



SILICON VALLEY EXECUTIVE CENTER
SANTA CLARA UNIVERSITY

The background of the slide is a photograph of a large bronze horse statue in a park-like setting with palm trees. The image is overlaid with a semi-transparent red filter. A white horizontal line is positioned above the main text.

MEET COHORT 6
BLACK CORPORATE BOARD READINESS
OCTOBER 2022 - JANUARY 2023

BLACK CORPORATE BOARD READINESS

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

We imagined and launched the Black Corporate Board Readiness (BCBR) program to accelerate authentic diversity in corporate governance with consequent better business outcomes and racial justice.

Since we launched in February 2021, we have graduated six cohorts comprising 165 participants, testifying to the abundance of qualified, talented Black leaders ready to serve on public and private corporate boards. Our ambition is that 100% of BCBR participants find appropriate corporate board seats in less than 12 months. Thank you for opening your networks to the Alumni of BCBR Cohort 6 (C6) to achieve this outcome.

We are humbled by the incredible community of facilitators, mentors, and advisors who have come together to accompany participants through the BCBR program and eternally grateful for the wisdom, guidance, and grace of our Program Advisory Board: Caretha Coleman, Mark Goodman, Almaz Negash, Desirée Stolar, Robin Washington, and Barry Lawson Williams. As a consequence of this amazing BCBR program and community, we are seeing 75% of our inaugural cohort members placed on corporate boards, with subsequent cohorts on pace to achieve or exceed that same number. From the first cohorts, BCBR Alumni have secured 47 new seats on public and private corporate boards.

At a time of profound change in human history, the BCBR community offers evidence that through collective action, we can build a more just, humane, and sustainable world. Thank you for joining us on the journey.

We invite you to meet BCBR C6 with faith, hope, and love,

The BCBR Team



Dennis Lanham, MS, MBA



Thane Kreiner, PhD

BCBR PROGRAM ADVISORY BOARD



Caretha Coleman

Dir., Adviser, Exec. Coach,
Community Advocate

[!\[\]\(74d4806277d7e73349d8e8c0897931e9_img.jpg\) caretha-coleman-4b48151](#)



Mark Goodman

Chairman, MG Capital Holdings

[!\[\]\(8bba887393ca45b761e5cb49e755e762_img.jpg\) mark-d-goodman-24a80712](#)



Almaz Negash

Founder, Exec. Director
African Diaspora Network

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Desirée Stolar

Sen.Dir., Management
Leadership of Tomorrow

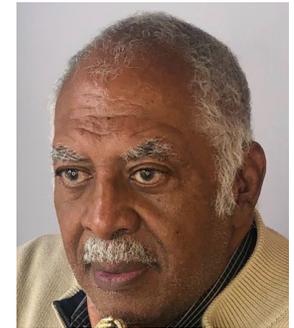
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Robin Washington

Board Dir., Adviser, CFO

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Barry Lawson Williams

Retired Mg General Partner
Williams Pacific Ventures

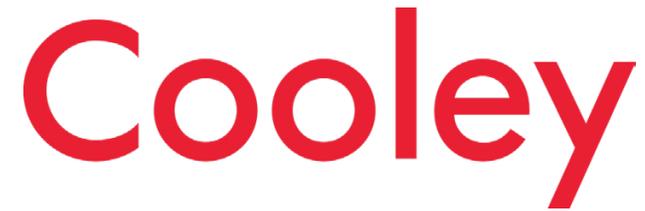
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Dr. Jean Accius is a social impact and results driven executive, board member, university professor and accomplished writer with over 25 years of experience helping organizations increase their brand and elevate bold solutions that advance equity, foster greater health security, and build financial resilience so everyone has the means to match their life aspirations.

He is a leading authority in regulatory and policy issues impacting healthcare and the urgency to build equitable systems so that no community suffer the burdens of inequities. Dr. Accius has a proven track record cultivating unprecedented levels of collaboration across industries to scale for impact and accelerate the pace of change. One example includes a major partnership between three organizations—Meritus Health, Luminis Health, and AARP—to form, Leaders in Equity and Diversity (LEAD), a multisector collaborative to address health disparities by 2024. This collaborative of 30 organizations across seven states, collectively serve nearly 9 million patients annually with immediate positive and measurable impact. The Health Services Cost Review Commission, which sets hospital payment rates in Maryland, has issued guidance that by the end of CY 2026, 50 percent of hospitals will have reduced their racial and sociodemographic disparities in hospital quality outcomes by 50 percent.

Dr. Accius is the Senior Vice President of Global Thought Leadership at AARP, the world's largest non-profit, nonpartisan membership organization.

As a transformational leader, he developed and is currently executing the vision and global thought leadership strategy for the enterprise. A highly sought-after speaker and author, he has been quoted by or appeared in numerous media outlets, including The New York Times, The Boston Globe, Forbes, TIME Magazine, USA Today, Reuters and Politico.

Dr. Accius governance experience includes serving on AARP's Investment Committee (which oversees \$4.7 billion of AARP assets), as a Trustee for Stillman College and Board of Advisors for the American University School of Public Affairs. His board experience includes the Finance and Audit Committee, Executive Committee, and the Board Governance and Nominating Committee for several nonprofit organizations including: Leadership Maryland, Strathmore and Justice in Aging. Dr. Accius is a certified director with the National Association of Corporate Directors, a fellow with the Executive Leadership Council, a graduate of the Harvard T.H. Chan School of Public Health program on health reform, and Stanford University's Graduate School of Business Corporate Innovation program. He has received numerous awards including the 2022 Success Magazine 125 Most Influential Leaders Award and Black Enterprise Magazine's Modern Man of Distinction. He holds a bachelor's degree in hospitality administration, a master's degree in aging studies from the Claude Pepper Institute at Florida State University, and a Ph.D. in public administration from American University.

ADEMOLA ADEWALE-SADIK



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Ademola “Dem” Adewale-Sadik is a trusted business leader with over a decade of multidisciplinary experience. A Qualified Financial Expert, he brings an extensive skill set in dealmaking, corporate governance and regulatory matters. Dem’s track record of building and overseeing management teams during operational turnarounds, digital and strategic transformations and macroeconomic dislocation makes him a valued boardroom thought partner. His governance experience includes serving on the boards of private equity-backed companies.

Dem is a Co-Founder of 127 Wall, a holding company targeting superior risk-adjusted returns through a socially responsible buyout in an underinvested industry. He serves on the board of 127 Wall-owned Yellow Banana, which operates nearly 40 Save A Lot grocery stores in five states. Dem leveraged his network to help secure a historic grant from Chicago Mayor Lori Lightfoot for Yellow Banana to acquire the real estate underlying its stores on Chicago’s South and West Sides.

Dem was a senior investment professional and founding employee at BPGC Management LP, a technology, sustainability and chemicals-focused private equity firm with \$2 billion in AUM. He executed the carveout of DuPont Clean Technologies (now Elessent Clean Technologies) from DuPont de Nemours, Inc. (NYSE: DD) and served as a Board Observer at Elessent Clean Technologies. He was also a member of the investment team at Ross Acquisition Corp II (NYSE: ROSS), a \$345 million technology-focused special purpose acquisition company sponsored by BPGC Management LP and former Secretary of Commerce Wilbur Ross.

Dem worked as an associate at Wachtell, Lipton, Rosen & Katz, where he advised on

a range of transactions including Dollar Tree, Inc.’s (NASDAQ: DLTR) \$9.2 billion acquisition of Family Dollar Stores, Inc. and Simon Property Group, Inc.’s (NYSE: SPG) \$5.9 billion spinoff of Washington Prime Group Inc. He also counseled public company boards during activist investor campaigns. Dem started his career as a management consultant at Boston Consulting Group, where he advised c-suite executives on market entry and post-merger integration strategies.

As an investor in startups and an advisor to entrepreneurs, Dem has executed numerous seed through pre-IPO angel investments in industries ranging from fintech and healthcare to biotech and artificial intelligence. He is a member of the investment committee of The Cap Table Coalition, a syndicate founded by high-growth startups, leading venture capital firms and emerging fund managers. Dem has sourced, led and closed investments alongside leading global firms such as Insight Partners, Bessemer Venture Partners and Tencent.

An enthusiastic community contributor, Dem is a member of the Young Presidents’ Organization (YPO), a member of the Program Committee of the Harvard Club of New York City and a Patron in the Sponsors for Educational Opportunity (SEO) Protégé Program. He holds a JD from Yale Law School and an MBA from Harvard Business School. He graduated summa cum laude with a BS in Finance from the University of Maryland, where he was a Banneker/Key Scholar.

An avid supporter of New York City’s professional sports teams and Chelsea FC, Dem is passionate about fitness, international travel and global cuisines. He spent his formative years in Nigeria, Australia and Nevada before moving to New York, and he lives in Manhattan with his wife, Morenike.

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Mr. Best is a Senior Executive with over 15 years of experience developing and executing global corporate strategy and strategic plans, achieving profitability in business operations, driving growth in new markets and products, implementing corporate governance structure and processes, mitigating risk, and executing +\$2bn of M&A transactions in Developed and Emerging Markets. He effectively leads by handling complexity and ambiguity, maintaining objectivity and independent mindedness and collaborating with Boards and Senior Management to drive results. Mr. Best brings a diverse perspective to the boardroom as a Qualified Financial Expert combining deep financial expertise with strategy and governance to deliver thoughtful questions and insights that help drive informed decisions. With his ability to build strong partnerships, he has delivered powerful financial results throughout his career.

At Citigroup, Mr. Best is a trusted advisor to the leadership team and addresses enterprise-wide high impact strategic issues across the company's global portfolio of businesses. He guides and executes analyses of Citigroup's markets,

competitors, and clients, and drives corporate initiatives around growth, investments, capital, and expense optimization. He identifies opportunities and issues of strategic importance to the company and develops recommendations to advise Senior Management on high-priority initiatives, including growth strategy, product and segment strategies, and cross-business initiatives. He consistently focuses on achieving shareholder value and stakeholder satisfaction. Previously, he worked in the Financial Planning & Analysis team driving fiscal management, strategic business transformation, and productivity processes.

Mr. Best holds MBA and BA degrees from Columbia University and has completed the Black Corporate Board Readiness program at Santa Clara University. Mr. Best is passionate about education equality and serves on the New York Advisory Board of America Needs You, where he is dedicated to narrowing the professional development gap for low-income, first-generation students. Originally from Trinidad & Tobago, he enjoys golfing and traveling, and resides in New Jersey with his wife and son.

Board Experience

- American Needs You - New York

Board Skills

- Strategy & Strategic Plans
- Business Expansion
- Corporate Finance
- Mergers & Acquisitions
- Governance, Risk & Control

RODNEY C. BRAXTON



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Rodney Braxton is an experienced trusted advisor and attorney, with over twenty-eight years experience successfully leading and guiding organizations in government, the non-profit arena and the private sector. Mr. Braxton has significant experience leading government agencies from startup and through difficult transitions. Mr. Braxton's lengthy career has allowed him to impact public policy broadly during his time as a member of the executive staff of two governors and as a counselor to his private sector clients as they navigate the complex and ever evolving relationship between business and government. Mr. Braxton is a resolution specialist with a track record of resolving complex issues in the best interests of the organizations he serves.

Since 2004, Mr. Braxton has served as President and is one of three founders of Southern Strategy Group of Louisiana, LLC, (SSGLA) a full service professional governmental relations consulting firm offering its diverse clientele services related to issues management, public relations, government relations and business development. Today, SSGLA, is highly regarded and is considered one of the most respected and effective lobbying groups in the State. Over the past eighteen years, Mr. Braxton has helped clients like Blue Cross and Blue Shield of Louisiana and State Farm Insurance navigate the complex regulatory and legislative environment that they face on a daily basis. Mr. Braxton's practice is not limited to corporate representation but has also involved representing local government, including the City of New Orleans and its sub agencies, particularly during the aftermath of Hurricane Katrina, one of the most devastating natural disasters in United States history. Mr. Braxton played a crucial part in leading the City's legislative team and passing legislation that helped the City of New Orleans jump start its recovery that continues today. The success and diversity of his practice also allows Mr. Braxton to take on clients such as the Southern Poverty Law Center to work on critical issues like criminal justice reform to help better the conditions of the incarcerated and to ease the transition back into society.

Prior to starting SSGLA, Mr. Braxton served in various appointed executive government positions servings as Assistant Chief of Staff to Governor Murphy "Mike" Foster, where he had oversight and policy responsibilities in

the areas of Labor, Workforce Development, Insurance, Economic Development and Higher Education. Prior to his service with Governor Foster he served as Associate Commissioner for Government Relations for the Louisiana Board of Regents, Louisiana's highest policy making body for Higher Education. Mr. Braxton also spent time at the Louisiana Department of Labor serving as Undersecretary where he was responsible for the department's budget, maintenance, security, and Human Resources for the more than 1100 employees of the then \$200 million dollar agency. Mr. Braxton briefly served as Secretary of the Department prior to his departure. In the fall of 1993, Mr. Braxton was the first executive director of the Louisiana Commission on Human Rights (LCHR), an agency designed to be the first line of defense against discrimination in employment and public accommodations in the State of Louisiana. Mr. Braxton was successful in standing up this newly funded agency and ultimately getting the agency qualified by the Equal Employment Opportunity Commission (EEOC) allowing the LCHR to be compensated for taking on some of the EEOC's caseload. The LCHR continues to protect the constitutional rights of the citizens of Louisiana.

Mr. Braxton has always been involved in community service and has extensive experience serving on non-profit boards. He currently serves on the Malcolm Jenkins Foundation, a foundation dedicated to empowering youth so that they can reach their full potential. He also serves on the Advisory Board of The Banyan Foundation, a non-profit developer of affordable housing, he serves as Chair of the Baton Rouge Redevelopment Authority, d/b/a Build Baton Rouge, a government agency dedicated to the redevelopment of underserved areas in the Baton Rouge Community, Excelth, Inc., and the Board of Directors of LaCap Federal Credit Union. He previously served on the board and as chair of WRKF Radio and the Baton Rouge Area Foundation.

Mr. Braxton has taken advanced courses in Public Administration at Louisiana State University, he holds a Juris Doctorate from Tulane University Law Center and Bachelor of Science in Finance from the University of New Orleans. He was honored twice by the University of New Orleans, once as Young Alumnus of the Year and most recently as one of UNO25, 25 leaders of successful companies with ties to the University of New Orleans.

CHRISTOPHER M. BROWN



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Christopher M. Brown is a corporate & public affairs executive with 20 years' experience in enterprise risk management, global brands, and highly regulated industries. A trusted advisor since his early career in Washington, Chris drives results for government affairs, communications, stakeholder management, and ESG functions with global insights into technology, healthcare, consumer policy, and financial services. His governance experience includes multiple boards and advisory councils.

A future-proofing business strategist, Chris delivers brand impact by pairing core business capabilities with strategic partnership opportunities across industry stakeholders. His successes have been widely recognized by regulators, policymakers, media, consumer advocates and community leaders. His government affairs work led to over \$1.5B in government appropriations, 50 federal and state policy reform, and the creation of a sustained advisory body to a global Fortune 10 brand. He has served on the boards of two university systems, several local and national nonprofits, and as an advisor to two U.S. presidential campaigns.

After serving as a congressional advisor during the financial crisis of 2008, Chris helped create the charter for Citigroup's national community/consumer advisory council (CAC) rebuilding trust with consumers and communities in the U.S. While a Director at PolicyLink, a national policy institute focused on economic and social equity, the CAC's efforts shaped much of Citi's robust ESG profile.

Chris currently oversees the bank's engagement with the CAC, as Citi is now the #1 affordable housing lender in the U.S. with broad recognition from, institutional clients, regulators, media and community/consumer advocates.

Chris serves on the Presidential Advisory Council at the University of California, offering new approaches to the system's \$8 Billion procurement program and examining supplier diversity policies for small and diverse businesses. He joined the Board of Visitors at The University of Georgia, School of Public & International Affairs (SPIA), which currently ranks #3 in Public Affairs Graduate Programs by U.S. News & World Report.

He serves on the San Francisco Board of SPUR, helping optimize ESG targets and equitable outcomes within public infrastructure, housing and transportation needs of the 9-county SF Bay Area region. Chris serves on the advisory council of the Bay Area Local Initiatives Support Corporation (LISC), a national community development financial institution (CDFI) focused on the economic needs of low-and-moderate income communities and small businesses.

Chris previously served on the board of the national Institute for Tax & Economic Policy (ITEP), and as Vice-Chair of the board of CenterForce, leading the nominations and governance committee to install a new CEO, through severe fiscal and operational challenges posed by the COVID-19 pandemic. Chris is a graduate of the University of Georgia and the DePaul University College of Law.

ELSIE CARDELL



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 Visionary
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Elsie Cardell has created, built, and grown lines of businesses focusing on global sales and distribution by expanding traditional distribution channels to include directional shifts in consumer shopping habits. Along with collaborating with Fortune 100 Retailers to redesign planograms, and reimagine promotional offerings that appeal to a diverse consumer.

Elise is the Founder and CEO of Results Sales & Marketing LLC, a 15-year sales and distribution company supporting established and emerging manufacturers to distribute products with Fortune 100 retailers. Scaling entry-level distribution of 10 outlets to 15,000 points of distribution yielding a 3-year double-digit year-on-year increase. Elsie has consistently delivered double-digit annual sales growth for 10+ years to a client portfolio of over \$1 billion in annualized revenue accessing over 100,000 retail locations nationwide and across the Caribbean, Europe, and Africa. Elsie has managed a team of over 300 people, her mentoring has fostered leaders across the industry. Also, she has Governance experience as Chair of a not-for-profit organization.

Elsie purchased the AROSCITM brand from Revlon/ Colomer USA and created Signature Products Inc. to manage and distribute AROSCITM globally. As the chief visionary and executive, she developed market-specific strategies and promotional programming that impacted vital market growth

in Europe and Africa delivering a five-fold revenue increase that lead to the successful scale and sale of the brand to a European entity.

Elsie quickly advanced to Assistant Vice President at L'Oréal USA where she managed the commercial business in the US, Canada, and the Caribbean through a transitional brand acquisition leading change management structures and exceeding sales objectives with double-digit revenue growth year over year.

She is a founding director of Global Beauty Alliance and The FM Omni Channel. She serves as Board Chair of Ladies of Virtue, a non-profit mentoring program empowering girls to become purpose-driven leaders. Elsie received a Who's Who of Chicago Recognition, Salon Sense Outstanding Sales & Marketing Executive Award, and DHC Beauty Vanguard Award.

Elsie's ultimate goal in life is to spread a loving spirit to as many people as possible. Her affinity for mentoring and motivating others led to the launch of her hit radio segment: "Believe and Receive: Weekly Inspirations for Daily Activation" which airs on The FM Omni Channel 95.1 Chicago, streamed nationally and in over 100 countries with a reach of over 3 million listeners weekly listeners.

Elsie received a B.A. from the University of Memphis. She currently resides between Chicago and Atlanta and is an avid world traveler.

Organizations

- Ladies of Virtue Board Chair
- Global Beauty Alliance Board Director
- Professional Beauty Association
- National Association Professional Women
- Delta Sigma Theta Sorority, Inc.
- Professional Women's Bible Study Founder

Awards

- Who's Who of Entrepreneurs
- Who's Who of Chicago
- DHC Beauty Vanguard
- LOV Leading with Virtue

Education

- University of Memphis Bachelor's of Arts
- Strategic Planning and Management Studies University of Michigan Graduate Program
- Black Corporate Board Readiness Certification Santa Clara University

LYBRA CLEMONS



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Lybra S. Clemons brings more than two decades of experience leading strategy, transformation, and integration of workforce, talent, corporate governance (ESG), and DEI in the tech, fintech, and financial services industry. Lybra is a change agent. She excels in developing strategies for managing integrations of cultures, systems, and programs, and executing multi-faceted change management people and talent operations in dynamic environments.

Lybra has a successful track record in leading transformations in the face of rapid growth and market changes, especially during critical company disruptions such as M&As, company reprioritizations, leadership changes, and global health crisis. Most notably, she drove an M&A culture and people integration effort that has become part of the company's overall people strategy plan. Her ability to manage large scale projects and crisis management positions her to be quite the influential leader and cultural advocate. Currently, Lybra is Twilio's first Chief Diversity Officer. She is part of the leadership team and reports directly to CEO, Jeff Lawson. Lybra joined Twilio shortly after the company committed to

transforming their company culture and practices after the murder of George Floyd. Twilio was one of the first tech companies to radically shift their DEI efforts away from focusing on representation and hiring to scrutinizing systems that create inequity that enable high attrition and low engagement of great talent. Lybra has created a framework for assessing and analyzing policies, practices, and systems to determine inequities that disrupt business continuity.

As a transformational leader and expert, Lybra is a noted thought leader and speaker. She has delivered keynote addresses, has appeared on CNBC and Cheddar News as a subject matter expert, and has interviewed First Lady Michelle Obama, Venus Williams, and author Dr. Ibram Kendi. She serves on the Board of Directors of Makers@, How Women Lead Silicon Valley Executive Board, a graduate of the Santa Clara University Black Corporate Board Readiness (BCBR) program, Black Women on Boards (BWOB), Private Directors Association, and an investor with Portfolia. Lybra holds a BA from Spelman College, an MPA from Columbia University, and an Executive Management degree from Dartmouth's Tuck School of Business.

STEPHANIE GLENN-PALMER



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Stephanie Glenn-Palmer is a senior executive and accomplished attorney with expertise in corporate compliance, risk and ethics for the largest public transportation organization in the United States. Stephanie is an insightful leader in her approach to complex organizational challenges. Stephanie also has extensive financial and investment-related regulatory experience in the securities industry having lead and managed complex global investigations, litigations and negotiations. Stephanie's regulatory expertise serves as a platform for addressing issues that impact organizational stability, corporate risk, ESG and cybersecurity vulnerabilities.

Stephanie is the Deputy Chief Ethics, Risk and Compliance Officer for the Metropolitan Transportation Authority in New York State and leads teams tasked with accountability for risk, policy and procedures implementation, compliance and ethics functions. She is the Ethics Officer for the organization's Construction and Development division, for the two largest commuter railroads in the United States and for its headquarters. Stephanie and her team handle certain responsibilities for the organization's Board of Directors, including ensuring that committee surveys and certifications are properly completed and timely submitted to another team in the organization. Stephanie has implemented comprehensive procedures to address a myriad of compliance challenges and trained a broad range of employees across multiple business lines to ensure compliance with internal policies and state mandated regulations.

Stephanie's professional experience also includes managing complex regulatory and litigation matters as a Senior Special Counsel and Trial Counsel for the New York Stock Exchange (NYSE) and for the Financial Industry Regulatory Authority (FINRA). At the NYSE, Stephanie interfaced with the Committee for Review of the Board of Directors and presented regulatory appeals before the committee. In addition, Stephanie coordinated regulatory efforts and actions with state Attorney General Offices, negotiated domestic and global settlements and directed the implementation of broker-dealer corrective actions to address a multiplicity of business-line deficiencies and violations.

Stephanie has provided legal and compliance expertise to non-profit organizations, including the Greater Harlem Chamber of Commerce and the Greater Harlem Housing Development Corporation. She was previously selected and served on the Arbitration Committee of the New York City Bar Association, which has a membership of over 24,000 attorneys. Stephanie is an affiliate of Corporate Counsel Women of Color, for which she has coordinated Continuing Legal Education presentations.

Stephanie holds a Juris Doctor from Columbia Law School and a Bachelor of Arts in Political Science, cum laude, from Mount Holyoke College. Stephanie was selected to participate in a semester exchange program with diplomats and other senior government officials at Georgetown University's Walsh School of Foreign Service where she focused her studies on International Relations.

LESLIE GRAY



Leslie Gray
Chief of Staff to the CEO, Head
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Leslie Gray is a technology leader seasoned in driving business strategy during high growth and transformational periods. She has over 20 years of c-suite experience as a CEO/Co-Founder, Vice President of Diversity and Inclusion (D&I) and Environmental Sustainability Program (ESP), with both global and start-up companies. Leslie's governance experience includes responsibility for board content at Mozilla and serving on the board of Pinkwellchick, a nonprofit supporting breast cancer survivors, their families & caregivers.

Leslie guides disruptive businesses at inflection points in their lifecycles and partners with leaders and senior management teams to see around the corners, think about long-term opportunities, and protect positive and inclusive work environments. Leslie worked at Accenture, Microsoft, and Mozilla and was CEO/Co-Founder of a dialysis healthcare company.

Transformational Leadership: Leslie sharpened her transformational leadership experience through multiple vantage points in the technology industry. At Microsoft, she worked with Xbox Marketing during the major shift to big data solutions. At Microsoft, she was a vital advisor to the General Manager of Skype during a declining consumer base and cash flow negative state to a positive cash flow state. Leslie worked at Mozilla during a period of stagnant growth in its flagship product. Leslie implemented global strategies which resulted in Mozilla increasing profitability

by 25% and Skype releasing impactful product features to market every 2 - 4 weeks.

Technology: Leslie understands global technology companies and technology solutions. She spent over a decade as a senior leader in the Customer Relationship Management consulting practice at Accenture, helping companies with their technology strategy. She spent almost 15 years working within the technology industry in multiple functional areas such as marketing, finance, and business operations. Leslie advised leaders at Washington Mutual, Ford Motor Company, and AT&T Wireless in marketing strategy, database management, and customer analytics. She helped one client increase sales by an estimated \$900M through deployment of channel optimization solutions.

ESG: Most recently Leslie was the Vice President of D&I and ESP at Mozilla. She was responsible for the design and implementation of a multi-prong strategy. Within 18 months, Mozilla had over 80% of the organization participate in at least one non-mandatory experience to increase awareness and understanding of other identities; saw an increase in the inclusive felt experience by 6 points; almost tripled Black representation at the Director+ level; and increased amplification of voices from international communities of color within Firefox, Pocket and MoFo products.

Leslie has been a long-time supporter and partner to HBCUs. She is on the advisory board at Virginia State University. Leslie is a proud member of Alpha Kappa Alpha Sorority, Inc., and an active tennis and pickleball player.

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Rashida Antoinette Hodge is a technologist and executive leader at the forefront of AI and emerging technologies that are changing how businesses operate. She leads technology innovation strategy, develops diverse teams, and orchestrates global technology transformations.

She lays out blueprints for never-before-seen functions and teams, collaborates across continents, builds relationships of trust, and delivers complex technology solutions from research to commercialization, at scale. Rashida's differentiated leadership approach is grounded in her ability to connect deeply with teams and clients; and inspire innovation and new ways of thinking.

Dubbed the "Superhero of IBM Watson AI," Rashida led the commercialization and global launch of IBM Watson, where she influenced the development and scale of IBM's most significant technologies and rose to be the highest-ranking African American woman executive.

She designed an entirely new world-class AI professional services organization from the ground up and ushered in custom AI applications for clients. Her affinity with client needs and challenges influenced the product direction and evolution of the IBM Watson platform that exists today. Most notably, she led the implementation of IBM's first major Watson AI engagements and delivered first-of-a-kind projects with prominent clients such as Banco de Bradesco (Brazil), Woodside Oil and Gas (Australia), Lotte (South Korea), Hyundai (South Korea) and GEICO (US). Her collaborative approach cemented IBM's global thought leadership in AI and was the go-to executive leader for more than 70% of IBM Watson's AI revenue.

Currently she leads the Azure Data and AI Customer Success Worldwide Commercial Business at Microsoft accelerating data-driven digital transformation for customers through a differentiated and connected customer experience.

Rashida's cultural fluency comes from traveling and doing business in more than 50 countries and relocating for international assignments in Shenzhen, China and Bratislava, Slovakia.

Originally from St. Thomas, US Virgin Islands, her Caribbean upbringing gave her respect for strong communities and mentorship. Knowing "we all stand on the shoulders of giants," she is firmly committed to developing next-generation leaders and creating opportunities for women and minorities in engineering. In 2012, she founded the Real Hope for NextGen Engineers Endowment at her alma mater North Carolina State University. Focused on investing in and amplifying female-led companies and advising early-stage enterprise companies, she is a limited partner in venture funds How Women Invest and Operator Collective.

Rashida earned a BS and MS in Industrial Engineering at North Carolina State University and an MBA from Duke University Fuqua School of Business. She was named to Fortune 40 Under 40 in technology in 2020, NC Tech Women of the Year in 2021 and NC Triangle Women in Business in 2022.

Rashida sits on the Boards of Girls Inc; Community Foundation of the Virgin Islands; North Carolina University College of Engineering Foundation; and formerly Misty Robotics and Duke University Fuqua School of Business Minority Advisory Board.

SHERIE HICKMAN



Sherie Hickman

Chief Executive Officer at Sutter Health, California Association of Healthcare Leaders, American College of Healthcare Executives, Women's Healthcare Executives San Francisco, CA

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Sherie Hickman is a 30-year C-suite executive leading performance-driven organizations through developing and executing on strategy that delivers strong operating performance. Sherie has governance experience serving on multiple mission-driven boards, from care delivery improvement to social action, access to education and economic empowerment. Her strategic, operational and financial expertise has improved business margins – through growth and expense rationalization – achieving key performance metrics.

Sherie has led through many complex challenges, been able to detect core issues and synthesize actions required for success while remaining focused on engaging and building trust with key stakeholders. She is a risk taker who is comfortable with ambiguity and who relentlessly pursues the best opportunities for organizational growth. In her first year as chief executive officer for Sutter Delta Medical Center, part of the Sutter Health system, Sherie turned around financial performance by 150 percent. As the leader of Sutter Health's Novato Community Hospital, she developed strategies that increased surgical volume 20 percent in one year, while cost per adjusted discharge decreased by 3 percent. While at Dignity Health's Sequoia Hospital, Sherie established the first ever multidisciplinary surgical governance team that improved operating room use by 40 percent. At Kaiser Permanente, she exceeded quality performance targets, reduced workplace injuries by 42 percent, and achieved 145 percent of goal performance on supply cost savings initiatives. With Novant Health/Presbyterian Healthcare System, Sherie delivered an increase in operating

income of \$3 million better than target through medical oncology practice improvements.

Sherie's board service includes board chair and treasurer for the California Association of Health Care Leaders; board member and board secretary of Pearl and Ivy Community Corporation; board member on the East Bay Leadership Council; and board member with the Marin Economic Forum. She has received numerous recognitions, including California Women's Conference Power 50 List Honoree, North Bay Business Journal Woman of the Year Honoree, and the Regents Award from the American College of Healthcare Executives for Outstanding Leadership in Healthcare Administration. Sherie has been a requested speaker for the Women's Healthcare Executives group as well as the California Association of Healthcare Leaders group. She has achieved the highest status of recognition for excellence in healthcare leadership by attaining Fellow status within the American College of Healthcare Executives.

Sherie received a Master's in Hospital Administration degree from the University of Minnesota and a Bachelor of Arts in Business Administration from the University of Washington. She has completed executive leadership programs at both Harvard and Stanford Universities, and completed Board leadership training programs with How Women Lead, The Leverage Network and as a participant in Santa Clara University's Black Corporate Board Readiness Program. An outdoor enthusiast, Sherie is a passionate alpine skier who also enjoys long hikes on trails throughout the Northern California Bay Area.

Highly experienced C-Suite executive | Results-driven change agent | Expertise in healthcare strategy and operations

DUANE HUGHES



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Duane Hughes is a corporate executive, with over twenty years of experience as a trusted senior advisor and legal counsel on strategy, growth, and risk management. Expert in cross border securities and M&A transactions, Duane currently chairs a board-level Advisory Council for UBS Americas.

As an investor in, and advisor to early-stage companies, Duane brings large company insight to smaller companies and entrepreneurial drive to large corporations. His international experience, fluency in Spanish and Portuguese, and focus on profitable growth, make him a strong candidate for public and private company boards.

Duane's career reflects a record of scaling businesses, while managing risk. At Morgan Stanley, he led the acquisition of a Latin America client business with 40 advisors and \$10 billion in assets. The transaction yielded a 99% asset conversion rate, and doubling of assets in a four-year period. An expert in securities regulation, Duane also managed a remediation of contracts with over 5,000 cross-border clients. At JP Morgan,

Duane led the \$160 billion AUM Latin America private bank, managing a multinational team of 250 advisors and 35 team members.

On the venture side, Duane's focus on growth is reflected in his board advisory relationships. For [Wellthi](#), an innovative ventures B2B fintech, he leverages his relationships to access sources of capital; and, for [BetterManager](#), Duane advises on leadership development and enterprise sales.

The recipient of numerous awards for leadership in DE&I, Duane created pioneering workshops on effective teams. His [TEDxTalk](#), "Check Your Preference and Improve Your Results," exemplifies his impact as an authentic story-teller and communicator. In [Ask the Experts](#), Duane connects DE&I to effective risk management and good governance.

Duane started his career at Wall Street law firms Shearman & Sterling and Simpson Thacher & Bartlett. He holds JD, MBA, and MA degrees from the University of Pennsylvania and a BA degree summa cum laude from Howard University.

Areas of Expertise

- Strategy
- Governance
- Legal
- International / LatAm
- Financial Services
- M&A/IPO/Reorgs
- Direct to consumer
- B2B

Board Service

- Board Secretary of The Thirty West Forty Fourth Street Foundation
- Board Member (former), English-Speaking Union of the United States

Employment History

- UBS Americas: current
- Orrick: 2020 – 2022
- JP Morgan: 2018 – 2020
- Morgan Stanley: 2000- 2018

TROY HYSMITH



Troy Hysmith

Sr. Director, Strategy Management
(Advisor to the Chief Finance and
Administrative Officer) at The
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Troy Hysmith is a strategy, enterprise risk, and productivity-focused senior executive and general manager with experience across for-profit and non-profit entities. He currently leads Global Procurement, Global Corporate Insurance, World Office Facilities, Finance Operations, and Digital Transformation for The Nature Conservancy (TNC) – the world’s largest nongovernmental conservation organization with assets of \$9B and revenues of \$1.6B.

As Senior Director of Strategy Management for TNC, Troy transformed Corporate Finance’s administrative functions from cost centers into a consolidated profit center delivering \$8M in annual contribution. He successfully manages \$600M in vendor spending, a PMO consisting of \$50M in strategic initiatives, and real and financial assets valued at \$97M. As a member of TNC’s internal Enterprise Risk Management Team, Troy oversees \$550M in parametric and non-parametric risk transfer and protection strategies.

Troy was instrumental in building National Public Radio’s (NPR) podcast subscription revenue stream, which is fast approaching \$2M a year. At NPR, Troy was also responsible for developing and operationalizing the organization’s three-year strategic plan. He has served as a strategist with Deloitte Consulting and as an SVP and Six Sigma Black Belt at Bank of America, realizing more than \$50M in cost savings and \$30M in product innovation revenue.

Troy is a passionate supporter of youth development programs and served as a Board Director for the Boys and Girls Club of Greater Washington. He holds a Bachelor of Civil Engineering and a Master of Science in Management from The Georgia Institute of Technology, and a Master’s degree in Enterprise Risk Management from Columbia University. Troy is also a Chartered Alternative Investment Analyst and is Directorship Certified via the National Association of Corporate Directors.

TONI IRVING



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Toni Irving, Ph.D. is known for growing the impact of companies. She drives this through a focus on risk management, and particular emphasis on environment social governance integration, organizational transformation, executive coaching, and leadership strategy. As a trusted advisor to corporate CEOs with over 25 years of expertise across multiple interconnected responsibilities, Irving has also built a stellar reputation for strategic impact in government, legislative affairs, public policy, finance, non-profit management, and community development.

Irving currently runs Strategic Impact Solutions, a consulting practice focused on regulatory compliance, risk management, culture change, board ESG training, and ESG integration for Fortune 500 as well Private Equity portfolio companies. As the Frank M. Sands Sr. Professor of Practice at the Darden Graduate School of Business, Dr. Irving trains MBA students and executive leaders in ESG, ethics, governance, leadership, and organizational behavior.

As Deputy Chief of Staff to the Governor of Illinois, Toni Irving led an eight-billion-dollar portfolio that included Public Safety, Human Services, Human Rights, Supplier Diversity, and Minority Business Development. In this role, she was responsible for human capital, compliance, operations, and policy development, leading state government through some of its most important challenges and opportunities. Backed by an early career in finance, Dr. Irving built an infrastructure to develop the 2009 Stimulus funds into a transitional jobs program, scaling it to employ over 28,000 Temporary Assistance for Needy Families

eligible individuals. She optimized operations and advanced technology integration for individualized education, allowing Illinois to become the first state with broadband in the juvenile facilities, increasing youth credit attainment by 300%, and reducing the juvenile facilities population and associative costs by 80%. Irving also served as CEO of Get IN Chicago. Reporting to a board comprised of Fortune 100 CEOs and industry leaders, Toni drove social impact at this \$45m venture philanthropy fund she founded. Using research data and metrics, Irving helped corporations identify and scale effective and sustainable initiatives and quantify social responsibility efforts.

Toni Irving's focus on corporate impact and community engagement is also reflected in her board service. As Vice Chair of the Audit committee and Vice Chair of Programs for the Points of Light Foundation, a nonprofit founded by former President George HW Bush that mobilizes people to take action that changes the world. She also Chaired the Illinois Poverty Elimination Commission, the Illinois Human Services Commission, and The Young Leaders Committee at The Economic Club of Chicago. As a result of her impactful leadership, Dr. Irving was awarded the MacArthur Foundation "Champion for Change" award. Toni's thought leadership can be found in business case studies and publications from Corporate Social Responsibility magazine to the Chronicle of Social Change and The Economist.

A Philadelphia native, Toni Irving currently resides in Washington, D.C. where she enjoys hiking in Rock Creek Park, biking, playing tennis, and rooting for the Eagles.

ANNIE JEAN-BAPTISTE



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Annie Jean-Baptiste is a business disrupting tech executive who builds for the 21st century needs of consumers. She transforms companies into human centered, authentic brands that can tap into unlocked growth opportunities. She's brought her forward-looking, data driven approach to game-changing products serving over 1 billion users each, including Google Photos, Search, Chrome, Maps, YouTube, Play Store and Android.

She currently is the founder and Director of Product Inclusion & Equity at Google. After building internal DEI & human capital strategy for several of Google's largest technical areas, she created Google's industry leading strategy to tap into the trillions in purchasing power of historically marginalized communities by creating products like Real Tone and Google Image Search. The tech industry has followed her vision, with Fortune 100 companies like Meta and Yahoo followed suit, developing similar org structures and strategies. She has successfully had a hand in launching flagship products like Google Assistant, and Google Business attributes. Her team manages all infrastructure, resourcing, strategy, tooling and narrative around building inclusive products for Google's enterprise and consumer products. Her innovative work integrates digital, product management, DEI and brand building. She's an expert at balancing the business and human case

for inclusion and empowering teams to achieve radical, institutional change scalably. Outside of work, she's consulted and scaled equitable design to fashion, finance and medicine, in partnership with companies passionate about growing their business by doing well and doing good.

An in demand public speaker and internationally recognized author, she's spoken at major conferences like Mobile World Congress, SXSW and Google's I/O keynote, speaking to audiences of 150,000. She's been celebrated in various outlets, like Vogue, Bloomberg and most recently was inducted into the Ebony Power 100 and the ADCOLOR in tech award. Annie served on the board of KQED, the largest purveyor of media in the Bay Area. She served as NomGov chair, sat on the tech advisory panel, social and digital committee, and founded the DEI task force. She served as Chair of the DEI committee and a member of the executive committee of the IEEE, the largest and most prestigious community of engineers, focusing on timely subjects like ESG, and Machine Learning/ Artificial Intelligence.

At the onset of her career, she managed a \$100 million dollar/quarter portfolio of advertising sales clients. Her early career experience led her to have expertise in large scale operations, growth and marketing.

Annie earned a BA with distinction from the University of Pennsylvania and recently served as intrapreneur in residence at Penn's Graduate School of Education. Expertise: product design, inclusive design, accessibility, DEI, storytelling, digital footprint and human capital

DEBRA HUNTER JOHNSON



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BLACK CORPORATE BOARD READINESS / COHORT 6

Debra Hunter Johnson strengthens leadership, corporate culture and employee experience strategies and metrics to make companies more competitive. By leveraging 30 years of deep human capital management, legal and governance expertise across numerous industries, including in multinational, large-cap, highly regulated companies, she drives long-term value. Debra focuses organizations on growing sustainably productive cultures by advancing innovation in talent acquisition, development, succession planning, retention and DEI. Her expertise covers building leadership capacity to tackle and optimize emerging industry trends and challenges that affect revenue, risk and growth. Her experience spans helping senior management and board members in startups to large, global workforce management and her governance leadership includes both corporate and not for profit boards.

Debra had leadership roles at Chrysler Motors Corporation (90K employees) and later at American Airlines (120K employees) as Vice President of Global Human Resources Services following a long tenure guiding global legal matters as an Associate General Counsel. A respected problem solver and trusted advisor to senior management, her wisdom and clarity on complex issues provided constructive business and legal solutions to challenges related to labor, employment, compensation and benefits, environmental, sales and M&A integrations including Trans World Airlines, US Airways, Canadian Airlines, Reno Air and AMR Services.

Debra led an HR-business partner team, of 100, set strategy as chief diversity and corporate citizenship leader presenting quarterly metrics-based culture and risk reports to the AMR (American Airlines) Board of Directors' Diversity

Committee. She led a company-wide initiative, The Value of Respect, to train 100% of the company globally to shift to teamwork-based culture.

Debra is President & Principal Consultant of Reciprocity Consulting Group, a people and culture management and training company she founded in 2007. An adaptive leader, Debra capitalizes on the intersection of data, people and culture to provide actionable strategies to increase productivity, teamwork, collaboration and connectedness within organizations in numerous industries, including energy, healthcare, technology, SaaS tech, education and retail. Her recent focus has centered on navigating organizations through the pandemic-related workforce changes, the future of work and talent sourcing strategies in a competitive market.

She serves on the advisory board of Kanarys, Inc., a DEI SaaS technology company. She is the chair of The University of Texas Southwestern Medical Center Presidential Advisory Board and serves on its Executive, Nominations and Technology Development Committees. Debra also serves on the board of the Texas Women's Foundation and its Executive and Investment Committees and the Dallas Economic Development Corporation Board.

She is a frequent speaker to professional organizations who shapes conversations about culture, leadership and governance.

Debra holds a B.A. in English from the University of Michigan, a juris doctor from the Howard University where she was the Symposium Editor of the Howard Law Journal and an entrepreneur certificate from Southern Methodist University.

Debra lives in Dallas, Texas and is a frequent traveler, especially to cooler climates in the summer months.

DAVID D. JONES



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David D. Jones is a nationally recognized HR Executive and Independent Advisor with more than 30-years of C-Suite and Governance experience. David creates innovative workforce strategies, develops productive and safe corporate cultures, and partners with Board Compensation Committees to drive business performance, align executive teams with long term corporate interests, and lead succession planning programs.

Corporate Experience

Currently, David is President Human Capital Consulting for MalinHughes, where he provides a full spectrum of Human Capital Management Consulting Services to support CEO's and executive teams across multiple industries in solving critical workforce and business challenges.

Previously, David was the Chief Human Resources Officer for Stanford Health Care where he developed executive compensation and succession planning programs, and launched the inaugural DEI program. He implemented employee engagement, wellbeing and retention programs that resulted in staff retention rates that were 50% lower than the competitors.

Prior to Stanford, David held CHRO and executive roles at Kaiser Permanente, Blue Cross/Blue Shield of Illinois, and Ameritrade where he implemented workforce solutions to support its aggressive e-commerce business strategies.

Board and Advisory Experience

David previously served on Boards of Directors of YMCA of Omaha where he chaired the Compensation Committee, Easter Seals, and Bon Secours Charity Health System. David currently serves as Advisor and investor for several early stage technology companies including Incredible Health, ComfortZones Digital, WAMBI and Arena AI where he actively guides product and strategy development, business development and Human Capital Management.

Education and Awards

David holds a master's degree in industrial and labor relations from West Virginia University, and is also a graduate of the Santa Clara University Black Corporate Board Readiness Program. David is considered a thought leader in Human Capital Strategy and is a popular conference and keynote speaker, having lectured audiences across the country and globally on such topics as diversity and inclusion, wellbeing, human resources transformation and employee engagement. He has also written numerous published articles on related topics and is a contributing author of two books.

David was recognized within the Top 50 Diverse Leaders in Northern California Award by the California Diversity Council and received the OnCon ICON Award as a Top Ten HR Professional.

AARON JOSEPH



Aaron Joseph

Senior Vice President at Blue Vista Capital Management, Starfield Road LLC Greater Chicago Area

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In a career spanning over 20 years, **Mr. Aaron Joseph** is a leader in real estate and sustainability across both government and the private sector, fostering partnerships deploying billions of dollars into private equity investments across the US and Canada. An experienced board director with extensive financial expertise and a range of policy experience, Mr. Joseph extracts critical business insights and assists in organizational transformation by listening and probing to solve the question.

Mr. Joseph has extensive knowledge of finance, regulation, and compliance in ESG, capital markets, Securities and Exchange Commission and Financial Industry Regulatory Authority matters, and urban policymaking. He draws upon a dynamic network that spans investment management, government, banking, and private equity.

Mr. Joseph is Senior Vice President of Investor Solutions for Blue Vista Capital Management, a Chicago-based registered investment advisor and broker/dealer. He serves as a fiduciary to public and private pension plans, endowments and foundations, healthcare institutions, sovereign wealth funds, insurance companies, and other institutions, helping to achieve their real estate investment goals optimized for total return, current income, and impact. Mr. Joseph is also the Founder of Starfield Road, a solar development company and 100% minority-owned business enterprise (MBE). He served in the administration of Mayor of Chicago Rahm Emanuel as a senior advisor on sustainability and infrastructure. In this role, Mr. Joseph led a series of reforms to the Chicago Zoning Ordinance to promote transit-

oriented development, which reduced barriers for development near transit stations, unlocking over \$1 billion of new high-quality housing and mixed-use projects. Additionally, he spearheaded policy development with Federal and State government, advocates, and other stakeholders to accelerate solar development, including community solar projects in environmental justice communities.

A native of Chicago, Mr. Joseph is currently the Board Chair for the Oak Park Economic Development Corporation, a not-for-profit 501(c)4 economic development organization bringing business investment to the Village of Oak Park, Illinois. During his time on the Board, the organization has been one of the most successful community economic redevelopment agencies, advising management and local elected officials in the transformation of Oak Park's downtown and other commercial corridors into model sustainable neighborhoods for the 21st century. In addition, he served as the National Development/Partnerships Chair on the Board of the Chicago Booth Black Alumni Association and on the Board of the Rebuilding Exchange, where he was a member of the finance committee and chair of the real estate committee.

Mr. Joseph holds an MBA from the University of Chicago Booth School of Business with concentrations in Finance and Entrepreneurship and a BA from the University of Wisconsin-Madison in Art History and History. He is a licensed registered representative (FINRA Series 22 and 63), a Leadership in Energy and Environmental Design accredited professional (LEED-AP), and a licensed Real Estate Broker in the State of Illinois.

MARK KORNEGAY



Mark Kornegay
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Mark Kornegay is a senior executive with more than 25 years of experience building world class organizations in high growth transformational cybersecurity and enterprise software technology companies globally. His experience is centered in business leadership, go-to-market strategy, cyber risk management and operational excellence. He led go-to-market transformations within businesses ranging from 20M to 1.5B in revenues. Personally, and professionally, he is an advocate for advancement in diversity, inclusion and creating cultures of continuous learning.

Mark currently serves as Vice President of Corporate and Professional Services Sales for Palo Alto Networks (PANW), a market leading cyber security company, and is responsible for more than \$1.5B in revenue. Since assuming this role, he led his organization to deliver ~37% YoY growth while reducing operating costs by more than 15%. Prior to joining PANW, Mark held executive leadership positions in two private equity backed security companies where he drove go-to-market business transformation globally: Omnigo, a leading provider of public safety, facial recognition and security

management software; and Armor, a cybersecurity managed service provider. During his tenure at Armor, he was recognized as CRN Channel Chief MarketWatch Press Release . Before joining Armor, Mark was a longtime Microsoft executive and led a 100+ person organization, responsible for ~\$420 million in revenue. During his tenure he drove an industry vertical restructuring for ~100 field sales personnel resulting in improved customer satisfaction.

Mark served as a member of several non-profit boards including: The Nashville Technology Council Board of Directors; the Board of Directors for Big Brothers-Big Sisters of Middle Tennessee and the Austin Skillpoint Alliance Board of Directors.

Mark began his career in public service, where he was a special prosecutor for the United States Attorney's Office in the Central District of California and a Special Agent for the FBI. He is a graduate of the University of Virginia and holds a Juris Doctorate from Catholic University of America in Washington, D.C. Mark resides in Southern California with his wife and twin teenaged daughters.

Board Expertise

- Strategy
- CyberRisk
- Digital Transformation
- Regulatory Compliance
- Go to market transformation
- Merger/acquisition integration
- Succession planning

Board of Directors Experience

- Big Brothers /Sisters Board of Directors, Nashville, TN. 2008 – 2010 (Non-Profit)
- Nashville Technology Council Board of Directors, Nashville, TN. 2008 – 2010 (Non-Profit)
- SkillPoint Alliance Board of Directors, Austin Texas. 2010 – 2012 (Non-Profit)

GEORGETTE MILLER



Georgette Miller
 Partner, Managing Partner,
 CEO at Sickle Cells Disease
 Association-Philadelphia
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Georgette Miller is a C-level executive, repeat entrepreneur and attorney experienced in strategy execution and risk/crisis management for a range of institutional clients, including financial service providers, hedge funds, real estate investments trusts, institutional investors and government entities. Known for partnering with boards and management teams to create strategies that drive growth and to identify and solve complex business challenges, Georgette is devoted her career to advocating for matters related to corporate governance and compliance.

Ms. Miller is a board member of the Philadelphia Chapter of the Sickle Cell Disease Association of America, where she is a member of the governance committee, and a past board member of the Philadelphia Chapter of Habitat for Humanity. She is a governance-driven board contributor with expertise in coaching and managing CEOs, succession, bankruptcy, and corporate transactions, budgeting, ESG, and human capital matters. A trusted advisor to boards of directors and C-suite leaders, Georgette possesses deep experience in mergers & acquisitions, DEI initiatives, succession planning, ESG, and strategic and operational leadership tactics. She offers a passion for leading DEI and ESG efforts and a commitment to fostering meaningful, sustainable change.

Professional Experience

She is the founder and former CEO of two companies: a multi-state law firm and a transportation company which became one of Fed Ex Ground’s largest logistical partners. Concurrent with running her own law firm, Georgette launched and served as chief executive officer of Pankey’s Transportation, which, over two years, became one of FedEx Ground’s largest logistics partners on the East Coast. With a \$250K capital investment, she scaled the company to \$9M over three years, executed its profitable sale in 2020, and made a successful exit.

From 2008 until 2020, Georgette was principal partner at her own law firm, which she founded with a focus on real estate and bankruptcy law. Her entrepreneurial spirit led to expanding her practice to include offices in five states. She managed complex real estate investment trust (REIT) transactions, led valuation and due diligence efforts. Georgette merged her firm with Margolis Edelstein, where she was partner and chair of the firm’s real estate and consumer bankruptcy practices. In 2022, she transitioned her practice to Dilworth Paxson.

Currently a partner with Dilworth Paxson, she represents clients in complex commercial real estate transactions, bankruptcy and bankruptcy litigation cases, where she regularly works with federal agencies such as the IRS, the SEC, and the DOJ. She chairs Dilworth Paxson’s DEI committee, through which she created an outreach program with Philadelphia-area law schools to increase the firm’s pipeline of minority talent. Georgette also leads an initiative to recruit diverse hires from competitive firms and law students for the firm’s 2023 summer associate program.

Education and Personal

Because Georgette immigrated to the United States from Jamaica alone at the age of 19, she is clear that failure has never been a viable option. As a result of that determination, she holds a Bachelor of Arts in Government from the John Jay College of Criminal Justice, a Juris Doctor from Rutgers University School of Law, and a Master of Laws in Taxation from Temple University’s Beasley School of Law. Georgette also completed a Lean Six Sigma Green Belt certification and a master’s certificate in lean project management through an executive education program at Villanova University. She lives in the greater Greater Philadelphia area.

Expertise

- Business Strategy & Execution
- Technology Transfer & Adoption
- Risk Monitoring & Mitigation
- Corporate Governance
- Mergers & Acquisitions
- Contract Negotiations
- Transactions
- Management
- Client Advisory

KOJO MILLS



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Kojo Mills is a Senior Investment Executive, Board Advisor / NED and Global Corporate Transaction Expert, advising on the delivery of emerging market investment strategies for global investors, technology-enabled corporations and Financial Services firms. His value proposition includes leveraging experience executing over \$3 billion in African corporate transactions for international investment banks, private equity funds and investment companies to drive Board-level decision making; innovating and implementing investment strategies including new market entry positioning, acquisitions, due diligence, negotiations, divestitures and debt/equity capital raisings to optimize ROI.

He combines significant Non-Executive experience in corporations, non-profit organizations and regulated Financial Services entities to credibly advise on targeted growth plans, corporate governance priorities and risk management objectives.

Kojo holds an MBA from Harvard Business School and a BA in Economics from Georgetown University. He is married with two children in college and is an avid golfer, loves playing racquet sports and watching international soccer.

NED / Board Advisory / Independent Director Portfolio

2022 to date: Stanbic Investment Mgmt. Services (GH) Ltd:
Lead Independent Dir. / Chair of Audit & Risk Committee

2022 to date: Ivory Medical (Pvt) Ltd (Zimbabwe):
Independent Board Member
2018 to date: VestedWorld Inc: Investment Committee
Member
2017 to date: Georgetown Univ. Board of Regents: Chair of
Global Engagement Committee/ Nom Comm Member
2017 to date: Dedeso Holdings Inc (British Columbia):
Independent Board Member
2016 to date: Agric Commercial Services Ltd (Ghana): Board
Member/ Chair of Finance Committee

Relevant Executive Career Summary

2020 to date: Vibranium Capital Group, Washington DC:
Founder & Managing Partner
2019 to date: Potomac Strategy Partners, Maryland: Partner
2011 to date: Invictus Africa Group, Ebene, Mauritius,
Washington D.C. & Accra, Ghana: Founder & Managing
Partner
2001 to 2011: Shanduka Group, Johannesburg, SA: Deputy
CEO / MD and Chair of Shanduka Fund Managers
1996 to 2001: Donaldson, Lufkin & Jenrette Securities
Corporation, New York: Vice President – Investment Banking
1993 to 1994: Gold Coast Securities Ltd, Accra, Ghana: Fund
Manager / Securities Trader
1991 to 1993: Solomon Brothers Inc, New York: Financial
Analyst – Technology Corporate Finance Group

Career Highlights

- Investment Experience: Founding Director and leader of multiple investment companies, generating \$1bn+ investment returns over 25-years in Africa. Raised \$500m+ in debt and equity capital for transactions and returned capital (over 20% IRRs) to institutional and private investor groups.
- Financial Services Exposure: Investment Banker on Wall Street, Securities Trader/Fund Manager in Ghana, PE specialist in US & Africa, and NED of numerous Financial Services entities, including banks and large asset managers. Also serves on Investment Committee of US-based venture capital firm investing in Africa.
- Non-Executive Director Leadership: Active Board Member, either as a Shareholder Representative or Independent Director, on over 20 companies and non-profit entities across recent career. Long, successful track record of acting as a fiduciary and an advisor to senior management teams.
- Risk Management / Governance: Lead Independent Director of \$1bn Ghanaian Securities & Exchange regulated asset & pension fund manager. Previously Chair of Audit Committee and Credit & Risk Committee of Ghana's 3rd largest bank (Stanbic Bank (GH) Ltd), reducing non-performing loans to industry's lowest over 3 years.
- Non-Profit: Chair of the Global Engagement Committee of Georgetown University's Board of Regents, co-led a successful capital campaign to raise \$200k+ for a new institute. Also, Finance Committee Chair of Get in the Game (USA) Foundation and Board Chair of Lead for Ghana, advising both on their annual capital campaigns.

MELISSA MORRISON



Melissa Morrison

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Melissa Morrison is a qualified financial expert with deep corporate finance and capital markets proficiency. Experienced in governance and presenting to boards, she excels at structuring creative financing solutions for companies ranging from start-ups to large, publicly traded enterprises in both developed and emerging markets. Working with executive leadership teams and boards, Ms. Morrison has completed rigorous risk assessments, deployed capital with an ESG lens, and advised on restructurings and transformative transactions such as M&A, IPOs, and take-privates.

As a Managing Director at MidCap Financial Services, a middle market-focused specialty finance firm and affiliate of Apollo Global Management, Ms. Morrison deploys approximately \$500 million in debt capital annually and leads the firm's strategic partnerships. As part of Apollo's "Expanding Opportunities" initiative, she developed and leads an innovative program to partner with a fund manager to deploy over \$80 million to businesses that positively impact their communities.

In investment banking roles at Lehman Brothers, Barclays, and Nomura, working in both New York and London, Ms. Morrison executed over \$85 billion of transactions for companies with revenues ranging from \$500 million to \$17 billion. As a restructuring advisor during the Great Recession, she utilized her corporate finance and bankruptcy

code acumen to create flexibility for companies facing financial challenges.

During her tenure at Enclude, a market-leading impact investment bank, she raised \$40 million in a permanent vehicle to fund the growth of a global network of sustainability-focused financial institutions and advised foundations and international NGOs on how best to deploy capital to optimize their positive social impact, using a metrics-driven approach.

Ms. Morrison is passionate about providing educational opportunities for the under-served. She served as Executive Board Member and Treasurer for over six years at Classical Charter Schools, based in one of the poorest congressional districts in the US, the South Bronx. Ms. Morrison helped to improve the institution's financial controls, reporting, and audit process, and spearheaded its expansion strategy, amplifying its reach in its community. During her tenure, Classical Charter Schools was awarded its first National Blue Ribbon award for its exemplary performance.

Ms. Morrison holds an MBA from Harvard Business School and graduated magna cum laude from Williams College with a Bachelor of Arts degree in Economics and Mathematics. An avid runner, she lives in Washington D.C. with her husband and daughter.

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Lebone Chisara Moses is a strategic business executive with 20+ years of experience advising corporate boards and c-suite leaders on strategic, sustainable business growth, including ten years as a Big 4 auditor (at PwC & EY) and seven years with global financial services firms (JPMorgan and Fidelity) leading risk, internal controls, compliance, cybersecurity, data privacy and data governance programs. Her career spans highly regulated industries, such as financial services, technology and healthcare, with companies ranging from Fortune 100 to startups. As the Founder and CEO of Chisara Ventures, Inc., she helps clients build strategies to manage and monitor risk and to implement fit-for-purpose risk management and compliance (e.g., HIPAA, NIST, SOX) programs. For over a decade, she has advised startup founders on organizational strategy, investor relations, financing options, valuation and leadership development.

Board and Governance Expertise

Lebone has extensive governance experience. Over the past 20 years she has served on non-profit boards and held multiple fiduciary roles, including vice-chair roles, President/CEO transition committees, audit/finance committees, and multiple governance committee chair roles. This includes serving as a Bentley University Trustee, and on Bentley's Audit, IT/Cyber, and Finance committees; as well as influencing the selection of c-suite hires on Bentley's Presidential Search Committee, as Chair of Bentley's Center for Women in Business Executive Director Search Committee, and on the Make-A-Wish Eastern NC CEO Search Committee. Since 2019, she has been a strategic advisor and Chair of the Investment Committee for Resilient Ventures Fund I, a VC fund focused on investments in African-American founders, where she delivers strategy related to deal flow, due diligence, and investment vehicles.

Qualified Financial Expertise

- Overseeing 35+ annual audit reports of internal controls over financial reporting for JPMorgan Investor Services North America
- Advising on financial risk and accounting controls strategy to help JPMorgan Securities Lending divest Lehman securities and mitigate \$800+ million in collateralization risk
- Reviewing financial audits, overseeing internal controls systems and ensuring compliance with regulations for Bentley, a \$300+ million private university
- BS in Accounting and Information Systems from Bentley University and an MBA from Babson College

IT, Cyber & Risk Management Expertise

- Advising boards and c-suite on risk exposure, risk strategy, audit results and cyber strategy
- Leading Fortune 500 (financial services) IT control/security audits and advisory projects
- Developing comprehensive risk and compliance programs, inclusive of cyber risk
- Certified Information Systems Auditor (CISA) and Certified Information Privacy Professional (CIPP)

Lebone began her career at PwC as an IT Auditor, managing teams on Sarbanes-Oxley audits for Fortune 500 clients across retail, consumer product, technology, healthcare, higher-education, bio-tech and consulting industries. She has also been a speaker and coach for many organizations including the National Institute of Health (NIH), the International Business Incubation Association (InBIA), Black Enterprise, NCIDEA and several university business programs. Her personal interests include music, the performing arts and international travel.

TOMIQUIA MOSS



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Tomiquia Moss is a Founder and C-Suite executive of mission driven organizations focused on reducing poverty and creating economic opportunities for low-income Californians. Her experience founding and running non-profits, secure funding, work with local, state, and federal government agencies, goal focused, understanding nationwide social problems and how to solve for them locally, offering a unique voice for those who are at the margins of society makes her a disruptor of systems. With more than 20 years of experience in change management, human capital development and strategic leadership, she builds coalitions with stakeholders across sectors to change policy, improve equity and create more housing for the region’s most vulnerable residents. Her extensive political acumen, strategic problem solving, operational expertise to drive equity goals for mission driven organizations.

Tomiquia spearheaded a \$2 Billion public housing real estate revitalization initiative that resulted in improved economic and social outcomes for more than 5000 residents and exceeded the ESG goals for the project. In her prior role as the CEO of Hamilton Families, an NGO with a mission to end family homelessness. She oversaw 150 employees and increased the operating budget from \$12million to \$25 million in two years to accelerate a 50% reduction in family homelessness in San Francisco. Tomiquia built a strong organizational infrastructure focused on hiring exceptional talent,

developing high performance teams and ultimately drove impact, enabling the doubling of both private and public funding to increase the number of families housed from 800 to 1600. She is able to analyze and execute on the business case for social impact ventures that drives results.

Tomiquia’s public sector experience as Chief of Staff to the Mayor of Oakland led to the creation of the City’s first Department of Transportation and she drafted the legislation for the successful \$600 million bond campaign that funded street improvements, public facilities, and affordable housing projects. She developed and implemented Oakland’s first housing strategy which produced 17,000 homes over eight years by securing funding, changing zoning and securing community support for the development of the housing.

Tomiquia has extensive governance experience having served as the Chair of the Executive Committee of SPUR as well as a member of Nominating and Governance committees for several nonprofit boards. She also serves as a Senate appointee to the California Interagency Council on Homelessness charged with solving the homelessness crisis in the State of California. Tomiquia holds a BA in political science from Ohio Wesleyan University and a Master’s in Public Administration from Golden Gate University. She is proud to call Oakland, CA home.

JEROME NICHOLS



Jerome Nichols

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Jerome Nichols is a trusted fiduciary, qualified financial expert (“QFE”), and successful entrepreneur with over 15 years of experience establishing cross-functional teams, raising capital, and growing businesses across the real estate development and investment management sectors. He is the President of Standard Real Estate Investments (“Standard”), a private equity firm he co-founded in 2020 and grew from \$0 to \$184 million in AUM. Jerome has led diverse teams at global public and private institutions as well as within his own start-up firm.

Jerome is an institutional investor and risk manager with a proven track record of driving investment performance on behalf of clients and stewarding capital through downturns. As a Senior Director and Deputy Portfolio Manager with CBRE Investment Management, a subsidiary of CBRE Group (NYSE:CBRE), he co-led the Americas Development Platform, managing assets valued at \$6 billion across multifamily, industrial, office, retail, and life science property types. Jerome managed a series of five funds totaling \$3.7 billion in AUM that delivered 20% net returns to investors on three realized funds. He advised the CEO and the Head of Strategy on fund structuring, global M&A transactions, and on the firm’s \$450 million investment in a \$1.5 billion grocery-anchored retail platform. Jerome founded and chaired the Social Impact Council, working across divisions to create a supplier diversity initiative and a minority student internship program.

He began his professional career at The Bozzuto Group, a vertically integrated multifamily development and operating company. Jerome executed on the construction and development of

assets totaling \$121 million in value. He focused on affordable housing, senior living facilities, and mission-based clients, delivering all projects on time and under budget.

Currently, Jerome leads investment sourcing and structuring, as well as tax strategy at Standard, a minority-owned real estate firm that invests joint venture equity with developers nationwide and develops real estate directly in the Mid-Atlantic region. His work within community development, housing affordability, and public-private partnerships, has resulted in an \$800 million development pipeline including 480 new affordable housing units. Standard’s investor clients include domestic pensions, family offices, and investment managers. He is a member of both the Executive and Investment Committees.

Jerome is a member and former fellow of the Pension Real Estate Association (“PREA”) and served on the Southern California Alumni Board of the Robert Toigo Foundation. He is also a member of the Fundraising Committee for the Real Estate Executive Council (“REEC”), the preeminent professional trade association promoting the interests of executives of color in commercial real estate.

Jerome is a former professional foot ball player with the Washington Commanders, Green Bay Packers, and NFL Europe’s Frankfurt Galaxy. He earned an MBA in finance from the University of Chicago Booth School of Business and a BS in Business from Wake Forest University. He enjoys high-intensity interval training (“HIIT”) and over-the-board chess tournaments. Jerome lives in Washington, D.C. with his wife and two children.

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Andre Owens counsels and provides strategic advice to C-Suite executives and boards of financial services companies, helping them achieve organizational goals and objectives consistent with regulatory and compliance requirements. He also has counseled clients on the oversight and governance of novel businesses. Andre is nationally recognized as an expert in solving complicated issues that require critical and creative thinking.

Andre is a partner at WilmerHale, an AmLaw A-List Top 20 law firm. With over 30 years of experience, he is a strategic partner to senior executives and boards of directors of broker-dealers, banks, private investment funds, and fintech companies helping them understand and successfully navigate legal and regulatory risk. He is the lead lawyer on the Consolidated Audit Trail, involving complex regulatory, Big Data, technology, privacy, and cyber security considerations. When completed, this data base will be among the largest regulatory data bases globally and will be the primary oversight tool for U.S. securities regulators. Andre routinely engages with regulators to further client goals and objectives including advocating for appropriate regulatory oversight of various business models.

Prior to joining WilmerHale, Andre served at the U.S. Securities and Exchange Commission where, as Counsel to a Commissioner, he played a significant role in the SEC's successful efforts to transform the Nasdaq market. His combined SEC and private practice experience allows Andre to help clients understand current requirements applicable to their companies and anticipate risks that may impact their businesses in the future.

As a member of the Compliance and Regulatory Advisory Council of Millennium Management LLC (a global alternative investment management firm with more than \$58 billion in assets under management), Andre helps Millennium gain a more comprehensive perspective on critical regulatory developments to assess risk and adapt the firm's policies and procedures in accordance with best practices. He also is on the Providence College Board of Trustees Executive Committee, Finance Committee, Shared Governance Committee, Student Affairs Committee (Chair) and Diversity Equity and Inclusion Committee (Chair). As a member of the Executive Committee, Andre is involved in all aspects of college governance, including financial, executive leadership and succession planning strategies. Andre also is a Trustee of LUNGeity Foundation, a leading lung cancer research and patient care organization.

A regular speaker at industry conferences and events, as well as on legal ethics panels, Andre has received the highest rankings nationwide among his peers (Chambers USA 2010 – 2022, Best Lawyers 2022). He also was named among the Most Influential Black Lawyers (Savoy 2015). Andre is passionate about the importance of diverse and inclusive organizations and chaired the WilmerHale Diversity Committee for 10 years. As a founding member of the Buttermilk Club, he also actively works to advance diversity and inclusion within the securities industry.

Andre has his J.D. from Harvard Law School, a B.S. from Providence College in Finance (summa cum laude), and is a member of the District of Columbia Bar and Connecticut Bar. He is married with three grown children; two sons and a daughter. He enjoys golf, bicycling, basketball (college and professional), reading or listening to all sorts of non-fiction, and traveling with his family.

DAVID SCOTT



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David Scott is the Vice President of Global Marketing Strategy and Operations for Amazon Web Services (AWS) where he oversees a \$2B marketing budget. Mr. Scott brings over 25 years of experience leading marketing initiatives in large and mid-cap companies and is widely considered pioneer and expert on the topics of customer acquisition, digital transformation, and brand marketing.

He has also held executive roles at industry leading public companies (such as Twitter, AT&T, Peoplesoft, Honeywell, and General Electric), as well as multiple VC-Backed Startups. Mr. Scott is a serial entrepreneur who has started and sold three venture backed startups. David brings both an entrepreneurial and growth minded approach to any project he is involved with.

David currently sits on the board of CM Group, a PE-backed company, as an independent director. He is also on the alumni board of his alma mater and was previously on the board of Goodwill, the Boys and Girls Club of Seattle, and the Data Marketing Association (DMA).

David Scott is passionate about growth, digital and performance-based marketing. He's the author of two bestsellers on the topic of customer acquisition and lead generation. The New Rules of Lead Generation: Proven Strategies to Maximize Marketing ROI and The Essentials of Small Business Marketing are both published by HarperCollins. He also teaches digital marketing at San Diego State University and UC Berkeley's Haas Business School and speaks at conferences around the world. As an expert and in a consulting capacity, he has advised several businesses and worked with multiple boards on their go-to-market strategy.

Mr. Scott has received a number of industry awards including "CMO of the Year" and "Marketer of the Year." David Scott earned dual bachelor's degrees in computer science and political philosophy from The College of William and Mary and earned his MBA at the Wharton School at the University of Pennsylvania where he was a Robert Toigo scholar, a Sol C Schneider scholar and graduated with distinction.

In 2007, he was named to the Puget Sound Business Journal's "40 Under 40" award. When not at work, he competes in board game tournaments around the world. He is currently ranked 7th in the world in Milton Bradley's Risk boardgame.

CECIL E. TALBOTT, JR.



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Cecil Talbott is an accomplished global sales and business development executive with over 30 years of experience driving profitable growth through the advancement of high-performing teams across cloud, cybersecurity, test and measurement and semiconductor industries. Cecil draws on his manufacturing acumen in the semiconductor space combined with sales expertise across multiple industries to provide marketplace perspective enabling companies to strategically traverse changing landscapes.

Providing IT and cybersecurity advisory services to Financial Institutions, Insurance and Technology companies, he utilizes this wide array of experience to help senior management and board members navigate digital transformations. Working with Fortune 100, private companies, start-ups, and Government defense agencies he provides thought leadership, forward looking strategy and scaling up expertise. A trusted advisor to Boards and C-level Executives, he facilitates direct development of requirements to meet new deliverables, goals, products and services.

As a Chief Sales Strategizer, he worked with JP Morgan Chase, Wells Fargo, Capital One and Bank of New York Mellon to implement Zero Trust/Micro-segmentation and Multi-Factor Authentication and to migrate clients from hardware to the cloud, while shaping and enhancing Information Security Programs to prepare for ever-growing cybersecurity threats by hardening infrastructures. His experience at Akamai, Neustar and Unisys focused on whiteboarding of cloud and cybersecurity systems, educating C-level clients and developing and using case studies.

Board Experience

Since 2014 Cecil has served on the National City Christian Church Foundation Board of Trustees. A member of the Finance and Investment Committees he provides engineering, cybersecurity and financial guidance for the existing endowment and the sale of a building asset. His leadership led to the doubling of the endowment. He has also served as the Treasurer for the Washington D.C. National City Christian Church and was responsible for collaborating with the Executive Minister and Outside Controller to oversee annual budgets, expenditures and monetary donations.

Cecil is a nationally recognized alumni leader for the Stanford University National Black Alumni Association. His accomplishments include chairing the 2022 Stanford Black Alumni Summit, a convening held biannually for alumni spanning 57 years. Responsible for fund raising and programming, including Corporate Board Leadership, for the over 550+ person summit, he enabled participants' deep engagement with prominent undergraduate and graduate alumni, private and public corporate board leaders, US Ambassadors, Circuit Court Judges, and Stanford President Marc Tessier-Lavigne. Stanford will recognize Cecil for his Leadership, Stewardship and Commitment at a ceremony scheduled for Spring 2023.

Personal

Cecil has a M.S. in Industrial Engineering from the Georgia Institute of Technology and a B.S. in Industrial Engineering from Stanford University. He is an avid tennis player, road cyclist, enjoyed serving as a Museum docent, plays the piano, travels globally and mentors through the Fatherhood Initiatives of Omega Psi Phi Fraternity. He loves spending time with his wife, blended family of 4 children and their dog Drake.

CLAUDE THOMAS TOLBERT III



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Claude Thomas Tolbert III serves on the board of directors of Utility Telephone and has been responsible for Board of Director agendas for public and private companies. Mr. Tolbert is a seasoned operator and translator of disruptive technology. His industry experience spans telecommunications, software, industrial goods, and cannabis and his functional expertise includes business development, organizational transformation, and supply chain management. He has led mergers and acquisitions, network expansion, operational scaling, and regulatory compliance. As a Director, he brings strong leadership, a commitment to collaboration, and the know-how to support value creation across different corporate functions.

Mr. Tolbert takes complex business problems and creates solutions incorporating individual contributors, senior management teams, and boards of directors to achieve success. At BiTorrent, he aligned stakeholders on a revenue strategy that required deal negotiation, engineering execution, and respect for the end user experience-scaling revenue from \$3M to \$30M annually. Claude trained as a management consultant with the Boston Consulting Group (BCG) after graduating from Harvard and is sought after as a problem solver, business planner, and industry expert. With Covad Communications, he led a corporate turnaround resulting in a \$50M swing in EBITDA on annual revenue of \$500M. A consultant

to the Fortune 1000 and a veteran of the silicon valley ecosystem, Mr. Tolbert's range and depth allow him to assess business models, organizations, and market opportunities to produce quantifiable outcomes that positively impact financial performance and operational metrics.

Claude Tolbert embraces progressive leadership-forward-thinking, open-minded, and people-centered ways of work- while working with start-ups, the Fortune1000, and private equity and venture capital backed companies. He is the experienced operator that has navigated corporate reorganization through bankruptcy, participated in more than 20 M&A events, and managed the financial operation of a consumer software client which served more than 170 million monthly active users. Businesses face the continuing challenge of adjusting to changing market conditions and shifts in internal culture as they mature. Boards of directors are accountable for corporate governance and the delivery of long-term success. Directors must keep an eye on the future, be receptive to innovation, and balance risk as they navigate their fiduciary responsibilities. In his career, Mr. Tolbert has demonstrated these competencies and more.

His community includes the alumni of the Stanford Graduate School of Business and members of both the 100 Black Men of America, Inc. and the Omega Psi Phi Fraternity, Inc.

JEFFERY J. WEAVER



Jeffery J. Weaver
EVP & Chief Qualitative Risk
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Jeffery J. Weaver is a 30-year Finance and Risk Management Executive and qualified financial expert with extensive financial, fiduciary, and operating leadership experience. He brings a climate leadership certification from Diligent and broad recognition for enabling sustainable profitable growth using innovative digitalization strategies, transformative change in highly regulated environments and the creation of high-performance cultures in support of scaled, prudent risk taking. With demonstrated expertise in enterprise risk management and capital markets from extensive cross-border financings in natural resources including metals & mining, industrial chemicals, healthcare, and other regulated segments, he leads with a client-centric mindset acquired from more than a decade leading teams and originating transactions at companies such as TD Bank, Bank of New York, JP Morgan, and Citigroup. A member of KeyCorp's Executive Council, he is a frequent presenter to his board and brings significant governance experience from board service and National Association of Corporate Directors Governance Fellow certification.

Mr. Weaver is the Executive Vice President & Chief Qualitative Risk Officer at KeyCorp (NYSE:KEY), a \$190B commercial bank, leading the company's qualitative risk assessment including climate-related risks across the enterprise. The developer and former leader of KeyBank's credit portfolio management function, he is the architect of its risk appetite framework which quantitatively determined the level of risk the company is willing to undertake in pursuit of its strategic financial goals ensuring adherence to its moderate risk profile, a key priority of the corporation. He serves on the company's Corporate Responsibility and Strategic DE&I Councils and Qualitative Risk and Model Risk Committees and leads its Climate Risk Oversight Council.

Mr. Weaver is one of three outside Directors for Fusion Risk Management, an operational resilience enterprise SaaS company that is part of the Vista

Equity Partners' portfolio, providing industry insights, regulatory and go-to-market strategies to scale its high growth platform. He has also served as a Board Advisor to West Pharmaceutical (NYSE: WST) a leading manufacturer of packaging components and delivery systems for injectable drugs and healthcare products where his advice has focused on the use of enterprise risk management and ESG risk factors in an integrated risk management framework. His collaborative working style, inclusive leadership skills and a passion for community philanthropy has informed his service on corporate, institutional, and non-profit boards.

Mr. Weaver is a sought-after industry influencer, recognized for his multinational regulatory advocacy and record of developing risk solutions for global organizations as a former Chairman of the Board and 11-year Director of the International Association of Credit Portfolio Managers, a multinational industry association with member financial institutions from 24+ countries. He is a member of the Boards of Trustees of the Musical Art Association (Cleveland Orchestra), University Circle, Inc.; and chairs the Finance Committee of St. Vincent Charity Medical Center and the Investment Committee of the Community Service Society of New York.

A thought leader in the area of DE&I with a 15-year membership in the Executive Leadership Council, he is a member of the Federal Reserve Bank of Cleveland's Equity and Inclusion Advisory Council with multi-year recognition as one of the Most Influential Blacks in Corporate America by Savoy Magazine; and has been featured by Black Enterprise Magazine as one of "100 Most Powerful Executives in Corporate America".

He holds a BA in Economics and Government from Cornell University where he was elected a Life Member of the Cornell University Council and an MBA in Finance from its Johnson School of Management, where he received the 2009 Wilbur Parker Distinguished Alumni Award.

BOB FABIEN ZINGA



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Bob Fabien Zinga “BZ” Zinga is an award-winning cybersecurity executive and a Boardroom Qualified Technology Expert (QTE) commissioned in the U.S. Navy Reserve, a component of the \$858B DoD, as an Information Warfare Officer. He currently serves as the Commanding Officer (CEO-equivalent, Top Secret/SCI clearance) of a seventy-member unit managing a budget of over \$3M supporting the Commander of Naval Network Warfare Command Global Network Operations Security Center and Task Force 1010. Bob is also the former Head of Information Security at Directly, the leader in support automation. He helped increase annual revenues from \$2M to over \$30M, helping global corporations launch and train virtual artificial intelligence-driven agents that double their automation rate. He has over 23 years of IT experience in several industries, including but not limited to Education, Federal Government, Defense Industrial Complex, Tech, and Consulting.

Board Experience

Bob currently serves as a Board Advisor for United Cybersecurity Alliance, a global non-profit organization in the business of transforming the “Faces of Cybersecurity” by creating unique opportunities for women and minorities to join the cybersecurity field. He also serves as a Board Director for AZ Cyber Initiative, a leading innovative corporation dedicated to developing the next generation of Arizona cybersecurity professionals. Bob is a member of the Advisory Council of Harvard Business Review, where he provides insight to

shape the content and perspective ideas from the broader world of management and leadership.

Leadership Experience

A career technology executive, Bob has risen from the lowest enlisted military rank of Seaman Recruit (E1) to the senior officer rank of Commander (O5) over only 16 years. He is experienced with high-pressure and high-impact leadership roles across geographically dispersed teams. Additionally, he was responsible for cybersecurity, privacy, risk management, and compliance at Directly. Prior to Directly, Bob served as a Cybersecurity Executive at Truvariant and the Defense Language Institute Foreign Language Center, along with decades of leadership experience in companies such as Groupon, Forbes Technology Council, Information Security Leadership Foundation, Private Directors Association, Everwise, Pivotal, and the University of Alabama- to name a few.

Expertise and Relevant Experience

Bob, who has been widely published in Forbes, Strixus, Mighty Guides, and other media, has developed and advised on cybersecurity strategy and interfaced with senior executives and corporate boards about companies’ governance, security, and risk. Bob also led the restructuring of the largest U.S. Navy SPAWAR national Reserve Program, leading a team of 156 Sailors, overseeing a budget of over \$5M, and creating the infrastructure for a newly developed national cyber program.

Personal: Bob is a native French speaker, who understands five languages, plays the piano professionally, loves to read and swim, and lives in Silicon Valley with his wife Demetria, two daughters, and exuberant Shih Tzu.

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OCTOBER 2022 - JANUARY 2023



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