

BLACK CORPORATE BOARD READINESS

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

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Now in its third year, the Black Corporate Board Readiness (BCBR) program has quickly evolved to become a community of incredible executives and partners. BCBR is having measurable impact accelerating corporate board diversity as a powerful lever for systems-level change.

The evidence that authentic board diversity leads to better performance and greater resilience for boards, organizations, organisms, and ecosystems is beyond reasonable question. By authentic board diversity, we mean that the lived experiences, wisdom, and insights of every board member inform decision-making and risk oversight.

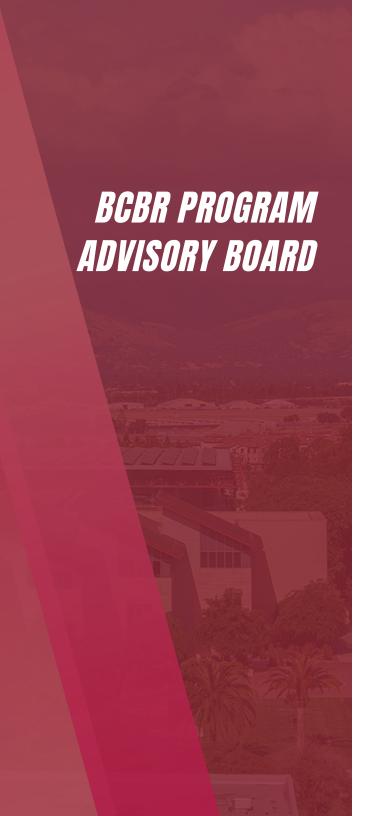
Though we bear witness to systems refractory to change, corporations derelict in fiduciary duty, and dog-whistles at diversity, our collective accompaniment of talented Black executives through seven BCBR cohorts has yielded 194 Alumni who are actively being placed on public and private corporate boards. Thank you for connecting your networks to the amazing BCBR Alumni of Cohort 7 (C7).

We are deeply appreciative of our community of facilitators, mentors, advisors, partners, and sponsors who have come together to accompany talented Black executives on their board journeys, and in particular, to our Program Advisory Board.

We are grateful to each and all of you for your faith, hope, and love. Together, we can build a more just, humane, and sustainable world.

Dennis Lanham, MS, MBA

Thane Kreiner, PhD





Caretha Coleman

Dir., Adviser, Exec. Coach,
Community Advocate

caretha-coleman-4b48151



Mark Goodman Chairman, MG Capital Holdings





Almaz Negash
Founder, Exec. Director
African Diaspora Network
almaznegash



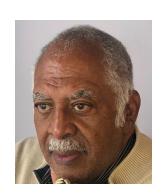
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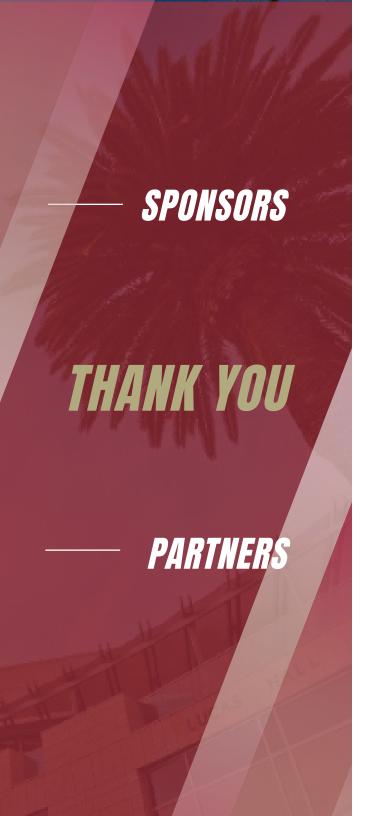
Robin WashingtonBoard Dir., Adviser, CFO

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Barry Lawson Williams Retired Mg General Partner Williams Pacific Ventures

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PLATINUM

Cooley

GOLD

Genentech

SILVER









blisce/



























WELLINGTON MANAGEMENT®

David Albritton is a results-driven C-Suite executive with more than 25 years of global business and PR/communications experience within organizations such as General Motors, AWS, ITT, Raytheon, HP, Sears and United Way. He is an Independent Director on the board of Embecta Corp. (NASDAQ: EMBC), a \$1.2 billion diabetes care business, where he serves on the Nomination and Governance and Technology, Quality and Regulatory committees.

David previously served as the president of General Motors Defense, where he built and led his board of managers, as well as a team of 250+ employees, while driving strong business development results by winning nearly \$500 million in new government and classified customer contracts in less than two years.

As a senior PR/Communications executive and International Coaching Federation (ICF)-accredited executive coach, David has been a trusted advisor to dozens of corporate and nonprofit CEOs, board members and C-Suite executives. During his career, he has led the market positioning and communications strategies for more than 15 corporate mergers, acquisitions, divestitures and restructurings.

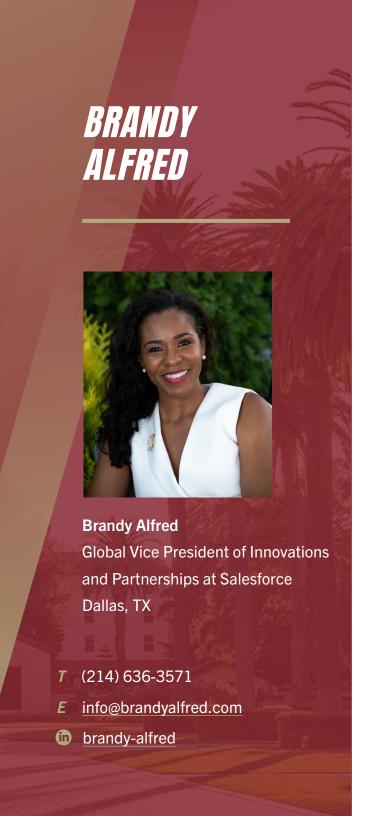
He has built a stellar reputation as the goto specialist for go-to-market strategies, risk oversight, internal/external stakeholder engagement, reputation, change and crisis management, and team development. As a distinct benefit of his educational and career experiences, he has become an adept technologist that is very familiar with next-generation capabilities such as electric vehicles, autonomous vehicles, cybersecurity, and connected ecosystems. His vast career experiences have enabled him to launch the business advisory firm, Nineteen88
Strategies, which specializes in executive coaching, leadership development and management consulting services for corporate, government, military, nonprofit and educational organizations.

David holds a Bachelor of Science in General Engineering from the U.S. Naval Academy and an M.S. in Management from the Naval Postgraduate School. He has completed executive education courses at the Wharton School of Business and participated in senior leader development programs at Harvard University and Stanford University. He completed his certified executive coaching training at Georgetown University.

He a member of the National Association of Corporate Directors (NACD) and is a graduate of Santa Clara University's Black Corporate Board Readiness Program (BCBR). David also has a rich history in organizational governance by serving on nonprofit boards at institutions such as the Points of Light, Naval Academy Foundation Athletics and Scholarships Programs (A&SP), Arthur W. Page Society, Institute for Public Relations and the Plank Center for Leadership in Public Relations. David has received numerous awards during his career including the Plank Center "Jack Koten Corporate Mentor of the Year," as well as being recognized by SAVOY Magazine as one of the Top 100 Most Influential Blacks in Corporate America.

David is a Service-Disabled Veteran that served 10 years as an officer in the U.S. Navy. He is married with three children, three grandchildren and two dogs. He is an avid bass fisherman, self-proclaimed sports nut (football and soccer) and has thoroughly enjoyed traveling with his family in their RV through 40 of the lower 48 states. During his lifetime, he has visited 55 countries, which included 2.5 years living abroad in London, England.





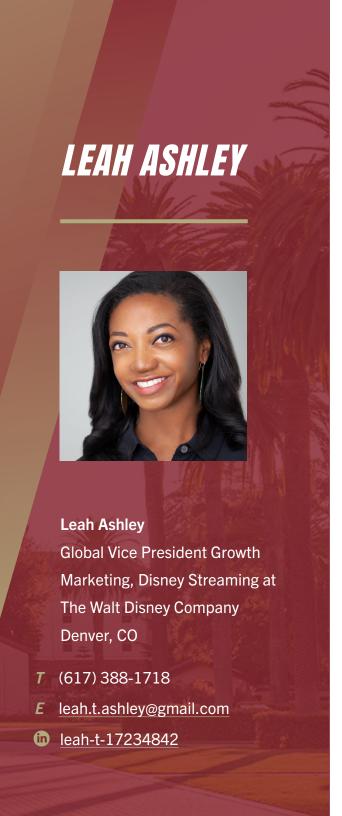
Brandy Alfred, PhD (candidate) is a Health Technology Executive highly skilled in governance. joint venture/partnership development and business transformation as an early adopter of ESG principles. Brandy brings 20+ years of experience growing revenue and profitability through operational transformation. She leverages her deep understanding of building sales, channel/alliance, GTM and industry strategies to outsize growth across global markets. Within the Healthcare Industry, Brandy is a growth operator, technology innovator and impact strategist with proficiency in creating and sustaining stakeholder value. Brandy's differentiated value is her ability to operationalize corporate responsibility around growth at varying stages of an organization's maturity. Brandy has translated her skill into advisory and has demonstrated global-scale of her advisory work evident by the inaugural 2023 World Economic Forum's Zero Health Gaps Pledge. Brandy currently advises on Data Governance, Workforce Governance, Employee Health, People Risk, Operations and hyper-scaled Revenue Generation.

Brandy is actively serving on the Steering Committee for the World Economic Forum's Global Health Equity Network. Brandy leverages her public policy expertise to govern the Network's \$100 million commitment to close health equity gaps. As a result of her efforts, Salesforce CEO, Marc Benoiff, and 38 other CEOs of the world's largest brands adopted equity as an operating priority and signed the inaugural Zero Health Gaps Pledge during the January

2023 Annual Meeting in Davos. She continues to lead an effort to recruit more CEOs to sign the pledge which can increase brand favorability and open financial inclusion for ESG-driven corporate initiatives (Scope 1, 2 & 3).

As Global Vice President of Innovations and Partnerships at Salesforce, Brandy oversaw the strategy of a \$24.5M partner portfolio and used Salesforce's Health and Life Science \$1B+ balance sheet to manage profitable partnerships that delivered new capabilities to the \$8B+ Population Health Software Market. Brandy led commercialization of new capabilities in the highgrowth market (21% CAGR) after her outsized 223% YoY growth performance with her initial AMER Sales Team. Her academic contributions linking sustainability goals to health equity goals opened new TAMs for the Chief Revenue Officer that resulted in 4 new paths to market. In her current capacity as Managing Partner for NP Consulting, a boutique tech implementation firm, Brandy is leading the recruiting, hiring and engagement of the executive leadership team for the new ESG Practice.

Brandy serves as a Health Policy Advisor for the Public Administrators Council for the Nelson Mandela School of Public Policy. Brandy's a fellow of UC Berkeley's Black Venture Institute and serves as a Limited Partner on two VC funds: Portfolia's Rising America Fund and Capitalize VC's Initial FinTech Fund (alongside Bank of America). She serves on the Governance Committee for Jack & Jill of America (Dallas).



Leah Ashley is a change agent with two decades of experience driving global transformation across Fortune 500 and private equity backed companies. Her specialty is building and scaling direct to consumer businesses from the ground up that enhance the customer experience and provide strategic company value.

Global Transformation: As Global Vice President of Growth Marketing for Disney Streaming, the \$8B+ business that has amassed 160 million subscribers for Disney+ in three years, Ms. Ashley oversees and localizes worldwide growth operations. She sets the vision and provides strategic leadership for subscriber marketing, with a systematic approach to analytics, machine learning, data privacy and brand and reputation management.

Consumer Engagement and Machine Learning:
Previously as Vice President of Digital Marketing
for DISH Network, she in-housed and modernized
the customer data strategy for DISH Satellite,
Sling TV, OnTech Smart Services and Boost
Mobile, including integrating call-center data into
an Al-driven tech stack. She has also served as
a trusted C-suite thought partner leading digital
transformation at Conde Nast and as an early
leader at Birchbox, the pioneering subscription
retailer.

Private Equity Transactions: Ms. Ashley's prior positions as a consultant in Bain's Private Equity Due Diligence Group and as an investment professional at Castanea Partners honed her ability to analyze and pursue strategic and financial opportunities. She has been a trusted advisor to founder-CEOs on profitable growth strategies and completed transactions including Urban Decay Cosmetics (sold to L'Oreal) and Integrity Interactive/ Software Impressions (sold to SAI Global).

Awards and Professional Affiliations: A recipient of The Drum Award for Digital Advertising and numerous International Performance Marketing Awards, Ms. Ashley is recognized for cutting-edge digital leadership. She serves on Disney's DE&I Executive Council and Brand Advisory Councils for Yahoo and Smartly.io.

Education and Board Service: Ms. Ashley has an MBA from Harvard Business School, a Bachelor of Arts with honors from Harvard College, and two recognitions as a Goldman Sachs Scholar. She volunteers with Harvard University Admissions and the Rocky Mountain Harvard University Club. Additionally, Ms. Ashley is a servant leader in community programs and has served on non-profit boards supporting education initiatives for urban youth.

Expertise

- Global transformation and next-generation revenue streams
- Digital Customer Engagement
- Machine Learning

Sector Focus

- Media, Sports and Entertainment
- Direct to Consumer
- Private Equity

Na'il Benjamin is an investor, entrepreneur, business executive and attorney with more than 20 years of experience leading, growing, and advising businesses. Na'il has been a trusted thought-partner to founders of start-ups and early-stage companies where he has provided legal advice regarding the protection of intellectual property, hiring needs, compensation, corporate governance, the structuring of boards of directors, licensing agreements, and other revenue-based agreements. Leadership, strategy, problemsolving, allocation of resources, accountability, and people management have been cornerstones of Na'il's roles as an advisor and as an operator of a mid-market company.

Na'il is currently the Chief Operating Officer and General Counsel for Virtual Hearing Services, Inc., and acting CEO of the U.S. business. In this capacity, Na'il has led the strategic change process as the company pivots from more than \$100M in revenue from COVID testing, to its core mobile audiology business. To date, Na'il has led the executive team as the company has grown from only thousands of dollars per month in audiology revenue, to more than \$100k in monthly audiology revenue. At the same time, Na'il advises the CEO regarding the company's growth and operations in South Africa, and the development of partnerships with government-backed entities in Dubai and India.

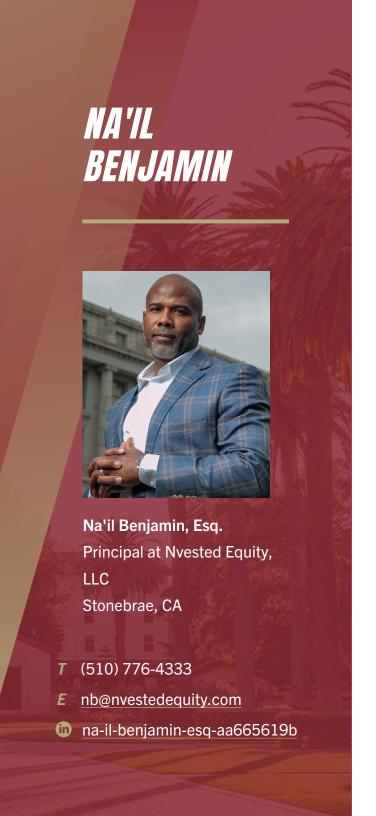
Through the years, Na'il has assisted film and media companies with growing their IP portfolios, while also growing from inception to multi-million dollar businesses. Na'il has been instrumental in curating, guiding, advising, and executing strategic international growth through partnerships and licensing agreements, as well as sales and services agreements. Na'il has consulted across numerous

sectors; including food and beverage; technology; media; film; and MedTech companies.

In each role Na'il has held, he has brought vision and guidance based on his experience as a trial lawyer handling securities, business, and employment litigation; corporate attorney; investor; and entrepreneur. As a former Silicon Valley litigation attorney at Orrick, Herrington, and Sutcliffe, Na'il has continued to carry forward the experiences developed by working on matters involving intellectual property disputes, SEC and securities litigation, antitrust litigation, trade secrets, and other complex commercial litigation matters for public companies like Applied Materials, Motorola, Facebook, Google, and Nvidia, as well as privately held mid-market companies.

Na'il has been a Board Member for the California Association of Black Lawyers for the past five years where he has served on committees addressing pending legislation, Governor-appointed judges, iudicial candidates for state and federal courts of appeal, and myriad issues impacting attorneys and the public. Na'il is currently on the Advisory Board for Stonebrae Country Club where he works closely with the General Manager and ownership regarding personnel and staffing needs: club operations: membership growth; and management of the clubhouse and golf course. Na'il is also a founding member of the Los Angeles Chapter of the Berkeley Real Estate Alumni Association focused on events and programming for UC Berkeley alumni in the real estate industry.

Na'il currently owns and invests in large-scale multifamily and mixed-use real estate, and is an earlystage investor in fintech, SaaS, medical device, and med-tech companies.



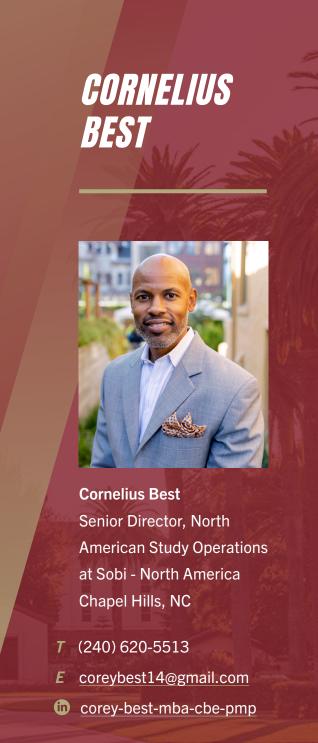
Cornelius L. Best is a trusted partner of and advisor to senior leadership with over 20 years of experience in orchestrating research and development efforts for small to large (\$21M-15B in revenue) global biopharmaceutical firms focused on driving operational efficiency. Corey successfully manages conflict, facilitates results and leads teams within a highly matrixed environment utilizing his expertise in Strategic Operations, Risk Management, Compliance, Program and Life Cycle Management, and Organization Development.

He is Chair of the Governance Committee, and Board Secretary for the North Carolina Central University (NCCU) Foundation, Inc. impacting maximum effectiveness. In addition, Corey served on the Dean's Pharmacy Advisory Council for the College of Pharmacy and Health Sciences at Campbell University, advising the overall strategic direction of the College. He also served on Fuqua's Healthcare Alumni Advisory Board advising on issues that impact current MBA students, Fuqua graduates, and the school's reputation.

He is a forward-thinking and creative problem solver that skillfully explains complex issues and collaborates with key stakeholders internally and externally. A strong communicator and adept team-builder, he is admired for listening to and understanding people. Corey's cultural competence comes from working in Africa, Asia, Europe, and South America. His growth mindset has led him on a journey into the world of cryptocurrency becoming a certified blockchain expert. Corey is a risk seeking angel and venture investor that understands what to look for in maximizing opportunities. His investment experience across real estate, digital assets, and VC/PE helps him to better understand businesses.

Currently, Corey leads North American Study Operations at Sobi, a global biopharmaceutical company with revenues of \$1.8B dedicated to providing access to innovative treatments in the areas of hematology and immunology that transform life for people with rare diseases. A member of the North American Medical Leadership Team he leads operational execution of real-world evidence studies achieving medical excellence allowing for accelerated top and bottom-line growth of products. Corev served as a member of the DEI Advisory Council, demonstrating a commitment and passion to create a more inclusive environment that attracts top diverse talent, creates a sense of belonging and helps better serve patient communities by promoting health equity. Previously, Corey founded YCORE of North Carolina, Inc., a biopharmaceutical consulting firm that focuses on providing comprehensive, integrated drug development services. While at Otsuka Pharmaceuticals he led and managed logistics of more than 100 colleagues of various professional disciplines, cultural differences, multiple organizations and time zones to successfully complete a \$60M global clinical development program for an anti-tuberculosis compound which is one of the first major multi-national clinical programs to evaluate treatment of multi-drug resistant tuberculosis. Prior to this, Corey spearheaded the strategy, execution, and compliance for a \$100 million program for one of Athenex's primary assets, the first FDA approved proprietary product for the company.

Corey earned a BS in Pharmaceutical Sciences and MS in Clinical Research at Campbell University. He holds an MBA (Global Executive) from the Fuqua School of Business at Duke University. In addition, he is a fellow of the Emerging Leaders in Public Health at UNC-Chapel Hill. Corey is a credentialed member of the Project Management Institute. He is a fellow of Black Venture Institute. He resides in Chapel Hill, North Carolina with his wife and two children.



ANDRÉ V. CHAPMAN André V. Chapman Founder | CEO Emeritus **Unity Care** San Jose, CA (408) 592-5191 andrechapman22@gmail.com in andré-v-chapman-5b6b4713/

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André V. Chapman is a purpose driven executive, founder, and CEO with more than 30 years' experience in private, public, and non-profit sectors, driving organizational strategy, transformation, impact, and diversified growth. He is a national ESG expert on creating sustainability as well as policies and practices that improve community wellbeing.

Building his early career in high-tech, developing and leading high-performance teams with P&L responsibility, led to his business acumen and entrepreneur spirit. André founded and led The Unity Care Group Inc. through decades of strategic growth providing education, employment, housing and mental health services to 7500+ clients annually with a budget of 20M. André established Board governance, risk management, stakeholder value, fiscal accountability, and brand impact. He is an innovator and problem solver having developed a continuum of supportive housing, spearheaded market and revenue diversification completing two acquisitions, and service expansion across California. He has grown Unity Care into a datadriven learning organization with 95% of its clients successfully transitioning to affordable housing.

To focus on its core mission of Housing André spun off 75% of the agency to a strategic partner. This effort was highlighted in a case study titled "Leaning into Learning in Times of Crises" by a New York based Edna McConnell Clark Foundation. In partnership with Stanford Alumni Consulting Team, André spearheaded the development of a 5-year strategic plan and completed his succession of hiring a new CEO to lead the agency into the future.

André is a visionary leader with a keen eye for great opportunities disguised as unforeseen risk. André

founded the Silicon Valley Black Leadership Kitchen Cabinet, a network of community, corporate and government entities to address the economic and social inequalities impacting the African American Community.

André recognized the radical impact of Covid-19 and launched Covid19Black a California statewide health initiative aimed at reducing the spread of coronavirus. André created a network of 1,000+ strategic partners, from the NFL to California's Surgeon General to decrease the transmission and strengthen the community's overall health and well-being. The platform was then leveraged nationally.

André is recognized for his stakeholder advocacy and serves on two California statewide policy boards. He is a Senior Fellow of the American Leadership Forum and a member of Phi Beta Sigma Fraternity. André holds a Bachelor of Science in Marketing from San Jose State University's Lucas School of Business, and a Masters in Organizational Management from the University of Phoenix. André holds a Certificate of Completion, Harvard Business School, Strategic Perspectives on Non-Profit Management, and Santa Clara University's Leavey School of Business, Black Corporate Board Readiness Program.

André has received numerous awards for his decades of leadership and community involvement, including being selected as one of the Most Influential Black Leaders of Silicon Valley by San Jose Spotlight Media.

André is a published author releasing his book <u>"Roses in Concrete: Giving Foster Children the Future They Deserve"</u>. André is a husband and proud father of 6 young adults, speaks sign language and in his spare time loves to play golf, travel, and ski.

Areas of Expertise

Corporate Strategy, Succession Planning, Crisis Risk Management, Stakeholder Value, ESG

KEITH CLINKSCALES **Keith Clinkscales** Founder and CEO at KTC Ventures New York, NY (646) 533-5970 keithclinkscales@me.com clinkscales

BLACK CORPORATE BOARD READINESS / COHORT 7

Producer, entrepreneur, and media executive Keith Clinkscales — whose award winning career has impacted media and urban culture across platforms—is highly regarded as an innovator, strategist, and cultural thought leader.

Through his company KTC Ventures, Clinkscales partnered with AT&T on several endeavors, including the creation and development of a content series that focuses on influential minority segments entitled "The Humanity of Connection."

Currently I am an operating partner with Fort Greene Partners (FGP), is a minority-certified business Investment platform that has been retained by both major corporations and growing minority and women-owned business enterprises including Goldman Sachs and TIAA.

Continuing his work in technology and media, Clinkscales was recently appointed as the Chairman of Polaris.

A streaming media platform available only on Vizio televisions through their Watchfree+ Network. Polaris aims to revolutionize content consumption across TV, digital and social platforms with premium, crossgenerational content and programming that entertains, educates, inspires, and uplifts.

In 2012, Clinkscales established the sports digital platform, The Shadow League, which is especially relevant with the current racial climate in America. Created while he was at ESPN, TSL has become the media destination for discussions at the intersections of sports, race, and culture. TSL was successfully sold to the DDM Media Group where Clinkscales has a board seat.

Keith held several senior positions at ESPN, where he notably constructed a Content Development unit recognized for building a forum for innovation and experimentation at the sports network. During this tenure, Clinkscales earned over 60 credits as an Executive Producer of films and documentaries as one of the creators of ESPN's critically acclaimed "30 for 30" series—a defining moment on the power of culture and storytelling in sports. During this time, he also earned an Emmy nomination and two Peabody awards.

In 2013, Sean "P. Diddy" Combs appointed Clinkscales as Chief Executive Officer of REVOLT Media & TV. With Clinkscales at the helm, REVOLT ushered in the third-largest independent network launch in cable television history. Over his impactful three years with the network, Clinkscales conceptualized and executed tentpole events such as the REVOLT Music Conference, where the music industry's most influential figures networked, learned, and discovered emerging talent.

Earlier in his career, Clinkscales worked alongside the legendary Quincy Jones to launch VIBE magazine, a premier publication for hip-hop/R&B music, fashion, and entertainment news. Clinkscales served as CEO of the publication and established its successful digital presence, VIBE.com.

Clinkscales is a proud member of the Producers Guild of America. He earned an MBA from Harvard Business School, where he received the "Professional Achievement Award" from the business school's African American Alumni Association. Clinkscales is also a Magna Cum Laude graduate of Florida A&M University, where he earned a BS in Accounting and Finance and currently serves on the school's Foundation Board.

Board Appointments

- Florida A&M University Foundation
- Board Chairman Polaris Universe
- Board Member, DDM Medial Group
- Board Member CourMed

Past Board Directors

 Pepsi African-American Advisory Board Apollo Theatre Foundation

Expertise

 Technology, Media, Communications, Marketing, Strategy, Media Operations, M&A, Digital Transformation, Social Impact expert



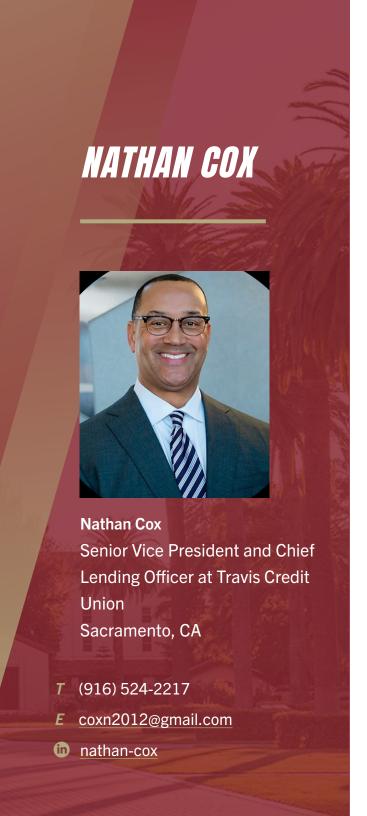
Melanie Cook is a seasoned BD executive, corporate attorney, and management consultant with over 20 years of experience in the government and corporate sectors. Her entrepreneurial lens has enabled her to assist companies in starting and scaling. She is the CEO of Veritas Management Group, a management consulting firm focused on helping customers solve foundational problems, including access to capital, expanding into new markets, creating and maintaining key customer relationships, and improving efficiencies through technology.

Melanie began her career as an attorney with the Securities Exchange Commission, focusing on investment advisory and investment integrity. She left the SEC to serve as a Sr. Policy Advisor at the Department of Commerce. She advised the Secretary of Commerce and the Under Secretary for Technology on policies to strengthen small business participation in government contracting and access to capital and opportunities. Her work at the Commerce Department led to a consultancy

with a Wall Street investment bank, where she assisted the firm in raising funds to create a fund focused on funding minority-owned IT firms. These efforts qualified Melanie to become a Sr. Consultant to the Centers for Disease Control and Prevention focused on procurement policy efficiencies. In her current role, she is VMG's visionary and is responsible for providing strategic and operational leadership to VMG while driving company growth.

Her Board service includes serving on the Board of Directors for the National Black MBA Association, Atlanta Chapter, and formerly serving as the Chairperson of the Fulton County Landbank Authority. Melanie co-authored Business Success Secrets, an honest, raw, and real look at some of the best-kept entrepreneurial secrets. Business Success Secrets is a best seller on the Wall Street Journal and USA Today's Best Seller lists.

Melanie holds a J.D. from Harvard Law School and a B.A. from Spelman College.



Nathan Cox is a successful business leader with over 30 years of experience in the financial services industry. Nathan has held Executive/Senior Leader positions for Publicly Traded companies (Fortune 500 Banks), Privately Held (Foreign-Owned Banks) and Federally Chartered Institutions (Regional Credit Unions). As an Executive with sophisticated financial expertise, Nathan has provided enterprise governance and policy guidance in the areas of audit, compliance, credit and risk management.

Nathan led a \$3B loan portfolio at Travis Credit Union that included Consumer, Commercial and Real Estate loans and had had double-digit growth. His efforts in Operating Policy, Risk Management and Strategic Planning resulted in a positive reputation with Auditors, Examiners and Regulators. He also has a breadth of experience in risk management across several key business lines and credit products. Nathan was the Executive Sponsor for the Diversity, Equity and Inclusion (DEI) at Travis Credit Union, where he successfully designed, implemented and executed the DEI Strategy, where a key success was a 12% YOY increase in minority suppliers in the first year of the strategy. While at U.S. Bank, Nathan led a Regional Office and Cross Functional Business Teams that

successfully collaborated towards achieving budget goals and project management objectives.

Nathan has an MBA (Corporate Finance) from Golden Gate University and a BBA (Emphasis in Marketing) from Loyola Marymount University. While at Loyola Marymount University, Nathan was a Member of the Men's Basketball Team (Walk-On Student Athlete). Nathan was also an Adjunct Lecturer at Golden Gate University as well, teaching courses in both the Graduate and Undergraduate programs. Nathan has also completed Executive Education for Corporate Board Readiness from Santa Clara University.

Nathan served on the Board of Directors for Goodwill Industries (Sacramento and Northern Nevada), serving as Board Chair, Board Vice Chair and Audit Committee Chair. Currently, Nathan serves on the Board of Directors for California Medical Scholars Program, a California-based Non Profit whose focus is to increase the number of minority doctors who originate their education in the community college system. Nathan is an avid cook who enjoys pairing great food and wine. He is also an avid golfer who enjoys travel.

Summary of Board Qualifications/Skills

- Over 30 years of sophisticated financial expertise.
- Last 15 years as Executive/Senior Leader.
- Board Relevant Skills: Audit, Finance, DEI and Strategic Planning.
- Depth of experience Small Business and Middle Market B2B Product Sales.

MICHAEL **CROME Michael Crome** Senior Vice President and Chief Financial Officer at Las Vegas Raiders Las Vegas, NV (614) 571-4458 mdcrome@gmail.com michaelcrome

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Michael Crome is an experienced board member/ leader and a C-Suite Executive. As a SEC qualified financial expert with deep corporate finance. information technology and operations expertise, Crome has worked in numerous stages of corporate lifecycles including start-ups, private equity, and large, private, and publicly traded enterprises. A former Board Chairman, board roles have included charge of audit and nominating/governance committees. Professionally, Michael has founded several startups and notably participated as a Founding Partner in a private equity firm.

Currently serving as the Senior Vice President and Chief Financial Officer for the Las Vegas Raiders and Allegiant Stadium, a multi-billion-dollar enterprise, Crome leads the strategy and operations in finance, information technology, retail, and facilities. He has guided organizations through complex restructurings, acquisitions, corporate development activities and capital transactions totaling over \$35 billion. He is a member of the senior leadership team and led the successful integration into the Las Vegas market. with double digit margin improvement and resulting in recognition as the #1 revenue grossing stadium in the world in 2022. Additionally, he leads the retail operations of the 2nd best-selling NFL team in merchandising. Under Crome's leadership, the company's revenue soared from the bottom to top quartile amongst NFL franchises. Finally, dedicated to the employees who make the Las Vegas Raiders

the premier franchise that it is, he also is the Executive Sponsor of the Raiders African American Employee Resource Group, B.A.S.E.D.

Crome received his B.S. in Accounting from The University of Akron and his M.B.A. from The University of Virginia Darden School of Business. Crome is an active volunteer in both non-profit and civic organizations serving as: a governor appointed member of both the State of Nevada Economic Forum and the Oversight Panel for Convention Facilities: a member of the Board of Directors for the Las Vegas Chamber of Commerce and Communities in Schools of Nevada; and a member of the University of Akron Foundation Board. Formerly, Crome served as Chairman of the Board for Junior Achievement of Southern Nevada and is currently serving as the Chairman of the organization's \$30M capital campaign.

Crome was recently recognized as a C-Suite honoree by Vegas Inc which acknowledges top senior executives who work to inspire their teams, drive success in business and serve as stewards in the community. Crome is an avid distance runner. In 2019. Michael completed the World Marathon Challenge, an adventure that saw Michael run seven marathons on all seven continents over seven consecutive days. Michael and his wife, Chaka Crome, Esq. reside in Las Vegas, Nevada with their daughter Brie, 15.

Board Assets

- Board Chairman
- Strategy/Strategic Planning
- Regulatory and Compliance
- Corporate Finance
- Executive Succession Planning
- Mergers and Acquisitions

Board Experience

- Chairman, Junior Achievement of Las Vegas
- Board Member, State of Nevada Economic Forum
- Board Member, Vegas Chamber of Commerce
- Board Member, University of Akron Foundation
- Board Member, Communities in Schools of Nevada
- Board of Advisors, Goodwrx

Education and Training

- MBA, University of Virginia, Darden School of Business
- BS Accounting. The University of Akron
- MBA Exchange Student, Indian School of Business

Professional Experience

- Las Vegas Raiders/Allegiant Stadium
- Caesars Entertainment
- Pinnacle Entertainment

D'Andre Davis is a senior finance and operations executive who brings a diverse perspective to the boardroom combining over 25 years of deep financial expertise, corporate strategy, restructuring and turnarounds, corporate development, and governance to offer thoughtful questions, insights and knowledge networks that help drive robust decision making. Having served in executive and advisory roles in public, private and family-owned businesses, he calls upon a wide variety of experiences from the board room to the boiler room, which facilitate his effective collaboration and engagement with fellow board members and management teams. He has built a career running toward challenge instead of away from it.

D'Andre currently leads M&A efforts for his client and Sun Capital Portfolio company, Architectural Surfaces, a \$350 million importer and distributor of globally sourced natural stone, engineered quartz and tile. He has sourced, negotiated, structured, and closed 6 immediately accretive acquisitions for 7 companies in the company's first 14 months of ownership by Sun Capital. Notably, D'Andre sourced one of those companies for its proprietary and patented intellectual property, which enables the buyer to accelerate a digital transformation strategy that defensibly differentiates it from competitors.

While with a predecessor entity. Select Interior Concepts (Nasdag: SIC), D'Andre served as head of Corporate Strategy and M&A; Head of Supply Chain and Operations: and Head of Global Procurement during the Covid-19 pandemic, where he sourced, negotiated, structured and closed 4 more acquisitions in addition to overseeing a third-party consulting firm who identified \$6mm annualized cost reduction program that were implemented from a \$350 million procurement spend. As additional operational highlights, he reduced inventory by \$9mm (9%) by managing global purchasing and implementing a new demand management software logic that better matched supply with demand. Illustrating his negotiation skills, Mr. Davis saved \$10mm (20%) in purchase price for an add-on acquisition by anchoring the seller on after-tax proceeds as the buyer uncovered in due diligence an issue necessitating a conversion from an asset to stock purchase.

D'Andre has served as interim CFO of a \$110 million financially distressed auto parts distributor in default

with its senior secured lender where he led the successful refinancing with a new lender whose credit facility provided additional liquidity for the company to effectuate a turnaround from negative to positive EBITDA. As interim operations lead, he transformed a historic cemetery under siege from the plaintiffs and local Chicago media while in Chapter 11 Bankruptcy during a mayoral election campaign year into a renovated and well-running cemetery that resulted in the successful sale to a strategic buyer. He has also provided fairness opinion advisory to the Board of \$600 million family-owned convenience store chain.

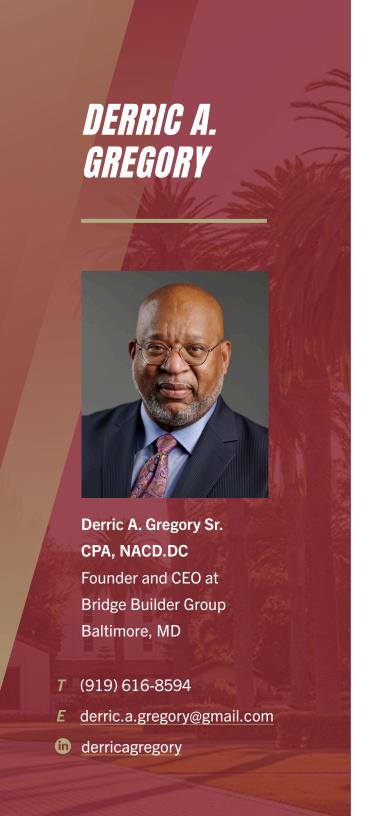
While at Huron (Nasadq:HURN), D'Andre co-led a Program Management Office for the spin-off of the \$1.5 billion Herc Rentals equipment rental business from \$10 billion Hertz Rent-A-Car as a result of an activist investor's demands. He stood up corporate functions and assisted in the hiring of key executive leadership and administered the knowledge transfer process between the two entities and each key corporate function.

Mr. Davis currently serves on the board of the Atlanta Chapter of the Turnaround Management Association (TMA). His board service there includes roles on the sponsorship, nominating and governance, and private equity panel committees. In addition, he has served on the board of 21st Century Leaders, an Atlanta-based non-profit organization, where he led the strategic planning committee in strategy formulation. D'Andre earned a Certificate in Private Company Governance from the Private Directors Association as well as a Certificate in Black Corporate Board Readiness from the Leavey School of Business at Santa Clara University.

He began his career as an engineer at Ford Motor Company, and later held key positions at Citigroup's Corporate and Investment Bank and Intercontinental Hotels Group's North American Investment Analysis Group.

He holds an MBA from the Wharton School of Business at the University of Pennsylvania and a BS in Mechanical Engineering from the University of Michigan. He is a member of the Turnaround Management Association, the Association of Insolvency and Restructuring Advisors, and the American Bankruptcy Institute. He holds as both a Certified Turnaround Professional and Certified Insolvency and Restructuring Advisor.





Derric A. Gregory is an innovative financial and risk management senior executive with over twenty years of experience as Head of Audit overseeing internal controls design, SOX, regulatory compliance, corporate governance, accounting and advisory services in public and private sectors. Derric's elevating factors leverage his qualified financial expertise and transformational operational experience across diverse, complex, regulated industries, including healthcare, manufacturing, financial services, and government. He has robust audit committee exposure and a proven track record of mitigating risks that could result in financial statement qualification (material weakness) while achieving strategic business objectives. As Founder and CEO of the Bridge Builder Group, Derric enables under-represented early-stage innovators in collaborating to foster B2B relationships that expedite pathways to capital formation, strategic investment, and acquisition.

Derric has served in executive audit and accounting leadership roles for a variety of high-profile companies. CareFirst, Inc. (BlueCross BlueShield), Kaiser Permanente, BlueCross BlueShield of North Carolina (BCBSNC), GraceKennedy Ltd., Lowe's, and the Commonwealth of Pennsylvania have benefitted from his ability to provide sound judgment and appropriate regulatory guidance. As Chief Audit Executive, he led CareFirst Inc., BCBSNC, and GraceKennedy, Ltd increasing internal brand presence and audit productivity by over 30%, achieving the highest quality assurance designation

from the Institute of Internal Auditors. He is a trusted resource to audit committees providing an independent assessment of corporate operational, financial, IT / cybersecurity, and enterprise risk mitigation efforts. Derric's career is marked by his ability to identify, develop and promote talent. He has led corporate mentoring efforts, inspired team members, and directed corporate diversity initiatives.

His board service included Meharry Medical College serving as Vice Chair of the Audit Committee, the National Association of Black Accountants (NABA), the Foundation Board of North Carolina Central University, and the inaugural Board of Visitors for North Carolina A&T State University. He has served as a member of the Corporate Board Initiative Committee of the Executive Leadership Council, earned his Director Certification designation through the National Association of Corporate Directors, and is currently enrolled in Santa Clara University's Black Corporate Board Readiness program (Cohort 7).

Derric is a Lifetime Member of the NABA, its National Outstanding Member in 2005, and a recipient of its Walking the Road Less Travelled award as the author of the book, Life in the Key of G. Derric is currently an Associate Minister with the New Psalmist Baptist Church. He is a Summa Cum Laude graduate in Accounting from North Carolina Agricultural and Technical State University and resides in Baltimore, Maryland, and in Durham, North Carolina.

Qualified Financial Expert | Board Certified | Audit Committee Expertise | Enterprise Risk Management | ESG | Sarbanes Oxley | Business Process Transformation | IT and Cybersecurity | Regulatory Compliance | M&A Due Diligence | Business Process Reengineering



John Hale, III is a consensus builder and results driven finance and operations C-Suite executive focused on turnaround, growth, and sustainability of companies with geographically dispersed operations in the industrial, energy, government contracting and consumer sectors. A 30-year executive leader and trusted advisor in the private and public sectors, Hale previously held the national security "Q" Top Secret/Restricted Data and Special Nuclear Material clearance.

Hale is the CEO of the Cornerstone Group, LLC, partnering with innovative businesses and midmarket companies to develop and implement risk management, EBITDA growth strategies and facilitate capital investment. In addition, he is an Operating Partner at Cadiz Capital Holdings, a family office co-investing with private equity partners focused on \$25-\$500 million enterprise value companies.

Earlier in his career, Hale served as a turnaround and restructuring executive with P&L accountability. Hale was the CFO of a Debtor-In-Possession estate, executing a Section 363(b) asset sale resulting in the company's successful exit from Chapter 11 proceedings. In addition, Hale advised and executed with an industrial company a strategy to avoid an \$80 million production interruption while creating EBITDA and GPM growth.

Hale was appointed by the President of the United States to two federal government senior executive positions. First, at the U.S. Small Business Administration, Hale developed and led strategies that generated 61,689 loan approvals totaling \$30 billion of project financing. Second, at the U.S. Energy Department, Hale designed and implemented strategies to improve the Department's small business grade from "F" grades to three consecutive "A" grades, resulting in \$1.2 billion of prime small business contracts and the Department's conversion of over \$500 million of contract awards from large to small businesses. In recognition of this result, Hale received the U.S. Department of Energy Secretary's Meritorious Service Award.

Hale serves as Chair of the Board of Directors of FSC First, the Next Energy Board of Directors, the Fulton Bank (NASDAQ: FULT) Greater Washington DC Advisory Board and the Private Directors Association's Board of Directors. He also earned the Private Directors Association's Certificate of Private Company Governance.

Hale earned a Bachelor of Arts in Political Science from the University of Michigan and a Master of Science in Finance from the Heinz School of Public Policy and Management at Carnegie Mellon University. Hale's leadership has been recognized over the years, most recently receiving the FSC First Strategic Partner Award and the Maryland Black Chamber of Commerce Champion for Change Award.



Darryl Hawkins has over 20 years' experience ground-breaking new technologies and leading growth and transformation for several of the largest iconic telecom companies in the world. He is a veteran of the United States Marine Corp (Top Secret Clearance). He is a documented expert in developing and operationalizing strategic networks and customer service improvement procedures across the US, turning around organizations in crisis. Darryl is an operator, leading multi-billion-dollar P&L's and has driven growth through innovation, shareholder value and expansion into new markets.

Darryl serves as Senior Vice President of Engineering for T-Mobile, the world's largest (\$178B market cap) telecommunications company (75K employees). He oversees 5G Solution and Service Readiness and leads the West Division's multi-billion-dollar 5G network build and operations portfolio. He spearheaded the company's workforce evolution strategy, leveraging increased levels of digitalization, analytics, and AI/ML to drive scalability and increase the bottom line. His philosophy centers on digitizing the understanding of operational excellence through lean principles. broad-based application of AI/ML. He successfully executes emerging technology deployments of innovative programs; 5G, fiber optic, RAN, digital transformation. Darryl serves as the Executive Sponsor of the Veteran's ERG for the company.

Darryl served as Vice President of Operations of Comcast/NBC Universal's California region, the nation's largest broadband provider. He led the strategy for increasing customer experience (NPS 65+) by starting, building and repositioning organizations. During his tenure he was able to

improve productivity by 37% YOY and network reliability by 28% through the implementation of Lean and Six Sigma principles (DMAIC). As the senior leader for CA/AZ, he successfully cultivated strategic relationships with state, county, local leaders including Governors, Senators, and Mayors to align services and expansion with community priorities.

At Verizon, Darryl was in operations, sales (B2B/Consumer), Network Transformation, Engineering, 4/5G Network Planning, Optimization, Managed Services, Customer Perception Optimization, and End 2 End 5G Solution, etc. He has led a multibillion-dollar nationwide fiber (FiOS) deployment. He created the first framework for the new industry go to market plan, delivering 30%+ growth which led to being presented with the Verizon Excellence Award.

He is on the board of the North Bay Leadership Council supporting Northern California. He previously served as a board member for the United Way Southern Arizona, BBBS Arizona, The University of Arizona Foundation and Bucks County Workforce Investment Council. He was an adjunct professor for Pima College and The University of Arizona Global Campus.

Darryl holds an MBA from Indiana Wesleyan University and graduated Magna Cum Laude from University of the District of Columbia with a Bachelor of Science in Business Administration (Law). He has also completed a three-year DBA program from Walden (ABD). He is certified in Lean Six Sigma from Villanova University. He has two adult children and makes his home in the San Francisco Bay area.



Tia Hopkins is an innovative, business outcomedriven IT and cybersecurity executive with over 20 years of experience as a consultant, strategist, and C-suite advisor. She is a corporate athlete with direct experience in sales, marketing, product, professional services, and service delivery. She designs and informs strategies for high-growth, disruptive cybersecurity startups and advises C-level executives on aligning cybersecurity and technology strategies with business outcomes.

Tia's unique ability to simplify complex concepts and strategically align business priorities with technology and services capabilities played a vital role in eSentire Inc.'s \$325 million capital raise and the achievement of a valuation of over \$1 billion in 2022. She is currently a P&L leader in her dual c-suite roles as Chief Cyber Resilience Officer and Field Chief Technology Officer and is building, leading, and maturing the organization's cyber resilience practice while working across the enterprise with executive leadership to ensure strategic alignment. She is a key decisionmaker in matters regarding intellectual property development and the continued growth and adoption of eSentire's Atlas XDR SaaS platform, Tia is effective at leveraging the intersection of people, processes, and technology to design innovative strategies for driving product and service differentiation in the market.

Tia is extremely passionate about giving back to the community. She is an adjunct professor of cybersecurity, a published author, and a LinkedIn Learning instructor. She is a non-profit founder and a women's tackle football coach.

Tia is known for her influence and thought leadership in the cybersecurity industry. She was recognized by SC Media as an outstanding educator in 2019 for her commitment to preparing the next generation of cybersecurity and technology leaders to make a meaningful contribution to the field. She was recognized as one of The Software Report's Top 25 Women Leaders in Cybersecurity and Cyber Defense Magazine's Top 100 Women in Cybersecurity: both in 2020. In 2021, Tia was recognized as a Top Influencer in the Security Executives category by IFSEC Global and was most recently recognized by Dark Reading as #1 on the list of '8 More Women in Security You May Not Know but Should' in 2022.

Tia holds several industry certifications including the CISSP, CISM, and GSLC in addition to a BS in Information Technology, MS in Information Security and Assurance, MS in Cybersecurity and Information Assurance. She is pursuing an Executive MBA and a Ph.D. in Cybersecurity Leadership, basing her research on effective approaches to bridging the communication gap that exists between technology leaders and board directors.

Strategy

- Go-to-market (sales and marketing)
- Product and Service Differentiation
- Value Creation
- Organizational Design
- Business Transformation
- M&A Due Diligence

Cybersecurity

- C-suite Advisor
- Thought Leader
- Influencer
- Change Agent

Focus and Interests

- Industry: Technology, Cybersecurity
- Type: Public and PE/VC funded companies
- Size: Mid- to large-size companies, Mid- to late-stage
- Size: Mid- to large-size companies, Mid- to late-stage startups

Ted Jackson

- Board Director and Senior Executive that has developed and led rapid scale, P&L ownership, value creation and exit strategies for privately held, start up and private equity owned companies over 25+ year career.
- Extensive leadership in EBITDA performance improvement programs to achieve revenue, margin growth, cash flow and shareholder value through a variety of pricing, sales strategy, working capital, supply chain, manufacturing productivity and merger integration programs in the US, Canada, Mexico, Europe and Asia.
- Transformational leader that has a track record of implementing strategic solutions to operationally complex situations requiring cross functional team building, organizational leadership, change management and data driven execution.

Professional Summary

- Board Member Coregistics Monitoring the EBITDA value creation strategy, policy creation and coaching the executive leadership team.
- Advisory Board Member Hill & Markes Served as a trusted advisor to the CEO, reviewed EBITDA and working capital improvement program, approved annual budgets, provided M&A perspectives and strategic planning frameworks supporting company sale strategies.
- Board Member Binkable Supported the CEO and Corporate Board on capital raise, product launch, operational scale up and exit strategies.
- Novolex Executive Vice President of Food and Delivery Operations of Novolex a private equity backed flexible packaging company of Apollo Capital. Leads the P&L operations of a \$3B+ division (4000 employees) including the Duro Bag, Bagcraft, Burrows, Delux & Hilex business units with over 30 domestic and international factories. Created shareholder value (3X sales, 5X EBITDA) through driving strategic business transformation programs focused on profitable sales growth initiatives, margin enhancement, operational efficiency / cost reduction

- and strategic acquisitions. Conducted strategic due diligence, developed and implemented post-merger integration plans for over 7 Novolex acquisitions. Prior Novolex leadership roles included promotions to Senior Vice President of Paper Operations and Vice President of Operations for the Duro Bag division and Novolex Environmental Health and Safety team leadership. Participated successful Private Equity investment exit transitions between Windpoint Partners, Carlyle & Apollo Capital.
- AlixPartners LLP Led client Executive leadership teams and corporate Boards to develop and implement winning operational strategies and stepchange improvements in operational and financial performance. Worked across a variety of industrial and consumer product-oriented companies while co-leading the AlixPartners Operations and Consumer Products industry practices. Engaged clients through a combination of hands-on advisory and interim leadership team positions. Delivered impact for healthy and underperforming companies in addition to chapter 11 turnaround situations in EBITDA margin, working capital and operational improvements. Advanced through Director and Vice President promotions.
- Early Career Held progressive leadership positions with IBM, SAP and Motorola.

Education/Awards/Notable Mentions

- Massachusetts Institute of Technology Executive education program in Supply Chain Management
- Purdue University MBA Operations Management and Marketing
- Clark Atlanta University BS in Physics / Engineering
- Awards: Kentucky Association of Manufacturers Novolex Duro Bag Large Company of the Year; M&A Advisor Industrial Turnaround of the Year Awards -Solo Cup and the Consolidated Container Company; AlixPartners - Achievement in Excellence Award
- Published Articles and Industry Panels: Forbes, Contract Packaging Magazine, AlixPartners, Industrial Exchange, Capital Roundtable





During her 30-year legal career Jyrl James served as strategic leader in legal and business roles. She has been a key participant in company acquisitions and development of infrastructures for both legal and human resources functions. Ms. James has been instrumental in successfully guiding companies through business expansions and business crisis, including chemical explosion with multiple fatalities, SEC investigation and labor strife. The legal function, as she views it, is a part of doing business not an adjacent function. During the course of her career, she led and developed professional staff and executives in the North American countries and England. Her governance experience includes presenting to a board and ensuring preparation committee and board documents.

Ms. James was the first in-house attorney for Adecco, SA's largest subsidiary. As Senior Vice President and General Counsel for North America, Ms. James was a member of key management of Adecco, In. and its North American subsidiaries, the then 4.5-billion-dollar billion enterprise of Adecco SA, then the world's largest staffing services solutions and talent development.

As part of the executive management team for Adecco NA, Ms. James was a critical participant in setting the direction of the company, providing legal advice, and managing a wide range of legal activities through a team of 30 in-house attorneys in 3 countries and numerous outside counsels. She served as corporate secretary. She held a government security clearance.

Ms. James served as vice president of human resources and general counsel at the Akron Beacon-Journal. Previous to that, she was an attorney specializing in employment/labor/benefits law at the Atlantic Richfield Company and at private law firms. She also served as chairperson of the California Agricultural Labor Relations Board.

Ms. James is passionate about the value of people in any organization and the differential value committed employees provide companies. She espouses the responsibility of corporations to be good civic and social citizens.

Ms. James holds a degree in business and labor relations from Illinois Institute of Technology and a law degree from DePaul University Law School.



Lance Mangum is a strategic and accomplished C-suite partner, advising executive management and the board of directors of global iconic brands operating in dynamic and complex political, legislative, and regulatory risk environments. His policy expertise has driven positive commercial and P&L results in the aviation, cargo logistics, e-commerce, manufacturing, and financial services sectors.

For 20 years, Lance has been at the epicenter of advising consumer-facing companies to identify and mitigate operational, corporate tax, global trade facilitation, supply chain disruption, ESG, and reputational risks, balancing the interests of stakeholders and regulators. As a global executive, he engages policymakers and industry thought leaders on critical business issues at forums and bilateral meetings throughout North America, China, France, Denmark, Spain, and the United Kingdom.

Lance is a Corporate Officer and Staff Vice President for Government Affairs at FedEx Corporation, a Fortune 50 company, creating strategic policy and geopolitical engagement plans and regularly interacting with FedEx Executive Management as well as the Board of Directors and its Governance, Safety, and Public Policy Committee.

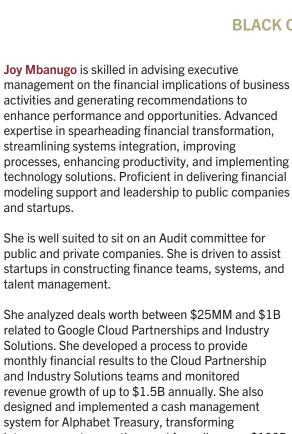
Lance has been named a "Top Lobbyist" by The Hill newspaper annually. He has successfully navigated the national political and policy landscape, developing strategies to achieve FedEx's fiscal planning, international trade, infrastructure investment, human capital, and

sustainability objectives, saving the company over \$8 Billion in federal tax liabilities and operational costs since 2010.

Lance managed government affairs at Capital One Financial Corporation, a Fortune 150 company, where he shaped issues related to the Dodd-Frank Wall Street Reform and Consumer Protection Act and advised the company in the Troubled Asset Relief Program (TARP) as a part of the Emergency Economic Stabilization Act. He developed tactical stakeholder engagement campaigns in response to the company's closure of a mortgage services division and for the acquisition of a regional banking company during the 2008 global financial crisis.

His Board of Directors service includes the Franklin Center for Global Policy Exchange and the U.S. Congressional Award Foundation, where he also serves as a member of the Audit Committee. He gained additional governance expertise by achieving Directorship Certification from the National Association of Corporate Directors (NACD), completing the Black Corporate Board Readiness (BCBR) program at Santa Clara University, and as a member of the Private Directors Association (PDA).

Lance received his B.A. in Political Science from North Carolina State University, an M.A. in Political Management from The George Washington University, and a Certificate in Organizational Inclusion and Diversity from Michigan State University. He resides in Washington, D.C. and enjoys traveling, music, studying history, and "social" golf.



She spearheaded taxation of securities lending at BlackRock, a company with \$3T assets on loan. She also negotiated tax language in client investment management agreements.

In Ernst and Young, She implemented the U.S. Hire Act (FATCA), analyzed proposed U.S. tax reform, and initiated other regulatory matters. She also evaluated

portfolio of over \$30 million.

She was also the Volunteer Chief Financial Officer for Paladin.org, a nonprofit that helps underserved founders establish structure in their pre-seed ventures. Additionally, she was an Advisor on the Finance Committee for the Northern California Chapter of the American Civil Liberties Union and managed a

cross-border transactions and derivatives and worked in London on cross-border transactions for three years.

She is an experienced professional with expertise in various industries, including banking, asset management, insurance, fintech, cryptocurrency, technology, advertising, fashion, and nonprofit board. She is well-versed in the nuances of each industry and is able to bring her knowledge and skills to any project.

She has an impressive educational background, having obtained a Juris Doctorate from Cleveland-Marshall College of Law in Cleveland, OH, a Masters of Accountancy from Case Western Reserve University in Cleveland, OH, a Bachelor of Arts in Black World Studies from Miami University-Oxford in Oxford, OH, a Bachelor of Science in Accountancy from Miami University-Oxford in Oxford, OH, and also has a Certificate of International Studies from the Institute of Business in Moscow, Russia.





Dr. Milton Morris is a tech-savvy Independent Director for both public and private companies as well as a former Chairman and CEO. Dr. Morris has over 30 years of operating and oversight experience within large and small cap companies and is nationally recognized for his leadership in successful commercialization of high-tech medical devices. Dr. Morris has a successful track record of leading turnarounds, building high performing teams and growing value in highly regulated global markets. Dr. Morris currently serves on public and private boards with broad committee assignment experience.

Operational Leadership and MedTech Turnaround Expertise: As its former Chairman and CEO. Dr. Morris restarted a failed Neuspera Medical, Inc. — creating and executing a new business plan, successfully raising \$120m of capital across 4 financings and growing its value over 400x. During his 7-year tenure, Neuspera achieved FDA approval to commercialize its neuromodulation system for use in Peripheral Pain that is estimated to impact over 500m people worldwide and an FDA approval to complete its pivotal trial for Urge Urinary Incontinence, impacting ~7% of the adult population. Prior to Neuspera, Dr. Morris was hired by Cyberonics (now LivaNova, Inc.) to establish and build an R&D organization and product pipeline to support the company's turnaround. Under his leadership. the newly created R&D team finalized a product and technology roadmap and delivered multiple first of their kind products in the core Epilepsy business, plus

an expansion into an adjacent Heart Failure market — 64m people world wide. During Dr. Morris' tenure, Cyberonics experienced an ~4x growth in market capitalization, in part, due to the revenues driven by new products that accounted for ~20% of total revenue mix within 1 year of release and the anticipation of other products in the pipeline. In his last role with Boston Scientific, Dr. Morris was the Franchise Owner of the Arrhythmia business managing the full product lifecycle of the global ~\$1.56b implantable Pacemaker and Defibrillator businesses.

Governance: As its Chair and CEO, Dr. Morris grew and Chaired the 6 member (4 observer) board of directors and 5 member executive leadership team at Neuspera Medical. Dr. Morris governed successfully through 4 financings, annual external auditing processes, COVID-19 crisis management, and a performance-based compensation strategy that helped to drive results that grew value over 400x. Dr. Morris currently serves on the boards of Nordson Corp. (NASDAQ: NDSN), Myomo, Inc. (NYSE: MYO), embecta Corp. (NASDAQ: EMBC) and Northwestern University. His committee assignments span Governance and Sustainability (Nom/Gov/ESG), Compensation, Audit and Technology (R&D/Quality/Regulatory).

Doctor Morris resides in Houston Texas with wife Renee where he enjoys playing golf and watching his 4 kids play music and competitive sports.

- Northwestern University B.S. Electrical Engineering

Education

- University of Michigan M.S. Electrical Engineering Ph.D. Electrical Engineering
- Northwestern University MBA

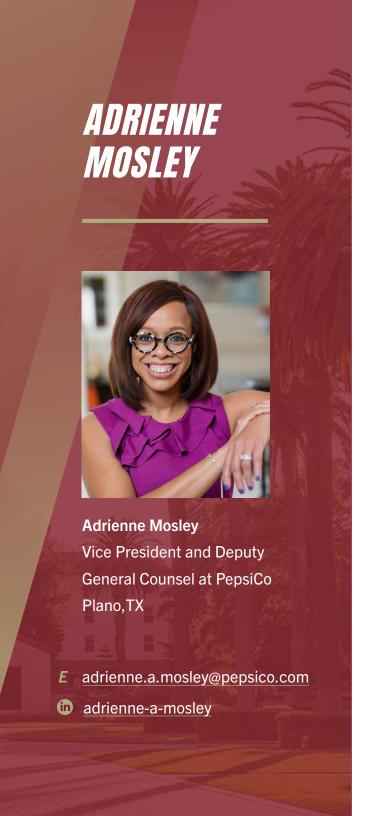
Certification

- NACD.DC

Honors and Awards

- Distinguished Alumni Medalist: Northwestern University
- Fellow: American Institute for Medical and Biological Engineering (AIMBE)
- Fellow: National Institutes of Health





Adrienne Mosley is an experienced business executive and brand protector with 23 years as a trusted advisor in highly regulated companies, providing strategic direction for business and community growth. Adrienne applies her Legal expertise and strategy capabilities to remove challenges and meet business goals. She has advised accomplished C-Suite executives in large, global matrix organizations to amplify and defend iconic brands, and she has contributed to business strategy and implementation, with her impact spanning enterprise risk management, transformation, business operations, cybersecurity, and matters of ESG. Known for delivering on tough business challenges, Adrienne is a committed and empathetic leader who brings integrity and a collaborative approach to Board service. with a growth and compliance mindset that values consumer and community centricity.

Adrienne is Deputy General Counsel for PepsiCo, Inc.'s \$23B snacks division, PepsiCo Foods North America, with a food portfolio of chips, dips, convenience foods, and breakfast foods including powerhouse brands Doritos, Lay's, Cheetos, and Quaker. Supporting a scope of 30+ manufacturing facilities across the U.S. and Canada, more than 200 distribution centers and service of 315,000 retail customers per week through a direct-store-delivery model. Adrienne extends strong business acumen to ensure the delight of the company's shareholders, retailers, consumers, and employees. She demonstrates a "can-do" approach as she advances strategies in pricing, go-to-market approaches, consumer-centric marketing campaigns, and the effective harnessing of data and analytics to secure a competitive advantage. She also leads risk mitigation strategies as chief counsel for litigation, scientific affairs, and regulatory issues. Her questions and curiosity add prospective insights to mitigate risk and build a thriving corporate reputation.

Adrienne served as VP and Global Chief Counsel - IT, Cybersecurity, and Privacy for PepsiCo, guiding its leaders on the cybersecurity program and digital transformation strategy across PepsiCo's international divisions; spearheaded PepsiCo's U.S. privacy compliance strategy, governance model, and policies; integrated critical acquisitions of leading brands, BFY Brands/PopCorners and Bare Foods Co. to grow market share in the macrosnacks category and drive significant growth in PepsiCo's healthier snacks portfolio; led the transactions team in brand advancement and innovation for the launch of Doritos Locos Tacos in partnership with Taco Bell; guided business teams through trade-off decisions during the COVID-19 pandemic; developed and implemented the first-of-itskind – PepsiCo online antitrust compliance training, leveraged across PepsiCo's North America Food and Beverage businesses; and developed a governance and compensation process for compliance with wage and hour regulations. One of her greatest points of pride is her leadership in the creation of PepsiCo's Larry D. Thompson Fellowship for minority law students to get business experience. Adrienne's varied contributions are a testament to her ability to inspire trust, learn, and drive positive results.

Recently, Adrienne was awarded Outstanding Corporate Counsel by the Association of Corporate Counsel and Texas Law Book. She was named to the list of Diversity First's Top 100 Women in Business, recognized on the National Diversity and Leadership's Top 50 General Counsel list, and featured on Savoy Magazine's Most Influential Women in Corporate America list.

Adrienne currently serves on the Boards of several non-profit organizations, including The Storehouse of Collin County, Texas, where she serves on the Executive Committee as Board Secretary and is a member of the External Affairs Committee; and The Melville Family Foundation, where she is Secretary of the Board.

Adrienne holds a B.A. from Yale University and a J.D. from the University of Pennsylvania Law School. Adrienne is certified by the International Association of Privacy Professionals with CIPP/US and CIPM privacy certifications. She also holds an executive leadership certificate from Dartmouth's Tuck School of Business.



Damon Munchus is an experienced senior global finance executive with a passion for innovation with over 25 years of experience in corporate finance, strategy, capital markets and regulatory affairs. He has a long career within the financial services industry focusing on the intersection of finance and technology. Damon served as a Deputy Assistant Secretary at the U.S. Department of the Treasury during the global financial crisis of 2008-2010 with a bias towards action where he gained his unique experience and perspective on regulatory affairs. Over the course of his career Damon has proven himself to be a collaborative and diplomatic leader specializing in consensus-driven problem solving within complex situations.

Damon serves as CFO and COO of JP Morgan Chase Commercial Banking's Digital, Data and Product division leading a management team focused on the B2B digital transformation of its Commercial Bank. In a previous role he created the P&L underlying JP Morgan Chase's \$30B Racial Equity Commitment, the largest ESG investment of its kind within the global financial services industry. He is instrumental in helping Commercial Banking create analytical frameworks designed to drive prioritization of technology investments intended to help JP Morgan Chase disrupt legacy businesses and market segments.

Damon has extensive federal regulatory and government relations experience developed as a Deputy Assistant Secretary of Legislative Affairs at the U.S. Department of the Treasury. After government service he worked as a registered lobbyist and advised private equity firms, investors and corporations while at the Cypress Group (dba Mindset).on regulatory risk for their portfolio company acquisitions.

Damon's previous board service includes
Washington, D.C.'s Board of Real Property
Assessments and Treasurer of the Washington,
D.C. Chapter of Habitat for Humanity. He currently
serves on the Advisory Board of the College of
Liberal Arts of the University of Texas at Austin
where he graduated with a B.A. from the Plan II
Honors Program. He also holds a Master's in Public
Policy from Harvard's John F. Kennedy School of
Government and a J.D. from New York University
School of Law. Damon currently lives in New York
City and is the proud father of identical twin teenage
boys. In his spare time he enjoys reading crime
fiction, playing golf, listening to jazz and cooking
authentic Louisiana creole cuisine.



Zeek Ojeh leads with confidence, integrity and empathy. In the boardroom, he has honed the skill of reducing complex financial problems to their basic elements and builds consensus by using data to drive decision-making. He is a Qualified Financial Expert (QFE) and a specialist in assessing organizational strategies and financial framework, and recommending measures to maximize operational efficiencies.

He is the Audit Committee Chair for ARDX.net, an ESOP healthcare and IT management company. He is also on the board of Arizona's third largest bank — the \$3.3 billion Arizona Financial Credit Union. As the Board Treasurer, he ensures that the credit union's financial systems, fiscal health, internal controls as well as depositors' assets are safe and secure. He also chairs the Enterprise Risk Management Committee and he's a member of the Assets and Liabilities and the IT Steering Committees.

In conformity with the bank's Strategic Plan, Mr. Ojeh provided oversight throughout the deal-cycle in the merger/acquisition of two separate commercial banks (Pinnacle Bank and Horizon Community Bank). He ensured that the purchases were accretive to net income, and not dilutive, and that the synergies, ROI, and Goodwill were within acceptable ranges. These acquisitions helped increase the bank's market share.

He was Arizona Governor nominated and state legislature confirmed candidate to serve on two boards — the Arizona Finance Housing Authority (AzFHA) and the Manufactured Housing Board (MHB). The AzFHA provides opportunities for first-time homebuyers to cover down payment and closing costs. The MHB is charged with imposing minimum construction standards to safeguard the safety and welfare of the public.

In his career, Mr. Ojeh is the President of ZalMar, Inc., a commercial real-estate acquisition, development and leasing company. He is also an Arbitrator for FINRA. In February 2022, he retired as the Acting Superintendent for the Balsz School District in Phoenix. At Balsz, he oversaw the sale of bonds to address some critical infrastructure needs. Previously, he was the CFO for Cartwright School District, with an annual operating budget of approximately \$200 million. For seven years, Mr. Ojeh was a multi-unit franchisee, owner-operator of Wendy's Restaurant. Using his financial acumen, industry best practices and collaborative nature, he turned around two failing restaurants, improved morale, and increased sales by 105% in 18 months. For approximately thirteen years, Mr. Ojeh worked for the City of Phoenix in a variety of capacities – Tax Auditor, Airport Supervisory Accountant and as a Budget Officer.

In the community, Mr. Ojeh is an enthusiastic leader in several major community entities, often serving in governance or officer-roles. He served on the boards of the Association of Arizona Food Banks, the Catholic Education Arizona, a mediator for Maricopa Justice Courts and as a two-term President of the Holy Spirit Parish Council. If given an opportunity to serve, Mr. Ojeh will bring a spirit of entrepreneurism, collaboration to drive growth and a proven success in gaining market share.

He's an accredited investor per SEC Rule 501 Reg. D (7), with an MBA degree from the Thunderbird School of Global Mgt, AZ. He is a certified public accountant (CPA), certified internal auditor (CIA) and a certified financial services auditor (CFSA). Mr. Ojeh earned an ESOP Governance certificate, and he's a graduate of the Santa Clara University's "Black Corporate Board Readiness" (BCBR) program.



Azella Perryman is a global operations and technology executive with over 15 years of experience driving bottom-line impact through transformation and restructuring of organizations and processes across the U.S., U.K., and various African countries. She has traveled to or visited over 55 emerging and developed countries and worked across technology, media/entertainment, finance, marketing, non-profit, e-commerce and mobility. Azella has been a strategic advisor to CEOs and Presidents of public and private companies as well as the European Union and driven new market entry strategies, resource allocation, restructuring, and organizational efficiency. She is known for her ability to disrupt and transform organizations without being disruptive to business continuity.

Over the course of her career, she has created operational rigor and led transformations across almost every stage and function of a business, including operations, finance, marketing, and strategy. Most recently, as the VP of Customer and Sales Operations at Flyhomes, a series B startup, she managed an internationally distributed operations team of over 400 people across India and the U.S. and drove technology software implementation to optimize sales cycles for \$50m of revenue. At Lyft, she built and executed the strategic annual planning process with the CEO and CFO and drove alignment across headcount planning, budget allocation and product roadmaps, reducing time spent on planning by 33% company-wide. Prior to Lyft, she restructured and transformed operational management teams at Caviar post-acquisition of a smaller startup, reduced overtime costs by 60% and led the

expansion of the \$40m business into new markets. She then managed the 350 person team through transition during the subsequent \$410m acquisition of Caviar by DoorDash.

Internationally, as a strategic advisor to the President of StubHub, she helped the C-suite integrate a \$165m international acquisition across the E.U. and U.S. to enter the global market. She also drove go-to-market execution across the U.K. U.S. South Africa, and Nigeria for a rebrand of the MTV channel in Nigeria to over 20 million viewers as Director of Strategy and Business Development at Viacom Africa. Azella gained public sector experience in Africa through her work with Technoserve by creating inroads with the governments, NGOs, and players along the entire agricultural supply chain in 6 African countries to create a market entry strategy for a \$540m investment by a multinational conglomerate and for the EU in Zimbabwe. She began her career at Goldman Sachs in New York and London with their sales and private equity divisions.

Azella serves as Board Secretary for the San Francisco Conservation Corps. She has served on the advisory board for the San Francisco Symphony, and mentors college students and underprivileged communities through various non-profit organizations including East Bay College Fund, Streetwise Partners, YearUp and Women's Venture Fund. Azella earned her MBA from Harvard Business School, and her B.A in Economics from Stanford University. She played varsity basketball at Stanford, is an avid holistic health and fitness enthusiast, loves to travel and is a voracious book lover.



Audra Ryan-Jones is an accomplished Senior Professional Services and Technology Executive with over 30 years of experience in Global Customer Account Management, Sales, Operational Excellence, and Customer Satisfaction. Audra has a proven track record of leading and building world-class, matrixed organizations in high-growth transformation. She has led go-to-market transformations in businesses ranging from 20M to 500M in revenues. Her experience spans across multiple sectors including Public Sector, Financial Services, Retail, Healthcare and more.

Audra has held significant leadership positions at HPE, Xerox and now Amazon Web Services (AWS). In her current role at AWS, Audra is focused on helping Enterprise Mid Large customers (EML), Independent Software Vendors (ISVs) and Digital Native Businesses (DNB) accelerate their digital transformation by leveraging AWS Professional Services resulting in \$1.294B in Trailing Twelve Months (TTM) Platform revenue. In 2022, Audra's AWS leadership and colleagues rated her highest in three leadership principles: Earning trust, Learn and be curious, and Hire and develop the best. This is indicative of her approach to leadership and delivering results, which is grounded in high integrity, continual learning, and empathy.

At HPE, she served as Vice President/General Manager for the Federal Civilian Market Segment for U.S. Public Sector where she led an organization of over 2,000 employees supporting 23 Federal Civilian agency government customers. Audra grew revenue 9%, profit 16% and increased the Total Contract Value of the portfolio by 206%. She was recognized with the 2016 Women of Color STEM Managerial Leadership Award.

Prior to that, at Xerox, Audra held several geographic and industry-based positions of increasing P&L and organizational responsibility ranging from 25 -120M annual recurring revenue. She was recognized with ten Xerox President Club Awards for overachievement of sales, revenue and profit targets. She was honored by the Chairman and Chief Executive Officer of Xerox Corporation for cross functional leadership in the acquisition of the \$224 M Xerox/ACS Synergy deal. In her early career, Audra worked as a technology adviser for the Kuwait Air Force in the Persian Gulf and as a System Engineering Manager at IBM.

Audra is personally and professionally an advocate for advancement in diversity, inclusion and creating cultures of continuous learning. She is active in community service and currently serves as the President of the Board of Evangeline Ministries, a life skills program for women in Cape town South Africa. She is also a Board Director and Secretary of the Sigma Phi Phi Epsilon Sigma Boule Foundation, and has served on the Board of Directors Executive Committee for the Northern Virginia Urban League and IT Alliance for the Public Sector (ITAPS) Federal Executive Council.

Audra holds a Master of Business Administration from The Wharton School, University of Pennsylvania, and a Bachelor of Business Administration from Temple University with Honors. She is a graduate of the Santa Clara University Black Corporate Readiness Board (BCBR) program.



Nicole Streeter is a strategic C-Level governance, regulatory compliance and risk management executive, and investor. She advises C-Suite and Boards of billion-dollar organizations across education, digital/tech businesses, and government in refining strategies to achieve goals for stakeholders and shareholders. Nicole's 20+ years of governance, establishing/navigating regulations, compliance, risk, and legal expertise has steered organizations through economic, social, and political headwinds, efficiently driving results in a timely manner.

Currently, Nicole strategically advises the Chairman and the Council of the District of Columbia on regulations, compliance, risk, and legal including D.C.'s local \$19B+fiscal oversight. As a former Chairman's Chief of Staff and Principal Advisor, she liaised between Chairman, Corporate Executives, Councilmembers, and Capitol Hill, navigating/advising on complex and often controversial matters between businesses, industries, and the government on regulations/legalities — achieving positive resolutions affecting multibillion-dollar industries.

Nicole's experience will serve her well as a Board Director of technology companies including EdTech, RegTech, GovTech, SaaS/digital platforms, and start-ups, advising on strategic and fiscal governance issues, regulations, risk, and funding. She is well poised to guide companies in gaining entry into government sectors to expand their market share. A trusted, influential voice at the table, Nicole advances the strategic direction, asking crucial questions and challenging thinking while building consensus, anticipating potential risk, and leveraging her robust network.

Board Value Impact

- Regulatory Compliance and Risk Expert Advised/ guided a \$3.3B property rental business and DC Council on legislation for the \$87B vacation rental industry with positive outcomes for all parties.
- Strategic, Fiscal, and Board Governance Advised DC Public Charter School Board and Executive Director on 68 DC charter schools and its \$800M budget, technology, funding, compliance, regulations, legal, risk, resources/services.
- Partnerships and Network Brings insights on partnerships for digital/tech native, EdTech, RegTech, and startup companies to enter or expand market both B2B and B2G, ensuring regulatory, government, and legal compliance.
- Funding Navigated all funding aspects of \$800M in public funds for charter schools. Expert on Board requirements for renewal/dissolution, and funding products/services.
- Crisis Management Led DC Council through crisis/Federal Investigations of high-level Officials.
 Guided COVID emergency bills in \$16B budget constraints; advised on impact to business, economic development, housing, and health/human services.
- Diversity and Access Poised to advise digital/EdTech/ RegTech boards on financial/funding, tech, and access by un/underrepresented communities.

Board Experience

- Executive Board of Advisors, How Women Lead, Silicon Valley, DC, Maryland and Virginia
- Ltd. Partner, How Women Invest VC Fund; 1863 Ventures Fund
- Former Chair, Governance and Nominations Committee, Bright Beginnings
- Chair, Former Chair, Fundraising Committee Gay Men's Chorus of Washington, DC

Board Value Skills

- Strategic and \$16B Fiscal Governance Advisory
- Regulatory Compliance and Legal
- Risk Mitigation and Crisis Management
- Strategic Partnerships, Funding, D&I

Education

- JD, Univ. of California, Berkeley, School of Law
- BSFS, International Politics, USA in World Affairs, Georgetown University

Thought Leadership

- Host/Moderator, <u>Mythbusting &</u> <u>Connecting with Black Board Directors</u>, #Getonboard Week, Nov. 2021
- Co-Presenter, What Happens When Communications Wants to Say Everything and Legal Wants to Say Nothing? Colorado Charter Schools Conference, Denver, 2018.
- Panelist, The Department of Labor May Come Knocking: Have Your Schools Filed Their Form 5500s? Alliance of Public Charter Schools' Attorneys, Minneapolis, MN, 2017





Kim A. Thompson is a creative and pragmatic problem solver and global business executive with over three decades of experience as a lawyer and senior risk management leader. Her collaborative style enables senior management teams to navigate complex risk situations and come through with reasonable, positive outcomes. Kim has extensive experience working on corporate engagement strategies to advance racial equity and social justice. She will bring deep risk management and legal expertise, and a fresh perspective on stakeholder expectations for the social element of ESG to a corporate board.

Kim served large multinational clients as a securities and commercial litigator at the international law firm Gibson Dunn before moving in-house to PricewaterhouseCoopers. At PwC, she led dozens of audit teams through fraud investigations and other complex issues. She served as Deputy Global General Counsel where she provided legal advice to the global consulting business on a wide range of issues including acquisition related matters, large international client problems and other sensitive situations. She led the global risk management function for PwC's consulting business and drove the development, implementation and monitoring of global quality management systems and risk processes for PwC's consulting businesses across the world. She effectively solved countless complex business problems, including the resolution of several significant conflict of interest matters involving multinational clients. Kim led the global risk management consultations team responsible for identifying and managing new and emerging risk issues for PwC across the world for all of PwC's businesses. Kim was a founding fellow in the CEO Action for Racial Equity fellowship, a business-led initiative using data-driven insights and a human

centered approach to develop, promote, and scale sustainable public policies and corporate engagement strategies that advance racial equity across the United States. She has been a keynote speaker on the social aspect of ESG at various national conferences.

Kim has two decades of experience on nonprofit boards, and currently serves as Chair of the Board for Legal Services for Children, and on the Executive Committee of the Oakland Promise Board. In addition, she is currently a member of the board of directors for both the S.H. Cowell Foundation and the Martin Luther King Jr. Freedom Center.

Kim has been recognized multiple times for her community activities and her professional achievements. The San Francisco Business Times named Kim as one of the 150 Most Influential Women in Business. Oakland Magazine recognized Kim for her volunteer and philanthropic work in the magazine's annual Best of Oakland and East Bay edition. Kim's high school awarded her their Life Achievement Award for her professional and volunteer achievements. Kim was named California Law Review's Alumna of the Year. Kim received Friends of Oakland Parks and Recreation's annual Ann Woodell Community Award and was an honoree at the Oakland Parks and Recreation Salute to Excellence and Community Spirit. Kim received the Community Champion Award from Life Goes On Foundation.

Kim earned her Juris Doctor from the University of California at Berkeley School of Law and a Bachelor of Arts degree from Cornell University. She is an active member of the California Bar. She and her husband live in Oakland, California, and they have two adult children.

VANESSA VINING **Vanessa Vining** Founder and CEO at The Cultural Effect, Inc. Yonkers, NY T (718) 607-8290 vanessa@vanessavining.com n vanessa-vining-238aa49

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Vanessa Vining brings three decades of diversified strategic and purposeful experiences leading marketing and advertising, leveraging ESG to further client's mission and revenue goals. As a trusted advisor and partner to CEO's and other C-Suite executives at fortune 100 and 500 companies, her business acumen enables her to develop omnichannel strategies that address increasing ROI for brands like AT&T, P&G, PepsiCo, General Motors, McDonalds and U.S. Army among others.

Currently, Vanessa is the Founder and CEO of The Cultural Effect, Inc., an agency dedicated to developing inclusive ecosystems for its clients through the lens of culture, fiduciary duty and ESG to drive marketing innovation, brand affinity and retention.

She has held leadership roles in Account Management, Strategy, Media, Investment, DE&I and Supplier Diversity at VaynerX, Omnicom, IPG, Publicis, Fluent360 and Carol H Williams. Vanessa is a "Swiss Army Knife", with an agile ability to envision, create and execute sustainable strategies in competitive markets. Team DDB, the AOR for the U.S. Army, commended her for developing the approach to educate and transform relationships throughout Army Enterprise Marketing Office (AEMO) ranks, as well as Army Reserve, National Guard, USAREC and ROTC.

Vanessa was the first Chief Diversity Office at VaynerX, reporting to the CEO. Her business impact was through global DE&I initiatives — investing in commercial efforts,

stakeholder engagement, talent innovation and providing support for Executive Leadership and client's.

She successfully turned around the FDA Fresh Empire anti-smoking campaign and relationship in five months, consolidating and leading all five anti-smoking/vaping campaigns totaling \$85M+. She also led the first multi-million-dollar, digital only, Electronic Nicotine Delivery System (ENDS) campaign and exceeded goals by 7%.

Leading diversity strategy and operations for her clients, Vanessa created an innovative approach to Supplier Diversity. For AT&T, she successfully created an approach to Media and Supplier Diversity, exceeding their \$96.0M annual spend goal by 10%+ for four consecutive years. For PepsiCo, she created a multi-year strategy to increase spend from \$2.2MM in 2012 to \$11.0MM by 2015 with diverse owned companies. She received a Telly Award in the motivational category for the TV One and AT&T "Iconic Achievers" campaign and was an ANA finalist for best African American campaign.

As a transformational leader, Vanessa is regarded as a thought leader, speaker, coach, and advisor. She served on the board of The Metropolitan Board of the Chicago Urban League and Circulation Verification Council, and currently sits on the board of Empow(H)er Cybersecurity and a member of CHIEF. Vining earned a bachelor's degree from Governors State University and holds a Diversity and Inclusion certification from Cornell University.

Skills and Expertise

Strategy and Investment

- Strategy GTM B2C, B2B
- Contract Negotiations
- Value Creation
- Business Transformation
- New Business

People and Culture

- Diversity, Equity & Inclusion (DE&I)
- Corporate Social Responsibility (CSR)
- Transformational Coaching
- Learning and Development

Supplier Diversity

- Program Development and Management
- Sourcing
- Training

Specialization

Type

- Public and private

Size

- Mid to large-size companies
- Small size companies

Industry and Categories

- Marketing/Advertising – Retail, QSR, Autorotative, Technology, Telecommunication, Finance, FinTech, Spirits



Catina Wilson is a senior Global Operations executive with more than 25 years of Product Management. Strategy Execution, Relationship Management, Technology, and Customer Service experience in Fintech, financial services, automotive and software industries. She has expertise in strategy development and execution, technology deployments, mergers and acquisitions, leading organizational transformations and developing high performance teams. She serves as Global Head of Prepaid Card Operations and Strategic Partnerships for Fisery, a \$15B. Fortune 500 Financial Technology leader. She led the turnaround of Fiserv's Prepaid business by creating a strategic partner network of suppliers to mitigate supply chain constraints and establishing a framework for improving the overall customer experience. She led the team to increasing revenues while also reducing costs with a 25% margin improvement.

As GM Channel Partner Operations, Catina led the dissolution of Bank of America Merchant Services, a joint venture between First Data Corporation and Bank of America. Catina led the way to creating a new Merchant Acquiring direct channel business for Fiserv, Clover Business Solutions. In parallel, she led negotiations to save the Bank of America relationship and was able to create a new channel partner relationship. Later, she was appointed to lead the channel partner relationship and grew revenues from \$237M to \$261M within the first year with Bank of America becoming Fiserv's largest channel partner.

Catina held progressive leadership roles with Cox Automotive, a \$5B conglomerate of brands that provide digital, marketing, retail, financial and wholesale solutions to automotive dealers. In her last role, Head of Strategy and Execution, she led a team of employees that drove operational efficiencies, e-commerce technology enhancements, product commercialization, operational readiness, and significantly improved the customer experience. Catina led the integration of several acquisitions including Dealer Track and Kelly Blue Book.

Earlier, Catina was Group VP Technology Delivery at SunTrust Bank (now Truist). She led the technology delivery team for the areas of technology risk and compliance, Anti-money laundering and Fraud. She led the implementation and deployment of technology initiatives valued at \$50M+. She led the digital transformation which reduced company expenditures by \$25M. Catina was also a management consultant for American Management Systems and has also worked for several start-ups supporting sales, and professional services.

Catina recently joined the board of directors for the Technology Association of Georgia where she will advise young, minority owned Tech companies looking to launch new products. She has an MBA from Georgia Institute of Technology and a degree in Industrial Management from Purdue University. She lives in Atlanta with her husband and daughter. She's an avid traveler and loves to play golf.

Skills

- Strategy Execution, Product Management, Revenue Generation, and P&L Management
- M&A Integration, Divestitures,
 Customer Experience Improvement,
 and Strategic Partnerships
- Technology Delivery and Operational Scaling

Sectors

- FinTech, Financial Services
- Automotive Digital Media
- Technology
- Management Consulting, Professional Services

Education

- MBA, Georgia Institute of Technology
- Bachelor of Science, Purdue University
- Strategic Partnerships,
 International Institute for
 Management Development

