

WBENC BOARD MEETING

November 2018



Join Forces. Succeed Together.

NOMINATING COMMITTEE REPORT

WBENC November Board Meeting

November 14, 2018



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CORPORATE RENOMINATIONS

EXISTING CORPORATE BOARD SEATS

<u>Corporate Seat</u>	<u>Director</u>	<u>Nominating Committee Recommendation</u>
Allstate	Eugene Campbell	Renewal
Dell	Piyush Bhargava	Renewal
FedEx	Sue Spence	Renewal
IBM	Michael Robinson	Renewal
JPM Chase	Bill Kapfer	Renewal
Macy's	John Munson	Renewal
Nationwide	VACANT	Renewal
Nokia	VACANT	Reassignment
Office Depot	Carrie Jacobson	Renewal
PepsiCo	Mary McEvoy	Renewal
Pfizer	Mike Hoffman	Renewal
Raytheon	Carol Wooden	Renewal
Home Depot	Sylvester Johnson	Renewal
Verizon	Anuradha Hebbar	Renewal
Walmart	Michael Byron	Renewal

CORPORATE BOARD SEATS

OTHER CORPORATE BOARD SEAT ITEMS

<u>Corporate Seat</u>	<u>Director</u>	<u>Nominating Committee Recommendation</u>
AT&T	Clint Grimes	<i>Transition from Time Warner Seat to AT&T seat</i>
Nationwide	VACANT	<i>Awaiting replacement candidate for Pamela Pesta</i>
Walt Disney Co.	Approved 11/2017	<i>Moving forward with seating Rick Wertsching</i>
Adient	VACANT	<i>Recommendation to Reassign seat to Toyota</i>
Nokia	VACANT	<i>Recommendation to Reassign seat</i>
Motorola	VACANT	<i>Recommendation to Reassign seat to Owens & Minor</i>
Pitney Bowes	VACANT	<i>Recommendation to Reassign seat to Google</i>
Time Warner	VACANT	<i>Recommendation to reassign seat to Comcast NBCUniversal</i>

CORPORATE BOARD SEAT CANDIDATES



Ajamu Johnson
Vice President, Procurement
Comcast NBCUniversal

- Leads an enterprise-wide team responsible for all supplier inclusion activities at one of the world's leading providers of media and entertainment.
- His group is responsible for establishing corporate policy, strategy, and objectives that ensure maximum utilization of qualified diverse businesses in the contracting process.
- Additionally, he leads negotiations with Comcast's value-added reseller partners.
- Previously with Urban Affairs Coalition and was instrumental in assisting a number of organizations in fulfilling economic development plans for commercial real estate projects.

CORPORATE BOARD SEAT CANDIDATES



Deb Schroeder
Vice President – Purchasing, Direct Parts
Toyota Motor North America, Inc

- Responsible for the procurement of parts and components utilized in North American vehicles.
- Prior to her current position, she was General Manager in Strategic Planning, supporting regional strategy for Toyota North America related to Sales, Manufacturing and R&D.
- Also spent time at Toyota's truck manufacturing plant in San Antonio, TX where she was responsible for oversight of various areas in plant manufacturing, including the plastics shop, on-site supplier support, and coordination of outsourced parts.
- Began her career at TMMK, the Kentucky manufacturing facility, in 1992. Since that time, she has also held various management positions within Purchasing.

CORPORATE BOARD SEAT CANDIDATES



Dannellia Green
Director of Economic Inclusion & Social
Responsibility
Owens & Minor

- Demonstrated success in varied professional capacities including general management, engineering, marketing, and economic inclusion.
- Dr. Danni's expertise lies in her transformative abilities for driving the strategic planning and execution processes while leveraging her core competencies as a means to deliver positive impact across diverse disciplines and industries.
- Prior to joining the healthcare industry, spent 20+ years in microelectronics' leading high-tech companies holding positions of increasing scope and responsibilities. These companies included Dell Computers, Freescale Semiconductor and Texas Instruments.
- Summa cum laude graduate with a B.S. in Physics from North Carolina A&T State University; a S.M. in Electronic Materials from the Massachusetts Institute of Technology; and a Ph.D. in Electronic Materials from North Carolina State University.

FORUM BOARD SEATS

2018 FORUM NOMINATIONS

2018 Expiring Forum Seats

Highroad Press	Hallie Satz
Consumer & Market Insights	Royalyn Reid
JURISolutions	Cindy Towers

Additional Forum Seats

Vacant Seat	<i>Formerly held by Cheryl Snead - Term ends 2019*</i>
New Seat	<i>Created by additional new corporate board seats</i>

2018 Forum Nominations

Ampcus	Anjali (Ann) Ramakumaran	Term ending 2021
Imagen	Joan LaGrasse	Term ending 2021
See Her Work	Jane Henry	Term ending 2021
Magnum Group	Vivian Isaak	Term ending 2021
ALOM	Hannah Kain	Term ending 2019*

2018 LEADERSHIP COUNCIL NOMINATIONS

2018 Expiring Leadership Council Seats

WBDC-Midwest	Emilia DiMenco
WBCS	Debbie Hurst
CWE	Susan Rittscher

2018 Leadership Council Nominations

WBDC-Midwest	Emilia DiMenco (<i>Re-nomination – Leadership Council Chair</i>)
WBEC-PA,DE,sNJ	Elizabeth Walsh
WBEC-Pacific	Janice Greene

BOARD OFFICER NOMINATIONS

2018 WBENC BOARD OFFICER NOMINATIONS

Board Chair

Barbara Kubicki-Hicks

1st Vice Chair

Debra Jennings-Johnson

2nd Vice Chair

Michael Robinson

Secretary

Farryn Melton

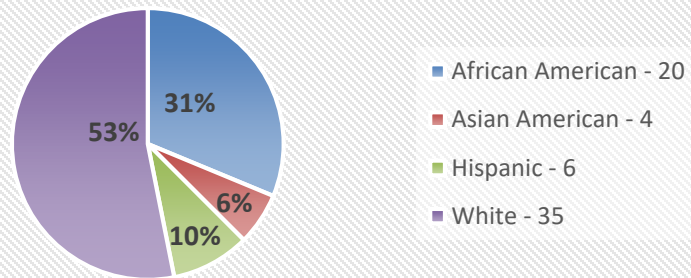
Treasurer

Theresa Harrison

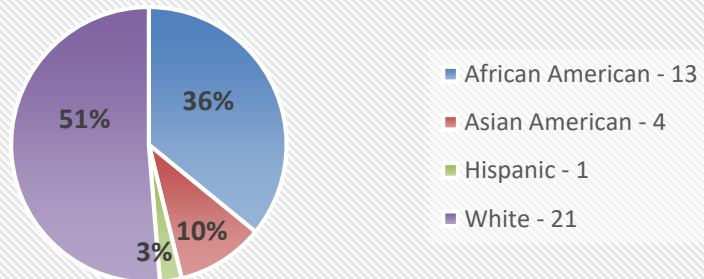
PROPOSED BOARD DEMOGRAPHICS

ETHNICITY

WBENC Board Ethnicity - Full Board



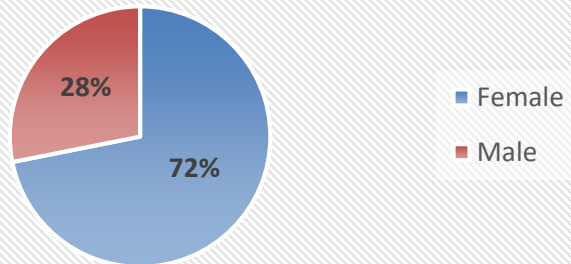
WBENC Board Ethnicity - Corporate Seats Only



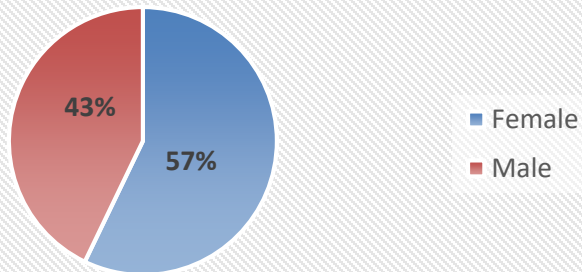
PROPOSED BOARD DEMOGRAPHICS

GENDER

WBENC Board Gender - Full Board



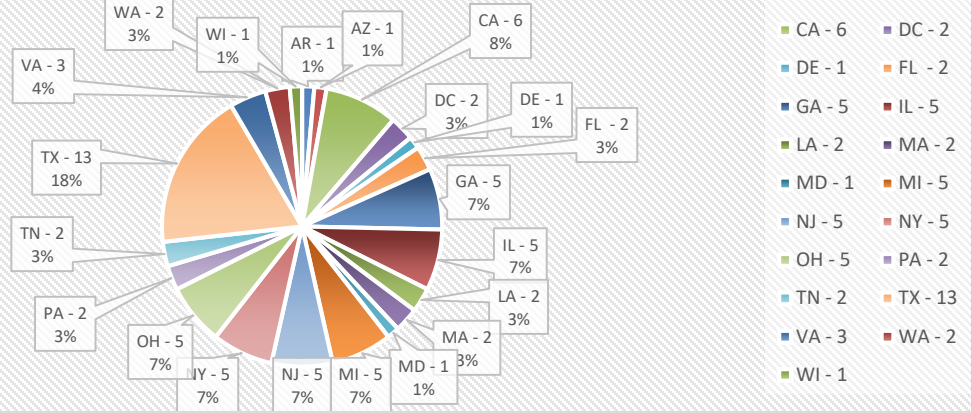
WBENC Board Gender- Corporate Seats Only



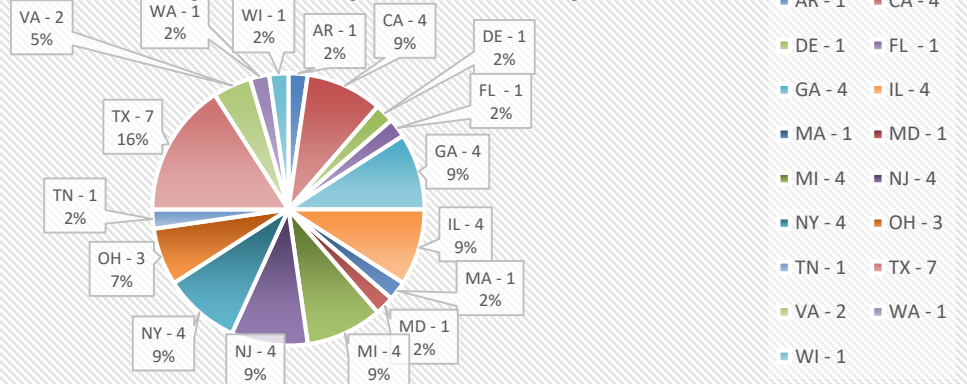
PROPOSED BOARD DEMOGRAPHICS

GEOGRAPHY

WBENC Board by State - Full Board



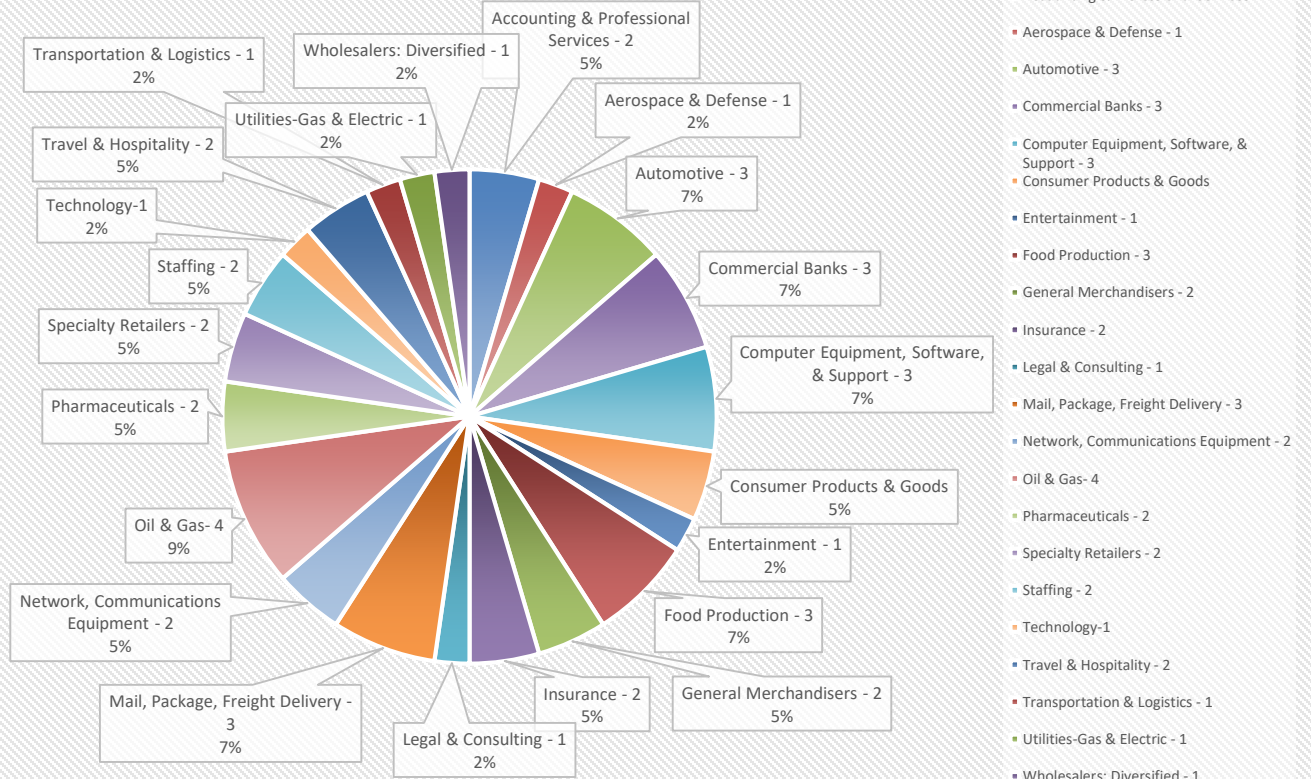
WBENC Board by State - Corporate Seats Only



PROPOSED BOARD DEMOGRAPHICS

INDUSTRY

WBENC Board by Industry - Corporate Seats Only



THANK YOU

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PRESIDENTS REPORT

November Board Meeting

November 14, 2018

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JOIN FORCES SUCCEED TOGETHER COLLABORATION AWARD

TREASURER'S REPORT

Nancy Creuziger

November 14, 2018

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PRESENTATION TOPICS

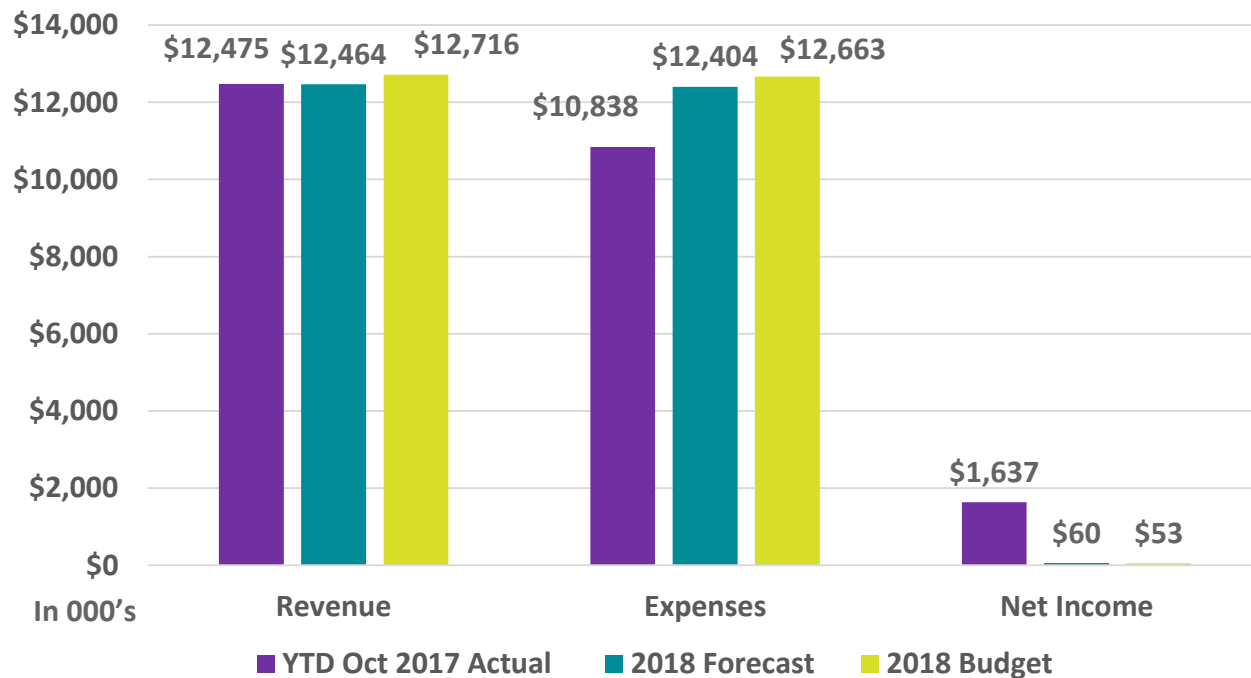
- YTD October 2018 Financial Results
- 2017 Audit & 2017 Form 990
- Review the 2019 Recommended Budget

YTD OCTOBER 2018 FINANCIAL RESULTS

As of October 31, 2018:

- Revenue: WBENC has reached \$12.5mm, achieving 2018 forecast
- Expenses: \$10.8mm, which is 87% of the forecast amount of \$12.4mm
- Change in Net Assets (Net Income): \$1.6mm (This will be greatly reduced by the end of the year; WBENC forecasted a slightly higher net income than budgeted.)

YTD 2018 OCTOBER FINANCIAL RESULTS



YTD OCTOBER 2018 FINANCIAL RESULTS

Balance Sheet as of October 31, 2018

- Cash - \$4.2mm (\$4.3mm at 10/31/2017)
- Accounts Receivable, net - \$684k (\$338k at 10/31/2017)
- Net Liquid Current Assets - \$4.6mm at 10/31/18 versus \$4.4mm at 10/31/17 (Cash + Accounts Receivable – Accounts Payable and Accrued Expenses)
- Net Working Capital - \$4.1mm at 10/31/2018 versus \$3.9mm at 10/31/2017 (Current Assets – Current Liabilities)

2017 AUDIT & 2017 FORM 990

2017 Audit

- Received an Unmodified (Clean) Opinion
- Netted \$73k to UNA

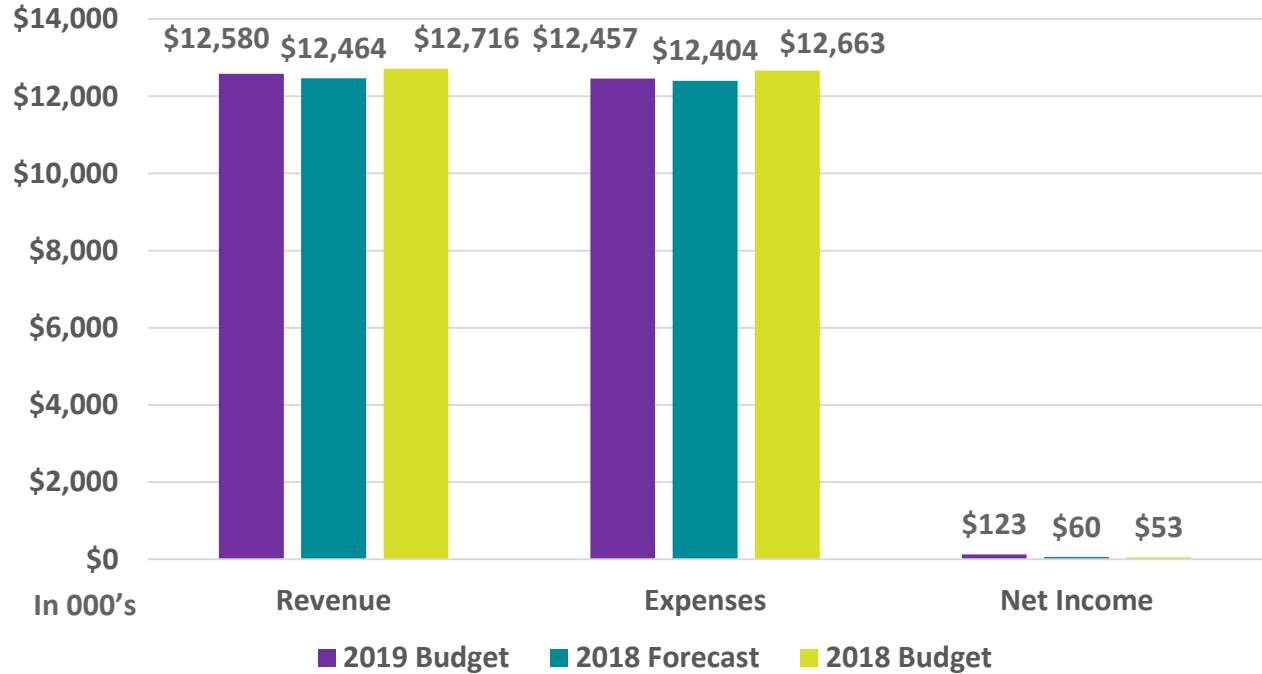
2017 Form 990

- No Changes
- Governance
 - Audit Committee & WBENC Staff met with the audit partner. This satisfies the IRS requirement for board review.
- Best Practices
 - Whistleblower, Conflict of Interest, and Retention & Destruction Policies are in place though not required by the IRS.

EXECUTIVE SUMMARY 2019 RECOMMENDED BUDGET

- Revenue: \$12,580,000
 - 1% increase over 2018 Forecast of \$12,464,000
- Expenses: \$12,457,000
 - 0.5% increase over 2018 Forecast of \$12,404,000
- Net Income: \$123,000
 - 2018 Forecast Net Income is \$60,000

2019 RECOMMENDED BUDGET



2019 RECOMMENDED BUDGET: REVENUE BY CATEGORY

Revenue	2019 Budget	2018 Forecast	2018 Budget
Membership	\$4,452,000	\$4,323,000	\$4,500,000
Sponsorship	\$5,095,000	\$4,953,000	\$5,147,000
Contributions	\$60,000	\$81,000	\$60,000
Registration Fees	\$1,968,000	\$2,108,000	\$2,044,000
Exhibit Fees	\$810,000	\$806,000	\$730,000
Other Revenues	\$195,000	\$193,000	\$235,000
Total Revenue	\$12,580,000	\$12,464,000	\$12,716,000

2019 RECOMMENDED BUDGET: MEMBERSHIP CALCULATION

Membership Revenue Brackets	Annual Dues	Number of Members	2019 Full Year Dues
\$70B +	\$31,000	34	\$1,054,000
\$35B - \$69.9B	\$26,000	28	\$728,000
\$25B - \$34.9B	\$21,000	14	\$294,000
\$13B - \$24.9B	\$16,000	45	\$720,000
\$6B - \$12.9B	\$10,500	61	\$640,500
\$1B - \$5.9B	\$8,500	70	\$595,000
< \$1B	\$6,500	35	\$227,500
Government / Non-profit	\$2,500	<u>25</u>	\$62,500
		312	\$4,321,500
	3% Growth, Net		<u>\$130,500</u>
	Total Membership		\$4,452,000

2019 RECOMMENDED BUDGET: SPONSORSHIP BREAKDOWN

Sponsorships	2019 Budget	2018 Forecast	2018 Budget
Summit + Salute	\$1,370,000	\$1,266,000	\$1,250,000
NCBF	\$2,850,000	\$2,965,000	\$2,805,000
In-Kind Media	\$185,000	\$0	\$400,000
Tuck Program	\$150,000	\$150,000	\$172,000
Student Program	\$180,000	\$187,000	\$160,000
Energy Program	\$120,000	\$117,000	\$105,000
Other Programs	\$240,000	\$268,000	\$255,000
Total Sponsorships	\$5,095,000	\$4,953,000	\$5,147,000

2019 RECOMMENDED BUDGET: TOP 8 EXPENSE CATEGORIES

Event Category	2019 Budget	2018 Forecast	2018 Budget
Events	\$5,230,000	\$5,181,000	\$5,473,000
Salaries, Bene + PT	\$3,785,000	\$3,733,000	\$3,617,000
RPO Allocation	\$1,950,000	\$1,914,000	\$1,914,000
Professional Fees	\$517,000	\$503,000	\$644,000
Rent + Utilities	\$350,000	\$315,000	\$315,000
Travel	\$225,000	\$303,000	\$268,000
Credit Card Fees	\$125,000	\$140,000	\$140,000
Depreciation	\$80,000	\$95,000	\$85,000
Other Expenses	\$195,000	\$220,000	\$207,000
Total	\$12,457,000	\$12,404,000	\$12,663,000

RESOLUTION TO APPROVE 2019 RECOMMENDED BUDGET

“As Treasurer and Chair of the Finance Committee, on behalf of the entire Committee, I move for a Vote to Approve the Recommended 2019 Budget.”

- Nancy Creuziger

QUESTIONS?

Thank You

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AMBASSADORS IN ACTION

Debra Jennings-Johnson

2018 Program Highlights

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AMBASSADOR PROGRAM

2018 AMBASSADOR PROGRAM HIGHLIGHTS

2018 Industry Focus Series : WBENC Industry Advisory Board Chairs Shared Insights into WBE Sourcing and Capacity Building in Their Industries

Utilities Advisory Board



Tarrance Frierson
Principal Manager
Customer Service &
Operational Services,
Supplier Diversity and
Development

**Southern California
Edison**

Oil & Gas Advisory Board



Ray Dempsey
Chief Diversity
Officer

BP America, Inc.

Pharma/Healthcare Advisory Board



Rondou Vincent
Director, Supplier
Diversity

Bristol-Myers Squibb

Automotive Advisory Board



Reginald
Humphrey
Senior Manager,
Supplier Diversity
Global Purchasing &
Supply Chain

General Motors

Financial Services Advisory Board



Barbara
Kubicki-Hicks
Senior Vice
President,
Procurement
Services Executive

Bank of America

AMBASSADOR PROGRAM

AMBASSADOR MISSION: EDUCATE, FACILITATE, MOTIVATE, ACHIEVE, CHAMPION

Membership Updates

MEMBERSHIP UPDATE

REJOINING PROSPECTIVE MEMBERS

- Ann, Inc.
- Airbus
- Arris
- Best Buy
- Ciena
- CSK
- Deloitte
- Florida Blue
- General Electric
- Henkel Corporation
- Hewlett-Packard Enterprises
- *2018 Non-renewal, Member since 2009
- *2018 Non-renewal, Member since 2003

- HP Inc.
- Leo Burnett USA
- Mars USA
- MolsonCoors (was a members as MillerCoors)
- Randstad
- Rockwell Automation
- *2018 Non-renewal, Member since 2009
- RR Donnelley
- Sprint
- WEC Energy Group (formerly Wisconsin Energy Corporation)
- Willis Towers Watson

These companies have been WBENC Members in the past, but are no longer with us for various reasons. They are now part of our prospects.

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Marketing & Communications Updates

MEMBERSHIP UPDATE

MARKETING & COMMUNICATIONS UPDATE

Women Owned

- Relaunched WomenOwned.org website: includes growing directory of B2C Women Owned businesses, recipes/round-ups, and Women Who Own it blog.
- Wrapped up Women's History Month - Support Women Owned campaign
- Launched new Women Owned Wednesday email newsletter.

Other Highlights

- Recent coverage in Forbes - "Women Entrepreneurs: Get Certified as a Women Owned Business" (3,188 views, 311 shares on FB)
- Google AdWords campaign - Leveraging non-profit grant for paid search campaign targeting keywords around certification. In 8 months, we have garnered more than 2048 impressions and 128 clicks.

WBENC.org: Women Owned Business Certification Through WBENC
WBENC is a 501(c)(3) non-profit organization. We are not affiliated with any government agency. We are not a government contractor. We are not a government contractor. We are not a government contractor. We are not a government contractor.



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Certification Updates

CERTIFICATION UPDATE

WBENCLINK2.0 TRAININGS

- WBENCLink2.0 Specific Trainings for WBEs and Corporate Members
- Space is limited. RSVP required
- Scheduled through July 24

Upcoming Events & Conferences

Event	Location	Start	End	Cost
WBENC 2018 National Conference & Business Fair	Baltimore, MD	June 25-27, 2018	June 25-27, 2018	Free
WBENC 2018 National Conference & Business Fair	Baltimore, MD	June 25-27, 2018	June 25-27, 2018	Free
WBENC 2018 National Conference & Business Fair	Baltimore, MD	June 25-27, 2018	June 25-27, 2018	Free
WBENC 2018 National Conference & Business Fair	Baltimore, MD	June 25-27, 2018	June 25-27, 2018	Free

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Programs Updates

CERTIFICATION UPDATE

2018 TOP CORPORATIONS APPLICATION IS NOW OPEN

Eligibility:

- Company is a WBENC National Corporate Member in good standing
- Company has an active Supplier Diversity Program

To Apply:

- Email topcorporations@wbenc.org

Deadline:

- 11:59 a.m. PST Monday, October 1, 2018

Notification:

- Friday, December 14, 2018

Requirements of award recipients:

- Senior Executive must be available to participate in the Summit & Salute March 11-13, 2019 in Houston, TX.
- Honorees must participate in the Summit & Salute March 11-13, 2019 in Houston, TX & National Conference & Business Fair on June 25-27, 2019 in Baltimore, MD.

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**THANK YOU FOR YOUR
ENGAGEMENT AND
PARTICIPATION**

**IN THE AMBASSADOR
PROGRAM**

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VETERAN CERTIFICATION DISCUSSION

Pat Birmingham

November 14, 2018

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WBENC SUPPORT OF VETERANS

WBENC is proud of the support and partnerships we have with Veteran Organizations, including:

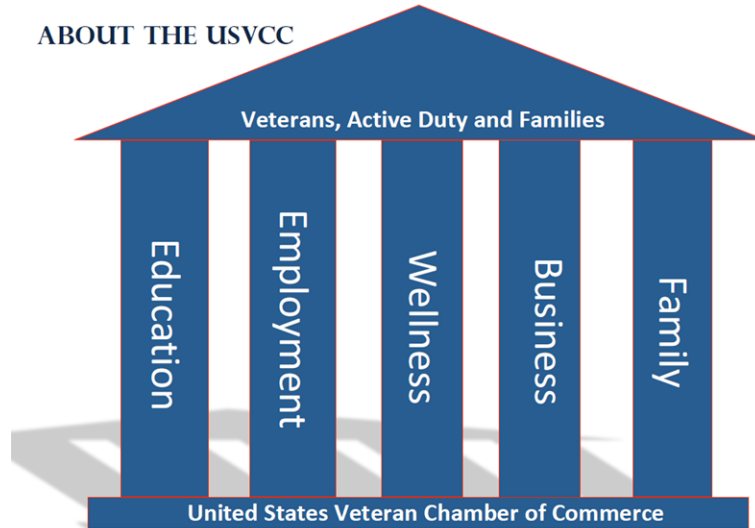
- NaVoba
- NVBDC
- USVCC

Several Corporate Members and RPOs support Veterans and these organizations as well.

ABOUT USVCC

USVCC was established to serve the interests of Veterans, Veteran owned business, and the United States economy by advocating Veteran business advancement, economic development, and job creation. USVCC focuses on “the whole Veteran”.

ABOUT THE USVCC



CERTIFICATION

VETERAN CERTIFICATION

US Veteran's Chamber of Commerce has engaged in confidential conversation with WBENC to explore the possibility of WBENC executing Veteran certification.

WBENC IS UNDER A NDA REGARDING THIS TOPIC AND OUR DISCUSSION TODAY IS HIGHLY CONFIDENTIAL AND CANNOT BE SHARED EXTERNALLY.

The need for a uniform gold standard certification program is an imperative best practice as set forth by private and public corporations that support certifiers such as the Women's Business Enterprise National Council (WBENC).

The certification desired by USVCC would encompass Veterans, Spouses/Permanent Caregivers and Gold Star Moms.

CASE FOR ACTION

Our discussion today:

Is there a consensus to form a sub team to explore the case to move forward with developing a model for Veteran certification to be executed by the WBENC network on behalf of USVCC? Pros? Cons?

The analysis by this sub committee will determine whether we move forward into the next phase of planning and defining the process, parameters, etc. The committee will be comprised of volunteers and will need to complete the analysis and decision process by the end of January 2019 at the latest.

THANK YOU!

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