



SILICON VALLEY EXECUTIVE CENTER SANTA CLARA UNIVERSITY

LEAVEY SCHOOL OF BUSINESS

Black Corporate Board Readiness Program

Board Bio Book

Cohort One

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Partners



Table of Contents

Letter from BCBR Co-Founders	4
Lockie Andrews	5
Michael Armstrong	6
Keysha Bailey	7
Anthony U. Barber	8
Kelvin Beachum Jr.	9
Ebony Beckwith	10
Jackie Bouvier Copeland, Phd	11
Craig Cuffie	13
Keith D. Dorsey, MBA	14
John Driver	15
Kenneth Epps	16
Joe Hurd	17
Victor L. Hymes	18
Karen Johnson	19
Jonathan Lee Kelly	20
Latanya Mapp Frett	21
Paul Martin	22
Merritt McKenzie	23
Hugh Molotsi	24
Guy Primus	25
Andrea Rice	26
Jessica Ross	27
Daniel Tarekegn	28
Erin Teague	29
Verdell Walker	30
Stasia Washington	31





Thane Kreiner, PhD



Dennis Lanham, MS, MBA

Thank you for joining us on this journey!

We are humbled, honored, and delighted to introduce the inaugural cohort of the Black Corporate Board Readiness (BCBR) program. The amazing talent among these pioneering participants obliterates the myth of a 'pipeline problem' of qualified Black leaders prepared to serve on public and private corporate boards.

By meeting them, you are helping solve the real problem: networks. Overwhelming evidence confirms that corporations with authentically diverse boards and teams perform better in every dimension, for all stakeholders. Our ambition is that 100% of the inaugural cohort find appropriate board seats in less than 12 months. We appreciate you helping make that happen.

As close friends and former colleagues committed to the Ignatian notion of a more just, humane, and sustainable world, we began imagining the BCBR in the midst of a descending global pandemic, a deepening collective awareness of the depth of racism in our nation, and political unrest that nearly ended our democracy.

We consulted dozens of Black corporate directors, all of whom affirmed the need for this program, novel in its design and supported by sitting Black corporate directors from all over the nation.

Essential to the program's success is the wisdom, guidance, and grace of our Program Advisory Council and their faith in us. With profound gratitude for the gift of you in our lives, thank you forever: Caretha Coleman, Mark Goodman, Almaz Negash, Desirée Stolar, Robin Washington, and Barry Lawson Williams.

We are awed by the incredible community that has come together to make this dream a reality that far surpasses anything we could have imagined.

We welcome you to a community committed to collective anti-racist action with faith, hope, and love,

Dennis and Thane

Thane Kreiner, PhD
BCBR Co-Founder

A stylized, handwritten signature in black ink, consisting of a large 'T' and 'K'.

Dennis Lanham, MS, MBA
BCBR Co-Founder

A stylized, handwritten signature in black ink, consisting of a large 'D' and 'L'.





Lockie Andrews

Digital Design, Merchandising and
Selling Platform Owner
PVH (Tommy Hilfiger and Calvin Klein)

Lockie Andrews is a Board member and C-suite executive with a reputation for growth, digital transformation, and digital marketing in consumer and retail businesses. Ms. Andrews is actively in discussions for Board roles and qualified to sit on the Auditing Committee (Investor, ex-Investment Banker). Most recently, she was the Chief Information Officer and Chief Digital Officer reporting to the CEO and Founder of UNTUCKit, a digitally native NYC brand. She is the architect and implementor of the brand's award-winning, next-generation technology and data stack. A member of the Executive Team, Ms. Andrews built the company's eCommerce, marketing, retail, technology and data governance foundation which aided in growing Sales from \$70M to >\$200M in 2.5 years. Ms. Andrews has led technology initiatives and change management efforts to support customer relationship marketing, 360-degree view of customer and product, enterprise resource planning, analytics, and business process engineering. She is a highly sought-after speaker, thought leader and contributing writer on omnichannel, marketing and digital customer experiences. Prior to her tenure at UNTUCKit, Ms. Andrews founded Catalyst Consulting, a boutique advisory firm specializing in "all things digital" for consumer, retail and technology companies (e.g. Ascena Retail, DB Apparel, ANINE BING, Nike, NEMO Equipment). An independent operating partner to several PE/VC companies, she has scaled and transformed dozens of financial sponsor-backed companies.

Throughout her 25 year career, Ms. Andrews has had significant Board exposure and is known for her strategic insights and exemplary execution skills (Lean Six Sigma Green Belt).

Ms. Andrews holds a BS, magna cum laude in Finance and International Business from Georgetown University, an MBA from Harvard Business School where she was a George Baker Fellow, and certificates in SQL and Python for Data Science from MIT/IBM.

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Michael Armstrong

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Michael D. Armstrong is a global media expert as well as a business development and operations executive. He has spent the past 15 years driving new revenue and operating income for ViacomCBS across Europe, Asia, Africa, and Latin America by launching multiplatform brands in over 100 countries. His experience includes serving as brand lead with European regulatory agencies, establishing new global IP and designing and executing new operational models across a wide range of international territories. He is currently Executive Vice President, Worldwide Television Licensing & Operations where he manages the company's relationship with third-party studios and leads the global CBS Newspath and Formats sales teams housed within the broader \$6.5B ViacomCBS Global Distribution Group.

This C-2 executive within the \$42B global media company authored the business plans and led the teams that created Paramount Channel (the world's largest ad-supported film channel) and BET Play (SVOD) as well as expanded the BET and Spike brands outside of the United States. He was also part of the team that created the first Paramount+ in the Nordics in 2017. He has spent the last 12 years serving on nationally recognized arts and media industry non-profit boards, twice as chairman, twice as vice chairman and he currently leads the investment committee for a \$350M diversified (equities, real estate, PE, VC, and bonds) university endowment. In January 2021, he joined Canada Goose (NYSE: GOOS) as an Independent Director.

Armstrong previously served as General Manager of BET Networks where he drove strategy and operations, with direct oversight of content acquisitions, multi-platform scheduling, marketing, corporate communications, strategy, finance, research and audience science. Prior to that role, Armstrong was Executive Vice President and General Manager, Revenue and Emerging Brands, Viacom International Media Networks (VIMN). In this role, Armstrong managed the development and launches of BET, Paramount Channel, and Spike internationally and oversaw the international content, channel affiliate and global ad sales teams.

He is a member of the International Academy of Television Arts & Sciences; Past National Chair for the NAMIC (National Association for Multi-Ethnicity in Communications) Board of Directors; Past Chairman of the Board for the Dance Theatre of Harlem and Board of Directors for PRX, a pioneering non-profit podcasting company. Armstrong received a B. S. in marketing from Hampton University, where he also serves on the board as a Trustee on the executive committee. He received an MBA in strategy and marketing from the University of Chicago Booth School of Business, where he was honored in 2012 with the Distinguished Young Alumni Award. Armstrong received a certification in March 2021 as a member of the inaugural cohort of the Black Corporate Board Readiness program, Silicon Valley Executive Center, Santa Clara University. He also completed specialized media industry certificate programs at both UCLA Anderson School (NAMIC ELDP) and Harvard Business School (CTAMU). He resides in Los Angeles with his wife and two sons.





Keysha Bailey

Chief Financial Officer
Rocketship Education

Keysha Bailey is an accomplished finance executive and advisor, with over 20 years of leadership in financial operations, capital markets, real estate and investment management. She delivers expertise in corporate strategy, project finance, audit, regulatory compliance, board relationships, investor communication and business risk mitigation in both scaling and established corporate environments. She is an advocate in her professional and personal endeavors for advancements in ESG, diversity and equity.

Keysha is currently the CFO of Rocketship Education, a high growth, impact education organization with multiple national locations, 1,000 employees and revenue of \$200M, leading the organization's successful doubling in scale with focus on continued expansion and excellence. In this role, she guides all areas of financial strategy, P/L, control, audit, legal risk management, capital financing and real estate. She partners quarterly with five Boards and the associated committees and governance, gives oversight to six separate audits, leads the activities of the Real Estate arm of the organization, and guides bond investor communications and financial regulator relationships.

Previously, Keysha was a Vice President with Prudential Investment Management where she led strategy for a \$2Bn portfolio of equity real estate investments including asset management, development, complex venture agreements, analytics, and underwriting with transaction values up to \$400M, within the areas of urban, biotech and logistics real estate. She was also a Vice President at J. P. Morgan in investment banking, advising on corporate debt capital markets and financing strategies, with transactions in excess of \$10Bn with a focus on both Corporate and REIT clients.

As an independent consultant, Keysha has advised multinational corporates on capital and project financing. She has also led a family-owned, small enterprise.

She holds an MBA from the Wharton School, University of Pennsylvania, and BA in Economics from Princeton University.

Keysha is a board member of Launchpad Development, Envision Education, and a prior member of the SF Transbay Citizens Advisory Committee. She co-launched the SF chapter of the 4Word, a faith based executive women's group.

Keysha resides in San Francisco with her husband, Joseph, and their two sons. She is an avid baseball fan and passionate music lover. She previously led the operations for 1,000 youth players as a volunteer with the San Francisco Little League.

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Anthony U. Barber

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Anthony Barber is a Board Director and Senior Executive with 30+ years of end-to-end Supply Chain experience. He is widely known for transforming companies by establishing forward-thinking strategies that create operational efficiencies to drive revenue and margin enhancement. He is recognized as a change agent with success in leading start-ups, mergers and acquisitions, along with optimizing business cycles that deliver exceptional growth. He is a trusted advisor to senior leaders and board members and a dedicated mentor to young professionals, especially high-potential women and minorities.

Anthony has significant board experience having served as Board Chair of Governance, and on the Audit Committees, and Nominating Committees for the Credit Union of Texas (CUTX). CUTX manages over \$1.6Bn with over 160,000 members. Most importantly CUTX has a composite rating of 1 and is ranked in the top 10 nationally.

Anthony's duality of expertise of Supply Chain/Operations and Financial Acumen has provided valued guidance to board members regarding Mergers & Acquisitions, Business Integration, and Strategic Planning. He has broad experience in directing corporate-wide process and technology investments to generate growth, efficiency, and customer value.

Anthony currently serves as Senior Vice President of Supply Chain at Primo Water North America (PRMW), leading a workforce of approximately 6000 associates, 41 manufacturing plants, supporting 200+ sales locations delivering over \$1.5Bn in revenue. He recently led sustainability programs helping PWNA achieve carbon neutrality in 2020. Anthony has significant CPG experience having worked at Procter and Gamble, PepsiCo, Coca-Cola, Aramark, and DHL. Additionally he has served as President/GM for a Private Equity business.

A few of Anthony's select accomplishments include helping to lead and establish a new line of business for Aramark, and thus helping to lead the growth of the companies top account by over \$100MM. He received PepsiCo's highest corporate leadership award (UxL) multiple years for being ranked in the top 1% of leadership. He is the recipient of the Business Leadership Award from the Texas Diversity Council and was an INROADS Business Mentor of the Year Awardee.

Anthony earned his B.S. from Augusta College and has earned certifications from Harvard Business School (Program on Negotiation), Santa Clara University-Leavey School of Business (Black Corporate Board Readiness), and the University of Toronto-Rotman School of Management (Governance Leadership Institute). He has a long history of serving on non-profit boards (Orlando Magic Community Advisory Board, eQubed, INROADS, Wesley Matthews Foundation, and the DeMarco Murray Foundation).

Anthony is married to Dr. Jessica Barber and enjoys community service, reading, mentoring others, and traveling.





Kelvin Beachum Jr.

NFL Player
Arizona Cardinals

Kelvin Beachum, a Mexia Texas native, graduated from Southern Methodist University (SMU) in 2010 with a BA in Economics and a minor in Sports Management. In 2012, he completed a Master of Liberal Studies in Organizational Dynamics and delivered the commencement address for the Simmons School of Education and Human Development. Beachum signed with the Arizona Cardinals in 2020, entering his 9th season in the NFL. He has previously played for the Pittsburgh Steelers, the Jacksonville Jaguars, and the New York Jets.

In addition to his commitments with the NFL, Beachum is known for his dedication to end hunger by working directly with advocacy groups like World Vision and supporting community food banks across America. He also sits on the Entertainment Council for Feeding America. Beachum is an Executive Board member for the Simmons School of Education and the Lyle School of Engineering at SMU. He is an alternate union rep for the NFLPA and a member of the NFLPA Brand Ambassador Program as well as a Players Inc. Advisory Committee member. Beachum is a founding member of the NFL Players Coalition and sits on the Donors Choose Advisory Board.

Beachum is committed to helping young people, especially minority and marginalized youth, develop the habits and skills for success. He has a special focus on encouraging young people to engage STEM-centric disciplines and STEM careers and addressing the digital divide. Beachum is a professional speaker as well as an active investor, focusing mainly on the technology ecosystem.

A man of strong faith, Beachum is devoted to glorifying God in everything he does and uses his time and influence to encourage others by advocating education, faithful devotion and being of service to others. Beachum resides in Arizona with his wife, Jessica, and their three children.

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Ebony Beckwith

Chief Executive Officer
Salesforce Foundation

Ebony Beckwith brings over two decades of experience in technology and operations, combined with expertise in Corporate Social Responsibility (CSR); Environmental, Social, and Corporate Governance (ESG); Diversity, Equity, and Inclusion (DE&I); and Philanthropy. As Chief Philanthropy Officer of Salesforce (NYSE: CRM) and CEO of the Salesforce Foundation, she is part of a 10 person executive leadership team, reporting directly to Chairman and CEO, Marc Benioff.

Ebony's ability to think strategically and steer company-wide priority initiatives makes her an influential leader and force for business transformation. Her data-driven approach to philanthropy led to an initial 49% reduction in non-strategic grants and a \$5.3M decrease in overall spending. This focus resulted in a 50% increase in average grant size, paving the way for greater impact. Ebony manages a portfolio of \$400M+ and oversees a global team, directing strategic grants, and fostering a culture of giving back for 54K employees. She also leads the company's community response to COVID-19 and heads a task force committed to racial equality and justice.

Throughout her 12-year tenure at Salesforce, and prior 11 years in technology and operations at WaMu and Provident Financial, Ebony has led business units through significant milestones. As an advisor to CEOs, she is passionate about guiding the next generation of leaders to build brands and cultures with purpose. Ebony extends her leadership through her service on the Boards of the Warriors Community Foundation and Hamilton Families, as well as an Advisory Board member for PagerDuty.org (NYSE: PD) and Year Up Bay Area.

Ebony holds a bachelor's degree in Computer Information Systems and an honorary Doctorate of Humane Letters from Golden Gate University.

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Jackie Bouvier Copeland, Phd

Founder and CEO

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Jackie's life mission is to leave the world better than she found it, paying forward her good fortune to positively impact people's lives. The past 30 years she has worked as a C-Suite executive, board director, or advisor for Fortune 500 companies and large social enterprises, managing billions in company assets. Today, Jackie is applying all her training and experience as founder and CEO of a new social finance start-up, The Women Invested to Save Earth (WISE) Fund. WISE identifies and develops promising women-led climate impact technology companies in the US, Africa, Australia, Brazil, the Caribbean, and India to advance environmental renewal, economic security, and public health in world regions most impacted by global warming.

Her passion is helping corporations create profitable products that also promote sustainability and equity worldwide. An ESG expert, technologist, and futurist, she is an accomplished global strategist and fundraiser experienced in governance, DEI, community engagement, and localization issues. As a board advisor for P&G as well as Campbell Soup, for example, she helped these companies pivot their strategies to develop products that increased growth, profits, and corporate responsibility during the Great Recession. She has successfully guided a variety of other companies to achieve quadruple bottom line success: financial, social, environmental, and governance.

Jackie was founding national managing director for US Bancorp's private philanthropic advisory service for high net worth clients, including specialty products for sports celebrities and women entrepreneurs. She also has served as a consultant for established and start-up finance, technology, consumer product, and healthcare companies, including Avery Dennison; The North Face; The Federal Reserve Bank; MicroClinics International; and Senior Growth, among others. She is currently on the board of advisors for Uncharted Power, a new energy infrastructure company.

As a former COO or executive director, she has served or advised board audit, finance, strategy, and governance committees throughout the US and multiple countries. Jackie wants to continue her board service as a director for a public or private corporation similarly committed to developing profitable ESG strategies and products using technology to address the most compelling challenges of our times.

A prolific author, she has written four well-received books and dozens of articles on various business and ESG topics. An avid community volunteer in her spare time, she has been recognized as a HistoryMaker in the Congressional Record and in The Philanthropy 100 for her impactful civic contributions, notably founding Black Philanthropy Month, a novel, 10-year-old initiative that has engaged 18 million people in 60 countries to strengthen a global culture and economy of giving. Jackie has three graduate degrees from University of Pennsylvania; two undergraduate degrees from Georgetown University; and a certification in board directorship from Santa Clara University.





Craig Cuffie

Operations Executive

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Craig Cuffie is the Executive Vice President and Chief Procurement Officer at Salesforce. He has over 30 years of experience with 20 years of global management responsibility. He has operated P&Ls, supply chain, manufacturing, customer support and procurement in multiple geographies for both B2B and B2C companies and has managed over 2000 employees.

Craig has a strong reputational brand based on leadership and performance across operational dimensions: Growth / Global Operations / P&L Management / Manufacturing / Sustainability / Supply Chain / Business Process Outsourcing / Turnaround / Compliance

As the Executive Vice President and Chief Procurement Officer at Salesforce, Craig provides directional leadership and strategic management for the procurement and acquisition of all goods and services and manages over \$7B of spend and has achieved over \$900M of savings for reinvestment. Craig and his team serve as lead negotiators for enterprise-wide capital and associated operating expenses, including all hardware, software, professional services, marketing, real estate, supplier diversity and sustainability. Under Craig's leadership, Salesforce has negotiated Virtual Power Agreements with investments in "Green Energy" and achieved Salesforce's goal to become carbon neutral decades ahead of schedule. Craig is a Finance executive and part of the CFOs extended leadership team. He is an executive member of the Global Cyber Security Governance Team, The Global Policy Governance Team, and the Global Crisis Incident Management Team.

Prior to joining Salesforce, Craig founded Eagle Island Advisors, a boutique private equity firm focused on sourcing lower mid-market opportunities in the 3rd Party Logistics (3PL) industry.

Previous to that Craig held positions as VP Global Operations at Jawbone, Inc, a pioneer in the wearable tech/ Internet of Things (IOT) technology sector, Chief Procurement Officer and VP Supply Chain at Clearwire and held a number of leadership roles including, General Manager of Financial Supplies Group, VP of Global Operations Service and Technical Support, VP Supply Chain at Intuit. Craig has managed both B2B & B2C supply chain networks, servicing 14,500 retail locations 1.0M + direct to customer shipments and delivered \$1.8B of revenue. Craig's early career was in the Aerospace and Defense industry with British Aerospace (BAE), Dowty Aerospace (a GE company) and United Technologies (now Raytheon), these roles provided a solid foundation and learning, including running a large P&L.

Craig earned his Masters degree in management from Rensselaer Polytechnic Institute. He is a member of the Executive Leadership Council, the Stanford University Graduate School of Business, Global Supply Chain Forum, the Institute for Supply Management and the Procurement 50 cohort of World 50.

Craig is an Executive Sponsor of BOLDForce and AbilityForce, Salesforces' Employee Resource Groups (ERG's) focused on Black employees and employees with disabilities respectively. He is a frequent speaker both internally and externally on Diversity and Inclusion, its value and impact to corporate America and society overall.





Keith D. Dorsey, MBA

President and Executive Advisor
Dorsey Management Consulting

Keith Dorsey is President and Executive Advisor for Dorsey Management Consulting. He is responsible for coaching, mentoring, and advising CxOs on their sales growth and go-to-market strategies. Keith helps businesses align their strategy with sales expectations and aggressively grow their bottom-line and shareholder value during significant periods of change including mergers, acquisitions, divestitures, turnarounds, and start-ups. He specializes in leadership and sales team effectiveness, and he helps sales organizations operate at their full potential by doing the right things at the right time with the right people in the right markets.

Keith is a National Association of Corporate Directors (NACD) Certified Director and Governance Fellow. He serves as a board member at Orion Talent, a private talent acquisition company, and he serves on Pepperdine University's Graziadio Business School board. Keith is also a member of the Executive Leadership Council (ELC) and graduate of Santa Clara University's Black Corporate Board Readiness program.

Keith has over 25 years of sales leadership experience in the Human Capital Management industry. He recently retired from Alight Solutions (formerly Aon Hewitt and Hewitt Associates) a \$2.3B leading provider of human capital solutions where he served as the Executive Vice President, Global Head of Sales. During his nearly 12 years there, Keith and his Vice Presidents of Sales were responsible for the overall sales growth strategy and execution for the firm. His sales divisions were responsible for selling technology and administration services to mid and large size companies. Under Keith's executive leadership, his sales teams consistently produced double-digit annual growth.

Prior to joining Hewitt Associates, Keith worked with Paychex, Inc. a Fortune 1000 payroll and HR outsourcing company for 16 years. He was a Zone Sales Manager responsible for the growth and delivery of revenue in their Human Resource Service Division. Prior to Paychex, Keith spent three years in the insurance industry and five years serving his country in the U. S. Air Force.

Keith is currently a doctoral student in Organizational Change and Leadership at the University of Southern California. His dissertation research is around the lack of gender and ethnic diversity on corporate boards. He also has an MBA from Pepperdine University and BS in Business Administration from Charter Oak State College.

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John Driver

Chief Executive Officer
Lynx Technology

John Driver is a CEO, business strategist, and change agent with broad and diversified experience in large global, mid-market, and early stage software companies. He has a foundation in software marketing and sales and direct experience in new product launches for first-to-market categories. In these roles he has held P&L accountability for established and pre-revenue businesses. Navigating complexity, delivering innovation, and creating new opportunities within the IoT (Internet of Things) market are hallmarks of his career.

Currently, he leads Lynx Technology a Smart Home IoT and digital media technology firm powering a range of consumer electronics products. Mr. Driver's expertise in international acquisitions and divestitures, allowed him to execute a management buyout of the North American, European, and Japanese Connected Home business operations from PacketVideo, a subsidiary of Japanese public company, NTT DOCOMO. Mr. Driver completed the asset purchase agreement, which was approved by the PacketVideo Board due to his knowledge of and commitment to the business.

Previously, he was the COO and CMO of PacketVideo, a subsidiary of NTT DOCOMO, a global leader delivering innovative, digital media solutions to the world's largest service providers and consumer electronics manufacturers. He led the company's Connected Home business operations with full P&L responsibility across North America, Europe, and Asia while also driving global marketing strategy and its execution.

Mr. Driver was the Senior Director of Global Field Marketing for Serena Software, a \$265M provider of enterprise software. He built and managed the field marketing organization, with 8 global teams harnessing SEO, SEM and other strategies to generate pipeline for global sales. He was the Corporate Leader of Sun Microsystem's Global Mid-Market Strategy and team targeting companies with \$100M to \$1B in revenues, which significantly increased market share.

He is the Vice-Chair of the Board of Trustees of the Fleet Science Center in San Diego and President of the Stanford Multicultural Alumni Club of San Diego. He is the former Chair of the Stanford Associates Board of Governors, and Marketing Chair of the San Diego YMCA Overnight Camps Board. Mr. Driver is a recipient of the Stanford Governor's Award for exemplary and long-standing volunteer service to Stanford University. He is a Guest Lecturer for the Stanford Department of Management Science & Engineering.

Mr. Driver holds an MBA from The Tuck School of Business at Dartmouth College and a B.S. in Industrial Engineering from Stanford University, and is a Governance Fellow of the NACD.

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Kenneth Epps

Chief Executive Officer
ThreeNineteen

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Kenneth Epps is an accomplished Senior Executive, Entrepreneur, and Board Member with more than 20 years of success leading emerging and Fortune 100 organizations across the healthcare and communications industries. Leveraging extensive hands-on experience building and managing global organizations from the ground up, he is a valuable asset for companies looking to drive growth and enter new markets, implement transformative technology for competitive advantage, or optimize processes to improve efficiency. His broad areas of expertise include cross-functional team building and leadership, cloud and Software as a Service (SaaS), go-to-market strategy, P&L management, and strategic planning.

Throughout his executive career, Kenneth has held leadership positions at emerging and Fortune 100 organizations, including AT&T, The Williams Companies, BayPackets (acquired by GENBAND), and AGNITY Healthcare, Inc., which he founded and for which he served as CEO. His leadership produced an impressive record of results. As the CEO and Board Member at BayPackets, a venture-funded startup, he transformed the company into a global technological leader delivering voice, data, and multimedia communications solutions to global communications solutions providers worldwide (AT&T, Verizon, Deutsche Telekom, Softbank). Kenneth epitomized passion for utilizing technology for competitive advantage and public good by building a cloud-based SaaS solution for the healthcare industry that revolutionized telemedicine and remote patient care, resulting in faster physician-to-patient response time. The power of the solution attracted leading healthcare organizations, including Columbia University Medical Center and LifePoint Health (NASDAQ: LPNT).

Kenneth possesses an acute skill for financial planning and sustainability that he applied through private financing to fuel the growth of BayPackets into a global technology provider. As Senior V. P. Strategic Marketing, he used his expertise to secure the successful \$10.68B Public Offering (IPO) of Williams Communications Inc.

Kenneth honed his initial General Management and P&L leadership skills while resurrecting a \$6B legacy voice services business at AT&T through the introduction of next generation internet and digital technology solutions that reversed the revenue decline.

Kenneth has a rich history of serving on corporate, college, and community boards and affiliations with nonprofit community-based organizations. He served on the Board of Directors at BayPackets, U4EA Technologies, and Agnity Global Inc. He is currently on the Board of Directors for Altigen Communications (OTCMKTS: ATGN) and the Advisory Board of Nulia and South Carolina State University.

Kenneth holds an MBA from Stanford Graduate School of Business, an MS in Engineering Administration from the University of Tennessee, and a BS in Mechanical Engineering from South Carolina State University. He is a member of the Executive Leadership Council. Kenneth enjoys sports and spending time with his family and friends.





Joe Hurd

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Joe Hurd is a Silicon Valley-based experienced public company board director and tech executive. Over 20 years, he has created value for high-growth digital/social media, technology, and consumer companies and helped disrupt the media, advertising, and insurance industries.

He is an Independent Director of SilverBox Engaged Merger Corp I (Audit, Compensation; NASDAQ: SBEAU). Until March 2021, he was a Non-Executive Director of GoCo Group plc (Remuneration, Nominations), a \$600M insurance price comparison company, which was acquired at a 23.6% premium. He is seeking additional opportunities to work with collaborative boards and engaged CEOs to increase enterprise value and grow global businesses.

Joe's broad experience, judgment and comfort with ambiguity have fueled his success in digital transformation, strategic growth through partnerships and M&A, international expansion, informed risk-taking, and balancing multiple stakeholder interests – critical elements of long-term shareholder returns. As an Operating Partner at SOSV, LLC, an \$833M early-stage venture fund, Joe works with the fund's top-performing life sciences and hardware CEOs to drive revenue growth, responsible for go-to-market sales and partnerships. Previously, Joe focused on digital transformation across content distribution and brand advertising at two public companies: Gannett Broadcasting (dba TEGNA), where he transformed digital advertising across 46 TV stations and launched a new network, and Facebook, where he led end-to-end business planning for Facebook Video, Messenger and Marketplaces.

Joe's earlier career started after law school with him clerking for a federal judge in Boston and practicing securities law in London at Linklaters. He then built business development teams in Japan and Australia for AOL/Time Warner before moving to Silicon Valley to lead international expansion at two venture-backed companies, Friendster and VideoEgg, where he owned the non-US P&L and ran global cross-functional teams across sales, business development, marketing, and product. In 2009, he joined the Obama Administration as a Commerce Department political appointee, where he implemented the National Export Initiative across 18 agencies and served on the White House Business Council.

Currently, he serves his community as a Trustee of Menlo College (Development Committee) and the Computer History Museum. He is a Life Member of the Council on Foreign Relations (Membership Committee, Co-Chair of the Diversity and Inclusion Subcommittee), the Trilateral Commission and the National Association of Corporate Directors.

Joe earned a J.D. from Harvard Law School, a masters degree in international affairs from Columbia University, and an A.B. in East Asian Studies and Government *cum laude* from Harvard College. He is a member of the New York Bar and a Solicitor of the Senior Courts of England and Wales. Married with one daughter and two sons, Joe enjoys running, traveling, and reading historical biographies.





Victor L. Hymes

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Legato Capital Management, LLC

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Victor L. Hymes is an accomplished Senior Executive, Entrepreneur, Thought Leader, and Independent Board Member skilled at driving enterprise performance through creativity and vision grounded in collaboration. An Investment and Financial Executive for more than three decades, experienced at leading high performing teams, and managing complex large public and private institutional relationships. An environmental, social and governance (ESG) veteran with more than 25 years of experience at design, implementation and oversight. Extensive proficiency managing within a regulatory framework; with expertise in strategy development and implementation, corporate governance, and crisis management.

Throughout his career Mr. Hymes has held leadership positions at entrepreneurial establishments and global investment organizations including Cazenave Partners, LLC, Zurich Scudder Investments, Inc., Kidder, Peabody & Company, Goldman, Sachs & Company, and Legato Capital Management, LLC, an investment company he founded in 2004 and serves as the Chief Investment Officer and a Managing Member.

He graduated from Oberlin College, having focused in the areas of music and mathematics. After teaching in the Ohio Public School System, Mr. Hymes entered the Stanford Graduate School of Business, where he received his MBA. In 1983, he began his post-graduate career at Goldman, Sachs & Company, and later concentrated in the area of mortgage derivatives with Kidder, Peabody & Company.

In 1992, he transitioned to the investment management industry at Scudder, Stevens & Clark, Inc., managing investment portfolios for corporate and public pension funds, eleemosynary and Taft-Hartley clients. Later, Mr. Hymes directed Scudder's West Coast fixed income group and was a frequent speaker on the topic of mortgage derivatives. His article entitled "Derivatives, Wagnerian Opera and Other Related Topics," was published by the Retirement Journal of the State of California. Following Scudder's reorganization as Zurich Scudder Investments, Inc., Mr. Hymes headed Zurich's \$80 billion North American institutional business. After ten years with Zurich, he spent one year with Cazenave Partners, LLC, before founding Legato.

Mr. Hymes possesses an extraordinary record of profit and not-for-profit board experience. He is a former member of the Oberlin College Board of Trustees, where he served as Chair of the Investment Committee. At the conclusion of his six-year term as Investment Committee Chair, Oberlin's Endowment was named winner of the 2010 Nonprofit Award for Excellence by Foundation & Endowment Money Management. Mr. Hymes served with distinction on the boards of Oberlin College and Earthjustice, each of which has recognized him as a Lifetime Honorary Trustee. He is a former Director of Montgomery Street Income Securities, a closed-end mutual fund; former Member of the Board of the U.C. Merced Foundation; former Trustee and Board Chair of San Francisco Performances; former Trustee and Investment Committee Chair of the Presbyterian Church (U.S.A.) Foundation; and a former Member of the Board of Trustees and Investment Committee of the Natural Resources Defense Council (NRDC).

Presently, he is an Independent Director at Principal Funds, Inc., where he serves on the Audit Committee. At the Brookings Institution, Mr. Hymes Chairs the Metropolitan Council, and the Budget & Finance Committee. He recently returned to the Board of Earthjustice, where he serves on their Finance, Investment and DEI Committees.





Karen Johnson

Medicare Officer
Centene Corporation

With more than 30 years of experience in the healthcare industry, **Karen Johnson** is a change catalyst leader and innovative problem solver with a proven track record of driving organizational transformation. Recognized for her strategic and business acumen, her passion is leading teams that positively impact and improve the health status of vulnerable populations.

As the Medicare Officer for Health Net, a Centene Corporation (CNC) company and Fortune 20 enterprise, Karen oversees a greater than \$3.5B revenue generating multi-product business. Her expertise lies in P&L, strategy, product development, operations and growth. She also serves on the Enterprise Diversity and Inclusion Council and Corporate Health Equity Task Force. Since joining WellCare/Centene Corporation in 2016, she has driven 20%+ growth year over year - out performing the competition; improved financial performance in excess of 7-9% and increased Federal quality ratings from 3.0 Stars to 4.5 Stars on a 5.0 Star scale.

Before joining WellCare, Karen was senior vice president of clinical services at Health Essentials, a privately-held company where she developed an innovative clinical care model. She served as vice president of consumer engagement for the Community and State Division of UnitedHealthcare (UNH), as well as CEO of UnitedHealthcare Community Plan in Washington, D. C and Executive Director for its Ohio Evercare Healthplan. Karen also held executive leadership roles for Lake Health and Cleveland Clinic Health System in Cleveland, Ohio.

Karen earned a Bachelor of Science degree in nursing from the University of Michigan in 1982 and a Juris Doctorate from Michigan State College of Law in 1986. She also holds an Executive Certificate from the Wharton School of Business. She recently completed The Leverage Network's Healthcare Board Initiative and is in the inaugural cohort of Santa Clara University's Black Corporate Board Readiness program.

She currently serves on the Board of Directors of ONEgeneration, a large non-profit providing inter-generational programs. Her governance experience as a Board Director for several organizations includes: chair-elect and strategic planning committee chair for the Greater Cleveland and Capital YWCA's, respectively; St. Luke's Foundation; nom/gov chair for The Gathering Place; United Way and the American Diabetes Association. Karen also served on the District of Columbia Health Exchange Advisory Board.

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Jonathan Lee Kelly

President
Asymmetric Holdings

Jonathan Lee Kelly creates strategy for businesses to navigate uncertainty by making principal investments and capital markets exposure. He has created significant real options and shareholder value for investors by marshalling creativity and commercial acumen to discern when risks can be transformed into opportunities. He recognizes when uncertainty may be utilized to outflank competitors to achieve desired competitive market positioning. Jonathan brings unique insights into the corporate board room with respect to strategic intervention by actively listening to management teams to unearth strategic alternatives. Jonathan is sought after and valued for his honesty and actionable insights. He effectively communicates opportunities for allocating capital to achieve market share gains by anticipating market dislocations and crises; these behaviors foster activist preparedness for enterprises. For more than two decades, Jonathan has been deeply committed to governance and the opportunities presented for fostering intergenerational equity for institutional stakeholders through best-in-class practices, now understood as ESG priorities.

Jonathan has worked with closely held multinational firms and the family offices that control them for over two decades. He has addressed capital allocation strategy for +\$1bn Family Enterprises on three continents (Asia, EMEA & N. America) in roles at Orient Global [dba Clermont], Koch Industries, The Abu Dhabi National Energy Company [dba Taqa], HBK Investments, and the Heinz family. As a global citizen living in Abu Dhabi, Singapore, Dubai, New York City, Ho Chi Minh City, Wichita, and Greensboro, NC Jonathan has built a track record for strategic insights leveraging his networks with cultural intelligence and empathy about the personal impact companies have on the lives of others. Jonathan has successfully anticipated the payoffs for intricate multijurisdictional enterprises in securing enduring tax efficient sustained returns that limit reinvestment risk.

Jonathan has served on the board of Grupo SALA (Soluciones Ambientales para Latinoamérica), a pan Latin American specialty waste portfolio company of ACON Investments, a +1Bn Private Equity firm. He also served on the board of directors of Viet Thai International JSC, a pan ASEAN consumer conglomerate and owner of iconic brands with Jollibee Foods Corporation (PSE: JFC), helping yield over \$1Bn of value creation by creating a 20 year board road map. He has also served on the boards of Wake Forest University and LAUNCH Greensboro. Jonathan is committed to honing his expertise as a director and is a member of NACD holding the NACD Directorship Certification and participant in Harvard Business School Governing for Non-Profit Excellence (GNE) Program.

As Founder & CEO of Asymmetric Holdings Worldwide (AHW), Jonathan became a member of the Young Presidents Organization (YPO) before the age of forty. Jonathan holds an MBA (George Family Foundation Fellow) and an MPA (Mortimer Zuckerman Fellow) degrees from Harvard University and a BA (George Foster Hankins Scholar) in Chemistry from Wake Forest University.

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Latanya Mapp Frett

Chief Executive Officer and Board President
Global Fund for Women

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Latanya Mapp Frett is visionary Global CEO and President of the Board with 25 years leading in the emerging markets of Africa, Asia, the Middle East and Latin America with a keen focus on government contracting, host country negotiations, partnerships, ESG, DEI, and M&A, with \$1B P&L oversight. She asks the right questions to advise and provide companies and boards valuable insights on leading development, management, funding, partnerships, revenue streams, and growth and delivery in emerging markets worldwide.

Latanya is the CEO and Board President of Global Fund for Women, one of the world's leading foundations for gender equality, providing seed funds and fiscal sponsorship for over 5,000 organizations and groups across 176 countries. Within 12 months, she more than doubled revenues to nearly \$58M. Previously, Latanya led Vice President, Global of Parent Parenthood Federation of America, leading international programs across 12 countries with 100+ employees. She attracted over \$200M in investment revenue, building one of the most innovative and sustainable global health organizations in the field.

Known for her big picture thinking, Latanya serves on several non-profit boards, large commissions, and multi-lateral advisory structures. As Board Director of Management Sciences for Health, a global health organization, she serves on the Finance Committee governing \$300M in annual revenues, and on the Nominating/Governance committee, leading board diversity. Latanya also built the for-profit arm of the organization, MedSource, establishing its Board of Directors.

Latanya serves as Board Director of Oxford Committee for Famine Relief (Oxfam), and on its Compensation Committee, focusing on executive compensation and talent acquisition, as well as the Advocacy Committee, advising on safeguarding elections and international campaigns. Latanya served as Treasurer on the CHANGE and Inwood House boards overseeing Audit, Investment, and Risk committees, and leading a merger. She was also the inaugural board Treasurer on the International Career Advancement Association board, diversifying revenues for growth.

Latanya is a retired U.S. Foreign Service Officer who successfully led U.S. government foreign assistance strategies in four regions and priority countries – Egypt, Yemen, Thailand, Morocco, Nigeria, Mali, Iraq, Botswana, and Dem Rep of Congo, with multi-billion dollar impact. She navigated numerous crises requiring multi-stakeholder leadership and negotiations during the Arab Spring, the Shell oil spills in Nigeria, political coups, wars, and pandemics. Latanya also led numerous public/private mergers, acquisitions, and alliances totalling \$66M. She started her career as a human rights attorney with the UN and the NAACP developing products, policies, and programs to ensure equity partnerships for economic growth, political inclusion, and diverse impact.

Inspired by her worldwide experience, Latanya mentors the next generation of ESG advocates as a Columbia University professor, spends time with her children and volunteers at Glide Church and the African American Faith Based Coalition to ensure food security for families in the Bay Area.





Paul Martin

Paul Martin is a data-driven Human Resources senior executive, possessing unique knowledge of the entertainment industry, executive talent pipeline and compensation strategies.

Since 2014, Mr. Martin has been the Global Chief Diversity Officer at Sony Pictures Entertainment. He has developed and managed impactful strategies that leverage SPE's talent and corporate brand portfolio worldwide. As a key point of contact with external organizations and stakeholders, Mr. Martin has also been instrumental in mitigating risk and building workforce resiliency from cybersecurity and incidents at Sony Pictures.

His track record of structuring custom partnerships with creative talent, corporate executives and key external organizations that connect to and drive key business results is widely recognized on an international scale.

As the expansion and confluence of Artificial Intelligence and other emerging automation technologies continue to rise in workplace tools and processes, Mr. Martin has become focused on how this will impact diversity, equity, and inclusion. Specifically, he is monitoring the potential unintentional discriminatory impact that automation bias can have on hiring decisions, learning and development and career mobility in the workplace.

Prior to his role with Sony Pictures Entertainment, Mr. Martin spent over 15 years in senior positions at Warner Bros, LRN, The Legal Knowledge Company, Johnson & Johnson and Merrill Lynch. Mr. Martin carries a broad business background in finance, marketing, talent strategy and business development.

Mr. Martin is the recipient of several awards of distinction from the African American Film Critics Association, California Diversity Council, Walter Kaitz Foundation, Vanguard, and National Association of Minorities in Communication. In addition, Mr. Martin serves on California's ScholarShare Investment Board and the Board for Hollywood CPR and RespectAbility.





Merritt McKenzie

President, Therapy/Applied Behavior Analysis Division
Aveanna Healthcare

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A seasoned healthcare executive, **Merritt McKenzie** brings a diverse perspective to the boardroom combining deep growth and scaling expertise, leading through change, and building high performance leadership teams for organizational impact. He has a long history of leading transformative efforts that improve patient outcomes, healthcare operations, organizational revenues, and earnings growth. He offers a broad, 26+ year healthcare background in strategizing and leading change management initiatives within ambulatory healthcare services.

While holding senior executive leadership roles in clinical, sales, operations, and general management functions, Merritt consistently builds top-performing, highly engaged teams. Through his long tenure in the healthcare private equity space, he has cultivated strategic partnerships with physicians and other medical providers to scale businesses.

Merritt has a reputation of strategically driving growth, both organic and M&A, for long-term impact. For multiple companies, he built thriving businesses and business units. As division president, he led the formation of a \$100M blended business encompassing 1,300 employees in 54 locations, opened several de novo clinics, delivered \$10.2M in EBITDA and increased year-over-year earnings by 25.7%. Merritt doubled revenue of a hand therapy business unit by growing it to a \$2.2M with 20+ locations. By transforming multiple companies, he improved physician referrals by 10%-50% and same-store organic growth by 17%+.

During the outset of the COVID-19 crisis, Merritt led a cross-functional team to address the immediate needs of patients and clinical providers through the creation of a telehealth solution. Through this ordeal, volume recovered to 90%+ of pre-COVID levels and the operating earnings margin reversed from a negative loss to a 16.7% gain. His leadership innovation, dexterity, and ability to pivot has been further demonstrated as he led all strategic and transformation initiatives with sales organizations. This includes building the sales team compensation plan that allowed for enterprise-wide strategic success and long-term sustainability.

Merritt's collaborative approach empowers teams to be more effective and create efficiencies. Respected for asking thoughtful questions that inspire executive teams to think differently, he progresses top-level strategy sessions beyond passive discussions. His engaging leadership style has delivered 93% patient satisfaction scores and improved sales team employee satisfaction scores from last to #1 in the company. Passionate about the value and importance of purpose-driven initiatives, as well as environmental, social, and governance issues, Merritt is a champion of diversity, equity, and inclusion, which has been the foundation for the top talent teams he has built.

Merritt obtained both his Bachelor of Science in Occupational Therapy and Master of Health Services Administration degrees from Florida International University. He serves on the Membership Committee of the Private Directors Association's Atlanta Chapter.

Merritt currently lives in the greater Atlanta region with his wife and three children. In his free time, he volunteers with professional and community-based organizations, coaching current and future leaders. He enjoys CrossFit training, road cycling, and traveling.





Hugh Molotsi

Chief Executive Officer
Ujama

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Hugh Molotsi is the founder and CEO of *Ujama*, a messaging platform for communities that makes it easy for people to help each other. Hugh is a seasoned product and technology leader with over 30 years of experience developing global solutions for small businesses and consumers. Hugh is an accomplished innovator and has helped launch several disruptive products. He has expertise in leadership development and digital transformation and has led diversity and inclusion initiatives.

Hugh had a 22-year career at Intuit where his last position was Engineering Fellow and Vice President of Innovation. During his Intuit tenure, Hugh worked on QuickBooks and several other small business offerings. Hugh led the launch of several new businesses at Intuit including QuickBooks Enterprise and Intuit Payments which deliver over \$1B in annual revenue today. In 2011, Hugh became the only recipient to date of *Intuit's Founders Innovation Award* for his contributions on Intuit Payments.

Among other achievements at Intuit, Hugh was an inaugural member of Intuit's Diversity Council leading to the formation of a dozen employee networks including Intuit's faith-based networks, where he was the executive sponsor. Hugh has been a dedicated supporter of early career development and helped develop Intuit's Rotational Development Program and has been an active recruiter. He served on North Carolina A&T's Engineering Advisory Board. Hugh was appointed as non-executive director to the board of *Barloworld* (BAW:SJ) where he serves on the Risk and Strategy committees.

Hugh is the co-author of *The Intrapreneur's Journey*, a book on how to develop a culture of innovation at large companies. He is passionate about fostering grassroots innovation and giving voice to good ideas wherever those ideas may come from.

Hugh holds a Master of Science degree in Computer Engineering from Santa Clara University and a Bachelor of Science degree in Computer Engineering Technology from the University of Southern Mississippi. Hugh is also an *American Leadership Forum* senior fellow and a certified leadership development trainer.

Outside work, Hugh is committed to helping social entrepreneurs and underserved youth. Hugh serves on the board of *Echoing Green*, an organization that discovers and invests in emerging social entrepreneurs. He is past president of the Board of Directors of *Fresh Lifelines for Youth* (FLY), a nonprofit agency that runs programs for at-risk youth. At FLY, Hugh contributed to their strategy and organizational development as they grew from a \$1M to a \$4M agency.

Hugh is married to Michelle and is the proud father of two daughters. Hugh is a dual citizen of the United States and South Africa.





Guy Primus

Chief Executive Officer
Valence Enterprises

Guy Primus is a technology executive with over 20 years of experience operating at the intersection of media and innovation. Throughout his career, Guy has demonstrated the ability to combine technology and popular culture to create aggressive organic growth for companies from early-stage startups to Fortune 100. He is also lead inventor on two patents in the digital media/Ad Tech space.

Guy currently serves as CEO and board member at Valence, a venture-backed company whose mission is to create new paths to success for Black professionals. Guy's vision for Valence helped secure investors including GGV, Silicon Valley Bank, and Softbank.

In addition to his board role at Valence, Guy serves on the boards of The Virtual Reality Company (VRC), and of Southern California Public Radio, where he is a member of the nominating & governance committee and chairperson of the strategic planning committee. Guy served as chairperson of the advisory board of Georgia Tech's top-ranked School of Industrial Engineering, and as a member of Georgia Tech's College of Engineering and President's advisory boards. Additionally, Guy serves as an advisor to growth-stage companies including Haptx, (haptic feedback gloves); Lasso, (performance compression apparel); and Blacksmith, an entertainment company with operations in artist management (Dave Chappelle, Vince Staples, Jay Versace), music recording (Capitol/Motown), and media production (Sonos, Viacom). Guy is also co-founder of The Board Challenge, a movement that aims to improve the representation of Black directors in boardrooms.

As CEO of VRC, Guy led the creation of *Jurassic World VR Expedition*, an experience released through Dave & Buster's, where it became the most successful attraction launch in the company's 38-year history. D&B share price increased 33% on announcement of the release of the Jurassic experience, and 59% (cumulative) on announcement of quarterly results. VRC also partnered with Apple to showcase Augmented Reality through VRC's *Follow Me Dragon* app, which was part of the iPhone X launch and featured in Apple stores nationwide before being named "Best of 2017" by Apple. Guy's other notable projects include the Starbucks/Apple "Pick of the Week" program, then iTunes' largest customer acquisition program, and *The Scenario*, an experience developed for Sprite that established the framework for Microsoft's music-based advertising. He was also part of the founding team of Sean "Diddy" Combs' marketing agency, Blue Flame, where he led strategic marketing.

Guy was recognized by *Black Enterprise* as one of the most influential Blacks in technology, and is an *Ebony* Power 100 honoree. Guy holds BS and MS degrees in Industrial Engineering from Georgia Tech, and an MBA from Harvard Business School. A native of Pittsburgh, Guy resides in Los Angeles' View Park community, the largest district in the U.S. designated for its association with African American history.

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Andrea Rice

Managing Director
Management Leadership For Tomorrow

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Andrea Rice is a technology and finance executive focused on helping companies solve complex problems and translate ideas into actions that can scale.

As a Managing Director at Management Leadership for Tomorrow, Andrea is currently focused on one of the most pressing topics today, Black equity. Andrea has co-led the launch of the MLT Black Equity at Work Certification, a pathbreaking first-of-its-kind standard for racially equitable employment practices. In this role, Andrea has helped define the roadmap needed for employers to take a rigorous, results-oriented approach toward achieving Black equity internally and supporting Black equity in society. Andrea is a trusted advisor to the c-suite of the launch cohort of 35 major employers, including Bain Capital, BlackRock, Cargill, Deloitte and WarnerMedia on their Diversity, Equity & Inclusion strategy.

Before her work with MLT, Andrea founded, raised \$2.5M in seed capital and ran her own successful tech company. At CareerCore she developed a peer-to-peer professional development and coaching platform for major enterprise and social sector clients such as Accenture, Alabama Power, and the US State Department. Demonstrated success driving higher retention, stronger performance and accelerated promotion of targeted populations led to 90%+ client satisfaction rates.

Andrea began her career on Wall Street as an II-rated equity analyst covering the first wave of Internet unicorns - Amazon, eBay, Yahoo etc. The meteoric rise of the sector enabled her to work with many of the most talented investors and intrepid entrepreneurs, and learn the skill of asking smart questions

Andrea is a seasoned board director whose experience includes membership on executive, compensation and search committees for national and international non-profit organizations. Andrea currently serves on the Executive Committee of the International Tennis Hall of Fame, which preserves and promotes the history of tennis and its greatest champions.

Originally from Los Angeles, CA, Andrea holds an MBA from Stanford and a B.A. in Economics with honors from Yale University. Andrea is also a 2x gold medal winner with Team USA in world tennis competition and has been ranked #1 in the U.S. in masters level competition.





Jessica Ross

SVP Finance, Office of Transformation & Global
Shared Services
Salesforce, Inc.

Jessica Ross is a Finance and Business Transformation executive with over 20 years of cross-industry experience spanning consumer business, healthcare and technology. A “Finance leader by trade and change leader by heart”, Jessica’s career has been characterized by a deep commitment to leadership, strategy, transformation and growth.

In her role as SVP Finance, Office of Transformation & Global Shared Services at Salesforce (NYSE: CRM), Jessica is responsible for developing and delivering the global Finance organization’s vision and roadmap for scale and growth, as well as driving operations excellence for the company through global shared services. She leads with her values as the executive sponsor of BOLDforce, the Black employee resource group, working to build community and empower future leaders. Jessica recently joined the Salesforce Ethical Use Advisory council, comprised of academics and experts working to ensure technology is used to help society and uphold the basic human rights of all.

Immediately prior to joining Salesforce, Jessica served as Vice President Controller, at Stitch Fix (NASDAQ: SFIX), where she was instrumental in the company’s November 2017 IPO, as well as the company’s ongoing transformation from a private to publicly traded company. Her professional experience includes more than 20 years in progressive leadership roles in Finance, including 12 years of public accounting experience between Arthur Andersen and Deloitte and executive Finance leadership roles at Kaiser Permanente and Gymboree.

Jessica is an active California CPA. She holds a bachelor’s degree in Business Administration from U. C. Berkeley’s Haas School of Business and an MBA from the Wharton School of the University of Pennsylvania.

Jessica lives by her values of family, integrity and impact. She is the mother of two children, Josh (24) and Jasmine (17) and is passionate about developing young women, professionals and youth to reach their full potential and be their best selves. She is a spokesperson on visionary initiatives focused on emerging workforce trends, preparing finance for a technology enabled future, and advancing the dialogue on inclusion and diversity.

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Daniel Tarekegn

Head of Dogfood Programs and Global Triage Operations
Google Assistant

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Daniel Tarekegn has 18 years of experience building products and scaling business at technology companies including Google, Amazon and Microsoft in product management and leadership roles. He has a demonstrated track record of driving strategic, large and complex platform initiatives across software, ecommerce and mobile to enhance outcomes for both organizations and customers. He is currently the Head of Google Assistant Quality Operations, leading a cross-functional tech and ops program management team responsible for internal testing of products and triaging for user quality issues globally. This includes all first party Google Assistant products (Hey Google!) and third-party devices across various surfaces (Smart Displays, Mobile, Auto, TV & Wearable).

Daniel's previous accomplishments include successfully launching Amazon's groundbreaking Automated bundle discovery platform (patented) and scaling it to deliver \$100M+ in annual revenue while helping users discover products easily while shopping. In addition, Daniel was also responsible for optimizing eBay Deals, one of the top Deals platforms with more than \$1B+ in annual transactions. As a result of his accomplishments to improve eBay's bottom line and cultural contributions to diversity, Daniel received the 2018 eBay Cultural Luminary Award.

Daniel has B.S. from UCLA in Mathematics/Economics and an MBA from the Kellogg School of Management at Northwestern University. He is an active leader of Management Leadership for Tomorrow (MLT) and recently completed Silicon Valley Executive Center's inaugural Black Corporate Board Readiness program which prepares senior Black executives for service on boards of private and public companies. He also actively mentors and advises diverse startups/founders across EdTech, Consumer and Marketplaces. Daniel worked toward scaling Microsoft Learning as part of a global initiative to bring technology education resources to emerging countries. This experience helped him develop a greater passion for technology and understanding of technology's impact to transform billions of users around the world. Daniel started his career as part of AT&T's Leadership Development Program by successfully completing challenging telecommunications related assignments in Operations, Sales and Marketing which fostered his development into a well-rounded leader at a young age.

Daniel was born in Ethiopia and moved to the San Francisco Bay Area as a teenager. His commitment to his birthplace motivated him to become a founding board member of the International Leadership Academy of Ethiopia (now called Lebawi International Academy), a college preparatory school with a mission to create a generation of socially responsible leaders who will transform Ethiopia. As part of the school board, he has been working over the past 10+ years to bring a vision to offer a global education that nurtures students to discover their purpose, challenges them to think critically, and empowers them to set and surpass their own standards, while envisioning a better future for Ethiopia.

Daniel is married to Sheila Lahijani and lives in Emerald Hills where they enjoy hiking nearby trails as well as adventures around the world to explore different cultures.





Erin Teague

Director of Product Management
Google/YouTube

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Erin Teague is a technology executive with over 15 years' experience building best-in-class consumer web and mobile Internet products that reach and delight billions of active users. She has specific expertise across emerging technologies including cryptocurrency, blockchain, machine learning, artificial intelligence, and both virtual and augmented reality. Erin has a proven track record of building brand new product experiences from scratch, establishing product-market fit through a core understanding of consumer needs, and ultimately ensuring rapid growth and scale.

Erin is currently the Director of Product Management at YouTube. In this role, she is the global lead for several product verticals including Sports, Racial Justice, and new subscriptions businesses. Erin created two long-term initiatives on-track to independently become multi-billion dollar products where she maintains full P&L responsibility. Under Erin's leadership, YouTube Sports has become a premier destination for a wide range of sports content from clips and highlights to live games. According to ISG, YouTube is ranked the #1 preferred platform among sports fans in the U.S., higher than cable TV. Through Erin's efforts, YouTube Sports has grown to several hundred million daily active viewers, watch time has increased by over 65% year over year and in 2020, the number of sports related videos uploaded to YouTube in the U. S. grew by over 40% year over year.

Prior to her current role, Erin led YouTube's Virtual and Augmented Reality product teams where she was responsible for immersive video and created the YouTube VR app which is rated #1 across all major VR platforms. While in this role, Erin pioneered a new stereoscopic 3D video format called VR180. Erin is the co-inventor on several patents in the immersive video space.

Before joining YouTube, Erin was the Director of Product Management for Yahoo's Fantasy Sports where she led the revamp of full-season Fantasy and launched Yahoo's Daily Fantasy experiences. Both efforts led to Yahoo's re-establishment as the overall category leader. Erin began her career as a software engineer at Morgan Stanley, where she designed algorithms embedded in electronic trading applications in the firm's Algorithmic Trading Technology group.

Erin is the recipient of the 2019 B.E.T. Her Tech Maven Award and has been recognized as Glamour Magazine's "35 Women Under 35 Who Are Changing the Tech Industry," Business Insider's "Silicon Valley Top 100," one of the "100 Most Influential Women in Silicon Valley" by Silicon Valley Business Journal, "The Next Generation of Tech Stars" by Refinery29, and "40 Under 40 in Silicon Valley."

Erin is honored to serve on the Wells Fargo (NYSE: WFC) Advisory Board, which is responsible for oversight and accountability for the organization's northern California region. She also serves on the University of Michigan's Computer Science and Engineering National Advisory Board.

Originally from Detroit, Michigan, Erin holds a MBA from Harvard Business School, where she was a Morgan Stanley Fellow, and a BSE in Computer Engineering from the University of Michigan, where she graduated with honors as an Intel Scholar.





Verdell Walker

Head of Kids Audio Content
Spotify

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Verdell Walker is a seasoned consumer-oriented Content and Marketing professional. She has a proven track record of developing and executing innovative strategies that achieve bottom line growth and increase brand value. One of Verdell's greatest strengths is her ability to create compelling content that delights consumers and achieves their "jobs to be done". She is highly regarded by her peers as a thought leader and someone who fosters an inclusive environment, demonstrated by her effectiveness in leading and working collaboratively with teams.

Verdell currently serves as the Head of Kids Audio Content at Spotify, where she is responsible for establishing and managing the audio content business serving kids age 3-9 and their parents. After joining in November 2020, she immediately got to work building a multipronged global organization from the ground up. Beyond leading creative development and physical production, Verdell will lead marketing, distribution, and operations for this new vertical. Her team will be laser focused on creating high-quality content that wins new customers and significantly improves customer retention for Spotify.

At Mattel, Verdell managed the global brand strategy, short and long-term franchise planning, global brand campaign development, and US marketing executions for the Thomas & Friends franchise. Managing a \$4MM brand and content marketing budget she created new content touchpoints for fans to engage with the Thomas & Friends brand, an instrumental pillar of the brand's business turnaround. Through long term strategic thinking and excellent execution, she created new forms of content which included short form videos, a top #10 podcast, and a well-received content and marketing partnership with #1 wellness app Calm that reached over 2 MM subscribers. Verdell's work raised the profile of Thomas & Friends among new and existing fans, delighting children and fulfilling the needs of parents around the world.

While at Sesame Workshop, Verdell developed the long-term commercial, content, and philanthropic strategy for Takalani Sesame, the South African edition of Sesame Street that reaches 2.7 MM TV viewers and 2.4 MM radio listeners. Her work laid the foundation for the next era of Takalani to help the program resonate with a new generation of South Africans. Verdell also assisted Sesame Workshop's CEO in hiring the first Managing Director of Sesame Workshop South Africa. She was instrumental in designing and implementing well-received company wide diversity and inclusion initiatives.

Early in her career, Verdell worked as an equity research analyst at Goldman Sachs focusing on the healthcare sector. She also worked at The Wall Street Journal, where she was responsible for supporting the franchise's \$500MM global advertising business.





Stasia Washington

Managing Director and Senior Wealth Advisor
First Foundation Inc.

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Stasia Washington is a seasoned operational executive with 25-years' experience trailblazing and leading transformation in the financial services industry. Proven expertise in governance and risk management. Ability to confidently empower leadership teams to achieve double digit growth year over year. She brings operational and management experience leading professional teams to exceed key performance metrics in asset management, trust, special assets, consumer, commercial banking and insurance business units. Responsible for defining and refining corporate culture; passionate about closing the wealth gap as an advocate for diversity, equity and inclusion.

As a fiduciary, Stasia led the turnaround of a 65-year old manufacturing company in the building supply industry. Led strategic review, competitive analysis and the formation of Board. Led the establishment of and the accountability for key performance indicators, and set communication cadence for the Board. Stasia has successfully led the reorganization of several business units and nonprofits. She is a visionary who actively identifies opportunities for growth and increased efficiency. Stasia is known for her superior communication skills demonstrated by her ability to build support for difficult undertakings at the Board and staff levels.

Relevant Skills And Experience

Regulatory oversight | Risk management and governance | Strategic planning and Strategy execution | Change management | Financial controls | Marketing | Sales leadership

Board Experience

- Board Chairperson, The Driving Force Group, A Philanthropic Advisory Firm
- Chairperson, Audit Committee, MusiCares Foundation, National Academy of Recording Arts and Sciences
- Advisor to Board of Directors, Bay Cities Metal Products
- Treasurer, Finance Committee Chair, Executive Committee Member, Women in Film
- Board Director, George L. Graziadio School of Business and Management, Pepperdine University
- Founding Board Director, Center for Women's Leadership, Pepperdine University
- Treasurer, Executive Committee Chair, Board Director, MusiCares Foundation

Education And Achievements

- M. B. A. with honors, George L. Graziadio School of Business and Management, Pepperdine University
- Executive Leadership Institute, UCLA Anderson School of Management
- FINRA Securities Licenses, Series 7,66 and 24 (inactive)
- Life, Disability, Health Insurance Licenses (inactive)
- George L. Graziadio School of Business and Management, Distinguished Alumnus Award
- Los Angeles Business Journal, Most Influential Wealth Manager List
- Leader of the Year, NAACP, The Los Angeles Branch
- George L. Graziadio School of Business and Management Commencement Speaker
- Keynote Speaker and Panelists for multiple constituents as a financial education subject matter expert



Thank You!



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