

WBENC

WOMEN'S BUSINESS ENTERPRISE
NATIONAL COUNCIL

JOIN FORCES. SUCCEED TOGETHER.

DECEMBER BOARD BOOK

BOARD OF DIRECTORS MEETING
VIRTUAL ZOOM MEETING

DECEMBER 3, 2020

TABLE OF CONTENTS

AGENDA	3
JUNE 2020 BOARD MEETING	4
ATTENDANCE SHEET	5
MEETING MINUTES	8
DECEMBER 2020 MEETING MATERIALS	16
NOMINATING GOVERNANCE COMMITTEE REPORT	17
BOARD ELECTIONS	19
CORPORATE NOMINATIONS	20
BOARD CHAIR & PRESIDENT’S REPORT	22
COMMITTEE REPORTS	26
FINANCE COMMITTEE REPORT	26
AUDIT COMMITTEE REPORT	27
LEADERSHIP COUNCIL REPORT	28
WOMEN’S ENTERPRISE FORUM REPORT	31
CORPORATE MEMBERSHIP & REETENTION REPORT	34
MARKETING & PROGRAMS COMMITTEE REPORT	37
GLOBAL COMMITTEE REPORT	39
NATIONAL CERTIFICATION COMMITTEE REPORT	42
WBENC GOVERNANCE	46
REGIONAL PARTNER ORGANIZATIONS	48
WBENC STAFF	51

AGENDA

2:00 PM	BOARD CHAIR’S REPORT <ul style="list-style-type: none">• Approval of Meeting Minutes (June 2020)	BARBARA KUBICKI-HICKS
2:10 PM	NOMINATING COMMITTEE REPORT	CLINT GRIMES
2:30 PM	JOINT BOARD CHAIR & PRESIDENT’S REPORT	BARBARA KUBICKI-HICKS & PAMELA PRINCE-EASON
2:50 PM	TREASURER’S REPORT	THERESA HARRISON & PAMELA PRINCE-EASON
3:20 PM	BREAK	
3:35 PM – 4:00 PM	COMMITTEE REPORTS <ul style="list-style-type: none">• CERTIFICATION COMMITTEE UPDATE• FORUM REPORT OUT• LEADERSHIP COUNCIL REPORT OUT	KATHLEEN TRIMBLE & LAURA TAYLOR PATRICIA RODRIGUEZ-CHRISTIAN EMILIA DIMENCO
4:00 PM – 4:40PM	WBENC Q3 & Q4 PROGRAMS REVIEW	JILL SASSO LAURA TAYLOR PATRICIA BIRMINGHAM
4:40 PM – 5:00 PM	OPEN Q&A AND NEW ITEMS	
5:00 PM – 5:20 PM	SPECIAL ACKNOWLEDGEMENTS & CELEBRATIONS	
5:20 PM	CLOSING COMMENTS	

**Minutes of the June 22, 2020
WBENC Board Meeting**

**Submitted for Approval
During the December 2020
Board Meeting**

Women's Business Enterprise National Council
Board of Directors Meeting
June 22, 2020 – 4:00pm- 6:00pm ET

Meeting Roster		
1. Board Chair	Barbara Kubicki-Hicks, Bank of America	Present
2. President and CEO	Pamela Prince-Eason, WBENC	Present
3. Counsel	Jorge Romero, K&L Gates	Present
Corporation Corporate Members		
4. AARP	Kimberly Marcus	Present
5. Accenture	Nedra Dickson	Present
6. Allstate	Eugene Campbell	Present
7. AT&T	Clint Grimes	Present
8. Avis Budget Group, Inc.	VACANT	
9. BP America	Debra Jennings-Johnson	Present
10. Capital One	Jim Gorzalski	Present
11. Chevron	Stephanie Beveridge	Present
12. Comcast NBC Universal	Ajamu Johnson	Absent
13. D.W. Morgan	David Morgan	Absent
14. Dell Inc.	Piyush Bhargava	Present
15. ExxonMobil Corporation	Doug Fisher	Present
16. EY	Theresa Harrison	Present
17. FedEx	Sue Spence	Notified Absent
18. Ford Motor Company	Jacklyn Watt	Present
19. GM	Reggie Humphrey	Present
20. IBM Corporation	Michael Robinson	Present
21. Johnson & Johnson	Eliza Gonzalez	Present
22. JP Morgan Chase & Co.	William Kapfer	Present
23. Kellogg	Michele Van Treeck	Present
24. KPMG LLP	VACANT	
25. Macy's, Inc.	VACANT	
26. ManpowerGroup	Paula Ratliff	Absent
27. Marriott International, Inc.	Casey Oakes	Present
28. Microsoft Corporation	Fernando Hernandez	Present
29. Nationwide Inc.	VACANT	
30. Office Depot/Office Max	Karen Miller	Notified Absent
31. PepsiCo, Inc.	Mary McEvoy	Present
32. Pfizer Inc	Mike Hoffman	Present
33. Procter & Gamble	Andy Butler	Present

34. Raytheon	VACANT		
35. Robert Half	Kathleen Trimble	Notified Absent	
36. Shell Oil Company	VACANT		
37. The Coca-Cola Company	Quinton Martin	Present	
38. The Home Depot	Sylvester Johnson	Present	
39. The Walt Disney Company	Rick Wertcsching	Notified Absent	
40. Toyota North America	Deb Schroeder	Present	
41. Twitter	Kristen Hickey	Present	
42. United Airlines	Sharon Grant	Present	
43. UPS	Kris Oswald	Present	
44. Verizon	VACANT		
45. Vistra (formerly Energy Future Holdings)	Phil Seidler	Present	
46. Walmart Stores, Inc.	Michael Byron	Absent	
47. (Formerly Nokia)	VACANT		
48. (Formerly Owens & Minor)	VACANT		
Leadership Council Members			
49. WBCS	Debbie Hurst	Present	
50. WBEC-South	Phala Mire	Present	
51. WBEC-East	Liz Walsh	Present	
52. WBDC Florida	Nancy Allen	Notified Absent	
53. WBDC Midwest	Emilia DiMenco	Present	
54. GWBC	Roz Lewis	Delayed – 4:56pm	
55. WPEO-NY	Marsha Firestone, Ph.D.	Present	
56. GLWBC	Michelle Richards	Absent	
57. WBEC West	Pamela Williamson, Ph.D.	Present	
58. WBEC-Pacific	Janice Greene	Delayed – 5:16pm	
59. ORV-WBC	Sheila Mixon	Present	
Forum Members			
60. CRC Group, Inc.	Patricia Rodriguez-Christian	Present	
61. Delta Personnel, Inc.	Teresa Lawrence	Present	
62. New Normal Life	Juli Sinnett	Present	
63. Aztec Promotional Group	Patti Winstanley	Present	
64. MYCA	Patti Massey	Present	
65. Bocci Engineering, Inc.	Lianne Lami	Present	
66. Ampcus	Ann Ramakumaran	Present	
67. IMAGEN	Joan LaGrasse	Present	
68. See Her Work	Jane Henry	Present	
69. Magnum Group	Vivian Isaak	Present	

70. Savoca Enterprises	Sharon Savoca-Mahin	Present	
Expert Members			
71. Bristol-Myers Squibb	Farryn Melton	Present	
72. Past Chair Emeritus	Cheryl Stevens	Present	
73. ACT-1 Group	Janice Bryant-Howroyd	Present	
WBENC Staff			
VP, HR, Governance & Programs	Jill Sasso	Present	
VP, Marketing & Technology	Pat Birmingham	Present	
VP, Certification & Strategic Planning	Laura Taylor	Present	
Assistant Controller	Lauren Herman	Present	
Regional Partner Organizations			
WPEO-DC	Sandra Eberhard	Present	
CWE	Gabby Morse King	Present	
WBEA	April Day	Absent	
Board of Director Guests & Representatives			
Chevron	Dave Feldman	Present	
Nationwide, Inc.	Frantz Tiffeau	Present	
Shell Oil Co.	Brian Hall	Present	
The Coca-Cola Company	Eyvon Austin	Present	
WBENC	Amanda Zack	Present	
WBENC	Cheri Simmons	Present	
WBENC	Mia Delano	Present	
Wells Fargo	Regina Heyward	Present	

WBENC BOARD OF DIRECTORS' MEETING – June 22, 2020

CALL TO ORDER: Board Chair Ms. Barbara Kubicki-Hicks called the meeting to order at 4:02pm ET
A Quorum was established – see Attendance Sheet

BOARD CHAIR'S REPORT

BARBARA KUBICKI-HICKS

- Opened the meeting with a welcome to the June WBENC Board of Directors meeting.
- Information on this call is for WBENC board members' eyes only and should only be shared with the Board of Directors.
- Asked if there were any corrections to the March 2020 Board meeting minutes. There were none.

Following a motion by Ms. Janice Bryant-Howroyd and a second by Mr. William Kapfer the meeting minutes for the March 2020 Board meeting were accepted and unanimously approved. There was no opposition; no further discussion.

NOMINATING & GOVERNANCE COMMITTEE REPORT

CLINT GRIMES

Full details can be found in the June Board Book and PowerPoint slide deck.

- Mr. Clint Grimes announced that Kimberly Marcus has joined the committee as Vice Chair
- Commented that there are 2 corporate board candidates to consider in today's meeting
- The first nomination is Mr. Frantz Tiffeau, Director of Supplier Diversity and Development at Nationwide
 - Information about his background is contained in the Board Book
- Mr. Grimes asked if there were any questions or comments; no questions were raised

Following a motion by Ms. Patricia Rodriguez-Christian and a second by Ms. Janice Bryant-Howroyd, the nomination of Mr. Frantz Tiffeau to the WBENC Board of Directors was unanimously approved; no opposition; no abstentions or further discussion.

- Mr. Grimes commented that the board seat of Mr. Frantz Tiffeau is an existing board seat and will expire in 2021
- The second individual for consideration to nomination to the board is Ms. Regina Heyward, Senior Vice President and Head of Supplier Diversity at Wells Fargo Company
- Mr. Grimes asked if there were any questions or comments
- Ms. Janice Bryant-Howroyd commented that she would like to make the motion to nominate Ms. Heyward to the Board of Directors as Ms. Heyward has been a long-time champion of women-owned businesses

Following a motion by Ms. Janice Bryant-Howroyd and a second by Mr. Reggie Humphrey, the nomination of Ms. Regina Heyward to the WBENC Board of Directors was unanimously approved; no opposition; no abstentions or further discussion.

- Mr. Clint Grimes commented that in addition to its work in the board nominating process, the committee is also focused on governance and works with each committee in understanding committee charters and how they align with the WBENC By-laws
- One of the committee goals for 2020 is to complete the committee charter review process to make sure all are following their charters and the required protocols
- Also want to continue to develop metrics on board member attributes and committee performance
- Mr. Grimes commented that the current board make up includes 5 vacant corporate board seats currently held by Avis, KPMG, Macy's, Raytheon and Verizon. There is also one open board seat which was formerly held by Owens & Minor.
- Will continue to identify others to fill open seats
 - Ms. Theresa Harrison asked if we know if the 5 corporations will fill those seats
 - Ms. Pamela Prince-Eason responded that the board is working with the corporations with open seats to fill them, but will reassign seats if not filled by the end of this year.

PRESIDENT & CEO'S REPORT

PAMELA PRINCE-EASON / BARBARA KUBICKI-HICKS

Full details can be found in the June Board Book and PowerPoint slide deck.

- Ms. Barbara Kubicki-Hicks commented that she has watched the organization pivot to virtual programming amid the pandemic, and the organization has done an outstanding job
- Programming has included important information on government loans and other relevant topics within the WBE community
- There has been programming to share best practices and success stories and to teach new skills
- Key programming like Women of Color, WeThrive, and the WBENC Pitch competition had to pivot to a virtual format and has been second-to-none
- The first Women of Color session was outstanding especially given the unprecedented times we are in now
- Ms. Kubicki-Hicks commented that she and Ms. Prince-Eason have also co-hosted many sessions with RPOs across the country which were successful
- Ms. Kubicki-Hicks thanked Ms. Prince-Eason, the WBENC team and all of the RPO leaders for successfully pivoting during this non-traditional year – all have done an excellent job ensuring WBEs and Corporate Members find value in certification, corporate membership and sponsorship
- Ms. Pamela Prince-Eason commented that in March she reported that the next months would be about financial stability and sustaining the organization's great customer service
- Noted that the team has been able get its financial obligations under control, and that it now has better options for the current situation
- Customer service is the number one priority
- Strategically, the WBENC team decided that it would meet WBEs where they are and create value for Corporate Partners based on new supply chain needs vs. standard WBENC offerings
- Have been more involved with the US Chamber of Commerce and the SBA to address the needs of WBEs around PPP and other types of disaster funding
- WBENC has offered twice monthly "listening" sessions that allow direct interaction on important issues and quick feedback and data collection so that the network can be responsive
- Zoom Rooms are occurring frequently to provide opportunities for Corporate and WBE:
 - Skill Development
 - Professional Diversity and Procurement Sharing to Advance the Profession
 - Leadership Stories of Success – example of the BMS-led Zoom Room
 - Partnerships between Corporations and WBEs to meet critical supply chain needs – used example of the GM and GDC Zoom Room

- WBENC Signature pitch competitions will yield over \$100,000 in funding to WBEs
- In the process of designing a pitch competition for millennials in partnership with The Coca-Cola Company
- WBENC is also working with industry-specific groups and has a model for a financial center of excellence
- Ms. Prince-Eason asked if anyone had any questions prior to moving to the Treasurer's Report - no questions were asked

TREASURER'S REPORT

THERESA HARRISON / PAMELA PRINCE-EASON

Full details can be found in the PowerPoint Slide deck.

- Ms. Pamela Prince-Eason opened stating that cash has been very important, and that due to the network's support, WBENC is in a very positive financial position
- Liquid assets amount to \$6,268,809, include \$1 million in investment accounts – could take up to 3 months to get cash out of those investment accounts, but is not of concern right now
 - Operating, excess cash, and investment accounts are very strong
- Restricted accounts are comprised of \$847,878 in educational scholarships and a permanently restricted amount of \$73,000 from WBENC's inception
- Total cash assets amount to \$7,190,070
- Another step in ensuring financial viability is in managing contracts that existed with significant contractual liabilities for previously planned in-person events
 - Summit & Salute penalty of \$130,000
 - Vast amount of S&S costs was already spent prior to event cancellation
 - Savings realized for food & beverage costs, shipping of items, and travel of suppliers and WBENC team
 - Speakers moved to March of 2021
 - Rebooked Opryland for 2023 – will only have one event in that year
 - First year that WBENC will hold 1 event will be 2022 - National Conference will be held in Atlanta that year
 - Tuck will be converted to the WeThrive program this year
 - The November Board & Committee meetings in Miami will be moved to 2021 and WBENC plans to conduct Unity Week with fully virtual programming this year with NGLCC
 - Ms. Theresa Harrison commented that Ms. Prince-Eason and the team did an outstanding job to ensure the best resolution to WBENC's contractual liabilities
 - Ms. Prince-Eason thanked Ms. Harrison and Ms. Kubicki-Hicks for their support
- Ms. Prince-Eason commented that WBENC is not hugely concerned about its current financial position
- A revenue budget of \$12,670,000 was approved by the board prior to the Covid-19 pandemic
- In March, the board discussed that the worst-case scenario would include a total revenue of \$5,906,700
- The current minimum revenue projection is \$6,684,000 and is the worst-case scenario
- Ms. Prince-Eason commented that the organization lost some members unexpectedly, but also gained new members that weren't anticipated
- Most sponsors for Summit & Salute allowed WBENC to keep sponsorship money
- Only \$600,000 in NCBF sponsorships are currently still agreed with sponsors to be kept by WBENC, but still in discussions

- The Tuck program is being repurposed to WeThrive
 - Many student program sponsorships are being allowed to be transferred over to the WeThrive program
- **Review of 2020 Expenses:** Ms. Prince-Eason commented that WBENC has done a tremendous job in keeping its expenses down
- Originally thought staff layoffs would be necessary, but the requirement of the PPP loan is to keep staff employed and WBENC is projecting to have a strong financial year
- RPO allocation is the same as originally projected at \$1,950,000
- Rent and utilities update: not possible to forgo the Washington, DC lease
- Travel budget lowered due to remote work of WBENC staff
- Expect PPP loan of \$485,000 to be 100% forgivable
- Total expenses for 2020 are down to \$7,024,000
- Ms. Prince-Eason asked if there were any questions about the expenses
 - Ms. Regina Heyward commented that her organization has experienced an increase in technology expenses due to employees working from home and asked if WBENC has seen the same increased expense
 - Ms. Prince-Eason responded that prior to the Covid-19 pandemic everyone on staff already worked at least one day per week from home, and that WBENC may have some expenses that aren't currently known, but in using resources like the Zoom platform, WBENC has been able to avoid large expenses for technology
- **Review of Financial Summary:** worst case scenario will be a net deficit of \$340,000 for the year but working diligently to bring the organization to break even
- Ms. Prince-Eason thanked Ms. Lauren Herman for her work in reconciling the 2020 financials and with our upcoming audit
 - Ms. Theresa Harrison also thanked Ms. Herman for her work and commented that Ms. Prince-Eason and the team have done a great job and emphasized that the transparency that has been shown is very important
- Ms. Prince-Eason asked if anyone had any questions
 - Ms. Lianne Lami asked if expenses incurred this year for events that got postponed have been accounted for with regards to profitability
 - Ms. Prince-Eason responded that those expenses have been accounted for in all financial reporting

WBENC PIVOT UPDATES

JILL SASSO AND OTHERS

Full details can be found in the June Board Book and in the PowerPoint Slide deck.

- Ms. Patricia Rodriguez-Christian provided an update on the WBENC Listens WBE Virtual Happy Hour calls
 - Calls scheduled on the 2nd and 4th Fridays of each month
 - 3 highlights:
 - Created a supportive and safe environment for WBEs to share their challenges
 - Identified financial resources for WBEs
 - Have been able to gage and assess the impact of the pandemic on WBEs
 - Provided a high level of engagement for WBEs with Corporate Members and WBENC staff
 - Have been key for WBE survival

- Ms. Theresa Harrison provided an update on the EY financial presentation given during a WBENC Listens WBE Virtual Happy Hour call
 - Provided WBEs insight and content on finding success in navigating through the pandemic
 - Education on understanding cash and liquidity
 - Emphasis on negotiating during a crisis
 - Developed a website as a resource for WBEs

- Ms. Regina Heyward provided an update on the WBENC Executive Education Program sponsored by Wells Fargo and the Wells Fargo Economist Presentations for WBEs
 - Focusing on the growth and scale of WBEs through its partnership with the Wells Fargo Foundation
 - Virtual offerings have opened additional opportunities for speakers and resources for WBEs
 - Ms. Jill Sasso commented that the feedback from the first session of the WBENC Executive Education Program sponsored by Wells Fargo has been outstanding and thanked Wells Fargo for their support

- Ms. Pat Birmingham provided an update on WBENC's technology pivot
 - WBENC took stock of all platforms being used prior to the pandemic
 - Invested in both Zoom Meeting and Zoom Webinar which provide the flexibility and functionality needed to remain nimble in providing virtual programming
 - Currently considering multiple virtual event technologies and talking to several WBEs who have solutions and recommendations for approaches WBENC can take

- Ms. Laura Taylor provided an update on Skill Zoom Rooms
 - Featured a Covid-19 Supplier List Zoom Room to help our network identify WBEs who shifted their businesses to meet Covid-19 supply needs
 - Have 842 WBEs on the Covid-19 supplier list with 55% of them shifting their businesses, cutting across 11 categories of supply and services, and 24% of the WBEs fully pivoting their businesses to support the pandemic recovery efforts
 - The supplier list has been shared with Regional and National Corporate Members as well as with hospitals by RPOs
 - The Design Thinking Zoom Room for Corporate Members helped to formulate suggestions for connecting WBEs to new sources of revenue and other best practices for navigating the pandemic

- Ms. Debra Jennings-Johnson provided an update on the Sharing Successful Practices Zoom Room and commented that WBENC was one of the first organizations to share supplier lists and best practices at the beginning of the pandemic
 - During the Zoom Room, Coca-Cola, Starbucks, UPS, and BP shared how they were engaging suppliers considering the pandemic and changing supply needs

- Ms. Farryn Melton provided an update on the Coffee with Corporates Zoom Room led by the BMS team
 - Discussed how BMS has worked through the pandemic as an essential business due to the nature of the products they provide, and considering that they had just completed a major acquisition
 - Emphasized the importance of finding suppliers of PPE and engaging small and diverse suppliers and best practices to help the suppliers to help their customers so everyone can survive and thrive
 - Emphasized the importance of supporting advocacy groups like WBENC

- Mr. Reggie Humphrey provided an update on the Corporate Success Story Zoom Room with GM
 - Discussed how GM was able to pivot to make face masks to support the Covid-19 pandemic recovery efforts with the help of WBE supplier, GDC
 - The supplier was able to pivot their manufacturing operations quickly and with tremendous scale
 - The result will be a long-term opportunity for the WBE to continue to make masks for GM

- Ms. Kimberly Marcus provided an update on the WBE Branding Zoom Room in partnership with AARP
 - The focus of the Zoom Room was “Marketing Your Business During a Crisis” and had a record number of 512 attendees
 - Led by WBE Sydni Craig-Hart, the Zoom Room offered insights for WBEs on online marketing and sales strategies

- Ms. Jill Sasso provided an update on the WBENC Women of Color Program
 - First session was conducted on Facebook Live and was led by Stacy Tisdale
 - Focus on the “new normal” for women entrepreneurs of color
 - Great feedback received
 - The second session was conducted by Melissa Dawn Simkins
 - Focus was on branding and networking
 - Continuing the Women of Color programming with sponsors, Coca-Cola, JP Morgan Chase, Walmart, and Southern California Edison
 - More programming will follow soon

- Mr. Michael Robinson provided an update on WeThrive
 - The Tuck WBENC Program Presented by IBM was the first WBENC education program
 - Covid-19 made the team think about what could be done differently to avoid travel
 - WeThrive will be a virtual program conducted weekly from 1-2 hours per session
 - Will focus on how WBEs can survive, grow, and thrive during the current challenging times, and after
 - Will start the week of July 13 and cover the following 5 disciplines:
 - Leadership & Communication
 - Financial Management
 - Business Strategy
 - Operations and HR
 - Marketing & Sales
 - Working with RPOs and looking for additional corporations to join as sponsors

- Ms. Pamela Prince-Eason provided an update on WeThrive funding and commented that WBENC has allocated money to fund WeThrive, but is also trying to fund the program through sponsorships as much as possible
 - The participant target is 200 WBEs who would spend about 3 hours per week (classroom and homework) for 9 weeks
 - Sponsorships are available and would cover \$2000 per student if funding 2-3 students, and also have sponsorship packages
 - Please contact Ms. Pamela Prince-Eason, Ms. Jill Sasso, or Ms. Mia Delano if interested in funding sponsors
 - Thank you to those who allowed SEP and Tuck sponsorships to be allocated to WeThrive
 -

- Mr. Eugene Campbell provided an update on WBENC Pitch Pivot
 - The final round of WBENC Pitch Pivot will take place on Thursday, June 25, 2020
 - Allstate is excited to be the sponsor of the event deciding which business demonstrated the most compelling “pivot” during the Covid-19 pandemic
 - The top 13 finalists will advance to the final round on June 25 and will be judged on a variety of topics
 - Up to \$10,000 in grant funding available for the winners of the competition

- Ms. Pamela Prince-Eason provided an update on additional activities coming up in the third quarter of the year:
 - WBENC has 2 other pitch competitions coming in Q3-Q4 2020, one will be sponsored by FedEx and the other will be sponsored by PepsiCo and is planned in partnership with NGLCC as part of Unity Week.
 - Between the 3 pitch opportunities including WBENC Pitch Pivot and the 2 upcoming competitions, WBEs will be awarded over \$100,000 for their pitches
 - Please contact Ms. Prince-Eason or Ms. Sasso if anyone would like to be involved in these opportunities
 - WBENC CRM’s will be leading industry-specific activities including MatchMaker, Meet & Greet, Blogs, and other opportunities to meet the needs of individual industries represented in the network
 - Corporate Member CPO’s will be invited to participate in a series of CPO conversations to understand how business has changed, and how we can best position ourselves to deliver value as an entire WBENC network

- Ms. Laura Taylor provided an update on the WBENC Financial Center of Excellence
 - The LIFT Program (Learn, Inter-connect, Fuel, Thrive) will launch this year to provide comprehensive financial support and resources along with integrated financial education and funding for WBEs
 - This program is planned to be sustainable for many years
 - There are opportunities for corporations to partner with WBENC where it best fits their needs
 - The Financial Services Advisory Board members are foundational supporters of this program
 - Targeting to get the first “Learn” sessions out by the end of July

NATIONAL CERTIFICATION COMMITTEE UPDATE

EUGENE CAMPBELL / LAURA TAYLOR

Full details can be found in the June Board Book

- Mr. Eugene Campbell began with the topic of temporary support required around virtual site visits. Most measures have been extended through September 30
 - RPOs are collecting data on virtual site visits that will be used as insight on whether or not any additional consideration on the process is necessary
- The National Certification Committee is very engaged on the topic of the future of Certification
 - More information and feedback to come in future board meetings
- Mr. Campbell welcomed the newest members of this committee: Mr. Frantz Tiffeau of Nationwide, and Ms. Cindy Towers a WBE and owner of JuriSolutions

WOMEN'S ENTERPRISE FORUM REPORT

PATRICIA RODRIGUEZ-CHRISTIAN

Full details can be found in the June Board Book

- Ms. Patricia Rodriguez-Christian commented that The Forum continues to perform against its goals:
 - Goal 1: Increase Forum Engagement
 - Goal 2: Build Personal and Professional Capacity through Education & Programming
 - Goal 3: Enhance Governance and Communications
- The Forum has 5 teams focused on delivering a slate of topics and subject matter for the remainder of the year
 - By the end of the year, The Forum's 5 teams will have delivered 20 webinars
- The Forum will be going out with a call for nominations for Forum leaders and will present to the Nominating Committee new WBEs to serve in a board seat with a 3-year term
- Ms. Rodriguez-Christian recognized a group of Forum Members led by Patti Massey who presented virtual content addressing the new normal in workplaces

LEADERSHIP COUNCIL REPORT

EMILIA DIMENCO

Full details can be found in the Board Book

- Ms. Emilia DiMenco provided an update on the RPO Leadership Council's 3 goals:
 - Growth
 - Communication has increased with WBENC, RPO's and WBEs
 - The number of events has increased by 66%
 - Certifications have increased as follows since the beginning of the calendar year: WBE by 3%, WOSB by 4%
 - Engagement
 - RPO leaders are considering how they can leverage resources and their expertise locally and nationally
 - Operational Efficiency
 - Working with the National Certification Committee and the WBENC Board to adjust how certification verification has been done in light of the pandemic
 - WOSB self-certification will go away effective October 15
 - 3 sub-committees and a task force have been formed within the Leadership Council to support the achievement of its 3 goals

Ms. Barbara Kubicki-Hicks thanked the meeting presenters and commented on how well the virtual programming has gone thus far.

Ms. Pamela Prince-Eason commented that she thought it was important for the group to hear from the multiple presenters today and that their viewpoints help WBENC to measure the value of the programming being offered to ensure that what our constituents want and need at this time is being delivered.

MEETING ADJOURNMENT

Following a motion by Ms. Barbara Kubicki-Hicks and a second by Mr. Reggie Humphrey, the meeting was adjourned.

Meeting ended at 6:19 ET.

Materials for December 3, 2020
WBENC Board of Directors Meeting

Nominating Governance Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 December 3, 2020

GOAL 1: Based upon the needs of WBENC and input from the Executive Committee, we will provide a slate of qualified Board of Director candidates to the Executive Committee and Board of Directors.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> Reviewed candidate submitted for open Johnson & Johnson board seat and approved/recommended candidate to Executive Committee and Board of Directors for election at 3/16/20 meeting. 	<ul style="list-style-type: none"> Committee met on 6/18/20 to consider 2 corporate board candidates for election. Updated on broader work in goal setting by all board committees in Q1-Q2 2020. Reviewed process of committee charter and roster documentation moving forward. 	<ul style="list-style-type: none"> Committee met on 11/19/20 to review corporate nominations for existing seats, corporate scorecards for expiring seats and Forum and Leadership Council nominations. Committee approved and put forward a slate of candidates for approval by the Executive Committee and board.

GOAL 2: We will review, validate and update (as required) documents supporting the nomination and governance processes, and collect required documents annually.

- | | |
|---------------------------------|-------------------------|
| a) By-laws | d) Committee Timeline |
| b) Committee Charters | e) Code of Ethics |
| c) New Board Member Application | f) Conflict of Interest |

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> Reviewed Committee Charter and made recommended changes to include new governance scope. Drafted initial edits to Committee Timeline to include Governance items. Updated By-laws per November 20, 2019 board meeting vote (<i>Posted on Board Extranet – 2019 Amended and Restated By-laws</i>). 	<ul style="list-style-type: none"> Onboarded new Nominating Governance Committee Vice Chair, Kimberly Marcus. 	<ul style="list-style-type: none"> Committee Chair, Clint Grimes and Jill Sasso met with Kimberly Marcus on 11/12/20 to review the Corporate Member Re-nomination Scorecard and process prior to the full committee meeting.

WBENC By-laws Reference: Article V, Section 5.2

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

- a) Corporate Scorecard
- b) Board Matrix

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none">• No updates in Q1 2020.	<ul style="list-style-type: none">• No updates in Q2 2020.	<ul style="list-style-type: none">• The committee will complete a review of the Corporate Scorecard to ensure the categories measured accurately reflect all corporate board members' contributions.

Nominating Governance Committee – Board Elections

Corporate Re-nominations for Existing Board Seats (15)

(Term Ending 2023)

AARP	Kimberly Marcus*
Accenture	Nedra Dickson
BP America, Inc.	VACANT (Debra Jennings-Johnson)
Capital One	Jim Gorzalski
Chevron Corporation	Stephanie Beveridge
ComcastNBC Universal	Ajamu Johnson
EY	Theresa Harrison
GM	Reggie Humphrey
Marriott	Casey Oakes
Procter & Gamble	Andy Butler
Shell	VACANT
The Coca-Cola Company	Quinton Martin*
Toyota	Deb Schroeder
United Airlines	VACANT (Sharon Grant)
Vistra Energy	Phil Seidler

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

Nominations for Existing Corporate Board Seats (2)

KPMG	Jennie Friedman	(term exp 2023)
Robert Half	Sharon Black	(term exp 2023)

Vacant Corporate Seats (8)

Avis
BP America
Macy's
Raytheon
Shell
The Coca-Cola Company
United Airlines
Verizon

Open Corporate Board Seats (1)

(Formerly) Owens & Minor

Forum Nominations (4)

Patti Massey, MYCA Group (re-nomination)	(term exp 2023)
Peggy DeFabbro, M. Davis	(term exp 2023)
Sharon Reynolds, DevMar Products	(term exp 2023)
Rashmi Chaturvedi, Kaygen	(term exp 2023)

Leadership Council Nominations (4)

Phala Mire, WBEC South (re-nomination)	(term exp 2023)
Sandra Eberhard, WPEO	(term exp 2023)
Gaby King Morse, CWE	(term exp 2023)
April Day, WBEA	(term exp 2023)



Jennie Friedman
Partner
KPMG

Jennie is an audit partner with 28 years of experience providing financial statement audit services to clients in the advertising, communications, consumer products, and publishing industries. Her experience includes working closely with large multinational and domestic corporations and working with, communicating to, and reporting to executive management and audit committees on current accounting, auditing and industry issues.

Jennie is also the Partner in Charge of Human Resources for the New York Metro Audit Practice, a member of KPMG's Women's Advisory Board and was a former co-leader of the New York Chapter of KPMG's Network of Women.

Jennie has served in various leadership roles including Board and Audit Committee Member, Orbis International; the KPMG Women's Advisory Board; Chapter Co-Chair, Women's Corporate Directors – NY; Former Board and Audit Committee Member, Queens College of the City University of New York, Student Services Organization; and Former Board and Executive Committee Member, Boys and Girls Club Stamford.

Jennie lives in White Plains, New York with her husband and three children.



Sharon Black
President of Enterprise Strategic Account Operations
Robert Half International, Inc.

Sharon currently serves in the role of President of Enterprise Strategic Account Operations for Robert Half International Inc., a NYSE listed professional service firm with global operations and revenues approaching \$6.5 billion annually.

In her role, Sharon directly oversees \$1.1 billion annual revenue operation with business clients in US and Canada including global contracts with select firms operating in the UK, Germany, France, and Belgium. She also has direct management for a senior leadership team consisting of six Executive Vice Presidents and indirectly manages 15 Senior Vice Presidents. Sharon has overall responsibility for a 100 plus member sales team, five geographically located customer service delivery centers, 400 plus direct employees, and more than 13,500 professional level temporaries and contractors on assignments. Additional responsibility for dedicated team that staffs all temporary internal positions within RH Corporate Service locations and Protiviti Operations including Managed Business Services, Manage Creative Services and Managed Technology Services.

Sharon is directly responsible for setting and executing the three year and annual business strategies including defining the tactical operational plans for growing revenues, profitability, and staffing metrics across a large and complex professional service organization. She also establishes and maintains close partnerships across an enterprise-wide matrix business organization including collaborating with the Executive Committee (consisting of CEO, CFO, COO, CAO, and five other Operational Presidents), and works closely with Senior Leadership within RH's Corporate Service Operations (HR, Marketing, IT, PR, Accounting, Finance, and Legal) all of RH's geographical operations (Geo based Operational Presidents) Staffing Lines of Business (Line of Business Executive Directors) and Protiviti Consulting (CEO and Managing Directors) to achieve annual operational targets.

Board Chair & President's Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
December 3, 2020

Activities since June 2020: *Additional information can be found in Individual Committee reports.*

Governance, Board Management and Strategic Focus:

Jill Sasso led preparation for the December 2020 Board Meeting. Pamela Prince-Eason reviewed all materials and updated the Executive Committee and Finance Committee in preparation for key votes to occur at the December Board Meeting.

Pamela Prince-Eason, Jill Sasso, Lauren Herman, Theresa Harrison, and Shelly Van Treeck have had significant focus during this period on:

- Finalization of 2019 Audit
- Completion and Filing of 2019 Form 990
- 2020 year-end Financial Forecast and 2021 Budget Proposal

WBENC and RPO Leaders continue to work with the US Small Business Administration to ensure required compliance reviews of WOSB files are completed.

Strategic discussions occurred with Justin Nelson (NGLCC) and NBIC organizations to plan and successfully execute Unity Week (covered in detail later in report).

Onboarding of new Senior Accountant, Kelly Klomparens reporting to Lauren Herman. Key roles and responsibilities have been redistributed and appropriate segregation of duties have been implemented.

Jill Sasso and Lauren Herman planned implementation of new expense reporting software (Certify) due to notification of sunset of current platform (Insperity ExpensAble) 12/31/20.

Operational Excellence:

Team WBENC has spent significant time continuing to pivot and deliver all 2020 programming virtually:

- Detailed planning and successful completion of first WeThrive Executive Development Program in partnership with IBM, July – September. 203 WBEs participated in a total of 29 courses and 4 peer group sessions delivered by 18 WBE and Corporate Member instructors
- Execution of exclusive Memorandum of Understanding (MOU) with EOS Worldwide for continued delivery of the Executive Education Program sponsored by Wells Fargo, including third 2020 cohort of 76 WBEs in partnership with Pamela Williamson & WBEC West
- Delivery of Virtual Business Lab “How Corporations are Responding to the Current Climate” in partnership with Delta, Accenture, and The Coca-Cola Company
- Development and execution of Coffee with Corporates session with The Coca-Cola Company and Costa Coffee
- Launch of Industry Spotlight Series and delivery of multiple industry-focused programs including Healthcare, Utilities, and Food Beverage & Agriculture, and detailed planning for “Energy Week” in December 2020
- Successful delivery of two pitch competitions: WeInnoPITCH sponsored by FedEx and Unity Week Pitch sponsored by PepsiCo.
- Planning and implementation of first NextGen Pitch Intensive program sponsored by The Coca-Cola Company and Q4 2020 NextGen Connect Series, sponsored by Walmart and Act-1 Group
- Continuation of Women Who Own It podcast launched in June 2020 with a total of 12 podcasts released thus far in 2020
- Planning and execution of Accelerated Leadership Development program alumni webinar sponsored by Robert Half
- Detailed planning and launch of Industry Match and Meets Matchmaker program and execution of Healthcare Industry Match & Meet session in October.
- Women of Color 2020 program continuation including a session in August with “Flygirl” Vernice Armour and a 3-part series in October featuring Renae Bluitt, creator and producer of the film, *She Did That*, sponsored by Walmart, JP Morgan Chase, The Coca-Cola Company and Southern California Edison
- Planning and launch of Women Owned in Retail Program sponsored by Target
- Creation of WBENC Pitch Academy and execution of two “Elevate Your Pitch” pitch coaching sessions hosted by Office Depot
- Planning and preparation for launch of WBENC LIFT Financial Center of Excellence including opening of first WBE grant program funded by Wells Fargo
- Planning and execution of WBENC Cummins Grant Program for Black Female Student Entrepreneurs

Jill Sasso, Pat Birmingham, and Amanda Zack led the WBENC team working in close partnership with Justin Nelson, Sabrina Kent and the NGLCC team to successfully plan and execute the first-ever NBIC Unity Week November 16-19, 2020.

- The event included all 10 NBIC organizations
- The six presenting sponsors were Accenture, Bristol Myers Squibb, EY, Dell Technologies, Southern California Edison, and UPS
- Final registration for the event was 2,039
- Significant planning for the event included production of sessions in partnership with Hargrove, Q&A Events and EdgeFactory and careful consideration for accessibility and inclusion of all participants (ASL, closed captions, use of pronouns for all presenters and participants, etc.)
- A total of 16 sessions were delivered to attendees during Unity Week including:
 - Unity Week Pitch Competition (Video Voting Round, Semi-Final and Final) featuring certified women businesses from the NBIC organizations as part of the 100th anniversary of women’s right to vote in the U.S., sponsored by PepsiCo.
 - Unity Week MatchMakers Program featuring certified NBIC businesses in Diversity, Equity, and Inclusion over two days with 123 meetings across 50 buyers and 80 suppliers, sponsored by Toyota.
 - Corporate Leadership Panel as part of the event kickoff session featuring Michael Robinson of IBM, Shelly Van Treeck of Kellogg, and Michael Byron of Walmart
 - Automotive Industry Spotlight session hosted by Honda, Ford and FCA to share current trends driving the industry with diverse business owners
 - Addressing Today's Health, Economic, and Social Environment Challenges hosted by the WBENC Regional Partner Network
 - Marketing Your Diverse-Owned Business sponsored by Nissan
 - Women Who Own It Podcast – Special Edition – Women Investing in Women featuring Janice Bryant Howroyd and Dr. Tran Tu Huynh sponsored by Lowe’s and Wells Fargo
 - Keynote from finance icon Suze Orman sponsored by Accenture
 - Black Entrepreneurial Experience in America Panel and Communities of Color & Allies Networking & Conversation sponsored by AT&T
 - A Conversation with Bill Gunn, CPO of Johnson & Johnson
 - A CPO Forum hosted by USPAACC
 - The NBIC Best of the Best Awards sponsored by Bank of America

Pamela Prince-Eason continues to serve on the National Women’s Business Council (NWBC) and is currently Co-chair of the Access to Capital Sub-committee. This sub-committee is actively seeking input across the United States from WBEs as well as leaders of Women’s Organizations.

Meetings & Events across the WBENC Network and with Partner Organizations from June 23, 2020 – December 2, 2020

- **WPEO-DC** – Barbara Kubicki-Hicks attended and Cheri Simmons participated
- **WBEC Pacific** – Laura Taylor and Andrew Gaeckle attended
- **WBEC-ORV** – Pamela Prince-Eason and Laura Taylor attended
- **WBDC Midwest** – Laura Taylor attended
- **GWBC** – Laura Taylor attended
- **GLWBC** – Cheri Simmons, Lindsey All, Jill Sasso & Laura Taylor attended
- **WBEC-East** – Laura Taylor attended
- **WBEC South** – Lindsey All attended
- **CWE** – Laura Taylor and Jessica Yamas attended
- **National Business Inclusion Consortium** – Jill Sasso attended to represent Pamela Prince-Eason
- **American Express Summit for Success** - Jill Sasso participated
- **WBC Digital Summit** – Pamela Prince Eason, Pat Birmingham and Jill Sasso attended
- **WeConnect Webinar** – Laura Taylor participated
- **AARP Virtual Roundtable** – Mia Delano and Jill Sasso participated
- **IWEC Foundation Bootcamp** – Cheri Simmons participated
- **SCE Supplier Diversity Summit** – Jill Sasso attended
- **Johnson & Johnson** – Pat Birmingham, Laura Taylor and Jill Sasso discussed Women Mentoring Women Program collaboration

Finance Committee Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
December 3, 2020

GOAL: Oversee and provide guidance regarding WBENC financial matters. This includes accounting, bookkeeping, financial reporting, tax filings, banking and investing activities, and related policies and procedures as well as identifying and proposing new revenue streams for the organization.

- a) Oversee the monthly and annual financial reporting process.
- b) Increase the awareness of the Board of Directors regarding WBENC’s financial position.
- c) Identify means of fund diversification and additional sustainable revenue streams for WBENC efforts.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<i>**Note: All updates were shared real time during the March 16, 2020 Board meeting.</i>	<i>**Note: Updated 2020 financial information was presented during the March 2020 board meeting. Since March, WBENC has fully pivoted to continue to deliver programming and we are still committed to breakeven. A real-time update will be shared at the 6/22/20 board meeting.</i>	<i>**Note: A real-time update on 2020 financials and the proposed 2021 budget will be shared at the 12/3/20 board meeting.</i>

Audit Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 December 3, 2020

GOAL 1: Review matters associated with WBENC’s internal financial controls including risk management, the financial activities of WBENC and its Chief Financial Officer and provide oversight and updates to the Board of Directors for the annual financial audit.

- a) Assess and ensure WBENC has the appropriate level of internal controls.
- b) Oversee completion of the 2019 audit.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<i>**Note: All updates were shared in the March 16, 2020 Board meeting.</i>	<i>**Note: The 2019 audit is set to begin week of 7/6/20.</i>	<i>**Note: The 2019 audit is almost complete. An update will be shared at the 12/3/20 board meeting.</i>

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

- a) Increase the number of certified WBE firms by 8% (this is a carryover from 2019 as the LC focuses on 2021 goals, however due to COVID-19 this is expected to be a stretch in 2020).
- b) Track and report regional corporate membership.
- c) Work with WBENC to ensure compliance with and delivery of WOSB certification 2020 rule changes.
- d) To document the formal RPO MOUs with government and quasi-government agencies that recognize/accept WBENC Certification.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • See Leadership Council Dashboard below for Certification (WBE and WOSB) and Regional Corporate Member information. • MOU’s for Regional Partner Organization were documented as part of the January 2020 Compliance Request. 	<ul style="list-style-type: none"> • Leadership Council Dashboard contained Certification (WBE and WOSB) and Regional Corporate Member information • Reviewed implications of upcoming WOSB rule change and impacts on certification processing • Received regular WIPP updates • Met with former WBENC Board Chair, Bill Alcorn, to learn about the AIDC WBE Hall of Fame 	<ul style="list-style-type: none"> • See Leadership Council Dashboard for Certification (WBE and WOSB) and Regional Corporate Member information

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

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

- a) To provide and document matchmaking and procurement opportunities for WBEs and purchasing representatives; and provide education and training for WBE growth in the current environment.
- b) Strategic Growth - To work with WBENC to identify new industry segments for WBE recruitment.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • See Leadership Council Dashboard below for RPO event information. • RPO Signature and Anniversary Events are available and posted to the WBENC site. • Strategic Growth - RPO’s provided input on their regional Women of Color (WoC) outreach. Regional WoC strategy will be discussed at the March Leadership Council meeting. • Strategic Growth – In 2020, the Leadership council will work with WBENC to coordinate participation at Major Industry Tradeshows (Co-Op Booths), as well as each other to promote cross registration/support of RPO events. 	<ul style="list-style-type: none"> • Leadership Council Dashboard contained RPO event information • All in-person RPO events were cancelled due to COVID-19 restrictions, RPOs have pivoted to virtual events including educational programs, networking, and matchmaking • The 14 Regional Partner Organizations hosted two webinars <ul style="list-style-type: none"> ○ Additional Coronavirus Financial Relief Resources led by Michelle Richards, Executive Director GLWBC, on May 7, 2020 ○ Clear and Concise Guidelines for PPP Loan Forgiveness led by Lotika Pai, Managing Director of Access to Capital at the Women’s Business Development Center Midwest on June 30, 2020 	<ul style="list-style-type: none"> • See Leadership Council Dashboard for RPO event information • Several RPOs held events in the last six months of 2020, converting in person conferences and awards events to virtual • In support of the goal to identify new industry segments for WBE recruitment, WBENC developed a growth and retention dashboard with general, industry, and demographic data over the last few years on new certifications, recertifications, expirations, the Strategic Growth Committee took the action for follow up on how this data can help to inform growth strategies • WBEC-South was awarded an MBDA grant to provide Women of Color programming and will work in partnership with WBENC, the RPOs and WIPP to make opportunities available for Women of Color • Unity Week WBENC Network Session on November 16, 2020 entitled Addressing Today’s Health, Economic, and Social Environment Challenges with the WBENC Regional Partner Network

GOAL 3: OPERATIONAL EXCELLENCE - To collaborate with WBENC in evaluating and proposing changes to the RPO Service Agreement and Allocations Methodology (for implementation in 2021).

- a) Define 2021 Goals and Key Performance Indicators.
- b) Develop a Plan in FY 2020 to improve Operational Efficiency, including plans to address cycle time and customer.
- c) Continue to develop and implement standardized programming across the network as defined in CORE elements.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • The Leadership Council held a session in February 2020 to: <ul style="list-style-type: none"> ○ Develop Proposed 2021 Goals and Key Performance Indicators. Next steps include assignment of proposed targets. ○ Propose changes to the Allocation Methodology. Next steps include RPO impact analysis and review with Pam Eason. • Operational Excellence – The Leadership Development sub-committee conducted a survey to solicit development interests of RPO leaders and presented findings at the November LC meeting. Topics of interest - Leadership (Transformational and Situational), Emotional Intelligence, Strategic Planning, Grant Development, and Integrated Collaboration. The LC will develop a plan to build this content into their 2020 agenda. • The audit of scanned historical documents is complete. RPO’s have been given approval to destroy paper documents as they have met the requirements. 	<ul style="list-style-type: none"> • The Leadership Council met in late March to assess immediate impacts of COVID-19 on WBEs and consider temporary accommodations in support of new certifications and recertifications <ul style="list-style-type: none"> ○ Approved implementation of a grace period which started in early April lasting until August. During the 90-days following expiration, WBEs would appear active and visible to WBENC corporations • The Leadership Council provided input on COVID-19 Temporary Exceptions to the WBENC Certification process 	<ul style="list-style-type: none"> • Due to the pandemic and cancellation of NCBF, the RPO Allocation was modified to focus on productivity measures since we were unable to track event-based activity and there was no host council in 2020 • A modified allocation methodology was also presented and agreed to for 2021, it is focused on certification productivity and assumes no host council

Women’s Enterprise Forum Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
December 3, 2020

GOAL 1: Increase Forum Engagement.

- a) Renew Forum Team structures and focus.
- b) Create more opportunities for Forum members to with other Forum members.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • Implemented New Team structure (Domestic, Global, Marketing, Government, and Engagement). Each team has adopted a focus and will contribute to Forum Signature Events during the year. Forum Signature Events are done in coordination with WBENC and give an opportunity for Forum members to contribute to national and other events during the year. Examples include the Postcard campaign at NCBF, Forum dinners, and Industry Roundtables. • Implemented regular Team calls which facilitates sharing knowledge and expertise around specific topics related to their Team Focus. • The Forum organized a Pre-Summit and Salute Forum Dinner in Nashville (and will do so again in November). 	<ul style="list-style-type: none"> • All Forum Webinar April 30 featuring COVID-19 support, legal, and training resources • The Forum’s successful team strategy session in November 2019, built on Forum Vision 2020 strategy and employed Design Thinking which enabled a shift to a Forum-centric model by enhancing Forum Team structure • Utilized Team Calls and Team Topics to share and trade knowledge, teams and quarterly topics included: <ul style="list-style-type: none"> ○ Domestic Team – Mindful Leadership ○ Engagement Team – Mental Health Interactive Session, 6 Secrets to Improving Employee Engagement ○ Global Team – Leveraging WEConnect for Growth ○ Government Team – Overview of SBA’s National Ombudsman and the Office of Advocacy, and the GAS Marketing Team – Financial Strategies for Your Business, Getting Through the Clutter: Storytelling as a Marketing Tool during COVID-19 	<ul style="list-style-type: none"> • All Forum Webinar November 13 featuring Forum Team Year in Review, Unity Week overview, thank you to outgoing leadership and a welcome to incoming appointees and leadership • Utilized Team Calls and Team Topics to share and trade knowledge, teams and quarterly topics included: <ul style="list-style-type: none"> ○ Domestic Team – Help! I’m Drowning! Throw Me a Lifeline! and What are You Worth? ○ Engagement Team – Power Partnerships-the joint Venture Hustle ○ Global Team – Joint Venture, Channel Partnerships & Global Partnerships Ups & Downs! and Culture: Working & Hiring Globally ○ Government Team – WIPP Presentation, and Meet the Expert: Government Contracting through the Eyes of a Procurement Professional (scheduled for December 15) ○ Marketing Team – Data All Ways, How to Define and Build Your Personal Brand

GOAL 2: Build Personal and Professional Capacity through Education & Programming.

- a) Special Events or opportunities through *Forum First*.
- b) Engage experts to support and enrich team topics.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • Mass Mutual is presenting at March Forum session on “The Importance of Knowing What Your Business is Worth.” Followed by a demonstration of tool for assessing the value of a business. • Corporate members and other subject matter experts are being engaged to speak on the team calls to share expertise. For example, Michael Robinson is speaking on the topic of global readiness during the Global Team call in Q1 and the Government team’s call will include a speaker from WIPP. • Pre-Summit and Salute Forum webinar with WBENC staff held in January to make Forum members aware of Summit and Salute programming and opportunities. • Forum Leaders asked to provide nominations for “Hes4Shes”. • Forum Members provided “Forum First” opportunities from corporate members such as CapitalOne, Bank of America eCornell Course, etc. 	<ul style="list-style-type: none"> • Implemented biweekly WBENCListens calls with the Women of Distinction and the WBENC Network to open the lines of communication • WBENC Forum invited to apply to WeTHRIVE with priority consideration, 20 Forum members participated in the program • WBENC Forum was given advanced notice of webinars, including <ul style="list-style-type: none"> ○ EY Presents Paycheck Protection Program Flexibility Act of 2020: what you need to know ○ A Case Study in Innovation: How General Motors and WBE Supplier GDC Inc. Filled a Critical Medical Need. ○ An Economic Outlook from Wells Fargo” 	<ul style="list-style-type: none"> • Between June and December, the Forum utilized Team Calls and Team Topics to engage experts from several corporate members and WBENC partners <ul style="list-style-type: none"> ○ WeConnect ○ IBM ○ Corteva ○ Apple ○ Toyota ○ WBEC South ○ SBA ○ WIPP • WBENC Forum was given advanced notice of webinars, including <ul style="list-style-type: none"> ○ EY Presents, “Getting to a Win-Win: Effective Negotiations in Stressful Times” (July 9)

GOAL 3: Enhance Governance and Communications.

- a) Provide Input to the WBENC President & CEO and Board Committees.
- b) Onboarding process for all newly appointed positions.
- c) Increase Visibility of the Forum within WBENC Network.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • Annual Forum Survey Aug/Sept with follow-up input solicited in-person in November. • WBENC Staff Liaison and Forum Leader Liaison attend Team Calls where they can answer questions and provide information. • Marketing Team will be providing feedback/input on items related to raising awareness of the Forum. 	<ul style="list-style-type: none"> • Created a Recovery and Resilience team which surveyed the Forum on issues impacting WBEs related to COVID-19 Pandemic, whose input informed and influenced WBENC programming such as WeTHRIVE. 	<ul style="list-style-type: none"> • Welcomed forty-three (43) new RPO Forum appointees in November. • In accordance with term limits on Forum Leadership positions, the WBENC Forum successfully transitioned Forum Leadership Team through a self-nomination and scorecard process (Welcomed Patti Massey as the incoming Forum Chair). <ul style="list-style-type: none"> ○ Recognized Patricia Rodriguez Christian and thanked for her many contributions to the Forum, most recent as the 2018-2020 Forum Chair.

Corporate Membership & Retention Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
December 3, 2020

GOAL 1: Value Proposition & Retention: Increase Retention of Existing Members and Maintain 300+ Members Overall (2019 retention was 97.4%, the highest we have ever seen; 330 Members total in 2019) 2020 Membership Goals - \$4.4M, 330 Members. Continue to remain relevant in the benefits offered to National Members, and work with Programs team to achieve.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • \$4,001,966 2020 Renewals invoiced, 93% Retention. • \$4,222,091 Total 2020 Membership invoiced = 94% of Goal attained. • Working with Ambassadors to leverage renewals. • Ongoing relationship management/engagement by BD team/CRMs to better understand their needs. • Create offerings from a solutions-based perspective for National Members, and work with Programs & Marketing to create, to expand ROI for Members. At Summit & Salute we are offering the following for this group: <ul style="list-style-type: none"> ○ CPO Summit – presented by EY and for C-suite engagement only. ○ Supplier Diversity Leadership Lab – with topics and interactive content around the following: <i>A Balancing Act: Leveraging Diversity to Impact Profitability; A Changing Landscape: Millennial Influence on Diversity; Core Essentials: Increasing Your Diversity Spend; and, Leadership in Action.</i> ○ WEInnoPitch – our pitch competition for WBEs with a focus on innovation, which doubles as a WBE Showcase for our corporate members. 	<ul style="list-style-type: none"> • \$4,145,366.73 2020 Renewals invoiced, 96% Retention • \$4,371,616.73 Total 2020 Membership invoiced = 97% of \$4.5M Goal attained • 299 Members Total <i>*We dropped below 300 for the first time since August 2016</i> • Began delivering resources to meet the COVID-19 needs of our Membership in March 2020, ongoing • Began delivering programming to meet the COVID-19 needs of our Membership in April 2020, ongoing • Corporate Membership & Retention Committee 2021 Retention Plan is underway 	<ul style="list-style-type: none"> • \$4,155,816.73 2020 Renewals confirmed/invoiced, we achieved a 97% (96.6%) Retention Rate in 2020! • \$4,500,983.73 Total 2019 Membership confirmed/invoiced, 100.02% of \$4.5M Goal Achieved! <ul style="list-style-type: none"> ○ <i>We met our 2020 Membership Goals even with the pandemic; feedback from Members is that our Pivot was the strongest on the national level!</i> • 346 Current WBENC National members – an increase of 10 from this time last year • 2021 Renewal Notices were sent by each WBENC CRM to their accounts on November 1, 2020. Retention Goal is 95% due to COVID-19, with hopes of remaining at 97%. • CRMs are working with each of their accounts on their respective 2021 Goals, with the objective of aligning WBENC funding opportunities with each Member’s programmatic growth, and as solutions to any of their current challenges. • Corporate Membership & Retention Committee to continue its work towards WBENC Membership Growth, Retention and Value Proposition • 2021 Renewals, thus far - \$1,497.400

WBENC By-laws Reference: Article V, Section 5.2

GOAL 2: Strategic Increase of Membership: Acquire New & Rejoining Members that align with current programs and service offerings from an industry-based perspective (2017 37 New, 6 Rejoin; 2018 20 New, 7 Rejoin; 2019 30 New, 2 Rejoin).

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • 15 New Members. • 2 Rejoining Member. • Ongoing assignment of WBENC CRMs with every Member, broken out by Industry, to also identify companies with SD programs within their assigned industries. • Working with Ambassadors to engage New/Rejoined Members. 	<ul style="list-style-type: none"> • 20 New Members (\$198,750). • 3 Rejoining Members (\$27,500). 	<ul style="list-style-type: none"> • WBENC saw an increase in New Corporate Members in Q3 & Q4 due to numerous companies implementing new Supplier Diversity programs in response to the civil unrest across our country. • 46 New Members – the best year we have had since our inception! • Each WBENC CRM tracks their ongoing Prospecting efforts throughout the year, and these lists remain strong. Letter to 2021 Prospects went out from each CRM November 19, 2020 and will include our annual Corporate Member Report. • The WBENC Pivot made it possible for us to deliver on nearly all benefits of Corporate Membership in 2020, as well as create new and enhanced benefits with the introduction of the Industry Spotlight Series and the WBENC Financial Center of Excellence. We will continue to operate strongly in both the virtual space and in person once it is safe and will deliver on all benefits in 2021. • 2021 New Members, thus far - 8

GOAL 3: Fund Diversification & Development: Increase Engagement of Members through all WBENC Sponsorships, with a focus on funds from departments outside of supplier diversity (2020 S&S Goal \$1.350M, 2020 NCBF Goal \$2.7M).

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • 2020 Summit & Salute Sponsorships \$1,103,000, 93% of Goal. • 2020 National Conference & Business Fair \$1,597,600, 71% of Goal. • CRMs working to identify interest in all WBENC programs as we are seeing shift from event funding to program funding with our Corporate Members. 	<ul style="list-style-type: none"> • 2020 Summit & Salute Sponsorships \$1,224,000. • 2020 National Conference & Business Fair \$1,865,100. • Mia and Pam are working every day to reallocate 2020 sponsorship funding. • 2020 New Funding: <ul style="list-style-type: none"> ○ \$50,000 – Allstate, WBENCPitch PIVOT ○ \$15,000 – Humana, WeThrive 	<ul style="list-style-type: none"> • 2020 Summit & Salute, WBENC was able to retain the majority of committed corporate sponsorship funding for this event due to payments already being made. • 2020 National Conference & Business Fair, WBENC was able to retain & reallocate the majority of committed corporate sponsorship funding for this event thru virtual program delivery, and of the creation and implementation of the following <i>Pivot to Permanent</i> programs: <ul style="list-style-type: none"> ○ WeThrive ○ WBENC Financial Center of Excellence ○ Industry Spotlight Series • 2021 Sponsorship efforts are under way working with both in-person and virtual plans.

Marketing & Programs Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 December 3, 2020

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

- a) Streamline decision making and strategic choices into one committee with an eye towards our brand, our content and our image.
- b) Create a strong, engaged, accountable committee of corporates, RPOs and WBEs that operates via a sub-committee structure.
- c) Renew our action plan/goals to drive accountability and tracking of successes/failures.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • Held initial joint committee meeting – November 2019. • Worked with Committee Chair to create Strategic Plan for 2020. 	<ul style="list-style-type: none"> • Introduced Andy Butler as new merged committee chair. <ul style="list-style-type: none"> ○ Reviewed committee strategic plan. • Shared updated committee goals. • Established “rules of the road” – expectations for participation. • Established new sub-committee leads and team members . • Committee discussed and reviewed how COVID-19 has impacted the WBENC marketing and programs strategy and execution. 	<ul style="list-style-type: none"> • Committees are fully merged and functioning as one with a refreshed roster and three defined subcommittees: <ul style="list-style-type: none"> ○ C-Suite Engagement ○ Brand Toolkit ○ Opportunity Evaluation

WBENC By-laws Reference: Article V, Section 5.2

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

- a) Build robust connections with C-Suite level executives (CEO, CMO, others), ERGs, and public/external relations.
- b) Guide the development and utilization of a toolkit with a clear call to action to increase two-way engagement with measurable results to influence these executives/groups.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • Researching in order to identify and invite board members to serve on committee to help achieve objectives. • Created meeting agenda for Summit & Salute to review 2020 Strategic Plan with full committee. 	<ul style="list-style-type: none"> • See Goal 1 – June 2020 Agenda 	<ul style="list-style-type: none"> • C-Suite subcommittee has worked on getting input from engaged executives as to “Why WBENC” • Created a list of themes to prepare for a joint meeting with the Brand Toolkit subcommittee to begin planning what collateral is needed • Created a list of target executives to present to the Executive Committee for input • Brand Toolkit committee has two main areas of focus: corporate and WBE – each will have a workstream and output. The corporate workstream will support the C-Suite engagements and the WBE will create a “welcome kit” for new WBEs as the first project

GOAL 3: Create a synchronized, World Class Programs Strategy.

- a. Continuously evaluate holistic programs approach and implementation at national events and executive education opportunities ensuring common branding, consistency of approach, and digital connection hub of opportunities.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • In progress. 	<ul style="list-style-type: none"> • See Goal 1 – June 2020 Agenda 	<ul style="list-style-type: none"> • The Opportunity Evaluation subcommittee did a deep dive into all existing WBENC programming to understand the current landscape and offerings • Working on a strategy to provide valuable input, create appropriate criteria to evaluate across programming, and identify gaps

Global Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 December 3, 2020

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

- a) Provide educational workshops for WBEs.
 - i. The Global Committee intended to support UPS as needed for NCBF lab
 - ii. The Global Forum Team actively shares experiences and best practices on their quarterly team calls and will continue to share updates at the 2020 Global Committee meetings
- b) Update the Global International Guide (aka “the cookbook”) – guidebook for WBE’s considering doing business globally.
- c) WBE’s to provide content to WBENC Marketing on Global initiatives for three guest blog posts related to experiences in going global
- d) Define need for a mentoring program with input from the two RPO leaders on this committee on which RPO's have a larger demand for global assistance and to identify potential needs at local level.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • Educational Workshops - Women in Exporting was presented as a Business Lab at NCBF 2019. The business lab was sponsored and executed by UPS. At the November Global Committee meeting, the UPS team debriefed the lab and collected feedback from the committee. In its planning for NCBF, UPS and WBENC are engaging the Global Forum Team for additional input on topics of importance. • Blog - Cathy Koch, Founder, CEO and President of K-Tec Systems authored a Guest Post in Q4 2019. Members of the Global Committee from the Global Forum team will publish a Guest Blog Post in 2020 related to experiences in going global – “the good and not so good” – and lessons learned. • The 2019 Pulse Survey results were reviewed by the Global Committee at the November 2019 meeting. There is interest in a broader survey of needs that addresses where the need is the greatest. The two RPO leaders on this committee 	<ul style="list-style-type: none"> • Sharon Evans, CEO CFJ Manufacturing volunteered to update the Global International Reference Guide (aka “the cookbook”) 	<ul style="list-style-type: none"> • Updated the Global International Reference Guide (aka “the cookbook”), this is a guidebook for WBE’s considering doing business globally, thank you to Sharon Evans, CEO CFJ Manufacturing, for taking the lead • Four (4) WBENC Guest Blog posts related to experiences in going global are scoped and planned for October 2020 – June 2021 <ul style="list-style-type: none"> ○ Claudie Mizra, Akorbi (https://www.wbenc.org/blog-posts/2020/10/22/guest-post-going-global-with-claudia-mirza-ceo-of-akorbi) ○ Hannah Kain, Alom ○ Kelly Kolar, Kolar Design ○ Betty Manetta, Argent Associates • Global Forum Team led two Team Topic sessions, engaging Global Committee other WBENC Corporate members <ul style="list-style-type: none"> ○ Topics included: Joint Venture, Channel Partnerships & Global Partnerships Ups &

<p>will give input to help determine which RPO's have a larger demand for global assistance and identify potential needs at local level.</p> <ul style="list-style-type: none"> The Global Forum Team actively shares experiences and best practices on their quarterly team calls. The Global Forum team will continue share an update on their activities and topics of interest at the 2020 Global Committee meetings. 		<p>Downs! and Culture: Working & Hiring Globally</p> <ul style="list-style-type: none"> Global Committee Chair, Michael Robinson, was a panelist for the “Joint Venture, Channel Partnerships & Global Partnerships – Ups & Downs!” session
--	--	--

GOAL 2: Continue to obtain feedback from WBENC Corporate Members regarding their evolving individual purchasing requirements outside of the U.S. This will include areas such as geographic preference, commodities/services to be procured, how they define a successful supplier, etc.

- a) Committee leadership with assistance from WEConnect will advise on how best to obtain international sourcing requirements from corporate members.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> At the November meeting, the Global Committee brainstormed ideas for surveying member corporations for input on global opportunities. Committee leadership with assistance from WEConnect, will advise on how best to obtain international sourcing requirements from corporate member. The survey lead will present a proposal and question set for review by the committee in March. 	<ul style="list-style-type: none"> Regional Partner Organization survey conducted by Nancy Allen (WBEC-Florida) and Janice Greene (WBEC-Pacific) 	<ul style="list-style-type: none"> Results of the RPO survey will be shared at the December Global Committee meeting and these results to inform 2021 programming

GOAL 3: Continue to communicate with and educate WBEs and Corporations on the opportunities available through the strategic alliance between WBENC Global Services Committee and WEConnect International.

- a) Partnering with WEConnect for WEConnect to provide strategic needs of WEConnect WBEs globally to assist WBENC WBEs in forming partnerships and joint ventures.
- b) Increase networking opportunities with WEConnect.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • At the November 2019 meeting, the committee brainstormed ideas for WEConnect collaboration. <ul style="list-style-type: none"> ○ Partnering with WEConnect for WEConnect to provide strategic needs of WEConnect WBEs globally to assist WBENC WBEs in forming partnerships and joint venture. Follow up work planned at March meeting. ○ To increase networking with WEConnect, the committee discussed a possible joint reception at NCBF on the pre-day of conference. This is under consideration as the NCBF schedule is being developed. • The Global Committee continues to promote awareness that WEConnect is included as our Global Certification Partner on the WBENC website and that there is a link to the WEConnect website. https://www.wbenc.org/global-certification-partners. 	<ul style="list-style-type: none"> • The Global Forum Team led one Team Topic session, engaging Global Committee other WBENC Corporate members <ul style="list-style-type: none"> ○ Leveraging WEConnect for Growth, Vice President Member Development WeConnect International, Michael Tobolski, was a presenter for the “Leveraging WeConnect for Growth” session 	<ul style="list-style-type: none"> • Supported WeConnect/Wells Fargo event, “Supporting International Growth for U.S. Based Women-owned Businesses”

National Certification Committee Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
December 3, 2020

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

- a) Investigate other certifications/designations for WBENC.
- b) Maintain and evolve the WBENC Certification Standards.
- c) Continue to improve and streamline the certification process.
- d) Assess technology platform options for Certification and Sourcing.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • Focus on the “Future of Certification” is on the NCC agenda for March. A sub-committee will be formed with specific deliverables regarding this goal with the intent to present findings and recommendations for potential changes and/or new certifications in 2020. • Virtual Site Visit criteria was presented to and approved by the NCC at the November meeting. A briefing document and the criteria were provided to the Extended Executive Committee for comment and input. • Following research and advice from Counsel, Certification of Cannabis businesses was reviewed at the November NCC and referred to the CEO and WBENC Board Chair to solicit input from corporate members. • Site Visit Forms based on number of years certified will be reviewed for input with the Leadership Council at their March 2020 meeting. • WBENC is conducting preliminary discussions on possible opportunities for use of platforms that would provide increased access to sourcing opportunities for WBEs. 	<ul style="list-style-type: none"> • The COVID-19 pandemic postponed the committee’s plans to assess the Future of Certification topic to Q3/Q4. • Due to COVID-19 Pandemic, NCC Leadership and WBENC addressed the need for temporary measures in support of WBEs with input from the Leadership Council implemented: <ul style="list-style-type: none"> ○ Suspension of Sworn Affidavit ○ Suspension of Bank Card Signature ○ Virtual Certification Committee meetings ○ Implementation of Virtual Site Visit review and other accommodations related to COVID-19 sheltering in place ○ Expedited material change request process • WBENC and the RPOs are tracking Virtual Site Visits against criteria The assessment of certification technology platforms solutions provided 	<ul style="list-style-type: none"> • In Q3, the NCC was asked to provide input on several alternative certification ideas, as well as assess pros and cons for each. The NCC provided a healthy amount of input regarding suggestions for alternative types of certification and other actions to grow the pipeline of WBEs and support WBEs looking to grow and remain WBENC certified. The input was consolidated, and three topics emerged from the committee’s responses. <ul style="list-style-type: none"> ○ Investigate the opportunity to certify woman-owned venture capital firms ○ Evaluate and make recommendations on a women-led/controlled certification ○ Evaluate and make recommendations on alternative for certification of microbusinesses • At the November NCC meeting, the three most common ideas above were discussed amongst committee members. Eugene

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

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> WBENC was invited by NaVoba to participate in supplier demos of technology platforms which provide certification solutions. WBENC will use this opportunity to assess and benchmark solutions against our current platform and bring findings and recommendations back to the NCC in May 2020. 	<p>helpful benchmark data points. Ten suppliers provided demonstrations. The platforms were assessed on their certification application tool, sourcing tool, and other product offerings. Scoring was comprised of the items above as well as pricing, services, and bidder profile. The top three choices resulting from the joint NaVOBA evaluation process were Adapt One, B2GNow (WBENC's current provider), and Quantum. WBENC will use the assessment to inform next steps in 2021.</p>	<p>Campbell, as the lead of this effort, laid out next steps.</p> <ul style="list-style-type: none"> Research woman-owned venture capital firm opportunity Form a sub-committee to evaluate implications and benefits of a women-led/controlled certification Identify benefits to corporations associated with a registration or modified certification of microbusinesses Complete an assessment of the current WBENC certification standards in 2021

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

- Ensure WBENC is prepared to support the SBA Women Owned Small Business (WOSB) Federal Contracting Program Rule Change (RIN 3245 AG75)
- Pursue opportunities to position & maintain WBENC as the leading third-party certifiers as WOSB firms
- Address and advise on issues relating to doing business with the federal government in support of WBE and WOSB growth

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> WBENC submitted its Third-Party Certifier application in January and it was approved by the SBA. <ul style="list-style-type: none"> The SBA will go live in July with the existing four Third Party Certifiers but is pursuing the additional of other State Agencies to perform WOSB and EDWOSB certification EDWOSB is not a requirement for Third Party Certifiers (it isn't today and will not be when the new rule goes into effect) The SBA is transitioning WOSB to a three-year certification effective with the new rule change Following as assessment of the Government Sub-committee and how best to meet the needs of WOSB's 	<ul style="list-style-type: none"> Government Advisory Group postponed due to COVID-19 priorities New SBA WOSB certification is three (3) years WBENC and TPCs may continue offering a 1-year certification Confirmed that the WOSB's official approval comes in the form of a letter from the SBA once the SBA validates the WBENC WOSB Certificate. This process could take up to ninety (90) days but the SBA expects it to occur within thirty (30) days. 	<ul style="list-style-type: none"> Previously, SBA compliance reviews were conducted every several years. With the implementation of the rule change, the SBA is implementing new reporting requirements and more comprehensive compliance review procedures. The SBA provided further details regarding its compliance reviews to the Third-Party Certifiers (TPCs) in September. Starting in November, approximately ten days after submission by the TPC of the monthly reporting (SBA calls this the "Data Call"), the SBA will request a random review of 5% of the WOSB certification files approved by the

2020 Progress to Goal

March 2020	June 2020	December 2020
<p>and WBE's in the government space, we will form a Government Advisory Group of experts in our network. The group of advisors will be appointed by leadership and include a cross section of WBE, RPO, Corporate, and WIPP representation. The group's charter will be delivered in June 2020.</p> <ul style="list-style-type: none"> WIPP provided an update on its programming at the November Leadership Council meeting and will continue to partner with WBENC and the RPO's in 2020. 	<ul style="list-style-type: none"> The one-year WBENC WOSB certification meets the attestation requirement. Annually, the WOSB must upload an attestation to the SBA site and using the WBENC certificate. 	<p>TPC (this is about 25 files per month). The TPC will have three business days to respond. WBENC explained that as the largest certifier of WOSB, a three-day response on 5% of monthly certifications is disproportionately challenging for WBENC versus the other TPCs. The SBA said it would work with WBENC on the three-day requirement and make exceptions as needed.</p>

GOAL 3: National Certification Files - Continue to review National Certification applications and appeals on a timely basis.

March 2020	June 2020	December 2020
<ul style="list-style-type: none"> Overall, in 2019 the committee completed the review of 2 new certifications and 88 recertifications. The National Certification Appeals committee completed 6 appeals. 	<ul style="list-style-type: none"> Year to Date April the committee completed the review of New Certifications 0 Recertifications 4 <ul style="list-style-type: none"> Appeals 1 	<ul style="list-style-type: none"> Year to Date September the committee completed the review of New Certifications 2 Recertifications 44 <ul style="list-style-type: none"> Appeals 4

GOAL 4: Deliver Certification and WBENCLink Training on a monthly basis.

- a) Deliver Certification Training for RPO Certification Committee Members and RPO Certification Team members and deliver WBENCLink2.0 Training to WBEs and all Corporate Members.

2020 Progress to Goal		
March 2020	June 2020	December 2020
<ul style="list-style-type: none"> • October 2019- January 2020 delivered monthly WBENCLink 2.0 training for WBE’s (41) and Corporate Members (17). • October 2019- January 2020 delivered monthly Certification Committee training to 52 committee members. • Overall, 2019 delivered monthly WBENCLink 2.0 training for WBE’s (110) and Corporate Members (44 plus group sessions for L’Oréal and Jet Blue). • Overall, 2019 delivered monthly Certification Committee training to 186 committee members. 	<p>January – May 2020</p> <ul style="list-style-type: none"> • WBENCLink2.0 – WBEs 71 • WBENCLink 2.0 - Corporate Members 36 • Certification Training 80 	<p>January – September 2020</p> <ul style="list-style-type: none"> • WBENCLink2.0 – WBEs 179 • WBENCLink 2.0 - Corporate Members 46 • Certification Training 98

Executive Committee

Board Chair

Barbara Kubicki-Hicks
Senior Vice President
Procurement Services Executive
Bank of America
barbara.kubicki@bofa.com

1st Vice Chair

VACANT

2nd Vice Chair

Michael Robinson
Program Director, Global Supplier Diversity
IBM
mkrobins@us.ibm.com

Secretary

Farryn Melton
Senior Vice President & Chief Procurement Officer
Bristol-Myers Squibb
farryn.melton@bms.com

Immediate Past Chair

Theresa Harrison
Director, Diversity and Inclusiveness Procurement
EY
Theresa.Harrison@ey.com

Treasurer

Theresa Harrison
Director, Diversity and Inclusiveness Procurement
EY
Theresa.Harrison@ey.com

Leadership Council Chair

Emilia DiMenco
President & CEO
Women’s Business Development Center-Midwest
edimenco@wbdc.org

Women’s Enterprise Forum Chair

Patricia Rodriguez-Christian
President & CEO
CRC Group, Inc.
patricia@crcgroupinc.com

Certification Committee Chair

Kathleen Trimble
Vice President, Supplier Diversity
Robert Half
kathleen.trimble@roberthalf.com

Marketing & Programs Committee Chair

Andrew Butler
Associate Director, NA Transportation Purchases
Procter & Gamble
butler.am.2@pg.com

Corporate Membership and Retention Chair

Casey Oakes
Director, Supplier Diversity
Marriott International
casey.oakes@marriott.com

Nominating Governance Committee Chair

Clint Grimes
Executive Director, Global Sourcing & Supplier
Diversity
AT&T
clint.grimes@warnermediagroup.com

President & CEO *ex-officio*

Pamela Prince-Eason
President & CEO
WBENC
peason@wbenc.org

Counsel to the Board *ex-officio*

Jorge Romero
Partner
K&L Gates, LLP
Jorge.romero@klgates.com

Extended Executive Committee

Audit Committee Chair

Michele Van Treeck
Vice President & Global Chief Procurement Officer
Kellogg Company
Michele.Vantreeck@kellogg.com

Global Services & Programs Committee

Michael Robinson
Program Director, Global Supplier Diversity
IBM
mkrobins@us.ibm.com

Leadership Council

Vice Chair
Phala Mire
President
Women's Business Enterprise Council South
pkmire@wbecsouth.org

Women's Enterprise Forum

1st Vice Chair
Patricia Massey
MYCA Group
pmassey@mycagroup.com

Center for Women & Enterprise (CWE)

Gabrielle King Morse
President & CEO
GKMorse@cweonline.org
44 School Street, 2nd Floor
Boston, MA, 02108
tel: (617) 532-0248
fax: (617) 536-7373
<http://www.cweonline.org>
Territory: N. Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

Great Lakes Women's Business Council (GLWBC)

Michelle Richards
Executive Director
mrichards@greatlakeswbc.org
33109 Schoolcraft Rd.
Livonia, MI 48150
tel: (734) 677-1400
fax: (734) 677-1465
<http://www.greatlakeswbc.org>
Territory: Indiana, Michigan

Greater Women's Business Council (GWBC)

Roz Lewis
President & CEO
rlewis@gwbc.org
P.O. Box 78798
Atlanta, GA, 30357
tel: (404) 846-3314 x1
fax: (404) 745-0151
<http://www.gwbc.org>
Territory: Georgia, North Carolina, South Carolina

Women's Business Council-Southwest (WBCS)

Debbie Hurst
President
dhurst@wbcsouthwest.org
5605 N. MacArthur Blvd., Suite 220
Irving, TX 75038
tel: (817) 299-0566
fax: (817) 299-0949
<http://www.wbcsouthwest.org>
Territory: North Texas, New Mexico, Oklahoma, Arkansas

Women's Business Development Center-Midwest (WBDC)

Emilia DiMenco
President & CEO
edimenco@wbdc.org
8 South Michigan Ave.
4th floor, Suite 400
Chicago, IL, 60603
tel: (312) 853-3477
fax: (312) 853-0145
<http://www.wbdc.org>
Territory: Illinois, Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Wisconsin

Women's Business Enterprise Alliance (WBEA)

April Day
President
aday@wbea-texas.org
9800 Northwest Freeway, Suite 120
Houston, TX, 77092
tel: (713) 681-9232
fax: (713) 681-9242
<http://www.wbea-texas.org>
Territory: South Texas

Women's Business Enterprise Center East (WBEC East)

Elizabeth Walsh
ewalsh@wbeceast.com
1315 Walnut Street, Suite 1116
Philadelphia, PA, 19107-4711
tel: (877) 790-9232
fax: (215) 790-9231
<http://www.wbeceast.com>
Territory: Delaware, Pennsylvania, South New Jersey

Women's Business Development Council Florida (WBEC Florida)

Nancy Allen
President & CEO
nancyallen@wbeflorida.org
13155 SW 134 Street, Suite 205
Miami, FL 33186
tel: (305) 971-9446
fax: (305) 971-7061
<http://www.wbeflorida.org>
Territory: Florida, with the exception of the Panhandle, Puerto Rico, US Virgin Islands

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

Sheila Mixon
Executive Director
smixon@wbec-orv.org
3458 Reading Road
Cincinnati, OH 45229
tel: (513) 487-6537
fax: (513) 559-5447
<http://www.wbec-orv.org>
Territory: Kentucky, Ohio, West Virginia

Women's Business Enterprise Council Pacific (WBEC Pacific)

Janice Greene, Ph.D.
President/CEO
janice@wbec-pacific.org
3616 Colby Ave., Suite 251
Everett, WA 98201
tel: (425) 315-5999
<http://www.wbec-pacific.org>
Territory: Alaska, Northern California, Idaho, Montana, Oregon, Washington

Women's Business Enterprise Council South (WBEC South)

Phala Mire
President & CEO
pkmire@wbecsouth.org
401 St. Joseph St., 2A
New Orleans, LA 70130
tel: (504) 830-0149
fax: (504) 830-3895
<http://www.wbecsouth.org>
Territory: Alabama, Florida Panhandle, Louisiana, Mississippi, Tennessee

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

Pamela S. Williamson, Ph.D.
President & CEO
pamela@wbec-west.org
1220 S. Alma School Rd., #101
Mesa, AZ, 85210
tel: (480) 969-9232
fax: (480) 969-2717
<http://www.wbec-west.com>
Territory: Arizona, Southern California, Colorado, Hawaii, Nevada, Utah, Wyoming and Guam

Women Presidents' Educational Organization-DC (WPEO-DC)

Sandra Eberhard

Interim President & CEO

sandra@womenpresidentsorg.com

1120 Connecticut Ave. NW, Suite 1000

Washington, DC, 20036-3951

tel: (202) 595-2637

fax: (202) 872-5505

<http://www.wpeo.us>

Territory: District of Columbia, Maryland, Virginia

Women Presidents' Educational Organization-NY (WPEO-NY)

Sandra Eberhard

Interim President & CEO

sandra@womenpresidentsorg.com

155 E. 55th. Street, Suite 4H

New York, NY, 10022

tel: (212) 688-4114

fax: (212) 688-4766

<http://www.wpeo.us>

Territory: South Connecticut, North New Jersey, New York State

1120 Connecticut Ave NW, Suite 1000
Washington, DC 20036

Pamela Prince-Eason
President and CEO
peason@wbenc.org

Lindsey All
Director, Marketing,
Programs & Business Development
lall@wbenc.org
(202) 872-5516

Audrey Awasom
Project Manager, Programs
aawasom@wbenc.org
(202) 315-1586

Pat Birmingham
Vice President, WBENC
Marketing and Technology
pbirmingham@wbenc.org
(202) 315-1482

Ann Bowman
Executive Associate
abowman@wbenc.org
(202) 872-5515

Jessica Carlson
Director, Marketing &
Communications
jcarlson@wbenc.org
(202) 315-1478

Mia Delano
Executive Lead, Business
Development & Engagement
mdelano@wbenc.org
(202) 315-1501

Andrew Gaeckle
Director, Strategic Planning
agaeckle@wbenc.org
(202) 315-1497

Lauren Herman
Assistant Controller
lherman@wbenc.org
(202) 315-1490

Kelly Hinman
Senior Manager, Certification
khinman@wbenc.org
(202) 315-1588

Kelly Klomparens
Senior Accountant
kklomparens@wbenc.org
(202) 315-1525

Jill Sasso
Vice President, WBENC
HR, Governance & Programs
jsasso@wbenc.org
(202) 315-1493

Nettie Schmidt
Manager, Marketing &
Communications
nschmidt@wbenc.org
(202) 315-1485

Jillian Schneeberger
Senior Director, Marketing, Programs
& Business Development
jschneeberger@wbenc.org
(202) 315-1483

Cheri Simmons
Director, Programs
csimmons@wbenc.org
(202) 315-1598

Laura Swenson
Director, Events
lswenson@wbenc.org
(202) 872-5519

Laura Taylor
Vice President, WBENC
Partner Network Planning &
Operations
ltaylor@wbenc.org
(202) 315-1585

Avery Trump
Senior Project Manager, Events
atrump@wbenc.org
(202) 315-1498

LaKesha White
Director, Certification
lwhite@wbenc.org
(202) 315-1499

Jessica Yamas
Senior Manager, Strategic Programs
jyamas@wbenc.org
(202) 315-1520

Amanda Zack
Director, Operations
azack@wbenc.org
(202) 315-1476