



WOMEN'S BUSINESS ENTERPRISE
NATIONAL COUNCIL

JOIN FORCES. SUCCEED TOGETHER.

NOVEMBER BOARD BOOK

BOARD OF DIRECTORS MEETING

MAYFLOWER HOTEL

WASHINGTON, DC

PALM COURT BALLROOM

NOVEMBER 14, 2018

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AGENDA

9:00 AM	BOARD CHAIR'S REPORT <ul style="list-style-type: none">• Approval of Meeting Minutes (June 2018)	THERESA HARRISON
9:10 AM	NOMINATING COMMITTEE REPORT	CLINT GRIMES
9:30 AM	PRESIDENT & CEO'S REPORT	PAMELA PRINCE-EASON
9:50 AM	TREASURER'S REPORT	NANCY CREUZIGER /THERESA HARRISON
10:20 AM	LEADERSHIP COUNCIL UPDATE	EMILIA DIMENCO
10:35 AM	WOMEN'S ENTERPRISE LEADERSHIP FORUM	PATRICIA RODRIGUEZ-CHRISTIAN
10:45 AM	BREAK	
11:00 AM	STRATEGIC TOPICS WORKSHOP: VETERAN CERTIFICATION PLEASE NOTE THAT WBENC HAS SIGNED A NON-DISCLOSURE REGARDING THIS TOPIC TOPIC IS WBENC BOARD CONFIDENTIAL	ALL
11:30 AM	CLOSING COMMENTS	

**Minutes of the June 18, 2018
WBENC Board Meeting**

**Submitted for Approval
During the November 2018
Board Meeting**

Women's Business Enterprise National Council
Board of Directors Meeting
June 18, 2018 – 3:00PM- 6:00PM
COBO Center
Workshop 7

Meeting Roster		
1. Board Chair	Theresa Harrison, EY	Present
2. President and CEO	Pamela Prince-Eason, WBENC	Present
3. Counsel	Jorge Romero, K&L Gates	Notified Absent
Corporation Corporate Members		
4. Accenture	Nedra Dickson	Present
5. Adient	Kelly Bysouth	Present
6. Allstate	Eugene Campbell	Present
7. AT&T	VACANT	
8. Avis Budget Group, Inc.	Lynn Boccio	Present
9. Bank of America	Barbara Kubicki-Hicks	Present
10. BP America	Debra Jennings-Johnson	Notified Absent
11. Capital One	Jim Gorzalski	Present
12. Chevron	Stephanie Beveridge	Present
13. D.W. Morgan	David Morgan	Present
14. Dell Inc.	Piyush Bhargava	Notified Absent
15. ExxonMobil Corporation	Doug Fisher	Present
16. FedEx	Sue Spence	Notified Absent
17. Ford Motor Company	Jacklyn Watt	Present
18. GM	Paris Pavlou	Present
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	Present
23. KPMG LLP	Barbara Carbone	Present
24. Macy's, Inc.	John Munson, Jr.	Present
25. ManpowerGroup	Nancy Creuziger	Present
26. Marriott International, Inc.	VACANT	
27. Microsoft Corporation	Fernando Hernandez	Notified Absent
28. Motorola Solutions	VACANT	

29. Nationwide Inc.	Pamela Pesta	Present	
30. Nokia	Mark Artigues	Notified Absent	
31. Office Depot/Office Max	Carrie Jacobson	Present	
32. PepsiCo, Inc.	Mary McEvoy	Present	
33. Pfizer Inc	Mike Hoffman	Present	
34. Pitney Bowes Inc.	Maryane Chapman	Present	
35. Procter & Gamble	Andy Butler	Present	
36. Raytheon	Carol Wooden	Present	
37. Robert Half	Kathleen Trimble	Notified Absent	
38. Shell Oil Company	Ana Kopf	Present	
39. The Coca-Cola Company	Lori Billingsley	Present	
40. The Home Depot	Sylvester Johnson	Present	
41. Time Warner Inc.	Clint Grimes	Present	
42. United Airlines	Ruby McCleary	Present	
43. UPS	Kris Oswald	Present	
44. Verizon	VACANT		
45. Vistra (formerly Energy Future Holdings)	Phil Seidler	Notified Absent	
46. W.W. Grainger	Julie Holmes	Present	
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.	Notified Absent	
55. GLWBC	Michelle Richards	Present	
56. WBEC West	Pamela Williamson, Ph.D.	Notified Absent	
Forum Members			
57. CRC Group, Inc.	Patricia Rodriguez-Christian	Present	
58. Delta Personnel, Inc.	Teresa Lawrence	Present	
59. New Normal Life	Juli Sinnett	Present	
60. Aztec Promotional Group	Patti Winstanley	Present	
61. Consumer & Market Insights	Royalyn Reid	Present	
62. Highroad Press	Hallie Satz	Present	
63. JURISolutions	Cindy Towers	Present	

64. MYCA	Patti Massey	Present	
65. Techway Services, Inc.	Cathi Coan	Notified Absent	
66. VACANT			
Expert Members			
67. Bristol-Myers Squibb	Farryn Melton	Notified Absent	
68. Past Chair Emeritus	Cheryl Stevens	Present	
69. 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	
ORV-WBC	Sheila Mixon	Present	
WBEC PA-DE-sNJ	Elizabeth Walsh	Present	
WBDC-Florida	Nancy Allen	Present	
WPEO-DC	Sandra Eberhard	Present	
Board of Director Guests & Representatives			
FedEx	Kathy Simon	Present	
Marriott	Casey Oakes	Present	
Verizon	Anuradha Hebbar	Present	
Bristol Myers-Squibb	Rondu Vincent	Present	
W.I.P.P.	Candace Waterman	Present	
BP America	Kimberly Duck	Present	

CALL TO ORDER: Board Chair Ms. Theresa Harrison called the meeting to order at 3:10pm EST

A Quorum was established - see Attendance sheet

Ms. Theresa Harrison

- Opened the meeting by welcoming everyone to Detroit.
- Notified the board that a special board meeting was held to apply for a license to serve alcohol at one of the Detroit events. The license was approved.
- Updated the board that the Secretary position will be filled by Ms. Farryn Melton and the National Certification Committee position will be filled by Ms. Kathleen Trimble.
- Reminded all board members that Ms. Barbara Kubicki Hicks is next in line for the board chair position, and that transition planning has begun.
- Asked if there were any corrections to the March 2018 Board meeting minutes. There were none.

Following a motion by Ms. Theresa Harrison and a second by Ms. Barbara Kubicki-Hicks the meeting minutes from the March 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 Board Book and PowerPoint presentation on Board Extranet site.

- Asked corporate seat board nominees to step out of the board meeting room.
- Reviewed corporate candidates nominated for current, open board seats. Asked if there were any questions or objections to any of the candidates. There were none.

Following a motion by Mr. Clint Grimes and a second by Ms. Beverly Jennings the 2 nominees for current corporate board seats were unanimously approved; no opposition; no further discussion.

- Reviewed 2 RPO nominees for new RPO seats due to the increase in the board size. Asked if there were any questions or objections. There were none.

Following a motion by Mr. Clint Grimes and a second by Mr. Bill Kapfer the RPO candidates as recommended by the Nominating Committee were unanimously approved; no opposition; no further discussion.

- Pointed out each new board member and introduced by name.
- Reminded all board members that they are required to complete a Conflict of Interest form and Code of Ethics form annually. Asked everyone to please return both forms which were previously distributed via email within 1 week to Ms. Jill Sasso. Noted this is part of WBENC's compliance with annual 990 filing requirements.
- Reminded all board members that there is 1 open WBE seat and 1 open corporate seat that the Nominating Committee is looking to fill. These are open seats due to the increase in the board size.
- Reported that the Nominating Committee made adjustments to its communication strategy to ensure adherence to term limits and renewals. Scorecard data was collected on board participation for corporate seat re-nominations to further this endeavor; however, 1st year board members who have served less than one year are not subject to this reporting.

PRESIDENT & BOARD CHAIR REPORT

PAMELA PRINCE-EASON

Full details can be found in Board Book.

- Welcomed new board members, thanked everyone for attending and thanked the presenting sponsors and host committee.
- Noted that the third bulleted item that was provided in the President & Board Chair report in the Board Book (regarding WBENC work with WIPP) should be removed as it was a typo.
- Updated all that there is still work to be done with WIPP and the RPOs to ensure synergy.
- Shared details of her meeting with the Government Accountability Office (GAO) regarding WBENC's network functionality. Reported that there was positive feedback, but there is still more clarification needed on how the Small Business Administration (SBA) will implement the mandate to discontinue WOSB self-certification. Ms. Pamela Prince-Eason thanked the RPOs for all of their efforts in representing WBENC and upholding the premier reputation. WBENC continues to closely monitor the progress.
- Noted that work continues on the EnCORE Governance Workshop to be provided to the RPO leaders and their board chairs in November as part of the Executive Leadership Academy. Ms. Cheryl Stevens has been working to structure these workshops, and resources are to be provided by K&L Gates.
- Mentioned that we will hear in the treasurer's report that financials have already been successful in collecting the majority of the revenue for the National Conference and Business Fair. Also thanked Ms. Michelle Richards and the RPO Host Council again for all of the work they have done in Detroit to make 2018 a great national conference.
- Shared that WBENC has many programs underway, some taking place at NCBF.
 - The Wells Fargo program has started and it is going well. Furthermore, the Catapult program, championed by Capital One, which seeks to close the digital divide in the workforce, has been successful and continues to grow.
 - Mr. Jim Gorzalski added that Ms. Pamela Prince-Eason attended the Capital One EMS meeting in Richmond, VA the week prior and will serve as a judge for the final pitch competition for the Catapult cohort.
 - Additionally, the Student Entrepreneur Program, sponsored by Allstate, FedEx, and Ernst & Young, is always an enormous success. The Student Entrepreneurs are innovative and motivated, and they are learning during NCBF how to tap into this marketplace.
 - Additionally, Planet Mogul had its inaugural session during NCBF, sponsored by Bristol Myers-Squibb and General Motors. This program has a middle school level focus on entrepreneurship.
 - The Women of Color outreach program has been an enormous success.
 - Ms. Candace Waterman shared that more people registered than originally anticipated, resulting in just shy of 300 attendees. The June 2018 meeting theme was "My Circle" and speakers discussed working on the business while utilizing your resources and relationships. The Coca-Cola Company sponsored the event. JP Morgan Chase sponsored lunch and Southern California Edison is also a supporting sponsor.
 - Ms. Pamela Prince-Eason thanked Lori Billingsley and The Coca-Cola Company for trusting WBENC to manage the program.
 - Ms. Lori Billingsley noted she was impressed with the session attendees and looks forward to expanding the program.
- Noted that WBENC is continually innovating for its constituents. During NCBF the *WeInnovate!* session will occur, and there is a diverse group of talented WBEs to hear from.
- Shared that the PepsiCo Choice Competition will occur during the Thursday lunch session and is sponsored by The PepsiCo Foundation. There were 100 applicants for the pitch competition and the pool was narrowed down to 3 WBEs. The winner will receive a \$15,000 prize as well as mentorship from PepsiCo, Inc. executives.
- Reviewed media coverage, noting that GLWBC and Ms. Michelle Richards have done a lot of press and television interviews to encourage and publicize NCBF. Additionally, WBENC staff members Ms. Jessica Carlson and Ms. Nettie Teter have done significant outreach on social media with targeted messaging. Finally, many magazines and media sponsors are writing about WBENC's presence in Detroit and WBENC in general.
- Finally noted that Mr. Mark Artigues had submitted his resignation from the board due to a position change at Nokia. Further noted he included a thank you note to the full board and she and Ms. Jill Sasso would share his resignation with all board members via email following the board meeting.

TREASURER-FINANCE COMMITTEE REPORT

NANCY CREUZIGER

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

- Shared May financials, and noted that there is a targeted \$50,000 net income goal by end of year.
- Budget goals are larger than the previous year.
- Commented that WBENC has a strong and healthy balance sheet, noting that it shows \$7.8 million in cash.
- Noted that Summit & Salute was a financial success, as \$1.7 Million was budgeted and achievement of this revenue target is expected once all expenses have been paid.
- Reported that NCBF revenues and expenses are in line with the budget.
- Mentioned that membership progress is excellent, with 16 new members as of May 31, 2018 which is 96% retention.
- Reported that the audit was completed and there was positive feedback, though WBENC is still awaiting a final report.
- Shared that the 2019 budget development will occur in July and August. The budget will be proposed to the Extended Executive Committee in November and to the full board at the November board meeting.

LEADERSHIP COUNCIL UPDATE

EMILIA DIMENCO

Full details can be found in Board Book.

- Reported that progress on goals has been successful
 - First goal: further the business case for WBE supplier diversity. Noted that WBEs numbers is now over 15,286 and number of WOSBs is at 5,401. Noted that there are 547 regional corporate members, and of those regional corporate members 187 are active nationally.
 - Second goal: refine and implement RPO programming. Mentioned that so far there have been 121 events and programs provided by RPOs.
 - Third goal: collaborate with WBENC in implementing strategic plan. Shared that the focus is currently on baseline programming. WBE Onboarding, How to do Business with the Government, Best Practices for Developing your Business Plan are all programs that have been designed and are in pilot phase of implementation.
- Noted the Leadership Council is looking forward to the Governance Workshop being planned for November by the EnCORE Advisory Group, as well as developing further programming as part of the Executive Leadership Academy to continue to help the network grow.

WOMEN'S ENTERPRISE LEADERSHIP FORUM

PATRICIA RODRIGUEZ-CHRISTIAN

Full details can be found in Board Book.

- Provided an overview of the Forum as a reminder: there are 150 appointed reps, 20 WBEs in a leadership capacity, who serve on 5 open teams and 4 closed teams. These teams are in line with the WBENC board committees.
- Shared progress on goals:
 - WBE participation and diversification: held a no-host dinner where the forum leaders and WBEs were encouraged to come together. Attendance at the March Forum meeting doubled. NetWalking and the Health Challenge that were born out of the Forum are occurring at NCBF on Tuesday.
 - Building capacity of WBES: programming for the forum was on angel investing and venture capital. Thanked Ms. Mary McEvoy of PepsiCo, Inc. for her participation on the panel.
 - Governance & Communications: the Forum holds three calls each quarter to include all levels of Forum involvement, and a call for nominations will be issued.
- Noted there will be a call for nominations for the current and new Forum board seats.

STRATEGIC PLANNING REPORT

LAURA TAYLOR

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

- Noted that Ms. Kathleen Trimble, new National Certification Committee Chair was not able to attend the board meeting and sends her regards.
- Shared the goal of inspecting the membership and dues structure resulted in strong feedback that the current corporate members prefer the existing model. WBENC will maintain the current model.
- Noted that WBENC brand evaluation had been completed in late 2017 with the rebranding around the WBENC logo. Some RPOs have rebranded and changed names as well.
- Mentioned that a new Service Agreement was signed with the RPOs, which is the operating manual to provide baseline programming. We are learning what needs to be done as WBENC and the RPOs execute this baseline programming.
- Also looking at how to leverage the new relationship with WIPP, especially in relation to “How to do Business with the Federal Government”.

PLANET MOGUL PROGRAM UPDATE

JILL SASSO & PAMELA PRINCE-EASON

- Shared that WBENC will be looking at Planet Mogul in detail to determine how to best implement this program in the future. However, during NCBF WBENC and the presenting sponsors of the program, Bristol-Myers Squibb and General Motors, executed the inaugural session with middle school students with a focus on entrepreneurship and industries.
 - Noted that WBENC is an exclusive partner and fiscal agent for this program currently as a 501(c)(3).
- Provided information on the NCBF event meeting: K-8 school, where 3 tracks were provided as options for a STEM based program. The idea is to encourage STEM based education. The three tracks were Automotive, Healthcare, and Technology.
- Urged that the idea is for WBENC to work with corporate members to provide this program to middle school children to encourage entrepreneurship or jobs in STEM industries.
- Questions & Comments
 - Ms. Nedra Dickson commented that Accenture should get involved with this exciting program, and could provide an Artificial Intelligence track.
 - Ms. Hallie Satz commented that she would want to see this a permanent facet at NCBF, so WBENC can get involved locally. Ms. Theresa Harrison commented that this was the intention and seconds that sentiment.
 - Ms. Barbara Kubicki-Hicks asked whether the program could be focused toward high-school age students or if it is only geared toward middle school students.
 - Ms. Jill Sasso answered that this is still in flux, and we can figure out how to formulate each customized program based on needs and desires.
 - Ms. Pamela Prince-Eason added that WBENC will work with our legal counsel to determine in what schools it can be implemented, but middle school appears to be the ideal target audience. She further stated it is a tremendous opportunity to tap into various foundations and grants, and WBENC will also be working with our regional partners to adopt schools across the country.
 - Ms. Emilia DiMenco commented that this could have a potential impact on revenue positively as this can increase awareness.
 - Mr. Sylvester Johnson commented that the level of engagement is potentially higher at the middle school level as opposed to the high school level.
- Ms. Pamela Prince-Eason echoed the enthusiasm noting WBENC is changing the case for diversity with programs such as Planet Mogul.

CLOSING-MEETING ADJOURNMENT

THERESA HARRISON

- Thanked everyone on their board for their time, resources and expertise.
- Opened the meeting for any questions.
 - No questions were asked.
- Ms. Jill Sasso reminded all that they are invited to the BMW & NextGen event immediately following the board meeting.

Following a motion by Ms. Theresa Harrison and a second by Mr. Clint Grimes, the meeting was adjourned.

MEETING ADJOURNED AT 4:45 pm EST.

**Materials for November 14, 2018
WBENC Board of Directors Meeting**

Nominating Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 November 14, 2018

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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> Committee met 2/7/18 to review nominations for new board members to current corporate board seats using demographics to understand diversity impact to the board. Committee finalized slate of 7 candidates with approval from the Extended Executive Committee to be presented at March board meeting. 	<ul style="list-style-type: none"> Committee met 3/19/18 at Summit & Salute. Discussed and determined number of new Forum/Leadership Council seats to be added to board to maintain ratio outlined in by-laws with corporate seats. Committee approved 2 candidates for open corporate board seats and approved addition of 2 new Leadership Council board seats for June board meeting election slate. 	<ul style="list-style-type: none"> Conducted corporate re-nomination survey using scorecard process to fully review expiring corporate board seats held for one year or longer. Reviewed and approved Women’s Forum and Leadership Council nomination recommendations. Presented full slate of nominations, proposed board demographics and seat changes to EEC during November meeting.

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

- Charter
- Application
- Committee Timeline

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • No activity to report. 	<ul style="list-style-type: none"> • Committee reviewed timeline during 5/31/18 meeting and revised dates for collection of corporate re-nomination data to better facilitate re-nomination process. 	<ul style="list-style-type: none"> • No activity to report.

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

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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • During the 2/7/18 meeting, the committee discussed the 2017 corporate board member scorecard pilot and began the process of revising the scorecard for use in 2018. 	<ul style="list-style-type: none"> • Reviewed 2017 corporate re-nomination scorecard process at 3/19/18 meeting and implemented changes to improve. • During 5/31/18 meeting, additional revisions were made to finalize the corporate scorecard for the 2018 re-nomination process. 	<ul style="list-style-type: none"> • Implemented revised scorecard process for 2018 and reviewed results with EEC during November meeting.

Nominating Committee – Board Elections

Corporate Re-nominations for Existing Board Seats

(Term Ending 2021)

Allstate	Eugene Campbell
Dell	Piyush Bhargava
FedEx	Sue Spence
IBM	Michael Robinson
JPM Chase	Bill Kapfer
Macy's	John Munson
Nationwide	Pam Pesta
Office Depot	Carrie Jacobson
PepsiCo	Mary McEvoy
Pfizer	Mike Hoffman
Raytheon	Carol Wooden
Home Depot	Sylvester Johnson
Verizon	Anuradha Hebbbar
Walmart	Michael Byron

Corporate Nominations – Existing Board Seats

AT&T	Clint Grimes
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Forum Nominations to Board

Anjali (Ann) Ramakumaran, <i>Ampcus</i>	(term ending 2021)
Joan LaGrasse, <i>Imagen</i>	(term ending 2021)
Jane Henry, <i>See Her Work</i>	(term ending 2021)
Vivian Isaak, <i>Magnum Group</i>	(term ending 2021)
Hannah Kain, <i>ALOM</i>	(term ending 2019)

Current Open Corporate Board Seats

Adient
Nationwide
Nokia
Motorola
Pitney Bowes
Time Warner

Recommendations for New/Replacement Corporate Seats

Comcast NBCUniversal (Replacing Time Warner)
Google (Replacing Pitney Bowes)
Owens & Minor (Replacing Motorola)
Toyota (Replacing Adient)

Nominations for New Corporate Seats

Comcast	Ajamu Johnson
Toyota	Deb Schroeder
Owens & Minor	Dannellia Green

Leadership Council Nominations to Board

(Term ending 2021)

Emilia DiMenco, WBDC-Midwest (*Re-nomination*)
Janice Greene, WBEC-Pacific
Liz Walsh, WBEC-PA,DE,sNJ

Board Officer Nominations

Board Chair	Barbara Kubicki-Hicks
1 st Vice Chair	Debra Jennings-Johnson
2 nd Vice Chair	Michael Robinson
Secretary	Farryn Melton
Treasurer	Theresa Harrison



Ajamu Johnson
Vice President, Procurement
Comcast & NBCUniversal

As Vice President of Procurement for Comcast NBCUniversal, Ajamu 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.

During 2015, after consecutive years of economic impact growth, Comcast became the first media and technology company to be inducted into the prestigious Billion Dollar Roundtable. From 2008 to 2013, Mr. Johnson led vendor diversity and inclusion activities for Comcast's cable division. In 2010, he worked closely with the executive team to establish an unprecedented series of diversity and inclusion-related voluntary public commitments in connection with the successful completion of Comcast's acquisition of NBCUniversal.

In his previous position at the Urban Affairs Coalition he was instrumental in assisting a number of organizations in fulfilling economic development plans for commercial real estate projects.

Mr. Johnson earned a degree in Commerce and Engineering from Drexel University; and was named to Drexel's inaugural 40 Under 40 list. He is a graduate of UCLA's Executive Leadership Development Program, the Leadership Philadelphia CORE Program, and was recognized by Bank of America as a Neighborhood Builder Emerging leader. He received the Trailblazer Award from the National Association of Multi-Ethnicity in Communications (NAMIC). Currently he serves on the advisory boards for the United States Hispanic Chamber of Commerce and the Philadelphia Conventions and Visitors Bureau.



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

Deb Schroeder is Vice President in Purchasing for Direct parts. She is 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.

She also spent time at Toyota's truck manufacturing plant in San Antonio, TX. There she was General Manager for Plastics, On-site Suppliers, & Internal and External Logistics. In this role she was responsible for oversight of various areas in plant manufacturing, including the plastics shop, on-site supplier support, and coordination of outsourced parts.

Ms. Schroeder also has experience in Production Control /Logistics, where she was responsible for managing the Integrated Logistics Planning & Packaging section at TEMA for all plants across North America.

Ms. Schroeder began her career at TMMK, the Kentucky manufacturing facility, in 1992. Since that time, she has also held various management positions within Purchasing.

Ms. Schroeder is a graduate of Indiana University.



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

Dr. Dannellia Gladden-Green (“Dr. Danni”) is a seasoned leader with strong entrepreneurial instincts. She has demonstrated success in varied professional capacities that include: 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.

Dr. Danni is the Director of Economic Inclusion and Social Responsibility for Owens & Minor, a leading healthcare services and logistics company headquartered in Richmond, Virginia. Prior to joining the healthcare industry, Dr. Danni 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. She also founded SAGEsse Consulting LLC, a general management and marketing strategy firm.

Dr. Danni is a 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. She is also an alumnae of the McCombs School of Business at the University of Texas in Austin. To her credit, Dr. Danni has authored two books and several articles. She is married to her high school sweetheart, Minister Kelvin Green, and together they have four children.

Activities since June 2018: *Additional information can be found in Individual Committee reports.*

Governance, Board Management and Strategic Focus:

- Jill Sasso prepared November agenda and board book. Pamela Prince-Eason reviewed/prepared updated materials for Extended Executive Committee Meetings, this Board Meeting and attended Finance Committee calls. Theresa Harrison led monthly Extended Executive Committee Meetings and attended Finance Committee monthly calls as well.
- Significant focus during this time on finalizing 2017 Audit leading to successful annual audit. Update can be found in WBENC's newly released Annual Report.
- Additionally, in August we reforecast 2018 with slightly higher profit projected than originally budgeted. Congratulations to the WBENC team for managing expenses carefully throughout the year. In October we created the 2019 Budget to be presented during the November Board Meeting. We are excited about all the upcoming year will have to offer to our Corporate Members and certified WBEs.
- We continue to await progress by the SBA regarding third party certification mandatory implementation and the network remains ready to advance once information becomes available.
- **NON_DISCLOSURE AGREEMENT SIGNED:** WBENC has had discussions with the United States Veteran's Chamber of Commerce regarding their strategy to certify all classifications that meet the criteria for veteran certification. They are focusing on the "whole" vet and feel that of all the pillars they need to implement, the certification could be outsourced to someone with the infrastructure and talent in place. The desire is to outsource this to WBENC as a service. WBENC and RPO leaders have discussed and recommend putting together a task force to evaluate a solution. There is a desire to understand our "intent" to proceed. We feel we can progress and have firm direction in the 1Q of 2019 if support exists across our Board. (We will have a workshop to discuss in detail during the November Board Meeting.
- Cheryl Stevens and Jill Sasso met with the EnCORE Leaders to define November 2018 Governance session for WBENC and RPO Presidents and Board Chairs.
- Jill Sasso and Pamela Prince-Eason have compiled information regarding all committees as part of WBENC Governance. Prior to the March 2019 Board Meeting there will be a thorough review of the purpose of each committee to ensure that they are reviewed for applicability and strategic direction. While we have a general feeling that our committees are correct for our governance we believe there is more direction required to utilize volunteer leadership in the most meaningful way. Planned direction is to return with "refreshed" charters tied to our strategic vision.

Operational Excellence:

- The April Quarterly Supplier Diversity Professional Series webinar was entitled “Connecting Supplier Diversity and Community Engagement”. Thank you to Board Member Farryn Melton and her team for providing a wonderful session that received extremely positive feedback.
- The WBENC team has made significant progress preparing for the 2019 Summit & Salute (Houston) and National Conference & Business Fair (Baltimore). We are evaluating locations for the 2021 and 2022 events. (As a reminder, we shared in March that the 2020 S&S will be in Nashville, TN and 2020 NCBF will be in Atlanta, GA.) Thank you to our tremendous sponsors. All Corporate Co-chair roles have been taken for 2019 and 2020.
- Events and Programming in 2019 are being adjusted to deliver an engaging experience for all in attendance. In order to successfully deliver at S&S, Pat Birmingham, Laura Swenson and her team, Pamela Prince-Eason and Barbara Kubicki-Hicks met at the Marriott Marquis in Houston in October to align event goals with venue capability. We are excited for you to participate in this new experience.
- In 2018 we launched a tremendous expansion to WBENC Network Executive Education. The Wells Fargo sponsored Growth Program will finalize in December. We delivered the following highly successful programs since June:
 - Tuck Program underwritten by IBM,
 - Energy Executive Program sponsored by BP, Chevron, ExxonMobil and Shell,
 - Capital One Catapult Innovation Program, - CONGRATULATIONS to our Board Colleague Patricia Rodriquez-Christian for delivering the most innovate solution during the pitch competition,
 - Robert Half Accelerated Leadership Development Program,
 - Women in Technology led by Dell,
 - And finally, the Student Entrepreneur Program, Planet Mogul Young Entrepreneur Program and Women of Color Development & Outreach Programs delivered during the Detroit National Conference completed with tremendous feedback and desire to expand.
- A Women of Color Webinar was held in October 2018. The 1 ½ hour session was supported by Coca-Cola and Southern California Edison and was entitled “Doing Business with Corporate America, Am I Ready?”.
- Construction upgrades to the WBENC National Office are nearing completion. A special thank you to Capital One who supported our effort to assess WBENC space (facility) needs.
- Implementation is complete of the upgrade of CRM and GP for WBENC Finance and Business Development. Thank you to Ampcus for partnering with the WBENC team to implement an integrated upgrade.
- Finalization of new expense reporting system anticipated in December 2018.

Public Representation of WBENC:

Media interviews:

Significant media partner and PR coverage of:

1. Successful S&S coverage include Stars, Top Corporations, overall S&S programming with additional focus on the 1st Women of Color Development In Person session.
2. 2018 National Conference & Business Fair event publicity, including focus on upcoming event details, sponsors and planned speakers. Congratulations to Michelle Richards and her host committee for being excellent ambassadors in various forms of media.
3. Coverage of WBENC role in advancing women's business growth along with Press Releases and inquiries related to our events and programs, as well as, regarding the women-owned logo.
4. Significantly enhanced strategic focus and active social media usage by WBENC staff. Please see Pat Birmingham's update in the Marketing Committee work regarding our WBENC blog and refreshed WBENC.org website.

Partner Meetings and Events:

1. Pamela Prince-Eason and Jillian Schneeberger attended NGLCC's Annual Conference in Philadelphia in August 2018. Pam and Theresa Harrison met with Adrienne Trimble and Louis Green for collaborative discussion.
2. Pamela Prince-Eason attended the August 2018 BDR meeting held in Providence, Rhode Island.
3. August meeting with RPO leaders attending Robert Half program regarding team presentation during ALD program.
4. Laura Taylor, Vaughn Farris and Andrew Gaeckle attend Pamela Williamson's Annual Conference in CA in September 2018.
5. Pamela Prince-Eason and Jill Sasso attended the Human Rights Campaign Dinner in Washington, D.C. as guests of EY and BP America respectively in September 2018.
6. Pamela Prince-Eason was honored to speak at Michelle Richard's event in September and awarded Michelle the **NEW** "Join Forces. Succeed Together." Collaboration Award. Awarded due to work above and beyond leading to "extra-ordinary" results.
7. Pamela Prince-Eason, Jill Sasso and Lindsey All supported Phala Mire's September conference and Board Meeting.
8. Laura Taylor attended Marsha Firestone's event in NYC in October 2018.
9. Mia Delano, Jillian Schneeberger, Jill Sasso and Pamela Prince-Eason attended the National Minority Supplier Development Council Annual Conference in Austin in October 2018. This was a great way to support NMSDC and their new President Adrienne Trimble, as well as many of our corporate members and WBEs.
10. **Note:** Laura Taylor, Phala Mire, Emilia DiMenco and Pamela Prince-Eason attended an interactive session with Tuck participants during the in October 2018 program.

Meetings & Events with WBENC Members:

- **Allstate** - Mia Delano represented WBENC at Allstate's Supplier Day in October 2018.
- **AT&T** – Pam supported the 50th Anniversary messaging (and taping) celebrating the support AT&T has had in advancing diversity and inclusion. Additional conversation regarding their co-chair role in 2020.
- **BP** – Pamela Prince-Eason and Debra Jennings-Johnson supported the BP Technology Business Group during their quarterly meeting with a work session planned to cause action around Diversity & Inclusion.
- **Capital One** – Mona Amin met monthly with the Capital One team to deliver sessions of the Catapult Program. This team delivered a successful training program which culminated in a Pitch Competition. Thank you to Jim Gorzalski for his leadership and vision for this program.
- **Coca-Cola** – Debrief with TCC and planning for 2019 programming underway.
- **CVS** – Laura Taylor supported the CVS Development Program which ended in October 2018. Laura and Susan Rittscher supported CVS at their Ruby Awards Ceremony.
- **Dell** – Pamela Prince-Eason and Jill Sasso met with Darlene Owens and Piyush Bhargava in July to begin 2019 planning.
- **Dell** – Andrew Gaeckle supported Dell in finalizing the launch of the IT industry focused training that occurred in September 2018 in Austin. Pamela Prince-Eason and Jill Sasso supported Andrew with this launch. Thank you to Piyush Bhargava for his leadership and vision for this program, and to Darlene Owens and the Dell supplier diversity team for excellent execution.
- **ExxonMobil** – Pamela Prince-Eason met with Doug Fisher and Joann Jordan to begin 2019 planning for Hes4Shes Campaign.
- **EY** – Pamela Prince-Eason and Laura Taylor worked with the EY Winning Women team to define a strategic study regarding WBEs and use of digital technologies.
- **IBM** – Laura Taylor and Pamela Prince-Eason met with Michael Robinson to discuss plans for the 2019 Tuck program. The location will be moved to a new IBM supported facility, as well as, in 2019 we will offer the Advanced Tuck program.
- **JP Morgan Chase** – Pam led the JP Morgan Chase Start Up Detroit entrepreneur panel just after conference in June 2018.
- **Manpower** - Mia Delano represented WBENC at Manpower's Supplier day in October 2018.
- **Marriott** – Pamela Prince-Eason and Jillian Schneeberger along with Casey Oakes and Denise Naguib conducted planning of strategic activities for 2019.
- **Nationwide** – Pamela Prince-Eason attended a Diversity & Inclusion Leaders Meeting with Frantz Tiffeau and the Nationwide leadership team in October 2018.
- **PepsiCo** – Pamela Prince-Eason and Jill Sasso spoke with Paige Adams and Mary McEvoy to plan 2019 Pitch Competition.
- **Robert Half** – Lindsey All met bi-weekly with the Robert Half team to deliver second and third sessions of the 2018 WBE Leadership Development Program. Robert Half interim calls and coaching with class participants occurred in September and October. Thank you to Kathleen Trimble for her leadership and vision to deliver this program to our network.
- **Shell, BP, Chevron and Exxon Mobil** – Continued discussion, debriefing of NCBF Industry Pavilion, program and planning for 2018 program occurred during 3Q-2018 led by Lindsey All and supported by Pamela Prince-Eason. The November Cohort has just finished their program with even more success than last year. This team has gone above and beyond to design, fund and deliver an event that is like no other for those who desire to be successful in the Oil and Gas Industry. Thank you to the entire Industry Advisory Board for all that you have done and are doing.

- **Southern California Edison** – Jill Sasso attended the Advocacy Partners Meeting in October 2018 in Rosemead, CA.
- **Toyota** – Jill Sasso supported the Toyota Exchange held in Dallas in August 2018.
- **Verizon** – Sandra Nielsen, Anuradha Hebbar and Pamela Prince-Eason discussed WBENC-Verizon partnership next steps for 2019 implementation.
- **Wells Fargo** – Pamela Prince-Eason continued to deliver the Wells Fargo Growth Program with the Wells Fargo team. Business Plan analysis and feedback by WBENC and UT Austin occurred in 2Q-2018 and a focus on the learnings from the book TRACTION, as well as program culmination occurring in November and in December at Wells Fargo offices in NC.

Finance Committee Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
November 14, 2018

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:

2018 Progress to Goal		
March 2018	June 2018	November 2018
<p>The Finance Committee had a conference call on January 29, 2018 to review the preliminary, unaudited 2017 Financial Statements. Highlights from this meeting include:</p> <ul style="list-style-type: none"> • WBENC’s unaudited net income for 2017 was approximately \$7,600. • Total Revenues for 2017 were approximately \$12.26MM.11.98/126698/12. • Total Expenses for 2017 were approximately \$12.25MM. • WBENC continues to have good liquidity with a cash balance of \$4.62MM at 12/31/17, which is \$115k higher than at 12/31/16. • Accounts Receivable at 12/31/17, net of the allowance for doubtful accounts, was approximately \$1.15MM. <p>The Finance Committee had a conference call on February 26, 2018 to review the January 2018 Financial Statements. Key points from this meeting include:</p> <ul style="list-style-type: none"> • Total revenues as of 1/31/18 are \$5.80MM. This represents 46% of the total 2018 revenue budget of \$12.72MM. • Total expenses as of 1/31/18 are \$790k. It is 	<p>The Finance Committee had a conference call on May 21, 2018 to review the April 2018 Financial Statements. Key points from this meeting include:</p> <ul style="list-style-type: none"> • Total revenues as of 4/30/18 are \$9.73MM. This represents 77% of the total 2018 revenue budget of \$12.72MM. • Total expenses as of 4/30/18 are \$3.67MM. It is normal for the expenses to be low at this point in the year because WBENC’s largest expenses will be incurred in June and July as a result of the National Conference & Business Fair. • The cash balance at 4/30/18 was \$7.12MM, which is \$86k lower than at 4/30/17. • The balance in Accounts Receivable at 4/30/18, net of the allowance for doubtful accounts, was approximately \$1.70MM. • The 2018 Summit & Salute came very close to meeting its revenue goal. The expenses were slightly over the budget. The event is forecast under budget by approximately \$40k. • The 2018 National Conference & Business Fair is on track to meet its revenue goal and expects to keep expenses in line with the 2018 budget. 	<p>The Finance Committee had a conference call on August 6, 2018 to review the June 2018 Financial Statements. Key points from this meeting include:</p> <ul style="list-style-type: none"> • Total revenues as of 6/30/18 are \$11.45MM. This represents 90% of the total 2018 revenue budget of \$12.72MM. • Total expenses as of 6/30/18 are \$7.69MM. This represents 61% of the total 2018 revenue budget of \$12.66MM. Majority of National Conference & Business Fair (NCBF) expenses were paid in June 2018. • The cash balance at 6/30/18 was \$6.06MM, which is \$1.8MM lower than at 6/30/17. The cash balance is lower due to receiving/paying NCBF in June 2018. • The balance in Accounts Receivable at 6/30/18, net of the allowance for doubtful accounts, was approximately \$1.08MM. <p>The Finance Committee had a conference call on September 24, 2018 to review the August 2018 Financial Statements. Key points from this meeting include:</p> <ul style="list-style-type: none"> • Total revenues as of 8/31/18 are \$12M. This represents 94% of the total 2018 revenue

<p>normal for the expenses to be low at this point of the year because WBENC's signature events, Summit & Salute and NCBF, expenses will be incurred by July 2018.</p> <ul style="list-style-type: none"> • The cash balance at 1/31/18 was \$5.79MM, which is \$109k higher than at 1/31/17. • Accounts Receivable at 1/31/18, net of the allowance for doubtful accounts, was approximately \$2.48MM. • Regarding the 2018 events, WBENC has received sponsorship commitments totaling \$1.12MM for Summit & Salute and is on track to meet its sponsorship goal for the NCBF. 		<p>budget of \$12.72MM.</p> <ul style="list-style-type: none"> • Total expenses as of 8/31/18 are \$10MM. This represents 71% of the total 2018 revenue budget of \$12.66MM. • The cash balance at 8/31/18 was \$5.4MM, which is \$65k higher than at 8/31/17, • The balance in Accounts Receivable at 8/31/18, net of the allowance for doubtful accounts, was approximately \$685k.
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GOAL 2: Build a 2019 budget/finance plan that account WBENC'S' short-term and long-term strategic goals.

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • Nothing to report at this time. This process will occur during the 3rd and 4th quarters of 2018. The final budget will be recommended to the Board at the November 2018 meeting. 	<ul style="list-style-type: none"> • Nothing to report at this time. 	<ul style="list-style-type: none"> • The Finance Committee conducted an in-depth review of the 2019 Budget Draft with WBENC Finance Team and President & CEO on November 5, 2018. • The Finance Committee will present 2019 Recommended Budget to Extended Executive Committee before November 14, 2018. • The 2019 Recommended Budget by the Extended Executive Committee will be distributed to the Board at the November 14, 2018 meeting.

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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> Nothing to report at this time. This process will occur during the 2nd quarter of 2018. 	<ul style="list-style-type: none"> Nothing to report at this time. 	<ul style="list-style-type: none"> WBENC utilized the 9 + 3 months forecasting methodology to meet the board of directors approved budget. The first number represents months of actual results while the second number represents the months remaining until the accounting year end.

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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> WBENC has received a proposal from Bank of American to move excess cash balance to an interest-bearing account and is reviewing it. 	<ul style="list-style-type: none"> As of April 2018, WBENC opened an interest bearing account with Bank of America and \$2.0MM was transferred. 	<ul style="list-style-type: none"> WBENC maintains \$3.0MM in an investment account and an interest-bearing account: PNC Bank and Bank of America.

Audit Committee Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
November 14, 2018

GOAL 1: Oversee completion of the 2017 audit

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • Preliminary audit fieldwork was performed on December 12, 2017. • An Audit Committee meeting is scheduled for March 2018 to prepare for the 2017 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 23 – 27, 2018. • A draft of the audit report is expected in June 2018. 	<ul style="list-style-type: none"> • An Audit Committee meeting was held on March 20, 2018 to discuss and plan for the 2017 audit. The meeting included Holly Caporale, Audit Partner, and Lisa Drummond, Audit Manager, from Councilor, Buchanan, and Mitchell (CBM). In addition, the Audit Committee, without WBENC Staff, met in Executive Session with CBM. • The remainder of the audit fieldwork was performed from April 23 – 26, 2018. • WBENC Staff and Lisa Drummond, Audit Manager from (CBM) met on April 26, 2018 to discuss audit fieldwork progress. • The audit file is being reviewed by the auditors and a draft of the audit report is expected by the end of June 2018. 	<ul style="list-style-type: none"> • An Audit Committee phone conference was held on September 18, 2018 to review and discuss the draft of the Audited Financial Statements and Governance Letter. The meeting included Holly Caporale, Audit Partner, and Lisa Drummond, Audit Manager, from Councilor, Buchanan, and Mitchell (CBM). • The Audit Committee, without WBENC Staff, met in Executive Session with the Audit Partner and Audit Manager. • The 2017 audited financials were issued with a report date of October 2, 2018. WBENC received an unmodified (clean) opinion. No Management Letter was issued.

GOAL 2: Oversee completion of the 2017 Form 990

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> The 2017 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 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 2017 Form 990 by August 31, 2018 which is the due date when a 3-month extension is requested. 	<ul style="list-style-type: none"> Nothing to report at this time. 	<ul style="list-style-type: none"> The 2017 Form 990 will be completed by WBENC’s audit firm, reviewed by the WBENC staff, and then reviewed by the Audit Committee. The process of having the Audit Committee review the Form 990 before submission to the IRS 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 2017 Form 990 by November 15, 2018 which is the deadline to file.

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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> This will be assessed by WBENC’s audit firm as a part of the 2017 audit. Any deficiencies identified by the auditors will be address by WBENC management and the Audit Committee in a timely manner. 	<ul style="list-style-type: none"> Initial audit results indicate continued internal controls in place. 	<ul style="list-style-type: none"> Completed through the 2017 audit report review in September 2018. Nothing to report.

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

- 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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • As of 2-15-2018, there were 14,263 certified WBEs. • As of 2-15-2018, there were 4,888 certified WOSBs. • As of 2-15-2018, there 544 Regional Corporate Members. 	<ul style="list-style-type: none"> • As of 5-18-2018, there were 14,504 certified WBEs a 6% increase over Q2 2017 (previously reported an 8% increase Q2 2018 versus Q2 2017). • As of 5-18-2018, there were 5,122 certified WOSBs. • As of 5-15-2018, there 547 Regional Corporate Members . 	<ul style="list-style-type: none"> • As of this Q3 WBENC Board Report, the Certified WBE and WOSB numbers have been restated back to Q1 2017 due to an error in reporting that was duplicating some certification counts. The root cause of the reporting issue has been identified and resolved. <ul style="list-style-type: none"> ○ Adjusted full 2016 to 2017 growth in Certified WBE’s is 4% versus the 7% previously reported. • As of 9-30-2018, there were 14,760 certified WBEs a 6% increase over 9/30/17. • As of 9-30-2018, there were 5,307 certified WOSBs a 30% increase over 9/30/17. • As of 9-30-2018, there 557 Regional Corporate Members (375 Regional only and 182 Regional and National). <ul style="list-style-type: none"> ○ Numbers do not include National Only members– 155.

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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • As of 2-15-2018, there were 19 regional events held with 527 total participants across the WBENC Network . 	<ul style="list-style-type: none"> • In March and April 2018, there were 102 regional events held with 7,198 participants. This number is a combination of in person and online events across 13 RPO’s. 	<ul style="list-style-type: none"> • As of August 31, 2018, there were 359 regional events held with 18,565 attendees. This number is a combination of in person and online events across all RPO’s.

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
 - Develop and implement standardized programming across the network
- Continue to update and memorialize RPO Operational Excellence/Council Best Practices on Insights

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • The LC and WBENC Network Task Force participated in a March 2018 work session focused on developing content and finalizing the standardized programming that is core the CORE which will be delivered across the WBENC Network. <ul style="list-style-type: none"> ○ Finalized content for <i>WBE Onboarding</i> which will be implemented April 2018. ○ Discussed and shared current content used at the regional level for <i>Your Business Plan</i> programming. ○ Two RPOs, WBEC-West and WPEO-DC, conducted training for <i>How to Do Business with the Federal Government</i> and shared their experience with the LC. Modifications will be made to the programming based on 	<ul style="list-style-type: none"> • RPO’s are hosting “<i>Leveraging Your Certification</i>” session at National Conference. • Feedback from <i>How to Do Business with the Federal Government</i> pilots is that delivery of the content requires a subject matter expert. We may consider leveraging our relationship and WIPP expertise for this type of training. • WIPP is hosting a <i>How to Do Business with the Federal Government</i> session at the National Conference. • How to and Why to Get Certified provided by ORV, WBCS, WBEC WEST, WPEO, WBDC Midwest. This is a good cross section and enough content with which to build a proposed combined outline. Review as a team in July/August. 	<ul style="list-style-type: none"> • The Leadership Council meeting in November will focus on the following topics: <ul style="list-style-type: none"> ○ Best practice sharing on support of WBENC CORE ○ WBENC Branding and Marketing Strategy ○ 2019 Goals ○ 2019 Sub-committee work on standardized programming ○ Candace Waterman, WIPP President, is meeting with the Leadership Council in November to share WIPP Strategy and how we will be leveraging the WIPP/WBENC relationship. ○ New industry segments for WBE recruitment ○ As part of the CORE programs deployment,

2018 Progress to Goal

March 2018	June 2018	November 2018
<p>the feedback and then disseminated for use across all RPOs.</p>	<ul style="list-style-type: none"> LC Development - EnCORE Group is hosting a Board Governance training session in November for LC and their Board Chairs. 	<p>RPO's are now offering a standardized WBE onboarding monthly to WBE's.</p> <ul style="list-style-type: none"> The first delivery of content for the EnCORE Executive Leadership Academy is a Governance Session hosted by the EnCORE group and delivered by K&L Gates, scheduled for Wednesday, November 14th for RPO Leaders and RPO Board Chairs. The Leadership Council is reviewing and giving input on the following Certification related topics as part of the November board meeting preparation: <ul style="list-style-type: none"> Virtual Site Visit expansion beyond pilot National Certification Criteria File Transfers WBENCLink2.0 Data Access Agreement The scanning of hard copy documents as part of the WBENCLink2.0 transition is largely complete. An action plan exists for any RPO who did not complete scanning by the September 30, 2018 deadline. Shredding of documents occurs after a successful audit by WBENC of the scanning work and in accordance with the Scanning and Shredding Policy.

Women’s Enterprise Forum Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 November 14, 2018

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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • The Membership Team is coordinating the March NO HOST Dinner for Monday, March 19th at the Hilton Anatole, 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. Additionally, the Forum Chair will be speaking to the NextGen group at their meeting and welcoming them to attend the Forum meeting and Keynote later in the day. 	<ul style="list-style-type: none"> • The Membership Team had great success with the March NO HOST Dinner – attendance for the event was at 55 participating WBEs. The Forum hosted a successful WBE2WBE Connections at the Summit meeting. Open to Forum Representatives and WBEs who arrived at the Summit & Salute early, participants were able to form relationships with WBEs looking to buy their products or services, partner with one another and/or serve as reference with other corporate members. Additionally, The Forum Chair spoke at the NextGen meeting to invite the Summit & Salute registrants to the Forum meeting. • The March Forum meeting was one of the largest meetings held by the Forum. An estimated 300 WBEs attended the meeting and an additional 100 WBEs and Corporate Members joined for the Forum Keynote. • The Membership Team is coordinating Netwalking for Tuesday, June 19 from 8:30-9:30 am for WBEs and Corporate Members to come together for informal networking and engagement. The last time this event was held, it garnered an estimated 60 participants. 	<ul style="list-style-type: none"> • At the NCBF Conference the Forum continued our 3rd Annual Net-walking at the Detroit Marriott venue on Tuesday. It was an opportunity for WBEs to engage with each other by “Networking while walking”. The feedback from the WBEs is to create wider communications across the Forum and extend an invitation to early-bird registrants (as planned by the Membership Team). • The Membership Team is also coordinating the final NO HOST Dinner for 2018 for Monday, November 12th, to allow time for WBEs to socialize with each other the night before the Forum Meeting. We expect (60+) WBEs to participate at the dinner. NO HOST Dinners are held in March and November.

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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • The Forum will host a workshop during their March meeting conducted by Chala Dincoy on the topic of <i>Pitches That Leave A Lasting Impression With Buyers</i>. She is a national expert on teaching business owners how to best approach procurement professionals, based on her 20 years as an executive with Fortune 500 companies. The Forum Domestic Team will assist Chala in facilitating a roundtable exercise. • The Forum is also reviewing potential keynotes for the afternoon session. As a balanced approach to programming, the speaker’s topic will be centered on leadership and personal development. • At the beginning of the year, the Forum was extended an invitation, through Forum First, to participate in one of several new WBENC executive education programs. 	<ul style="list-style-type: none"> • The March Forum meeting speaker, Chala Dincoy, and keynote, Tonya Dalton, both received great reviews. Tonya Dalton’s presentation, <i>Big Dreams Need Big Plans</i>, resonated with the audience and provided them with takeaway’s on being a more productive and effective leader. Chala Dincoy’s presentation, <i>Pitches That Leave A Lasting Impression With Buyers</i>, provided attendees a deeper understanding of what resonates with corporate buyers and the opportunity to practice their own sales pitches. • The Forum continued the process of broadening programming by introducing the topic of access to capital through a panel titled <i>“Leveraging Expertise: Angel Investment & Venture Capital”</i>. Mary McEvoy facilitated the panel of experts which included Carolyn Cassin of Michigan Women Forward and The BELLE Michigan Impact Fund, and Kelly Hoey, angel investor and first president of the global networking group – 85 Broads. Following the panel, Kelly Hoey presented the keynote based on her book <i>“How to Build Your Dream Network”</i>. 	<ul style="list-style-type: none"> • For the November Forum meeting the Forum is planning to host two panels and a workshop. Day 1 - Building upon a very successful panel conversation last year, we have composed a panel of corporate experts from the hospitality, financial services, travel, healthcare, and staffing industries to speak to <i>“2020 Vision: Aligning Corporate Growth Strategy and Supplier Opportunity”</i>. The second panel will be presented by Ann Sullivan of WIPP on WOSB updates and policies affecting SMEs. Day 2 - Guest speaker, Judy Lee will present a workshop on her book <i>What Every CEO Must Know About Risk</i>.

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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • The Forum kicked off their Q1 Forum meetings in January and February with three official calls: Leadership of the Forum, Forum Leadership Team, and Forum Representatives. The Leadership of the Forum has ensured smooth transition of leadership positions, created a new communications plan, and have focused on setting a 2018 Forum calendar to outline all Forum related activities. 	<ul style="list-style-type: none"> • The Forum held the Q2 Forum meetings in April and May, with three official calls: Leadership of the Forum, Forum Leadership Team, and Forum Representatives. • The Forum Leadership Teams are preparing for the onboarding of the new Forum representatives later in the year - up to 56 appointees will join the Forum in 2019. Currently, the Leadership of the Forum and Forum Leadership Team are working on ideas for the webinar and November meeting. • The Leadership of the Forum will be releasing the <i>“Call for Nominations”</i> beginning in May/June. There will be (3) Open Seats on the Forum Leadership Team, and Open Board Seats effective 1/1/2019. 	<ul style="list-style-type: none"> • The Leadership of the Forum is planning its Leadership Planning Call in December. Review of highlights from the last two years and areas for improvement will be discussed as well as the vision for the next two years, as the Forum Leadership Team transitions. • The <i>“Call for Nominations”</i> was completed in August, scored by the Leadership of the Forum using the scorecard process which includes input from RPO’s and Board Committee staff leads. We had 6 applicants for (4) Forum Leadership Team positions will be filled effective January 2019. We received 12 applications for (5) WBE WBENC Board open seats.

Corporate Membership & Revenue Generation Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
November 14, 2018

GOAL 1: Increase Retention of Existing Members and Maintain 300+ Members Overall (2016 final retention was 95%; 2017 retention was 96.3% before Feb suspensions (26 total), currently 93.4%). 2018 Membership Goals - \$4.5M, 335 Members

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • \$4,144,000 invoiced = 92% Goal. • 93% Renewals achieved. <ul style="list-style-type: none"> ○ Working with Ambassadors to leverage renewals. • Ongoing relationship management by BD team/CRMs. 	<ul style="list-style-type: none"> • \$4,302,000 invoiced = 96% Goal. • 310 current Members = 93% Goal. • 93% Renewals achieved. <ul style="list-style-type: none"> ○ Working with Ambassadors and others to leverage renewals. • New Sr. Director added to team to assist in all things BD, including CRM. 	<p>2018:</p> <ul style="list-style-type: none"> • \$4,349,125 invoiced = 97%. • 318 current Members = 95% Goal. • 93.4% Renewals achieved – dropped 3.3% in 2018 (91% by number, 93.4% by revenue). <ul style="list-style-type: none"> ○ Working with Ambassadors and others to leverage all lost Members. <p>2019:</p> <ul style="list-style-type: none"> • 2019 Renewals to be sent November 1, 2018. <ul style="list-style-type: none"> ○ 14 2019 Renewals already invoiced \$218,500 (projecting \$4,377,680 in 2019 Renewals).

GOAL 2: Acquire New & Rejoining Members (2017 37 New, 6 Rejoin)

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • 10 New Members. • 5 Rejoining Members. • Ongoing assignment of WBENC CRMs with every Member. • Ongoing assignment of Ambassadors with New Members, as needed. 	<ul style="list-style-type: none"> • 16 New Members (\$168,000). • 6 Rejoining Members (\$44,500). • July BD meeting to take place in DC to be sure all Members are assigned a CRM. • 2019 planning to take place in July. 	<ul style="list-style-type: none"> • 20 New Members (\$182, 375). • 7 Rejoining Members (\$49,750). • All Members have been assigned a CRM and 2019 budget planning began in August 2018. • Targeted Member Prospect List created for 2019, will continue to leverage Ambassador and other connections to capture New/Rejoining Members.

GOAL 3: Increase Engagement of all Members through Sponsorships (2018 S&S Goal \$1,250,000, 2018 NCBF Goal \$2,805,000)

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • 2018 Summit & Salute Sponsorships \$1,152,000 - 92% of Goal. • 2018 National Conference & Business Fair \$1,965,000 – 70% of Goal. 	<ul style="list-style-type: none"> • 2018 Summit & Salute Sponsorships - \$1,162,500, 93% Goal. • 2018 National Conference & Business Fair - \$2,778,386, 99%. 	<ul style="list-style-type: none"> • 2018 Summit & Salute Sponsorships \$1,162,500, 93% Goal. • 2018 National Conference & Business Fair \$2,797,500, 99.7%. <p>2019:</p> <ul style="list-style-type: none"> • 2019 Sponsor Book was finalized in October 2018 with numerous new, creative opportunities related to supplier development & growth, per feedback from our constituents. • 2019 Summit & Salute Sponsorships \$406,500. • 2018 National Conference & Business Fair \$890,000.

US Programs Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 November 14, 2018

GOAL 1: Support Summit & Salute/NCBF Programming

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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • Evaluators identified and assigned for S&S. • Report out with committee will be completed within 1 month of S&S to incorporate feedback into NCBF evaluator process. • Recommendations for session gaps will be based on evaluator feedback from S&S. 	<ul style="list-style-type: none"> • Evaluators being identified and assigned for NCBF. • Session feedback was reviewed and incorporated into NCBF session planning. 	<ul style="list-style-type: none"> • June session feedback received and will be reviewed at November meeting for discussion on improvements for 2019. • Revisit the evaluator process. • Discussion of programming opportunities for 2019 and committee brainstorming.

GOAL 2: Develop 1 -2 educational webinars to provide ongoing training resources for our WBEs and Corporate Members

- Develop webinar topics and outline for WBENC review
- Create content and execute webinar
- Launch webinar and track metrics/feedback

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • Tier II webinar in progress – topics identified for WBEs and Corporate members to refine content. • Survey developed to gain greater insights into constituent needs. 	<ul style="list-style-type: none"> • Tier 2 survey sent to corporate members and WBEs. • Detailed analysis of Tier 2 survey results. • Develop goals and path forward for survey based on feedback/analysis. 	<ul style="list-style-type: none"> • Tier 2 Webinar content in review with WBENC leadership.

GOAL 3: Develop blog post contributions that align with webinars and other relevant topics (e.g. “A Day in the Life of a Supplier Diversity Professional”)

- Blog posts will accompany webinars to increase engagement
- Blog posts will be developed to highlight industry specific needs, opportunities for WBE collaborations, etc.

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none">• Blog post template will be distributed to committee during March meeting in order to have posts ready to help promote completed webinar.	<ul style="list-style-type: none">• Targeted for Q3 2018.	<ul style="list-style-type: none">• Blog posts will be solicited during the November meeting.

GOAL 1: Continue education process with WBEs on the prospect of going global and maintain Global information on the WBENC website or Insights

- 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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • The Global committee created sub-committees to begin the development of NCBF workshop content. 	<ul style="list-style-type: none"> • In conjunction with the Global Committee, the NCBF subcommittee has assessed the current needs of WBE interested in or currently doing business globally. This resulted in the formation of the workshop <i>Overcoming Challenges of International Business</i> – a facilitated discussion on the areas of foreign laws, communications and customs (culture), and international accounting practices. 	<ul style="list-style-type: none"> • Successfully held the workshop at NCBF Detroit – “<i>Overcoming Challenges of International Business.</i>” Secured participation from leading experts on the topics of Foreign Laws, Communications and Culture, and International Accounting. Experts included WBEs, WBENC Corporate Members, a government official from the US Dept. of Commerce and VP of International Government Affairs from Ford. The session survey results concluded the success of the workshop which provided WBEs insights and resources on each topic area. During the November Committee meeting we will be drafting suggested goals and objectives for 2019.

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.

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> The Global sub-committee is working on a new mechanism for gaining information and insights from WBENC corporate members who are doing business globally which will assist WBEs who are or desire to do global business. 	<ul style="list-style-type: none"> Members of the Global Committee are reviewing existing information that is available on Insights to identify possible content to share on global topics of interest. Other members are assessing information that is available through WeConnect. 	<ul style="list-style-type: none"> The Global Committee will be reviewing this information during the in-person meeting in November. During that time the committee will assess the accuracy and relevancy of the content, identify knowledge gaps, and will determine how best to share this information with WBEs.

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.

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> The Global Committee, WBENC Leadership and WeConnect are working together to encourage WBEs who desire to do business globally to attend and participate in the WeConnect events. 	<ul style="list-style-type: none"> The Global Committee, WBENC Leadership and WeConnect are continuing to encourage and improve communications around global corporate and WeConnect opportunities. At the June committee meeting, the members will discuss methods to track participation and specific opportunities to increase communication. 	<ul style="list-style-type: none"> The Global Committee and WeConnect International will be looking at ways to better engage the WBENC Forum Global Team, to help the committee identify opportunities between the organizations and communicate upcoming events, trends, and resources across the network. Our goal is to focus on those areas where we can educate or impact WBEs in making a decision.

Marketing, Communications & Brand Management Report

Women’s Business Enterprise National Council
Report to the WBENC Board of Directors
November 14, 2018

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.

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • Gathering government related content for insights; promote existing insights content; audit Insights govt content (is it still relevant), draw on wealth of WBEs with additional insights, teasers on blog to promote. • Coordinate with lead of Forum workshop led by those doing business with government; what are barriers and solutions. WOSB requirements / agents are not motivated to do more work with WOSBs – incorporate this content into NCBF session. 	<ul style="list-style-type: none"> • This goal is on hold pending strategy discussions/decisions from leadership with respect to WOSB. 	<ul style="list-style-type: none"> • This goal is on hold pending strategy discussions/decisions from leadership with respect to WOSB.

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 team)

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • Incorporated feedback from 2017 in person meetings & calls to get better engagement with our constituents (blog templates, new media kits). • Completed a review of the WBENC web site to ensure materials are up to date and relevant. • Redesigned WBENC.org homepage and key landing pages to align with new branding, improve access to key content, and better articulate mission and vision of WBENC. 	<ul style="list-style-type: none"> • Forum marketing team is focusing on soliciting content for blog with a focus on stories about WBE to WBE wins, success from WBENC programming such as Catapult, Tuck, Matchmakers (both corp/WBE and WBE/WBE), and all of our other programs. Also, stories that address “breaking the myth”, WBE Wisdom on pertinent subject areas, Women Who Own it and other success stories. • Targeted marketing efforts for 2018 events included blog, social media, twitter and e-blasts. 	<ul style="list-style-type: none"> • In collaboration with the Forum Marketing team, we highlighted the following stories: M. Davis & Company - how Peggy Delfabbro’s deepened relationship with WBENC resulted in business opportunities and how she gives back now with her own supplier diversity department; WBEs paying it forward (featured by WBCS) - Point 2 Points helps fellow WBE UI Global Brands LLC by paying her NCBF registration and opening up business opportunities; Hacha Products Corp provides eco-friendly water treatment solutions for two major gas utility companies after meeting at SD; Birkman International - how the personality assessment world has changed. • Building marketing strategy for 2019 events, 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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • Brainstorming on NCBF session to highlight CMOs. • Assessing availability of CMOs to participate. 	<ul style="list-style-type: none"> • Creating a positioning statement that will attract CMO engagement with WBENC. • Building a CMO target list. • Focusing on a 2019 NCBF engagement opportunity. 	<ul style="list-style-type: none"> • Presenting this concept to the Executive Committee for input.

National Certification Committee Report

Women’s Business Enterprise National Council
 Report to the WBENC Board of Directors
 November 14, 2018

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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • The WBENC Standards and Procedures are being reviewed and updated for clarity as part of the annual review process. • A sub-committee has been formed to conduct discovery work on providing multi-year certification. 	<ul style="list-style-type: none"> • WBENCLink2.0 Manual and Certification Team Manual are both under review. <ul style="list-style-type: none"> ○ Reviewing and incorporating process improvements documented on monthly Cert Team calls and consolidating support documents. ○ Next checkpoint is June 8th to review a new outline of both manuals. • Initial review of the WBENC Standards and Procedures completed by Certification team, under review with WBENC leadership. • Sub-committee members selected at March meeting. Sub-committee work will focus specifically on multi-year certification eligibility criteria, work in process. 	<ul style="list-style-type: none"> • WBENC Staff has completed its review and update the of the WBENCLink2.0 Manual and Certification Team Manual. <ul style="list-style-type: none"> ○ Draft versions of the manuals were provided to select RPO Certification teams in Q3 for feedback and feedback has been included in latest draft. ○ Final internal review is in late October, after which the manual drafts will be shared with the NCC Committee Leadership and changes summarized for the NCC Committee Meeting in November. • In Q3, onboarded new National Certification Committee Chair (Kathleen Trimble, Robert Half) and Vice Chair (Eugene Campbell, Allstate) including reviews of: <ul style="list-style-type: none"> ○ National Certification review and appeals process. ○ Committee participation and roster. ○ Multi-year certification and Virtual Site visit topics. ○ National Certification Committee Charter.

2018 Progress to Goal		
March 2018	June 2018	November 2018
		<ul style="list-style-type: none"> • Based on previous committee discussions, WBENC Staff created an assessment of multi-year certification pros and cons for committee leadership. This will be reviewed with the NCC at the November meeting. <ul style="list-style-type: none"> ○ Additional discovery work is needed to identify any national or state certification agencies that issue multi-year certifications. • Alternate Certifications – On NCC November Agenda for discussion: <ul style="list-style-type: none"> ○ Women-led certification or designation. ○ GIG economy.

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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • The program was formally instituted 9-15-2011 and as of 2-15-2018, there were 4, 945 certified WOSB firms • The Government sub-committee has completed the draft charter and begun discovery work on the current WOSB landscape, current WBENC national and regional members who are Government Contractors to develop a Government outreach strategy for the WBENC Network 	<ul style="list-style-type: none"> • Established goals for subcommittee <ul style="list-style-type: none"> ○ Data - White hat facts review ○ Engagement - Assist in engaging primes of government and government agencies ○ Education - Educate WBE/WOSB doing business with the government ○ Access – Provide conduit to connections • WIPP providing How to do Business with the Government programming at National Conference in June 	<ul style="list-style-type: none"> • As part of the sub-committee’s charter to educate WBE/WOSB on doing business with the government, WIPP is providing Government programming on policy and regulation updates for the November Forum meeting • Forum Government team is providing questions in advance as input to the WIPP session • WIPP and WBENC leadership sharing WIPP strategy and WBENC touch points at Leadership Council and Government sub-committee meetings in November.

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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • The pilot program for use of technology for recertification site visits was successfully launched and utilized in the areas of devastation caused by hurricanes Irma and Harvey; and the California wildfires. • Conducted initial meeting in February 2018 with B2G, the WBENCLink2.02.0 platform provider regarding the Phase 2 enhancement list, which is a compilation of feedback from all RPOs, WBE and Corporate feedback and WBENC Certification Team input. 	<ul style="list-style-type: none"> • WBENC sharing virtual site visit charter in Q2 with Committee members. • Response received from B2GNow (May 1). containing first pass estimates for all items on the list. Completed an internal review of enhancement list as part of onboarding of new WBENC leader accountable for certification. Met with B2GNow on May 9 to ask questions and seek clarification. Follow up scheduled for mid-June. 	<ul style="list-style-type: none"> • Based on results of Virtual Site Visit pilot results, committee leadership updated the Virtual Site Visit Criteria and is bringing this topic to NCC at its November committee meeting. • WBENC reviewed the criteria governing National Certification of files and made recommendations to further streamline the process. Recommendations are on the November NCC agenda and have been shared with the Leadership Council for review. • WBENC is working with B2Gnow to identify potential enhancements to replace the need for system customization and reduce cost of future changes.

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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • As of 2-15-2018, the Appeals Committee has received 3 files. • As of 2-15-2018, the National Certification Review Committee has received 3 files (revenue more than \$500million or unique business structures). <u>Recertification Files</u> SHI International Corp Morrow-Meadows Corporation HPM Construction, LLC 	<ul style="list-style-type: none"> • Between 2-15-18 - 5-10-2018, the Appeals Committee has received 4 files. • Between 2-15-18 - 5-15-2018, the National Certification Review Committee has received 65 files (revenue more than \$500million or unique business structures). 	<ul style="list-style-type: none"> • Between 5/10/18 – 9/30/18, the Appeals Committee received 3 files. • Between 5/15/18 – 9/30/18, the National Certification Review Committee received 68 files (2 – New, 66 - Recert) (revenue more than \$500 million or complex business structures).

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

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

2018 Progress to Goal		
March 2018	June 2018	November 2018
<ul style="list-style-type: none"> • As of 2-15-2018, delivered 1 Live Meeting Session (January) with 13 RPO Certification Committee Members. • As of 2-15-2018, delivered WBENCLink2.0 training for both certified WBEs and all corporate members with 41 participants. • B2G delivered technical “How to Complete the Online Application” sessions as a service to WEBNC (January -February) for 32 new WBENCLink2.02.0 users. 	<ul style="list-style-type: none"> • RPO Certification Team calls held monthly. • Since last reported, delivered 4 Live Meeting Sessions (February-April) with 62 RPO Certification Committee Members represented from 11 RPOs). • Annual B2G Now conference and RPO Certification training held May 22-24. All RPO Certification teams attend. Event combines WBENCLink2.0 platform training and preview of updates and enhancements with annual WBENC Certification Team training. • Ongoing WBENCLink2.0 training for WBEs and Corporate Members. Online registration offers at least one session per month. <ul style="list-style-type: none"> ○ April and May WBE 3 sessions held, YTD May 7. ○ April and May Corporate 2 sessions held, YTD May 5. 	<ul style="list-style-type: none"> • RPO Certification Team calls held monthly. • Since June, there have been 3 GoToMeeting sessions with 50 RPO Certification Committee Members represented from all 14 RPOs. • 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"> ○ June-Sept 2018 – 3 WBE sessions held, total of 73 attendees. ○ June-Sept 2018 – 2 Corporate sessions held, total of 6 attendees.

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Territory: Alabama, Florida Panhandle, Louisiana, Mississippi, Tennessee

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Territory: Arizona, Southern California, Colorado, Hawaii, Nevada, Utah, Wyoming and Guam

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

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Territory: District of Columbia, Maryland, Virginia

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