Vacation Accrual Offsets	-	-	-	-	-
<b>Payroll Taxes</b>		-	-	-	-	-
6010	Administaff fees/Payroll taxes	-	-	-	-	-
<b>Employee benefits</b>		-	-	-	-	-
6021	Health Insurance	-	-	-	-	-
6022	Other Employee Insurance	-	-	-	-	-
6023	Employer Contribution 401K	-	-	-	-	-
6024	SERP	-	-	-	-	-
6025	Tuition Reimbursement	-	-	-	-	-
6029	Other Employee Benefits	-	-	-	-	-
<b>Staff development and training</b>		5,000	1,222	3,778	3,000	2,000
6030	Staff development and training	5,000	1,222	3,778	3,000	2,000
<b>Conference, events, and meetings</b>		53,000	66,002	(13,002)	40,945	12,055
<b>(Only WBENC-sponsored events)</b>						
	<i>Event Professional Fees</i>	5,000	5,000	-	1,630	3,370
6111	Event Management	5,000	5,000	-	1,630	3,370
6112	Speaker Fees	-	-	-	-	-
6113	Entertainment	-	-	-	-	-
6114	Advertising/Media	-	-	-	-	-
6119	Other Event Professional Fees	-	-	-	-	-
6120	Food & Beverage	25,000	24,943	57	24,900	100
	<i>Site, production &amp; décor</i>	7,000	13,586	(6,586)	5,200	1,800
6131	Event Set Up/Equipment	-	-	-	-	-
6132	Event Audio Visual/Sound	7,000	6,795	205	4,000	3,000

		WBENC				
		2013 Budget Worksheet				
Dept	Major Program	2013	2012 Forecast	2013 +(-) 2012 Forecast	2012 Budget	2013 +(-) 2012 Budget
<b>30</b>	<b>Executive Office</b>					
6133	Event Décor	-	6,791	(6,791)	-	-
6134	Event Space Rental	-	-	-	1,200	(1,200)
6135	Event Electrical	-	-	-	-	-
6136	Event Internet	-	-	-	-	-
	<i>Event Design, Printing, &amp; Production</i>	-	684	(684)	-	-
6141	Event Design	-	684	(684)	-	-
6142	Event Printing and Production	-	-	-	-	-
6143	Marketing, Design, Printing & Production	-	-	-	-	-
6149	Other Event Design Printing and Production	-	-	-	-	-
	<i>Event Travel</i>	15,000	14,563	437	8,610	6,390
6151	Event Staff Travel	14,000	13,962	38	8,310	5,690
6152	Event Non-staff Travel	1,000	601	399	300	700
6160	On-site Transportation	-	-	-	440	(440)
6170	Event postage & shipping	-	-	-	-	-
6190	Other conference, events, & meetings expenses	1,000	7,226	(6,226)	165	835
	<b>Professional fees &amp; outside services</b>	80,000	77,901	2,099	40,000	40,000
6301	Technology fees	-	-	-	-	-
6302	Legal Fees	8,000	-	8,000	-	8,000
6303	Surveys	-	-	-	-	-
6304	Audit fees	-	-	-	-	-
6305	Staff recruitment	-	-	-	-	-
6306	Temporary Help	-	-	-	-	-
6309	Other Professional Fees	72,000	77,901	(5,901)	40,000	32,000
	<b>Travel</b>	30,000	40,000	(10,000)	40,000	(10,000)
6350	<i>Staff Travel</i>	30,000	40,000	(10,000)	40,000	(10,000)
6351	Staff Travel-Airfare	7,720	40,000	(32,280)	40,000	(32,280)
6352	Staff Travel-Accommodations	12,441	-	12,441	-	12,441
6353	Staff Travel-Meals	6,770	-	6,770	-	6,770
6354	Staff Travel-Incidentals	3,069	-	3,069	-	3,069
6357	Non-staff Travel	-	-	-	-	-
	<b>Occupancy</b>	-	-	-	-	-
6401	Rent	-	-	-	-	-
6402	Utilities	-	-	-	-	-
6409	Other Occupancy Expenses	-	-	-	-	-
	<b>Supplies</b>	2,500	2,266	234	1,500	1,000
6411	Office supplies	2,500	2,266	234	-	2,500
6412	Computer supplies	-	-	-	-	-
6419	Other supplies	-	-	-	1,500	(1,500)
	<b>Telecommunications</b>	2,500	1,763	737	4,800	(2,300)
6421	Telephone	-	-	-	-	-
6422	Conference calls	-	1,126	(1,126)	1,000	(1,000)
6423	Internet	-	-	-	-	-
6424	Wireless	2,500	637	1,863	3,800	(1,300)

		WBENC					
		2013 Budget Worksheet					
Dept	Major Program	2013	2012 Forecast	2013 +(-) 2012 Forecast	2012 Budget	2013 +(-) 2012 Budget	
<b>30</b>	<b>Executive Office</b>						
	<b>Postage &amp; shipping</b>	100	-	100	-	100	
6431	General Postage	100	-	100	-	100	
6432	Expedited Shipping (1-3 days)	-	-	-	-	-	
6433	Ground Shipping	-	-	-	-	-	
	<b>Printing and production</b>	200	174	26	-	200	
6440	Design, printing & production	200	174	26	-	200	
	<b>Equipment Rental, Maintenance &amp; Rep</b>	700	679	21	-	700	
6450	Equipment Rental, Maintenance & Repa	700	679	21	-	700	
	<b>Bank fees &amp; interest</b>	-	-	-	-	-	
6461	Credit card processing fees	-	-	-	-	-	
6462	Finance charges	-	-	-	-	-	
6469	Other Bank Fees	-	-	-	-	-	
	<b>Dues &amp; subscriptions</b>	1,000	299	701	1,500	(500)	
6470	Dues & subscriptions	1,000	299	701	1,500	(500)	
	<b>Insurance</b>	-	-	-	-	-	
6481	D&O Insurance	-	-	-	-	-	
6482	General insurance	-	-	-	-	-	
	<b>Bad debt expense</b>	-	-	-	-	-	
6550	Bad debt expense	-	-	-	-	-	
	<b>Depreciation</b>	-	-	-	-	-	
6560	Depreciation	-	-	-	-	-	
	<b>Gain/Loss on Disposal of Assets</b>	-	-	-	-	-	
6570	Gain/Loss on Disposal of Assets	-	-	-	-	-	
	<b>Payments to Affiliated Organizations</b>	-	-	-	-	-	
6610	RPO Allocations	-	-	-	-	-	
6620	Out of region expenses and bonuses	-	-	-	-	-	
6630	Membership Referral Bonus	-	-	-	-	-	
6690	Other Payments to RPOs	-	-	-	-	-	
	<b>Miscellaneous</b>	10,000	59,217	(49,217)	20,000	(10,000)	
6910	Gifts	-	44,550	(44,550)	-	-	
6920	Awards and scholarships	-	796	(796)	-	-	
6990	Miscellaneous Expenses	10,000	13,871	(3,871)	20,000	(10,000)	
	<b>TOTAL EXPENSES</b>	<b>185,000</b>	<b>249,523</b>	<b>(64,523)</b>	<b>151,745</b>	<b>33,255</b>	
	<b>NET INCOME</b>	<b>(185,000)</b>	<b>(249,122)</b>	<b>64,122</b>	<b>(151,745)</b>	<b>(33,255)</b>	

		WBENC				
		2013 Budget Worksheet				
Dept	Major Program	2013	2012 Forecast	2013 +(-) 2012 Forecast	2012 Budget	2013 +(-) 2012 Budget
<b>40</b>	<b>PROGRAMS</b>					
	<b>INCOME</b>					
4000	Membership	-	-	-	-	-
4000IK	In-kind membership	-	-	-	-	-
4100	Sponsorships	48,000	61,500	(13,500)	58,500	(10,500)
4100IK	In-kind Sponsorships	-	-	-	-	-
4200	Contributions	-	-	-	2,000	(2,000)
4200IK	In-kind contributions	71,000	73,000	(2,000)	71,000	-
4300	Grants	-	-	-	-	-
4500	Registration fees	191,250	150,000	41,250	116,250	75,000
4600	Exhibitor fees	-	-	-	-	-
4600IK	In-kind exhibitor fees	-	-	-	-	-
4700	Application fees	-	-	-	-	-
4800	Interest Income	-	-	-	-	-
4900	Other income	-	-	-	-	-
	<b>TOTAL INCOME</b>	<b>310,250</b>	<b>284,500</b>	<b>25,750</b>	<b>247,750</b>	<b>62,500</b>
	<b>EXPENSES</b>					
<b>Salaries</b>		-	-	-	-	-
6000	Salaries	-	-	-	-	-
6001	Vacation Accrual Offsets	-	-	-	-	-
<b>Payroll Taxes</b>		-	-	-	-	-
6010	Administaff fees/Payroll taxes	-	-	-	-	-
<b>Employee benefits</b>		-	-	-	-	-
6021	Health Insurance	-	-	-	-	-
6022	Other Employee Insurance	-	-	-	-	-
6023	Employer Contribution 401K	-	-	-	-	-
6024	SERP	-	-	-	-	-
6025	Tuition Reimbursement	-	-	-	-	-
6029	Other Employee Benefits	-	-	-	-	-
<b>Staff development and training</b>		3,000	1,000	2,000	1,000	2,000
6030	Staff development and training	3,000	1,000	2,000	1,000	2,000
<b>Conference, events, and meetings</b>		316,772	316,846	(74)	341,037	(24,265)
	<i>(Only WBENC-sponsored events)</i>					
	<i>Event Professional Fees</i>	185,000	204,000	(19,000)	204,000	(19,000)
6111	Event Management	5,000	10,000	(5,000)	10,000	(5,000)
6112	Speaker Fees	150,000	150,000	-	150,000	-
6113	Entertainment	-	-	-	-	-
6114	Advertising/Media	-	-	-	-	-
6119	Other Event Professional Fees	30,000	44,000	(14,000)	44,000	(14,000)
6120	Food & Beverage	14,300	19,600	(5,300)	19,600	(5,300)
	<i>Site, production &amp; décor</i>	76,450	76,450	-	76,450	-
6131	Event Set Up/Equipment	200	-	200	-	200
6132	Event Audio Visual/Sound	-	200	(200)	200	(200)

		WBENC				
		2013 Budget Worksheet				
Dept	Major Program	2013	2012 Forecast	2013 +(-) 2012 Forecast	2012 Budget	2013 +(-) 2012 Budget
<b>40</b>	<b>PROGRAMS</b>					
6133	Event Décor	-	-	-	-	-
6134	Event Space Rental	76,250	76,250	-	76,250	-
6135	Event Electrical	-	-	-	-	-
6136	Event Internet	-	-	-	-	-
	<i>Event Design, Printing, &amp; Production</i>	1,250	1,250	-	1,250	-
6141	Event Design	-	-	-	-	-
6142	Event Printing and Production	1,250	1,250	-	1,250	-
6143	Marketing, Design, Printing & Production	-	-	-	-	-
6149	Other Event Design Printing and Production	-	-	-	-	-
	<i>Event Travel</i>	26,672	36,637	(9,965)	36,637	(9,965)
6151	Event Staff Travel	-	1,965	(1,965)	1,965	(1,965)
6152	Event Non-staff Travel	26,672	34,672	(8,000)	34,672	(8,000)
6160	On-site Transportation	3,000	3,000	-	3,000	-
6170	Event postage & shipping	100	100	-	100	-
6190	Other conference, events, & meetings expenses	10,000	(24,191)	34,191	-	10,000
	<b>Professional fees &amp; outside services</b>	4,000	16,601	(12,601)	14,000	(10,000)
6301	Technology fees	-	-	-	-	-
6302	Legal Fees	-	-	-	-	-
6303	Surveys	-	-	-	-	-
6304	Audit fees	-	-	-	-	-
6305	Staff recruitment	-	-	-	-	-
6306	Temporary Help	-	-	-	-	-
6309	Other Professional Fees	4,000	16,601	(12,601)	14,000	(10,000)
	<b>Travel</b>	3,475	-	3,475	-	3,475
6350	<i>Staff Travel</i>	3,475	-	3,475	-	3,475
6351	Staff Travel-Airfare	1,600	-	1,600	-	1,600
6352	Staff Travel-Accommodations	975	-	975	-	975
6353	Staff Travel-Meals	450	-	450	-	450
6354	Staff Travel-Incidentals	450	-	450	-	450
6357	Non-staff Travel	-	-	-	-	-
	<b>Occupancy</b>	-	-	-	-	-
6401	Rent	-	-	-	-	-
6402	Utilities	-	-	-	-	-
6409	Other Occupancy Expenses	-	-	-	-	-
	<b>Supplies</b>	-	-	-	-	-
6411	Office supplies	-	-	-	-	-
6412	Computer supplies	-	-	-	-	-
6419	Other supplies	-	-	-	-	-
	<b>Telecommunications</b>	4,180	1,950	2,230	1,950	2,230
6421	Telephone	-	-	-	-	-
6422	Conference calls	3,700	1,200	2,500	1,200	2,500
6423	Internet	-	-	-	-	-
6424	Wireless	480	750	(270)	750	(270)



		WBENC				
		2013 Budget Worksheet				
Dept	Major Program	2013	2012 Forecast	2013 +(-) 2012 Forecast	2012 Budget	2013 +(-) 2012 Budget
<b>40</b>	<b>PROGRAMS</b>					
	<b>Postage &amp; shipping</b>	-	-	-	-	-
6431	General Postage	-	-	-	-	-
6432	Expedited Shipping (1-3 days)	-	-	-	-	-
6433	Ground Shipping	-	-	-	-	-
	<b>Printing and production</b>	4,200	2,985	1,215	-	4,200
6440	Design, printing & production	4,200	2,985	1,215	-	4,200
	<b>Equipment Rental, Maintenance &amp; Rep</b>	-	-	-	-	-
6450	Equipment Rental, Maintenance & Repa	-	-	-	-	-
	<b>Bank fees &amp; interest</b>	-	-	-	-	-
6461	Credit card processing fees	-	-	-	-	-
6462	Finance charges	-	-	-	-	-
6469	Other Bank Fees	-	-	-	-	-
	<b>Dues &amp; subscriptions</b>	-	-	-	-	-
6470	Dues & subscriptions	-	-	-	-	-
	<b>Insurance</b>	-	-	-	-	-
6481	D&O Insurance	-	-	-	-	-
6482	General insurance	-	-	-	-	-
	<b>Bad debt expense</b>	-	-	-	-	-
6550	Bad debt expense	-	-	-	-	-
	<b>Depreciation</b>	-	-	-	-	-
6560	Depreciation	-	-	-	-	-
	<b>Gain/Loss on Disposal of Assets</b>	-	-	-	-	-
6570	Gain/Loss on Disposal of Assets	-	-	-	-	-
	<b>Payments to Affiliated Organizations</b>	-	-	-	-	-
6610	RPO Allocations	-	-	-	-	-
6620	Out of region expenses and bonuses	-	-	-	-	-
6630	Membership Referral Bonus	-	-	-	-	-
6690	Other Payments to RPOs	-	-	-	-	-
	<b>Miscellaneous</b>	18,300	8,500	9,800	8,500	9,800
6910	Gifts	1,500	-	1,500	-	1,500
6920	Awards and scholarships	8,000	8,000	-	8,000	-
6990	Miscellaneous Expenses	8,800	500	8,300	500	8,300
	<b>TOTAL EXPENSES</b>	<b>353,927</b>	<b>347,882</b>	<b>6,045</b>	<b>366,487</b>	<b>(12,560)</b>
	<b>NET INCOME</b>	<b>(43,677)</b>	<b>(63,382)</b>	<b>19,705</b>	<b>(118,737)</b>	<b>75,060</b>

		<b>WBENC</b>					
		<b>2013 Budget Worksheet</b>					
<b>Dept</b>	<b>MAJOR PROGRAM</b>	<b>2013</b>	<b>2012 Forecast</b>	<b>2013 +/- 2012 Forecast</b>	<b>2012 Budget</b>	<b>2013 +/- 2012 Budget</b>	
<b>50</b>	<b>Membership &amp; Development</b>						
	<b>INCOME</b>						
4000	Membership	3,354,000	3,321,525	32,475	3,154,000	200,000	
4000IK	In-kind membership	46,000	15,000	31,000	46,000	-	
4100	Sponsorships	-	-	-	-	-	
4100IK	In-kind Sponsorships	-	-	-	-	-	
4200	Contributions	-	-	-	-	-	
4200IK	In-kind contributions	-	-	-	-	-	
4300	Grants	-	-	-	-	-	
4500	Registration fees	-	-	-	-	-	
4600	Exhibitor fees	-	-	-	-	-	
4600IK	In-kind exhibitor fees	-	-	-	-	-	
4700	Application fees	-	-	-	-	-	
4800	Interest Income	-	-	-	-	-	
4900	Other income	-	-	-	-	-	
	<b>TOTAL INCOME</b>	<b>3,400,000</b>	<b>3,336,525</b>	<b>63,475</b>	<b>3,200,000</b>	<b>200,000</b>	
	<b>EXPENSES</b>						
<b>Salaries</b>		-	-	-	-	-	
6000	Salaries	-	-	-	-	-	
6001	Vacation Accrual Offsets	-	-	-	-	-	
<b>Payroll Taxes</b>		-	-	-	-	-	
6010	Administaff fees/Payroll taxes	-	-	-	-	-	
<b>Employee benefits</b>		-	-	-	-	-	
6021	Health Insurance	-	-	-	-	-	
6022	Other Employee Insurance	-	-	-	-	-	
6023	Employer Contribution 401K	-	-	-	-	-	
6024	SERP	-	-	-	-	-	
6025	Tuition Reimbursement	-	-	-	-	-	
6029	Other Employee Benefits	-	-	-	-	-	
<b>Staff development and training</b>		6,500	1,000	5,500	6,500	-	
6030	Staff development and training	6,500	1,000	5,500	6,500	-	
<b>Conference, events, and meetings</b>		5,500	5,500	-	10,500	(5,000)	
	<b>(Only WBENC-sponsored events)</b>						
	<i>Event Professional Fees</i>	-	-	-	-	-	
6111	Event Management	-	-	-	-	-	
6112	Speaker Fees	-	-	-	-	-	
6113	Entertainment	-	-	-	-	-	
6114	Advertising/Media	-	-	-	-	-	
6119	Other Event Professional Fees	-	-	-	-	-	
6120	Food & Beverage	4,100	5,500	(1,400)	7,500	(3,400)	
	<i>Site, production &amp; décor</i>	1,400	-	1,400	3,000	(1,600)	
6131	Event Set Up/Equipment	-	-	-	-	-	
6132	Event Audio Visual/Sound	1,200	-	1,200	2,500	(1,300)	

		WBENC					
		2013 Budget Worksheet					
Dept	MAJOR PROGRAM	2013	2012 Forecast	2013 +/- 2012 Forecast	2012 Budget	2013 +/- 2012 Budget	
<b>50</b>	<b>Membership &amp; Development</b>						
6133	Event Décor	-	-	-	-	-	
6134	Event Space Rental	-	-	-	-	-	
6135	Event Electrical	-	-	-	-	-	
6136	Event Internet	200	-	200	500	(300)	
	<i>Event Design, Printing, &amp; Production</i>	-	-	-	-	-	
6141	Event Design	-	-	-	-	-	
6142	Event Printing and Production	-	-	-	-	-	
6143	Marketing, Design, Printing & Production	-	-	-	-	-	
6149	Other Event Design Printing and Production	-	-	-	-	-	
	<i>Event Travel</i>	-	-	-	-	-	
6151	Event Staff Travel	-	-	-	-	-	
6152	Event Non-staff Travel	-	-	-	-	-	
6160	On-site Transportation	-	-	-	-	-	
6170	Event postage & shipping	-	-	-	-	-	
6190	Other conference, events, & meetings expenses	-	-	-	-	-	
	<b>Professional fees &amp; outside services</b>	18,900	13,431	5,469	17,400	1,500	
6301	Technology fees	7,500	-	7,500	6,000	1,500	
6302	Legal Fees	-	-	-	-	-	
6303	Surveys	-	-	-	-	-	
6304	Audit fees	-	-	-	-	-	
6305	Staff recruitment	-	-	-	-	-	
6306	Temporary Help	1,000	-	1,000	1,000	-	
6309	Other Professional Fees	10,400	13,431	(3,031)	10,400	-	
	<b>Travel</b>	42,100	29,185	12,915	29,185	12,915	
6350	<i>Staff Travel</i>	42,100	29,185	12,915	29,185	12,915	
6351	Staff Travel-Airfare	18,070	13,260	4,810	13,260	4,810	
6352	Staff Travel-Accommodations	18,070	11,225	6,845	11,225	6,845	
6353	Staff Travel-Meals	2,975	2,375	600	2,375	600	
6354	Staff Travel-Incidentals	2,985	2,325	660	2,325	660	
6357	Non-staff Travel	-	-	-	-	-	
	<b>Occupancy</b>	-	-	-	-	-	
6401	Rent	-	-	-	-	-	
6402	Utilities	-	-	-	-	-	
6409	Other Occupancy Expenses	-	-	-	-	-	
	<b>Supplies</b>	300	100	200	100	200	
6411	Office supplies	300	100	200	100	200	
6412	Computer supplies	-	-	-	-	-	
6419	Other supplies	-	-	-	-	-	
	<b>Telecommunications</b>	1,600	1,600	-	1,600	-	
6421	Telephone	-	-	-	-	-	
6422	Conference calls	-	-	-	-	-	
6423	Internet	-	-	-	-	-	
6424	Wireless	1,600	1,600	-	1,600	-	

		<b>WBENC</b>				
		<b>2013 Budget Worksheet</b>				
<b>Dept</b>	<b>MAJOR PROGRAM</b>	<b>2013</b>	<b>2012 Forecast</b>	<b>2013 +(-) 2012 Forecast</b>	<b>2012 Budget</b>	<b>2013 +(-) 2012 Budget</b>
<b>50</b>	<b>Membership &amp; Development</b>					
	<b>Postage &amp; shipping</b>	-	-	-	-	-
6431	General Postage	-	-	-	-	-
6432	Expedited Shipping (1-3 days)	-	-	-	-	-
6433	Ground Shipping	-	-	-	-	-
	<b>Printing and production</b>	3,500	5,300	(1,800)	5,300	(1,800)
6440	Design, printing & production	3,500	5,300	(1,800)	5,300	(1,800)
	<b>Equipment Rental, Maintenance &amp; I</b>	-	-	-	-	-
6450	Equipment Rental, Maintenance & Re	-	-	-	-	-
	<b>Bank fees &amp; interest</b>	-	-	-	-	-
6461	Credit card processing fees	-	-	-	-	-
6462	Finance charges	-	-	-	-	-
6469	Other Bank Fees	-	-	-	-	-
	<b>Dues &amp; subscriptions</b>	1,194	1,194	-	1,194	-
6470	Dues & subscriptions	1,194	1,194	-	1,194	-
	<b>Insurance</b>	-	-	-	-	-
6481	D&O Insurance	-	-	-	-	-
6482	General insurance	-	-	-	-	-
	<b>Bad debt expense</b>	-	-	-	-	-
6550	Bad debt expense	-	-	-	-	-
	<b>Depreciation</b>	-	-	-	-	-
6560	Depreciation	-	-	-	-	-
	<b>Gain/Loss on Disposal of Assets</b>	-	-	-	-	-
6570	Gain/Loss on Disposal of Assets	-	-	-	-	-
	<b>Payments to Affiliated Organization</b>	-	-	-	-	-
6610	RPO Allocations	-	-	-	-	-
6620	Out of region expenses and bonuses	-	-	-	-	-
6630	Membership Referral Bonus	-	-	-	-	-
6690	Other Payments to RPOs	-	-	-	-	-
	<b>Miscellaneous</b>	3,250	3,350	(100)	3,350	(100)
6910	Gifts	1,900	2,000	(100)	2,000	(100)
6920	Awards and scholarships	-	-	-	-	-
6990	Miscellaneous Expenses	1,350	1,350	-	1,350	-
	<b>TOTAL EXPENSES</b>	<b>82,844</b>	<b>60,660</b>	<b>22,184</b>	<b>75,129</b>	<b>7,715</b>
	<b>NET INCOME</b>	<b>3,317,156</b>	<b>3,275,865</b>	<b>41,291</b>	<b>3,124,871</b>	<b>192,285</b>

		WBENC				
		2013 Budget Worksheet				
Dept	Major Program	2013	2012 Forecast	2013 +(-) 2012 Forecast	2012 Budget	2013 +(-) 2012 Budget
<b>60</b>	<b>Marketing</b>					
	<b>INCOME</b>					
4000	Membership	-	-	-	-	-
4000IK	In-kind membership	-	-	-	-	-
4100	Sponsorships	25,000	-	25,000	-	25,000
4100IK	In-kind Sponsorships	250,000	220,720	29,280	250,000	-
4200	Contributions	-	-	-	-	-
4200IK	In-kind contributions	-	-	-	-	-
4300	Grants	-	-	-	-	-
4500	Registration fees	-	-	-	-	-
4600	Exhibitor fees	-	-	-	-	-
4600IK	In-kind exhibitor fees	-	-	-	-	-
4700	Application fees	-	-	-	-	-
4800	Interest Income	-	-	-	-	-
4900	Other income	-	-	-	2,000	(2,000)
	<b>TOTAL INCOME</b>	<b>275,000</b>	<b>220,720</b>	<b>54,280</b>	<b>252,000</b>	<b>23,000</b>
	<b>EXPENSES</b>					
<b>Salaries</b>		-	-	-	-	-
6000	Salaries	-	-	-	-	-
6001	Vacation Accrual Offsets	-	-	-	-	-
<b>Payroll Taxes</b>		-	-	-	-	-
6010	Administaff fees/Payroll taxes	-	-	-	-	-
<b>Employee benefits</b>		-	-	-	-	-
6021	Health Insurance	-	-	-	-	-
6022	Other Employee Insurance	-	-	-	-	-
6023	Employer Contribution 401K	-	-	-	-	-
6024	SERP	-	-	-	-	-
6025	Tuition Reimbursement	-	-	-	-	-
6029	Other Employee Benefits	-	-	-	-	-
<b>Staff development and training</b>		5,000	472	4,528	23,472	(18,472)
6030	Staff development and training	5,000	472	4,528	23,472	(18,472)
<b>Conference, events, and meetings</b>		250,000	220,720	29,280	250,000	-
	<i>(Only WBENC-sponsored events)</i>					
	<i>Event Professional Fees</i>	250,000	220,720	29,280	250,000	-
6111	Event Management	-	-	-	-	-
6112	Speaker Fees	-	-	-	-	-
6113	Entertainment	-	-	-	-	-
6114	Advertising/Media	250,000	220,720	29,280	250,000	-
6119	Other Event Professional Fees	-	-	-	-	-
6120	Food & Beverage	-	-	-	-	-
	<i>Site, production &amp; décor</i>	-	-	-	-	-
6131	Event Set Up/Equipment	-	-	-	-	-
6132	Event Audio Visual/Sound	-	-	-	-	-

		WBENC				
		2013 Budget Worksheet				
Dept	Major Program	2013	2012 Forecast	2013 +(-) 2012 Forecast	2012 Budget	2013 +(-) 2012 Budget
<b>60</b>	<b>Marketing</b>					
6133	Event Décor	-	-	-	-	-
6134	Event Space Rental	-	-	-	-	-
6135	Event Electrical	-	-	-	-	-
6136	Event Internet	-	-	-	-	-
	<i>Event Design, Printing, &amp; Production</i>	-	-	-	-	-
6141	Event Design	-	-	-	-	-
6142	Event Printing and Production	-	-	-	-	-
6143	Marketing, Design, Printing & Production	-	-	-	-	-
6149	Other Event Design Printing and Production	-	-	-	-	-
	<i>Event Travel</i>	-	-	-	-	-
6151	Event Staff Travel	-	-	-	-	-
6152	Event Non-staff Travel	-	-	-	-	-
6160	On-site Transportation	-	-	-	-	-
6170	Event postage & shipping	-	-	-	-	-
6190	Other conference, events, & meetings expenses	-	-	-	-	-
	<b>Professional fees &amp; outside services</b>	316,900	295,595	21,305	253,680	63,220
6301	Technology fees	-	1,632	(1,632)	7,500	(7,500)
6302	Legal Fees	-	-	-	-	-
6303	Surveys	200	-	200	200	-
6304	Audit fees	-	-	-	-	-
6305	Staff recruitment	-	-	-	-	-
6306	Temporary Help	157,000	26,133	130,867	42,000	115,000
6309	Other Professional Fees	159,700	267,830	(108,130)	203,980	(44,280)
	<b>Travel</b>	14,410	9,553	4,857	9,553	4,857
6350	<i>Staff Travel</i>	14,410	9,553	4,857	9,553	4,857
6351	Staff Travel-Airfare	11,210	3,200	8,010	3,200	8,010
6352	Staff Travel-Accommodations	2,300	3,873	(1,573)	3,873	(1,573)
6353	Staff Travel-Meals	900	1,400	(500)	1,400	(500)
6354	Staff Travel-Incidentals	-	1,080	(1,080)	1,080	(1,080)
6357	Non-staff Travel	-	-	-	-	-
	<b>Occupancy</b>	-	-	-	-	-
6401	Rent	-	-	-	-	-
6402	Utilities	-	-	-	-	-
6409	Other Occupancy Expenses	-	-	-	-	-
	<b>Supplies</b>	-	-	-	-	-
6411	Office supplies	-	-	-	-	-
6412	Computer supplies	-	-	-	-	-
6419	Other supplies	-	-	-	-	-
	<b>Telecommunications</b>	-	7,300	(7,300)	8,800	(8,800)
6421	Telephone	-	-	-	-	-
6422	Conference calls	-	3,080	(3,080)	4,580	(4,580)
6423	Internet	-	-	-	-	-
6424	Wireless	-	4,220	(4,220)	4,220	(4,220)

		WBENC				
		2013 Budget Worksheet				
Dept	Major Program	2013	2012 Forecast	2013 +(-) 2012 Forecast	2012 Budget	2013 +(-) 2012 Budget
<b>60</b>	<b>Marketing</b>					
	<b>Postage &amp; shipping</b>	-	-	-	-	-
6431	General Postage	-	-	-	-	-
6432	Expedited Shipping (1-3 days)	-	-	-	-	-
6433	Ground Shipping	-	-	-	-	-
	<b>Printing and production</b>	22,000	22,000	-	32,000	(10,000)
6440	Design, printing & production	22,000	22,000	-	32,000	(10,000)
	<b>Equipment Rental, Maintenance &amp; Rep</b>	-	2,000	(2,000)	5,000	(5,000)
6450	Equipment Rental, Maintenance & Repa	-	2,000	(2,000)	5,000	(5,000)
	<b>Bank fees &amp; interest</b>	-	-	-	-	-
6461	Credit card processing fees	-	-	-	-	-
6462	Finance charges	-	-	-	-	-
6469	Other Bank Fees	-	-	-	-	-
	<b>Dues &amp; subscriptions</b>	-	-	-	-	-
6470	Dues & subscriptions	-	-	-	-	-
	<b>Insurance</b>	-	-	-	-	-
6481	D&O Insurance	-	-	-	-	-
6482	General insurance	-	-	-	-	-
	<b>Bad debt expense</b>	-	-	-	-	-
6550	Bad debt expense	-	-	-	-	-
	<b>Depreciation</b>	-	-	-	-	-
6560	Depreciation	-	-	-	-	-
	<b>Gain/Loss on Disposal of Assets</b>	-	-	-	-	-
6570	Gain/Loss on Disposal of Assets	-	-	-	-	-
	<b>Payments to Affiliated Organizations</b>	-	-	-	-	-
6610	RPO Allocations	-	-	-	-	-
6620	Out of region expenses and bonuses	-	-	-	-	-
6630	Membership Referral Bonus	-	-	-	-	-
6690	Other Payments to RPOs	-	-	-	-	-
	<b>Miscellaneous</b>	5,000	3,000	2,000	5,000	-
6910	Gifts	5,000	3,000	2,000	5,000	-
6920	Awards and scholarships	-	-	-	-	-
6990	Miscellaneous Expenses	-	-	-	-	-
	<b>TOTAL EXPENSES</b>	<b>613,310</b>	<b>560,640</b>	<b>52,670</b>	<b>587,505</b>	<b>25,805</b>
	<b>NET INCOME</b>	<b>(338,310)</b>	<b>(339,920)</b>	<b>1,610</b>	<b>(335,505)</b>	<b>(2,805)</b>

		WBENC				
		2013 Budget Worksheet				
Dept	Major Program	2013	2012 Forecast	2013 +/- 2012 Forecast	2012 Budget	2013 +/- 2012 Budget
<b>80</b>	<b>EVENTS</b>					
	<b>INCOME</b>					
4000	Membership	-	-	-	-	-
4000IK	In-kind membership	-	-	-	-	-
4100	Sponsorships	2,667,500	2,559,500	108,000	2,650,000	17,500
4100IK	In-kind Sponsorships	60,000	71,500	(11,500)	65,000	(5,000)
4200	Contributions	-	250	(250)	-	-
4200IK	In-kind contributions	-	-	-	-	-
4300	Grants	-	-	-	-	-
4500	Registration fees	1,045,000	1,019,879	25,121	1,162,500	(117,500)
4600	Exhibitor fees	630,000	631,848	(1,848)	600,000	30,000
4600IK	In-kind exhibitor fees	-	-	-	-	-
4700	Application fees	-	-	-	-	-
4800	Interest Income	-	-	-	-	-
4900	Other income	197,950	124,147	73,803	261,750	(63,800)
	<b>TOTAL INCOME</b>	<b>4,600,450</b>	<b>4,407,124</b>	<b>193,326</b>	<b>4,739,250</b>	<b>(138,800)</b>
	<b>EXPENSES</b>					
<b>Salaries</b>		-	-	-	-	-
6000	Salaries	-	-	-	-	-
6001	Vacation Accrual Offsets	-	-	-	-	-
<b>Payroll Taxes</b>		-	-	-	-	-
6010	Administrative fees/Payroll taxes	-	-	-	-	-
<b>Employee benefits</b>		-	-	-	-	-
6021	Health Insurance	-	-	-	-	-
6022	Other Employee Insurance	-	-	-	-	-
6023	Employer Contribution 401K	-	-	-	-	-
6024	SERP	-	-	-	-	-
6025	Tuition Reimbursement	-	-	-	-	-
6029	Other Employee Benefits	-	-	-	-	-
<b>Staff development and training</b>		-	-	-	-	-
6030	Staff development and training	-	-	-	-	-
<b>Conference, events, and meetings</b>		2,834,131	2,840,102	(5,971)	2,811,987	22,144
	<b>(Only WBENC-sponsored events)</b>					
	<i>Event Professional Fees</i>	857,979	821,456	36,523	846,928	11,051
6111	Event Management	499,000	482,162	16,838	447,283	51,717
6112	Speaker Fees	93,000	60,640	32,360	132,120	(39,120)
6113	Entertainment	30,000	28,153	1,847	25,000	5,000
6114	Advertising/Media	-	-	-	-	-
6119	Other Event Professional Fees	235,979	250,501	(14,522)	242,525	(6,546)
6120	Food & Beverage	922,114	908,653	13,461	945,569	(23,455)
	<i>Site, production &amp; décor</i>	669,038	731,424	(62,386)	498,950	170,088
6131	Event Set Up/Equipment	50,000	61,894	(11,894)	25,000	25,000
6132	Event Audio Visual/Sound	221,800	231,671	(9,871)	180,750	41,050



		WBENC				
		2013 Budget Worksheet				
Dept	Major Program	2013	2012 Forecast	2013 +(-) 2012 Forecast	2012 Budget	2013 +(-) 2012 Budget
<b>80</b>	<b>EVENTS</b>					
6133	Event Décor	212,000	351,817	(139,817)	207,500	4,500
6134	Event Space Rental	135,000	52,000	83,000	45,000	90,000
6135	Event Electrical	33,500	23,502	9,998	19,000	14,500
6136	Event Internet	16,738	10,540	6,198	21,700	(4,962)
	<i>Event Design, Printing, &amp; Production</i>	243,800	253,740	(9,940)	340,500	(96,700)
6141	Event Design	57,800	68,453	(10,653)	55,000	2,800
6142	Event Printing and Production	179,000	185,287	(6,287)	278,500	(99,500)
6143	Marketing, Design, Printing & Production	7,000	-	7,000	7,000	-
6149	Other Event Design Printing and Production	-	-	-	-	-
	<i>Event Travel</i>	63,200	50,312	12,888	78,540	(15,340)
6151	Event Staff Travel	33,000	27,686	5,314	41,500	(8,500)
6152	Event Non-staff Travel	30,200	22,626	7,574	37,040	(6,840)
6160	On-site Transportation	45,000	33,338	11,662	50,000	(5,000)
6170	Event postage & shipping	30,000	38,112	(8,112)	39,000	(9,000)
6190	Other conference, events, & meetings expenses	3,000	3,067	(67)	12,500	(9,500)
	<b>Professional fees &amp; outside services</b>	10,100	13,788	(3,688)	5,000	5,100
6301	Technology fees	800	-	800	-	800
6302	Legal Fees	9,300	9,503	(203)	5,000	4,300
6303	Surveys	-	-	-	-	-
6304	Audit fees	-	-	-	-	-
6305	Staff recruitment	-	-	-	-	-
6306	Temporary Help	-	-	-	-	-
6309	Other Professional Fees	-	4,285	(4,285)	-	-
	<b>Travel</b>	-	2,250	(2,250)	2,250	(2,250)
6350	<i>Staff Travel</i>	-	2,250	(2,250)	2,250	(2,250)
6351	Staff Travel-Airfare	-	1,500	(1,500)	1,500	(1,500)
6352	Staff Travel-Accommodations	-	500	(500)	500	(500)
6353	Staff Travel-Meals	-	100	(100)	100	(100)
6354	Staff Travel-Incidentals	-	150	(150)	150	(150)
6357	Non-staff Travel	-	-	-	-	-
	<b>Occupancy</b>	-	-	-	-	-
6401	Rent	-	-	-	-	-
6402	Utilities	-	-	-	-	-
6409	Other Occupancy Expenses	-	-	-	-	-
	<b>Supplies</b>	650	53	597	600	50
6411	Office supplies	500	-	500	500	-
6412	Computer supplies	-	-	-	-	-
6419	Other supplies	150	53	97	100	50
	<b>Telecommunications</b>	800	314	486	-	800
6421	Telephone	-	-	-	-	-
6422	Conference calls	800	314	486	-	800
6423	Internet	-	-	-	-	-
6424	Wireless	-	-	-	-	-

		WBENC				
		2013 Budget Worksheet				
Dept	Major Program	2013	2012 Forecast	2013 +/- 2012 Forecast	2012 Budget	2013 +/- 2012 Budget
<b>80</b>	<b>EVENTS</b>					
	<b>Postage &amp; shipping</b>	400	150	250	150	250
6431	General Postage	-	-	-	-	-
6432	Expedited Shipping (1-3 days)	-	-	-	-	-
6433	Ground Shipping	400	150	250	150	250
	<b>Printing and production</b>	-	-	-	-	-
6440	Design, printing & production	-	-	-	-	-
	<b>Equipment Rental, Maintenance &amp; Rep</b>	-	-	-	-	-
6450	Equipment Rental, Maintenance & Repa	-	-	-	-	-
	<b>Bank fees &amp; interest</b>	-	-	-	-	-
6461	Credit card processing fees	-	-	-	-	-
6462	Finance charges	-	-	-	-	-
6469	Other Bank Fees	-	-	-	-	-
	<b>Dues &amp; subscriptions</b>	-	-	-	-	-
6470	Dues & subscriptions	-	-	-	-	-
	<b>Insurance</b>	-	-	-	-	-
6481	D&O Insurance	-	-	-	-	-
6482	General insurance	-	-	-	-	-
	<b>Bad debt expense</b>	-	-	-	-	-
6550	Bad debt expense	-	-	-	-	-
	<b>Depreciation</b>	-	-	-	-	-
6560	Depreciation	-	-	-	-	-
	<b>Gain/Loss on Disposal of Assets</b>	-	-	-	-	-
6570	Gain/Loss on Disposal of Assets	-	-	-	-	-
	<b>Payments to Affiliated Organizations</b>	-	-	-	-	-
6610	RPO Allocations	-	-	-	-	-
6620	Out of region expenses and bonuses	-	-	-	-	-
6630	Membership Referral Bonus	-	-	-	-	-
6690	Other Payments to RPOs	-	-	-	-	-
	<b>Miscellaneous</b>	1,500	944	556	1,500	-
6910	Gifts	500	-	500	500	-
6920	Awards and scholarships	-	-	-	-	-
6990	Miscellaneous Expenses	1,000	944	56	1,000	-
	<b>TOTAL EXPENSES</b>	<b>2,847,581</b>	<b>2,857,601</b>	<b>(10,020)</b>	<b>2,821,487</b>	<b>26,094</b>
	<b>NET INCOME</b>	<b>1,752,869</b>	<b>1,549,523</b>	<b>203,346</b>	<b>1,917,763</b>	<b>(164,894)</b>

**Women's Business Enterprise National Council  
Board of Directors Meeting  
November 13, 2012  
Gaylord National Hotel  
Audit Committee**

**Third/Fourth Quarter 2012 Goals and Accomplishments (as of June 4, 2012)**

**Goal: Oversee completion of the 2011 audit.**

Accomplishments:

- Completed in August 2012.
- The 2011 Form 990, which will be due on November 15, 2012 (with IRS-granted six-month extension) will be completed by WBENC's audit firm, reviewed by the WBENC staff, and by the Audit Committee by the week ending November 9. The process of having the Audit Committee review the Form 990 before submission to the IRS satisfies the best practice/compliance element of having the Board of Directors review the Form 990 before the organization files the return. The 2011 Form 990 that is filed with the IRS will then be posted to the Board intranet.

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

Accomplishments:

- Completed through the 2011 audit report review completed in August 2012.

**Goal: Oversee implementation and execution of the WBENC Whistleblower Policy.**

Accomplishments:

- Nothing to report this period.

**Women’s Business Enterprise National Council**  
**Board of Directors Meeting**  
**November 13, 2012**  
**Gaylord National Hotel**  
**Corporate Membership & Revenue Generation Committee**  
**Third/Fourth Quarter Goals and Accomplishments**

**Goal Category:      Membership Growth and Retention**

Objectives:

- 1) Review and revise Ambassadors program to align with strategic member recruitment and retention goals.

**Ambassadors Program Update**

- To date, the Ambassadors have met 9 times in 2012. In addition to specific assignments, they always have the task of referring prospective corporate members. As a group, the Ambassadors have referred more than 60 prospects. In 2012, AGL Resources, Marathon Petroleum, Sallie Mae, and Cap Gemini all joined or rejoined due to the encouragement of an Ambassador.
- The Expert Feature facet added to the Ambassadors meetings by Debra Jennings-Johnson, who succeeded Laura Taylor as the corporate head of the group, has been an asset to the program. Most recently, Reggie Layton of Johnson Controls (JCI), presented an in-depth look at the ROI on Supplier Diversity. The presentation demonstrated the processes and formulas that JCI uses to measure the return on its supplier diversity initiative. Ambassadors and other corporate members have benefited from this tool since the presentation.
- As part of membership recruitment, Ambassadors shared key events they believe WBENC should attend or have a representative attend because the function is a good source for prospective members. Suggested events include: Minority Enterprise Development Week, SBA Conferences, USPAACC conference, and the Diversity Manufacturers’ Association programs.
- Nine Regional Partner Organizations have given presentations on their organization’s respective activities and outreach initiatives.
- Ambassadors are aggressively working to engage our “less active members.” A “less active member” is defined as someone who is not fully leveraging WBENC member benefits (i.e. no committee involvement, sparse use of WBENCLink), and has a low rate of participation in major events such as Summit & Salute and the National Conference. Less active members are more likely to not renew their membership because they are not fully engaged with the organization.

- 2) Ensure numerical and revenues goals for membership are achieved

<b>2012 New Member Goal:</b>	40
Actual	25
Achieved:	62.5%

**New Member Revenue Goal – \$325,000**

Current: \$179,275  
 % of Revenue Goal Achieved: 55%

**Overall Membership Revenue Goal  
 (includes new member revenue):** \$3,200,000  
 Membership Revenue Invoiced: \$3,405,275  
 % of Revenue Goal Achieved: 106%

2012 New & Re-Joined Members	2012 New & Re-Joined Members Cont.
AGL Resources	Lend Lease Americas, Inc.
ArcelorMittal	Marathon Petroleum
Bunn-O-Matic	Mcgarry Bowen
Capgemini USA	Phillips66
Corizon Health, Inc.	Purcell Systems, Inc.
Cracker Barrell Old Country Stores	Regions Financial Corporation
DDB US	Sallie Mae
DW Morgan Company, Inc.	Technology Integration Group (TIG)
GlaxoSmithKline	The Federal Reserve Bank of Boston
Houston ISD	The Peabody Orlando Hotel
Ingersoll Rand	The Walt Disney Company
JM Family Enterprises, Inc.	Turner Construction
	U.S. Tennis Association

\*Rejoined members are corporations whose membership had lapsed for two or more years. Now, due to improved budgets or new leadership, they have re-established their WBENC corporate membership.

A strong communications campaign has been operating continuously since late September 2011 in terms of reaching out to confirm renewal for 2012 with all WBENC members. At this point, there are 20 who have either declined renewing, merged with other companies, or have been dropped due to non-payment.

3) Develop strategic recruitment outreach

- Conduct gap analysis of certified WBE capabilities by industry and commodity codes – *In progress*
- Survey current corporate members as to what products/services they use – *In progress*
- Survey WBEs as to what products/services they use – *In progress*

- Identify industry events for Casinos, Cosmetic companies, Advertising, Restaurants, and Government contractors as sources of prospective corporate members. These areas have been identified as “hot targets.” – *In progress*
  
- As part of the strategic recruitment and retention outreach, Kim Jones and Paige Adams attended the 2012 NMSDC conference in Denver. The interaction with current and prospective members resulted in a number of valuable conversations. The team determined that there were at least four prospective companies who would be applying for 2013 membership. Other prospects agreed to follow up conversations post-NMSDC. Existing members discussed what they might be willing to do as part of 2013 engagement. The ability to attend a conference with the express goal of relationship-building is an incredible boon to the department which normally only sees its membership two times a year.

**Goal: Development Sustainability**

Objectives:

- 1) Event fundraising goals

**Summit & Salute 2012 Numerical Goals:**

Total Sponsorship Goal:	\$730,000
Actual as of 3/8/2012:	\$782,000
Percentage Achieved:	107%

Accenture LLP and Ernst & Young LLP were the Presenting Sponsors at the 2012 Summit & Salute. As it was our 15<sup>th</sup> anniversary year, the team was able to make a very compelling case to sponsors to either upgrade their traditional commitments or to sponsor for the very first time.

**National Conference & Business Fair 2012 Numerical Goals:**

Sponsorship Goal:	\$1,885,000
Actual as of 6/30/2012:	\$1,856,000
Percentage achieved:	98%

For 2012, we had a full complement of co-chairs which included: Avis Budget Group, Office Depot, Accel inc., and ICON Information Consultants. In 2012, the sponsorship goal for the National Conference & Business Fair was increased to reflect the fact that it was WBENC’s 15<sup>th</sup> Anniversary and should drive greater participation as a consequence. Our co-chairs did a terrific job engaging the WBENC community and the event provided an extraordinary range of business opportunities.

## **2013 Event Fundraising Goals**

The Board still needs to vote on the final budget containing the proposed sponsorship and registration goals for the 2013 Summit & Salute and for the 2013 National Conference & Business Fair. Currently the declared goals are as follows:

### **2013 Summit & Salute**

**Presenting Sponsors: Accenture and Ernst & Young LLP**

**Sponsorship Goal: \$750,000**

### **2013 National Conference & Business Fair**

**Co-Chairs: Artech Information Systems, KellyMitchell Group, Target, and The Coca-Cola Company**

**Sponsorship Goal: \$1,805,000\***

\*The total sponsorship goal including sponsorships dedicated to the Student Entrepreneur Program and the Auction, which are in separate cost centers, is **\$1,900,000**.

### **2013 Membership & Development Activities to Date:**

- 1) Membership renewal statements have been sent out to all 2012 members in good standing asking them to consider renewal for 2013
- 2) Sent out the 1<sup>st</sup> right of refusal to all eligible 2012 National Conference Sponsors
- 3) Sent out a sponsorship newsletter to the national corporate membership detailing all available sponsorship opportunities for the coming year. A separate sponsorship newsletter will be sent to WBEs.
- 4) President's report has carried conference and Summit & Salute promotional articles for at least two issues encouraging participation and sponsorship.
- 5) APlus sent out an e-blast to all constituents announcing the opening of the Summit & Salute website and encouraging sponsorship
- 6) A hard push for Summit & Salute sponsorship will take place at the November 2012 Committee & Board meetings.
- 7) The Development team met with Cargill, Best Buy, and General Mills during the EEC session in Minneapolis to discuss participation in the 2013 conference. Each company has committed to a sponsorship. During the same time period, a small reception was held for corporations and select WBEs in the Minneapolis area to get the group energized for the big event. Representatives from Target, Best Buy, General Mills, MLB, KellyMitchell, Smead, and several others were all in attendance.

**Women's Business Enterprise National Council  
Board of Directors Meeting  
November 13, 2012  
Gaylord National Hotel  
Leadership Council**

**Third/Fourth Quarter Goals and Accomplishments (as of October 31, 2012)**

By-Law Excerpt:  
Leadership Council

RESOLVED, that a WBENC Leadership Council ("the Council") is constituted. The membership of the Council shall consist of top executives from WBENC's women's business organization partners, or RPO. Each RPO shall designate one person to serve as its representative on the Council, provided that said representative shall be its chief executive officer, its chief operating officer or, subject to the Executive Committee's approval another officer or board member. FURTHER RESOLVED, the Council shall, in consultation with the Certification Committee, provide recommendations and advice to the Board on the effective implementation of WBENC's WBE certification standards and procedures nationally, and serve as a conduit for identifying and disseminating best practices in business development and procurement for women-owned business.

**WBENC Strategic Plan – Goal 1: WBENC will provide a universally accepted Certification for Women's Business Enterprises (WBEs).**

**Leadership Council Goal 1: to further the business case for WBE Supplier Diversity**

- Objective: To increase number of completed application reviews by at least 8-10%.
  - As of 1-1-2012 there were 10,228 certified WBE firms and of 10-31-2012 there were 11,507 which represent just over 12% growth in 2012 thus far.
- Objective: To work with the WOSB Task Force and other appropriate parties to ensure delivery of a successful WOSB Certification Program.
  - The WOSB Program was formerly instituted 9-15-2011 and as of 10-31-2012 there were 555 certified WOSB firms.
- Objective: To increase and benchmark the number of corporate members which recognize WBENC.
- Objective: To increase and benchmark the number of government and quasi-government purchasing programs which recognize WBENC.
  - As of 1-1-2012 there were 16 formal RPO MoUs with various strategic partners.
- Objective: To develop best practices plan for growth and development of the Councils.
  - The Leadership Council held March Retreat which included the sharing of best practices for the Capacity Building Programs as well as current and future program initiatives for data which was provided to the Strategic Planning Opportunities Task Force.



**WBENC Strategic Plan – Goal 2: WBENC will be a catalyst for business Opportunities and strategic business relationships among and between key stakeholders.**

**Leadership Council Goal 2: To be a catalyst for business opportunities and strategic business relationships between WBEs and purchasing programs.**

- Objective: To provide and document matchmaking and procurement opportunities for WBEs and purchasing representatives.
  - The Leadership Council is capturing the information on their Council's MatchMaker meetings. The data will be presented at the end of this year on the number of meetings conducted.
- Objective: To provide education and training for WBE business growth in the current environment
  - The collection of events was added to the monthly productivity report in 2011. As of 9-1-2012 the RPOs have collectively held 380 events, servicing 25,635 participants.

**WBENC Strategic Plan – Goal 3: Ensure the organizational capacity and governance will support attainment of the strategic plan and maintain routine business operations through appropriate Resources.**

**Leadership Council Goal 3: To collaborate with WBENC in developing and implementing its' Strategic Plan: Roadmap to 2020.**

- Objective: Be actively engaged on each Strategic Planning Committee: Certification, Opportunities, Resources, Recognition and Technology.
  - The Leadership Council has representation and active involvement on each Strategic Planning Committee; as well as the CORE Team.
- Objective: Be actively engaged in vetting new revenue generating ideas and their sustainability and profitability as it relates to both WBENC and the RPOs.
  - The Leadership Council shared potential and future ideas for income generation programs during the LC's March Retreat.

**Women's Business Enterprise National Council  
Board of Directors Meeting  
November 13, 2012  
Gaylord National Hotel  
Women's Enterprise Leadership Forum  
Third/Fourth Quarter Goals and Accomplishments**

**Goal: Increasing WBE Engagement and Participation**

- Track increase in WBENC Summit & Salute attendance
- Track increase in National Conference and Business Fair attendance
- Track participation in work for Committees
- Encourage Forum members to share their stories via Speaking Engagements

**Accomplishment:** Included WBEs in both the Forum Summit & Salute and NCBF Programming.

- Summit & Salute
  - Cheryl Snead, Banneker Industries
- NCBF
  - Julie Copeland, Arbill
  - Keeli Jerrigan, TransExpedite
  - Sharon Burton, Robart Transportation

**Goal: Realign the Forum structure and its committees to better support WBENCs overall strategy and established committees – Formalized Documents and Governance**

- Forum Overview
- Choir Sheet
- WOSB Documents
- Welcome Letter
- Membership Roster

**Accomplishment:** Forum Overview document and Choir Sheet documents are currently being finalized and expected complete for the November meeting.

**Accomplishment:** Rotation strategy for Forum is currently being developed and expected to be complete in November.

**Goal: Alignment of Forum efforts with RPO efforts**

- Meet with RPOs to identify areas where Forum can support their goals
- FCR/FLT members meet with RPOs to identify Champions for promoting RPO/WBENC
- Identification of 2 WBEs with RPOs for succession planning for FLT/FCRs
- Assist in planning and/or promoting RPO events

**Accomplishment:** The FLT is currently working on a strategy with the Leadership Council to ensure alignment and collaboration. Additionally, the Forum & the Leadership Council meet face-to-face in March & November.

**Goal: Recruitment of Corporate/Government Members and WBEs**

- **Each FLT member will be instrumental in:**
  - Identifying and educating New Corporate/Government Members
  - Identifying and educating New WBEs
  - Sponsorship of WBENC National Events (in kind or financial)
  - Attending events of other women’s organizations to discuss and actively promote WBENC

**Accomplishment:** Tara Abraham, Accel, Inc & Forum Chair and Pamela O’Rourke, ICON, FLT member are both the 2012 NCBF WBE Co-Chairs.

**Accomplishment:** Cassandra Sanford, Kelly Mitchell Group, Inc and Ranjini Poddar, Artech Information Systems, LLC are both the 2013 NCBF WBE Co-Chairs.

**Goal: Educational Programming**

- FLT members will secure or recommend speakers for events
- Assist with Forum programming for Summit & Salute and National Conference and Business Fair
- VIP Sessions – Assist in programming and/or hosting creative programming ideas
- Sponsor or assist a luncheon/event in their area to promote RPO/WBENC (subject to approval and coordination with RPO leadership)

**Accomplishment:** Held a successful Summit & Salute Government Procurement Panel featuring GSA, US Commercial Service, and US Department of the Army.

**Accomplishment:** Hosted Lisa Price, CEO & President, Carol’s Daughter as the keynote speaker at the Annual Forum meeting during NCBF.

**Goals: Communications**

- Create online webinar training for new members to include Forum Overview and Choir Sheet
- Create membership directory and welcome letter

**Accomplishment:** Overview & Choir Sheet are being finalized and will be integrated into webinar technology for new Forum members

**Women's Business Enterprise National Council  
Board of Directors Meeting  
November 13, 2012  
Gaylord National Hotel  
U.S. Services & Programs Committee  
Third/Fourth Quarter Goals and Accomplishments**

**Goal: Provide input to the Opportunities strategic planning team.**

Accomplishments:

- Established the strategic planning team and identified the charter: "To accelerate opportunities for our constituencies by delivering world-class programming to enhance growth and development for all."
- Gathered focus group and survey information to formulate needs hypothesis
- Researched segmentation data on WBE businesses by revenue and industry
- Developed a draft "bucket" list of categories for training topics
- Developed strategies, recommendations, next steps to be presented at EEC meeting

**Goal: Support program planning for 2012 and 2013 Summit & Salute.**

Accomplishments:

- For the 2012 Summit, our committee drafted the proposed session descriptions that were approved by WBENC leadership:
  - WBENC's Success Track to Government WOSB
  - Top Corporations Best Practices Panel
  - WBE Best Practices Panel
  - Corporate-WBE Roundtable Discussion
- For the 2012 event, our committee suggested panelists as needed.
- For the 2013 event our committee has developed three new programming tracks:
  - Building & Honing Skills
  - Leveraging Expertise
  - Building Capacity
- For the 2013 Summit our committee has developed suggested workshop topics and descriptions
- For the 2013 event our committee has provided keynote suggestions
- The committee is exploring formats and presenters for the workshops

**Goal: Support program planning for 2012 and 2013 National Conference & Business Fair.**

Accomplishments:

- For the 2012 event, the committee submitted a proposal of workshop tracks and individual workshops that were reviewed by WBENC leadership, along with other workshop proposals. The following workshop tracks were approved:
  - Orientation

- Government Contracting
- Corporate and Government Member
- WBE.
- Panelists for the 2012 workshops were suggested by the committee.
- For the 2013 National Conference the committee agreed to the same track as identified for the 2013 Summit & Salute
- For the 2013 NCBF the committee is providing workshop topics and descriptions, formats and presenter suggestions
- For the 2013 NCBF the committee is providing keynote suggestions

**Goal: In order to measure their success, we will identify, develop and implement a reporting system for Dorothy B. Brothers Executive Scholarship Program awardees and Tuck-WBENC Executive Program attendees.**

Accomplishments:

- Dorothy B. Brothers Executive Scholarship Program
  - Received 41 applications
  - Awarded 39 scholarships
- Tuck-WBENC Executive Program
  - Successfully held the 2012 Program with 53 attendees

**Goal: Provide feedback on new MatchMaker tool and process for NCBF.**

Accomplishments:

- The MatchMaker tool was not implemented during the 2012 NCBF.

**Women's Business Enterprise National Council  
Board of Directors Meeting  
November 13, 2012  
Gaylord National Hotel  
National Certification Committee  
(Includes Review & Appeals Committees)  
Third/ Fourth Quarter Goals and Accomplishments  
(as of 10-31-2012)**

**GOAL:** To collaborate with WBENC in developing and implementing its' Strategic Plan: Roadmap to 2020.

**Accomplishments:**

- Successfully held a Certification Task Force Retreat in March where the Charter was developed.
- Each sub-committee (New Certification, Recertification & Growth) of the Task Force is currently holding monthly meetings and working on Action Items specific to their group. As information is finalized it will be provided through the overall Strategic Plan Task Force.

**GOAL:** Continue to review criteria for the SBA-Women Owned Small Business (WOSB) Program and refine policies for processing files as an approved Third Party Certifier.

**Accomplishments:**

- The program was formerly instituted 9-15-2011 and as of 10-31-2012 there were 555 certified WOSB firms.

**GOAL:** Continue to evaluate and make recommendations for Standards and Procedures

**GOAL:** Continue to improve and streamline the certification process.

**Accomplishments:**

- Currently vetting (with the RPOs) a pilot program for recertification streamlining

**GOAL:** Continue review of Appeals and National Certification Review applications on a timely basis.

**Accomplishments:**

- As of 10-31-2012, the Appeals Committee has processed 16 files all of which were upheld
- The National Certification Committee has processed 3 files.
  - *Recertification*
    - Professional Hospital Supply located in CA (\$865 million)
    - Bass Engineering located in TX (\$600 million)
    - 84 Lumber located in PA (\$3 billion)
    - Act1 Group located in CA(\$1 billion)
  - *Certified (New)*

- Rodale, Inc located in PA (\$4.3 billion)
- *Final determination pending site visit (new)*
  - Ariela Alpha International located in NY (\$300 million; total conglomerate over \$500 million)
  - SHI located in NJ (\$2.3 million)

**GOAL: Continue to deliver Certification Training .**

**Accomplishment:**

- Delivered 9 LiveMeeting Sessions (January – October) 249 participants
- Delivered 6 LiveMeeting Sessions (WOSB Appeals) 64 participants

**GOAL: Continue to deliver WBENCLink Training.**

**Accomplishment:**

- Delivered Live Meeting sessions (January – October) -450 participants.

**GOAL: Continue to analyze certification data and report trends to constituency groups.**

**Women’s Business Enterprise National Council  
Board of Directors Meeting  
November 13, 2012  
Gaylord National Hotel  
Marketing, Communications, & Brand Management Committee  
Third/Fourth Quarter Goals and Accomplishments**

**Goal: Grow Media Impressions and Visibility by 20% annually, while working towards increased coverage/exposure in top business media.**

Accomplishments:

Media impressions continue to show increased exposure to WBENC via the BurrellesLuce reporting. Our current impressions span hundreds of publications which are monitored via key terms and optical character recognition. Print and online media sources are monitored. Our average quarterly impressions exceed one million.

Significant media placement occurred through our Media Partnerships. Save the date ads for 2013 Summit and Salute and National Conference & Business Fair were placed six publications, ahead of individual event ads that will run in December 2012 through May of 2013. Media Sponsorship agreements for 2013 promotional activities are in progress with nine media partners.

The WBENC Facebook page continued to generate impressions with total “likes” reaching 1,462 as of October 2012. The weekly reach is currently 994 which is up 4.5% month over month. Twitter presence has grown to 400 followers. Social media will be an integral part of the 2013 marketing plan overall as well as event specific marketing plans.

Pamela Prince-Eason will be interviewed on November 29th by Crossings TV, a Premium South Asian programming channel. This engagement will include a one hour TV interview plus a story/pictures in 2 South Asian newspapers. Crossings TV is broadcasted in NY/NJ, CA - Total audience of 1.1 Million In NY/NJ and 250,000 in CA.

**Goal: Grow Statistical Performance of the President’s Report**

Accomplishments: The President's report has continued to evolve. The October edition launched the new layout and cover design, with a more professional, magazine style appearance to enhance the reading experience.

**2012** (as of September 30, 2012)

**September Edition of WBENC’s Monthly President’s Report**

■ Distribution List:	23,317
■ New Subscribers via WBENC.org:	174
■ Average Open Rate:	24.1%
■ Click-Thru Rate to WBENC.org:	10.1%



Interest in the *President's Report* continues to grow. Total views has been on an upward trend since July 2012:

July views 1,998  
Aug views 2,224  
Sep views 3,322

## Web Traffic

*These numbers do not include traffic to WBENC's Conference website at [www.wbenc.org/wbencconf](http://www.wbenc.org/wbencconf).*

Average Monthly Visitors: YTD through September 2012 – 27,598  
YTD through September 2011 – 25,859

- Unique Visitors (as of September 30, 2012): 17,293
- Total Visitors – Unique and Returning (as of Sep. 2012) 24,200
- Most popular pages (in order of popularity - Sep. 2012 statistics)
  - Home 19,583
  - Certification 7,198
  - Certification Process 4,874
  - Calendar 3,821
  - Documentation Required 3,583

## Goal: Increase value of WBENC Website

Accomplishments:

Launched Insights series in September with a 1.5 minute trailer video "sneak preview" to spark interest in this new program. Insights will be comprised of videos, white papers, pod casts, resource links, surveys, and interviews to bring innovative and relevant content to our constituents across an array of topics and issues impacting business trends, growth and sustainability. A "library" beneath the video box on the web site will contain all other resources in the series in an easy to access drop down, book store look and feel.

Nearly 50% of all visitors came from search engines (Google ranks highest), with the balance split between referring sites and direct traffic (those who typed the URL in their browser to reach the site).

**Referring Sites** accounted for 5,839 visitors in September. The top five referring sites are:

1. [inc.com](http://inc.com) – 439 unique visitors. This has been a top referring site since 2011.
2. [Sba.gov](http://Sba.gov) – Sent 295 visitors from the SBA’s WOSB Third Party Certification page.
3. [issuu.com](http://issuu.com) - 172 visitors
4. [wbdc.org](http://wbdc.org) - 144 visitors
5. [wbecouncil.org](http://wbecouncil.org) - 122 visitors

**Goal:      Marketing Initiatives for 2012 Events**

Accomplishments:

- All marketing requirements to support the WBENC National Conference & Business Fair occurred due to close collaboration of WBENC with Stovell Marketing and Lynthia Romney. Additionally Allison Gibson, Jean Poling and Sharon Beadle provided heavy support in order to accomplish day-to-day requirements, marketing requirement including creation of New Member / New WBE Prospect brochure and work supporting the Multi-cultural sub-team discussions.
- Marketing initiatives are now in development for 2013 events with editorial calendars inclusive of print, digital and social media deliverables.

**Goal:            Serve as a Subject Matter Expert and Resource on WBENC National and Cross-Departmental Projects**

The Marketing, Brand Management & Communications Committee commenced regularly scheduled meetings in July of 2012 with Beverly Williamson as Committee Chair and Carla Preston as Vice Chair. The Committee has completed a marketing strategy plan for the remainder of 2012 and 2013. The Committee is actively engaged with supporting the upcoming 2013 events, ongoing WBENC marketing activities, and supporting the CORE strategy teams with their marketing support requirements.

**Women's Business Enterprise National Council  
Board of Directors Meeting  
November 13, 2012  
Gaylord National Hotel  
Nominating Committee  
Third/Fourth Quarter Goals and Accomplishments**

**Goal: Provide a slate of qualified Corporate Board of Director candidates to the Executive Committee and Board of Directors in October and November**

Accomplishments:

- Notified all members with terms ending December 2012, received applications, vetted them and created a slate of candidates for re-nomination
- Received candidates for corporate board replacements, vetted them and created a slate of replacement candidates
- Received nominations for the two open corporate board seats; vetted applicants and created a slate of candidates
- Presented all candidates to the Executive Committee for review
- Will present all candidates to the Board of Directors for election during the November meeting

**Goal: Review and validate processes, policies and procedures to govern the corporate board nomination process**

Accomplishments:

- Reviewed and updated the Nominating Committee process and procedures
- Will review the updated procedures with the Executive committee

**Goal: Perform a review with the Forum and the RPO on the criteria and point allocation for corporate performance of board members**

Accomplishments:

- Received and reviewed the criteria as proposed by the Forum

**Goal: Track diversity of Board by industry, ethnicity, region and gender**

Accomplishments:

- Documented and completed for 2012

# WBENC Officers

## Executive Committee

### **Board Chair**

Laura Taylor  
Vice President, Enterprise  
Procurement  
Pitney Bowes, Inc  
Laura.taylor@pb.com

### **1<sup>st</sup> Vice Chair**

Benita Fortner  
Director, Supplier Diversity  
Raytheon Company  
bfortner@ratheon.com

### **2<sup>nd</sup> Vice Chair**

Debra Jennings-Johnson  
Director Supplier Diversity  
BP America, Inc.  
jenninda@bp.com

### **Immediate Past Chair**

Cheryl Stevens  
Vice President, Supplier  
Diversity  
Energy Future Holdings

Cheryl.stevens@energyfutureholdings.com

### **Secretary**

Vacant

### **Treasurer**

Kathy Homeyer  
Director, Supplier Diversity  
UPS  
khomeyer@ups.com

### **Leadership Council Chair**

Geri Swift  
President  
WBEC-PA, DE, sNJ  
gswift@womensbdc.org

### **Women's Enterprise**

#### **Leadership Forum Chair**

Tara Abraham  
CEO  
Accel, inc  
tabraham@accel-inc.com

### **Certification Committee Chair**

Nancy Conner  
Manager, Supplier Diversity  
W.W. Grainger  
Conner.n@grainger.com

### **Marketing, Communications and Brand Management Chair**

Beverly Williamson  
VP, Business Process  
Excellence  
Johnson & Johnson  
bwillia2@its.jnj.com

### **Membership and Revenue Generation Chair**

Theresa Harrison  
Director, Supplier Diversity  
Ernst & Young  
Theresa.harrison@ey.com

### **Counsel to the Board**

Jorge Romero  
Kirkpatrick & Lockhart Preston Gates  
Ellis LLP  
Ex-officio  
Jorge.romero@klgates.com

### **President & CEO**

Pamela Prince-Eason  
WBENC  
Ex-Officio  
peason@wbenc.org

## Extended Executive Committee

### **Audit Committee Chair**

Barbara Carbone  
Partner in Charge Audit  
KPMG  
bcarbone@kpmg.com

### **U.S. Services & Programs Committee Chair**

Ruby McCleary  
United Airlines  
Director Supplier Diversity

### **Global Services and Programs Committee**

Michael Robinson  
Program Director, Global  
Supplier Diversity Integrated  
Supply Chain

IBM  
mkrobins@us.ibm.com

### **Nominating Committee Chair**

Diane Pinkney  
Senior Manager, Purchasing  
Quality and Compliance  
Altria  
diane.j.pinkney@altria.com

### **Leadership Council**

Vice Chair  
Blanca Robinson  
President  
Women's Business Enterprise  
Council-South  
blanca@wbecsouth.org

### **Women's Enterprise Leadership Forum**

Vice Chair  
Julie Copeland  
President & CEO  
Arbill

### **Women's Enterprise Leadership Forum**

Vice Chair  
Lynne Marie Finn  
President  
Superior Staff Resources  
finnl@superior-sdc.com

### **The Executive Committee Breakdown**

- Board Chair
- 1st Vice Chair
- 2<sup>nd</sup> Vice Chair
- Immediate Past Chair
- Leadership Council Chair
- Forum Chair
- Treasurer (also Finance Com. Chair)
- Secretary
- Membership & Revenue Generation Chair
- Global Services and Programs Chair
- Certification Committee Chair
- Marketing, Communications & Brand Management Chair
- Nominating Committee Chair
- President & CEO, WBENC (Ex-Officio)

Counsel to the Board attends Executive Committee meetings as requested and is an Ex-Officio member. An “Extended Executive Committee,” inclusive of all committee chairs including Audit, Ethics, Field Governance, Global Services and Programs and Compensation meets in conjunction with Board of Directors’ meetings.

# Regional Partner Organizations

## **Astra Women's Business Alliance**

**Diane L. McClelland**

*President*

**dimac@astrawba.org**

5 Centerpointe Drive, Suite 400

Lake Oswego, OR, 97035-8620

tel: (971) 204-0220

fax: (971) 204-0221

<http://www.astrawba.org>

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

## **Center for Women & Enterprise**

**Susan Rittscher**

*CEO & President*

**srittscher@cweonline.org**

24 School Street, 7th floor

Boston, MA, 02108

tel: (617) 532-0224

fax: (617) 536-7373

<http://www.cweonline.org>

**Territory:** Maine, Vermont,  
New Hampshire, Massachusetts,  
Rhode Island, N. Connecticut

## **Greater Women's Business Council**

**Roz Lewis**

*Executive Director*

**rlewis@gwbc.biz**

1201 Peachtree Street, 400 Colony Square  
Suite 200

Atlanta, GA, 30361

tel: (404) 846-3314 X3

fax: (404) 745-0151

<http://www.gwbc.biz>

525 North Tryon Street, Suite 1600

Charlotte, NC 28202

tel: (704) 444-8432

fax: (704) 745-0151

**Territory:** Georgia, North & South Carolina

## **Ohio River Valley- Women's Business Council**

**Rea Waldon**

*Executive Director*

**rwaldon@orvwbc.org**

3458 Reading Road

Cincinnati, OH 45229

Tel: (513) 487-6503

fax: (513) 281-0455

<http://www.orvwbc.org>

**Territory:** Ohio, Kentucky, West Virginia

**Women's Business Enterprise Council-Great Lakes**

**Michelle Richards**

*President*

**mrichards@miceed.org**

2002 Hogback Road, Suite 17

Ann Arbor, MI 48105 tel: (734) 677-1400

fax: (734) 677-1465

<http://www.miceed.org>

**Territory:** Michigan, Indiana

## **Women's Business Development Center-Chicago**

**Carol Dougal**

*Co-President*

**cdougal@wbdc.org**

**Hedy Ratner**

*Co-President*

**hratner@wbdc.org**

8 South Michigan, 4th floor

Suite 400

Chicago, IL, 60603

tel: (312) 853-3477 X39

fax: (312) 853-0145

<http://www.wbdc.org>

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

## **Women's Business Development Council of Florida**

**Nancy Allen**

*President and CEO*

**nancyallen@womensbusiness.info**

13155 SW 134 Street, Suite 205

Miami, FL 33186

tel: (305) 971-9446

fax: (305) 971-7061

<http://www.womensbusiness.info>

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

## **Women's Business Council-Southwest**

**Debbie Hurst**

*President*

**dhurst@wbcsouthwest.org**

2201 N. Collins, Suite 158

Arlington, TX, 76011

tel: (817) 299-0566 X 206

fax: (817) 299-0949

<http://www.wbcswest.org>  
**Territory:** North Texas, New Mexico,  
Oklahoma, Arkansas

**Women's Business Enterprise Council-PA-  
DE-sNJ**

**Geri Swift**

*President*

[gswift@wbecouncil.org](mailto:gswift@wbecouncil.org)  
1315 Walnut Street, Suite 1116  
Philadelphia, PA, 19107-4711  
tel: (877) 790-9232  
fax: (215) 790-9231

<http://www.wbecouncil.org>

**Territory:** Pennsylvania,  
Delaware, South New Jersey

**Women's Business Enterprise Council South  
Blanca Robinson**

*President*

[blanca@wbecsouth.org](mailto:blanca@wbecsouth.org)  
400 Poydras Street, Suite 1790  
New Orleans, LA, 70130  
tel: (504) 680-6497

<http://www.wbecsouth.org>

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

**Women's Business Enterprise Alliance  
April Day**

*President*

[aday@wbea-texas.org](mailto:aday@wbea-texas.org)  
9800 Northwest Freeway, Suite 77092  
Houston, TX, 77092  
tel: (713) 681-9232 X204  
fax: (713) 681-9242

<http://www.wbea-texas.org>

**Territory:** South Texas

**Women's Business Enterprise Council-West  
Pamela S. Williamson, Ph.D.**

*Executive Director*

[Director@wbec-west.org](mailto:Director@wbec-west.org)  
840 E. McKellips Road, Suite 108  
Mesa, AZ, 85203  
tel: (480) 969-9232 X 4  
fax: (480) 969-2717

<http://www.wbec-west.org>

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

**Women Presidents' Educational  
Organization-DC**

**Sandra Eberhard**

*Executive Director*

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