

The *Agenda* Diversity 100

Top Diverse Board Candidates
You've Never Heard Of

September 2010

AGENDA

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Introduction

Our hope is that this guide will help nominating and governance committee members find highly qualified, diverse candidates for directorships to meet all of the changing demands on boards.

The idea behind the guide was to find persons who would not be the usual suspects — the often over-boarded handful of minority and women superstars — but candidates who would be well prepared for board service.

We gathered a blue-ribbon panel of 14 corporate governance experts, which included six board members from mostly Fortune 500 companies. There were also representatives from three executive search firms as well as from five membership groups that advocate for minorities and women in business.

The committee members first created a strong set of standards that went outside of the typical search norms so as to be more inclusive of women and minority candidates (please see editor's note).

They then nominated 271 possible candidates and vetted all of them. These individuals are current or former executives, academicians, and government officials. Finally, the committee held two rounds of votes and boiled down the group to the 100 entrants you see in this directory.

The topic of diversity is forcing its way onto boardroom agendas perhaps more so now than at any other time in the history of corporate America. The impetus is mainly coming from Washington.

We've heard about the 2010 SEC regulation, Item 407(c)(2) that makes boards disclose their diversity nomination policies in proxy statements. The rule, which went into effect in March, requires that all boards have to disclose whether or not they consider diversity when they select candidates for election. If they do, they have to explain that process and assess whether those policies have been effective.

Beyond that, however, two other developments will make diversity more of a board imperative.

First, there's proxy access.

Now that the SEC has reduced the barriers to nominating non-management choices to boards, J. Robert Brown Jr., a securi-

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Introduction *(continued)*

ties law professor at the University of Denver, has pointed out that dissident shareholder groups are likely to nominate more non-traditional nominees, including women and people of color.

“Diversity will provide management with alternative viewpoints that will contribute to effectiveness,” Brown wrote on his “Race to the Bottom” blog last May.

Next, there’s a sleeper requirement in the recently passed Dodd-Frank Act on financial reform with possible implications for board diversity.

The bill’s Section 342 requires that, by mid-January 2011, the SEC and 29 other federal agencies that regulate financial life must create diversity watchdog bureaus to monitor the agencies themselves and the financial corporations with whom they do business. Financial institutions of almost any kind that contract with the SEC, the Federal Reserve banks and a host of other federal agencies will have to meet diversity workforce standards and make good-faith efforts to engage women- and minority-owned vendors.

Those standards don’t necessarily mean that corporate boards themselves will be under scrutiny. It’s just one more development that makes diversity anything but an academic pursuit in the boardroom. Hiring a diverse workforce and subcontractors is now a serious requirement to qualify for billions of dollars in government business. And many directors, such as John Rogers, who sits on the boards of McDonald’s, Exelon, and Aon, contend that it takes an advocate for diversity in the boardroom to drive wider diversity vendor usage down into a company.

The U.S. is actually restrained compared to some countries when it comes to pressing corporate boards to take on female directors.

Since 2003, boards in Spain and Norway have undergone a “gender shift” after legislators required that women hold at least 40% of any board’s seats. Finland and Sweden passed similar laws while France, Italy and Holland are considering them. In France, for instance, the law would set a six-year deadline to reach the 40% threshold or a company could not add any new male directors.

Meanwhile, the Australian Securities Exchange has proposed making listed companies “comply or explain” whether they have policies to include female directors and, if not, why not. Another

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Introduction *(continued)*

provision would ask Australian companies to disclose how many female employees they have as well as their number of female senior managers and board directors.

The oft-cited statistics on the race and gender of U.S. corporate board members are hardly new or news. We all know that board culture is predominantly white and male. Minorities held just 15% and women only 17% of board seats at Fortune 100 companies in 2006, according to a 2008 study by the Alliance of Board Diversity. The researchers found that Asian Americans held fewer than 2% of board positions.

The idea behind the SEC's new diversity disclosure rule was that "investors and market participants" might find it significant to know about additional factors, such as diversity, when a nominating committee considers selecting someone for a position on the board.

Corporate and outside attorneys have pointed out that there's a wide, possibly vague array of definitions of diversity. It could mean race or place of origin or even professional background. That will be debated and defined over the next months and years.

We approached the *Agenda* Diversity 100 guide with the definition of diversity the SEC appears to have meant in its new rule: gender and ethnicity. ■

Tony Chapelle

Editor, The Agenda Diversity 100

Editor's Note *(Methodology and limitations of the directory)*

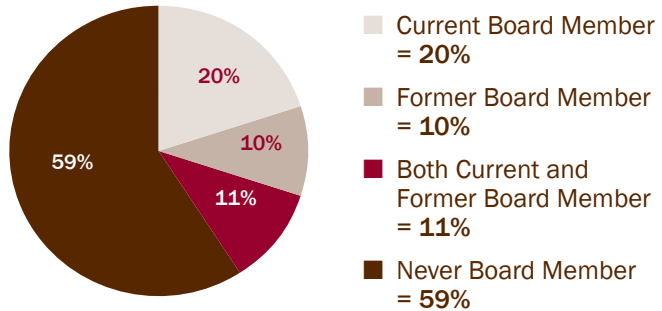
The selection committee debated how to build a diversity nominating standard. Here are the final criteria. Candidates did not have to meet each one.

Candidates:

- Could not be on more than two boards currently. No limit on previous service.
- Had to be up-and-coming, not high profile.
- Had to be qualified to serve immediately on Fortune 1000 boards. Must have demonstrated ability to govern senior managers and make strategy decisions for a \$2 billion company with a global supply, manufacturing and distribution network.
- Could live in or outside of the U.S.
- Might have more varied experiences than just business backgrounds.
- Had to give consent before being nominated and be able to serve on new boards.
- Were to come from various professions not just from business.
- Would be ideal if they had one or more of these qualifications:
 1. Current or former CEO
 2. Current or former CFO
 3. Current or former COO
 4. Current or former head of a national operating company or division
 5. Retired public accounting partner with management experience
 6. Recognized as an SEC financial expert
 7. Current or former university president, or dean of business or law school
 8. International experience as a manager
 9. Current or former head of a non-profit or a non-governmental organization (NGO) with global offices and operations
 10. Had overseen at least \$20 million in sales, 100 employees, in more than one discipline within an organization and in more than one managerial role. ■

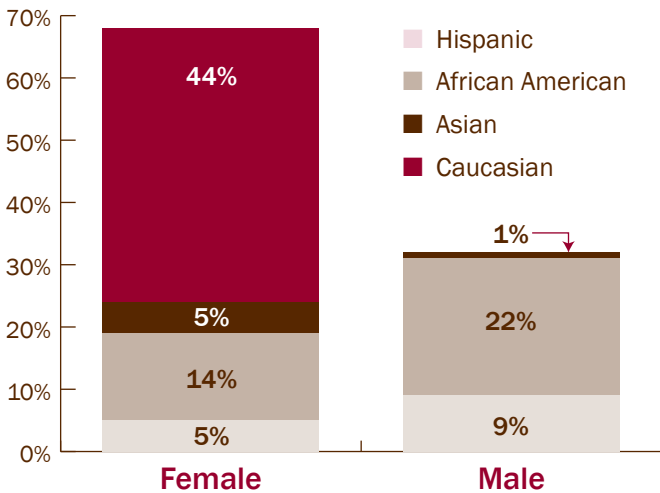
THE TOP 100 IN STATS

Board Service among the Agenda Diversity 100



Source: Agenda Diversity 100

Percentage of Women and Men by Race

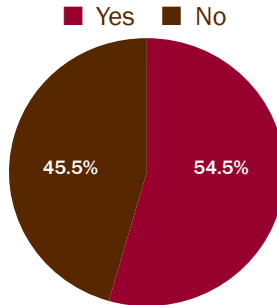


Source: Agenda Diversity 100

DIVERSITY AND BOARDS

Women and minority directors held 17% and 15% of Fortune 100 board seats, respectively, in 2006*, the most recent year for which data is available.

Do you think this a problem that boards need to address by actively recruiting more minority and women directors?



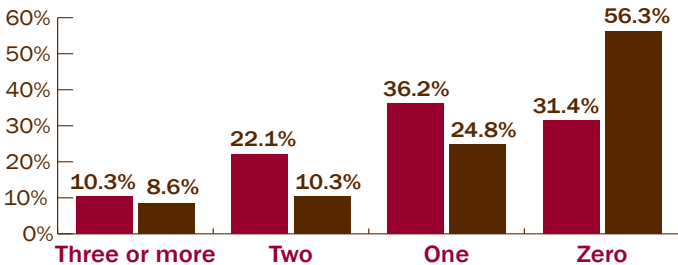
Source: Agenda's Directors' and Officers' Outlook: Q3 2010

Note: Based on 226 responses

*Alliance for Board Diversity

NACD Survey on Board Diversity

- How many **female directors** serve on your board?
- How many **minority directors** (based on race and nationality) serve on your board?



Source: 2010 National Association of Corporate Directors Public Company Governance Survey Note: Based on 701 responses

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General Job Descriptions (Current or Previous) of Entrants

1.	Aguiar- Vélez, Deborah	Private company president and CEO
2.	Anderson, Gayle	Private company CFO
3.	Bachelder, Cheryl	Public company CEO
4.	Banister, Gaurdie E.	Private company president and CEO
5.	Breakiron-Evans Maureen	Private company CEO
6.	Breig, GERALYN	Public company senior vice president
7.	Britt, Irene Chang	Public company division president
8.	Brown, Adriane	Private company president and COO
9.	Brown, Colleen	Public company president and CEO
10.	Brown, Marianne	Private company CEO
11.	Brown, Pauline J.	Private company managing director
12.	Bulls, Herman E.	Public company division CEO
13.	Burris, Jerry	Public company division president
14.	Carter, Brett	Public company division president
15.	Casellas, Gilbert	Public company vice president
16.	Collie, Wendy	Private company division president
17.	Combs, Linda Morrison	Federal comptroller
18.	Craig, Pamela	Public company CFO
19.	Daniels, John W.	Law firm chairman
20.	Day, Christine	Public company CEO
21.	Dennis, Patricia Diaz	Public company assistant general counsel
22.	Diaz, Nelson	Law firm of counsel
23.	Doi, Tracey	Public company division CFO
24.	Doley, Harold Jr.	Private company president and CEO
25.	Drake, Larry	Non-profit CEO
26.	Dunbar, Roy	Private company CEO
27.	Easter, Bill	Public company president and CEO
28.	Eisenman, Elaine	College dean
29.	Ferguson, Diana	Public company CFO
30.	Fohn, Stephanie	Private company president and CEO
31.	García, Juliet V.	University president
32.	Gass, Michelle	Public company division president
33.	Gerrard, Robert J. Jr.	Private company chief legal officer
34.	Goins, Charlynn	Public hospital system chairman
35.	Goodwin, Kim	Public company managing director

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36.	Groomes, Oscar	Private company CEO
37.	Guerra, Debbie	Public company vice president
38.	Guzman, Leopoldo	Private company president and CEO
39.	Hansen, Marka	Public company division president
40.	Harless, Katherine	Public company president and CEO
41.	Harris, Carla	Public company managing director
42.	Harvey, William	Public company division president
43.	Hassan, Tahira	Public company senior vice president
44.	Hayes, Dotty	Public company chief audit executive
45.	Heller, Bridgette	Public company executive vice president
46.	Hill, Barbara B.	Private company CEO
47.	Holmgren, Janet	College president
48.	Holoman, Eric	Private company president
49.	Hooda, Sheila	Financial company senior managing director
50.	Hsu, Michael	Public company division president
51.	Isaacs, Jessica	Public company senior vice president
52.	Kooi, Mari	Asset management CEO
53.	Lamar, William Jr.	Public company chief marketing officer
54.	Larrison, Deborah	Public company division president and COO
55.	Larson, Angela	Private company president
56.	LaVelle, Vance Williams	Private company president and CEO
57.	Lewis, William M. Jr.	Public company managing director
58.	Lindemann, Kathie	Public company senior vice president
59.	Lindsey, Connie	Public company executive vice president
60.	Livingstone, Linda	University business school dean
61.	Lopez, Daniel	College president
62.	Lopez, Gerardo	Private company president and CEO
63.	Lublin, Nancy	Non-profit organization CEO
64.	Mays, Elizabeth	Public company senior vice president
65.	McCray, Ronald	Public company chief administrative officer
66.	McIntyre, Penny	Public company division president
67.	McNeal, Glenda	Public company senior vice president
68.	Melville, Randy	Public company senior vice president
69.	Miksa, Sheri	Public company president and CEO
70.	Miller, Phillip	Public company senior vice president
71.	Moser, Mary Lynn	Public company senior vice president

Table of Contents *(continued)*

72.	Murguia, Janet	Association president and CEO
73.	Nowell, Lionel	Public company CFO
74.	Ordonez, Francisco	Public company division president
75.	Packard, Pamela	Public accounting firm vice chairman
76.	Parks, Sue	Private company CEO
77.	Pelletier, Liane	Public company president and CEO
78.	Perez, Jorge	Public company senior vice president
79.	Pryor, Vikki	Private company president and CEO
80.	Rebelez, Darren	Private company COO
81.	Richstone, Ellen	Private company CFO
82.	Russell, H. Jerome	Private company president
83.	Sage-Gavin, Eva	Public company executive vice president
84.	Sanchez, Robert	Public company CFO
85.	Shanahan, Lauri	Public company chief administrative officer
86.	Shatteen, Westina Matthews	Public company managing director
87.	Sobbott, Susan	Public company division president
88.	Sotolongo, Sergio	Private company CEO
89.	Spar, Debora	College president
90.	Stamm, Marilyn Skony	Private company COO
91.	Steinmayer, Janet	Public company CEO
92.	Stinnett, Barbara D.	Public company executive vice president
93.	Talton, Sheila	Public company vice president
94.	Wager, Deidra	Public company executive vice president
95.	Washington, Robin	Public company CFO
96.	Watteeuw, Caroline	Public company senior vice president
97.	Wolfe, Melinda	Public company managing director
98.	Woods, Fritz	Private company president and CEO
99.	Wyche, Keith	Public company division president
100.	Yan, Christine Yingli	Public company division president

Entrants Listed by Race or Place of Origin

African Americans

Banister, Gaurdie E.
 Brown, Adriane
 Bulls, Herman E.
 Burris, Jerry
 Carter, Brett
 Daniels, John W.
 Doley, Harold Jr.
 Drake, Larry
 Dunbar, Roy
 Easter, Bill
 Ferguson, Diana
 Gerrard, Robert J. Jr.
 Goins, Charlynn
 Goodwin, Kim
 Grooms, Oscar
 Harris, Carla
 Harvey, William
 Heller, Bridgette
 Holoman, Eric
 Isaacs, Jessica
 Lamar, William Jr.
 Lewis, William M. Jr.
 Lindsey, Connie
 McCray, Ronald
 McNeal, Glenda
 Melville, Randy
 Miller, Phillip
 Nowell, Lionel
 Pryor, Vikki
 Russell, H. Jerome
 Shatteen, Westina Matthews
 Sotolongo, Sergio
 Talton, Sheila
 Washington, Robin
 Woods, Fritzi
 Wyche, Keith

Asians and Asian Americans

Britt, Irene Chang
 Doi, Tracey
 Hassan, Tahira
 Hooda, Sheila
 Hsu, Michael
 Yan, Christine Yingli

Caucasian women

Anderson, Gayle
 Bachelder, Cheryl
 Breakiron-Evans, Maureen
 Breig, GERALYN
 Brown, Colleen
 Brown, Marianne
 Brown, Pauline J.
 Collie, Wendy
 Combs, Linda Morrison
 Craig, Pamela
 Day, Christine
 Eisenman, Elaine
 Fohn, Stephanie
 Gass, Michelle
 Guerra, Debbie
 Hansen, Marka
 Harless, Katherine
 Hayes, Dotty
 Hill, Barbara B.
 Holmgren, Janet
 Kooi, Mari
 Larrison, Deborah
 LaVelle, Vance Williams
 Lindemann, Kathie
 Livingstone, Linda
 Lublin, Nancy
 Mays, Elizabeth
 McIntyre, Penny

Entrants Listed by Race or Place of Origin *(continued)*

Caucasian women *(continued)*

Miksa, Sheri
Moser, Mary Lynn
Packard, Pamela
Parks, Sue
Pelletier, Liane
Richstone, Ellen
Sage-Gavin, Eva
Shanahan, Lauri
Sobbott, Susan
Spar, Debora
Stamm, Marilyn Skony
Steinmayer, Janet
Stinnett, Barbara D.
Wager, Deidra
Watteeuw, Caroline
Wolfe, Melinda

Hispanics and Hispanic Americans

Aguiar-Vélez, Deborah
Casellas, Gilbert
Dennis, Patricia Diaz
Diaz, Nelson
García, Juliet V.
Guzman, Leopoldo
Larson, Angela
Lopez, Daniel
Lopez, Gerardo
Murguia, Janet
Ordonez, Francisco
Perez, Jorge
Rebelez, Darren
Sanchez, Robert

Entrants Listed by Gender

Female

Aguiar-Vélez, Deborah
Anderson, Gayle
Bachelder, Cheryl
Breakiron-Evans, Maureen
Breig, GERALYN
Britt, Irene Chang
Brown, Adriane
Brown, Colleen
Brown, Marianne
Brown, Pauline J.
Collie, Wendy
Combs, Linda Morrison
Craig, Pamela
Day, Christine
Dennis, Patricia Diaz
Doi, Tracey
Eisenman, Elaine
Ferguson, Diana
Fohn, Stephanie
García, Juliet V.
Gass, Michelle
Goins, Charlynn
Goodwin, Kim
Guerra, Debbie
Hansen, Marka
Harless, Katherine
Harris, Carla
Hassan, Tahira
Hayes, Dotty
Heller, Bridgette
Hill, Barbara B.
Holmgren, Janet
Hooda, Sheila
Isaacs, Jessica

Kooi, Mari
Larrison, Deborah
Larson, Angela
LaVelle, Vance Williams
Lindemann, Kathie
Lindsey, Connie
Livingstone, Linda
Lublin, Nancy
Mays, Elizabeth
McIntyre, Penny
McNeal, Glenda
Miksa, Sheri
Moser, Mary Lynn
Murguia, Janet
Packard, Pamela
Parks, Sue
Pelletier, Liane
Pryor, Vikki
Richstone, Ellen
Sage-Gavin, Eva
Shanahan, Lauri
Shatteen, Westina Matthews
Sobbott, Susan
Spar, Debora
Stamm, Marilyn Skony
Steinmayer, Janet
Stinnett, Barbara D.
Talton, Sheila
Wager, Deidra
Washington, Robin
Watteeuw, Caroline
Wolfe, Melinda
Woods, Fritz
Yan, Christine Yingli

Entrants Listed by Gender *(continued)*

Male

Banister, Gaurdie E.
 Bulls, Herman E.
 Burris, Jerry
 Casellas, Gilbert
 Carter, Brett
 Daniels, John W.
 Diaz, Nelson
 Doley, Harold Jr.
 Drake, Larry
 Dunbar, Roy
 Easter, Bill
 Gerrard, Robert J. Jr.
 Grooms, Oscar
 Guzman, Leopoldo
 Harvey, William
 Holoman, Eric

Hsu, Michael
 Lamar, William Jr.
 Lewis, William M. Jr.
 Lopez, Daniel
 Lopez, Gerardo
 McCray, Ronald
 Melville, Randy
 Miller, Phillip
 Nowell, Lionel
 Ordonez, Francisco
 Perez, Jorge
 Rebelez, Darren
 Russell, H. Jerome
 Sanchez, Robert
 Sotolongo, Sergio
 Wyche, Keith

Entrants with Current and/or Previous Public Corporate Board Service

Current Board Members

Bachelder, Cheryl
 Breakiron-Evans, Maureen
 Brown, Colleen
 Burris, Jerry
 Casellas, Gilbert
 Combs, Linda Morrison
 Daniels, John W.
 Diaz, Nelson
 Ferguson, Diana
 Gass, Michelle
 Gerrard, Robert J. Jr.
 Goins, Charlynn
 Larson, Angela
 Lopez, Daniel
 McNeal, Glenda
 Melville, Randy
 Pelletier, Liane
 Rebelez, Darren
 Russell, H. Jerome
 Stinnett, Barbara D.
 Talton, Sheila

Former Board Members

Day, Christine
 Dennis, Patricia Diaz
 Hassan, Tahira
 McCray, Ronald
 Miksa, Sheri
 Parks, Sue
 Pryor, Vikki
 Richstone, Ellen
 Steinmayer, Janet
 Woods, Fritzi

Both Current and Former Board Members

Dunbar, Roy
 Easter, Bill
 Eisenman, Elaine
 Ferguson, Diana
 Goodwin, Kim
 Harless, Katherine
 Hill, Barbara B.
 Lewis, William M. Jr.
 Lopez, Gerardo
 Nowell, Lionel
 Washington, Robin

Never Board Members

Aguiar-Vélez, Deborah
 Anderson, Gayle
 Banister, Gaurdie E.
 Breig, Geralyn
 Brown, Adriane
 Brown, Marianne
 Brown, Pauline J.
 Britt, Irene Chang
 Bulls, Herman E.
 Carter, Brett
 Collie, Wendy
 Craig, Pamela
 Doi, Tracey
 Doley, Harold Jr.
 Drake, Larry
 Fohn, Stephanie
 García, Juliet V.
 Groomes, Oscar

Entrants with Current and/or Previous Public Corporate Board Service *(continued)*

Never Board Members *(continued)*

- | | |
|-------------------------|----------------------------|
| Guerra, Debbie | Mays, Elizabeth |
| Guzman, Leopoldo | McIntyre, Penny |
| Hansen, Marka | Miller, Phillip |
| Harris, Carla | Moser, Mary Lynn |
| Harvey, William | Murguia, Janet |
| Hayes, Dotty | Ordonez, Francisco |
| Heller, Bridgette | Packard, Pamela |
| Holmgren, Janet | Perez, Jorge |
| Holoman, Eric | Sage-Gavin, Eva |
| Hooda, Sheila | Sanchez, Robert |
| Hsu, Michael | Shanahan, Lauri |
| Isaacs, Jessica | Shatteen, Westina Matthews |
| Kooi, Mari | Sobbott, Susan |
| Lamar, William Jr. | Sotolongo, Sergio |
| Larrison, Deborah | Spar, Debora |
| LaVelle, Vance Williams | Stamm, Marilyn Skony |
| Lindemann, Kathie | Wager, Deidra |
| Lindsey, Connie | Watteeuw, Caroline |
| Livingstone, Linda | Wolfe, Melinda |
| Lublin, Nancy | Wyche, Keith |
| | Yan, Christine Yingli |



Deborah Aguiar-Vélez

President and Chief Executive Officer
Sistemas Corporation

Charlotte, NC

Leadership Experience

Aguiar-Vélez heads up a computer consulting and training firm that major corporations and government agencies hire to create software for scientists and technical workers. A former software engineer at Exxon, Aguiar-Vélez started Sistemas, which specializes in bilingual training, 25 years ago.

She also led a New Jersey state agency for women and minority businesses for two years.

Aside

Aguiar-Vélez serves on the board of the largest life insurance company used by thrift bank customers, SBLI USA Mutual Life Insurance.

She helped the company to expand into Puerto Rico.

Expertise and Relevant Experience

- Technical development and support
- Computer engineering
- Economic development

Public Corporate Boards

None currently or previously

Education

- University of Puerto Rico, B.S., Chemical Engineering, 1977

Age

54

Race and Gender

Puerto Rican-born female



Gayle Anderson

Chief Financial Officer
Match.com

Dallas, TX

Leadership Experience

As CFO of Match.com, Anderson has helped close four mergers or divestitures, including ones in Europe and Latin America. In early 2010, she claimed an 8% compounded annual revenue growth rate in her four years at the online dating company (a division of InterActive Corp.).

Anderson developed her craft at Walt Disney, where she was vice president of studio planning, and as a supervising auditor at KPMG Peat Marwick.

Aside

Anderson gave a thumbs down when Walt Disney executives were deciding whether to hold on to the Hollywood Pictures studio. The closure saved \$30 million in future development.

Expertise and Relevant Experience

- Former external auditor, internal controls and accounting
- Mergers and acquisitions, strategy
- Cost reduction

Public Corporate Boards

None currently or previously

Education

- California Lutheran University, B.S., Accounting, summa cum laude, 1988
- University of California, Los Angeles, M.B.A., 1996

Age

43

Race and Gender

Caucasian female



Cheryl Bachelder

Chief Executive Officer
AFC Enterprises

Atlanta, GA

Leadership Experience

Bachelder runs the publicly traded company that operates or franchises more than 1,900 Popeye's restaurants. During the recession in 2009, she still opened 95 new locations, including ones in new foreign markets Malaysia and Egypt. She joined the board of AFC before becoming an executive there.

Bachelder came to AFC three years ago following executive turns at KFC, where she had been president, Domino's Pizza, RJR Nabisco, Gillette and Procter & Gamble.

Aside

Bachelder cites as mentors Tom Monaghan, the founder of Domino's Pizza, and Louis Gerstner, the former chairman of IBM, with whom she worked at RJR Nabisco. She says that both men taught her to lead organizations based upon culture and values.

Expertise and Relevant Experience

- Board member of public company
- Brand management, marketing
- Overseeing large-scale operations, risk management

Public Corporate Boards

Current: AFC Enterprises (2006–present)

Education

- Indiana University, B.S., Business Administration, 1977
- Indiana University, M.B.A., 1978

Age

54

Race and Gender

Caucasian female



Gaurdie E. Banister

President and Chief Executive Officer

Aera Energy

Bakersfield, CA

Leadership Experience

Banister has been president of Aera Energy for three years. The company produces nearly a fourth of the oil that's produced in California and is jointly owned by ExxonMobil and Shell. Under Banister, the company generated \$3.8 billion in 2009.

He's a former engineer and has worked for his whole 30-year career with Shell.

Expertise and Relevant Experience

- Strategic planning, engineering
- Managing large-scale operations using Six Sigma
- Safety and environmental measurement and improvement

Public Corporate Boards

None currently or previously

Education

- South Dakota School of Mines and Technology, B.S., Metallurgical Engineering, 1980

Age

53

Race and Gender

African-American male

Aside

Banister was the chairman of Shell's New Zealand exploration and production. At the same time, he was staff leader for 1,200 employees in China, Malaysia, Australia and the Philippines.



Maureen Breakiron-Evans

Retired Chief Financial Officer

Towers Perrin

Villanova, PA

Leadership Experience

As CFO at Towers Perrin Forster & Crosby, she restated four years of the HR firm's financial statements and implemented an international tax overhaul. Prior to that, she was the risk management auditor at CIGNA and CFO of Inovant, a subsidiary of Visa. She also spent 14 years at accounting firm Arthur Andersen.

Expertise and Relevant Experience

- SEC audit committee financial expert
- Enterprise risk management
- Restructuring organizations, transforming financial and tech operations
- Pricing models in the financial services, real estate and insurance industries

Public Corporate Boards

Current: Cognizant Technology Solutions (2009–present)

Previous: None

Education

- Stetson University, B.B.A., Accounting and Mathematics, 1976
- Harvard Business School, M.B.A., 1980
- Stanford University, M.L.A., Art History, 1996

Age

56

Race and Gender

Caucasian female

Aside

Breakiron-Evans served as an audit committee board member at ING Direct USA, a subsidiary of the ING banking group, from 2005 to 2007.



Geralyn Breig

Senior Vice President, Avon Products
President, North America
Avon

New York, NY

Leadership Experience

Breig became president of Avon North America two years ago. In 2010, she announced a growth plan to bulk up some of the company's lines, such as hair care, but pull out of others, such as non-beauty items.

Breig previously was president of Godiva Chocolatier International and had been a marketer for Pepperidge Farm, Kraft Foods and Procter & Gamble.

Expertise and Relevant Experience

- Marketing and brand awareness
- Strategy and business development

Public Corporate Boards

None currently or previously

Education

- University of Pennsylvania, B.S., Economics, 1984

Age

47

Race and Gender

Caucasian female

Aside

At her first business review with Avon CEO Andrea Jung, Breig was trying to recover from hearing that her young son was being rushed to the hospital for a soccer injury.

Although Breig's husband was with the boy, Jung immediately sent for a car to take Breig there, too.



Irene Chang Britt

President, North America Foodservice
Campbell Soup

Chatham, NJ

Leadership Experience

Chang Britt has responsibility for Campbell's prepared foods that are sold to convenience stores, hospitals and other institutions. The division comprises 8% of company revenues.

When Chang Britt ran the beverages unit, she fueled double-digit growth through bolder ads, such as marketing V8 juice as a way to get one's daily amount of vegetables. She also was president at Bikenergy, which made gauges that calculated the calories a person burned while riding a bike.

Expertise and Relevant Experience

- Managing a large-scale operation
- Research and development
- Sales and brand marketing

Public Corporate Boards

None currently or previously

Education

- University of Toronto, B.A., Anthropology, 1984
- University of Western Ontario, M.B.A., 1986

Age

47

Race and Gender

Taiwan-born female

Aside

Chang Britt speaks not only English, which is her first language, but Cantonese, some Mandarin and French.



Adriane Brown

President, Chief Operating Officer
Intellectual Ventures

Bellevue, WA

Aside

Brown's employer at the time, Corning, sponsored her in the yearlong Sloan Fellow program at MIT during which she earned her M.B.A.

Leadership Experience

Since January, Brown has been the No. 2 person at this investment company that backs inventors and their projects. Intellectual Ventures currently has \$5 billion in funds for the creation of new inventions and patents in the technology space.

Previously, Brown was CEO of the Honeywell International transportation systems division, a \$5 billion business that made wheels, brakes and landing systems. Earlier, while general manager over the engine systems unit, she set an ambitious goal of reducing the number of defective products by half. Her employees not only achieved the target, they passed it.

Expertise and Relevant Experience

- Managing large-scale manufacturing operations and thousands of employees at two Fortune 100 companies
- Spotting management talent

Public Corporate Boards

None currently or previously

Education

- Old Dominion University, B.S., Environmental Health, 1980
- Massachusetts Institute of Technology, M.B.A., 1991
- Old Dominion University, Ph.D. Humane Letters, 2009

Age

52

Race and Gender

African-American female



Colleen Brown

**President and Chief Executive Officer
Fisher Communications**

Seattle, WA

Leadership Experience

For the past five years, Brown has been CEO of this chain of TV and radio stations. The Nasdaq-traded company also operates neighborhood news and advertising websites.

A 30-year veteran, Brown previously ran the Lee Broadcast Group and the Gannett TV stations in Arizona. Early in her career, she was a local station manager.

Expertise and Relevant Experience

- Current member of a non-gov committee on a public company board
- Interactive technology and strategy
- Media buying and marketing strategy

Public Corporate Boards

Current: Fisher Communications (2006–present)

Previous: None

Education

- University of Dubuque, B.S., Political Science and Business Administration, summa cum laude, 1979
- University of Colorado, M.B.A., 1981

Age

52

Race and Gender

Caucasian female

Aside

Brown broke into broadcasting when she and four grad school classmates at the University of Colorado won a marketing contest to promote a new General Motors car. One judge was the CFO of a Denver station, who then offered her a job.



Marianne Brown

Chief Executive Officer

Omgeo

New York, NY

Leadership Experience

At Omgeo, a joint venture between The Depository Trust & Clearing Corporation and Thomson Reuters, Brown ensures that securities trading complies with regulations. The process also helps market participants and regulators reduce \$200 million of unnecessary paper a year.

Brown began her career at the brokerage group services business of Automatic Data Processing, now known as Broadridge Financial Solutions. She then served as CEO at the Securities Industry Automation Corporation from 2005 to 2006, where she provided trading solutions for the New York Stock Exchange.

Aside

Brown has served as a mentor to young women at Marymount College and is on the board of directors for the League for the Hard of Hearing.

Expertise and Relevant Experience

- Audit, compliance and all aspects of trading
- Utilizing technology in the regulated and emerging markets
- Account management

Public Corporate Boards

None currently or previously

Education

- Concordia College, B.S., Business, magna cum laude, 1997

Age

52

Race and Gender

Caucasian female



Pauline J. Brown

**Managing Director,
Consumer and Retail Investments
The Carlyle Group**

New York, NY

Aside

Serves on the board of Moncler SpA, a privately held subsidiary of The Carlyle Group that makes high-end sportswear products. Brown has also served on the board of the New York City Investment Fund.

Leadership Experience

Now a self-employed entrepreneur, Brown worked at The Carlyle Group on U.S. buyouts in the consumer and retail space. Brown also served as a senior vice president for global business development with Avon Products from 2005 to 2006 where she was in charge of the firm's short- and long-term growth strategies. She also planned key components of its turnaround strategy.

Before that, she was at Estée Lauder for eight years, most recently as vice president of corporate strategy and new business development. There, she was in charge of all mergers and acquisitions, as well as the firm's licensing initiatives.

Expertise and Relevant Experience

- Buyouts and short- and long-term growth strategies

Public Corporate Boards

None currently or previously

Education

- Dartmouth College, B.A., English, 1987
- University of Pennsylvania, M.B.A., 1995

Age

44

Race and Gender

Caucasian female



Herman E. Bulls

CEO, Public Institutions
Jones Lang LaSalle

Washington, DC

Leadership Experience

Bulls buys, sells or manages properties for some of the largest owners of real estate in the world — federal, state and local governments. He has been with Jones Lang LaSalle, a publicly traded real estate firm, for 21 years.

Bulls is CEO of his own real estate advisory firm. Earlier this year, he sold his other company that financed multi-family properties.

Expertise and Relevant Experience

- Real estate and facilities management
- Private and public partnerships

Public Corporate Boards

None currently or previously

Education

- United States Military Academy, B.S., Engineering, 1978
- Harvard University, M.B.A., Finance, 1985

Age

54

Race and Gender

African-American male

Aside

Bulls served 12 years of active duty in the U.S. Army. His last assignment was in financial management at the Pentagon. He retired as an Army Reserve colonel in 2008.



Jerry Burris

**President, Precision Components
Barnes Group**

Farmington, CT

Leadership Experience

Burris runs a division that represents 48% of revenues at this billion-dollar component-maker for the aerospace and automotive industries. In 2009, he cut headcount by 15%.

Burris came to Barnes from General Electric. As a division president or general manager, he led several GE businesses, including the industrial quartz and ceramics division, health care, appliances and refrigeration.

Aside

In his previous role at Barnes, Burris improved the revenues at his division by three times the growth rate of the annual GDP within 18 months.

Expertise and Relevant Experience

- Current audit committee member on public company board
- Sales improvement, engineering, research and development
- Project management, supply chain

Public Corporate Boards

Current: Pentair (2007–present)

Education

- Purdue University, B.S.E.E., Electrical Engineering, 1985
- Northwestern University, M.M., 1994

Age

47

Race and Gender

African-American male



Brett Carter

President

Duke Energy North Carolina

Charlotte, NC

Aside

After protests, Carter recently announced that Duke Energy would not build an electrical power station near a site that Native American Cherokees have revered for 9,000 years.

Leadership Experience

Carter is responsible for providing nearly 2 million retail customers with electricity. Previously, he oversaw both North and South Carolina for Duke, which is a Fortune 500 company, but last March, the company split the Carolinas into separate divisions.

Carter worked his way up at Duke by creating marketing strategies and improving service to residential and small-business customers. He came there from a Midwestern energy provider called Aquila. Carter also completed the advanced management program at Harvard Business School.

Expertise and Relevant Experience

- Managing large-scale operations in a highly regulated industry
- Marketing, sales and customer service
- Local economic development and community relations

Public Corporate Boards

None currently or previously

Education

- Clarion University, B.S., Accounting, 1988
- University of Pittsburgh, M.B.A., Marketing, 1996

Age

44

Race and Gender

African-American male



Gilbert Casellas

Retired Vice President, Corporate Responsibility
Dell

Chevy Chase, MD

Leadership Experience

Casellas is a former general counsel of the Air Force, former chairman of the U.S. Equal Employment Opportunity Commission and former co-chairman of the U.S. Census Monitoring Board.

At Dell, Casellas helped to integrate global diversity, sustainability and giving. He practiced law in Washington and Philadelphia, but he's also been president of a money management firm and a software company.

Aside

Casellas was one of 12 high-powered, minority attorneys brought in by legal firm Mintz Levin to form a corporate diversity counseling practice in 2005. He's now on the diversity advisory board of Toyota Motor North America.

Expertise and Relevant Experience

- Current member of public company audit committee
- Corporate law, corporate responsibility, diversity
- Legislative process

Public Corporate Boards

Current: Prudential Financial (1998–present)

Previous: None

Education

- Yale University, B.A., Latin American Studies, 1974
- University of Pennsylvania, J.D., 1977

Age

58

Race and Gender

Puerto Rican-American male



Wendy Collie

President, U.S. Consumer Business
Knowledge Learning

Portland, OR

Aside

Collie sits on the board of directors for non-profit Cancer Lifeline, as well as the Downtown Seattle Association and the Seattle Parks Foundation.

Leadership Experience

Since joining this child and teen education company in 2010, Collie has been responsible for the KinderCare Learning Centers and Champions, its two largest business lines. KinderCare operates more than 1,700 centers, while Champions operates in more than 250 locations. Collie reports directly to the CEO.

For the previous 17 years, Collie served in numerous roles throughout the Starbucks organization, most recently as a member of its senior executive team. At Starbucks she had P&L accountability for more than 3,800 retail stores, almost a third of the total U.S. portfolio.

Expertise and Relevant Experience

- Developing and leading teams
- Creating and executing strategy geared towards sales growth

Public Corporate Boards

None currently or previously

Education

- University of California, Santa Barbara, B.A., Business Administration, 1986

Age

46

Race and Gender

Caucasian female



Linda Morrison Combs

**Former Controller,
Office of Management and Budget
The White House**

(Now resides) Winston-Salem, NC

Leadership Experience

As controller of OMB from 2005 to 2007, Combs regularly briefed President George W. Bush on financial management of the federal government. She monitored government compliance with Sarbanes-Oxley and often testified before Congress. Combs also established fiscal management policies for the executive branch and its \$2.7 trillion in revenue.

Combs previously served as CFO at the Environmental Protection Agency (\$8 billion) and as assistant secretary of the Department of Transportation (\$58 billion).

Expertise and Relevant Experience

- Helping reorganize and refocus large organizations
- Finance and budget expertise
- Audit and non-gov committees member of a public company board

Public Corporate Boards

Current: DesignLine, (2009–present)

Previous: None

Education

- Appalachian State University, B.A., Education, 1968
- Appalachian State University, M.A., Education, 1974
- Virginia Polytechnic Institute & State University, Ph.D., Education, 1985

Age

64

Race and Gender

Caucasian female

Aside

Combs also co-founded a record label that received a Grammy nomination and which created music for two Emmy award-winning videos.



Pamela Craig

Chief Financial Officer

Accenture

New York, NY

Leadership Experience

Craig is part of Accenture's leadership team. As CFO, she oversees the corporate controllership, treasury, tax, investor relations, client finance, and strategic planning.

During her 27 years at Accenture, Craig has overseen finance and performance management systems for corporate clients in consumer products, communications and media. She also served on the board of the IT consulting company joint venture between Accenture and Microsoft called Avanade.

Aside

Craig was named one of the top 100 women in corporate America by the National Council for Research on Women.

Expertise and Relevant Experience

- Designing finance and performance management systems
- Talent development
- Diversity

Public Corporate Boards

None currently or previously

Education

- Smith College, B.A., Economics, 1979
- New York University, M.B.A., 1984

Age

53

Race and Gender

Caucasian female



John W. Daniels

Chairman
Quarles and Brady

Milwaukee, WI

Leadership Experience

Daniels is the only African American to chair one of the country's 200 largest law firms, according to *American Lawyer* magazine. He's led the shop since 2007 and has been aboard since 1974. His own specialty is real estate law.

Meanwhile, with his sister Valerie Daniels-Carter, he owns V&J Holdings, a fast-food empire of more than a hundred Pizza Hut and Burger King restaurants.

Aside

Daniels was formerly national president of the American College of Real Estate Lawyers.

Expertise and Relevant Experience

- Real estate, corporate law and commercial finance
- Client-centered service
- Franchising, licensing and partnerships

Public Corporate Boards

Current: Marshall & Ilsey (2005–present)

Previous: None

Education

- North Central College, B.A., Business, 1969
- University of Wisconsin, M.S., Educational Policy Studies, 1972
- Harvard University, J.D., 1974

Age

62

Race and Gender

African-American male



Christine Day

Chief Executive Officer
lululemon athletica

Vancouver, British Columbia

Aside

In 2009, Day was the only woman among the 100 highest-paid executives in British Columbia, according to the *Vancouver Sun* newspaper.

Leadership Experience

Day runs this Canadian athletic apparel company that's publicly traded. During the 2009 recession, she decided not to reduce prices. Instead, Day added new lines of clothing and accessories, and brightened colors. This past summer, the stock increased seven times its value over last year.

During her 20 years at Starbucks, Day held roles as president of the company's Asia Pacific region and senior vice president of finance and administration.

Expertise and Relevant Experience

- Former member of audit and compensation committees on public company board
- Overseeing large-scale operations
- Brand management, marketing

Public Corporate Boards

Current: None

Previous: Select Comfort (2004–2009)
Nu Skin Enterprises (2007–2008)

Education

- Central Washington University, B.A., Administrative Management, 1984

Age

48

Race and Gender

Caucasian female



Patricia Diaz Dennis

**Former Assistant General Counsel
AT&T**

San Antonio, TX

Leadership Experience

While at AT&T, Dennis was in charge of the firm's employment legal advice, its corporate litigation department and regulatory and environmental compliance.

President Ronald Reagan appointed Dennis, a former practicing attorney, as a commissioner of the Federal Communications Commission in 1986. Six years later, she became assistant secretary of state for human rights and humanitarian affairs under President George H. W. Bush.

Expertise and Relevant Experience

- Corporate litigation and compliance
- Former member of audit and non-gov committees of a public company board

Public Corporate Boards

Current: None

Previous: UST (2001–2009)

Entravision Communications (2001–2005)

Citadel Communications (1997–1999)

Education

- University of California at Los Angeles, A.B., English, 1970
- Loyola University of Los Angeles, J.D., 1973

Age

64

Race and Gender

Mexican-American female

Aside

Dennis was the first Hispanic chairwoman of the board of Girl Scouts of the USA. She was also a director at National Public Radio.



Nelson Diaz

Of Counsel
Cozen O'Connor

Philadelphia, PA

Leadership Experience

Since joining law firm Cozen O'Connor in 2007, Diaz has focused on litigation, resolving disputes, public housing issues and government relations.

He's a former general counsel for the Department of Housing and Urban Development. At HUD, Diaz managed more than 500 lawyers and helped institute public housing reforms by settling a backlog of civil rights cases valued at \$6 billion. He was also a Philadelphia city judge and a justice on the Pennsylvania Supreme Court.

Aside

Diaz serves on the advisory board of PNC Bank and is a director of the Legg Mason Family of Funds. He also was chairman of the Hispanic Caucus for the Democratic National Committee.

Expertise and Relevant Experience

- Member of risk management committee of a public company board
- Litigation, dispute resolution
- Government relations

Public Corporate Boards

Current: Exelon (2004–present)

Previous: None

Education

- St. John's University, B.S., Accounting, 1969
- Temple University School of Law, J.D., 1972

Age

63

Race and Gender

Puerto Rican-American male



Tracey Doi

**Group Vice President, Chief Financial Officer
Toyota Motor Sales U.S.A.**

Torrance, CA

Leadership Experience

At Toyota, Doi is group vice president and financial chief for the Toyota, Lexus and Scion brands in the U.S. Her responsibilities include corporate finance, tax, international customs and overseeing the group's treasury.

Prior to her decade at Toyota, Doi was director of finance for AT&T Wireless in Los Angeles. She began her career at Arthur Andersen.

Aside

Doi serves on the economic advisory council of the Federal Reserve Bank of San Francisco. She was also named to the 2010 Japanese American Leadership Delegation.

Expertise and Relevant Experience

- Corporate finance, accounting and administration
- Brand management
- Risk management

Public Corporate Boards

None currently or previously

Education

- University of California, Los Angeles, B.A., Business Economics, 1983

Age

49

Race and Gender

Japanese-American female



Harold Doley Jr.

President and Chief Executive Officer
Doley Securities

Irvington, NY

Leadership Experience

For 35 years, Doley has headed up an investment bank that underwrites corporate and municipal issues and trades for institutional investors. He was the only African-American individual to have owned a seat on the New York Stock Exchange.

In 1983, Doley was appointed U.S. ambassador to the African Development Bank, an institution for commerce. He also was the first director of the federal agency that leases oil and mineral rights. Under Doley, the former Minerals Management Service became the second-largest source of income for the U.S. Treasury.

Aside

Doley is a former underwriting member at Lloyd's of London and still has investments in its insurance syndicates.

Expertise and Relevant Experience

- Corporate finance, securities trading
- Insurance
- Federal and international regulation

Public Corporate Boards

None currently or previously

Education

- Xavier University, B.S., Accounting and Business, 1968

Age

63

Race and Gender

African-American male



Larry Drake

**Interim Chief Executive Officer
Executive Leadership Council**

Alexandria, VA

Leadership Experience

Drake is currently serving as CEO of the Executive Leadership Council. The non-profit organization provides networking resources for African-American executives who are within three reports of their CEOs at major U.S. firms.

Drake has more than three decades of experience as a corporate manager and entrepreneur. He previously was CEO of Coca-Cola's division in Nigeria and equatorial Africa. He's also been a senior vice president at Cablevision Systems as well as a general manager in KFC's restaurant division.

Aside

Drake was co-founder of Hope 360°, a company that counseled people on how to make breakthroughs in their careers. He's also on the advisory board of private equity firm Wellbridge Capital.

Expertise and Relevant Experience

- Management of a large-scale operation
- Executive coaching and mentoring
- Corporate diversity

Public Corporate Boards

None currently or previously

Education

- Georgia State University, B.A., Sociology, 1977
- Rockhurst University, M.B.A., 1990

Age

56

Race and Gender

African-American male



Roy Dunbar

**Former CEO
Network Solutions**

McLean, VA

Leadership Experience

Prior to serving as the CEO and chairman of Network Solutions from 2008 to 2009, Dunbar was the president of global technology and operations for MasterCard for three and a half years.

Dunbar also worked at pharmaceutical giant Eli Lilly for 14 years, most recently as president of intercontinental operations. He served as chief information officer between 1999 and 2003.

Aside

Dunbar is also chairman of the Executive Leadership Foundation, which supports the Executive Leadership Council. The Council represents African-American executives no more than three levels from the CEOs of Fortune 500 companies.

Expertise and Relevant Experience

- Strategic direction and improving efficiency
- Chairman of the investment committee at a public company, and former board chairman at a public company

Public Corporate Boards

Current: Humana Corporation (2005–present)

Previous: Network Solutions (2008–2010)
Electronic Data Systems (2004–2010)

Education

- Manchester University (U.K.), B.S., Pharmacy, 1982
- Manchester Business School (U.K.), M.B.A., 1990

Age

49

Race and Gender

Jamaican-born African-American male



Bill Easter

Retired Chairman, President and CEO
DCP Midstream

Houston, TX

Leadership Experience

Easter retired in 2008 as president and CEO of a \$12 billion natural gas processing company that operated in 16 states. The business was a 50/50 joint venture between oil and gas giants ConocoPhillips and Duke Energy. As head of DCP Midstream, Easter restructured the operations and achieved record earnings.

Easter also worked at Conoco (ConocoPhillips) for 32 years, culminating with his running the company's lobbying operation to state regulators and statehouse lawmakers.

Aside

As CEO of its Jet Nordic division, Easter helped Conoco double its sales of retail gasoline in Sweden, Norway, Finland and Denmark.

Expertise and Relevant Experience

- Audit and compensation committees member for an NYSE-listed company
- Managed large-scale operations of a natural gas company
- Lobbying regulators and legislators
- Served on a special panel of the Texas Rail Commission

Public Corporate Boards

Current: Concho Resources (2008–present)

Previous: TEPPCO (2004–2005)

DCP Midstream Partners (2005–2008)

Education

- University of Houston, B.B.A., Finance, 1971
- Stanford University, M.S., Management, 1991

Age

61

Race and Gender

African-American male



Elaine Eisenman

Dean, Babson Executive Education
Babson College

Babson Park, MA

Leadership Experience

Eisenman is in charge of this business program for executives and entrepreneurs. The customized courses teach management as well as personal and team development to learners ranging from Deloitte to the U.S. Navy.

Formerly, Eisenman was a human resources senior vice president in corporate America at companies such as American Express and The Children's Place Retail Stores. She was also chairman at a venture capital firm.

Expertise and Relevant Experience

- Member of non-gov and comp committees of public company board
- Executive training and development, post-merger integration
- Corporate governance, CEO succession, board composition

Public Corporate Boards

Current: DSW (2008–present)

Previous: UST (1996–2005)

Education

- Boston University, B.S., Nursing, 1970
- Columbia University, M.S., Social and Community Psychiatry, 1972
- New York University, Ph.D., Industrial Psychology, 1985

Age

61

Race and Gender

Caucasian female

Aside

Eisenman serves on the advisory board at American Airlines. She's also an advisory member to a company for corporate trade services to reduce excess assets, real estate and inventory.



Diana Ferguson

Chief Financial Officer
Chicago Public Schools

Chicago, IL

Leadership Experience

Ferguson came out of a one-year retirement to take the CFO job for Chicago's public school system.

Ferguson had been CFO at Folgers Coffee and Merisant Worldwide. She also has held risk management and treasury roles at Fortune 500 companies, such as Sara Lee, Eaton, Fannie Mae, First National Bank of Chicago and IBM.

Expertise and Relevant Experience

- Current and former member of audit committees at three public company boards
- Financial management, strategic planning
- Risk management, treasury function

Public Corporate Boards

Current: TreeHouse Foods (2008–present)

Previous: Franklin Electric (2004–2007)

Integrus Energy Group (2007–2008)

Education

- Yale University, B.A., Psychology, 1985
- Northwestern University, M.M., Finance, Managerial Economics, 1992

Age

47

Race and Gender

African-American female

Aside

This school year, Ferguson closed a \$370 million budget gap in Chicago's public schools. She trimmed some extra-curricular programs, used reserves and restructured debt.



Stephanie Fohn

President and Chief Executive Officer
WhiteHat Security

Santa Clara, CA

Leadership Experience

Since 2004, Fohn has been CEO of this Silicon Valley firm that specializes in protecting websites and computer data.

Prior to that, she was the COO of a security software company that Symantec later acquired. Fohn also spent six years working in the technology area for venture capital and investment banking firms.

Expertise and Relevant Experience

- Information security, corporate and customer privacy
- Using technology to solve operational problems

Public Corporate Boards

None currently or previously

Education

- University of Washington, B.A., Business Administration; B.A., Psychology, 1982
- Massachusetts Institute of Technology, M.S., Management, 1988

Age

49

Race and Gender

Caucasian female

Aside

Fohn sits on the advisory boards of StillSecure, a secure network infrastructure software firm, and Enthiosys, a consultancy specializing in agile product management.



Juliet V. García

President

University of Texas at Brownsville and
Texas Southmost College

Brownsville, TX

Aside

García was part of a team that advised incoming President Barack Obama on national education issues. In 2009, *Time* magazine named her one of the country's 10 best college presidents.

Leadership Experience

García became the first Mexican-American woman in the country to be named a college president when she took over at Texas Southmost College in 1986. Then, 20 years ago, she and community leaders spearheaded the creation of a partnership between the University of Texas at Brownsville and Texas Southmost College. The schools combine finances, facilities and staff.

Under García, UTB/TSC's budget has grown to \$145 million from \$31 million, and 17,000 students were enrolled last fall. She has overseen two general obligation bond issues totaling \$81 million.

Expertise and Relevant Experience

- Adult education and training
- Stakeholder communication
- Strategic planning and institutional investment

Public Corporate Boards

None currently or previously

Education

- University of Houston, B.A., English, 1970
- University of Houston, M.A., Classical Rhetoric and Public Address, 1972
- University of Texas, Ph.D., Communications and Linguistics, 1976

Age

61

Race and Gender

Mexican-American female



Michelle Gass

President, Seattle's Best Coffee
Starbucks

Seattle, WA

Aside

Gass was manager of Starbucks's Frappuccino brand six years ago and took much of the flak when dieticians complained that adding flavors and cream to the coffee drinks could pack on hundreds of more calories.

Leadership Experience

For the past year, Gass has been president of a 40-year-old chain of coffee shops that was founded as a local ice cream parlor. She was already at Starbucks in 2003 when it bought Seattle's Best in 2003. In May, she announced a strategic expansion to grow the brand's shops and distribution outlets tenfold to 30,000 locations by the end of fiscal year 2010.

Gass was formerly an executive vice president of marketing for Starbucks. In 2008, she was a member of the senior management team that hammered out a new turnaround strategy after Starbucks's highly publicized over-expansion. She previously worked for Procter & Gamble as a marketing and product manager.

Expertise and Relevant Experience

- Compensation committee member of board at a Fortune 1000 company
- Developing and marketing products and brands

Public Corporate Boards

Current: Ann Taylor Stores (2008–present)

Previous: None

Education

- Worcester Polytechnic Institute, B.S., Chemical Engineering, 1990
- University of Washington, M.B.A., 1999

Age

42

Race and Gender

Caucasian female



Robert J. Gerrard Jr.

Former Chief Legal Officer
Scripps Networks

Short Hills, NJ

Aside

Gerrard is the recipient of several diversity-related awards, including one from the American Bar Association for achievement as a minority general counsel.

Leadership Experience

Gerrard served for 11 years as the legal chief of Scripps Networks, where he established the company's legal department. He was responsible for all legal matters relating to Scripps's websites and lifestyle television networks, including HGTV, Food Network and Fine Living. He also oversaw the firm's human resources department.

Gerrard previously served as a vice president and general counsel for the Sega Channel. Before that, he was senior counsel at Home Box Office for a dozen years, where he was responsible for negotiating multi-million-dollar HBO and Cinemax distribution agreements.

Expertise and Relevant Experience

- Licensing, intellectual property, mergers and acquisitions, regulation and human resources
- Chair of the compensation and human resources committee, and a member of the nominating and governance committee at a public company board

Public Corporate Boards

Current: Syniverse Technologies (2008–present)

Previous: None

Education

- Harvard College, A.B., Social Studies, 1974
- Harvard University, J.D., 1977

Age

58

Race and Gender

African-American male



Charlynn Goins

Retired Attorney, Executive

New York City, NY

Aside

Goins is chairman of the \$1.7 billion New York Community Trust, which funds local charities and civic programs.

Leadership Experience

Goins was the chairperson of New York City's public hospital system for four years. She helped chart strategy and oversaw an extensive process to ensure that the medical staff earned credentials.

Goins started her career as a tax attorney. She was later a senior vice president of international marketing at Prudential Mutual Funds, where she helped stockbrokers in Europe, Asia and South America present investment products. After that, she advised the Department of Commerce on helping minority business owners get loans and equity capital.

Expertise and Relevant Experience

- Current chair of nominating and governance committee at a Fortune 500 board
- Taxes, insurance and investments
- Health care management and regulation

Public Corporate Boards

Current: Fannie Mae (2008–present)

Education

- Barnard College, B.A., Government, 1963
- Columbia University, J.D., 1976

Age

68

Race and Gender

African-American female



Kim Goodwin

**Former Managing Director and Head of Equities
Credit Suisse**

Jamestown, RI

Leadership Experience

Goodwin had been in charge of managing all of Credit Suisse's equity products in Europe, Asia-Pacific and the Americas.

With more than 20 years in the investment and financial services fields, Goodwin has been a senior manager at State Street Research & Management, American Century Investments, Putnam Investments, Prudential Investments and Mellon Bank.

Expertise and Relevant Experience

- Current audit and comp committees member of a public company board
- Corporate investments, fundamental analysis
- Business restructuring and expansion

Public Corporate Boards

Current: Akamai Technologies (2004-2006, 2008-present)

Previous: CheckFree (2006)

Education

- Princeton University, B.A., Politics, 1981
- University of Texas at Austin, M.B.A., Public Affairs, M.B.A., Finance, 1987

Age

51

Race and Gender

African-American female

Aside

Goodwin is frequently quoted in the financial press and has appeared on CNBC as well as in *Time* magazine and *USA Today*.



Oscar Groomes

Managing Director
Groomes Business Solutions

Charlotte, NC

Aside

Groomes has edited *O's Place Jazz*, a digital jazz magazine and website that reviews jazz and blues musicians, for more than 15 years.

Leadership Experience

Groomes is currently consulting for small developing companies in the chemicals and plastics industries. That includes advising them on staffing and operations.

Groomes, a metallurgic engineer and physicist, previously served as CEO of Almatix, a privately held maker of specialty alumina products, until it was sold in 2007. He was also president or general manager of several divisions at General Electric, including its South American plastics operation, European polycarbonate business and railroad car manufacturing.

Expertise and Relevant Experience

- Executing growth at chemical and plastics firms
- Operating international manufacturing businesses

Public Corporate Boards

None currently or previously

Education

- Tougaloo College, B.S., Physics, 1980
- Brown University, B.S., Materials Science Engineering, 1982
- Carnegie-Mellon University, M.S., Metallurgical Engineering and Material Science, 1984

Age

50

Race and Gender

African-American male



Debbie Guerra

Vice President, Outsourcing & Infrastructure
Unisys

Reston, VA

Leadership Experience

Guerra helps manage the division at this global consulting firm on IT that generates 40% of the company's revenues. Guerra's seven years in Latin America give her added perspective in dealing with international clients to secure contracts.

She worked at Price Waterhouse as an IT consultant and manager for six years as well as a number of small companies, such as Knowledge Planet where she engaged in sales.

Aside

Guerra was an Army captain and intelligence officer who interrogated military and political prisoners during the 1989 U.S. invasion of Panama. She returned to Latin America as a Unisys employee.

Expertise and Relevant Experience

- Information technology management
- Customer satisfaction and performance measurement
- Domestic and international sales and marketing

Public Corporate Boards

None currently or previously

Education

- United States Military Academy, B.S., Engineering and French, 1982

Age

47

Race and Gender

Caucasian female



Leopoldo Guzman

President and Chief Executive Officer
Guzman & Company

Coral Gables, FL

Aside

In 2005, Guzman was appointed to the advisory committee of the Pension Benefit Guaranty Corporation by President George W. Bush.

Leadership Experience

Guzman founded an investment banking and institutional brokerage firm called Guzman & Company in 1987. The firm is the only Hispanic-owned member of the New York Stock Exchange and is one of the biggest minority-owned investment banks in the United States.

Prior to starting his own firm, Guzman served as chief investment officer of Gulf Investments, a Kuwaiti-based company that invested in real estate, securities and financial services firms around the globe. He was also an investment banker with Lazard Freres and Chase Bank.

Expertise and Relevant Experience

- Investment banking, institutional brokerage and corporate finance
- Pension and retirement account benefits

Public Corporate Boards

None currently or previously

Education

- Columbia University, B.S., Operations Research, 1969
- Stanford University, M.B.A., 1971

Age

64

Race and Gender

Cuban-American male



Marka Hansen

President, Gap Brand North America
Gap

San Francisco, CA

Leadership Experience

Hansen is responsible for all aspects of Gap's brand, including strategy, design, production, merchandising, marketing and inventory management.

Prior to her current role, Hansen was president of Gap subsidiary Banana Republic from 2003 to 2007. She joined Banana Republic after a 10-year career as a buyer at Robinson's Department Store.

Aside

In 2008, Hansen publicly apologized on behalf of Gap after evidence surfaced that it had contracted with factories in India that used — and physically abused — child laborers as young as 10 years old.

Expertise and Relevant Experience

- Merchandising and brand development
- Risk management
- Strategy

Public Corporate Boards

None currently or previously

Education

- Loyola Marymount University, B.A., Liberal Studies, 1976

Age

57

Race and Gender

Caucasian female



Katherine Harless

**Former President and Chief Executive Officer
Idearc Media**

Irving, TX

Leadership Experience

For two years, Harless was CEO of Idearc, which was the former Verizon Yellow Pages business. In 2006, when she led the spinoff and IPO of that company, which she'd run within Verizon for six years, Idearc had more than \$3 billion in revenues.

Harless formerly held finance, sales and operations roles with Verizon Communications and its predecessor company, GTE.

Aside

Harless was at one time president of GTE Airfone, which provided consumer phone service on commercial flights and railroads.

Expertise and Relevant Experience

- Current member of comp and non-gov committees of public company board
- Growth strategies
- Spinoffs, restructuring, IPOs

Public Corporate Boards

Current: Toro (2000–present)

Previous: Idearc (2006–2008)

Education

- University of Texas, B.B.A., Accounting, 1972

Age

59

Race and Gender

Caucasian female



Carla Harris

Managing Director, Investment Management
Morgan Stanley

New York, NY

Leadership Experience

Harris is the head of Morgan Stanley's emerging manager platform. She identifies and provides capital and strategic advice to minority and women-owned asset managers, which are attractive sources of alternative investments for pension funds.

When she was on the firm's equity syndicate desk, she participated in initial public offerings for UPS, Delphi Automotive and Martha Stewart Living Omnimedia. Harris started out in corporate finance in Morgan Stanley's mergers and acquisitions department.

Aside

Harris has recorded two albums as a gospel singer and is a member of her Catholic Church choir.

Expertise and Relevant Experience

- Corporate finance (including secondary offerings, private placements, investment management)
- Analyzing mergers and acquisitions

Public Corporate Boards

None currently or previously

Education

- Harvard College, A.B., Economics, magna cum laude, 1984
- Harvard University, M.B.A, 1987

Age

47

Race and Gender

African-American female



William Harvey

President, DuPont Packaging & Industrial Polymers
DuPont

Wilmington, DE

Leadership Experience

Harvey has been responsible for strategy and operations at this global operating unit ever since he was appointed president last year. He reports directly to the chairman of DuPont.

Prior to that, Harvey served as vice president of corporate strategy and planning as well as of corporate operations. He's been with DuPont since 1977.

Expertise and Relevant Experience

- Technology acquisitions and licensing
- Improving organizational efficiency
- Global joint ventures

Public Corporate Boards

None currently or previously

Education

- Virginia Commonwealth University, B.S., Economics, 1972
- University of Virginia, M.B.A., 1977

Age

59

Race and Gender

African-American male

Aside

Harvey previously served as a trustee for the Darden Graduate Business School at the University of Virginia and at historically black Delaware State University.



Tahira Hassan

**Retired Senior Vice President,
Nestlé S.A.**

(Now resides) Toronto, Ontario, Canada

Leadership Experience

During her more than 25 years at Nestlé, Hassan served in various roles, including as senior vice president, head of global supply chain, which was a new role created to reshape the company's global approach to supply chain management. When she resigned in 2009, she was the senior vice president, global business leader for the company's Nescafe Ready-to-Drink (RTD) products.

Hassan previously was also the vice president in charge of several joint ventures in Latin America and of business development in the Caribbean and Dominican regions.

Expertise and Relevant Experience

- Consumer packaged goods manufacturing, wholesaling and retailing issues
- People development, strategic vision, and execution and leadership skills

Public Corporate Boards

Current: None

Previous: Dreyer's Grand Ice Cream Holdings (2002–2006)

Education

- Advanced-Level Certification, Economics, Cathedral School/Cambridge University

Age

57

Race and Gender

Pakistani-born female

Aside

Born in Pakistan, Hassan recently accepted a position as executive in residence at the Lahore University of Management Sciences, which is a national university in Pakistan. She teaches via Skype and video conferencing.



Dotty Hayes

Retired Chief Audit Executive
Intuit

Los Altos, CA

Leadership Experience

Hayes retired in 2008 after five years with Intuit and after a 30-year career mostly in Silicon Valley. She had audited financial reporting and systems at a range of other tech companies, including Hewlett-Packard and Apollo Computer, which HP acquired.

Expertise and Relevant Experience

- Financial reporting, internal audit and cost accounting
- Audit committee interaction

Public Corporate Boards

None currently or previously

Education

- University of Massachusetts, B.A., Education, 1972
- University of Massachusetts, M.S.B.A., Accounting, 1976
- Bentley College, M.S., Finance, 1987

Age

59

Race and Gender

Caucasian female

Aside

Hayes started her career as a fourth-grade teacher. After a couple of years, she re-thought that life and pursued a graduate degree, which led her to internal auditing.



Bridgette Heller

**Executive Vice President
President, Consumer Health Care Division
Merck**

Summit, NJ

Aside

In 2004, Heller was self-employed as a consultant who gave growth strategy advice to companies that weren't in the packaged goods business.

Leadership Experience

A packaged goods expert, Heller has been in charge of billions of dollars in P&L at some of the nation's largest consumer products companies. Last winter, she joined Merck to head up the unit that makes and markets brands such as Claritin, Coppertone and Dr. Scholl's.

Previously, she was president of global baby products at Merck's competitor Johnson & Johnson, where she was responsible for sales of \$2.5 billion. She cut her teeth at Kraft Foods, where she became an executive vice president and oversaw coffee sales to grocers and specialty stores, direct sales, and manufacturing.

Expertise and Relevant Experience

- Strategic growth planning
- Managing a large-scale marketing operation

Public Corporate Boards

None currently or previously

Education

- Northwestern University, B.A., Economics, 1983
- Northwestern University, M.B.A, 1985

Age

49

Race and Gender

African-American female



Barbara B. Hill

Chief Executive Officer
ValueOptions

Norfolk, VA

Leadership Experience

Hill has spent the past four years as the CEO of a company that provides mental health services to 23 million employees at Fortune 500 firms and government agencies.

Among a number of previous CEO and senior management roles, she was president of Fortune 500 company Express Scripts, a \$13 billion provider of pharmacy benefits to its members. Hill was also CEO of the Johns Hopkins Health Plan and managed the company before and after Prudential Insurance Company of America bought it.

Expertise and Relevant Experience

- Compensation committee member of Fortune 500 corporate board
- Former president of a Fortune 500 company

Public Corporate Boards

Current: St. Jude Medical (2007–present)

Previous: Express Scripts (2002–2003)
Rotech Healthcare (2005–2006)

Education

- Johns Hopkins University, B.S., Social and Behavioral Science, 1973
- Johns Hopkins University, M.S., Education, 1976

Age

58

Race and Gender

Caucasian female

Aside

As president of the Prudential Health Care Plan of the Mid-Atlantic in 1993, Hill prepared shareholders for health care reforms that would require private HMOs to serve low-income, Medicaid and Medicare clients.



Janet Holmgren

**President
Mills College**

Oakland, CA

Leadership Experience

Holmgren is president of this women's private college. She helped marshal \$32 million in oversubscriptions for the school's most recent capital campaign. Now on sabbatical, she'll retire in mid-2011 after 20 years.

Formerly the vice provost at Princeton University, Holmgren also was an administrator and faculty member at the University of Maryland and Federal City College.

Expertise and Relevant Experience

- Academic programming
- Diversity initiatives
- Management of endowments, investments

Public Corporate Boards

None currently or previously

Education

- Oakland University (Michigan), B.A., English, 1968
- Princeton University, M.A., Linguistics, 1971
- Princeton University, Ph.D., Linguistics, 1974

Age

61

Race and Gender

Caucasian female

Aside

Holmgren is a trustee of Princeton University and a board member of the National Council for Research on Women, which advocates for women in business.



Eric Holoman

President

Magic Johnson Enterprises

Beverly Hills, CA

Leadership Experience

Holoman runs the companies which former NBA star Earvin “Magic” Johnson has developed into a multi-billion-dollar empire. Among these are real estate, private equity, and more than 100 franchise restaurants, such as Starbucks, Burger King and T.G.I. Friday’s.

Previously, Holoman and his father owned 17 fast-food franchises in inner city Los Angeles. Prior to that, he was a vice president at the private banks of Bank of America and Wells Fargo.

Aside

Holoman serves on the boards of the L.A. Department of Water and Power and the L.A. branch of the Federal Reserve Bank of San Francisco.

Expertise and Relevant Experience

- Corporate finance, financial planning, mortgages
- Regulatory agencies
- Real estate

Public Corporate Boards

None currently or previously

Education

- University of Southern California, B.S., Finance, 1983

Age

49

Race and Gender

African-American male



Sheila Hooda

Senior Managing Director

TIAA-CREF

New York, NY

Leadership Experience

Hooda works with the CEO and other senior executive team members to help TIAA-CREF grow through mergers and acquisitions, joint ventures, partnerships and other methods.

Prior to TIAA-CREF, Hooda worked at Credit Suisse where she helped transform the firm's Global Equities Division and increase revenue to more than \$4 billion in 2005 from \$1.5 billion in 1998. The model used for the equities division was later expanded to the fixed-income and investment banking units.

Expertise and Relevant Experience

- Driving growth in any economic cycle and helping to turn around lagging business units

Public Corporate Boards

None currently or previously

Education

- University of Poona (India), B.S., Mathematics, 1978
- Indian Institute of Management at Ahmedabad (India), Post-Graduate Diploma, Management, 1981
- University of Chicago, M.B.A., 1988

Age

50

Race and Gender

India-born female

Aside

Hooda, who serves on the board of trustees of Women's World Banking, which is the largest global micro-enterprise lending network, is a regular speaker at conferences on business and leadership topics. Her appearances include speaking engagements at Goldman Sachs and Columbia Business School.



Michael Hsu

**President, Grocery
Kraft Foods**

Glenview, IL

Leadership Experience

At Kraft, Hsu is responsible for a \$4 billion division that covers the firm's U.S. retail sales organization, customer service, transportation and distribution. He joined the company in 2008 as president of its North America grocery unit.

Hsu has also served as the president of Heinz USA's food service division as well as vice president of Booz Allen Hamilton.

Expertise and Relevant Experience

- Management of a national sales and distribution organization
- Business administration, with particular knowledge in the food products industry

Public Corporate Boards

None currently or previously

Education

- Carnegie-Mellon University, B.S., Science Industrial Management, 1986
- University of Chicago, M.B.A., 1993

Age

46

Race and Gender

Asian male

Aside

From 1989 to 1991, Hsu was a foreign lecturer in economics at Beijing University in China.



Jessica Isaacs

Senior Vice President, Chartis International
American International Group

New York, NY

Leadership Experience

Isaacs has 25 years of experience in the insurance business. She's now the head of a \$2.5 billion unit that underwrites personal lines insurance through affiliate agencies around the world except for North America. Isaacs also participates in her company's corporate responsibility and diversity program.

Formerly, she was a regional manager at Allstate Insurance.

Expertise and Relevant Experience

- Risk management, insurance, hedging
- Investment products
- Sales and marketing

Public Corporate Boards

None currently or previously

Education

- Spellman College/Georgia State University, B.A., Political Science and Sociology, 1983

Age

49

Race and Gender

African-American female

Aside

Isaacs studied criminal law at John Marshall Law School in Chicago and completed graduate classes at Northwestern University. She is an advisor to the High School of Recording Arts in New York City.



Mari Kooi

Chief Executive Officer
Wolf Asset Management International

Santa Fe, NM

Leadership Experience

Kooi founded Wolf Asset Management International, which offers hedge funds and funds of hedge funds to institutional clients around the globe. The firm, which focuses on natural resources and commodities, manages more than \$1 billion in assets.

Kooi previously spent 18 years at Cargill Asset Management, where she worked her way up from commodities trader to president. She gained experience in alternative markets and eventually was one of the founding managers for Cargill's in-house hedge fund and served on the fund's risk management committee.

Aside

Kooi has spent time in 89 countries. She also founded the non-profit New Mexico Financial Services Task Force.

Expertise and Relevant Experience

- Asset management and institutional investment products
- Risk management and hedging
- Economic policy

Public Corporate Boards

None currently or previously

Education

- Iowa State University, B.A., Economics, 1977
- University of Minnesota, M.B.A., Finance, 1995

Age

56

Race and Gender

Caucasian female



William Lamar Jr.

Former Chief Marketing Officer
McDonald's USA

(Now resides) Roswell, GA

Leadership Experience

Lamar was in charge of marketing and new product development for 13,000 U.S. restaurants of McDonald's until he retired in 2008. He oversaw the launch of the company's "I'm lovin' it" U.S. campaign and of items such as "McGriddles" and the "Dollar Menu." Lamar ascended to the role after having been general manager of 700 stores in the five-state Atlanta region.

Prior to his 24 years at McDonald's, Lamar was a marketing manager at Quaker Oats and United Airlines.

Expertise and Relevant Experience

- Strategies to improve customer market share
- Managing large-scale operations

Public Corporate Boards

None currently or previously

Education

- University of Illinois, B.A., Political Science, 1973
- Northwestern University, M.B.A., 1976

Age

58

Race and Gender

African-American male

Aside

Lamar has an ad agency background from having worked at one of the nation's largest minority-owned shops, Burrell Advertising.



Deborah Larrison

Director of Global Client Coverage
Bank of America Merrill Lynch

New York, NY

Leadership Experience

Larrison shows corporate or high-net-worth clients the benefits of using Merrill Lynch and Bank of America to invest or borrow.

Larrison was formerly COO of the private bank at Citibank and president of Citi's investment bank to midsize companies where, within three years, she cranked up the average deal dollar amount by nearly 600%. Earlier, she had been CEO and CFO at several heavy-industry firms.

Expertise and Relevant Experience

- Strategic planning, turnarounds, risk management
- Corporate finance, acquisitions
- Licensed broker and registered investment advisor

Public Corporate Boards

None currently or previously

Education

- Georgian Court College, B.S., Accounting, 1986
- Monmouth University, M.B.A., Finance, 1994

Age

52

Race and Gender

Caucasian female

Aside

As managing director of the Citigroup investment bank for businesses below \$200 million, Larrison took the operation to a 30% profit margin from an operating loss.



Angela Larson

President, Fierce Fun Toys

President, Larson Pharm Consult

New York, NY

Leadership Experience

Larson founded and heads up two private companies: one a toy manufacturing company that creates culturally diverse books and toys; another a consulting firm that helps small pharmaceutical businesses grow.

Larson previously spent 12 years on Wall Street. She was a research analyst of small- to large-cap companies that created products for genetic, pain, obesity, cardiovascular and other ailments.

Aside

Larson was ranked No. 2 on the *Institutional Investor* “All-America” list of equity analysts in 2004. She covered specialty health care companies and products for Salomon Smith Barney.

Expertise and Relevant Experience

- Audit committee member on a public company board
- Entrepreneur of nationally distributed products
- Consultant to pharmaceutical industry

Public Corporate Boards

Current: Pozen (2009–present)

Previous: None

Education

- Boise State University, B.A., Economics, 1992
- Johns Hopkins University, M.S., Health Economics, 1996

Age

42

Race and Gender

Puerto Rican–American female



Vance Williams LaVelle

**President and Chief Executive Officer
The Global Consulting Group**

New York, NY

Aside

LaVelle served as chairman of PNC Insurance and as a corporate director for PNC Investments. She also served on the advisory boards of Avis, CIGNA and the government of New Zealand.

Leadership Experience

In her role at The Global Consulting Group (formerly known as Time Circle), LaVelle provides strategic marketing consulting to Fortune 100 companies to help them build sustainable growth and brand innovation strategies.

She lays claim to having launched 100 brands in her career. LaVelle formerly served as senior vice president and global chief marketing office at call center technology company Avaya. While at Sirius Satellite Radio, she led customer sales, operations and services. She's also held marketing posts at AT&T and Chase Manhattan Bank.

Expertise and Relevant Experience

- Turning around struggling businesses
- Increasing market share
- Working with public company boards; experience with Sarbanes-Oxley Act issues

Public Corporate Boards

None currently or previously

Education

- University of Alabama, B.A., Commerce and Business Administration, 1981
- Vanderbilt University, E.M.B.A., 1991

Age

51

Race and Gender

Caucasian female



William M. Lewis Jr.

Managing Director and
Co-Chairman of Investment Banking
Lazard

New York, NY

Leadership Experience

At Lazard, Lewis advises institutional and corporate clients on a spectrum of financial issues, including takeovers and issuing equity or debt.

Lewis joined Lazard after a 24-year career at Morgan Stanley, where he ultimately was a managing director and co-head of the global investment bank.

Expertise and Relevant Experience

- Mergers and acquisitions
- Leveraged buyouts

Public Corporate Boards

Current: Darden Restaurants (2005–present)

Previous: Freddie Mac (2004–2008)

Education

- Harvard College, B.A., Economics, 1978
- Harvard University, M.B.A., 1982

Age

54

Race and Gender

African-American male

Aside

Lewis is on the board at Ariel Investments, the first minority-owned mutual fund family to be publicly traded.



Kathie Lindemann

Senior Vice President, Foodservice
Starbucks

Seattle, WA

Leadership Experience

Lindemann has been in charge of the foodservice division at Starbucks since 2007. The unit, which sells coffees and teas to hotels, schools and hospitals, generates \$385 million in yearly sales.

Lindeman is in her 20th year with Starbucks. She's worked in various operational roles to establish stores and training standards in the U.S., the U.K., the Pacific Rim, Europe, the Middle East and Latin America.

Aside

As managing director of Starbucks in Britain, Lindemann oversaw the integration of a near doubling in the number of stores (250 from 135) within 18 months.

Expertise and Relevant Experience

- Strategic planning
- People development
- Acquisitions and integration

Public Corporate Boards

None currently or previously

Education

- University of Santa Clara, B.S., Political Science, 1983

Age

49

Race and Gender

Caucasian female



Connie Lindsey

**Executive Vice President
Northern Trust**

Chicago, IL

Leadership Experience

As EVP of corporate social responsibility, Lindsey monitors Northern Trust's environmental and social impact on stakeholders. In 17 years with the firm, she's also managed client services to colleges and pension funds as well as handled operational and treasury roles.

Lindsey started out at Wisconsin Bell and Ameritech. She worked there in finance and accounting jobs.

Expertise and Relevant Experience

- Treasury, cash management, accounting
- Environmental, social and corporate governance issues
- Stakeholder outreach

Public Corporate Boards

None currently or previously

Education

- University of Wisconsin, B.A., Finance, 1979

Age

53

Race and Gender

African-American female

Aside

Lindsey is national president of Girl Scouts of the USA, which gives 3.5 million girls training in leadership and self-sufficiency each year. She was a Girl Scout as a youngster.



Linda Livingstone

Dean, Graziadio School of Business and Management
Pepperdine University

Los Angeles, CA

Aside

Livingstone has been a member of several boards for collegiate improvement, including the Graduate Management Admissions Council.

Leadership Experience

For the past eight years, Livingstone has led this business school of six campuses and 2,000 students. She works with an annual operating budget of \$35 million on revenues of \$60 million.

Prior to coming to Pepperdine, Livingstone served as associate dean for graduate programs at Baylor University's business school, where she was also an associate professor of management.

Expertise and Relevant Experience

- Creating international partnerships between schools and businesses
- Managing significant budgets
- Developing management talent

Public Corporate Boards

None currently or previously

Education

- Oklahoma State University, B.S., Economics and Management, 1982
- Oklahoma State University, M.B.A., 1983
- Oklahoma State University, Ph.D., Management, 1992

Age

50

Race and Gender

Caucasian female



Daniel Lopez

President and Professor
New Mexico Institute of Mining and Technology
 Socorro, NM

Leadership Experience

Lopez has been president of this science and engineering university for the past 17 years and is a full-time political science professor. Previously, he was the school's fundraiser.

Prior to that, Lopez was a cabinet official in the New Mexico state government, serving as the Secretary for the Department of Finance and Administration. Lopez had fiscal and budget oversight for every state agency. He also headed the state Labor Department.

Aside

Lopez is registered as an active lobbyist with the Secretary of State in New Mexico. Meanwhile, among his board memberships is one on the National Petroleum Council.

Expertise and Relevant Experience

- Current chair of a public company comp committee, member of audit committee
- Technical education and engineering
- State government relations

Public Corporate Boards

Current: First State Bancorporation (2006–present)

Previous: None

Education

- University of New Mexico, B.A., Political Science, 1970
- University of New Mexico, M.A., Political Science, 1972
- University of New Mexico, Ph.D., Political Science, 1982

Age

64

Race and Gender

Hispanic male



Gerardo Lopez

**President and Chief Executive Officer
AMC Entertainment Holdings**

Kansas City, MO

Leadership Experience

Lopez is only the fourth CEO at 90-year-old AMC Entertainment, the movie theater chain that created multiplex cinemas.

Lopez came to AMC from Starbucks, where he was executive president in charge of consumer products. Previously, he held senior management jobs at Frito-Lay, PepsiCo and Procter & Gamble.

Expertise and Relevant Experience

- Strategic alliances, joint ventures
- Creating consumer experiences
- Consumer products, retail

Public Corporate Boards

Current: National CineMedia (2009–present)

Previous: TXU (now Energy Future Holdings Corporation) (2006–2008)
Safeco Insurance (2008)

Education

- George Washington University, B.S., Business Administration, 1980
- Harvard University, M.B.A., 1984

Age

51

Race and Gender

Cuba-born male

Aside

Under Lopez, the company is trying to complete an initial public offering after previously failing twice since 2006. It filed an S-1 with the SEC in July.



Nancy Lublin

Chief Executive Officer and “Chief Old Person”
Do Something

New York, NY

Aside

Lublin writes a column for *Fast Company* on issues ranging from politics to youth and culture.

Leadership Experience

Lublin runs an Internet-based non-profit that tries to motivate teenagers to get involved in social change through vehicles such as community activism, caring for pets and recycling. The website helps 1.2 million youngsters take action. Lublin became head of the group seven years ago and reversed a \$500,000 debt into \$1.2 million in positive cash in just 12 months.

Previously, Lublin founded Dress for Success Worldwide, an organization that helps provide women with business clothes for job interviews and trains them for careers.

Expertise and Relevant Experience

- Turning around struggling organizations
- Promoting innovation
- Creating content and events that resonate with young consumers

Public Corporate Boards

None currently or previously

Education

- Brown University, B.A., Politics, 1993
- Oxford University, M.Litt., Political Theory, 1995
- New York University School of Law, J.D., 2001

Age

39

Race and Gender

Caucasian female



Elizabeth Mays

Senior Vice President, Risk Management
JPMorgan Chase

Columbus, OH

Leadership Experience

Formerly a government economist and regulator in Washington, Mays now reports to the chief credit officer at the nation's second-largest bank. Mays protects JPMorgan Chase from fraud, bad loans, and other risks when it lends to consumers.

Mays held a similar position at Citigroup in St. Louis. She has written four books on scoring consumers' credit.

Expertise and Relevant Experience

- Bank credit, risk modeling for lending
- Economic forecasting and assessing interest rates
- Interacting with internal auditors, regulators

Public Corporate Boards

None currently or previously

Education

- University of Cincinnati, B.A., Economics, magna cum laude, 1981
- University of Cincinnati, Ph.D., Economics, 1986

Age

51

Race and Gender

Caucasian female

Aside

For 12 years, Mays worked for different stints at Freddie Mac, the Office of Thrift Supervision and the Government Accountability Office. She checked whether savings and loans were in compliance with regulations on risk from interest rates and the economy.



Ronald McCray

Former Chief Administrative Officer

Nike

Dallas, TX

Aside

McCray currently serves on the trustee board at Cornell University and the Dean's Council at Harvard Law School. He's also a part owner of the Boston Celtics.

Leadership Experience

McCray served as the administrative chief and was a member of the management executive committee of Nike between 2007 and 2009. At the \$19 billion company, which has more than 29,000 employees, he helped improve corporate governance practices for both management and the board of directors.

McCray also helped institute talent development procedures for legal, government, public affairs and corporate responsibility teams. Prior to Nike, he served in various roles during his 20-year career at the Kimberly-Clark Corporation, most recently as chief compliance officer.

Expertise and Relevant Experience

- Corporate strategy and improving efficiency, especially involving teams that interact with customers, investors and government personnel
- Talent development

Public Corporate Boards

Current: None

Previous: Kimberly-Clark de Mexico (2002-2007)

Education

- Cornell University, B.A., Arts and Sciences, 1979
- Harvard University, J.D., 1983

Age

53

Race and Gender

African-American male



Penny McIntyre

**Group President, Global Office Products
Newell Rubbermaid**

Atlanta, GA

Aside

McIntyre, who grew up in Montreal, Quebec, speaks both French and German. She's active in the United Way in Atlanta.

Leadership Experience

In her current role, which she assumed in 2009, McIntyre runs a \$1.7 billion business unit that accounts for about one third of the firm's overall revenue. She is responsible for 19 of the company's brands, including Paper Mate, Sharpie and Parker pens.

Before that, McIntyre saw a good deal of the world in 11 years at Coca-Cola, with leadership positions in Moscow, Johannesburg, London and the U.S. Most recently, she was a senior vice president and general manager of the company's tea and coffee products in North America.

Expertise and Relevant Experience

- Global consumer packaged goods
- General management

Public Corporate Boards

None currently or previously

Education

- University of Western Ontario, B.B.A., Business Administration, 1982

Age

49

Race and Gender

Caucasian female



Glenda McNeal

**Senior Vice President
General Manager, Global Client Group
American Express**

New York, NY

Leadership Experience

McNeal is in charge of managing and expanding relationships with American Express clients in the retail, oil, airline and lodging industries. She helped start the division and ascended to her current post in 2009. McNeal has been with the company for 21 years.

Previously, McNeal worked in sales and trading for investment bank Salomon Brothers. She started out at Arthur Andersen.

Aside

While McNeal was on maternity leave in 1995, the American Express travel-related division in which she worked went through a restructuring. When she returned, she had to interview for a new job.

Expertise and Relevant Experience

- Current member of audit and governance committees of public company board
- Finance
- Sales and marketing

Public Corporate Boards

Current: United States Steel (2007 – present)

Previous: None

Education

- Dillard University, B.A., Accounting, 1982
- University of Pennsylvania, M.B.A., Finance and Entrepreneurial Management, 1986

Age

50

Race and Gender

African-American female



Randy Melville

Senior Vice President of Sales
Frito-Lay North America

Plano, TX

Leadership Experience

At Frito-Lay, Melville is responsible for leading customer strategies that make the best use of the company's 20,000-person sales force. He is also charged with ensuring top customer service at the firm.

Melville ascended to the role in 2006 after serving as vice president and general manager of sales for Frito-Lay's southern division. He has also previously worked as chief customer officer for Frito-Lay and vice president of urban/ethnic marketing for Pepsi-Cola.

Aside

Melville has worked for Frito-Lay since 1993 with the exception of a two-year stint as senior vice president at Maytag. Prior to that he worked for Procter & Gamble for 12 years.

Expertise and Relevant Experience

- Served in several sales and marketing leadership roles for approximately 30 years
- Driving growth across key urban markets

Public Corporate Boards

Current: Interline Brands (2010–present)

Previous: None

Education

- Princeton University, B.A., Sociology, 1981

Age

51

Race and Gender

African-American male



Sheri Miksa

Former President and Chief Executive Officer Robeks

(Now resides) Carlsbad, CA

Leadership Experience

During her two-year tenure as CEO of fruit-smoothie franchise Robeks, Miksa led the 140-store chain through substantial growth and helped position the company as an alternative to unhealthy fast-food chains.

Prior to Robeks, Miksa served as the president and CEO of publicly traded Rubio's Restaurants, a 150+ unit chain of Mexican restaurants. There, she helped reinvigorate the 20-year-old brand and guide the firm through the implementation of Sarbanes-Oxley measures.

Aside

Miksa currently serves on the boards of private companies Vita-Mix Corporation and Healthy Dining. She is also a member of Women Corporate Directors.

Expertise and Relevant Experience

- Retail operations (restaurants, hotels, food service)
- Customer trends
- Strategic planning

Public Corporate Boards

Current: None

Previous: Rubio's Restaurants (2004–2005)

Education

- University of Alaska, B.A., Psychology, 1980
- Stanford University, M.B.A., 1987

Age

53

Race and Gender

Caucasian female



Phillip Miller

Senior Vice President, Group Head
MasterCard Worldwide

Purchase, NY

Aside

Miller was vice president of marketing for Citibank international private banking where he helped increase assets under management by \$3 billion and market share by two percentage points.

Leadership Experience

Miller is responsible for marketing and e-commerce distribution across a number of U.S. retail and online avenues for MasterCard. He's also executing a five-year strategy that involves deepening old relationships and expanding to new merchants who accept MasterCard.

Prior to MasterCard, Miller served as executive chairman of Teleglobal International, a private firm specializing in secure Internet payments. For two years at JP Morgan Chase, he was also CEO of the largest business in the country for settling credit card transactions (\$175 billion in volume).

Expertise and Relevant Experience

- P&L management
- Strategic planning, product development
- Acquisitions

Public Corporate Boards

None currently or previously

Education

- American University, B.S., Marketing and Management, 1974
- American University, M.B.A., International Business and Finance, 1981

Age

57

Race and Gender

African-American male



Mary Lynn Moser

Former Senior Vice President, Compliance
Bank of America

Naples, FL

Aside

Moser sits on the board of Raymond James Bank, a subsidiary of publicly traded Raymond James Financial.

She's also a founding board governor of The Smile Train, which performs cleft lip and palate surgeries on 100,000 children in less developed countries each year.

Leadership Experience

During her nearly 20 years at Bank of America, Moser served in a number of roles, most recently over the compliance risk management unit. She was also responsible for integrating 725 employees and a \$100 million annual budget during the merger with FleetBoston.

Earlier, Moser created middle-market loan syndication for companies between \$50 million and \$1 billion in revenues. She worked at NationsBank for seven years before it merged with BofA.

Expertise and Relevant Experience

- Loan syndication, commercial lending, banking operations
- Risk management, compliance
- Merger integration

Public Corporate Boards

None currently or previously

Education

- Vanderbilt University, B.A., Economics and Business Administration, 1974
- Indiana University, M.B.A., Finance, 1979

Age

58

Race and Gender

Caucasian female



Janet Murguia

President and Chief Executive Officer
National Council of La Raza

Washington, DC

Aside

In 2001, Murguia became the executive vice chancellor for the University of Kansas.

She oversaw government relations and public affairs.

Leadership Experience

Head of the largest advocacy group for Hispanics in the nation, Murguia is a key figure in the national debate on major issues such as immigration and voting rights. Her organization has 300 affiliate chapters in 41 states and Puerto Rico.

Murguia has deep roots in Washington. She began her career as a congressional attorney, then spent six years at the White House culminating as President Bill Clinton's deputy assistant for strategy and legislative counsel. Murguia also was a deputy campaign manager for Al Gore during his presidential run in 2000.

Expertise and Relevant Experience

- Legislative strategy
- Corporate diversity and constituency relations
- Emerging Hispanic market

Public Corporate Boards

None currently or previously

Education

- University of Kansas, B.S., Journalism; B.S., Spanish, 1982
- University of Kansas, J.D., 1982

Age

50

Race and Gender

Mexican-American female



Lionel Nowell

Retired Treasurer

PepsiCo

Bridgeport, CT

Aside

Nowell started his career as a staff analyst at General Motors' Packard division in Ohio.

Leadership Experience

In his 33-year career until retiring in 2009, Nowell specialized in helping firms reach strategic goals through financial management. At PepsiCo, a \$43 billion company, he managed a global staff and was responsible for the firm's treasury.

Prior to his eight years at PepsiCo, Nowell was CFO at Pepsi Bottling Group for a little more than a year. He had previously held financial roles at RJR Nabisco, Pillsbury and General Motors.

Expertise and Relevant Experience

- Current audit committee chair of a Fortune 200 company board
- Risk management, internal audit
- Accounting, treasury

Public Corporate Boards

Current: American Electric Power (2004–present)
Reynolds American (2007–present)

Previous: Church & Dwight (2003–2007)

Education

- Ohio State University, B.S.B.A., Accounting, 1976

Age

55

Race and Gender

African-American male



Francisco Ordonez

Vice President, Delphi

President, Delphi Product & Service Solutions

Troy, MI

Leadership Experience

Ordonez has been in his job for 11 years making and distributing original and replacement auto parts for carmakers and consumers. His niches now also include medical products.

Ordonez started with General Motors in 1970 when Delphi was still a GM division. He transferred to the parts-making company in 1988. Ordonez has held finance directorships in Spain and over Delphi's worldwide purchasing.

Expertise and Relevant Experience

- Manages large-scale operations
- Brand strategy and management

Public Corporate Boards

None currently or previously

Education

- University of Detroit, B.A., Accounting, 1972
- University of Detroit, M.B.A., 1976

Age

60

Race and Gender

Cuba-born male

Aside

Ordonez was on the team of senior leaders at Delphi in 2005 who decided to take the company through Chapter 11 bankruptcy, renegotiate its union contracts and go private.



Pamela Packard

Retired Vice Chairman
BDO Seidman

Greenwich, CT

Leadership Experience

Packard is currently a consultant for Strategic Enterprises, a company she formed in 2004.

She previously was national business leader of tax services for BDO Seidman, a member of the fifth-largest accounting firm in the world. She was responsible for profits and losses in the U.S. tax practice, which was made up of 37 offices. Packard also served as a vice chairman and member of the board's compensation committee and management review committee. Packard worked for BDO Seidman for 24 years.

Aside

Packard graduated with a ballet major from the North Carolina School of the Arts High School.

Expertise and Relevant Experience

- Corporate strategy specifically in the financial services sector
- Public accounting
- Evaluating managers

Public Corporate Boards

None currently or previously

Education

- Baruch College, B.B.A., Accounting, summa cum laude, 1985
- Pace University, M.S., Taxation, 1992

Age

55

Race and Gender

Caucasian female



Sue Parks

Chief Executive Officer
WalkStyles

Laguna Hills, CA

Leadership Experience

Parks founded WalkStyles, which provides online lifestyle and wellness programs. The firm's programs are designed to help employers encourage workers to make healthier lifestyle choices, which helps improve workplace performance. Under Parks, the firm has developed a wide set of online tools to help both employees and employers manage progress.

Prior to WalkStyles, Parks was second in charge at Kinko's, where she oversaw all 1,100 locations and 18,000 employees.

Expertise and Relevant Experience

- Health and wellness
- Sales and marketing
- Business management, strategy and operational efficiency

Public Corporate Boards

Current: TOUSA (2004–present)

Previous: None

Education

- Iowa State University, B.S., Industrial Administration, 1979

Age

53

Race and Gender

Caucasian female

Aside

In 2008, Parks personally completed the WeWhoWalk tour.

The events were comprised of five-mile walks with elected officials in every one of the 50 state capitals to raise awareness about healthy living.

Liane Pelletier

Chairman, President and Chief Executive Officer Alaska Communications Systems Group

Anchorage, AK

Leadership Experience

Since joining this telecomm in 2003, Pelletier has overhauled several aspects of the \$340 million company. She has rebuilt the executive leadership team, implemented a new operating model that emphasizes performance measurement, and reorganized the board of directors. She has also led a campaign to reposition the firm's image with investors, customers and employees.

Prior to ACS, Pelletier worked as a part of the executive management committee at Sprint.

Aside

Pelletier sits on the board of privately held Icicle Seafoods. She's also a trustee for Alaska Pacific University and the Nature Conservancy.

Expertise and Relevant Experience

- Chairman of a public company board
- Telecommunications
- Corporate infrastructure

Public Corporate Boards

Current: Alaska Communications Systems (2003–present)

Education

- Wellesley College, B.A., Economics, magna cum laude
- Massachusetts Institute of Technology, M.S., Management, 1984

Age

51

Race and Gender

Caucasian female



Jorge Perez

Senior Vice President
Manpower Staffing

Milwaukee, WI

Leadership Experience

Perez helps manage the U.S. operations of Manpower, the business that places one of every four temporary employees in the country.

Previously, Perez served with Manpower in Mexico for seven years. In 2007, he was brought to the States to help turn around the company's drop-off during the U.S. market's recession. Before Manpower, Perez worked as a managing engineer with the wine and spirits company Pedro Domecq until it was acquired by a multinational.

Aside

Perez not only has worked abroad, he has also studied executive management at the IPADE in Mexico and the INSEAD graduate business school in Fontainebleau, France.

Expertise and Relevant Experience

- Employee training, employment law
- Talent development

Public Corporate Boards

None currently or previously

Education

- La Salle University (Mexico), B.S., Electromechanical Engineering, 1990

Age

44

Race and Gender

Mexico-born male



Vikki Pryor

Chief Executive Officer
American Red Cross in Greater New York
 New York, NY

Leadership Experience

During her 11 years at the helm of SBLI USA Mutual Life Insurance, Pryor expanded it from a New York-centric company to a nationwide business that included bilingual- and women-focused business models. The company serves more than 300,000 customers with \$1.5 billion in assets. She became the first African-American woman to oversee a major life insurance company in the U.S.

Pryor previously worked as a senior vice president in operations at Oxford Health Plans, a senior vice president in customer operations at Blue Cross Blue Shield of Massachusetts, and a director at Allstate Life Insurance Company.

Expertise and Relevant Experience

- Strategic planning, marketing and business development
- Board and executive leadership and succession
- Former audit committee vice chairman of a public company

Public Corporate Boards

Current: None

Previous: Keyspan Corporation (2004–2007)
 UST Corporation (1995–2000)

Education

- State University of New York at Buffalo, B.A., History; B.A., Education, 1975
- State University of New York at Buffalo, J.D., 1978
- University of Illinois, Chicago, M.B.A., 1989

Age

57

Race and Gender

African-American female

Aside

Pryor serves on the national board of the Girl Scouts of the USA, the Women's Forum, and the Citigroup Security and Fund Services advisory board.



Darren Rebelez

Executive Vice President, Chief Operating Officer
7-Eleven

Dallas, TX

Leadership Experience

Rebelez leads operations at the nation's largest chain of convenience stores. He's currently involved in 7-Eleven's big project to convert the last 25% of company-owned stores to franchise ownership. That move should boost profits by reducing employees.

Rebelez formerly managed franchisees of the gas station stores of ExxonMobil and Thornton Oil. He also was in operations at PepsiCo's restaurants.

Aside

In 2009, Rebelez supported 7-Eleven franchisees who petitioned Congress to prohibit credit card companies from charging higher transaction fees to convenience store owners than to other retail stores.

Expertise and Relevant Experience

- Audit committee member on board of an NYSE Euronext-listed company
- Risk management, loss prevention
- Managing large-scale operations, real estate, facilities, construction

Public Corporate Boards

Current: Torchmark (2010)

Previous: None

Education

- United States Military Academy, B.S., Engineering, 1988
- University of Houston, M.B.A., 1996

Age

44

Race and Gender

Mexican-American male



Ellen Richstone

Retired Executive Vice President
Luminus Devices

Weston, MA

Aside

Richstone says that she's integrated 35 acquisitions of U.S. and foreign companies.

Leadership Experience

Richstone had responsibility over finance, human resources and information technology at this lighting manufacturing company. The company delayed a planned IPO, however, and Richstone moved on.

She's been a CFO or treasurer at a variety of public and private companies in telecom, aerospace, health care and semiconductors. At NYSE-listed Data General, for example, she oversaw the financing of the company's new factories in the Far East.

Expertise and Relevant Experience

- Financial expert, former audit and comp committee board member
- Mergers and acquisitions
- Technology company operations and capital structure

Public Corporate Boards

Current: None

Previous: American Power Conversion (2004–2007)

Education

- Scripps College, B.A., Political Science, 1973
- Tufts University, M.A., International Affairs, 1974
- Tufts University, M.A.L.D., International Business Law, 1974

Age

59

Race and Gender

Caucasian female



H. Jerome Russell

President

H.J. Russell & Co.

Atlanta, GA

Aside

Russell is a board member of the airport retail operator Concessions International. He's also a member of the Urban Land Institute.

Leadership Experience

With his father and brother, Russell runs this 58-year-old construction and property management company. In 2009, the firm's audited revenues were \$222 million from general or subcontracting work that includes many of Atlanta's largest office towers. The Russells also manage 6,000 units of apartments and public housing.

After growing up in the family-owned business, Russell managed a beverage distributorship in Chicago. Later, he rejoined his dad's company and managed residential and commercial property. Seven years ago, he created a townhouse construction division.

Expertise and Relevant Experience

- Project management
- Urban revitalization
- Analyzing feasibility of real estate development and management

Public Corporate Boards

Current: Citizens Bancshares (1993–present)

Previous: None

Education

- Georgia State University, B.A., Business Administration and Management, 1985

Age

48

Race and Gender

African-American male



Eva Sage-Gavin

**Executive Vice President
Gap**

San Francisco, CA

Leadership Experience

As global head of human resources and corporate affairs, Sage-Gavin is in charge of employee relations, recruiting, compensation and training at this publicly traded company. She also sets the strategy for corporate communications and social responsibility.

Sage-Gavin has a background in human resources at Sun Microsystems, Walt Disney, PepsiCo and Xerox.

Expertise and Relevant Experience

- Setting strategic vision
- Employee compensation and benefits
- Social and environmental responsibility, diversity

Public Corporate Boards

None currently or previously

Education

- Cornell University, B.S., Industrial and Labor Relations, 1980

Age

52

Race and Gender

Caucasian female

Aside

After coming to Gap, Sage-Gavin and the new CEO found that separate store brands (Gap, Banana Republic, Old Navy) had distinct behaviors. To create a company-wide culture, Sage-Gavin helped devise a campaign to emphasize employee values, such as respect, open-mindedness and quality.



Robert Sanchez

Chief Financial Officer
Ryder System

Miami, FL

Leadership Experience

Sanchez is responsible for finance audit, strategic sourcing, information technology and investor relations of Ryder System, a transportation and supply chain management solutions firm and a Fortune 500 company.

During his tenure, he has been responsible for all U.S. Fleet Management Solutions, including the fleet of more than 145,000 vehicles and 800 maintenance facilities. He has also spearheaded an initiative to improve information technology efficiencies.

Aside

Sanchez was previously the chief information officer at Ryder and slashed \$45 million in the company's information technology costs.

Expertise and Relevant Experience

- Financial analysis and improving information technology efficiencies
- Engineering
- Information technology

Public Corporate Boards

None currently or previously

Education

- University of Miami, B.A., Electrical Engineering, 1987
- The Wharton School at the University of Pennsylvania, M.B.A., Finance, 1993

Age

45

Race and Gender

Cuban-American male



Lauri Shanahan

**Former Executive Vice President
Gap**

San Francisco, CA

Leadership Experience

At Gap, Shanahan worked most recently as head of the legal and administrative departments as well as corporate secretary. She was with the company for 16 years until 2008. Shanahan led key functions for all Gap brands and business units. Her responsibilities included real estate, social responsibility, government affairs and public policy. She was also in charge of loss prevention and the Gap Foundation.

Expertise and Relevant Experience

- Policy, social responsibility issues
- Growth and operating issues
- Global sourcing and supply chain management

Public Corporate Boards

None currently or previously

Education

- University of Colorado, B.S., Finance, 1984
- University of California, J.D., 1987

Age

48

Race and Gender

Caucasian female

Aside

Shanahan is currently a principal at Maroon Peak Advisors, a firm that advises executives and corporate directors at retail and consumer product companies. She also sits on the board of Charlotte Russe, a specialty apparel chain of 500 stores that was public for over 25 years. The company was taken private in 2009.



Westina Matthews Shatteen

**Retired Managing Director
Bank of America Merrill Lynch**
New York, NY

Leadership Experience

Shatteen operated the community business development group at Merrill Lynch for five years until she retired in 2009. The unit handed out a million dollars a year in community grants. While Shatteen was in charge, it also brought in more than \$4 billion in client assets from organizations that she arranged to use Merrill products and services.

Shatteen worked at Merrill for 24 years. In that period, she served as trustee on the Merrill Lynch Foundation and organized programs on employee education as well as corporate social responsibility.

Expertise and Relevant Experience

- Business development
- Community and shareholder relations, employee education
- Corporate social responsibility, philanthropic giving

Public Corporate Boards

None currently or previously

Education

- University of Dayton, B.S., Education, 1970
- University of Dayton, M.S., Education, 1974
- University of Chicago, Ph.D., Education, 1980

Age

61

Race and Gender

African-American female

Aside

This academic year, Shatteen is a fellow in an international affairs program at Harvard. She's studying how women leaders in the African country of Burundi are quietly using gender budgeting or policies to improve women's equality in that society.



Susan Sobott

President, American Express OPEN
American Express

New York, NY

Aside

Sobott is on the board of the New Jersey Performing Arts Center and also co-chairs the White House Project Corporate Council.

Leadership Experience

Sobott is president of American Express OPEN, the company's second-largest division. She's helped the unit extend its position as leading card issuer for small businesses in the U.S.

As a member of AmEx's global management team, Sobott, who has been at American Express for 20 years, has helped devise the firm's corporate strategy and sealed and managed many of its strategic partnerships. She was responsible for getting Costco, currently one of American Express's largest merchants, to accept the company's credit cards.

Expertise and Relevant Experience

- Corporate strategy
- Small business trends and financing
- Corporate accounts, customer service

Public Corporate Boards

None currently or previously

Education

- Georgetown University, B.A., Finance, summa cum laude, 1986
- University of Virginia, M.B.A, Business, 1990

Age

46

Race and Gender

Caucasian female



Sergio Sotolongo

**Chairman and Chief Executive Officer
Student Funding Group**

Basking Ridge, NJ

Leadership Experience

Sotolongo serves as chairman and CEO of the Student Funding Group, a company he founded in 2005. The company originates student loans to help parents and students devise the best strategy to finance college education.

Sotolongo was formerly a managing director at Goldman Sachs, where he worked for 21 years. He was promoted from the fixed-income currency and commodities division and later headed its career development office.

Aside

Sotolongo is vice chairman of the Upper Manhattan Empowerment Zone, one of nine federally created districts to offer tax incentives for businesses. He's also an investment committee member of private equity firm Wellpoint Capital.

Expertise and Relevant Experience

- Corporate finance, foreign exchange and commodities
- Economic policy
- Staff recruitment and management

Public Corporate Boards

None currently or previously

Education

- Princeton University, B.A., Politics, 1977
- Adelphi University, M.B.A., Finance, 1984

Age

55

Race and Gender

Cuban-born African-American male



Debora Spar

**President
Barnard College**

New York, NY

Leadership Experience

Spar is president of this liberal arts college for women, which is affiliated with Columbia University.

Prior to her current role, Spar taught international business and economic development at Harvard Business School. A political economist, she also created a program to raise up economic development leaders in South Africa and Rwanda, which was sponsored by Harvard and the University of Pretoria.

Expertise and Relevant Experience

- Emerging foreign markets, international economic development
- Human rights

Public Corporate Boards

None currently or previously

Education

- Georgetown University, B.S., Foreign Service, magna cum laude, 1984
- Harvard University, A.M., Government, 1986
- Harvard University, Ph.D., Political Science, 1990

Age

47

Race and Gender

Caucasian female

Aside

Spar is an expert and author on the economics of assisted reproduction, the multi-billion-dollar business that involves contracts, sperm banks, and access to human egg donors.



Marilyn Skony Stamm

Chief Operating Officer
Stamm International

Fort Lee, NJ

Aside

Stamm speaks German and conversational French. In her local community of Southampton, N.Y., she served on the board of the cultural and civic center.

Leadership Experience

As operating chief, Stamm is responsible for strategic direction and planning at this 70-year-old, family-owned maker of heaters and air conditioners. Her jobs include budgeting, investment management, tax, audit and overseeing the operations of subsidiaries in the U.S., Canada, U.K. and Ireland.

Stamm was vice president and curriculum development officer for Chase Manhattan's global bank prior to joining Stamm International in 1987. There, she instituted a new investment banking business and marketing strategy and reported to the vice chairman.

Expertise and Relevant Experience

- International operating functions
- Risk management, treasury management
- Team building, negotiating

Public Corporate Boards

None currently or previously

Education

- Northwestern University, B.A., Political Science, 1973
- Fletcher School of Law and Diplomacy, M.A., International Law and Finance, 1974

Age

59

Race and Gender

Caucasian female



Janet Steinmayer

Chief Executive Officer

Appleseed

Darien, CT

Leadership Experience

Steinmayer now operates a consulting company. She advises restaurants and food companies on how to grow by using new media and emphasizing locally produced foods.

Until 2009, Steinmayer was CEO of Centerplate, an \$800 million stadium concession company that she helped take public and then back private. She started there as general counsel and later became COO. Steinmayer previously had been general counsel at Trans World Airlines and before that was a corporate counsel attorney.

Aside

As Centerplate's CEO, Steinmayer turned down a salary increase in 2007 to support the company, according to the 2008 proxy. She did receive a bonus. In 2008, she received a salary increase of 8% plus bonus.

Expertise and Relevant Experience

- Government affairs
- Private equity
- Corporate law and strategy

Public Corporate Boards

Current: None

Previous: Centerplate (2005–2009)

Education

- Bryn Mawr College, A.B., English, History, magna cum laude, 1977
- University of Chicago, J.D., 1980

Age

55

Race and Gender

Caucasian female

Barbara D. Stinnett

Executive Vice President, Chief Customer Officer
Thomas Group

Irving, TX

Leadership Experience

Stinnett has had 25 years of experience in developing software and technology to solve corporate management issues. Currently, she's the fourth-highest-ranking executive at Thomas Group, a Nasdaq-listed company that advises corporations on improving back-office and management processes. For one year prior to that, she held the title of president and CEO at a tech company that sold software and consulting services to improve managers' performance.

Stinnett's background includes stints at Hewlett-Packard, Silicon Graphics and Sybase as either chief customer officer or general manager.

Expertise and Relevant Experience

- Former board member at Nasdaq-listed company
- Marketing and sales
- Technology savvy in cloud, media, communications, storage and network systems

Public Corporate Boards

Current: None

Previous: American Multiplexer (2000–unknown)

Education

- University of Wisconsin, B.S., Computer Science; B.A., Business Management and Marketing, 1981

Age

51

Race and Gender

Caucasian female

Aside

From 2009 until mid-2010, Stinnett was CEO of a U.S. company with a subsidiary in India that automated learning processes for corporate managers.



Sheila Talton

Vice President, Globalization Strategy
Cisco Systems

San Jose, CA

Leadership Experience

Talton is responsible for Cisco's strategy to grow in Latin America, Russia, South Africa, Turkey, Poland and Hungary as well as to find local talent there. In addition, she's in charge of the public sector strategy for all 139 of the company's targeted emerging countries.

In a previous position, Talton executed the first phase of Cisco's China strategy, which was to make a multi-billion-dollar investment over five years in the country.

Aside

Talton is involved in the education and advancement of women and minorities in technology, math and science. She also served 10 years on the audit committee of the board of the Rensselaer Polytechnic Institute.

Expertise and Relevant Experience

- Increasing corporate value through technology
- Business operations in emerging economies

Public Corporate Boards

Current: ACCO Brands (2010–present)

Previous: None

Education

- Northern Illinois University, B.S., Marketing and Speech Communications, 1980

Age

58

Race and Gender

African-American female



Deidra Wager

Retired Executive Vice President,
former Chief Retail Officer
Starbucks Coffee Japan

Seattle, WA

Leadership Experience

Wager worked for Starbucks in a variety of roles, including head of operations for the Japanese joint venture. She oversaw the high growth spurt of that business and in three years helped to build 500 locations from the original 45.

Wager now runs a consulting practice to advise retail company executives on international growth strategies. Among her other pursuits is majority ownership in a bed and breakfast hotel on an organic farm in Oregon.

Aside

Wager serves on the board of humanitarian organization CARE where she began as a Starbucks executive on loan in 2003. Since then, she has joined boards at non-profits to give everyone in India access to financial services and to provide women in the U.S. with maternity health care.

Expertise and Relevant Experience

- Corporate social responsibility
- Retail operations

Public Corporate Boards

None currently or previously

Education

- University of Minnesota, B.S., Economics, 1976

Age

55

Race and Gender

Caucasian female



Robin Washington

Chief Financial Officer

Gilead Sciences

Foster City, CA

Aside

Washington is a Girl Scout troop leader and a supporter of the Blind Babies Foundation.

Leadership Experience

Washington is responsible for global finance and investor relations at Gilead Sciences, a Fortune 1000 biopharmaceutical company with more than \$7 billion in annual revenue.

Before joining Gilead in 2008, Washington was CFO at Hyperion Solutions. There, she was responsible for finance, investor relations and information technology. Earlier in her career, Washington completed stints as an accounting analyst for the Federal Reserve Bank of Chicago and as a senior auditor for Deloitte & Touche.

Expertise and Relevant Experience

- Accounting and corporate finance, including Sarbanes-Oxley compliance
- Post-merger integration
- Current compensation committee member and former audit committee chair at public companies
- IT infrastructure

Public Corporate Boards

Current: MIPS Technology (2008–present)

Previous: Tektronix (2005–2007)

Education

- University of Michigan, B.B.A., Accounting, 1984
- Pepperdine University, M.B.A., 1995

Age

47

Race and Gender

African-American female



Caroline Watteuw

Senior Vice President, Chief Technology Officer
PepsiCo

Dallas, TX

Leadership Experience

Watteuw is responsible for meeting PepsiCo's business objectives by developing technology to execute the corporate strategy. Currently, she's overseeing the tech piece of the company's \$4 billion global transformation project.

In the 1980s and 1990s, she was a managing director at Bankers Trust and Credit Suisse First Boston, creating e-commerce products and overseeing risk.

Expertise and Relevant Experience

- Technology infrastructure
- Risk management
- Corporate finance

Public Corporate Boards

None currently or previously

Education

- University of Ghent (Belgium), B.A., Chemical Engineering, 1973
- University of Ghent, I.R. (Professional Engineer's degree), Chemical Engineering, 1976
- University of Pennsylvania, M.S.E., Chemical and Biochemical Engineering, 1977

Age

58

Race and Gender

Caucasian female

Aside

Watteuw recently went on record to advocate for older managers to accept the social networking style of "Millennial" generation employees.

She nudged baby boomer leaders to communicate with their mentees via company or micro-blogs.



Melinda Wolfe

Head of Professional Development
Bloomberg

New York, NY

Leadership Experience

Wolfe has been involved with talent development at five global financial firms, most recently at Bloomberg.

Prior to that, she served as chief diversity officer and senior vice president of executive talent at American Express, and she directed the office of global recruiting and training at Credit Suisse. Wolfe was a managing director also responsible for staffing, training and development in Goldman Sachs's investment management division. She began her career with a 14-year stint at Merrill Lynch, ultimately being selected the head of diversity.

Aside

Wolfe is a commissioner for the New York City Mayor's Commission on Women's Issues.

Expertise and Relevant Experience

- Talent management and recruitment
- Diversity
- Leadership development

Public Corporate Boards

None currently or previously

Education

- Washington University in St. Louis, B.A., Urban Studies, 1978
- Harvard University Kennedy School of Government, 1981

Age

54

Race and Gender

Caucasian female



Fritzi Woods

Executive Chairman, Former Chief Executive Officer
PrimeSource Foodservice Equipment

Dallas, TX

Leadership Experience

Woods is majority shareholder of the nation's 11th-largest supplier of equipment for fast-food restaurants. She was CEO and president until early 2010 when she appointed her COO to succeed her. PrimeSource (once a division of PepsiCo) has annual revenues of \$100 million, making it one of the largest companies in the country owned by an African-American woman.

Woods came from the *Dallas Morning News*, where she had been executive vice president of sales and CFO. Previously, she was a controller at Motorola and an auditor at Arthur Andersen.

Aside

As a director at publicly traded BUCA, Woods led a board committee that monitored the resolution of lawsuits over a federal investigation of management fraud.

Expertise and Relevant Experience

- Former audit committee chair of public company board
- Strategic planning, operations
- Former external auditor
- Sales and marketing

Public Corporate Boards

Current: None

Previous: BUCA (2005–2008)

Education

- Stephen F. Austin University, B.B.A., Accounting, 1981

Age

50

Race and Gender

African-American female



Keith R. Wyche

President, Cub Foods division
Supervalu

Minneapolis, MN

Leadership Experience

Wyche is chief executive of the Cub Foods grocery chain. He oversees marketing, merchandising and operations for the division's 70 stores, 8,000 employees and \$3 billion in annual sales.

Formerly, Wyche was president over a \$650 million division at Pitney Bowes. While there, he raised gross profit margins by nearly 30% through an aggressive cost-cutting plan and improving corporate customer satisfaction.

Aside

Wyche has written two books (including *Good Is Not Enough*) and makes the rounds as a motivational speaker to minority professionals who want to advance their careers.

Expertise and Relevant Experience

- Turning around underperforming operations
- Integrating new acquisitions

Public Corporate Boards

None currently or previously

Education

- Cleveland State University, B.A., Business Administration, 1981
- Baldwin-Wallace College, M.B.A., 1986

Age

50

Race and Gender

African-American male



Christine Yingli Yan

President, Engineered Fastening (Americas)
Stanley Black & Decker

Shelton, CT

Leadership Experience

Yan heads the group that manufactures and sells clamps, nuts, bolts and other fasteners for this Fortune 500 tool-making company.

As an engineer at Black & Decker, Yan designed and holds patents on several tools. She moved on to other positions at the company (which merged with Stanley Tools in 2009) in business development, automotive research, and sales and marketing.

Aside

Black & Decker sent Yan, a native of China, on a three-year assignment to her homeland to start a manufacturing and distribution operation. By the second year, the business was turning a profit.

Expertise and Relevant Experience

- Research and development, manufacturing
- Mergers and acquisitions
- Supply chain, and synchronizing introduction of global products

Public Corporate Boards

None currently or previously

Education

- Shandong Polytechnic University (China), B.S., Mechanical Engineering, 1986
- Wayne State University, M.S., Mechanical Engineering, 1991
- University of Michigan, M.B.A., 1996

Age

45

Race and Gender

China-born female

AGENDA

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