

NOMINATING COMMITTEE REPORT

Presented to Board of Directors

November 20, 2019



Join Forces. Succeed Together.

NOVEMBER BOARD ELECTIONS

CORPORATE RE-NOMINATIONS

Corporate Re-nominations for Existing Board Seats (Term Ending 2022)

AT&T	Clint Grimes
Avis Budget Group	Lynn Boccio
Bank of America	Barbara Kubicki-Hicks
DW Morgan	David Morgan *
ExxonMobil	Doug Fisher
Ford Motor Company	Jacklyn Watt
Johnson & Johnson	VACANT (formerly Bev Jennings)
Kellogg Company	Michele Van Treeck
KPMG	Shaun Budnik *
ManpowerGroup	Paula Ratliff *
Microsoft Corporation	Fernando Hernandez
Robert Half	Kathleen Trimble
UPS	Kris Oswald

**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.*

NOVEMBER BOARD ELECTIONS

BOARD ELECTIONS

Nominations for Existing Corporate Board Seats (1)

The Coca-Cola Company Quinton Martin (term exp 2020)

Recommendations for New Corporate Board Seats (2)

AARP Kimberly Marcus (Replacing W.W. Grainger - term exp 2021)

Twitter TBD (Replacing Google – term exp 2022)

Vacant Corporate Seats (5)

Google

Johnson & Johnson

Macy's

Raytheon

Verizon

Forum Nominations (3)

Patricia Rodriguez-Christian (*re-nomination*) (term exp 2022)

Lianne Lami, Bocci Engineering, Inc. (term exp 2022)

Sharon Savoca-Mahin, Savoca Enterprises (term exp 2022)

Leadership Council Nominations (4)

Debbie Hurst, WBCS (term exp 2022)

Roz Lewis, GWBC (*re-nomination*) (term exp 2022)

Michelle Richards, GLWBC (*re-nomination*) (term exp 2022)

Nancy Allen, WBDC-Florida (*re-nomination*) (term exp 2022)

Open Corporate Board Seats (3)

(Formerly) Nokia

(Formerly) Owens & Minor

(Formerly) W.W. Grainger

CORPORATE NOMINATIONS



Kimberly Marcus

Director, Supplier Diversity

American Association of Retired Persons (AARP)

- Over 19 years of combined experience in both the corporate and non-profit worlds.
- Prior to AARP, Mrs. Marcus was a presidential appointee for the Department of Commerce. She was appointed in July 2012 to serve as Associate Director for the Office of Legislative, Education & Intergovernmental Affairs (OLEIA) at the Minority Business Development Agency (MBDA).
- Mrs. Marcus also worked for the Rainbow PUSH Coalition, serving as Executive Director of its Public Policy Institute's Government Relations office. She was responsible for the creation of public forums and the development of influential coalitions, as well as the publication of relevant policy analysis and research studies.
- A native of Oakland, California, Mrs. Marcus holds a Bachelor of Arts degree in Marketing from Clark Atlanta University. Mrs. Marcus is a recipient of the 40 Most Influential Young Professionals Under 40 In Washington Award by IMPACT and The Loop, Top 25 Women in Power Impacting Diversity Award by DiversityPlus Magazine and Women of Leadership and Power Award by MEA Magazine and serves on the Honorary Advisory Board of The National Veterans Opportunity Coalition, the Capital Region Minority Supplier Development Council Board, and the Women Presidents' Educational Organization Board.

CORPORATE NOMINATIONS



Quinton Martin

Executive Assistant, Office of the President & VP Community Marketing
Coca-Cola North America

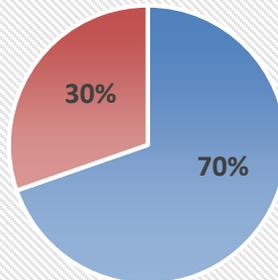
- In his current role, supports the projects and ongoing processes that are essential to the success of the executive leadership team. He advances the work needed for effective communications, planning and execution of strategic priorities for the Office of the President, CCNA.
- Also leads the Company's Community Marketing, Supplier Diversity and Alumni Relations.
- Quinton began his career with The Coca-Cola Company in 1988 as a market development manager working with bottlers in Virginia and West Virginia. In October 2000 he was named vice president Community Marketing for Coca-Cola North America with responsibility for its nonprofit business relationships and the planning and execution of the 2002 Salt Lake Olympic Games. In July 2010 he was named Executive Assistant and vice president Community Marketing for the Office of the President, Coca-Cola North America.
- Prior to joining The Coca-Cola Company , he worked in a sales capacity with The Procter and Gamble Company and as an officer in The United States Army.
- Attended The United States Military Academy at West Point and earned his BS in Applied Engineering Mechanics. He earned his Master of Business Administration from Emory University – Goizueta Business School.

PROPOSED DEMOGRAPHICS

GENDER

Full Board

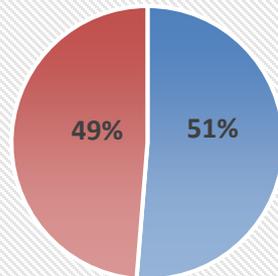
<u>2018</u>	
Female	72%
Male	28%



- Female-46
- Male-20

Corporate Seats Only

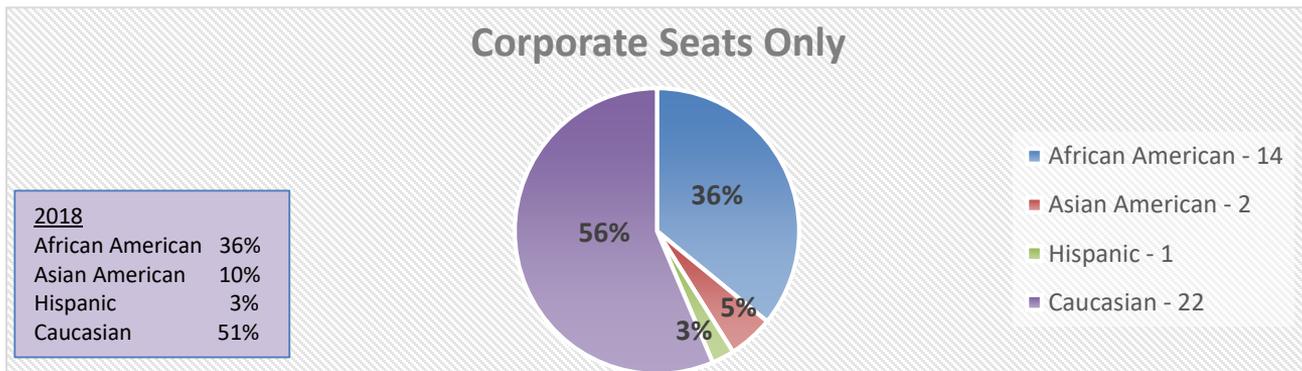
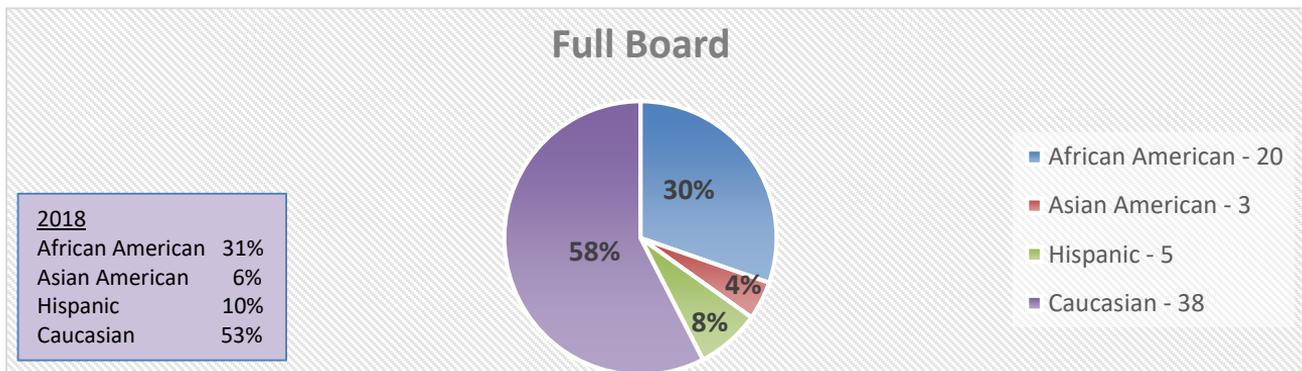
<u>2018</u>	
Female	57%
Male	43%



- Female-20
- Male-19

PROPOSED DEMOGRAPHICS

ETHNICITY



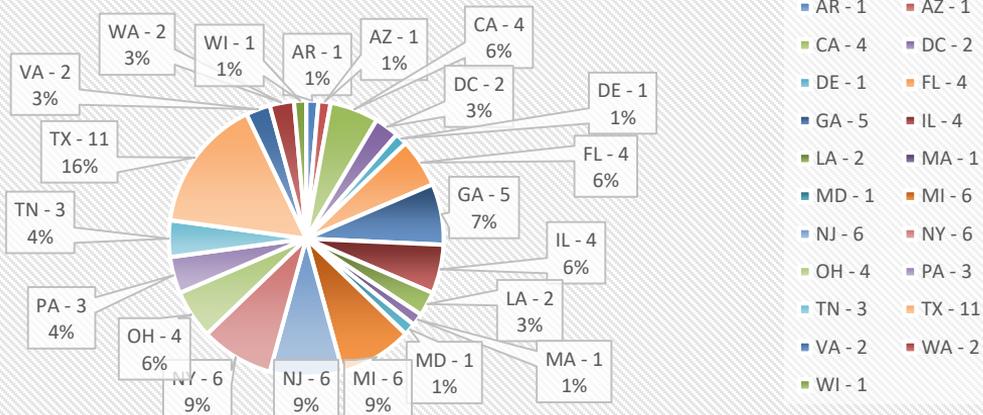
PROPOSED DEMOGRAPHICS

GEOGRAPHIC LOCATION

Full Board

Changes

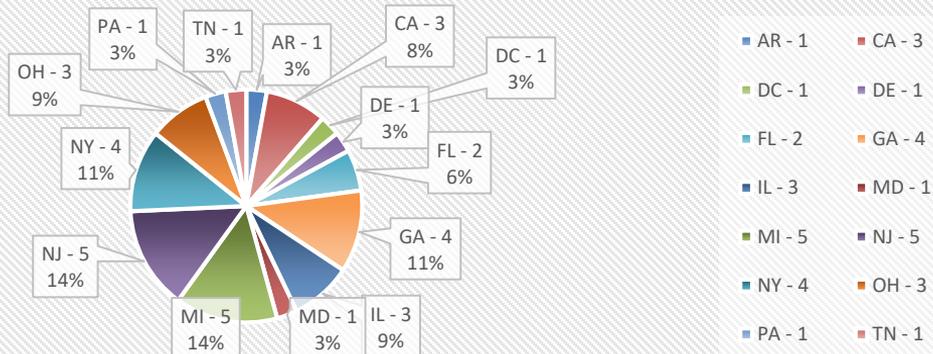
CA -2
NJ +1
OH -1
TN +1
VA -1
FL +2
IL -1
MA -1
MI +1
NY +1
PA +1
TX -2



Corporate Seats Only

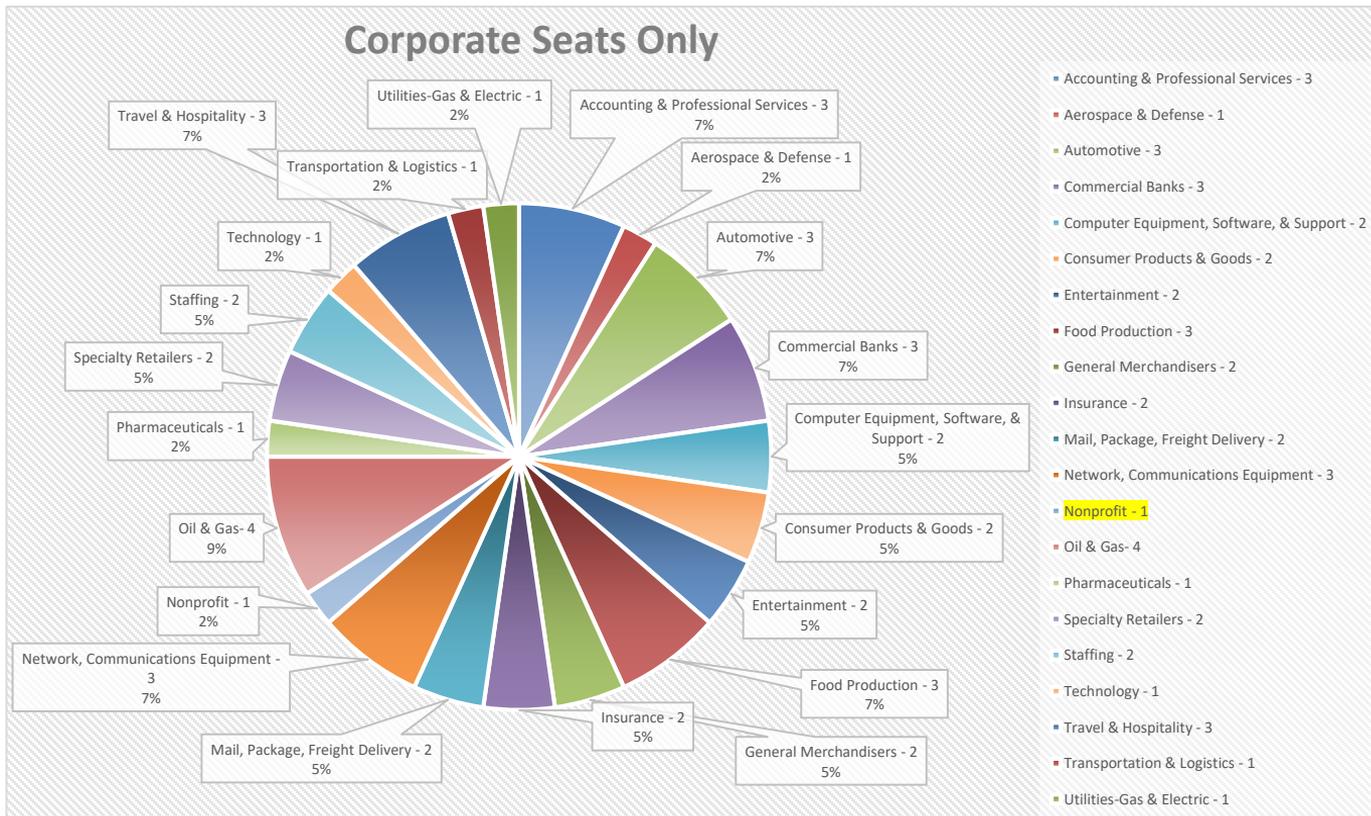
Changes

CA -1
DC +1
NJ +1
VA -1
FL +1
IL -1
TX -2



PROPOSED DEMOGRAPHICS

INDUSTRY



PROPOSED BOARD RESOLUTION

**RESOLUTION APPROVING COMBINING MEMBER SERVICES & PROGRAMS COMMITTEE AND
MARKETING, COMMUNICATIONS & BRAND MANAGEMENT COMMITTEE;
AND CHANGE OF RESPONSIBILITIES AND NAMES OF CERTAIN OTHER COMMITTEES
WOMEN'S BUSINESS ENTERPRISE NATIONAL COUNCIL, INC.**

WHEREAS, the current standing committees of the board include the Member Services and Programs Committee, the Marketing, Communications and Brand Management Committee, the Nominating Committee, and the Corporate Membership and Revenue Generation Committee.

WHEREAS, the Bylaws of the Corporation (the "Bylaws"), Article V, Section 5.1, Paragraph A provide that the Executive Committee shall consist of the Chair; the Vice-Chair, and, at the option of the Chair, a second Vice-Chair; the Immediate Past Chair; the President, the Secretary and the Treasurer; and the chairs of each of the following committees or the successors to such committees: the Council, the Forum, the Certification Committee, the Nominating Committee, the Member Services and Programs Committee; the Corporate Membership and Revenue Generation Committee; and the Marketing, Communications and Brand Management Committee.

WHEREAS, the Board of Directors deems it desirable and in the best interests of the Corporation (i) to combine the Member Services and Programs Committee and the Marketing, Communications and Brand Management Committee into one committee to be known as the Marketing and Programs Committee, (ii) to add corporate governance to the responsibilities of the Nominating Committee and change the committee's name to the Nominating and Governance Committee, and (iii) to change the responsibilities of the Corporate Membership and Revenue Generation Committee to include the recruitment and retention of corporate members and change the committee's name to Corporate Membership and Retention.

NOW, THEREFORE, BE IT RESOLVED, that (i) the Member Services and Programs Committee and the Marketing, Communications and Brand Management Committee are now combined and named the Marketing and Programs Committee, (ii) Nominating Committee be henceforth named the Nominating and Governance Committee, (iii) the Corporate Membership and Revenue Generation Committee be henceforth named the Corporate Membership and Retention Committee, and (iv) each such committee shall have within its purview such matters and responsibilities as are consistent with its new name.

RESOLVED FURTHER that the first sentence of Article V, Section 5.1, Paragraph A is hereby deleted and replaced with the following: "The Executive Committee shall consist of the Chair; the Vice-Chair, and, at the option of the Chair, a second Vice-Chair; the Immediate Past Chair; the President, the Secretary and the Treasurer; and the chairs of each of the following committees or the successors to such committees: the Council, the Forum, the Certification Committee, the Nominating and Governance Committee, the Marketing and Programs Committee; and the Corporate Membership and Retention Committee."

RESOLVED FURTHER, a copy of these resolutions be filed with the Minutes of the Meeting of the Board of Directors of the Corporation.

THANK YOU

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TREASURER'S REPORT

Presented to Board of Directors

November 20, 2019



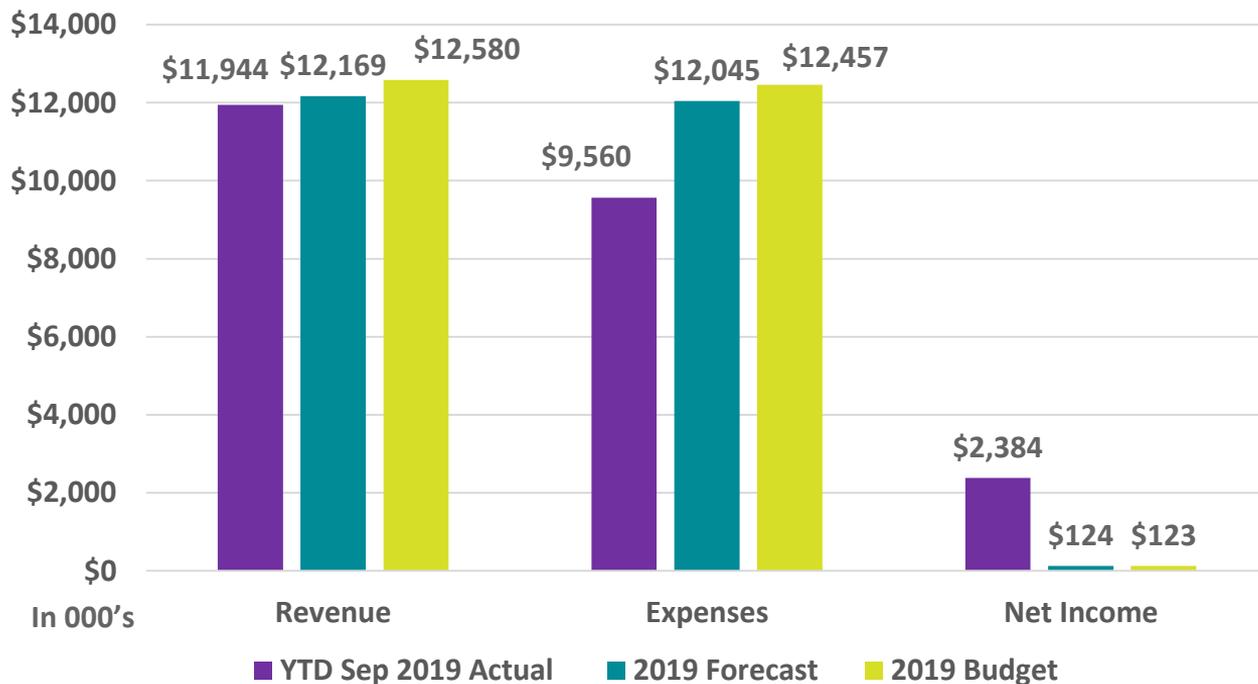
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YTD SEPTEMBER 2019 FINANCIAL RESULTS

As of September 30, 2019:

- Revenue: WBENC has reached \$11.9mm, which is 98% of 2019 forecast
- Expenses: \$9.6mm, which is 79% of the forecast amount of \$12mm
- Change in Net Assets (Net Income): \$2.4mm (This will be greatly reduced by the end of the year; WBENC forecasted a slightly higher net income than budgeted.)

YTD 2019 SEPTEMBER FINANCIAL RESULTS



YTD SEPTEMBER 2019 FINANCIAL RESULTS

Balance Sheet as of September 30, 2019

- Cash - \$4.8mm (\$4.9mm at 9/30/2018)
- Accounts Receivable, net - \$1.0mm (\$656k at 9/30/2018)
- Net Liquid Current Assets - \$5.4mm at 9/30/2019 versus \$5.2mm at 9/30/2018 (Cash + Accounts Receivable – Accounts Payable and Accrued Expenses)
- Net Working Capital - \$5.2mm at 9/30/2019 versus \$5.0mm at 9/30/2018 (Current Assets – Current Liabilities)

2018 AUDIT & 2018 FORM 990

2018 Audit

- Received an Unmodified (Clean) Opinion and Management Letter
- Netted \$169k to UNA

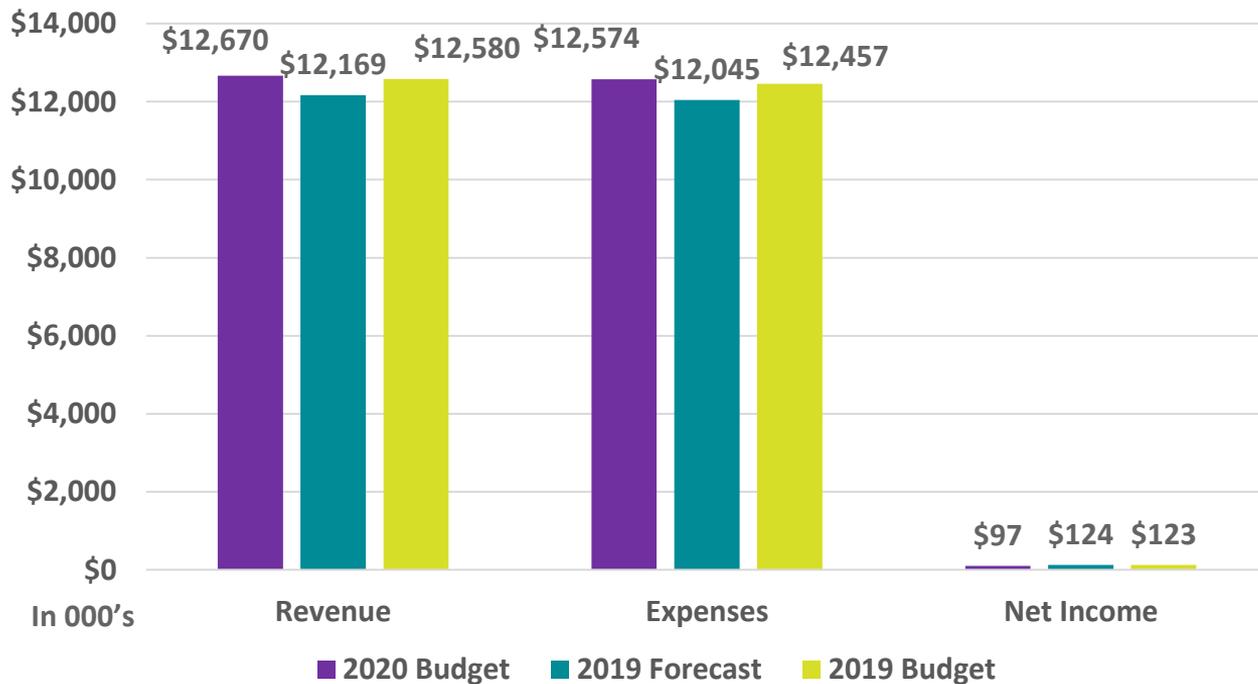
2018 Form 990

- 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 - 2020 BUDGET

- Revenue: \$12,670,000
 - 4.1% increase over 2019 Forecast of \$12,169,700
- Expenses: \$12,573,500
 - 4.4% increase over 2019 Forecast of \$12,045,353
- Net Income: \$96,500
 - 2019 forecast net income is \$124,347

2020 BUDGET



2020 BUDGET: REVENUE BY CATEGORY

Revenue	2020 Budget	2019 Forecast	2019 Budget
Membership	\$4,552,000	\$4,452,000	\$4,452,000
Sponsorship	\$4,935,000	\$4,481,500	\$5,095,000
Contributions	\$160,000	\$85,000	\$60,000
Registration Fees	\$2,103,000	\$2,265,700	\$1,968,750
Exhibit Fees	\$750,000	\$710,000	\$810,000
Other Revenues	\$170,000	\$175,500	\$194,000
Total Revenue	\$12,670,000	\$12,169,700	\$12,579,750

2020 BUDGET: MEMBERSHIP CALCULATION

Membership Revenue Brackets	Annual Dues	Number of Members	2020 Full Year Dues
\$70B +	\$31,000	32	\$992,000
\$35B - \$69.9B	\$26,000	32	\$832,000
\$25B - \$34.9B	\$21,000	14	\$294,000
\$13B - \$24.9B	\$16,000	46	\$736,000
\$6B - \$12.9B	\$10,500	70	\$735,000
\$1B - \$5.9B	\$8,500	75	\$637,500
< \$1B	\$6,500	39	\$253,500
Government / Non-profit	\$2,500	<u>24</u>	\$60,000
		332	\$4,540,000
	~.03% Growth, Net		<u>\$12,000</u>
	Total Membership		\$4,552,000

2020 BUDGET: SPONSORSHIP BREAKDOWN

Sponsorships	2020 Budget	2019 Forecast	2019 Budget
Summit + Salute	\$1,300,000	\$1,210,000	\$1,370,000
NCBF	\$2,900,000	\$2,610,000	\$2,850,000
In-Kind	\$150,000	\$135,000	\$185,000
Tuck Program	\$120,000	\$76,000	\$150,000
Student Program	\$200,000	\$203,500	\$180,000
Energy Program	\$120,000	\$106,000	\$120,000
Other Programs	\$145,000	\$141,000	\$240,000
Total Sponsorships	\$4,935,000	\$4,481,500	\$5,095,000

2020 BUDGET: TOP 8 EXPENSE CATEGORIES

Event Category	2020 Budget	2019 Forecast	2019 Budget
Events	\$5,402,500	\$5,006,300	\$5,230,000
Salaries, Bene + PT	\$3,702,000	\$3,649,518	\$3,785,029
RPO Allocation	\$1,950,000	\$1,950,000	\$1,950,000
Professional Fees	\$532,000	\$483,000	\$517,000
Rent + Utilities	\$350,000	\$350,035	\$350,035
Travel	\$235,000	\$215,500	\$225,000
Credit Card Fees	\$125,000	\$125,000	\$125,000
Depreciation	\$80,000	\$85,000	\$80,000
Other Expenses	\$197,000	\$181,000	\$195,000
Total	\$12,573,500	\$12,045,353	\$12,457,064

QUESTIONS?

Thank You

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WBENC PROGRAMS UPDATES



Join Forces. Succeed Together.

SGP Overview

WBENC - TUCK STRATEGIC GROWTH PROGRAM (SGP) BROUGHT TO YOU BY IBM

- *SGP is the Advanced Tuck Program*
- *All WBE's previously completed the Tuck Executive Education Program*

Strategic Growth Program Components:

- Finance – Optional Review & Advanced Management Decision Making for Growth
- Building Your Core Business Strategy
- Strategies to Increase Scale
- Marketing Strategies to Scale
- Creating an Authentic Brand for Growth
- Interactive Business Simulation



Sept 22-27, 2019

IBM Louis V. Gerstner
Center for Learning

Armonk, NY

WBENC - TUCK STRATEGIC GROWTH PROGRAM

BROUGHT TO YOU BY IBM

Thank you to the following sponsors:

Thank You!



Students also received Dorothy B. Brothers and Bank of America Scholarships

WBENC - TUCK STRATEGIC GROWTH PROGRAM

BROUGHT TO YOU BY IBM

Student Data

Students

36 WBEs
14 Execs

Total by
RPO

CWE	1
GLWBC	4
GWBC	4
WBC-Southwest	3
WBDC-FL	6
WBDC-Midwest	12
WBEA	1
WBEC East	1
WBEC ORV	2
WBEC-Pacific	4
WBEC-South	2
WBEC-West	5
WPEO-DC	2
WPEO-NY	3

WBE by Industry

5	Construction
5	Professional Services
4	Information Technology
2	Advertising
2	Food Industry
2	Manufacturing
2	Marketing & Graphic Design
2	Teleproduction & Video
2	Translation Services
2	Travel/ hospitality
1	Corporate Housing
1	Film Production
1	Insurance
1	Interior Design
1	Recognition
1	Staffing
1	Testing Laboratory
1	Wholesale

WBENC - TUCK STRATEGIC GROWTH PROGRAM BROUGHT TO YOU BY IBM

WBE Speakers:

Panel Discussion: WBENC Stories of Growth, Success, and Engagement

- Patricia Christian, CEO, CRC Group, Inc.
- Ann Ramakumaran, CEO, Ampcus Incorporated

Fireside Chat: A Journey of Business Growth

- Kanchana Raman, CEO, Avion Networks

IBM Speakers:

Tia Silas, Chief Diversity & Inclusion Officer

Nanci Taylor, Vice President, Enterprise Business Agility

Maria Winans, Chief Marketing Officer

Jessie Lewis, Dir. America's Services & General Procurement

WBENC -TUCK STRATEGIC GROWTH PROGRAM
BROUGHT TO YOU BY IBM
CLASS OF 2019



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WBENC - WOMEN IN TECHNOLOGY PROGRAM (WIT) BROUGHT TO YOU BY DELL TECHNOLOGIES

WBENC and Dell Technologies have joined forces to help WBEs in technology grow their business through the Women in Technology (WiT) program. This executive education program assists WBEs:

- Understand the future of technology, how it will impact the business world, and how they can align their services in preparation for change.
- Increase competence in day-to-day operations (sales, marketing, finance) and acquire high level strategic planning required to grow their business.
- Gain business development and marketing knowledge to ensure growth/scale is managed properly.
- Highlight the steps to form strategic alliances - and how they can get their foot in the door as suppliers to large tech companies, like Dell.



Sept 10-12, 2019

Renaissance Arboretum

Austin, TX

WBENC - WOMEN IN TECHNOLOGY PROGRAM (WIT) BROUGHT TO YOU BY DELL TECHNOLOGIES

Students

32 WBEs

WBE by Industry

Technology	17
Professional, Scientific and Technical Services	13
Manufacturing	2

Total by
RPO

Women's Business Enterprise Council-West	3
Women's Business Enterprise Council-Pacific	6
Great Lakes Women's Business Council	2
Greater Women's Business Council	2
Women Presidents' Educational Organization-DC	2
Center for Women & Enterprise	1
Women's Business Development Council of Florida	1
Women's Business Council-Southwest	4
Women's Business Enterprise Council South	2
Women's Business Enterprise Center East	3
Ohio River Valley Women's Business Council	1
Women Presidents' Educational Organization-NY	2
Women's Business Enterprise Alliance	2
Women's Business Development Center-Midwest	1

WBENC - WOMEN IN TECHNOLOGY PROGRAM (WIT)

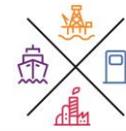
BROUGHT TO YOU BY DELL TECHNOLOGIES

2019 AGENDA

9/10	9/11	9/12
	Breakfast 7:30 AM – 8:30 AM	Breakfast 7:30 AM – 8:30 AM
	Future of Technology and Technology Trends Mark Pringle, Dell SVP Facilities 8:30 AM – 9:30 AM	Strategic Communication Katie Angstadt, CRA Communications 8:30 AM – 11:00 AM
	Leadership, Culture, & Development Jenn Saavedra, Dell SVP Talent and Culture 9:30 AM – 10:00 AM	
Program Check-in, Networking Lunch and Professional Headshots 11:00 AM – 12:00 PM	Break 10:00 AM – 10:15 AM	Break 11:00 AM – 11:15 AM
	Future Ready Workforce Brittany Podolak, Dell VP Human Resources 10:15 AM – 11:15 AM	Product Management Meghana Patwardhan, VP Commercial Mobility in PG 11:15 AM – 11:45 AM
Participant introductions Agenda review 12:00 PM – 12:30 PM	Break and Head Shots 11:15 AM – 11:45 AM	Closing Remarks Karen Quintos, Dell Chief Customer Officer 11:45 AM – 12:15 PM
Welcome & Background Piyush Bhargava, Dell VP Supply Chain Planning 12:30 PM – 1:00 PM	Channel Overview Loretta Fellers, Dell VP Global Channel Services Sales 11:45 AM – 12:30 PM	Lunch (Grab and Go)
Supply Chain Overview Guy Schweppe, Dell SVP Procurement 1:00 PM – 1:45 PM	Lunch 12:30 PM – 1:30 PM Dell Small Business Product Showcase Erik Day, Dell VP CSB Small Businesses	
Break 1:45 PM – 2:00 PM	Dell's Supply Chain Sustainability and Resiliency (moved to 9/12 @ 8am) Christy Abizaid, Dell VP Supply Chain Sustainability 1:30 PM – 2:00 PM	
Data Growth, Security, and Trends Stefanie Woodbury, Seagate 2:00 PM – 3:00 PM	Building Social Media Plan Jennifer Newbill, Dell Director Talent Acquisition 2:00 PM – 2:30 PM	
Marketing Best Practices Chitra Thankaswamy, Dell SVP Global Commercial Marketing 3:00 PM – 4:00 PM	Strategic Communication Katie Angstadt, CRA Communications 2:30 PM – 3:30 PM	
Services Management Doug Schmitt, Dell President Global Services 4:00 PM – 4:30 PM		
Diversity & Inclusion Asha George, Dell VP Diversity & Inclusion 4:30 PM – 5:00 PM	Austin Eats Tour Pick-up 3:45 PM	
Break 5:00 PM – 6:00 PM		
Dinner/Fireside Chat Christy Abizaid, Dell VP Supply Chain Sustainability Jennifer Allison, Dell VP Communications 6:00 PM – 7:30 PM	Dinner Downtown Austin Eats Tour Drop Back off at Hotel by 8:00 PM	Legend
		Confirmed
		Break/Meal



ENERGY EXECUTIVE PROGRAM



WBENC ENERGY
EXECUTIVE PROGRAM

Recent Dates: October 27 – November 1, 2019 (annual)

2017-2019 Participants: WBEs doing business in the energy or related industries or that are expanding to the energy industry

Business Curriculum:

(provided by Corporate Participants)

- Finance
- Marketing
- Strategy in Energy
- Negotiation
- Corporate Executives and Prime Introductions and Networking

Industry Curriculum

(provided by Corporate Participants)

- Upstream 101
- Midstream 101
- Downstream 101
- Immersive industry exercises and real-life simulations
- WBE Provided Daily Safety Moments

Corporate Participants (open to others): BP, Chevron, ExxonMobil and Shell Oil Company

For more information: <https://www.wbenc.org/energy-executive-program/>

Related Industries who May Want to Participate: Utilities, Construction, Professional Services





WBENC ENERGY EXECUTIVE PROGRAM

\$1 Billion

2019 cohort alone generated \$1 Bil in Annual Revenue

Industry Training:



Upstream



Midstream



Field



Downstream

Executive Education

FINANCE

MARKETING

STRATEGY

NEGOTIATING

Engagement



Fireside Chats with Industry Execs from the Industry



WBE-WBE connections



Participation from Top Oil & Gas corporations



Participation from Top Oil & Gas corporations

Results

400 +

400+ WBE-WBE connections made for new business and partnerships



Skills & Capabilities



Barriers to Entry



Strategy development



Joint Ventures & Partnerships



ACCELERATED LEADERSHIP DEVELOPMENT PROGRAM BY ROBERT HALF

2019 Program Date/Locations

- **Nashville:** July 15-19 – SUCCESS!
- **San Francisco/Bay Area, CA:** November 4-8 – SUCCESS!

Curriculum

- **Leading with Character** focuses on becoming an authentic leader through practicing courage and building critical self-awareness.
- **Collaborative Leadership** focuses on cultivating collaboration in teams and organizational culture, while acknowledging and mitigating the barriers that exist.
- **Making a Strategic Contribution** focuses on mindfully and intentionally making a strategic, significant, and sustainable contribution to the good of the organization and greater community

For more information: <https://www.wbenc.org/accelerated-leadership-development-program>



SUPPORTED BY WBENC

CATAPULT PROGRAM BY CAPITAL ONE



Dates (annual): 7 Months of Year (meeting in person once per month)

Purpose: Catapult takes participants through a seven-month journey taking participants through the following curriculum to create a digital solution for their real business challenges:

- Digital Foundations & Innovative Mindsets
- Design Thinking, Agile Concepts and Strategic Measurement
- Enhancing Customer Engagement through Digital Innovation
- Culmination Pitch Competition

Participants: 10 Women and Diverse Businesses that seek to solve a business challenge through an innovative digital solution

2019 CATAPULT Pitch Competition Winner: Unoma Okorafor, Herbal Goodness (WBE)

