

WBENC

WOMEN'S BUSINESS ENTERPRISE
NATIONAL COUNCIL

JOIN FORCES. SUCCEED TOGETHER.

MARCH BOARD BOOK

BOARD OF DIRECTORS MEETING
VIC & ANTHONY'S STEAKHOUSE
PRIVATE BALLROOM
HOUSTON, TX

MARCH 11, 2019

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AGENDA

5:15 PM	BOARD CHAIR'S REPORT <ul style="list-style-type: none">• Approval of Meeting Minutes (November 2018)	BARBARA KUBICKI-HICKS
5:25PM	NOMINATING COMMITTEE REPORT	CLINT GRIMES
5:40 PM	PRESIDENT & CEO'S REPORT	PAMELA PRINCE-EASON
6:00 PM	TREASURER'S REPORT	THERESA HARRISON
6:20 PM	AMBASSADORS IN ACTION	DEBRA JENNINGS-JOHNSON
6:30 PM	COMMITTEE REPORTS <ul style="list-style-type: none">• LEADERSHIP COUNCIL• WOMEN'S ENTERPRISE LEADERSHIP FORUM• STRATEGIC TOPICS UPDATE: VETERAN CERTIFICATION <i>PLEASE NOTE THAT WBENC HAS A SIGNED NON-DISCLOSURE REGARDING THIS TOPIC. THIS TOPIC IS WBENC CONFIDENTIAL.</i>	EMILIA DIMENCO PATRICIA RODRIGUEZ-CHRISTIAN EUGENE CAMPBELL
7:15 PM	CLOSING COMMENTS	
7:30 PM	DINNER	

**Minutes of the November 14, 2018
WBENC Board Meeting**

**Submitted for Approval
During the March 2019
Board Meeting**

Women's Business Enterprise National Council
Board of Directors Meeting
November 14, 2018 – 9:00AM-11:30AM
Mayflower Hotel
Palm Court Ballroom

Meeting Roster		
1. Board Chair	Theresa Harrison, EY	Present
2. President and CEO	Pamela Prince-Eason, WBENC	Notified Absent
3. Counsel	Jorge Romero, K&L Gates	Present
Corporation Corporate Members		
4. Accenture	Nedra Dickson	Authorized Designee
5. Adient	VACANT	
6. Allstate	Eugene Campbell	Present
7. AT&T	Clint Grimes	Present
8. Avis Budget Group, Inc.	Lynn Boccio	Present
9. Bank of America	Barbara Kubicki-Hicks	Present
10. BP America	Debra Jennings-Johnson	Present
11. Capital One	Jim Gorzalski	Present
12. Chevron	Stephanie Beveridge	Authorized Designee
13. D.W. Morgan	David Morgan	Present
14. Dell Inc.	Piyush Bhargava	Authorized Designee
15. ExxonMobil Corporation	Doug Fisher	Present
16. FedEx	Sue Spence	Present
17. Ford Motor Company	Jacklyn Watt	Present
18. GM	Paris Pavlou	Notified Absent
19. IBM Corporation	Michael Robinson	Present
20. Johnson & Johnson	Beverly Jennings	Present
21. JP Morgan Chase & Co.	William Kapfer	Present
22. Kellogg	Michele Van Treeck	Notified Absent
23. KPMG LLP	Barbara Carbone	Notified Absent
24. Macy's, Inc.	John Munson, Jr.	Present
25. ManpowerGroup	Nancy Creuziger	Present
26. Marriott International, Inc.	Casey Oakes	Present
27. Microsoft Corporation	Fernando Hernandez	Notified Absent
28. Motorola Solutions	VACANT	
29. Nationwide Inc.	VACANT	Authorized Designee
30. Nokia	VACANT	
31. Office Depot/Office Max	Carrie Jacobson	Present
32. PepsiCo, Inc.	Mary McEvoy	Notified Absent

33. Pfizer Inc	Mike Hoffman	Authorized Designee	
34. Pitney Bowes Inc.	VACANT		
35. Procter & Gamble	Andy Butler	Notified Absent	
36. Raytheon	Carol Wooden	Notified Absent	
37. Robert Half	Kathleen Trimble		Present
38. Shell Oil Company	Ana Kopf		Present
39. The Coca-Cola Company	Lori Billingsley	Notified Absent	
40. The Home Depot	Sylvester Johnson		Present
41. Time Warner Inc.	VACANT		
42. United Airlines	Ruby McCleary	Notified Absent	
43. UPS	Kris Oswald		Present
44. Verizon	Anuradha Hebbar	Notified Absent	
45. Vistra (formerly Energy Future Holdings)	Phil Seidler	Notified Absent	
46. W.W. Grainger	Julie Holmes	Notified Absent	
47. Walmart Stores, Inc.	Michael Byron		Present
Leadership Council Members			
48. WBEA	April Day	Notified Absent	
49. WBEC-South	Phala Mire		Present
50. WBCS	Debbie Hurst		Present
51. CWE	Susan Rittscher		Present
52. WBDC Midwest	Emilia DiMenco		Present
53. GWBC	Roz Lewis		Present
54. WPEO-NY	Marsha Firestone, Ph.D.		Present
55. GLWBC	Michelle Richards		Present
56. WBEC West	Pamela Williamson, Ph.D.		Present
57. WBDC-Florida	Nancy Allen		Present
58. ORV-WBC	Sheila Mixon		Present
Forum Members			
59.. CRC Group, Inc.	Patricia Rodriguez-Christian		Present
60. Delta Personnel, Inc.	Teresa Lawrence		Present
61. New Normal Life	Juli Sinnett		Present
62. Aztec Promotional Group	Patti Winstanley		Present
63. Consumer & Market Insights	Royalyn Reid		Present
64. Highroad Press	Hallie Satz		Present
65. JURISolutions	Cindy Towers		Present
66. MYCA	Patti Massey		Present
67. Techway Services, Inc.	Cathi Coan		Present
68. VACANT			
69. VACANT			

Expert Members		
70. Bristol-Myers Squibb	Farryn Melton	Present
71. Past Chair Emeritus	Cheryl Stevens	Present
72. ACT-1 Group	Janice Bryant-Howroyd	Notified Absent
WBENC Staff		
VP, HR, Governance & Programs	Jill Sasso	Present
VP, Marketing & Technology	Pat Birmingham	Present
VP, Certification & Strategic Planning	Laura Taylor	Present
Controller	Val Bunns	Present
Senior Manager, Certification	Meridith Satz	Present
Regional Partner Organizations		
WBEC-Pacific	Janice Greene	Present
WPEO-DC	Sandra Eberhard	Present
WBEC PA-DE-sNJ	Elizabeth Walsh	Present
Board of Director Guests & Representatives		
W.I.P.P.	Candace Waterman	Present
GWBC Board Vice Chair	Lissa Miller	Present
WBCS Board Vice Chair	Joe Mossinger	Present
WBEC South Board Chair	Kimberly Duck	Present
WBEC West Board Chair	Karen Blackwell	Present
WPEO-NY & DC Board Chair	Eliseo Rojas	Present
EnCORE Advisory Group	Joan Kerr	Present
EnCORE Advisory Group	Kim Brown	Present
EnCORE Advisory Group	Benita Fortner	Present
Accenture	Sesley Brown	Present
Bristol-Myers Squibb	Rondu Vincent	Present
Chevron	Dave Feldman	Present
Dell	Darlene Owens	Present
Nationwide	Frantz Tiffeau	Present
Pfizer	Erik Meader	Present

CALL TO ORDER: Board Chair Ms. Theresa Harrison called the meeting to order at 9:05 AM EST.

A Quorum was established – see Attendance sheet.

BOARD CHAIR’S REPORT

THERESA HARRISON

- Opened the meeting by welcoming everyone, and sharing that Ms. Pamela Prince-Eason was unable to join the meeting in person but was on the phone for a portion of the meeting. Further shared that Ms. Pamela Prince-Eason’s mother was ill and thanked everyone for their support.
- Asked if there were any corrections to the June 2018 Board meeting minutes. There were none.

Following a motion by Ms. Michelle Richards and seconded by Ms. Kathleen Trimble the meeting minutes from the June 2018 Board meeting were accepted and unanimously approved. There was no opposition; no further discussion.

NOMINATING COMMITTEE REPORT

CLINT GRIMES

Full details can be found in the Board Book and PowerPoint presentation on the Board Extranet site.

- Thanked the Nominating Committee for its work and support in 2018.
- Reminded all that one third (1/3) of the corporate Board seats are up for renewal annually and reviewed the scorecard process the committee uses to evaluate existing corporate Board seats. There was an analysis of service by the corporate members with expiring terms and the Nominating Committee observed positive performance by those Board members. All were recommended for renewal.

Following a motion by Mr. Clint Grimes and a second by Ms. Patricia Rodriguez-Christian the nominees for corporate seats up for renewal were unanimously approved; no opposition; no further discussion.

- Reviewed open/vacant corporate Board seats and Nominating Committee recommendations to fill those seats.

Following a motion by Ms. Beverly Jennings and a second by Mr. Michael Byron the nominees for the open corporate seats up were unanimously approved; no opposition; no further discussion.

- Presented the Forum’s three (3) expiring seats, one (1) new seat, and one (1) vacant seat for a total of five (5) nominees per the Nominating Committee’s recommendations.

Following a motion by Ms. Kris Oswald and a second by Ms. Roz Lewis the nominees for the expiring, vacant, and open Forum Board seats were unanimously approved; no opposition; no further discussion.

- Noted the Leadership Council’s three (3) expiring Board seats and presented the three (3) nominees per the Nominating committee’s recommendation.

Following a motion by Mr. Casey Oakes and a second by Ms. Susan Rittscher the nominees for the expiring Leadership Council Board seats were unanimously approved; no opposition; no further discussion.

- Reviewed the expiring WBENC Board Officer seats (Board Chair, 1st Vice Chair, 2nd Vice Chair, Secretary, and Treasurer) and presented the nominations.

Following a motion by Mr. John Munson and a second by Ms. Nancy Creuziger the nominees for the expiring Board Officer seats were unanimously approved; no opposition; no further discussion.

- Ms. Theresa Harrison thanked the Board and congratulated Ms. Barbara Kubicki-Hicks on her new role as Board Chair. She discussed succession planning for WBENC and detailed the roles of the 1st and 2nd Vice Chair positions. Ms. Theresa Harrison explained that the Treasurer and Finance Committee Chair, Ms. Nancy Creuziger, is retiring and Ms. Pamela Pesta from Nationwide, who was the Finance Committee Vice Chair, has moved on as well.
- Ms. Pamela Prince-Eason shared that Ms. Theresa Harrison has been an incredible Board chair and thanked her for her service. She will be an asset as the newly-appointed Treasurer and Finance Committee Chair. Ms. Pamela Prince-Eason thanked Nancy Creuziger for all of her contributions as well.

PRESIDENT & CEO’S REPORT

JILL SASSO

Full details can be found in the Board book.

- Ms. Jill Sasso gave the President’s report in Ms. Pamela Prince-Eason’s absence.
- Reminded all that copies of the 2017 annual report had been provided at each table.
- Provided an update on behalf of Ms. Barbara Carbone that the Audit was successful and there were no internal findings.
- Explained that we are still awaiting information from the SBA on whether EDWOSB will be required and what route the SBA will take with self-certification. Our network is prepared for whatever outcome the SBA identifies.
- Noted the confidential discussion that will take place later during the Board meeting regarding the U.S. Veterans Chamber of Commerce’s veteran certification and the strategic discussion on whether WBENC should explore the questions surrounding this certification.
- Mentioned that the EnCORE Advisory Group is kicking off its Executive Leadership Academy session today with its session on Governance for RPO Leaders and RPO Board Chairs. K&L Gates is hosting at their Washington, D.C. offices.
- Ms. Pat Birmingham provided an update on Summit & Salute 2019 preparations:
 - Provided a reminder that WBENC Summit & Salute 2020 will be in Nashville, TN and NCBF will be in Atlanta. Locations are still being evaluated for S&S and NCBF 2021 and 2022.
 - WBENC Summit & Salute 2019 will be in Houston, TX and the Summit & Salute website and registration has launched.
 - WBENC has taken feedback very seriously and there will be a different format in March 2019, heavily focused on engagement where sessions will be very different from past experiences.

- Hard copies have been provided of the Sponsorship Brochure. Sponsorship will be equally innovative in 2019. There will be many visibility opportunities for our sponsors such as a digital kiosk, the program book and other resources that are valuable throughout the year.
- Ms. Benita Fortner spoke from the floor to introduce the inaugural Cheryl Snead Memorial Women’s Business Development Fundraiser which will take place on the Thursday after Summit & Salute. There will also be sponsorship opportunities available for this fundraiser.
 - Ms. Benita Fortner noted WBENC thanks all Board members in advance for participating in this exciting event to benefit the Cheryl Snead Memorial Education Fund.
- Ms. Jill Sasso continued the President’s Report updated, giving information on the continued expansion of the WBENC Executive Education program and recognizing the following programs and sponsors:
 - Tuck-WBENC Executive Program – thank you to IBM
 - Energy Executive Program – thank you to BP, Chevron, ExxonMobil and Shell
 - Catapult – thank you to Capital One
 - Accelerated Leadership – thank you to Robert Half
 - Women in Technology – thank you to Dell
 - Planet Mogul (this was kicked off at NCBF 2018) – thank you to Bristol-Myers Squibb and General Motors
 - Women of Color– thank you to The Coca-Cola Company and JP Morgan Chase
 - Strategic Business Planning – thank you to Wells Fargo
- Provided an update on WBENC office renovations, noting construction upgrades were made to the Washington, D.C. WBENC headquarters. Thank you to Capital One for guidance and support throughout the process. Office renovations are nearly complete.
- Ms. Theresa Harrison announced a new award to recognize significant contributions by WBENC constituents. The first recipient of the JOIN FORCES and SUCCEED TOGETHER award is Ms. Michelle Richards of GLWBC. (*Michelle had left the room during the presentation, so her award was presented later in the meeting. See Leadership Council update*).
- Ms. Jill Sasso closed the President’s Report update by noting the listing of corporate meetings and partner events the WBENC team has attended in Q3 and Q4 2019, which was provided in the Board Book.

TREASURER’S REPORT

NANCY CREUZIGER /THERESA HARRISON

Full details can be found in the Board book and PowerPoint presentation on the Board Extranet site.

- Ms. Nancy Creuziger thanked the Finance Committee and WBENC staff for their support.
- Reported that in 2018, WBENC achieved \$12.5 MM in revenue and came in at budget with expenses currently at 87% of forecasted (\$10.8MM). Projected that by year end WBENC will have \$60,000 net income, which is approximately \$10,000 more than projected. Concluded that the balance sheet continues to remain strong.
- Explained that the 2017 audit resulted in no adjustments, was unqualified and clean. WBENC netted \$73,000 to unrestricted net assets (UNA) and 2017 Form 990 is scheduled to be filed on time.
- Provided details on the 2019 recommended budget. WBENC is expected to increase revenue to approximately \$12.6 MM (1%). Acknowledged Ms. Michelle Richards for her 2018 NCBF performance. WBENC experienced a 5% increase in expenses for NCBF but net income almost doubled due to the extensive preparation and communication of the event to the regional network by Ms. Michelle Richards and her staff.

- Encouraged key membership growth with a projected 3% membership growth for 2019.

Following a motion by Ms. Debra Jennings Johnson and a second by Ms. Cindy Towers the 2018 budget was unanimously approved; no opposition; no further discussion.

- Ms. Theresa Harrison thanked Ms. Nancy Creuziger for her contributions to WBENC and wished her well in her retirement.

AMBASSADOR UPDATE

DEBORAH JENNINGS-JOHNSON

- Thanked the Board for their support of the Ambassador program.
- Provided detail on the 2018 Industry Focus series, noting it was very successful. This series shared best practices from each of the five (5) WBENC industry advisory groups. Thanked the speakers who contributed to the Ambassador calls in 2018.

LEADERSHIP COUNCIL UPDATE

EMILIA DIMENCO

Full details can be found in the Board book.

- Ms. Theresa Harrison announced that WBENC has a new award to recognize significant contributions by WBENC constituents. The first recipient of the JOIN FORCES and SUCCEED TOGETHER award, is Ms. Michelle Richards. Ms. Theresa Harrison and the Board congratulated Ms. Michelle Richards.
- Ms. Emilia DiMenco provided the Leadership Council's goals around growth, programming, and operational effectiveness.
- Updated the Board on the number of Certified WBE's and WOSB's as well as a corporate membership update.
 - A correction was made to the number of certified WBEs and WOSBs. As of 10/31/2019 the total number of certified WBEs is 14,833 and certified WOSBs is 5,378.
 - Regional corporate membership is at 577, with over 375 regional only members and just over 200 regional and national members. These numbers do not include national only corporate members which number approximately 155.
- Shared that as of the end of August the RPO's collectively held 359 programming events geared toward procurement, totaling over 18,000 attendees.
- In the area of effectiveness and efficiency, the Leadership Council (LC) is working towards appearing more aligned as a recognized the brand across the nation. This year, the Leadership Council rolled out common WBE onboarding programming and is exploring more areas of effectiveness and efficiency like virtual site visits.
- Leadership development for LC starts this afternoon with a Board Governance session hosted by the EnCORE Advisory Group and K&L Gates.
- The LC is also working with Ms. Candace Waterman in her new WIPP role on government programming.

WOMEN'S ENTERPRISE LEADERSHIP FORUM

PATRICIA RODRIGUEZ-CHRISTIAN

Full details can be found in the Board Book.

- Mr. Jim Gorzalski of Capital One presented the Catapult Capital One program award to Ms. Patricia Rodriguez-Christian, noting ten WBEs participated in the 2018 program for the \$25,000 award. Mr. Jim Gorzalski congratulated Ms. Patricia Rodriguez-Christian as the winner of the award.
- Ms. Patricia Rodriguez-Christian acknowledged all WBE Board members and thanked the WBE Board members rotating off the Board at end of 2018 for their service.
- Reported that the Forum seeks to encourage engagement within the network. Held a “No Host Dinner” this week to encourage engagement among Forum members. RPO breakfast held on Tuesday to encourage participation with RPOs. Thanked RPO leaders who shared signature programs and best practices.
- Shared that the Forum seeks to build professional capacity. The Forum hosted a 2020 Vision panel Tuesday which shared trends and reported on industry changes and filling gaps in the supply chain. Thank you to Marriott, JP Morgan Chase, Manpower Group, and Johnson & Johnson for their participation.
- Noted there was also a WIPP presentation at the Forum meeting and thanked Ms. Candace Waterman and her team.
- Provided that Ms. Judy Lee, author of “What Every CEO Must Know About Risk”, was the keynote speaker at the Forum meeting and her presentation was very well received.

STRATEGIC TOPICS WORKSHOP: VETERAN CERTIFICATION

ALL

Please note that WBENC has signed a non-disclosure regarding this topic. Topic is WBENC Board Confidential.

- Ms. Theresa Harrison stated the discussion today was for the purpose of seeking information and Board input. She reminded all Board members that WBENC signed a non-disclosure agreement and therefore this topic is only to be discussed in today's Board meeting, and not outside this group.
- Ms. Pat Birmingham introduced the topic and gave a brief overview.
- Ms. Lynn Boccio, WBENC Board member and United States Veteran Chamber of Commerce (USVCC) Board member, provided background and made a request on behalf of the USVCC asking WBENC to consider implementing Veteran Owned Business certification on behalf of the USVCC.
- Ms. Pat Birmingham the question to be deliberated by the WBENC Board today: Is there 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? What are the pros and cons of a veteran certification model?
- Noted the proposal would be for the sub-team to research all aspects of a possible veteran certification model and deliver an assessment by the end of January 2019.
- A discussion was held on this topic.

- The following people offered to be on the evaluation committee:
 - Ms. Susan Rittscher
 - Ms. Emilia DiMenco
 - Mr. Dave Feldman
 - Ms. Patti Massey
 - Ms. Debbie Hurst

- After the discussion, Ms. Theresa Harrison asked for final comments and then asked for a vote by show of hands. By a show of hands, the Board agreed to move forward with formation of a sub-team. Ms. Theresa Harrison shared that she and Ms. Pamela Prince-Eason will determine the committee after Thanksgiving.

CLOSING COMMENTS

THERESA HARRISON

- Ms. Theresa Harrison thanked all the Board members for their time and support throughout her time as Board Chair.
- The Board recognized Ms. Theresa Harrison with a round of applause.

The meeting was adjourned at 11:30 AM EST.

Materials for March 11, 2019
WBENC Board of Directors Meeting

Nominating Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 March 11, 2019

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

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> Committee met 2/21/19 to review nominations for new board members to existing corporate board seats using demographics to understand diversity impact to the board. Committee finalized slate of 3 corporate candidates to recommend to the Executive Committee for election at March board meeting. 		

GOAL 2: We will review, validate and update (as required) documents supporting the nomination process

- Charter
- Application
- Committee Timeline

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> At Executive Committee Meetings in February, a recommendation was made that the Nominating Committee take on an additional role around board governance. During 2/21/19 meeting, committee discussed the change of committee name and scope, pending board approval, and set initial meeting to begin work on new objectives in April. 		

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

- Corporate Scorecard
- Board Matrix
- Nominating Committee Self-Assessment

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none">• The committee will update the corporate scorecard, and begin work on updating items that track committee performance at the April meeting as part of the work around the redefined scope.		

Corporate Nominations for Existing Board Seats (4):

- Catherine Lanning, Nationwide
- Paula Ratliff, Manpower Group
- Reggie Humphrey, General Motors
- Sharon Grant, United Airlines

Current Open Corporate Board Seats (1):

- Google

Current Vacant Board Seats (1):

- 1 Corporate Seat (Formerly Nokia)



Cathy Lanning

Senior Vice President, Property & Casualty Business and Personal Solutions Marketing Nationwide

In her current role, Cathy is responsible for the development and execution of marketing strategies for all P&C areas, with a focus on positioning Nationwide solutions that meet members' unique needs across all distribution channels. She oversees an integrated marketing plan including national advertising, direct marketing, affinity partnerships, digital media and sponsorships to build the Nationwide brand and business.

Cathy joined Nationwide in 2007 as part of the leadership team that launched Nationwide Bank. During her tenure, she's developed long-lasting partnerships established for mutually beneficial success with co-branded campaigns, unique benefits for members and a wide product offering to meet consumer and commercial customer needs.

She has deep experience in brand management, distribution marketing, innovation, product development and strategic planning. Prior to joining Nationwide, Cathy was the Brand Manager at The Scotts Company. At Scotts, she was responsible for marketing business strategies and leveraging consumer insights to bring innovation to new products and services. Her deep understanding of marketing analytics and data paved the way to actionable results to build the business. She had P&L responsibility ensuring margin accretive delivery of the product line.

Cathy holds a Bachelor of Science in Psychology and a Bachelor of Science in Business Administration (Marketing) from The Ohio State University. After working for several years in the technology and telecommunications industry, Cathy returned to Ohio State and completed her Master in Business Administration.

Outside of work, Cathy enjoys mentoring business students from the Fisher College of Business at The Ohio State University, is a board member serving The Girl Scouts of Ohio's Heartland, is a board member of ACDI/VOCA, and is a Leadership Columbus graduate (a signature program developing business professionals into community leaders).



Paula Ratliff
VPGM Global Sales
ManpowerGroup, Inc.

Paula has 25+ years of successful experience building market presence, generating record profitability in highly competitive markets, and consulting with strategic clients on workforce planning and strategy. She also has 23 years of Sales Management and 18 years Staffing Industry Experience.

Paula joined ManpowerGroup, Inc. in 1999 as Branch Manager, Operations and has held various roles of increasing responsibility since that time including Vice President, National Sales and Vice President, Global Strategic Account Sales.

Selected achievements throughout her career include oversight of all aspects of two branch operations including Louisville, Kentucky and Indianapolis, IN servicing 4 states for direct marketing/sales division; responsibility for recruitment, training, retention and management of 24 sales representatives; responsibility for P&L Management including Sales, Distribution Facility, and Inventory Control; research and analysis of market potential for new scholastic fundraising division, including creation of territory alignment and marketing guides; creation of business plan for implementation of fundraising scholastic division focusing on educational institutes throughout Kentucky and Indiana; ranked 4th in profitability out of 33 branch operations across North America; received bonuses and recognition for “Best Recruiting and Retention” among 33 peers; reduced staff turnover by 72%; ranked 1st in sales out of 254 sales representative across North America 1993; and, she received 3 internal promotions within 7 years.



Reggie Humphrey
Senior Manager, Supplier Diversity – Global Purchasing & Supply Chain
General Motors

Reggie is a passionate & innovative leader with an established track record of building effective relationships and high performance teams that emphasize robust strategic initiatives, key performance indicators, professional development, and continuous improvement. Based on 23 years of extensive cross functional experiences from the ever-evolving automotive industry, Reggie is able to draw from a cachet of skills that yield impactful and sustainable results.

Reggie Humphrey is the Senior Manager of Supplier Diversity at General Motors and joined the team in July 2012. He is responsible for managing GM's process of inclusion, which consists of over 300 certified diverse suppliers. Reggie began his career journey in 1995 as a Production Supervisor at the Moraine Assembly Center in Moraine, OH.

In 1998, he relocated to the Detroit metro area and has since worked in several operational and planning roles within multiple organizations including; Order Fulfillment, Supply Chain, Global Purchasing, and Logistics.

Reggie holds a B.S. in Finance from Alabama A&M University and a M.S.A from Central Michigan University.



Sharon Grant
Vice President, Community Affairs
United Airlines

Sharon Grant is vice president of community affairs at United. As United’s global community engagement leader, she is responsible for developing and leading the company’s philanthropic, humanitarian, volunteerism and supplier diversity strategies for strengthening the communities we serve.

Sharon’s breadth of experience includes over 25 years in finance and operations. An accounting graduate of Bradley University, Sharon is a Certified Public Accountant, a Certified Internal Auditor, and has a Certification in Risk Management Assurance.

Sharon is a Leadership Greater Chicago Fellow, Chicago United Business Leader of Color and recognized as one of the Top 15 Women in Business by the Illinois Diversity Council (2017) and as the Inspirational Woman of the Year by the Chicago Chapter of the Institute of Internal Auditors (2013).

Sharon is married with four children.

Board Chair & President's Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
March 11, 2019

The Board Chair and President's Report will be distributed at the board meeting.

Finance Committee Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
March 11, 2019

GOAL 1: Oversee the monthly and yearly financial reporting process and increase the awareness of the Board of Directors with regards to WBENC’s financial position. The Finance Committee meets monthly and specific meeting highlights are noted below:

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> The Finance Committee meeting is scheduled for March 2019 to review the preliminary, unaudited 2018 Financial Statements and 2019 Financial Progress. 		

GOAL 2: Build a 2020 budget/finance plan that account WBENCs' short-term and long-term strategic goals.

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> Nothing to report at this time. This process will occur during the 3rd and 4th quarters of 2019. The final budget will be recommended to the Board at the November 2019 meeting. 		

GOAL 3: Implement forecasting methodology to ensure WBENC meets its budgeted annual profit.

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> Nothing to report at this time. This process will occur during the 2nd quarter of 2019. 		

GOAL 4: Continue to invest and grow WBENC's unrestricted net assets reserve to enhance WBENC's overall financial position.

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> WBENC maintains \$3.0MM in an investment account (PNC Investment) and an interest-bearing account (Bank of America). 		

Audit Committee Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
March 11, 2019

GOAL 1: Oversee completion of the 2018 audit

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • Preliminary audit fieldwork was performed December 3 - 4, 2018. • An Audit Committee meeting is scheduled for March 2019 to prepare for the 2018 audit. This meeting will include Holly Caporale, Audit Partner, and Lisa Drummond, Audit Manager from Councilor, Buchanan, and Mitchell (CBM). • The remainder of the audit fieldwork is scheduled to occur April 15 – 19, 2019. • A draft of the audit report is expected in 3rd Quarter 2019. 		

GOAL 2: Oversee completion of the 2018 Form 990

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • The 2018 Form 990 will be completed by WBENC’s audit firm, reviewed by the WBENC staff, and then reviewed by the Audit Committee before submission to the IRS. This satisfies the compliance element of having the Board of Directors review the Form 990 before the organization files the return. • WBENC plans to file the 2018 Form 990 by August 31, 2019 which is the due date when a 3-month extension is requested. 		

GOAL 3: Ensure WBENC has the appropriate level of internal controls

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none">This will be assessed by WBENC's audit firm as a part of the 2018 audit. Any deficiencies identified by the auditors will be addressed by WBENC management and the Audit Committee in a timely manner.		

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

- 2018 Goal to increase the number of certified WBE firms by 8% with a stretch goal of 10%
- To work with WBENC to ensure delivery of a successful WOSB Certification Program
- Document the growth of “dues paying” corporate and government members at the regional level
- To document the formal RPO MoUs with government and quasi-government agencies that recognize/accept WBENC Certification

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • As of 12/31/18 <ul style="list-style-type: none"> ○ 14,890 certified WBEs, growth of 7% over 2017. ○ 5,385 certified WOSBs. • As of 2-15-2019, there were 15,076 certified WBEs. • As of 2-15-2019, there were 5,559 certified WOSBs. • As of 2-15-2019, there are 718 Regional Corporate Members (385 Regional only and 332 Regional and National). • The annual compliance review now includes a request for all RPO MOU’s. The WBENC staff is in the process of consolidating a list from the RPO’s. 		

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

- 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
- To work with WBENC to identify new industry segments for WBE recruitment

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • Between October 1, 2018 and January 31, 2019, there were 180 regional events held with 9031 total participants across the WBENC Network. This number is a combination of in person and online events across all RPO's. • In full year 2018, 591 events were held with 29,104 registrants. This number is a combination of in person and online events across all RPO's. • The Leadership Council is meeting March 14th to review outcomes of the Executive Committee Planning meeting which includes a request for industry segment focus. 		

GOAL 3: To collaborate with WBENC in implementing its Strategic Plan: Roadmap to Growth & Sustainability

- Be actively engaged with the WBENC Network Task Force to develop a network model that ensures the WBENC network growth and sustainability
 - i. Develop and implement standardized programming across the network
- Continue to update and memorialize RPO Operational Excellence/Council Best Practices

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • At the November LC meeting, each RPO director shared information about their own best practices and upcoming events. • At the November LC meeting, Pat Birmingham, VP WBENC Marketing, Events, and IT, reviewed WBENC Marketing Strategy, branding, and reviewed how RPO's can engage to assess use of the new WBENC branding. • In 2019, the Leadership Council will focus on the following: <ul style="list-style-type: none"> ○ Growth ○ Elevated Programming ○ Marketing Alignment • The Leadership Council created subcommittees to focus on key areas and use smaller team to accelerate progress. Charters are in process and we will want to align those with direction of the EC. 		

2019 Progress to Goal

March 2019	June 2019	November 2019
<ul style="list-style-type: none"> ○ Strategic Growth (Chairs – Phala Mire & Pamela Williamson) ○ Revenue & Allocation Process Review Task Force (Co-Chair – Michelle Richards & Marsha Firestone) ○ Programs (Chair – Sandra Eberhard & Debbie Hurst) ○ Leadership Development (Chairs - Susan Rittscher & Sheila Mixon) ● In 2019, the Leadership Council is modifying mix of in- person and phone meetings, increasing face-to-face time together to drive progress. Four in-person and four phone meetings throughout the year. In-person meetings will focus on discussion and decision making. Phone meetings will focus on operational updates. ● The Leadership Council provided feedback to the NCC in November on the Virtual Site Visit criteria. A subcommittee of the NCC was formed to revisit and revise the VSV criteria. Debbie Hurst and Phala Mire represented the LC on that subcommittee. The subcommittee reviewed its recommendations with the NCC on 2/1. ● The RPO scanning of hard copy documents as part of the WBENCLink2.0 transition was complete as of December 2018. The second phase, a review by WBENC staff, is underway. Once each RPO is successfully reviewed, they are given approval to destroy paper documents. 		

Women's Enterprise Forum Report

Women's Business Enterprise National Council
Report to the WBENC Board of Directors
March 11, 2019

GOAL 1: WBE Participation and Diversification

- Involve all sizes and types of WBE businesses
- Forum and WBENC Affiliate(s) continued alignment and collaboration
- Engagement of new WBEs at Forum Meetings

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none">• The Membership Team is coordinating the March NO HOST Dinner for Sunday, March 10th, to allow time for WBEs to socialize with each other the night before the Forum Meeting. We expect (40+) WBEs to participate at the dinner.• The Forum will also host its second WBE2WBE Connections at the March meeting with an elevated format that better promotes WBE to WBE procurement and industry networking. Forum Leadership Team Members are hosting Industry networking tables.		

GOAL 2: Building Personal and Professional Capacity through Education & Programming

- Special Events or opportunities through *Forum First*
- Subject matter expert panels and/or keynote speakers

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • Surveyed the Forum in December as input to 2019 planning. • The March Forum meeting agenda was built based on survey feedback. During the March meeting Forum Representatives will have two opportunities to learn and engage: 1) Forum Luncheon Keynote Erica Dhawan will present <i>Get Big Things Done: The Power of Connectional Intelligence</i>, and 2) Chala Dincoy will present <i>Pitch Me Your Solution</i>. • In February, the Forum formed a working group led by Forum 2nd Vice Chair Peggy Del Fabbro and comprised of Forum Team 2nd Vice Chairs to assess a document for WBE Disaster Recovery & Business Continuity which will serve as a resource guide for WBEs during and after a catastrophe. The goal is to provide services and support to WBEs affected in a disaster, mobilize a solutions network, and generate the utilization of WBE to WBE business. Goal for release is Fall 2019. 		

GOAL 3: Goals: Governance/Communications

- Strategic Input to the WBENC President & CEO and Board Committees
- Onboarding process for all newly appointed positions
- Communicate Forum governance throughout the WBENC network

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • The Forum kicked off their Q1 Forum meetings in January and February with three calls: Leadership of the Forum, Forum Leadership Team, and Forum Representatives. The Leadership of the Forum has ensured smooth transition of leadership positions as the Global and Government Team have each welcomed a new 2nd Vice Chair. The Marketing Team has welcomed a new 1st and 2nd Vice Chair. Additionally, in 2018 the call for Forum RPO Appointees resulted in 38 New Forum Team Representatives who have received an onboarding orientation and were invited to join the November Meeting. They will be officially recognized during the March Meeting. • A New Forum Directory has been published along with a 2019 Forum Calendar, outlining all Forum related activities. As the Forum creates more awareness around events and activities like application process for the Forum WBE Board Seats, and Forum Leadership positions, it is the goal to encourage a diverse and inclusive Forum. • Forum members were invited early to apply for an opportunity to participate in the WBENC pitch competition at Summit and Salute. 		

Corporate Membership & Revenue Generation Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
March 11, 2019

GOAL 1: Value Proposition & Retention: Increase Retention of Existing Members and Maintain 300+ Members Overall (2016 final retention was 95%; 2017 retention was 97%; 2018 retention was 93%) 2019 Membership Goals - \$4.4M, 330 Members. Continue to remain relevant in the benefits offered to National Members.

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • \$4,092,450 2019 Renewals invoiced, 96% Retention • \$4,248,450 Total 2019 Membership invoiced = 96% of Goal attained • Working with Ambassadors to leverage renewals; engage New/Rejoined Members; and, seek to expand ROI for Members • Ongoing relationship management/engagement by BD team/CRMs to better understand their needs • Work with CMRG Committee to create offerings from a solutions-based perspective for National Members <i>*possible focus group</i> • Need to address needs of mid-range Members (\$8,500-\$16,000) <i>*large opportunity for growth</i> 		

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 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • 15 New Members • 1 Rejoining Member • Ongoing assignment of WBENC CRMs with every Member, broken out by Industry • Ongoing assignment of Ambassadors with New Members, as needed • CRMs working to identify companies with SD programs within their industries 		

GOAL 3: Fund Diversification & Development: Increase Engagement of Members through all WBENC Sponsorships, with a focus on funds from departments outside of supplier diversity (2019 S&S Goal \$1.350M, 2019 NCBF Goal \$2.7M)

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • 2019 Summit & Salute Sponsorships \$1,253,000, 93% of Goal <i>*This is the largest amount of sponsorship funding ever achieved for this event, and \$78,000 over our 20th Anniversary year</i> • 2019 National Conference & Business Fair \$1,917,500 – 71% of Goal • CRMs working to identify interest in all WBENC programs 		

US Programs Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 March 11, 2019

GOAL 1: Support Summit & Salute/NCBF Programming

- Recruit evaluators for all program sessions
- Complete and execute evaluator schedule
- Report out on evaluator findings, make recommendations based on findings

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • Evaluation plan modified to better fit the new programming model. • Programs Committee agreed to include their team members as evaluators for better coverage. • Engaged Forum Programs Team to help with Summit & Salute evaluations. 		

GOAL 2: Develop Tier II webinar as a training resource for our WBEs and Corporate Members

- Develop individual topic outlines for the module within the Tier II webinar
- Draft story Board and assign webinar presenters
- Roll out webinar and track metrics/feedback

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • WBENC approved proposed webinar outline per the Tier II survey results. • Topics within outline assigned to teams for completion. • Dates set for finalization. 		

GOAL 3: Develop blog posts to accompany Tier II webinar for Tier II success stories.

- Blog posts will accompany webinar to increase engagement
- Blog posts will be developed to highlight industry specific experiences and success stories

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none">• Will be discussed in S&S Marketing & Programs Committee meeting.		

GOAL 1: Continue education process with WBEs on the prospect of going global

- Provide educational workshops at the National Conference & Business Fair
- Continuous review and updates to the Global International Guide
- Provide content to WBENC marketing platforms on Global initiatives

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • The GC is reviewing the 2015 Global Expansion Needs Assessment Summary Report for relevance. The committee members are providing feedback on the relevancy of the information in the report and will determine if a new survey is needed. This survey serves as a light post for GC workshops. • The GC is currently assessing new ways to present information based on the new WBENC Business Lab model. The Forum Leadership Global Programs Team is leading the effort to provide a proposal of workshops for NCBF in June. This includes assessing a number of unique experts that can provide elevated content to WBEs. • The GC is identifying WBEs that have stories related to global expansion. Working with the WBENC Marketing Dept. the GC’s goal is to feature on the blog stories of 12 WBEs that will provide a case study/blueprint for global business. 		

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.

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> The GC is beginning to build a survey framework that will be sent to WBENC Corporations on purchasing requirements from corporations and identify specific geo for expansion. 		

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

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> The Global Committee and WEConnect International have identified opportunities for strategic inclusion which includes identifying global ready WBEs and assisting them with preparing for opportunities. The committee is preparing a plan for review. 		

Marketing, Communications & Brand Management Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
March 11, 2019

GOAL 1: Certification: Support initiatives to foster WBE growth and enhanced Government/WOSB focus

- Review existing collateral and communications channels – identify gaps and make recommendations for improvement
- Coordinate with the Government Committee to provide support as needed to accommodate the increased scope of WOSB certification
- Identify areas of Corporate Member supply chains where we need to recruit specific WBEs (industry specific) and recommend a marketing plan – work with the existing industry advisory groups.

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • Revising and updating wbenc.org web pages and collateral with Committee input. 		

GOAL 2: Opportunities: Targeted promotion of the WBENC network and all WBENC opportunities including events, programs, and special campaigns

- Develop strategies to increase awareness of the network and opportunities available for our constituents, leveraging successes from past opportunities and possibilities for the future; clearly articulating the value and ROI
- Create a clear call to action to increase two-way engagement with measurable results
- Develop strategies to complement the inclusion of the Next Generation of WBEs – how do we get them excited about what WBENC offers via targeted marketing (coordinate with the next gen team).
- Utilize the Marketing Committee as “Brand Ambassadors” to enhance WBENC’s promotions and campaigns.

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • Continue to coordinate with the Forum Marketing Team on success stories and blog posts. • Building marketing strategy for 2019 events programs and campaigns, including tools to engage our constituents to broaden the reach of our event promotion. 		

GOAL 3: Resources & Engagement Tap the wealth of knowledge in our community evolving WBENC as a thought leader in marketing

- Develop a CMO workshop/summit to engage CMOs in a discussion of best practices for engagement and create a roadmap for WBENC marketing
- Work to refine the ROI of WBENC from a CMO’s perspective – an untapped resource for sponsorship and engagement opportunities
- Benchmark our marketing metrics against best in class – focus on evolving to the cutting edge
- Identify and prioritize recommendations

2019 Progress to Goal		
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • Based EEC feedback from February meeting develop approach and timeline. 		

National Certification Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 March 11, 2019

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

- Investigate other certifications/designations that WBENC should consider providing
 - Final determination regarding women-controlled designation and develop designation program materials, criteria, if applicable
 - Conduct discovery on providing Veteran certification and/or aligning with a strategic partner
- Continue to evolve & maintain the Standards

Standard	2019 Progress to Goal		
	March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • WBENC Staff completed and distributed the updated WBENCLink2.0 Manual and RPO Certification Team Manual to RPOs at the end of Q4. Change summaries were reviewed with the RPO certification teams as part of the update. The RPO team have been utilizing the new manuals in 2019 Q1. • In November, the WBENC Board approved the creation of a subcommittee whose purpose was to assess offering WBENC Veteran Certification on behalf of the USVCC. The subcommittee charter and leadership were finalized in December. Board members expressing interest to participate were contacted in December. The sub-committee was very active in January and delivered its recommendations to the EC at their early February planning meeting. • NCC leadership calls were held in December and January. • A virtual NCC meeting took place on February 1, 2019. <ul style="list-style-type: none"> ○ Discussed Virtual Site Visit Charter ○ Discussed proposed update to the National Files Criteria 			

GOAL 2: Continue to review criteria for the SBA Women Owned Small Business (WOSB) Federal Contracting Program and to refine policies for processing files as an SBA Approved Third Party Certifier.

- Develop EDWOSB program in anticipation of the Government rule implementation
- Submit resolution to the WBENC Board for the Government Sub-Committee to become a formal Board Committee
- Pursue opportunities to position & maintain WBENC as the leading third-party certifiers as WOSB and EDWOSB firms

Process	2019 Progress to Goal		
March 2019	June 2019	November 2019	
<ul style="list-style-type: none"> • Candace Waterman, President of WIPP presented the jointly developed WIPP/WBENC Engagement Strategy to the Government Subcommittee at the November meeting. All members of the NCC were invited to attend as well. Candace reviewed the components of the engagement which include: <ul style="list-style-type: none"> ○ Advocacy ○ Procurement Education Platform • Members of the Forum Government team who sit on this subcommittee took this information back to the Forum and offered help. • Benita Fortner, ENCORE group and current leader of the Government Subcommittee, Candace Waterman, President of WIPP, and WBENC leadership met in January to discuss and outline 2019 plans for the subcommittee. <ul style="list-style-type: none"> ○ In 2019, WIPP will partner with WBENC to offer programming initially focused on high level advocacy issues which are larger than WOSB, then the WIPP Procurement Landscape, Building Capacity, and Building Wealth Series. • Benita Fortner, Candace Waterman, and Laura Taylor will assess subcommittee’s future status and return to the NCC in Q3. 			

GOAL 3: Continue to improve and streamline the certification process.

- Update and finalize the Site Visit forms
- Finalize the criteria for use of technology on recertification site visit and implement across all RPOs
- Develop, finalize and complete work the WBENCLink2.0 Phase 2 Enhancement list

Process	2019 Progress to Goal	
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • A subcommittee was formed at the November NCC meeting to review the existing suggested Virtual Site Visit criteria and provide additional input to the NCC. The team was very active in January and reviewed suggested updates with the NCC on February 1st. NCC leadership also obtained input from the Executive Committee regarding the use of virtual site visits that will be reviewed with the NCC at the March meeting. • In 2019 Q1, WBENC reviewed the comments from the NCC on the proposed National Files Criteria, made changes, and presented those changes to the NCC on February 1, 2019. An updated draft will be distributed to the committee in advance of the March NCC meeting. • WBENC continues to work with B2Gnow to identify potential enhancements to replace the need for system customization and reduce cost of future changes. <ul style="list-style-type: none"> ○ WBENC submitted configuration changes at the end of 2018 to improve understanding and efficiency for users. Updates were made to improve the online application experience for WBEs, to clarify documentation required, ownership information, and interest in the Women Owned logo, and to facilitate updates to the WBE profile. Further improvements included enhanced flagging, searching, and exporting capabilities for RPOs. Finally, updates were made to RPO logos, names, and addresses throughout the site. ○ An enhancement was approved in February which will improve quality of Primary NAICS code data collected by making it a required field when processing the application. This will have a positive impact on both standard and ad hoc reporting, where today, fields are missing and require significant manual effort to look up individual records. 		

GOAL 4: Continue to review of Appeals and National Certification Review applications on a timely basis.

Process	2019 Progress to Goal	
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • In 2018, the National Certification Review Committee received 110 files (7 new, 103 recertification where revenue is more than \$500million or business have complex business structures). Fees are retained by the RPO for roughly one-third of those files. Overall, NCRC approved 78, denied 1, and 31 were still in process by the end of 2018. • In 2018, the National Appeals Committee received 16 files (upheld 12 and overturned 3 and 1 still in process by the end of 2018). • Between 1/1/2019 – 2/15/2019 the National Certification Review Committee received 1 file (recert) (revenue more than \$500million or complex business structures). • Between 1/1/2019 – 2/15/2019 the Appeals Committee received 2 files 		

GOAL 5: Continue to deliver Certification Training for RPO Certification Committee Members and deliver WBENCLink2.0 Training to WBEs and all Corporate Members.

a. Develop on-demand WBENCLink2.0 Training and maintain on Insights

Training	2019 Progress to Goal	
March 2019	June 2019	November 2019
<ul style="list-style-type: none"> • RPO Certification Team calls held monthly. • Certification Committee Training – January 2019 - February 15, 2019, there was 1 session with 22 RPO Certification Committee Members represented from 9 RPOs. • In all of 2018 there were 10 Certification Committee Training sessions, with a total of 202 attendees. • Ongoing WBENCLink2.0 training for WBEs and Corporate Members. Online registration offers at least one session per month except in June due to NCBF. <ul style="list-style-type: none"> ○ January 2019 – February 15, 2019 - 1 WBE sessions held, total of 24 attendees ○ January 2019 – February 15, 2019 – 2 Corporate sessions held, total of 3 attendees • WBENCLink2.0 training for all 2018: <ul style="list-style-type: none"> ○ WBE’s 12 sessions and 295 attendees ○ Corporate members 9 sessions and 23 attendees 		

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