



LEAVEY SCHOOL OF BUSINESS
SILICON VALLEY EXECUTIVE CENTER

Black Corporate Board Readiness Program

Board Bio Book

Cohort Two

June - July 2021



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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

Dennis Lanham, MS, MBA
BCBR Co-Founder





Cristal Baron

Cristal Baron is an experienced C-Suite leader who excels at the intersection of finance and social impact, leveraging her demonstrated ability to identify opportunities for alignment among disparate stakeholders to design creative solutions. Over the past 20 years, she has led and managed organizations as a strategic CFO and executive team leader, identifying and refining key enterprise drivers to position the company for the next phase of growth and driving that growth by deploying her operational, strategic, communications, capital markets and capital-raising skills.

She is the CFO and Head of Development at Management Leadership for Tomorrow (MLT), a high-growth non-profit focused on racial equity. Ms. Baron built and executed the strategy that drove annual revenue from \$9.5M to over \$15M in 3 years by aligning MLT's corporate partner contribution model to its delivered impact / outcomes, while also providing rigor and a sense of urgency to the philanthropic narrative around economic mobility for people of color. Charged with centering MLT's work in philanthropic dialogues on economic equity and racial wealth gaps, she leads the team that more than doubled MLT's revenue to \$30M+ in 2020.

Previously, as President at Rice Financial Products, an African-American owned investment banking boutique, Ms. Baron led the transformation of Rice from a successful derivatives business to a top ranked bond underwriter and an Historically Black College and University (HBCU) lender of choice on the heels of the 2008 financial crisis. By building a compelling financial and strategic vision, leveraging the firm's reputation for providing innovative capital markets solutions and enhancing the firm's financial and risk management procedures, she drove the strategy that grew the firm's underwriting business from \$7B to \$40B in just four years.

She continues to embrace opportunities to design creative solutions in complex contexts by establishing value-based relationships, building areas of alignment, and identifying opportunities to meet the needs of various stakeholders.

She spent her early post-business school career at Merrill Lynch designing financing solutions and at JP Morgan Private Bank advising high-net-worth individuals and families. Prior to business school she was a financial reporter for Dow Jones.

Ms. Baron served as Board Chair for Grace Episcopal Day School, where she was successful in leading a nation-wide search to replace an outgoing Head of School, including garnering feedback and alignment from parents, teachers, administrators, alumni and Church leadership. As Finance Committee Chair, she led the consolidation of two campuses, the transition to the DC-area's first variable tuition model (indexed to affordability), and a strategic land monetization strategy to provide for the school's long-term sustainability.

She received her Bachelor's degree in Journalism with a Business minor from Howard University and her MBA from McGill University in Montreal, Quebec. She co-resides in Washington, DC and Brooklyn, NY.

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Sam Bright

Sam Bright is a C-Suite executive with over 16 years of experience building and scaling technology teams, businesses, and experiences inorganically and organically. His career reflects a demonstrated track record of building customer-centric experiences, growing multi-billion-dollar P&Ls, executing complex transactions, leading large, globally distributed teams through turnarounds and times of transition, and leveraging his unique perspective as a multicultural millennial consumer paired with his operating experience to “see around corners” on digital strategy.

Currently, Sam is the Chief Product & Experience Officer at Upwork (NASDAQ: UPWK), the world’s largest work marketplace where he oversees the global product, UX and content design, user research, customer support, community management, trust & safety, talent success, risk & payments, new business initiatives, and business development teams. Sam also has governance experience through regularly presenting to the Upwork Board. Previously, he was the Vice President and General Manager of Verticals at eBay where he led a cross-functional team in the development and launch of end-to-end vertical experiences, had P&L responsibility for all of eBay’s NA vertical business units (>\$30 billion in Gross Merchandise Volume in 2019) and oversaw WHI, a global Software as a Service subsidiary. During prior roles at eBay, he turned around individual vertical business units, executed 70+ partnerships while leading the Strategic Partnerships team, & led four transactions during his stint on the M&A team

Prior to eBay, Sam advised on over \$10 billion of tech M&A deal processes at Bank of America Merrill Lynch and previously, he rose through the ranks to become the youngest industry analyst at Forrester Research advising Chief Information Officers through tech research and consulting. He began his career leading market research for entrepreneurs at a business incubator in Northeast Indiana

Sam is active in his industry, presenting at conferences such as AdWeek, San Diego Comic-Con, and Women in Product about technology, ecommerce, and leadership. He is a member of the Benetech Board of Directors, chairs the Nominating Committee, and serves on the Development Committee. He is also a member of the Smithsonian’s National Postal Museum Advisory Council and is a member of the National Association of Corporate Directors (NACD) and credentialed as an NACD Governance Fellow. He has been named to The Agenda Diversity 100 and Black Enterprise’s 2018 “List of the Most Influential Blacks in Technology” and is an active supporter of multiple philanthropic causes.

Sam graduated summa cum laude in 3 years with a BA in Management from Taylor University and holds an MBA from Harvard Business School.

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Wanda Cole-Frieman

Wanda Cole-Frieman is a strategic partner to executive leaders leveraging 25+ years of human capital experience enabling companies to accomplish business goals through people. Her broad industry experience ranging from financial services, high tech, retained executive search, and healthcare enable her to build impactful strategic practices in talent attraction, succession planning, and engagement always with the focus on the best possible service for the end user. She is a thought leader on the future of work and has tested and implemented practices to ensure employee wellness to drive team engagement.

Ms. Cole-Frieman brings strategic and analytic depth with the lenses of an operator to further corporate culture and ROI. She has lead multiple business cycles and collaborated with leadership on ESG matters. Ms. Cole-Frieman is the Senior Vice President, Talent Acquisition for CommonSpirit Health, a \$30B healthcare organization, leading a nation-wide team of over 200 associates hiring 40,000+ team members annually.

She has extensive experience leading transformational efforts, merger integrations, and driving dynamic go-to-market recruitment strategies delivering top talent. She collaborated with executive leadership to address the tight labor market and her organization's Covid-19 hiring response to ensure no time loss. Throughout her career, she brings collaboration, creativity, and customer focus resulting in recognition by Glassdoor as the #1 best place to interview as deemed by candidates. She serves as a governance member of the CommonSpirit Diversity, Equity, and Inclusion Executive Council and contributes to other cross-functional leadership initiatives including consulting the CommonSpirit Health Board of Stewardship on recruitment and retention matters.

Ms. Cole-Frieman spent five years at Blue Shield of California leading their executive recruitment and university relations efforts. She drove efforts to reduce cost, streamlined processes, and enhanced candidate and hiring manager experience. Prior to transitioning to the healthcare industry, Ms. Cole-Frieman worked for the global financial services firm, J.P. Morgan, crediting that experience for providing a grounding in business acumen, innovative strategies, and client relationships. Carrying that knowledge with her, she honed her recruitment and HR strategy at companies such as Korn/Ferry International, Arthur Andersen, and Apple Computer.

Believing that giving back to the community is important, Ms. Cole-Frieman has extensive non-profit board experience. She currently serves on the Board of Directors for Breast Cancer Prevention Partners, Running for a Better Oakland, and volunteers to support her alumnae association in various capacities. She formerly served on several independent school boards leading development and succession planning for Head of School leadership.

Ms. Cole-Frieman holds a Bachelor of Arts in English from Barnard College, Columbia University. She lives in Oakland, California with her husband and college bound twins.

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Will Drewery

Will Drewery is a board member and senior executive with over 15 years of experience building world-class supply chain and manufacturing organizations. He has a passion for bringing high tech hardware products from concept to market. Will has broad industry expertise spanning across automotive, aerospace, construction, and industrial robotics industries. He has a proven track record of building and operating high performing supply chain functions in complex business environments.

Will currently serves as an independent board director of Mitra Future Technologies, a venture-backed battery technology company, accelerating the lab-to-production cycle for lithium-ion batteries. He contributes his supply chain expertise to inform capital expenditure (CAPEX) and general procurement policy in this high-CAPEX industry. Will's experience as an early founding team member at various venture-backed startups enables him to provide a unique perspective to the executive team and board of directors.

Will also serves as the VP of Supply Chain at Astra (NASDAQ: ASTR), a rocket launch company that provides customers with flexible and uniquely tailored space delivery services. He manages annual company spend of \$30M+ and is responsible for a broad scope of business functions including procurement, inbound/outbound logistics, inventory management, and material delivery to support production. In addition to his functional responsibilities, Will serves as a member of Astra's Disclosures Committee, which oversees and evaluates the company's disclosures controls and procedures, reviewing the company's 10-K and 10-Q filings prior to submission to the SEC. Will worked closely with the CFO to prepare the company to go public via special purpose acquisition vehicle (SPAC) in July 2021.

Prior to his current role, Will led Tesla's (NASDAQ: TSLA) capital expansion supply chain team, where he managed \$3B+ expansion programs for Tesla's global manufacturing operations (including factories in Reno NV, Buffalo NY, Minneapolis MN, and various other locations). Will subsequently held senior executive roles at Bright Machines (venture-backed robotic manufacturing startup) and Social Construct (venture-backed construction tech startup).

Will worked as a consultant for PwC, where he evaluated internal controls for US Federal Government clients (in accordance with OMB Circular No. A-123). Will was based in Baghdad, Iraq, where he led a manufacturing redevelopment and investment project that helped deploy \$50M+ to enable local factories to secure capital equipment and other resources to re-start and maintain operations.

Will is from Pittsburgh, PA. He graduated with a bachelor's degree in Business Administration from Carnegie Mellon University and an MBA from Harvard Business School. He is a Management Leadership for Tomorrow (MLT) fellow and holds a board governance certification (Black Corporate Board Readiness) from Santa Clara University. Will enjoys mentoring young adults, resistance training, learning new languages, and traveling the world. Will served as a nonprofit board member and treasurer for Old Skool Café, a youth-run supper club that employs at-risk youth as an intensive real world vocational experience.

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Heidi Jackson Everett

Heidi Jackson Everett is an experienced public board director (NYSE: NTST), nonprofit board chair, Air Force veteran, business owner and independent executive advisor. For over 20 years, Ms. Everett has worked

with the federal government and non-profit and private sector organizations to design and activate pathways for change. Ms. Everett partners with leaders to cast a vision for their organization and develop a roadmap to achieve that vision. Through a focus on people and organizational development, she creates clarity for complex systems and challenges, and organizations in crisis.

Ms. Everett's professional experience includes management consulting in technical and highly-regulated industries with the business she owns (Star Cypress Partners) and Booz Allen Hamilton (NYSE: BAH). Ms. Everett has also worked in private equity and with a family office/foundation leading due diligence and investment portfolio management. Her domain expertise includes organizational change management and transformation, organizational development, and human capital. She has led numerous organizational transformations through M&A, global enterprise restructuring, crisis management, new strategy development, change management and executive search and transition. The value Ms. Everett brings to every organization she advises is rooted in her entrepreneurial experience, her care for building relationships with a diverse set of stakeholders and her ability to assess culture and change opportunities to guide people toward a common purpose.

Ms. Everett has provided business development consulting to businesses expanding into the federal government. She has served in the role of Director of Business Development for companies providing technology services to the Intelligence Community and Defense agencies. Her advisory role led to the successful win of work in cyber training, network operations support, logistics and supply chain risk management, management consulting, procurement support services, and enhanced information technology solutions worth over \$12.6B.

Worth noting, is Ms. Everett's role as a trusted C-Suite advisor who designs business strategies for organizations and has expertise leading highly-regulated organizations in crisis or preparing for transformational change. She advised an American multinational banking and financial services holding company on how to improve marketing, legal and compliance functions. As a consultant for a Silicon Valley-based technology company specializing in data and storage networking products she developed a new governance operating model and worked with business unit leads to determine change management mobilization strategies. This work was considered critical for integration efforts after a recent merger, particularly before the company went public. Ms. Everett also guided leaders through the transformation of the Defense Health Agency (formerly the TRICARE Management Activity) after the Secretary of Defense ordered a comprehensive review of the Military Health System's safety, access, and quality standards. Her leadership led to the establishment of baseline performance measures in comparison to top performing health care systems to achieve high reliability for its 9.6M beneficiaries.

Ms. Everett received a B.S. from Duke University and MBA from Georgetown University. She has completed Executive Education in Mergers & Acquisitions at the Wharton School of Business at the University of Pennsylvania. She is a certified Prosci Change Management Professional and a member of the National Association of Corporate Directors. Ms. Everett's current public board role includes service on Nominating & Governance and Compensation Committees, and she advises the CEO and CFO/COO on human capital, stakeholder capitalism and ESG strategies.

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Burt M. Fealing

Burt Fealing is a strategic leader with over two decades of expertise in corporate governance. Mr. Fealing has provided guidance to Boards of Directors and C-suite executives for Fortune 500 companies and large private enterprises within telecommunications, retail grocery and manufacturing industries. He has helped lean out Board processes while also driving opportunities for Boards to have candid conversations about environmental, social, governance issues and strategic opportunities.

Since joining Southwire, a \$6 Billion manufacturing company, Mr. Fealing has been instrumental in managing sustainability initiatives, including the elimination of greenhouse gas emissions for the company. With a long-term focus on environmental stewardship, Mr. Fealing drives the Company's environmental and carbon goals for 2025 and beyond as Chief Sustainability Officer. He also champions diversity, equity, inclusion and justice (DEIJ) efforts as the Executive Sponsor for the company's employee resource groups. With experience in Six Sigma, Mr. Fealing has redefined how corporate functions can partner with their business units to reduce risk, improve EBIT performance and accelerate a company's strategic plan. In 2019, Mr. Fealing led Southwire's internal and external legal response to a cyber-attacker involving not only aggressive counter-measures but also finding ways to access insurance policies.

Mr. Fealing leads Southwire's legal, compliance and government affairs functions as the General Counsel. He is the executive liaison for Southwire's Audit, Governance, and Sustainability committees. In addition to his legal and governance roles, Mr. Fealing leads the company's Internal Audit function and the Risk Management function both of which are focused on improving processes and reducing enterprise risk.

Prior to joining Southwire, Mr. Fealing served as SVP and General Counsel at ITT Corporation where he directed global legal operations, including managing 93,000 asbestos lawsuits valued at \$1.5 Billion. Mr. Fealing has also held leadership roles at SUPERVALU and Verizon. As a securities lawyer, Mr. Fealing has extensive experience with corporate spin-offs and IPOs.

Civically, Mr. Fealing is a member of the Rotary Club of Atlanta and the Metro Atlanta Chamber of Commerce. Mr. Fealing is a graduate of the Black Corporate Board Readiness Program from Santa Clara University (2021) and is currently in the NACD Cyber Security certification program.

Mr. Fealing is a graduate of Williams College and Harvard Law School. He is a member of the State Bars of Massachusetts and Georgia and is admitted to practice before the U.S. Supreme Court.

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Tommy O. Guerrero

Tommy Guerrero is an experienced financial executive, board member, and independent advisor with deep knowledge of the digital customer acquisition channel and its intersection with financial services. He has led management teams of technology companies through financial hyper-growth expansions as an investor at Ares Management and finance leader at MediaAlpha by delivering significant shareholder value through M&A and liquidity events. He is passionate about the transformative impact of digitization on the banking and insurance verticals. Mr. Guerrero brings deep corporate governance experience through his work with MediaAlpha's (NYSE:MAX) corporate board and is qualified to serve on audit committees as a financial expert.




Currently, Mr. Guerrero is the Head of Finance and Corporate Development at MediaAlpha, a \$2B digital advertising platform for the insurance and leisure travel sectors, where he is responsible for budgeting and planning, treasury, and mergers and acquisitions. During his tenure at MediaAlpha, Mr. Guerrero has been involved in several transactions, including the acquisitions of Life and Medicare insurance and European vacation comparison shopping sites, which combined represent over 40% of the company's revenue. Mr. Guerrero also led several liquidity transactions, including MediaAlpha's minority sale to Insignia Capital and several dividend recapitalizations that generated over \$200M in returns to shareholders within three years. Mr. Guerrero is part of the leadership team that led MediaAlpha through its initial public offering in 2020. Mr. Guerrero is involved in designing and implementing MediaAlpha's internal controls and leading investor relations efforts alongside the CEO and CFO.

Mr. Guerrero started his career as an auditor at PricewaterhouseCoopers supporting clients in the capital markets practice in New York. He held roles at Morgan Stanley, supporting the distressed debt and Collateralized Loan Obligations teams. Mr. Guerrero was a high yield debt and minority equity investor at Ares Management, focusing on middle-market companies in the technology, financial services, consumer goods, real estate, and advertising sectors. He also held roles at Starwood Hotels & Resorts.

Mr. Guerrero is a board member of the Private School Village, a non-for-profit that supports Black families through the private school journey. He is also the Professional Development Lead for the Los Angeles Chapter of Management Leadership for Tomorrow, a national not-for-profit that empowers underrepresented minorities to reach their full potential. In the private sector, Mr. Guerrero is on the advisory board of ThinkNow, a technology-enabled multicultural market research firm. Mr. Guerrero also advises startups in the fintech and insurtech sectors on go-to-market, capital raising, and mergers and acquisitions strategies.

Mr. Guerrero is also an investment committee member for the Cap Table Coalition, a movement that aims to diversify the venture capital ecosystem by creating investment opportunities for Black, Latinx, LGBTQ+, women, and other marginalized investors.

Mr. Guerrero received his bachelor's degree in Accounting from Pace University.

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Jonathan D. Hicks

Jonathan Hicks is a strategic leader with extensive experience advising public and privately-held companies in technology, manufacturing, customer service, and global media. Throughout his career, Mr. Hicks has enabled organizations to craft solutions that manage regulatory hurdles, litigation risks, compliance obligations, and untested opportunities to move the business forward. Mr. Hicks balances real risks with practical solutions to innovate and expand business opportunities. Mr. Hicks also brings extensive governance and public policy experience through service in government and on nonprofit boards to transform organizations to more effectively meet their vision.

At Netflix -- a global \$30 billion technology company and content studio -- Mr. Hicks is a trusted business partner for Netflix's emerging people-focused initiatives. Throughout COVID, Mr. Hicks has continued to provide ongoing legal advice for the company's global response and regulatory obligations. As the company considers its Future of Work activities, Mr. Hicks is the primary legal advisor to the company's largest media market -- the US and Canada. In this market, Mr. Hicks drives all legal employment matters that arise in the company's new offices and studio spaces.

Known for his influencing skills at Netflix -- where no rules rule -- Mr. Hicks brings crisp communication to enable partners to understand, appreciate, and navigate complex business challenges. With a focus on ESG, Mr. Hicks has championed the company's approach to diversifying its vendor and candidate pools through championing a Diversity Pipeline program and creating global partnerships with industry organizations outside of the US, including in Brazil and South Africa.

Mr. Hicks has a history of using strong governance strategies to move organizations in a more productive direction. As a board member of Second Harvest Food Bank, he challenged the organization to think differently and focus its efforts on innovating its service delivery model to end hunger in a single community. And now, as the Board Chair for the American Leadership Forum Silicon Valley, Mr. Hicks is pushing the leaders-of-leaders to focus less on conversation about problems and more on the actions that solve them.

Before Netflix, Mr. Hicks managed all non-IP litigation and employment advice and counsel at Cadence Design Systems, Inc. Before Cadence, Mr. Hicks was at Hoge, Fention, Jones, and Appel, Inc. in San Jose. He earned his juris doctorate, with honors, from the University of Southern California, Gould School of Law; served as an Executive Fellow in the California Governor's Office of Policy and Research; and was an alumni scholar at the University of California Berkeley, where he received a bachelor's degree in political science.

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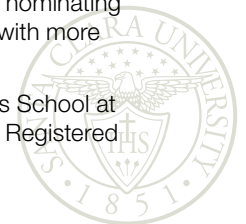
Jason Howard is an experienced capital markets leader, investor, board member, and advisor to management teams launching and scaling growth-oriented businesses. Mr. Howard has over twenty years of experience advising both public and private organizations on strategic repositioning, value creation plans, and capital allocation decision-making. As a result of over a decade of investment experience structuring impact investments, Mr. Howard is sought-out as a subject matter expert on investing for impact without sacrificing performance. Mr. Howard is frequently selected to launch and lead new initiatives, and he has demonstrated a consistent ability to innovate in multiple roles by moving new ideas from concept to reality. He is an experienced board member who serves on multiple boards with oversight of private equity firms, their operational performance, accounting policies, and growth initiatives. Mr. Howard's governance experience also extends to large non-profits, including serving in multiple leadership roles. Notably, Mr. Howard is well-regarded as a strategist, innovator, and consensus-builder with a proven track record of success in corporate and non-profit organizations.

Mr. Howard currently serves as Managing Director on the investment team at GCM Grosvenor, one of the largest alternative investment managers in the world with approximately \$65 billion in assets under management. At Grosvenor, Mr. Howard is Co-Head of the Diverse Manager Private Equity practice, which has committed over \$5 billion in capital to investments led by women and people of color. Over the last decade, Mr. Howard built close relationships with leading institutional investors by collaborating with them on governance topics, capital allocations, and diversity reporting.

Mr. Howard's investing expertise is complemented by his operating and finance experience at large, global companies. As the Manager of Deal Analysis at the Walt Disney Film Studio, Mr. Howard developed internal analyses used to approve the \$7.4 billion acquisition of Pixar. Additionally, he collaborated with the film studio's business units to develop the annual budget and five-year plan. Mr. Howard also partnered with colleagues to structure a \$500 million investment funded by Wall Street firms to invest in Disney's films. In addition to his work at Disney, Mr. Howard worked on the internal IT team at Turner Entertainment Networks to build a new technology platform which aggregated media ratings and content data to inform Turner's acquisition of movies and TV shows. Mr. Howard also spent more than five years at Goldman Sachs honing his M&A and financing expertise which he uses to advise companies on strategic alternatives, risk management and capital markets activities.

Jason's non-profit board service focuses on innovating to address an organization's most strategic priorities. As Co-Chairman of The Salvation Army's national youth outreach, Mr. Howard led the organization's strategy to increase engagement with the 14- to 25-year-old demographic. Mr. Howard also helped launch Echelon, a national service organization focused on mobilizing the next generation of young professionals to partner with the Salvation Army. Today, there are approximately twenty-five Echelon chapters in cities around the country supporting The Salvation Army's mission. Mr. Howard also guided the launch of Rock the Red Kettle, an annual Christmas concert series focused on raising awareness for The Salvation Army's Red Kettle Campaign, which is the oldest annual charitable fundraiser of its kind in the United States. The concerts, which were held at large venues such as L.A. Live and Universal City Walk in Los Angeles, attracted numerous celebrity music guests and significantly increased The Salvation Army's visibility with young adults. Mr. Howard also co-chairs the board nominating committee for The Segerstrom Center for the Arts, a premier performing arts organization in Southern California with more than \$250 million in assets.

Mr. Howard earned his Bachelor of Business Administration degree with High Honors from the Goizueta Business School at Emory University, and he is an alum of the Sponsors for Educational Opportunity Career Program. He is a FINRA Registered Representative and holds the Series 7 and Series 63 licenses.





**Angela
Jackson**

Dr. Angela Jackson is an impact investing and Environmental, Social, and Corporate Governance (ESG) expert. She serves as an advisor to Freedom Learning Group and Education Design Lab. She serves on the Board of Beyond 12 (Nomination Committee); Summer Search (Programming Committee Chair and Finance committees).

As a leader in the future of work space, Dr. Jackson has deep knowledge of technological trends that are transforming organizations and human capital infrastructure necessary to increase profitability.

Dr. Jackson has been a C-Suite advisor to over 100 Workforce EdTech startup organizations. She has used her deep domain expertise to transform portfolio company's talent and sales functions to drive growth, scale and liquidity events. She has positioned her portfolio companies to return a 3x to 4x return. She works with executive teams to connect social impact outcomes to broader business goals, proving that business is a critical platform for societal change.

Dr. Jackson is a Managing Partner at New Profit, a Boston-based Venture Fund, where she manages a \$50M investment portfolio spanning EdTech and Workforce Tech. Dr. Jackson launched the Future of Work Grand Challenge initiative that resulted in the development of an ecosystem of over 60 Employers, Foundations and Education operating partners that reskilled and placed 25,000 workers impacted by COVID in living wage jobs.

As a subject matter expert in the future of work and learning, Dr. Jackson is widely published in leading journals including Harvard Business Review and Stanford Social Innovation Review and has spoken at numerous conferences including the Economist, Wall Street Street Journal and Ted conferences.

Dr. Jackson was a global business development expert with media conglomerates (Viacom) and technology conglomerates (Nokia) leading P&L in excess of \$12M with a 45% increase in profitability. As a founder of a Global Language Project company, she raised \$10M scaled their language learning business that included winning a Grammy Award.

Dr. Jackson is passionate about modernizing the public education to career system and advancing academic and professional opportunities for women, people of color and veterans.

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LEADERSHIP EXPERIENCE

- Board & Committee Chair
- Branding & Marketing
- Environmental, Social, & Corporate Governance
- Customer Diversification
- International market entry
- Start-ups & New Ventures
- Strategic Partnerships
- Fundraising
- Talent Management

SECTORS

- B2B, B2C, B2B2C, DTC
- Consumer Products
- K12 + Postsecondary Education
- EdTech
- Entertainment
- Telecommunications
- Workforce Tech

EDUCATION

- Harvard University, Ed.LD
- Institute Catholique, French Language, Certification
- INSEAD, Business & Marketing Certifications
- Bachelors of Journalism, University of Missouri-Columbia, Television
- Bachelors of Art History, University of Missouri-Columbia
- Santa Clara University, Corporate. Board Readiness certification

MEMBERSHIPS

- NACD
- Private Directors Association





AJ Jones II

A distinguished corporate affairs and communication leader, **Mr. Jones II** is a globally recognized C-suite executive with a professional background in financial services, healthcare, philanthropy, retail, and economic development; and significant experience in the corporate, governmental, multilateral, and civil-society sectors. His unique ability

to strategically connect ESG metrics, regulatory disclosures, financial risks, sustainable value creation, capital market opportunities, and public policy within corporate governance platforms has made him a sought-after sustainability thought-leader by Fortune 500 companies, national non-profits, government leaders, and multilateral agencies. He has received numerous citations for his corporate business development strategies, investor relations acuity, corporate and crisis communications proficiencies, public policy and regulatory acumen, and leadership development capabilities.

Mr. Jones II has worked internationally in South Africa, Germany, United Kingdom, United Arab Emirates, Hong Kong, France, Canada, and Nigeria. As a global professional, he has extensive regional business experience in Asia, the Middle East, and Europe. He can speak Yoruba (a prominent Nigerian language) and is learning conversational Hebrew.

Mr. Jones II is the Chief Corporate Affairs and Communications Officer for Vanda Pharmaceuticals, a global biopharmaceutical company. As a Named Executive Officer, Mr. Jones II serves as Vanda's lead interface to the investment community, which has led to a 61% stock appreciation, 28% increase of new investors, and 64% increase in market capitalization since his appointment. He is an executive member of the company's corporate development & licensing review committee, lead capital markets advisor to Vanda's Board of Directors (BOD) and executive leadership team, and an executive member on the BOD's audit committee. His leadership in these roles has resulted in the company launching the largest number of clinical trials since its founding and successfully transitioning it from a central nervous system-focused to a multi-therapeutic product organization.

In addition to being the company's lead spokesperson, Mr. Jones II directs the following corporate functions: business analytics and corporate intelligence, government relations, brand marketing, social impact, regulatory policy, and patient advocacy. Mr. Jones II's sage management of these functions have resulted in positive public sentiment increasing by 38%, share-of-voice increasing by 41%, and share-of-search increasing by 47%.

Before joining Vanda, Mr. Jones II held several C-Suite roles at private and public companies and managed upwards of ~\$570 million in P&Ls, while provided an array of professional services to Fortune 500 companies, top-ranked academic institutions, multilateral institutions, and G-20 government leaders. Additionally, as W.K. Kellogg Foundation executive, he directed over ~\$420 million in structured investments, successfully launched 37 social enterprises, increased share- of-voice by 39%, increased share-of-search by 62%, established the celebrity entertainment division, and oversaw \$290 million in series funding rounds of portfolio held companies.

As the first African American Policy Director in the U.S. House of Representatives' leadership, he crafted more than 214 pieces of legislation; 142 became law. In 2008, Mr. Jones II was appointed as a lead policy negotiator and external communicator for the Emergency Economic Stabilization Act of 2008, which created the successful Troubled Assets Relief Program (TARP).

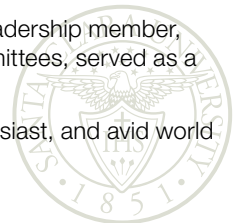
Mr. Jones II is an executive member of Forbes Communications Council, a National Investor Relations Institute leadership member, and an Emerging Markets Institute Fellow at Cornell University. He has previously chaired three board audit committees, served as a qualified financial expert on national non-profit boards, and has advised on SOX- related COBIT frameworks.

Mr. Jones II is an autodidact, self-proclaim jazz aficionado, neo-expressionism art aesthete, haute horology enthusiast, and avid world traveler.

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Eli Kumekpor

Eli Kumekpor is a C Suite executive with over 20 years of financial, strategic, and operational leadership experience gained through a variety of key leadership roles in public, consumer facing businesses across multiple industries. His career reflects a demonstrated track record of leading large finance and strategy functions, managing complex transformation initiatives, and leading M&A transactions across the deal lifecycle through post-merger integration. Mr. Kumekpor has held P&L responsibility across a variety of business circumstances including early stage, restructuring, growth and sustaining performance as well as global scope. He is a Qualified Financial Expert

As Vice President, Global GM Jordan Men's, he has strategic, commercial, and operational accountability, as well as full P&L ownership for an ~\$4B consumer retail business representing 70% of the global business. Prior, he was VP/ Global CFO, Jordan Brand and had dual accountability for Financial and Operational performance as well as Corporate Strategy for Global Jordan Brand (\$5B) where he architected the growth strategy that led to revenue inflection and 10 straight quarters of mid-teens growth. A champion for diversity, he is the Co-Chair of the Nike Black Employee Network and has been appointed to the Nike Black Community Commitment Taskforce responsible for overseeing Nike's \$140M commitment to Black Communities.

Mr. Kumekpor has served in multiple Division and Business Unit CFO roles managing P&Ls up to \$8B in revenue and held strategic finance roles such as Global Head of M&A and Licensing for a \$4B Global Pharmaceutical business where he led in excess of \$1B in strategic M&A transactions, at industry leading companies such as Alcon/ Novartis, AstraZeneca and Nike. His deep M&A background was honed earlier in his career in Deloitte Consulting's M&A Practice where he led engagement teams and advised C Suite Teams on numerous large complex M&A Transactions. He has in country experience as CFO of Alcon Australia New Zealand, as well as extensive experience across Asia, Western Europe, and Africa.

Mr. Kumekpor's governance experience includes extensive experience preparing materials for and presenting to Corporate Boards, as well as being a standing attendee of the Jordan Advisory Board Meeting (Nike Internal BoD for the Jordan Brand comprised of Nike ELT and Jumpman LLC). Mr. Kumekpor is passionate about advancing education equity and sits on the National Board of College Success Foundation where he chairs the Audit Committee. He is a veteran of the US Armed Forces and was previously on the Audit Committee of USO of Pennsylvania and Southern New Jersey.

Mr. Kumekpor is adept at building high performing cross functional teams and fostering a culture of inclusivity and equity to positively impact the organizational culture and business beyond the financial metrics he is responsible for.

Mr. Kumekpor holds an MBA in Finance from the Kelley School of Business, Indiana University, a Bachelor of Arts in Economics from the University of Texas at Austin and has completed Executive Education at the Wharton School of Business, and the University of Chicago Booth School of Business.

In his spare time, he is an avid sports enthusiast, patron of the arts, world explorer, and an enthusiastic, but frustrated golfer.

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Stephen H. Lockhart

Stephen Lockhart is a senior executive with both passion and experience in driving large scale change to create healthier and more equitable communities. Recognizing that the health of the planet and its inhabitants are inextricably linked, his leadership leverages interconnections between healthcare and the environment to promote just and equitable solutions.

As a healthcare executive, Dr. Lockhart served as senior vice president and chief medical officer (CMO) for Northern California-based Sutter Health, a not-for-profit health system caring for 3 million patients—or one in every 100 Americans. He recently retired from this role where he had responsibility for quality, patient safety, research, and education. In addition, with 40 years of experience as a biostatistician and epidemiologist, he also initiated Sutter's early recognition of and response to the coronavirus pandemic. He previously served in senior healthcare leadership roles such as regional Chief Medical Officer, Hospital Chief Administrative Officer, and Medical Administrative Director of Surgical Services.

His passion for equitable health outcomes has fueled his leadership efforts to provide equitable care across the Sutter system, which resulted in the implementation of a health equity program and development of an award-winning Health Equity Index (HEI) in 2017. Using a precision medicine-like approach, the HEI provides deeper understanding of health outcomes among different patient populations. He is also the founding director of the newly formed Sutter Health Institute for Advancing Health Equity.

A recognized healthcare leader in California and nationally, he was named to Governor Brown's Advisory Committee on Precision Medicine in 2017. He serves on the boards of two public companies, Molina Healthcare and NRC Health as well as the board of the non-profit national patient safety organization, ECRI.

As an environmental leader, he was appointed to the National Parks Second Century Commission and recognized as a White House Champion for Change for the Environment. Stephen has a long-standing passion for providing environmental science education and introducing the outdoors to an increasingly diverse population of people. He has served on the boards of many organizations which support environmental issues such as NatureBridge, Land Trust Alliance, National Parks Conservation Association, E.O. Wilson Biodiversity Foundation, David and Lucile Packard Foundation, and Recreational Equipment Incorporated (REI). He currently chairs the board of Parks California, a nonprofit that supports California State Parks.

A Rhodes Scholar, Stephen earned his master's in economics at Oxford University, and received his M.D. and Ph.D. degrees from Cornell University. He is a board-certified anesthesiologist and an avid climber and backpacker.

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James Mitchell, Jr

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James Mitchell, Jr., has a storied 30+ year career as a leader in business and government. Mr. Mitchell has demonstrated an ability to partner with C-suite executives and has worked across multiple ownership structures & business cycles. His executive management track record and experience-based judgement align with business best practices on growth, innovation, strategy, inclusion and metric-driven operating procedures. His expertise in regulatory compliance matters provide a unique perspective to companies in regulated industries. Mr. Mitchell's governance experience began over two decades ago as a fiduciary of GE's \$40B Pension Trust and has continued through his board committee leadership (Compensation-Chair, Business Strategy & Technology-Chair) and non-profit experiences. He is well respected in the business community, creating trust and alignment amongst disparate stakeholders. He collaborates with fellow board members, founders, private equity (PE) sponsors and senior management to achieve goals. His financial expertise and understanding of capital markets, budgeting, forecasting, P&L statements and financial operations allow him to deliver thoughtful questions & insights that drive informed decisions. He is a Qualified Financial Expert by SEC standards and can serve on an audit committee.

Mr. Mitchell is Chairman of the Board of Directors of Fora Financial, and chairs two board committees. Fora Financial is a PE backed, high-growth, online company that leverages its technology platform to lend to small & medium sized firms in the U.S. He has previously served on advisory boards of PE firms (Warburg Pincus, CD&R, RLJ Lodging, New Mountain, CollerCapital, Palladium) and on the boards of two education-focused non-profits (TMCF, Toigo Foundation).

After a 25-year career with GE he founded JMJ Advisors, providing consulting & investment advisory services to clients in industries ranging from professional services to healthcare to financial services. As an institutional investor at GE, he was the buy-side research analyst & portfolio manager who invested in banks, credit card companies, mortgage insurers, specialty finance & REITs and also managed a \$100 million financial services & special situations portfolio. He served as a Chief Investment Officer & Portfolio Manager at GEAM (\$130B AUM) where he grew the hedge fund (HF) business from \$900 million to \$2.4B AUM and grew a segment of the PE fund business with \$500 million in initial assets to \$2.6B AUM. Mr. Mitchell developed domain expertise in multiple asset classes, risk management, financial modeling, pension fund management, asset allocation, portfolio construction and mutual funds. He developed an industry reputation with institutional investors as an "alternative investments" subject matter expert, represented GE at external client investment meetings & as a speaker at financial services conferences (UK, UAE, Japan, France, India, China).

Other components of Mr. Mitchell's board profile to highlight include his acquisitions/alliances work & regulatory expertise. He led M & A and deal integration initiatives, developed systematic diligence processes, and directed teams in assessing business opportunities in coordination with GE's global growth plans. He completed 3 transactions, invested in 40+ HF and PE funds and closed a JV with Canada's largest aerospace manufacturer. He led strategic alliances that provided institutional investors the ability to purchase & distribute bonds for GE Treasury's debt financing operations. Mr. Mitchell reported to two Vice Chairmen on corporate initiatives, one in particular where he created an innovative program that became an industry best practice by investing with minority & women owned financial services firms. This start-up portfolio grew from zero to \$800 million AUM and delivered top-decile performance. Earlier in his career, he worked as a legislative professional the U.S. House of Representatives and U.S. Senate. Years later, as a senior lobbyist for GE, he worked to strengthen & expand their Washington presence and collaborated with Congress & the Obama Administration to develop advocacy strategies that shaped legislative & regulatory policy for the firm.

Mr. Mitchell holds the designation of Board Governance Fellow from the NACD and gained extensive knowledge of board governance & best practices. He completed Santa Clara University's Black Corporate Board Readiness Program and is a member of the Private Directors Association. He is the Vice Chairman of the Board of Trustee's at Xavier University of LA (Dev Comm-Chair, Endowment Comm) & on the boards of VPP and PartnersGlobal. Mr. Mitchell graduated with a B.S. from Purdue University and later earned a MBA from The Wharton School, University of PA.





**Karla D.
Munden**

Strategic, Industry Innovator, Executive

Leader 30+ years in the financial service industry, **Karla D. Munden** is known for producing results and being a resource, whose instincts, business acumen and professional experience have resulted in her successfully leading and executing internal audit strategy. A qualified financial expert, Ms. Munden has leveraged the importance of governance and compliance in the financial industry to improve transparency in the board room.

Ms. Munden's governance experience includes facilitating the Audit Committee of the Board of Directors, identifying timely relevant and strategic agendas and collaborating with senior leaders and the board to ensure alignment on business risk, mitigation, emerging and reputational risk.

Cited as a thought leader in the Internal Audit profession for cutting edge innovative changes that resulted in increased visibility for the profession, Ms. Munden has been featured in the Institute of Internal Auditors publication, and she is commonly referred to as a subject matter expert and developer of industry best practices. Ms. Munden's implementation of cross department rotations resulted in increased control awareness and reduced control deficiencies while increasing project request across her enterprise by 30%. A leading adopter of co-sourcing and data analytics, Ms. Munden has reduced her company's budget by 20% while extending audit coverage annually.

Ms. Munden has demonstrated a unique ability to collaborate with financial services regulators. She has developed innovative and practical solutions that aligns with stakeholders while preserving the company's best interest. Ms. Munden is the Senior Vice President, and Chief Audit Executive at Lincoln (NYSE: LNC) where she has developed the comprehensive audit strategy for this \$20B enterprise. She is an expert at risk identification, mitigation and leading companies to identify and reduce risk, which has resulted in the reduction of fines and decreased reputational risk. In addition to leading all aspects of internal audit for the corporation, Sarbanes Oxley testing, forensic investigations and delivering results to the board, Ms. Munden also is known for building and scaling teams. She is leading a team of 40+ employees and responsible for \$40M budget. Earlier in her career, Ms. Munden served 14 years in the United States Navy Reserve, establishing her natural ability to align strategy with efficiency, savings, and goals.

Ms. Munden is passionate about supporting the communities in which she lives. She serves on several non-profit boards, including being the Audit Committee Chair of the Community Foundation of Greater Greensboro, Inc and as a Trustee for the College of William and Mary. She is known for building relationships with key alumni and community activists and using her expert skills in resolving financial, strategic and compliance issues or concerns for the betterment of these organizations.

Ms. Munden graduated from the College of William and Mary and has an MBA from the University of Phoenix and PHD Coursework. Ms. Munden has completed continuing education earning a Cybersecurity Certificate from Carnegie Mellon.

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John Murray

John Murray is an operating executive and board member who helps organizations achieve transformational outcomes by adopting new technologies and processes, restructuring operations, and adding or shedding business units. He has led design and development for new software products and implementation at scale for 3rd party software. He has experience designing and implementing digital marketing programs to drive customer acquisition online and through sales organizations. He has managed global delivery organizations supporting 24x7 service mandates. He has been accountable for organization-wide information security, SOC compliance and Sarbanes-Oxley reporting requirements.

For the past ten years he has been a valued advisor to private equity investors supporting pre-acquisition due-diligence and developing strategies to achieve target exit multiples with predictable capital investments and minimal risk.

John is now the board chair for CreditIQ, a high-growth fintech software business delivering an end-to-end solution for online and in-store car sales. Prior to CreditIQ, John was the CEO of Paypro, a privately owned payroll and benefits company. On behalf of The Riverside Companies, John has served on the board of DentalPlans.com and as a board member and interim executive at Paradigm Tax Services. He was also an interim executive at N2Y.com. Earlier, John was the CIO of Assetmark (NYSE:AMK) and the CTO of Brigade Solutions. He began his career in investment banking at Credit Suisse and Stifel in New York and San Francisco.

John has a bachelor's degree in Finance from the Marshall School of Business at the University of Southern California and an MBA from the Haas School of Business at UC Berkeley. He has served on many non-profit boards and local and state-wide commissions by political appointment. He is married to Gail Covington, and they have two sons.

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Bill Nash

Bill Nash is a senior finance executive with over 25 years of operational experience leading diverse teams in both public and private companies. He has a demonstrated track record helping companies develop new technologies and scale commercial operations. He has worked in biotech, enterprise software, government, and technology. He is qualified to serve on audit committees as a financial expert.

Bill is currently the Chief Financial Officer for Cruise, a market leader in the autonomous vehicle space. Bill joined Cruise in 2018 and became CFO in 2020. Over the past three years he has led or supported over \$10B in fundraising, multiple acquisitions, 40% annual headcount growth, and multiple enterprise system implementations. Bill also leads the Corporate Real Estate and the Global Purchasing and Supply Chain organizations at Cruise.

Prior to joining Cruise, Bill held divisional finance lead roles with Amgen, UCB, and Oracle. His teams have successfully launched multiple brands that have exceeded \$1B in annual revenue. He has extensive experience dealing with complex partnerships and has worked in highly regulated industries. Bill has also lived and worked in Lucerne, Switzerland as an expat.

Bill began his career in the military. He served as a submarine officer in the United States Navy where he completed two deployments on a fast attack submarine. He also served as a company officer and leadership instructor at the United States Naval Academy.

He is currently a member of the Board of Trustees for Southern New Hampshire University, which has 3,000 on campus students and 135,000 online students. It is one of the fastest growing and most innovative non-profit universities in the nation. Previously, he served on the Board of the U.S. Vets, which is a non-profit that offers support to help homeless veterans and their families.

Bill earned an MBA from the Wharton School at the University of Pennsylvania, a Master of Science in Electrical Engineering from the Georgia Institute of Technology, and a Bachelor of Science from United States Naval Academy.

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Faye Alexander Nelson

Ms. Nelson is an accomplished leader with over 20 years of senior executive experience. She has led transformational initiatives that have created a meaningful impact in communities statewide. Her considerable public board experience coupled with non-profit board service has established Ms. Nelson as a highly knowledgeable governance leader.

Currently, Ms. Nelson is the Director, Michigan Programs for the W.K. Kellogg Foundation, an international \$7.5 billion endowed private foundation. In this role she oversees the approximately \$70 million of state-wide annual grantmaking, associated operations, finance, strategic planning, collaborations, and staff. Her leadership impact includes forty-one thousand Detroit children securing

educational tools and connectivity to address the digital divide, funding work force development organizations that have trained 1,000 residents in foundational skills to create career pathways, and \$5 million of funding support for the sustainability of minority and women owned businesses.

Ms. Nelson was previously a corporate Vice President of DTE Energy; she also served as Board Chair and President of the DTE Energy Foundation. She led the board in the foundation's strategy development, created its annual giving plan and developed scenario analysis and risk management initiatives in the active engagement of the communities served throughout the state. She also led the restructuring of the organization's philanthropic priorities and the investment of \$20 million in annual giving.

Ms. Nelson was President and CEO of the Detroit RiverFront Conservancy, leading the transformation of an international industrial waterfront which today serves as an anchor and catalyst for economic revitalization in Detroit. She raised \$160 million to support project cost and organization sustainability and oversaw a myriad of complex initiatives which included land acquisitions, conservation easements, finance, programs, staff and consultants. Ms. Nelson developed 3 miles of public space which, at that time, included parks, gardens, waterfront cafes and a riverwalk, serving as a venue to host 3 million annual visitors, generating over \$1 billion dollars of public and private investment. Today, this project continues its spectacular growth and development, representing a symbol of pride and community for Detroiters.

Ms. Nelson's significant governance experience included serving on the board of the Compuware Corporation and its Nominating and Compensation committees. Highlights of her board engagement were oversight of acquisitions to spur growth and build position in the marketplace, divestitures, a public offering (IPO) of subsidiary Covisint, sale of the company headquarters, and reduction of employee headcount to ultimately position Compuware to sell itself to private equity firm Thoma Bravo for \$2.5 billion.

Her non-profit board service includes the Michigan Women's Commission (finance committee member/gubernatorial appt), the Detroit Symphony Orchestra (executive committee member), and the United Way for Southeastern Michigan.

A native Detroit, Ms. Nelson holds a BA, Political Science from Mercy College of Detroit and a Juris Doctorate from the University of Detroit School of Law.

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Zainabu (Zain) Oke

Ms. Zain Oke is a transformational strategic senior financial and operational executive with over 20 years of experience advising national and regional \$20B-\$40B healthcare systems, real estate, hospitality companies, life science and technology companies. Having led across multiple aspects of a company's life cycle, from pre-IPO to mature stages, her expertise in strategy, finance, and real estate have helped companies achieve their financial goals and metrics. As a former audit partner with Deloitte, Ms. Oke is a qualified financial expert having demonstrated extensive governance and risk management expertise through her work with corporate boards.

Ms. Oke has experience scaling businesses, preparing companies to go public, and managing post-IPO governance, risks and controls. She has led post-merger integrations of newly acquired businesses and implementations of financial and operating systems to improve and optimize critical business functions which have yielded bottom line impacts of 10%-20%. As a strategic thought partner leveraging complexity, ambiguity and risks with strong ethics and integrity, Ms. Oke manages enterprise-wide challenges through collaborative relationships with partners to deliver integrated solutions and insights for more effective change management.

Ms. Oke is the Vice President of Organizational Readiness and Real Estate at AAA NCNU, a consumer services business with over \$2B in sales and innovative expansions into B2C technology product and service offerings and the autonomous and electric vehicles market. With P&L responsibility, she also plans and directs its corporate strategy and response to significant business disruptions and crisis management events, while managing all real estate and construction expansions and operations for the company. Under the impactful leadership of Ms. Oke, the real estate division has expanded the footprint of a key business segment by 77% since 2020. As Chief Audit Executive and Controller, Ms. Oke addressed enterprise risk by identifying operational enhancements and establishing more effective controls, thus improving margins and enhancing efficiencies across the organization.

Ms. Oke has business experience as a successful and decisive entrepreneur focused on scale, continuous growth and profitability, demonstrated by expanding to 3 fast-casual restaurants within 4 years of initial operations. During the recent pandemic, she turned around and restructured the business to exit profitably, without involuntary terminations, debt obligations or losses to stakeholders.

A personal commitment to community service is Ms. Oke's hallmark, proven by her years of community outreach and chairing audit and finance committees for not-for-profit boards, including as the current Finance Chair for the Girl Scouts of Northern California. She also enjoys international travel and is passionate about her basketball and soccer teams.

Ms. Oke holds a Business Administration degree from University of Berkeley, Haas Business School and is a certified public accountant.

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Christiane Pendarvis

Christiane Pendarvis is a customer centric, global C-suite executive with over 25 years of experience leading direct-to-consumer and omni-channel retail businesses. Her career focus has been in retail merchandising and general management, running \$250M to \$1B operating businesses with Fortune 500 brands such as Old Navy and Victoria's Secret. Known for her ability to translate insights into business strategies, she has extensive strategic planning, assortment development, digital commerce and retail operations experience; and has driven large scale technology infrastructure projects including e-commerce re-platforms. Ms. Pendarvis approaches all her roles with compassion, humility and empathy, driving profitable growth and shareholder value by unlocking the power of people and diverse teams. She sits on Savage x Fenty's board of directors and Techstyle Fashion Group's 12-member Executive Committee.

Ms. Pendarvis is Co-President / Chief Merchandising and Design Officer for Savage x Fenty. Under her leadership, the company delivered 200% revenue growth in 2020 and successfully closed a \$115M Series B financing round in 2021. She is accountable for revenue, profit and customer retention and reports directly into the co-founders of Techstyle Fashion Group. Previously, Ms. Pendarvis was with FullBeauty Brands, a leading direct to consumer multi brand apparel company, where, as SVP E-commerce and Marketplaces, she had P&L responsibility for 80% of the company's \$800M in annual revenue. She drove rapid growth of the marketplace channel, doubling the business in less than two years. Her scope of experience is wide, having managed businesses across women's and men's apparel, intimate apparel, beauty, consumer electronics and consumer packaged goods.

Energized by high growth environments, Ms. Pendarvis has experience in start-ups and mid-tier companies. She excels in helping brands, teams and individuals grow and succeed in the face of rapidly changing industry dynamics. She currently sits on the National Retail Federation's (NRF) Digital Council, the NRF NXT Conference Content Advisory Board, Women of Color in Retail board and was previously a member of the Salesforce Commerce Cloud's Client Advisory Board. She also has a long history of non-profit board service (National Black MBA Association Cincinnati Chapter, Dallas Symphony Orchestra and Episcopal Community Services of San Francisco).

Ms. Pendarvis earned a BA in Economics from Harvard University and an MBA from the Kenan-Flagler Business School at the University of North Carolina (Consortium for Graduate Study in Management fellowship program). She is passionate about increasing diversity and representation in the fashion industry and dedicates her time to mentoring women of color specifically. She currently resides in Los Angeles, CA with her husband and identical twin daughters.

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Bentina Chisolm Terry

Versatile. Inquisitive. Strategic. For 25+ years, **Bentina Chisolm Terry** has embodied these qualities in executive roles for three subsidiaries of Southern Company, the second-largest utility in the US. Mrs. Terry is best known for leveraging her business acumen, strategic communication skills and relational mindset to drive shareholder value. Mrs. Terry’s broad exposure to all facets of the highly regulated and complex utility industry make her unique among her executive peer; she brings hands-on leadership experience driving strategy to improve results in operations, customer service, sales/marketing, compliance, and government/regulatory affairs. She has extensive experience negotiating solutions with financial regulators and adversarial stakeholder groups to produce long term financial stability for the company. Mrs. Terry began her career as a labor and employment attorney focused on executive compensation, labor agreements, compliance program design, and implementation. She is a strategic business partner, known for asking thoughtful questions that challenge traditional thinking and seeking creative solutions that allow the company to retain employees and satisfy customers while protecting the company’s long-term value. Mrs. Terry has led several non-profit boards and has extensive engagement with external stakeholders including government officials, community leaders, advocacy groups and regulators. She balances company strategy with the growing demands those stakeholders make on a corporation to achieve mutually beneficial results.

Executive Expertise

Governance & Board Engagement: Delivered 50+ presentations over 20 years to full Boards and committees of Gulf Power, Southern Nuclear Company, Georgia Power. Topics ranged from compliance to regulatory/government affairs. Developed agendas, prepared CEOs for Board meetings and influenced leadership and outcomes through aligning Board members with mission-critical projects. Served on several non-profit and public works boards responsible for complex, multimillion-dollar construction and community investment projects. In March 2021, completed Preparing to Be a Corporate Director at the Harvard Business School.

Regulatory Financial Strategy & Execution: Steered all regulatory proceedings (financial and non-financial) including complex, politically charged two-year process that led to Gulf Power’s receiving the largest rate increase in its history (\$68M, 16%) and negotiated the company’s first rate-case settlement, resulting in a second rate increase (\$55M, 11%). Additionally, while at Gulf Power, presented regulatory financial processes and outcomes as part of company’s presentations to rating agencies.

Strategic Initiatives: Formulated and executed Gulf Power’s first growth strategy that incrementally increased revenue and net income. Aggressively pursued new electricity sales through economic development and electrification efforts. Expanded the Company’s portfolio of product and service offerings, while realigning sales goals to strengthen salesforce accountability. Additionally, led Georgia Power Vacancy Review Committee, driving all business units to think differently and more strategically about staffing and structure, establishing governance for staffing and balancing scarce budget dollars with business staffing demands. Developed workforce strategies that resulted in overall review of all 20 Georgia Power business units ultimately impacting 428 total positions (total company headcount - 8000). Produced long-term savings for the company.

EDUCATION, PROFESSIONAL AFFILIATIONS & BOARD SERVICE

UNIVERSITY OF MICHIGAN LAW SCHOOL—Ann Arbor, Michigan | Juris Doctorate, 1994

NORTH CAROLINA STATE UNIVERSITY—Raleigh, North Carolina | Bachelor of Arts, English, 1992; Cum Laude

Bar Admissions: Georgia (1997) & North Carolina (1995)

Chair, Atlanta Beltline Partnership (2017-present);

Chair 2020-present)

Trustee, North Carolina State University Foundation (2020 – present)

Director, International Women Forum, Georgia (2020 – present)

Named one of Atlanta Magazine’s “500 Most Influential Atlantans”

Named one of the National Diversity Council’s “100 Most Influential Women in Energy”



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Lo Toney

Lo is the Founding Managing Partner of Plexo Capital, which he incubated and spun out from GV (Google Ventures), based on a strategy to increase access to early-stage deal flow. Plexo Capital invests in emerging seed-stage VCs (led by diverse managers) and invests directly into companies sourced from the portfolios of VCs where Plexo Capital has an investment. Investors in Plexo Capital funds include Alphabet/Google, Intel Capital, Cisco Investments, the Royal Bank of Canada, Southern New Hampshire University, the Home Depot, Hearst Corporation, the Hampton University Endowment + the Ford Foundation.

His expertise includes investing into areas such as enterprise infrastructure, cybersecurity, financial technology, marketplaces, e-commerce, gaming + technology enabled consumer. In addition to managing Plexo Capital, Lo is a regular contributor to CNBC providing his expertise on financial markets and technology companies.

Prior to founding Plexo Capital, Lo was a Partner on the investing team at GV, where he focused on marketplaces, mobile, and consumer products. Before GV, Lo was a Partner with Comcast Ventures, leading the Catalyst Fund and worked with the main fund focusing on mobile messaging marketplaces.

He also worked with Zynga as the GM of Zynga Poker with full P+L responsibility For Zynga's largest franchise at the time. During his leadership, bookings increased by over 150% to \$250M with margin expansion. Lo has also held executive roles with Nike + eBay.

Lo received his M.B.A from the Haas School of Business (University of California at Berkeley), where he completed the Management of Technology program, a joint curriculum program with the College of Engineering. Lo received his B.S from Hampton University in Virginia.

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📺 [Lo Toney Sizzle Reel](#)





Carita Shanklin Walker

Carita Walker is a board fluent strategic executive who provides strategic, operational, and risk-based guidance to the CEO and members of executive leadership teams. She delivers expertise in environmental and regulatory compliance, permitting and non-technical risks associated with multi-billion dollar capital projects, corporate governance, and risk management. She also has numerous years of experience avoiding value leakage in commercial contracting, M&A, legislative and market development in nascent and novel industries and technologies, and grass-roots advocacy. Ms. Walker is passionate about creating scalable, innovative business solutions, building compliant, safe and inclusive cultures and the advancement of ESG (environmental, social and governance).

Ms. Walker is the Chief Legal Officer at Greenlots – a Shell company dedicated to unlocking the possibilities of the electric mobility future by delivering game changing software and services at scale. She is an enabler of legal digitalization, innovation and transformation to cement legal's contribution to the scaling of the business.

Previously based in Doha, Qatar, Ms. Walker led commercial transactions for Shell's operations in Qatar including Pearl GTL, the world's largest source of gas-to-liquids products, and was a member of the governance team for the Qatargas 4 LNG joint venture (a fully integrated liquefied natural gas (LNG) project).

She started her professional career because of her dedication to environmental justice after having grown up along the Mississippi River in Louisiana and is delighted that her career has come full circle. Today, she is part of the solution enabling Shell to become a net-zero emissions energy business by 2050.

Ms. Walker is an acknowledged thought leader and active participate in DE&I efforts, as one of the architects of the Shell Global Legal DE&I plan. She is also a member of the Deloitte Chief Legal Officer think tank on DE&I.

Her historical Board Memberships have included, Houston Wilderness, an inaugural director of the Oakland Black Chamber of Commerce and several dance companies, reflecting her lifelong appreciation for the discipline and confidence dance teaches young women. During the final 2 years of her expat assignment in Qatar, she was a Girl Scout Troop Leader and the Chief Governance Officer for the USA Girl Scouts Overseas, Doha, Qatar.

Ms. Walker did her undergraduate studies at Xavier University of Louisiana (an HBCU), studied at Harvard University in Cambridge, MA and obtained her law degree from the University of California at Berkeley – School of Law.

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Laura A. Wilkinson

Laura Wilkinson is a strategic partner and trusted advisor to business leaders. With experience analyzing industries, evaluating complex business models and assessing strategic M&A chessboards, Ms. Wilkinson has advised boards and senior management of Fortune 100 companies as they accelerate growth through multi- billion dollar M&A transactions and other strategic business initiatives.

Ms. Wilkinson is Senior Director, Global Antitrust Counsel for PayPal, where she heads the antitrust/competition law center of excellence for PayPal's growing fintech platform and provides strategic advice to the leadership teams reporting to the board. Previously, as a partner with two leading international law firms, Clifford Chance and Weil, Gotshal & Manges, Ms. Wilkinson was a strategic counselor to executive leadership teams across a wide range of industry sectors advising on high-profile M&A transactions. She built her career by rising through the ranks into leadership roles in the Federal Trade Commission's Bureau of Competition.

In addition to her senior roles in government, law firm and corporate settings, Ms. Wilkinson has experience serving as a board member for national nonprofit organizations. As a member of the board of directors for Legal Momentum – the Women's Legal Defense and Education Fund, she serves as a Vice President and co-chaired a strategic planning review. As a member of Alpha Kappa Alpha Sorority, Incorporated, she has served in board and leadership roles on the local and international levels. As an active Cornell University alumna, she was the first African American to chair the President's Council of Cornell Women, and she served on the Cornell University Board of Trustees for eight years.

Ms. Wilkinson grew up in Brooklyn, NY and is the first in her family to go to college. She earned an undergraduate degree from the University of Pennsylvania, where she majored in economics. She attended Cornell University's Law School and Johnson Graduate School of Management, obtaining her JD and MBA degrees.

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