



SILICON VALLEY EXECUTIVE CENTER  
SANTA CLARA UNIVERSITY

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The background of the slide features a large, detailed bronze statue of a horse in a rearing position, set against a backdrop of tall palm trees. The entire scene is overlaid with a semi-transparent red filter. A white horizontal line is positioned above the main text.

***MEET COHORT 5***  
***BLACK CORPORATE BOARD READINESS***  
***JUNE - SEPTEMBER 2022***

# ***BLACK CORPORATE BOARD READINESS***

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BCRB accelerates authentic diversity in corporate governance by accompanying talented, qualified Black leaders through a structured executive education program, connecting them to networks, and building a community devoted to better business performance and racial justice.

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## LETTER FROM BCBR CO-FOUNDERS



Dennis Lanham, MS, MBA



Thane Kreiner, PhD

Our ambition in imagining, building, and scaling the Black Corporate Board Readiness (BCBR) program is to accelerate authentic diversity in corporate governance with consequent better business outcomes and racial justice.

Since we launched the inaugural cohort in February, 2021, 134 participants from a diverse spectrum of industries and functions have completed the program, testament to an abundance of talented Black leaders qualified to serve on public and private corporate boards. For our inaugural cohort, we are tracking at 70% a year out, well on the way to our goal of 100% placement. Thank you for opening your networks to the participants in BCBR Cohort 5 (C5) to achieve this outcome.

We are deeply grateful to our Sponsors, who make it possible for us to support BCBR Alumni and the community beyond the program. We appreciate our Partners, who help address the connectivity gap and include BCBR Alumni as candidates for board searches. We are humbled by the community of facilitators, mentors, and advisors who continue to create a unique and safe learning space predicated on lived experience and profound wisdom. We are blessed by the wisdom, guidance, and grace of our Program Advisory Board: Caretha Coleman, Mark Goodman, Almaz Negash, Desirée Stolar, Robin Washington, and Barry Lawson Williams.

With convergent global challenges, it seems we are at an inflection point in human history. The BCBR community inspires us to believe that through collective action for the greater good, we can build a more just, humane, and sustainable world.

We welcome you to the BCBR community and invite you to meet BCBR C5 with faith, hope, and love. Thank you for joining us on the journey.

Dennis, Thane, and the BCBR Team

A handwritten signature in black ink, appearing to be 'DL'.

Dennis Lanham, MS, MBA

A handwritten signature in black ink, appearing to be 'TK'.


Thane Kreiner, PhD

## ***BCBR PROGRAM ADVISORY BOARD***



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Community Advocate

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Chairman, MG Capital Holdings

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**Barry Lawson Williams**

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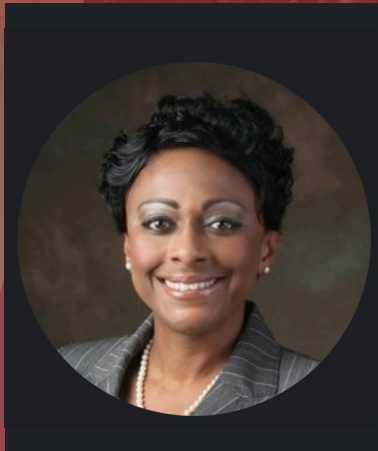


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**LaShonda Anderson-Williams** LaShonda brings 25+ years of helping organizations grow top-line revenue across diverse business units with expertise in building Sales, Channels/Alliances, and Industry Strategy. She has built successful teams and organizations through implementation experiences of scalable, repeatable processes and driving transformational culture. A leader that embraces the challenges of leading high growth businesses she delivers double-digit market share and high customer retention that significantly scale through next stages of market share growth. She has a deep understanding of what it takes to develop new global markets with expertise in cross industries such as Oil & Gas, Professional Services and Healthcare & LifeSciences. With her expertise on the regulatory and compliance needs in Healthcare & Life Sciences she is influencing how Technology companies need to redesign product and technology roadmaps to address the innovation needed to reimagine the future of HLS opportunities. In her current capacity she is responsible for CEO & ELT quarterly performance and planning that is required for global market investment opportunities, competitive analysis, strategies, and investments needed for market-making brands.

LaShonda is the Global EVP & Chief Revenue Officer (CRO) of Healthcare & LifeSciences (HLS) at Salesforce managing over a \$1B+ Portfolio. As a transformational leader she is responsible for developing and executing the Global Industry Strategy & Vision. She created the first HLS CRO Framework for the new Industry Go to Market plan with required operational infrastructure and standards delivering 20%+ global growth as the Top 2 Vertical teams at Salesforce. Her experiences beyond executing on a \$1B Portfolio includes leading cross functionally with the Sales & Operations Operating Unit (OU) Leaders, Technology & Product, Enablement, Marketing, Customer Success Groups and Alliances & Channels to craft long-range business planning. As a transformational leader she leads with culture and technology to set the standard for relevance and success in the all-digital, work anywhere world.

LaShonda has built multiple organizations that have driven new business channels focused on the Enterprise & Industry sector. A turnaround leader who has led success in multiple organizations for 3 business categories (SMB, Channels & Alliances and Business Applications.) In each of these roles she has delivered double digit top and bottom-line growth and been at the helm of a hyper growth business unit. In each of these leadership roles she has demonstrated that her leadership skills are transferable across industries and business circumstances. Her impact as a talent magnet with DE&I as a top priority, LaShonda has invested & developed diverse leaders across multiple organizations that have taken on broader leadership roles that impacts global priorities. Most recently, her expertise brings thought leadership and the external experiences for Salesforce on the world stage that drive growth and customer success. She uses her platform to help organizations improve their revenue potential and inspire leaders to become trailblazers.

LaShonda is a high impact leader that has a consistent history of driving multi-segment & Industry businesses to top financial growth performance across 3 Fortune 200 companies; IBM, Microsoft, and Salesforce. Throughout her career, LaShonda has been an advocate for equity, diversity, and inclusion in the workplace. She is relentless on the focus of talent development and employee engagement that set the standard across the global organization. She has successfully developed and led Talent & Succession Planning for over 1.2k+ employees around the world that has resulted in top performance of employee health.

She is currently an advisory board member for the UofH College of Technology Board and FlockJay.

#### In addition, most recently:

- LaShonda has been recognized as the 2021 Top 50 Most Powerful Women in Technology by the National Diversity Leadership Conference.
- LaShonda has been recognized as the 2021 Top 25 Women Leaders by The Healthcare Technology Report

# STEPHANIE ATIASE



## Stephanie Atiase

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**Stephanie Atiase** is recognized globally for her ability to create and operate consumer facing brands. She has a unique ability to hone into the right insights that lead to significant business growth and brand loyalty. Stephanie is especially adept at growing private organizations through a strong focus on culture, talent, and optimizing operating model. Stephanie has advised boards on culture, growth strategy, and succession planning.

Over the last 20 years Stephanie has been featured as a Leadership, Strategy and Brand expert on the Association of National Advertisers CMO Growth Council, Brand Innovators, Morning Consult, The Washington Post, and many other renowned publications.

Stephanie Atiase is the Vice President of Global Brand Management for Intercontinental Hotels & Resorts and Global Brand Head for Holiday Inn Express hotels. Holiday Inn Express is IHG Hotels & Resort's largest Essentials Collection brand with over 3000 hotels in 50 countries and 40% of IHG Hotels & Resorts revenue. Under Stephanie's leadership, the Holiday Inn Express brand has strengthened its brand strategy & commercial performance including expanding into new growth markets, deploying new loyalty programs

for their mainstream customer, pursued product innovation that has enabled market share growth, deployed a high performing marketing campaign, and repositioned the brand for local markets and the next generation of customers. Stephanie serves as Board chair of the Holiday Inn Express Owner Advisory Board, advising individual and institutional hotel owners on strategy, governance, and performance.

Prior to Stephanie's career in global brand leadership, she worked as a strategist serving consumer, retail and technology companies on growth strategy, business model innovation, branding, digital transformation, customer experience and organizational strategies.

Stephanie earned a B.S. in Accounting & Business Law at the University of Southern California where she was a Trustee Scholar, CPA, and an MBA from the Harvard Business School. She is equally passionate about building brands and influencing people to live their optimal lives. Her love for travel has expanded her view of social issues and enables her to be a better executive and operator, always thinking about the local impact of global strategies. Originally from Austin, Texas, Stephanie now lives in Atlanta, GA with her fiancé.

Global Growth | Brand Executive Leadership Marketing Strategy | Product Strategy & Management | Demand Generation & Brand Awareness Strategies | Go-to-Market & Marketing Plans | Strategic & Business Planning | Commercialization | P&L & Budget Ownership | Business Model Innovation | Portfolio Management | Human-Centered Design | Customer Research & User Insights | Customer Experience Segmentation | Customer Acquisition & Lifecycle Marketing | Data-Driven Decision Making | Strategic Investments | Enterprise & Team Leadership | Talent Management | Organizational Effectiveness



# DANIEL BOUIE



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**Daniel Bouie** brings experience from a nearly 30-year management career across multiple industries, functions, and business stages. He has operating experience in energy; government; mobile commerce software; and automotive. He has held leadership roles in engineering; strategy development; new market entries; operations and R&D and is credited with several U.S. patents and filings.

Daniel is currently a corporate venture capital investor with GM Ventures and leads General Motors' Silicon Valley investing presence. He has led investments in multiple companies with a focus on GM's electrification strategy. Earlier in his career Daniel built and led multi-level teams

at Fortune 50 companies; reported directly to the Secretary of Energy and was White House liaison for the US Department of Energy.

As a business leader he draws judgement, insight and perspective from having worked on five continents. His governance experience includes serving on the boards of venture capital-backed companies.

Daniel earned a Bachelor of Science in Mechanical Engineering from the University of California, Berkeley; an MBA from the MIT Sloan school of management; is a registered Professional Engineer in the State of California and previously held US Top Secret and 'Q' security clearances.

# MELISSA BREW-BUTLER




**Melissa Brew-Butler**

CEO, Founder, CFO

Orijin Bees

United States

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**Melissa Brew-Butler** is a purpose-driven entrepreneur and conscious trailblazer challenging identity norms through her multicultural toy company, Orijin Bees. Melissa's inspiration for her first toy, a multi-cultural doll, was her eldest daughter. While shopping for dolls for her daughter, she recognized the gap in the children's doll market and filled it with her beautiful, culturally distinguishable and unique dolls. Melissa started Orijin Bees in 2018 and her foresight that the demand for a doll "who looks like me" in multi-cultural communities was still unmet was validated by the fact that Orijin Bees landed a coveted spot on "Oprah's Favorite Things" List in 2021. 2021 proved to be an amazing year for Melissa and her company. Orijin Bees received the Mom's Choice Award, was listed on Amazon's 2021 Toy Book, and was, a finalist for the 2022 Toy of the Year Award.

Melissa's leadership and operational skills as well as her extensive financial expertise from over 15 years in the financial services industry led to her execution of successful strategic partnerships with Fortune 500 big box department store, Target Corporation, the eighth largest retailer in the United States, Maisonette, a fast-growing online high-end children's marketplace and the global e-commerce marketplace giant, Amazon.

With the meteoric rise of Orijin Bees, Melissa leveraged her leadership skills and business acumen to take her company from conception to

successful execution. Currently, Orijin Bees has grown over 5,000% in revenue since its inception. As the CEO of Orijin Bees, Melissa has expertise in business strategy and development, manufacturing, sales, marketing, finance, logistics, and distribution.

Prior to becoming an entrepreneur, Melissa was an accounting professional with Deloitte and KPMG. Throughout her 15 year career in the financial services industry, she advised C-suite executives, financial boutique firms, and global investment companies on fund and deal structuring, tax optimization and partnership allocation strategies, and financial regulatory compliance matters. Melissa was a trusted financial advisor for clients with revenues from \$2 million to \$200 billion+ dollars. Based on her financial background, Melissa is qualified to be a qualified financial expert as a member of an Audit Committee.

Melissa is a seasoned leader with deep experience in building and effectively managing diverse teams. Her fluency in Portuguese Kriolu and conversational Portuguese and Spanish has allowed her to effectively oversee more than 100 team members in various countries throughout the world.

Melissa graduated with a Bachelors Degree from Drexel University and is a Certified Public Accountant. She is married to Archyn Brew-Butler and they have three young children.

# GILBERT CAMPBELL



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**Gilbert Campbell** is a founder, CEO, board member, and independent advisor with over 15 years of experience in the clean tech industry. Gilbert is a national spokesperson and thought leader on ESG, clean energy, and climate change policy. He has testified before Congress on numerous occasions and regularly advises federal and local officials, regulators, corporations, and other key stakeholders on clean energy and climate policy. He offers a unique perspective on how companies can incorporate ESG to mitigate risk, maximize shareholder value, and serve as good corporate stewards. Gilbert is a strategic thinker and consensus builder that thrives in tackling complex challenges.

Gilbert is the Founder and CEO of Volt Energy Utility. Volt Energy Utility is a national renewable energy firm that finances and develops utility-scale solar and energy storage projects for large corporate clients, municipalities, and other institutions. Gilbert pioneered a new business model that is reshaping the way leading Fortune 500 corporations, like Microsoft, incorporate ESG goals into clean energy procurement. Gilbert and his corporate partners created a funding mechanism to contribute revenue generated from solar projects into The Sharing the Power Foundation to support environmental justice investments in underserved communities and develop a pipeline of students from historically black colleges and universities (HBCUs) in clean energy careers.

Gilbert also co-founded Volt Energy, a commercial rooftop solar development firm in 2009. Under

Gilbert's leadership, Volt Energy successfully developed solar projects for public and private sector clients including: The U.S. Army, Exelon, The Cheesecake Factory, District of Columbia Government, and Howard University. He has also advised Accenture on supply chain strategies and developed a new ESG framework for small diverse and women owned small businesses.

Gilbert has extensive governance committee experience working with national trade associations and advising private corporations. He serves on the Executive Committee on the Board of Directors at The Solar Energy Industries Association (SEIA). He also serves on the Board of Directors at The Clean Energy Buyers Association (CEBA), The American Association of Blacks in Energy (AABE), is an Advisory Board Member at 3Degrees, and is Board Chair at The Sharing the Power Foundation.

Gilbert is a past recipient of the White House Champions of Change Award for his leadership in advancing climate change equity. Gilbert was named to EBONY Power 100 List and was a recipient of Amtrak and The Washington Wizards Pioneer Award, which honors companies that have made a positive impact in their community.

Gilbert graduated Magna Cum Laude with a B.B.A. in Finance from Howard University. He is certified by the Santa Clara University Black Corporate Board Readiness Program.

Gilbert resides in Arlington, Virginia with his wife, Kim. He is an avid Philadelphia sports fan, enjoys golfing, cooking, and travelling.



## BRYAN DARBY



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**Bryan Darby** is a trusted transformational leader that's uniquely skilled at developing and executing cross-functional strategies to solve complex challenges, reduce expenses, accelerate growth, and mitigate risk.

Bryan's ability to think strategically to steer company-wide initiatives has made him an influential leader in his current role as Vice President of Strategic Technology Initiatives at QTS Data Centers. QTS is a high-growth critical infrastructure REIT owned by private equity firm Blackstone. For over six years Bryan has been adding value at QTS by solving complex and highly context-dependent challenges in the following areas:

- Technology Infrastructure - Networking, Telecom & Fiber Optics
- Cultural Advancements - DE&I, Employee Resource Groups
- Real Estate - Data Center, Leased 3rd Party, Connectivity Hotels
- Business Optimization - Operations, Products & Processes

Prior to QTS, Bryan held a variety of technology and operational leadership positions at start-ups, high-growth, and large publicly traded organizations including Bank of America, Magellan Health, CBRE,

JLL and Ryland Homes. Most notably he was a key technology leader for 10-years at the rapidly growing startup, National Imaging Assoc (NIA), where he held several Vice President positions before a successful exit as the company was sold to Magellan Health.

### Additional Accomplishments Include:

- Data Center Migration & Shutdown - 84% annual expense reduction
- Technology Connectivity Optimization - 31% expense reduction
- Technology LOB Sale \ Migration - \$61M annual expense reduction
- Real Estate - International and domestic data center divestiture
- Product Optimization - Reduced >70 underperforming products
- DE&I and Employee Resource Group (ERG) corporate strategy

### Governance:

- Data Center Domestic & International Divestiture - Advisory
- Northern VA Network Strategy - Advisory
- Blackstone RE Diversity Portfolio Working Group - Member
- DE&I Employee Resource Group - Executive Sponsor
- QTS Corporate DE&I Steering Committee - Founder

### Key Skills

- Strategic Execution
- Expense Reduction
- Transformational Leadership
- Risk Mitigation
- Cross-Functional Problem Solving

### Industries/Sectors

- Technology
- Real Estate
- Data Center
- Networking | Fiber Optic
- Telecommunications | ISP

### Ownership Model

- Public Fortune 1000
- Private Owned
- Private Equity Owned
- Venture Capital Owned

### Education

- Rutgers University  
BS Economics | Public Health
- Santa Clara University  
Black Corporate Board Readiness

### Personal

Bryan enjoys spending time with his wife and two children, biking and swimming. He also mentors on STEM topics and speaks publicly about the importance of financial literacy.

# KATHY GARRETT



**Kathy Garrett**

Board Director, President  
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**Dr. Kathy Garrett** is a Board Director, Healthcare and Medical Technology Executive and Physician highly skilled in governance, joint venture development/integration, M&A, and business transformation. She is a strong board leader, serving as Chairman of the Board for several organizations, as well as a Member of the Executive, Investment, and Finance/Audit Committees.

Serving as CEO of a \$35M private medical practice, growing revenue and profitability through operational transformation, joint venture creation and focused risk management, Kathy stabilized the practice in a rapidly changing healthcare environment and established the Compliance Committee. She spearheaded a joint venture with Orlando Health to acquire and build outpatient imaging centers and oversaw the Management Committee of the joint venture. Prior to running the business, Kathy spent her career at the practice as a Partner and Physician. She is the Founder and CEO of MKG Consulting Solutions where she provides insights and strategy as it relates to healthcare.

With a focus on governance, Kathy serves on the Board of Directors of Orlando Health, a regional hospital system with \$8B in total assets, advising on strategy, M&A and capital expenditures while

serving as the Chair of the Quality Committee. She is a member of the Committee on Governance of the American Hospital Association, an advisory committee participating in advocacy, policy, and resource development.

Previously, Kathy was a Board Director of the Florida Board of Medicine (appointed by the Governor of Florida), serving one year as Chairman of the Board, as well as the Orlando Health Foundation, Quest Inc, Medical Center Radiology Group, Central Florida Medical Society, Federation of State Medical Boards and United Cerebral Palsy of Central Florida.

Kathy is an accomplished lecturer on the radiological diagnosis of disease processes and is an active member of several leading medical oversight organizations, including the American College of Radiology, National Medical Association (Radiology Section), Central Florida Medical Society, and Women Business Leaders.

Kathy did two Residencies (Pediatrics and Radiology) and a Fellowship in Pediatric Radiology, all at the University of Cincinnati Hospital and Cincinnati Children's Hospital. She earned her Doctor of Medicine from the University of Cincinnati College of Medicine and her Bachelor of Arts in Biology from Brown University.



# JAMAAL GLENN



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**Jamaal Glenn** Jamaal Glenn is an entrepreneur, venture capital investor, senior executive, university professor, and writer. He has a proven track record of launching, leading, and investing in global, high-growth, technology-enabled businesses. His deep expertise in capital markets, M&A, and corporate development are complemented by his broad experiences across academia, media, financial services, and technology.

Jamaal is a Director at Schmidt Futures, a philanthropic-investment firm founded by former Google Chairman and CEO Eric Schmidt. At Schmidt Futures, Jamaal is the global head of entrepreneurship programs and venture capital investments. During his time at Schmidt Futures, Jamaal created and launched investment vehicles focused on early-stage startups in the U.S. and frontier markets that are solving problems in areas such as education, financial services, transportation, the future of work, and healthcare. He also leads the Entrepreneur-in-Residence program, a cohort of internally-incubated startups that have launched products and services in aerial logistics, accessibility data, augmented reality, employee ownership financial transactions, and job certification education. Under his leadership, the cohort has collectively raised over \$45 million in additional venture capital funding.

Prior to Schmidt Futures, he was a General Manager at Alumni Ventures, a \$1 billion venture capital firm where he raised more than \$100 million. He was previously a Vice President at First Look Media, a media and technology company founded by eBay founder Pierre Omidyar, where he launched its strategic investments unit before leading the company's largest-ever acquisition. Jamaal also led U.S. business development for Inneractive, a Tel-Aviv-based advertising-technology company where he doubled revenue and helped lead the company's acquisition by a German media conglomerate. Jamaal was the founder and CEO of Politiconomist.com and Capitolista.com, digital news sites with more than one million combined readers. In 2011, he sold the business to a consortium led by The Economist Group.

He began his career as an investment banker at J.P. Morgan, advising Fortune 100 clients on more than \$70 billion of M&A, financing, financial derivative, and cross-border transactions.

Jamaal's executive and investment experience are complemented by his globally-focused perspective as an educator, writer, and citizen diplomat. He is a contributor to TIME, where he writes about the futures of work, corporate governance, and public policy. He is a top-rated adjunct professor at New York University and the City University of New York, where he teaches undergraduate, graduate, and executive education courses on entrepreneurship, corporate innovation, marketing, and finance to students in more than seven countries. He is a New Urban Progress Fellow, one of 20 American and European civic experts prescribing the future of cities with German-based think tanks Das Progressive Zentrum and Alfred Herrhausen Gesellschaft and U.S.-based think tank Progressive Policy Institute. He is a Marshall Memorial Fellow at the German Marshall Fund of the United States. He is also a term member of the Council on Foreign Relations.

Jamaal currently serves as the board chair of The Pivot Fund, a U.S.-based venture philanthropy organization investing in independent BIPOC-led community news organizations. He is a board director and member of the finance and audit committee at LION Publishers, a U.S.-based national professional journalism association for independent news publishers. He previously served on the New York City advisory board for Build.org, a U.S.-based student-focused entrepreneurship nonprofit, where he chaired the marketing and communications committee. He also served as a board director at Futures & Options, an NYC-based educational nonprofit.

Jamaal received an MBA and a certificate in public management and social innovation from the Stanford Graduate School of Business. He received an MPA from the Harvard Kennedy School of Government as well as a Bachelor of Journalism and Bachelor of Science from the University of Missouri.



# DAVID GRAFF



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**David Graff** is a tested corporate executive with experience managing enterprise risk for public and private companies. He has managed corporate governance for a publicly-traded company, built and led teams focused on digital trust and safety for a global information technology company, prepared companies for liquidity events, spent time as a start-up CEO, and served on the board of directors for a \$3bn organization. With a demonstrated ability to thrive in ambiguity, and a proven record of converting risks into business opportunities, David effectively assists public and private companies experiencing ESG and regulatory challenges, and periods of accelerated growth.

David is Google's Vice-President, Global Policy and Standards, leading a team of policy professionals responsible for writing and implementing content and behavioral policy across all Google products. David grew the team from 6 to 300 global policy professionals, expanded the team's scope and international footprint, implemented systems and processes for improving cross-functional coordination, and launched and managed a "responsible revenue" initiative that unlocked \$1b incremental revenue in 2020 and \$3bn incremental revenue in 2021. David also serves on the board of advisors to CapitalG, Google's independent growth fund, consulting on investments (e.g., Albert, a financial services platform) and advising portfolio companies on issues related to digital fraud and abuse.

David served as the CEO of a technology start-up, Online Intelligence, which provided digital forensics and anti-fraud protection services, and where he

closed contracts with clients like Harpo Networks and the Florida Attorney General's Office. He served as Chief Legal Officer for private equity backed Edison Schools, Inc. formerly the nation's largest public, for-profit provider of education management services, where he led M&A (including the successful acquisition of an industry peer), managed the company's IPO (Nasdaq: EDSN), and served as corporate secretary and securities compliance officer. David also led sales efforts and negotiations on multi-year contracts with state agencies, including a ground-breaking contract with the Philadelphia School District that generated \$55mm in revenue, and led a team that refinanced ~\$100 million of school construction loans via tax-exempt bonds.

David sits on the Board of Visitors for The Georgetown University Law Center. He also serves on the Board and Audit Committee for The Thacher School, a private school in Ojai, California. David's past board experience includes serving on the Board of Trustees for the Saint Barnabas Medical Center, New Jersey's oldest nonprofit, nonsectarian hospital, and the Board of Trustees for the Ascend Charter School Network (a network of K-12 public charter schools).


David is a co-founder of Trilogy Films, an award-winning independent film and television production company. Trilogy has produced several films and television series, including "The Way I See It", and "Good Trouble: The John Lewis Story". David earned a B.A in American Civilization from Brown University in 1989, and a J.D. from the Georgetown University Law Center in 1995. He and his wife, and their two sons, live in Manhattan.

- 20+ years of corporate governance and management experience with public and private companies as an executive and board member
- Experience managing an IPO, "going-private" transaction, and strategic M&A
- Extensive knowledge of digital content moderation, including the development of machine-learning and heuristic modules

# LAMONT HAMES



**Lamont Hames**  
 Founder, President & CEO  
 LMH Strategies, Inc.  
 Washington, DC

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**Lamont Hames** is a seasoned executive and trusted advisor to senior leaders in government, commercial, and EdTech sectors. As a former NASA executive, his domain expertise lies at the intersection of corporate procurement, innovative technologies, and research & development by diversifying corporate and government supply chains to become more inclusive. An effective change agent, he delivers actionable and measurable solutions that directly contributes to brand reputation, social impact, and enables market expansion. His client engagements assist them throughout their environmental, social, and governance journey leading to sustainability in key corporate performance areas.

Mr. Hames is Founder, President, and CEO of LMH Strategies, Inc. (LMH), a leadership, management, and human-systems consulting firm formed in 2011. LMH is a multi-disciplinary solution provider by addressing client challenges through strategic planning, project management, organizational communications, diverse supply chain integration, and corporate social responsibility solutions. Mr. Hames is an expert in leveraging ESG commitments to include strategies that highlight the economic impact of investments in the areas of supplier diversity and STEM Research & Development collaborations with minority serving institutions (MSI) in higher education by demystifying them as cost burdens by demonstrating ROI as a business enabler. Over the span of his career, he has advised many of top 100 federal sector corporation C-Suite executives, private sector, and hundreds of small and diverse owned suppliers.

In 2016, Hames co-founded the MSI STEM Research & Development Consortium (MSRDC), a national not-for-profit corporation with seed funding from the Department of Defense. Mr. Hames has led and negotiated funded research projects for dozens of MSIs and their industry partners ranging from \$50K to over \$3M in a wide range of disciplines including cybersecurity, artificial intelligence, machine learning, and quantum computing and data analytics, that addresses national defense industrial base and homeland security interests.

In 2018, Mr. Hames' well regarded reputation led to an appointed as a study committee member by the National Academies of Science (NAS) STEM Education and Workforce Programs to provide expertise for a Minority Serving Institutions research study and his contributory recommendations were published in a report entitled *Minority Serving Institutions: America's Underutilized Resource for Strengthening the STEM Workforce* and presented to the U.S. Congress. As a NAS advisor, Mr. Hames contributed as a peer reviewer to the recent 2022 publication: *Defense Research Capacity at Historically Black Colleges and Universities and Other Minority Institutions: Transitioning from Good Intentions to Measurable Outcomes*.

Prior to founding LMH Strategies, Hames served as business development executive with P&L responsibility for two small cap government technology companies helping each grow to over \$50 million in revenue before their exits. Hames served as Chief of Staff in the NASA Headquarters Office of Small and Disadvantaged Business Utilization (OSDBU) and served as executive secretary for the NASA Minority Business Resource Advisory Committee responsible for coordinating agencywide recommendations from an external board of appointed minority business executives to the NASA Advisory Council. During his tenure, NASA contracted over \$3.6 billion in spending with diverse small businesses and minority-serving institutions.

Mr. Hames is a member of the National Contract Management Association (NCMA), and Sourcing Industry Group (SIG), and certified as a Minority Business Enterprise (MBE) by the Capital Region Minority Supplier Development Council. He is certified in Corporate Board Readiness by Santa Clara University. He has a Master of Science in Management Information Systems from Bowie State University and a Bachelor of Science degree in Computer Science from St. Augustine's University. Mr. Hames began his career in public service as a Presidential Management Fellow. Over the years he has completed 5 marathons and cycled 2 century rides. He next goals are to desire to improve his golf game and complete an Ironman 70.2 Triathlon. He resides with his family in the Washington, DC area and enjoys traveling and spending time mentoring his nieces and nephews.



# DOUGLAS HOLLOWAY



## Douglas Holloway

Co Vice Chair, Board member,  
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**Douglas V Holloway** is a bottom-line driven C suite, board director and entrepreneur and experienced global executive, with extensive marketing, M&A, licensing, finance, strategic planning, general management, sales, and distribution experience. He has held senior level executive positions in media and entertainment, food and beverages and news. He has created brands and made brands into household names and multi-billion dollar enterprises. His board assets include M&A, strategic planning, sales, marketing, growth and turnarounds.

Currently he is an entrepreneur, Vice Chair of Emerson College, professor of advertising and marketing at City University of NY (CUNY), co-founder of PE Firm Fort Greene Partners and its American Emerging Markets Fund. As an entrepreneur he is President of Homewood Media, a streaming company that owns three AVOD services on Roku and Smart TVs and President of Rhythm -A-Ning Entertainment, which oversees the estate of Thelonious Monk and has produced award winning albums and is involved in licensing the name and likeness of Thelonious Monk, with merchandise and an award-winning beer and wine.

Douglas has served on a public company, multiple private companies and not for profit boards and he is a NASDAQ certified director, from UCLA Anderson School of Business, and a graduate of the BCBP program at Santa Clara University. He has served on the compensation, audit, finance, trusteeship, governance, executive and endowment investment committees. He has chaired the Committee on Trusteeship for Emerson College. He has served on the public board of Value-vision and the private company boards of USA Network, AETN, Peacock Productions, National Geographic International, Weather Plus and Rhythm-A-Ning Entertainment. He is currently Vice Chair of Emerson College and the not-for-profit boards include, Emerson College, CTAM (past Chair), CTAM Foundation, NAMIC (past Chair), NAMIC Foundation and Westchester Clubman Foundation.

Douglas is a media industry award-winning executive in marketing, cable TV and music. Most recently he was President Multichannel Distribution of ION Media Networks overseeing the hybrid broadcast/ cable network ION and the digital broadcast/ cable networks ION Plus and Qubo. Holloway was also President Strategic Partnerships, Distribution and Affiliate Marketing for NBC Broadcast Network and also President of Cable Investments for NBC Universal, overseeing and sitting on the boards of joint venture companies A&E Television Networks (AETN), National Geographic International, Weather Plus (first digital broadcast network), Peacock Productions, NNBC (predecessor of Hulu) and Shop NBC (Value-vision, now Evine a NASDAQ listed Company). Douglas has served as a president of distribution and marketing for USA Networks, Vivendi Universal, NBC Universal and USA Networks Inc (predecessor to IAC). He has also worked for Compton Advertising, CBS Television Network, General Foods and Time Inc. In his executive roles at USA and Universal, he grew affiliate revenue from \$10 million to over \$800 million a year over 15 years. He led the turn around the of Nat Geo International and HSN. He has also been an intra-peneur, having been part of the team creating CBS Cable, SyFy Channel, TV Cable Week Magazine, Nat Geo Wild, Oven Fry and Legit Wine. In his P&L responsibilities over 25 years he has never missed his targets and generally has exceeded them. He tripled the revenues of the Monk Estate in just four years.

He has an MBA in Marketing and finance minor from Columbia, a BS in Mass Communications from Emerson and studied Journalism at Northeastern University. Douglas served as an Ambassador for People to People, hosting a delegation of media executives to India and China. He is an avid outdoorsman and sportsman originally from the City of Champions, Pittsburgh.



# SELIKA JOSIAH TALBOTT



**Selika Josiah Talbott**

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**Selika Josiah Talbott** is a leading voice at the intersection of transportation, customer engagement and policy. A strong advocate for new mobility, she led her mode in the drafting of U.S. policy on autonomous vehicles and is a global consultant on electric vehicle policy and equity in transportation. As a C-Suite pioneer in various industries she has worked tirelessly to increase awareness of and access to mobility, protect retail and food services brands, and set customer engagement performance measurement standards, building framework, process, and policy improvements for organizations.

A highly skilled communicator and thought leader on Autonomous and Electric Vehicles, she is a sought-after public speaker, is extensively published in Forbes.com, and is a go-to expert media source. Selika is an Adjunct Professor at the University of Southern California and Co-Director of the Environmental Justice Fellowship at UC Davis' Institute for Transportation Studies. She has created tools including educational resources and workforce development curriculum resulting in increased sales and adoption of new vehicle technology, and community college training programs.

As a CEO she provides strategic direction to companies in highly regulated industries, structuring management teams for better business practices, scaling clientele, internal and external messaging, assisting businesses entering the U.S. markets, driving risk identification and mitigation, as well as engagement with stakeholders including government officials, advocacy and community groups, and regulators.

Selika previously served as the Deputy Administrator of the New Jersey Motor Vehicle Commission. She executed strategy that brought in revenue of \$1.4 billion annually, leading a statewide team of 1800. She streamlined processes, increased revenue, and worked cross-functionally throughout the agency. Selika transformed the temporary tag program increasing toll collection by

millions of dollars. She improved customer experience by revamping the drivers' license renewal process allowing them to "Skip The Trip".

She successfully led an IT transformation bringing a state into compliance and eliminated the risk of loss of more than \$50 million dollars of U.S. grant funds. Selika has demonstrated critical thinking in her career, advising franchises, retail operations and original equipment manufacturers on steps to avoid risk and reduce liability. The basis for her approach formed from her legal career where she litigated, taught continuing education, and authored practice guidelines for legal professionals. Her distinguished career in public service at the federal, state, and local level also included serving as Senior Advisor to the USDOT, FMCSA Administrator overseeing executive operations and the internal audit team for the agency. Selika was an international liaison for the agency and served as a contributor to the American Association of Motor Vehicles Administrators national standards on autonomous vehicles.

An active community volunteer, Selika was a gubernatorial appointee, served as a member of the Board of Directors of the non-profit Mercy Center in Asbury, New Jersey, on Youth and Transportation Commissions, and held leadership roles in policy making entities in township and county government. She is active in her sorority, Alpha Kappa Alpha Sorority, Inc, serving as her chapter's fundraising chair; and is the chair of the public relations committee of her chapter of The National Drifters Incorporated.

Selika has a J.D. from Hofstra University School of Law, and a B.A. degree from SUNY Stony Brook with a Political Science Major, and a Minor in Socio-legal studies. She loves to travel, collect art, and play piano. She also loves to spend time with her husband and blended family of 4 children along with their dog Drake.

# MELANIE KIRKWOOD RUIZ



**Melanie Kirkwood Ruiz**  
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**Malanie Kirkwood Ruiz** is a C-suite technology and operations executive who brings over two decades of global experience building emerging products and services, developing effective innovation and technology strategies and transforming organizations. She has also led large operations programs across multiple industries and segments. She is a leader in Diversity, Equity and Inclusion (DE&I), pioneering programs within large organizations to drive inclusion of underrepresented groups. Melanie educates organizations on equity-related issues, grows supplier diversity, and recruits and develops diverse talent at senior levels.

Melanie is currently the Chief Information and Technology Officer at ABM Industries, a \$7.5 B leader in facility and aviation services, parking, and technical solutions serving Fortune 100 clients. Melanie is leading a complex \$180M digital transformation and is a key strategic visionary for the organization. In her role, she leads all technology strategy end-to-end, including emerging technologies such as Internet of Things (IoT), Artificial Intelligence (AI), Virtual and Augmented Reality (VR/AR), Digital Twin, and Robotics. This work unlocks growth opportunities, new client experiences and new revenue streams across all disciplines. She also leads all Cybersecurity strategy, operations, and risk, while modernizing ABM's internal platforms and data products to drive value, innovation, and elevate our 140,000 team members' experiences. Under her leadership, ABM launched a fully automated e-commerce, smart parking, and predictive analytics solution for Los Angeles International Airport. This is now a new revenue stream and product offering for our parking clients.

Melanie developed deep operations expertise in various manufacturing, supply chain and operations roles while solving complex problems, creating operational efficiencies, and eliminating audit deficiencies with technology, continuous improvement and data

strategies throughout her career. Her work has been instrumental at large organizations such as Johnson & Johnson, Abbott Laboratories, and United Airlines. She was a key leader on high profile programs at these organizations, such as creating the Mature Products business unit to compete in the generics market, building a state-of-the-art nutritional plant in Singapore, and streamlining airport operations globally yielding over \$80M in cost savings during the 2008 recession. She led the cross-pollination of video and digital technology offerings and experiences in gaming across the Americas, EMEA and Asia Pacific to drive innovation and 22% strategic growth, and the IPO of the third largest commercial real estate company, Cushman and Wakefield (\$6.9 B in revenue) in 2018. She has led multi-billion-dollar M&A integrations, venture investments and built global operations and technology strategies across aviation, medical, nutrition, real estate, gaming and service industries.

Melanie mentors early-stage technology start-ups, partners with one of the largest global accelerators Plug and Play in Silicon Valley, remains ahead of the curve in technology, and builds innovation labs where teams can incubate ideas that lead to new products and business models. She successfully links technology with operations and business development opportunities to unlock value.

Melanie holds an MBA from Northwestern University Kellogg School of Management, her Master of Engineering in Industrial Engineering with a concentration in Software Engineering from Cornell University, and a Bachelor of Science in Industrial Engineering with a concentration in Chemical Engineering and Computer Science. Melanie is certified by the Santa Clara University Corporate Board Readiness Program. She leads local urban community initiatives to educate and create STEM opportunities for low socioeconomic minority youth.

## Areas of Expertise

Technology, Strategy, Cybersecurity, Innovation, General Management/P&L, DE&I, Manufacturing, Operations, Global experience, Innovation & R&D, Supply Chain, Talent Development, M&A, Divestitures, IPO, Transformation, Audit/Compliance, Governance



# SHAUNTE MEARS-WATKINS



## Shaunte Mears-Watkins

Chief Commercial Officer

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**Shaunte Mears-Watkins** is a commercially driven growth executive and people-centered leader with expertise in P&L management, global brand marketing, sales, enterprise strategy, and corporate turnarounds across multiple consumer health & wellness and lifestyle categories. Shaunte serves on the boards of Mission Produce (NASDAQ: AVO) and the Alameda County Community Food Bank.

Shaunte served as the Chief Commercial Officer for Clif Bar & Company, a \$1B global leader in organic plant-based foods and sustainable agriculture, prior to the \$3B acquisition by Mondelez International. She led a 100 person sales and marketing team across the United States, Canada, Europe, and Australia achieving cross enterprise goals to accelerate topline growth from low single to upper single digits, strengthen the margin profile, and expand the CLIF equity from active nutrition to into better-for-you snacking through product innovation, advertising investment and digital engagement, including growing direct to consumer (DTC) sales.

Shaunte served in roles of increasing responsibility, including Vice President of Strategy and Chief of Staff of the Office of the CEO at The Clorox Company (NYSE:CLX). She collaborated alongside the Clorox Executive

Committee to ensure seamless cross-functional activation of the IGNITE enterprise strategy, and managed key internal and external stakeholder communications and planning, including to its Board of Directors. Shaunte led brands in cleaning, food, pet, and personal care categories, and chartered a new innovation approach, Seed to Scale, that expanded collaboration with external organizations to increase business growth opportunities.

Shaunte lived in the ANZ region as General Manager of Clorox Australia & New Zealand. She quickly stabilized a declining portfolio of businesses with eroding market share through portfolio segmentation, people and process transformation, strategic retail partnership, and championing market leading, climate focused disruptive innovation with Glad to be Green® products (plant based bio resin and ocean sourced plastics) which became a market share leading initiative in ANZ as well as the inspiration for a US based test market.

Shaunte holds an MBA from the Harvard Business School and undergraduate degrees in Economics and English from Stanford University. In her spare time, she also loves to spend time testing new recipes in her kitchen as well as becoming a stronger runner.



# ROBIN NUNN



**Robin Nunn**

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**Robin Nunn** is an experienced executive and public company Board member who has spent more than 15 years in the financial services and technology sectors, working with companies ranging in size from early stage startups to large, publicly traded global enterprises.

Ms. Nunn is a partner at Morgan Lewis, where she leads the firm's banking group. She is an active member of the firm's Consumer Financial Services Group, Privacy Group, Environmental, Social, and Corporate Governance (ESG) Group, FinTech Group, and Digital Assets Initiative. Her practice focuses on counseling banks, as well as innovators in the digital space, in meeting compliance obligations in a complex web of regulatory requirements.

Prior to joining Morgan Lewis, Ms. Nunn held senior positions at American Express and Capital One. She has advised several digital startups and served as a trusted counselor for boards and C-Suite executives of Global 100 and Fortune 500 companies, venture companies, and government entities in achieving their strategic objectives.

She was a member of the American Express Regulatory, Banking, Insurance, Privacy & Data Law Team of the General Counsel's Organization at American Express. She led a team of professionals who provide direct support to American Express as a bank holding company, American Express National Bank, American Express Banking Corp., Amex Assurance Company and Amexco and to the boards of directors of those entities. She provided guidance and advice to the Global Risk & Compliance organization. She also led the American Express Center for Community Development to support the Community Reinvestment Act (CRA) Program including CRA loans and investment deals. Her team interfaced with business and functional professionals in connection with banking, insurance, prepaid, credit & collections, deposits, escheatment and real estate on commercial, corporate and regulatory and supervisory matters including regulatory inquiries. Ms. Nunn also counseled on financial services matters globally and had a primary role in working with federal and state regulators.

During her tenure at Capital One, she sat on the leadership team of the Company's Legal and Compliance Department. Ms. Nunn held numerous leadership positions where she integrated acquired companies, established new businesses and led the consumer brand. She counseled internal clients on legal issues across the business, including on cybersecurity, breach response, financial crimes, product design and launch, regulatory compliance, corporate governance, credit, operations, underwriting, and risk in a broad range of products including financial services, credit card, mortgage, auto, broker-dealer, and banking. In addition, she is an industry thought leader in the area of financial technology. Ms. Nunn has provided regulatory counsel to some of the most innovative and successful financial services ventures, including new product development for prominent cryptocurrency, peer-to-peer, mobile, and online-only lending and payments platforms. She regularly advises clients on the complex regulatory, transactional, outsourcing, and vendor management issues raised by cutting edge financial innovations.

Ms. Nunn is a board member of Carver Bancorp, Inc. (NASDAQ: CARV). She serves on Carver's asset liability and interest rate risk, compliance, and finance and audit committees. She serves as a board member of five non-profit organizations, which include the National Endowment for Financial Education, Duke Ellington School of the Arts, Leadership Institute for Women of Color Attorneys, Action for Racial Justice, and Dupont Underground. She is also an Advisory Board Member of the Arthur L. Irving Institute for Energy and Society at Dartmouth College, Tzedek DC, and the Council on Legal Education Opportunity, Inc.

Ms. Nunn's educational background and training include a Juris Doctor from The University of Chicago Law School (Law Review) and Bachelor of Arts from Dartmouth College. She clerked on the U.S. Court of Appeals for the Second Circuit and is admitted to practice law in New York and the District of Columbia.

# ANTHONY OKORO



**Anthony Okoro**  
Senior Director, Head of  
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**Anthony C. Okoro** is an entrepreneurial business leader with over 30 years of global experience leading business incubations, futurist strategy, innovation culture and digital transformation. As a leader and operator focused on results, he has built and grown new tech businesses at both large companies such as eBay, Meta (Facebook), Ernst & Young (EY), Google and tech startups. As an experienced agile innovator, he helps organizations to quickly grasp unfamiliar new technologies and to exploit these opportunities with limited resources. He also has the sufficient knowledge of finance and accounting required for most finance-related ordinary board member positions.

He recently returned to eBay from Meta as the Senior Director, Ads New Ventures to lead the team that identifies, builds, or buys 'Next\$B' opportunities to accelerate the growth of eBay's \$1B Advertising business. He has since launched new businesses contributing millions of dollars to eBay Ads and manages P&L responsibilities for these new ventures. In his prior tenure several years ago, he worked closely with the CEO and CFO as a member of eBay's Corporate Strategy, Development and Business Incubation teams. In those roles he had also identified, built, and ran 'zero-to-1' new businesses that led to top and bottom-line growth.

Because he has seen culture impact strategy outcomes, he has developed a passion for, and expertise in, building enterprise-wide innovative corporate cultures. As EY's Global Innovation Culture Enablement Leader, he built programs to enable innovation across EY's 300K employees in 150 countries. He built an 'EY Innovation leadership network', annual innovation summit and a global innovation training and certification program, that inspired and enabled everyone to innovate - from EY's senior partners to junior associates. He leveraged his Silicon Valley network to invite thought leaders to

share with EY's leaders how the Valley disrupts existing markets and develops new ones.

His entrepreneurial career began as a telecom startup founder/CEO in 1993 at the inception of the then tiny African mobile telecom industry. After managing and significantly growing that company, he moved to America in 2006 for business school. Upon graduation, he became an intrapreneur in Silicon Valley helping big tech companies tackle the question of 'what's next', deploying both critical thinking and execution skills. The tech business landscape is fast and foggy. If you miss the next thing it can be lethal. Companies must see the next bandwagon before it's too late to jump on. In his career he has been an early proponent of disruptive innovations such as mobile ecommerce, social media, cloud computing, the blockchain, ecommerce fulfillment, fintech, and of late, social commerce and retail media advertising.

He has presented at board level, is a public speaker and a thought leader in corporate innovation. He is an angel investor and advisor to several startups. He has a rich diverse social and career network.

Anthony C. Okoro has an MBA from The Wharton School (WG'08) in Finance and Entrepreneurial Management, and a B.Eng. from the University of Nigeria in Electronic Engineering. He is also certified in Product Management, Project Management and Corporate Board Director Readiness.

He lives in San Jose, California and enjoys family time with his wife and 3 children (two of whom have graduated college) as well as cycling and hiking the beautiful parks of the bay area. He is an active leader of several community and alumni organizations. He is the founder of the South Bay Urban Professionals, a network for minority professionals.



# MIA PITTMAN



## Mia Pittman

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**Mia N. Pittman**, CFA is a 30-year executive in financial services with expertise in credit risk management in regulated environments. Her leadership roles include risk oversight of one of the largest loan portfolios in the mortgage market industry. Mia has experience working with a corporate board of a financial institution as a member of senior management and independently reporting to the Audit Committee. Her governance experience also includes non-profit board membership as Board Treasurer, Finance Committee Chair, and member of the Strategic Planning Committee. As a former regulator, she is a strong proponent of using audit and assessment data to enhance board effectiveness. Designated a Chartered Financial Analyst for more than twenty years, Mia's experiences make her qualified to serve as a financial expert on a board Audit Committee.

Mia serves as the Chief Risk Officer for the Federal Housing Administration (FHA)'s \$1.4 trillion mortgage insurance portfolio. Under her leadership, a team of 50 risk management professionals developed and implemented an enterprise risk governance framework, aligning Key Risk Indicators (KRIs) with program objectives, bringing FHA in line with private sector risk management practices, and giving FHA leadership better insight into risk tradeoffs that come with various policy decisions. Mia also developed the organizational plan for an expanded Office of Operational Risk Management, including personnel and budget planning, to include three newly established divisions focusing on Contract Risk Assessment, Vendor Risk Analysis, and Internal Control Review. An accomplished organizational strategist, Mia restructured the credit risk audit function in response to regulatory concerns in her prior

role as Chief Credit Review Officer with National Cooperative Bank (NCB). As part of NCB's newly established 'Three Lines of Defense' credit risk management framework, Mia's reorganization accomplishments included: developing new board policies articulating review coverage methodology, independent authorities, and oversight roles; hiring new personnel and implementing a comprehensive, tiered training and development plan; and procuring and implementing state-of-the-art credit review software to formalize and standardize the approach to credit review.

Mia worked with the Federal Deposit Insurance Corporation (FDIC) as part of multiple credit risk assessment teams in the examination of over 50 financial institutions of varying size, scope, and complexity. In this capacity, she also designed, developed, and delivered bank loan analysis training including the redesign of the initial sections of FDIC's Loan Analysis School for less seasoned credit risk examiners. In the earlier part of her career, Mia worked for community, regional, and large financial institutions as a community development and small business lender.

Having led teams of varying sizes, Mia is also a highly accomplished organizational change leader with prior leadership roles in organizational redesign, talent management, and corporate culture initiatives. Mia has a B.A. in Economics from the University of Pennsylvania, an M.B.A. in Finance from Temple University, and an M.A. in Organizational Learning from The George Washington University. Mia was a member of the Chase Brexton Health Care, Inc. Board of Directors and served as Board Treasurer, Finance Committee Chair, and member of the Strategic Planning Committee.



# STEVEN ROBERTSON



**Steven Robertson**

CFO

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**Steven Robertson** is a distinguished, qualified financial expert with over 30 years' experience, with particular focus on global technology, emerging growth and transitioning businesses. He serves as a board member for a large nonprofit organization and an advisor to two emerging growth organizations. He draws from his extensive financial and operational experience to work effectively with boards and leadership teams, with a focus on insights drawn from key metrics and innovation to drive further scale and shareholder/stakeholder value. He recently served on the board of a private investment advisory firm and was instrumental in oversight as it grew from \$50M AUM to over \$2B AUM in twelve years. He has over two decades of experience in working with boards and audit committees for both public and private companies, which gives him the ability to provide insightful and strategically focused feedback to top management as well as effectively collaborate with fellow board members. As an effective communicator and team leader, Steve has managed several key employees who have gone on to become director and executive level finance professionals.

He currently serves as CFO for HDMI Licensing Administrator, Inc. (HDMI-LA), responsible for the global licensing of HDMI technology. Having joined in 2020, Steve has revamped key processes, created and automated key metrics, and successfully driven revenues by 30%, reaching \$100M for the first time in company history. He served as a consulting CFO for several private companies for five years, focusing on SaaS

startups and nonprofits. Steve was responsible for raising over \$90M in capital, developed financial metrics, and implemented financial tools to make each business more effective, efficient, and transparent. Steve was VP Finance for Silicon Image Inc (SIMG), a \$400M semiconductor company, where he helped lead over 25% revenue growth over 3 years and help lead a successful acquisition to Lattice Semiconductor in 2015. Steve was a founding member and Head of Finance for SC Investments Consulting LLC, a boutique angel investment and advisory firm, where he helped orchestrate debt and equity financings, provided best practices financial guidance to portfolio companies, and mentored young professionals who went on to lead successful careers.

Steve has always been passionate about community service. He has served on a nonprofit Board, Think Together, for 20 years, during which time has growth more than 7x to \$140M, and chairs the Compensation Committee, serves on the Audit Committee, Executive Committee, and previously served on the Board Governance and Nominating Committee. A member of the National Association of Corporate Directors (NACD) and Financial Executive International (FEI), he holds a bachelor's degree in accounting from Santa Clara University and was a member of the 1989 NCAA men's National Championship soccer team, and went on to play professionally for six years. A current San Jose, CA resident, he is married with three adult children and enjoys cooking and most forms of fitness.

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CFO | Large Non-Profit Board Director | Start-ups, Private, Public Companies | M&A | Strategy  
Regulatory Compliance | Compensation Committee Chair | Audit Committee | Qualified Financial Expert

# EDWIGE ROBINSON



**Edwige Robinson**

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**Edwige Robinson** is an expert Technologist with over 26 years of experience in Fortune 500 organizations- She thrives in Technology and innovations realms.

She has an exceptional track record of leading complex organizational transformations by moving companies from legacy systems to more agile operations using OPEX efficiency, process optimization, workforce management, and revenue growth. She cultivates a culture of leveraging data to make judicious business decisions – henceforth, she is known for her business savviness, passion for continuous progress, and risk mitigation.

Before joining T-Mobile, Robinson held several leadership positions within the telecom industry giants - Verizon Wireless, AT&T and including Comcast NBC Universal, the largest broadband operator in the United States with 30 million customers and \$58B in revenue. There, Robinson's expertise in P&L and risk management led to significant systems enhancements, improving Customers' NPS by +20 and making Xfinity Mobile #1 in customer experience in the MVNO class.

Currently, as SVP at T-Mobile, Robinson is responsible for 23 states/Markets with a P&L of \$3B+. She oversees over 5000 employees and contractors who design, build, and maintain a cutting-edge 5G Network all while driving Operational Excellence.

She is successfully leading T-Mobile Engineering through its merger with Sprint; she is seamlessly integrating company culture, processes optimization and aligning the new workforce roles with company goals and priorities – as a result, the company is delivering Industry-Leading Growth!

Her expertise in human capital management allows her to create an intentional inclusive environment through fostering a sense of belonging and engagement. She drives social impact strategies impacting employee recruitment, retention, and advancing supplier diversity.

She effectively addresses the implications of technology evolution on businesses concerning risk management and develops business models that can adapt to significant shifts in customer demand, competitive landscape, technological changes, and the regulatory terrain.

Robinson holds a bachelor's degree in Technical Management and an MBA in Strategic Planning, Finance, Business Intelligence, and Analytics Management, from DeVry University. Edwige completed prominent Executive Leadership Programs at the Wharton School of Business and Harvard University. She is a member of C200 where she serves on both the Tech and Innovation Investing Councils. She serves on the Board of A Little of Hope-501c3 and sits on the Audit and Finance committee. She is a Graduate of SCU Black Corporate Board Readiness Program.

## Areas of Expertise

Customer Experience Transformation | Operational Excellence | Opex Efficiency and Optimization | Strategic & Business Planning | P&L & Budget Ownership | Organizational Effectiveness | Risk Mitigation | Board of Directors and Non-Profit governance committee experience

## Recognitions

- Named One of the Top 5G Leaders by Mobile Magazine.
- Named One of Top 100 women In Technology, by March8.
- Named One Top 100 Women to Watch in Technology – 2022.



# NICOLE TAYLOR



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**Nicole Taylor** is recognized nationally for her executive expertise, her ability to lead high growth and complex institutions, her proven track record of turning around organizations in crisis, and for leading organizations through critical inflection points towards sustainable growth. Nicole is known for building high functioning teams and organizations in the philanthropic, education and nonprofit sectors that deliver excellent service to clients ranging from ultra-high net worth individuals and Top 50 technology companies to faculty and students in both elite private and large public universities. Nicole is an experienced board member, having served on the Federal Reserve Bank Board of San Francisco where she was audit chair, and since 2003 has held leadership roles on over 15 foundation and nonprofit boards. As a board member, she brings extensive governance experience, as well as insight into management of complex organizations, risk mitigation, ESG factors and corporate social responsibility.

Nicole currently leads the Silicon Valley Community Foundation, a \$14B philanthropic and financial enterprise that impacts communities in Silicon Valley, and across the US and globally, regularly investing over \$2B annually in nonprofits and NGOs. It is the largest community foundation in the world and is one of the five largest foundations in the US. The foundation works with over 1,800 individuals and families on their philanthropic efforts, including some of the world's most prominent figures in technology. The foundation also supports the CSR efforts of 75 companies including Meta, Cisco, eBay, LinkedIn,

PayPal, NBCUniversal, Southwest Airlines, Silicon Valley Bank, and cryptocurrency vanguard Ripple. During her 32-year career, Nicole has spent 19 years in executive leadership roles, with 15 as the chief executive. She is a nationally recognized leader in DEI. Currently, she is guiding her enterprise through its first comprehensive digital transformation. Nicole was twice an executive at Stanford University, where she recently served on the Visiting Committee for the Computer Science Department providing an evaluation of the effectiveness and input on the direction of the one of the world's leading engineering departments. She was also an executive at Arizona State University, recognized as the largest and most innovative university in the country, where in one of her roles she oversaw all major services for its 73,000 students.

Nicole holds an M.A. in Education and an A.B. in Human Biology from Stanford University, and received an Honorary Doctor of Humane Letters from Holy Names University. She has been named a Silicon Valley Woman of Influence by Silicon Valley Business Journal, a Bay Area Most Admired CEO by San Francisco Business Times which also named her to their Hall of Fame as one of the Most Influential Women in Business in the Bay Area, and she is an inductee of the Alameda County Women's Hall of Fame. While Nicole lives in Silicon Valley, she also spends time in Scottsdale, Arizona where her husband leads the Arizona Community Foundation, and their son is a recent graduate of Arizona State University.



# MOLLY UKWUIJE-UZOH




**Molly Ukwuije-Uzoh**

Founder, CEO

RightVarsity Technologies, LLC.

San Jose, CA

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**Molly** is an innovative Founder and CEO with direct experience leading large scale complex software development, cybersecurity, Edtech, Fintech, and global business expansion projects. She has been working on cutting edge Information Technology (IT) projects using augmented and virtual reality, Internet of things, at-home digital diagnostics, blockchain, artificial intelligence or data analytics or intensive machine learning algorithms for over 15 years. She also has experience chairing civil, social and governance task boards, committees and commissions.

Molly is a successful IT/Cybersecurity Executive: She has championed the development of over 1780 Apps and games for Cybersecurity Incident Response, Social Justice, Education, telehealth, wellness and fitness. She recently negotiated the acquisition of a top technology license from NASA. Molly boosted the accreditation level of RightVarsity to a Registered IT Apprenticeship Sponsor with the Federal and the State of California; and Department of Homeland Security (DHS) approved training provider via the National Initiative of Cybersecurity Career Studies (NICCS.) She is currently a Chief Information Security Officer Certification (CISO) candidate.

Molly has a track record of leading and piloting groundbreaking IT Workforce Augmentation projects:

- She recommended and piloted a strategy that reduced Kaiser's Electronic Medical Records (EMR) workforce augmentation cost by 82% yet increased staff performance outcome by 52% within 6 months;
- Spearheaded the optimization of Kaiser's EMR curriculum to its initial Continuing Medical Education accreditation level;
- Mobilized the initial migration of the US Air Force Professional Development Guide from paper to digital format; and the development of the prototype for interactive digital contents used by Airmen to prepare for promotional exams.
- Coached a cohort of Rensselaer Polytechnic Institute (RPI) academic faculty through their initial transition to eLearning using the initial prototypes she developed for the university.
- Established an Engineering Training Department at Legato Systems where she worked with cross-functional stakeholders to design the initial architecture of Legato Corporate University.
- Introduced e-learning into Maxtor NSG product readiness program.

- Molly's global experience spans across multiple geographical regions.
- She accelerated the initial Google Engineering expansion to Africa;
- Led the optimization of Google localized customer care readiness content for Europe, Asia, Middle East and Africa (EMEA)
- Influenced and won a supply chain contract valued at \$500m in annual revenue for Dana Motors.
- Facilitated an award-winning Renault–Nissan Alliance's Automobile Market Outreach to West Africa; and successfully transformed the way the company identifies, selects, contracts and manages channel distributors and dealers in African.

Board/Leadership experience in philanthropic, government and community organizations: When she is not working in the corporate environment, Molly is busy etching her leadership footprints on the non-profit arena.

Her community board membership with civic/social responsibilities stretches far and near. She is the chairman of the Thompson Estate Homeowners Association Board of Directors. She was previously the Pastoral Council Chairman of St. Francis of Assisi Catholic Parish Evergreen, San Jose; and a board of director at the Greater San Jose Hispanic Chamber of Commerce, all in California. She is an active member of the Department of Labor Cybersecurity Apprenticeship Working Group; and five National Initiative for Cybersecurity Education (NICE) Working Groups: which are driving the implementation of the NICE Frameworks under the National Institute of Standards and Technology (NIST). Molly is an active member of the Silicon Valley Leadership Group (SVLG); Commonwealth Club; and the UNESCO-UNEVOC Technical and Vocational Education and Training (TVET) Network. She is a former Commissioner of Small Business Development; and Early Care and Education Commissioner in the City of San Jose. Her other grass root community leadership includes being a founding member of the Silicon Valley Black Leadership Kitchen Cabinet, Alliance of Black Educators, etc.

Molly's Doctoral preparation is in Curriculum and Instruction with specialization in Instructional Technology. She has Master's Degree in Instructional Technology with Educational Administration. Her bachelor's degree is in Mathematics, with a minor in Computer Science. Molly is a CISO candidate with Information Security Manager, Lean Six Sigma Green Belt, Agile SCRUM Master, and Corporate Board Readiness certifications.

# KELVIN WALKER



**Kelvin Walker**

CEO

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**Kelvin** is an accomplished operating executive with substantial experience in corporate strategy, finance, M&A, and governance. With over 30 years of capital markets and private equity experience, he has served on several Private Equity backed boards, serving as board chair and head of audit committees, executing transactions in excess of \$4 billion. He is a skilled advisor to the C-Suite and is a leader in business and civic engagement for Fortune 500 companies.

Kelvin is the CEO of Dallas Citizens Council (DCC), a respected civic organization in Dallas. DCC is comprised of the area's CEOs and top business leaders, providing guidance on policy issues that will move Dallas forward and serve in the moments that matter the most for the city. He is currently leading a collaborative civic effort to construct a new \$2.2 billion convention center in downtown Dallas. During the height of the pandemic, he led an effort to create Dallas Forward, an entity established to bring capital and needed coaching and advice to the small business owners in North Texas.

Mr. Walker spent twenty years in the private equity industry, most recently serving as a Managing Director at RLJ Equity Partners (\$450mm AUM). Prior to RLJ, he was the Managing

Partner at 21st Century Group, LLC, a private equity partnership under the Hicks Muse family of funds. During his private equity career, he acquired and sold companies with a transaction value over \$1 billion. He was a board member of several portfolio companies and served as board chair of two companies, Paris Packaging (sold to Huhtamaki) and Spencer Enterprises (sold to Sure Fit Home Décor). Prior to his private equity career, he executed over \$3 billion of transactions as an investment banker and corporate banker at Mesirow Financial and Bank of America. Kelvin's corporate board service includes Oncor Electric Delivery, LLC where he serves on the Compensation Committee. His nonprofit service includes the boards of the YMCA Retirement Fund, The Perot Museum of Natural Science, and the investment committee of The Dallas Foundation. Previously he served as board chair of the YMCA of Metropolitan Dallas and a Director of Methodist Health System. He served as an adjunct professor at University of Texas at Dallas and Paul Quinn College teaching corporate finance.

Mr. Walker received his MBA from the Kellogg Graduate School at Northwestern and BA in Finance from Morehouse College. He resides in Dallas with his wife and two children.



# JULES WALTER



**Jules Walter**  
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**Jules Walter** is a global technology executive with expertise scaling high-growth businesses, from startups to the Fortune 50. He is an ESG leader and Chairman of the Board for CodePath, a nonprofit that trains and places more than 5000 underrepresented software engineers each year. Jules is a trusted C-Suite adviser to private companies and has worked across multiple industries from technology and financial services to international healthcare. He has emerging markets expertise in more than 20 countries.

## Professional Experiences

Jules is a subject matter expert in scaling high-performing product management organizations and cultures, growing technology businesses globally, and launching new products. Notably, he:

- Currently, is spearheading a new consumer product at YouTube (Google) to capture a multi-billion dollar global opportunity (top 3 strategic bet for YouTube).
- Created and scaled the Revenue Growth Team at Slack and was a key contributor to Slack's growth from \$50m to \$500m+ in four years and its successful public listing in 2019 (Slack was the fastest growing enterprise SaaS company in history then).

- Managed P&L across 20 countries for bioMerieux (\$3B healthcare company) and achieved the highest net revenue per employee in the company.
- Advised Fortune 100 clients on M&A and financing at Goldman Sachs.
- Adviser to multiple technology startups, including Blockdaemon (\$1B+ valuation).

Jules is a recognized thought leader on product strategy, product-led growth, and customer-centric product management. He has published articles in Lenny's Newsletter ("How to Develop Product Sense" in 2022) and has been a keynote speaker at top tech conferences (industry conferences and Product School). He is also a Board member and co-founder of the Black Product Managers Network, a nonprofit that provides career support and skills development training to 1000+ product managers.

Jules is a fellow in the Black Corporate Board Readiness program at Santa Clara University. He earned an MBA from Harvard Business School and a BS in Computer Science from the Massachusetts Institute of Technology. He is fluent in French and Spanish, and has global work experience and leadership training in Europe and Africa.

# MARLENE WASHINGTON



**Marlene C. Washington**

Head of Sales, North America

Thermo Fisher Scientific

Irvine, CA

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**Marlene Washington** Washington brings over 30 years of experience in life sciences & healthcare within Fortune 500 corporations; including global and international assignments with full P&L responsibilities. She is skilled at leading cross-functional teams (up to 250 employees) to define product launch readiness and strategic growth target while executing to exceed corporate milestones to bring new therapies and technologies to patients, clinicians; in addition to B2B & DTC companies.

Washington is often described as a "rainmaker" due to her ability to thrive in complex matrix organizations and advise company executive leadership teams on innovative market disruptive strategic initiatives to advance growth, while serving as an inspirational leader amidst changing cultural landscapes within a business.

Recent success in guiding strategy and execution of growth initiatives:

- Head of North America Sales & Services, Thermo Fisher Scientific, (P&L: \$400M) Provider of diagnostics, Research & Development and digital service solutions to regulated and nonregulated industries; including pharmaceutical, medical devices, patient testing, food & beverage, airlines and environmental customer segments. Led commercialization & launch readiness for 4 new products; exceeded 12% revenue growth target.

Additional responsibilities include enterprise negotiations, corporate contract development, business forecasting and performance updates for the CEO Quarterly Reports.

- General Manager, Mexico City, Abbott Laboratories (P&L: \$200M) Tasked with developing and executing organic and inorganic growth strategies address Abbott's declining Diagnostic Capital Equipment and OEM Market. Developed customer segmentation strategies and launched B2B marketing campaigns to successfully negotiate new complex government distribution agreements exceeding \$50M. Selected to present at the Abbott Board of Director's Meeting.
- Head of North America Sales, Abbott Laboratories, (P&L: \$1B)
- Accelerated revenue and market share performance in the \$3B Blood Glucose Monitoring Market. Negotiated and executed 25 multimillion-dollar corporate agreements with GPO/IDN, pharmacy retailer and wholesale distribution customer segments. Exceeded 10% revenue growth target and achieved the #2 market position 4 months ahead of forecast expectations.

**Career Focus:** General Management | Sales | Marketing | Operations

**Board/Advisory Experience:** American Heart Association, Orange County, CA

## Industries

Medical Device  
Pharmaceutical  
Hospital Diagnostics  
Medical Technology

## Executive Leadership

Abbott Laboratories  
Gilead Sciences  
Johnson & Johnson  
Thermo Fisher

## Personal Highlights

- Completed Executive International MBA (while working full-time). Studied abroad in 7 countries.
- Mastered Spanish during Mexico City Assignment.
- Currently being trained as a Deepak Chopra Meditation Coach.

## Career Highlights

**CEO Award** (highest honor) Thermo Fisher Executed a COVID 19 university testing program which enabled return to classroom instruction.

**Country of the Year** Abbott Laboratories (Mexico City) Exceeded revenue and margin targets after 4 years of declining P&L performance. Earned #1 product launch award.



# PIER NICKI WESTMORELAND



**Pier "Nicki" Westmoreland**  
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**Pier Westmoreland** is a results-driven IT executive with over 20 years of experience leading digital transformation programs, building, developing, and leading global, diverse high-performance teams. Pier's career reflects a demonstrated track record of leading successful enterprise-scale initiatives, managing multi-million-dollar budgets, and driving efficiency in technology operations. Pier enjoys traveling and going to the movies and is passionate about serving her local community and DE&I initiatives.

Pier has led enterprise programs across IT Engineering and Operations, Cybersecurity – Data Protection, and Digital Retail commerce for Fortune 500 companies, including General Motors, AutoZone, Inc., and The Home Depot. These programs address audit compliance, risk mitigation, and increased shareholder value.

- \$20M program driving a 40-point improvement in the security posture for restricted and confidential data against exposure and exfiltration by unauthorized users, external partners, and malicious attacks.

- IT Service Management programs achieved a +30% improvement in service delivery, \$2.2 million in cost avoidance, +85% in recoverability, and \$12M in revenue opportunity.
- Led solution design and deployment of point-of-sale and back-office virtualization platform to 2200 stores, achieving 100% on-time delivery in 12 weeks, with zero impact on customer transactions.

Currently, Pier is IT Executive, Director Global Digital EV Commerce, at General Motors (GM), responsible for Information Technology leadership and Governance, leading the GM technical team in the launch of CarBravo, GM's newest brand. Pier's previous board service includes the University of Memphis Women in Engineering (WiE) and The AutoZoners Assistance Fund at AutoZone, Inc.

Pier received her undergraduate degree in Business Administration from American InterContinental University and Master of Business Administration from The University of Memphis. She holds the PECB ISO/IEC 27001 and AXELOS ITIL V3 certifications in Cybersecurity and IT Service Management.

# KARLO YOUNG



**Karlo Young**  
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**Karlo Young** is a purpose-driven business executive and Board member with over 20 years of experience in technology, GM/P&L, M&A, cybersecurity, enterprise risk, ESG, and business development; and over 15 years of experience steeped in board governance leadership. His success has been achieved through establishing collaborative environments that require a lens for strategy, value creation, synthesis, creativity, and developing authentic personal connections.

He is currently SVP & Portfolio General Manager at leading edtech firm 2U, Inc. (NASDAQ: TWOU), where he has P&L responsibility and leads strategic growth initiatives and university partnerships for a wide range of online educational offerings across complex verticals. Results include increasing revenue 135%, raising Net Promoter Score to 66 (excellent) and achieving a 60% direct contribution margin over three years. Karlo's ability to think strategically at scale and steer high-priority organizational initiatives makes him an influential force for driving results and business transformation. Karlo serves as a speaker and panelist for a variety of internal and external events and conferences. He also serves as Executive Sponsor of the Black Engagement Network (BNet), 2U's Black employee resource group, and works with other senior executives on DEI strategy, initiatives, and crisis interventions.

A former investment banker at Signal Hill Capital, Karlo advised C-level executives on M&A and private capital raising activities for tech, education, media, and consumer growth companies, and led end-to-end deal negotiations for a wide range of complex financings representing ~\$200M in aggregate transaction value. Karlo spent his early career at Deloitte and KPMG, where he worked with CFOs, CIOs and other corporate leaders to reduce and manage audit, regulatory compliance, M&A, cybersecurity, technology, and enterprise-wide risk.

Karlo brings extensive board leadership experience, including service since 2017 as Board President of the Baltimore Educational Scholarship Trust (B.E.S.T.), an organization designed to support over 350 academically ambitious, African

American students with financial need from the Baltimore area. Since 2013, he has served on the Board of the Gilman School, a 125-year-old pre-K through 12 independent day school for boys in Baltimore. As Chair of the Audit & Risk Committee, Karlo's oversight was instrumental in the crisis management response to both COVID-19 and the recent racial/social justice reckoning, as well as the successful reopening of in-person and hybrid school for the 2020-2021 academic year. He also led the process to rotate the school's external audit firm after 18 years to garner fresh perspectives, improve audit quality, and reduce fees; and initiated and oversaw management during the implementation of the institution's first-ever Enterprise Risk Management (ERM) framework. In 2021 he was named Board Vice President and Chair of the Budget and Finance Committee, where he evaluates and drives the approval of the school's \$45M operating and capital budget and investment policy for its \$250M endowment. He also served on a global Search Committee to identify and hire Gilman's Head of School/CEO. In addition, Karlo has served as President of the Baltimore Chapter of the National Association of Black Accountants (NABA).

Karlo has been recognized as one of DiversityMBA Magazine's "Top 100 Under 50 Emerging Leaders"; a "40 Under 40" business leader by both the Baltimore Business Journal and Drexel University; a "Rising Star" by both NABA and the Living Classrooms Foundation; and a "Kellogg Social Impact Fellow" for his leadership on ESG.

Karlo received a BS in Information Systems from Drexel University and an MBA from Northwestern University's Kellogg School of Management, and holds professional designations including: FINRA Series 79 – Investment Banking Representative, Certified Information Systems Auditor (CISA), and Certified Information Systems Security Professional (CISSP). An avid sports, travel, and food enthusiast, Karlo is equally excited by mentoring and motivating young professionals and disadvantaged youth as he is in delivering a keynote address at a conference, presenting in the boardroom, or walking the red carpet at The Emmy Awards.



***BCBR / COHORT 5***  
***JUNE - SEPTEMBER 2022***



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