



PARTICIPATION IN WBENC COMMITTEES-- AS OF DECEMBER 2011

Our committees are the underlying strength of WBENC. Chaired by corporate members from our Board of Directors and staffed by WBENC personnel, all committees include representatives from each of our constituent groups— women business enterprises, corporate supplier diversity personnel, and regional partner organizations (RPO's). These committees develop policy and plan programs and new services that support the growth of our organization and mission. Committees meet twice a year in Washington, DC (March and November) and frequently in between telephonically. While all of the committees are listed only the committees in **BLUE** are open. Committees listed in **GOLD** are closed.

THE CERTIFICATION COMMITTEE develops, maintains and recommends changes in the standards and procedures governing our certification process. The Committee is representative of the WBENC coalition and includes corporate, legal, WBOP and WBE representation. Committee members must go through a day-long training on WBENC's Standards & Procedures and adhere to additional requirements. If you have served on a local certification committee, you are encouraged to contact Nancy Conner about participation on this committee.

Chair: Nancy Conner, W.W. Grainger

Vice Chair: Shari Francis, Office Depot

Liaison: Candace Waterman, Senior Director of Compliance & Alliance Relationships

(cwaterman@wbenc.org)

Staff: Susan Cates, Alliance Relationships Manager (support@wbenc.org)?

THE APPEALS SUBCOMMITTEE hears certification appeals made to the National level. The Committee is representative of the WBENC coalition and includes corporate, legal, WBOP and WBE representation. Appeals Committee members serve anonymously. The committee meets quarterly, as necessary.

Liaison & Staff: Candace Waterman, Senior Director of Compliance and Alliance Relationships (cwaterman@wbenc.org)

NATIONAL CERTIFICATION REVIEW COMMITTEE (NCRC) is a subcommittee of the Certification Committee that reviews applications from firms meeting the Exceptional Women Business Enterprise definition, i.e., firms with revenue in excess of \$500M or those firms whose "standard in the industry" classification requires special consideration. Recommendations of the committee are made to the regional affiliate where the file originates.

Liaison & Staff: Candace Waterman, Senior Director of Compliance and Alliance Relationships (cwaterman@wbenc.org)

MEMBERSHIP & REVENUE GENERATION works to increase corporate membership in and support of WBENC, its partner organizations and its special programs. The Membership & Revenue Generation committee conducts periodic member satisfaction surveys, manages the WBENC Ambassadors program and addresses issues that relate to the WBENC brand.

Chair: Theresa Harrison, Ernst & Young

Vice Chair: Bridget Snooks-Kostelnik, ExxonMobil

Liaison: Paige Adams, Director of Development and Corporate Relations

(padams@wbenc.org)

Staff: Kim Jones, Manager, Corporate Membership/Ambassador Program Manager

(kjones@wbenc.org)

THE ETHICS COMMITTEE is responsible for upholding the WBENC Code of Ethics and reviews any ethics based complaint dealing with a member of the Board of Directors, the WBENC President or other individuals as directed by the Board Chair or President. This committee will complete an investigation of complaints and make recommendations addressing needed disciplinary action. *This committee is closed to Board members only.*

Chair: Mary Tacher, JC Penney Company

Liaison & Staff: Lynn Quinn, Chief Operating Officer (lquinn@wbenc.org)

THE FIELD GOVERNANCE COMMITTEE will function as a sub-committee of the WBENC Executive Committee. They will serve as an investigative body to address governance issues related to the operation of the WBENC affiliate organizations. They will specifically address violations of the affiliate “designation agreements” and all other related documents. In addition, the Field Governance Committee will investigate any affiliate concerns reported to WBENC that may jeopardize the non-profit status or the good name and reputation of WBENC.

Chair: Mary Tacher, JC Penney Company

Liaison: Staff: Candace Waterman, Senior Director

THE FINANCE COMMITTEE provides guidance for the management of WBENC’s finances and recommends financial policies and procedures as well as employee benefit policies to the Board of Directors. Participation in this committee is by invitation. If you have specific expertise in this area, and are interested in joining, please contact Lynn Quinn at lquinn@wbenc.org

Chair: Kathy Homeyer, UPS

Vice Chair: Shari Francis, Office Depot

Liaison: Lynn Quinn, Chief Operating Officer (lquinn@wbenc.org)

Staff: Valerie Bunns, Director of Finance (vbunns@wbenc.org)

AUDIT COMMITTEE a standing committee of the Board. It recommends to the Executive Committee for its approval the appointment of auditors, reviews their findings and reports on the annual audit to the Board of Directors. The Audit Committee also reviews matters associated with the internal financial controls of the Corporation and generally oversee the activities of the Corporation's chief financial officer. Members of the Committee are appointed by the Executive Committee.

Chair: Barbara Carbone, KPMG LLP

Liaison: Lynn Quinn, Chief Operating Officer (lquinn@wbenc.org)

Staff: Valerie Bunns, Director of Finance (vbunns@wbenc.org)

THE MARKETING, COMMUNICATION, AND BRAND MANAGEMENT COMMITTEE supports WBENC's special programs, develops outreach strategies and manages its media and public relations campaigns. Its major projects include the annual *Summit & Salute to Women's Business Enterprises* as well as WBENC's national conference and trade show: *Women in Business*.

Chair: Tara Span, Staples

Vice Chair: *Vacant*

Liaison: Cristy McCullough, Assistant Vice President, Marketing, Communications & Brand Management (cmccullough@wbenc.org)

Staff: Allison Gibson (agibson@wbenc.org)

MEMBERSHIP SERVICES & PROGRAMS COMMITTEE suggests initiatives that facilitate communications between corporations and women business enterprises, promote business opportunities for WBEs within the private sector, and provide assistance to corporations in enhancing their diversity programs through access to research results and special workshops. Its projects include the Dorothy B. Brothers Executive Scholarship Program; The Tuck/WBENC/Executive Management Program, the Balanced Score Card and WBENC commissioned surveys, best practices and benchmarking research.

Chair: Benita Fortner, Raytheon

U.S. SERVICES AND PROGRAM COMMITTEE the mission of the U.S. Services & Program Committee is to build awareness of and education about the role of WBEs in the national economy, supply chains and business opportunities. The U.S. Services & Program Committee strives to connect WBENC and its members to the national, governmental and private sector organizations, initiatives and forums around the nation that share WBENC's focus on fostering business opportunities, growth and alliance building for WBEs.

Chair: Ruby McCleary, United Airlines

Vice Chair: Greg Tibbles, Chevron Corporation

Liaison: Betty Cole, Senior Director, Programs (bcole@wbenc.org)

Staff: Jason Moore, IT Director (jmoore@wbenc.org)

GLOBAL SERVICES AND PROGRAM COMMITTEE the mission of the Global Business Committee is to build awareness of and education about the role of WBEs in the growing globalization of economies, supply chains and business opportunities. The Global Business Committee strives to connect WBENC and its members to the international, governmental and private sector organizations, initiatives and forums around the world that share WBENC's focus on fostering business opportunities, growth and alliance building for WBEs.

Chair: Michael Robinson, IBM Corporation

Staff Lead: Candace Waterman, Senior Director of Compliance and Alliance Relationships (cwaterman@wbenc.org)

Liaison: Aditi Dussault Senior Manager, Compliance (adussault@wbenc.org)

Staff: Alice Spears, Office Manager (aspears@wbenc.org)

NOMINATING COMMITTEE will set the criteria by which a candidate for a seat on the WBENC Board of Directors will be evaluated and create the process and procedures

necessary to select the best candidates. The Committee will call for and review applications and then make recommendations of candidates to fill WBENC Board Director seats to the WBENC Board Chair and Executive Committee and after approval, to the Board of Directors for election. The criteria for consideration of an applicant will be set to diversify the WBENC Board composition based on geographic location, ethnicity, gender, industry, financial support capability, expertise and skill set.

Chair: Diane Pinkney, Altria

Vice Chair: Vacant

Liaison: Pamela Prince -Eason, President & CEO (peason@wbenc.org)

Staff: Helen Avery, Executive Assistant (havery@wbenc.org)

LEADERSHIP COUNCIL is a standing committee of the Board, made up of the top officer or Board Chair of each Regional Partner Organization (RPOs). The Leadership Council works jointly to consistently apply the WBENC certification standards and procedures to WBE certification. They participate as members of Board committees and hold one sixth of the seats on the Board of Directors, representing the interests of the Regional Partners.

Chair: Geri Swift, Women's Business Enterprise Council, PA, DE, sNJ

Vice Chair: Blanca Robinson, Women's Business Enterprise Council South

Liaison: Candace Waterman, Senior Director Compliance and Alliance

Relationships, (cwaterman@wbenc.org)

Staff: Susan Cates, Alliance Relationships Manager (service@wbenc.org)

WOMEN'S ENTERPRISE LEADERSHIP FORUM is a body made up of women's business enterprise (WBE) representatives. Each Regional Partner Organization can appoint two representative to the Forum and the additional members can be selected in other ways (pending review). These WBEs are obligated to report to their Local Forum on the activities of the National Forum. Members of the Forum sit on WBENC Board committees. The Forum holds on sixth of the seats on the WBENC Board of Directors. These Directors should represent the views of the women business owners to the organization. The mission of WBENC's Women's Enterprise Leadership Forum ("The Forum") is to promote, translate and advocate the needs, issues and benefits of women's business enterprises (WBEs) and to facilitate corporate and supplier business opportunities for WBE members of WBENC.

Chair: Tara Abraham, Accel, Inc.

Vice Chair: Lynne Marie Finn, Superior Staff Resources

Vice Chair: Julie Copeland, Arbill

Liaison: Aditi Dussault Senior Manager, Compliance (adussault@wbenc.org)

Staff: Allison Gibson, Alliance Relationships (agibson@wbenc.org)

To join a committee, please e-mail your committee selection to the appropriate committee staff person named above. Please include your name, company, e-mail address and daytime telephone number. The committee chair will be notified of your participation and your name will be added to the master committee list. The committee staff will notify you by e-mail of any upcoming committee meetings.