




SILICON VALLEY EXECUTIVE CENTER
SANTA CLARA UNIVERSITY

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

MEET COHORT 8
BLACK CORPORATE BOARD READINESS
JUNE - AUGUST 2023

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.

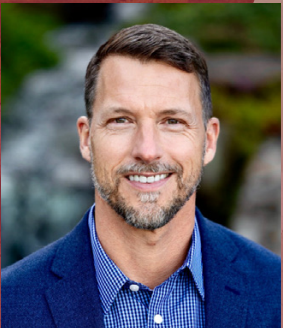
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LETTER FROM BCBR CO-FOUNDERS



Dennis Lanham, MS, MBA



Thane Kreiner, PhD

We are humbled by the profound success of the Black Corporate Board Readiness (BCBR) program since we launched the inaugural cohort in February, 2021. Our collective accompaniment of talented Black executives through eight cohorts has yielded over 220 BCBR Alumni, who are actively being placed on public and private corporate boards.

This incredible concentration of board candidates from every sector, every function, and across America obliterates the myth of a ‘pipeline problem’; we are proud to have provided BCBR Partners with over 150 curated lists of potential candidates for board position specifications. We invite everyone engaged in board searches to join us on the journey to authentic board diversity.

The evidence is overwhelming that the lived experiences, wisdom, and insights of diverse board members inform better decision-making and risk oversight. Although the headwinds to diversity are strong, our systems are refractory to change, truth is often overshadowed by fear, collectively we are making meaningful impact in diversifying corporate boards.

At the outset, we imagined BCBR as a community-based program. Every participant is accompanied by a Mentor with lived experience as a Black corporate director. Every module in the BCBR program was built from scratch for and by the community. As BCBR Alumni secure board seats, they ‘pay-it-forward’ by serving as Mentors and Facilitators.

The collective energy, wisdom, and love of all who have come together has made BCBR far more than a program: it is a community committed to creating more diverse corporate boards as a powerful lever for systems-level change; it is a movement motivated to building a more just, humane, and sustainable world.

By intentionally connecting your networks to the amazing BCBR Alumni of Cohort 8 (C8), you are part of this community, this movement, and a better world. Thank you.

We are grateful to each and all of you for your faith, hope, and love.

Dennis Lanham, MS, MBA


Thane Kreiner, PhD

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Janet Baker is a trusted business advisor to iconic branded businesses and has served as an operations focused C-suite executive reporting to the Board of Directors. Janet has led cybersecurity, privacy, and technology matters. As a Fellow of Information Privacy, Janet strategizes on data governance, AI, and closing deals to position companies for sustainable growth associated with innovative technologies while minimizing regulatory risk. Janet's M&A experience includes advising on privacy post-merger integration of a \$4 billion division and joint venture valued at \$1.5 billion with \$840 million in private equity financing. Janet's risk evaluation and mitigation strategies are key to protecting the company's intellectual property and supply chain while accelerating product innovation and business growth.

Janet is Assistant General Counsel and privacy lead in the \$4 billion Market Intelligence Division of S&P Global, Inc. She successfully drives growth by closing complex commercial deals involving products, data, analytics, artificial intelligence, machine learning, and ESG in collaboration with cross-functional and cross-divisional teams. She mitigates cybersecurity risk on the cyber response team and regulatory risk associated with GDPR, CCPA, and the Chinese Cybersecurity Law. She is a thought leader and won 2nd Place in the 2022 Inaugural Economic Club of New York's Innovation and Social Impact Challenge. Her White Paper was entitled, **Unleashing the Power of Climate Markets Will Drive Privacy ESG Risks: Is Your Board Seeing the Iceberg?**

Janet drove growth and revenue while minimizing risk in the technology, automotive, insurance, and financial services industries for Axiom Law's clients as Compliance Officer, Global Data Privacy and Transactions Counsel. In this capacity, she led private company M&A and commercial deals at Pep

Boys Auto Plus, an Icahn Enterprises subsidiary. She advised Fortune 100 clients in Europe, United States, Asia, and Canada on corporate and commercial transactions, and matters involving compliance, data protection, cybersecurity, licensing, analytics, cloud services, outsourcing, artificial intelligence, and robotics. Janet drove privacy compliance projects avoiding potential GDPR fines of €189 million.

As Executive Director, The Links, Incorporated, an international non-governmental organization (NGO), Janet developed and moderated a roundtable for an audience of approximately 12,000 at the National Press Club, Washington, DC, in collaboration with The White House and Business Roundtable. Janet received a Special Achievement Award from the U.S. Department of Justice, where she advised U.S. Attorney General William Pelham Barr, on budget matters involving nearly \$2 billion. She began her legal career in private practice as Associate, Corporate, Finance, and Securities Departments at national and global firms, including Verner Liipfert (k/n/a DLA Piper).

Janet is a graduate of Williams College, BA, University of Virginia School of Law, JD, and Maxwell School of Citizenship and Public Affairs of Syracuse University, MPA. She spent her junior year abroad at Exeter College, University of Oxford, in the United Kingdom and later won an African American Studies Fellowship to Syracuse University. Janet is a graduate of the Silicon Valley Executive Center at Santa Clara University, *Black Corporate Board Readiness*; inaugural member of *Women on Boards: Building Exceptional Leaders* at The Wharton School, University of Pennsylvania; *Authentic Leadership* at Harvard Business School; and *Cybersecurity for Managers* at MIT, Sloan School of Management.

Board Experience

- Current, Board Member, Sheriff's Meadow Foundation, a sustainability local land trust, which conserves the natural, beautiful, rural landscape and character of Martha's Vineyard, Massachusetts.

- Previous, Board Member, *ex officio*, The Links, Incorporated, National Executive Council.

LISHA BELL



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Lisha Bell is a pioneering technology innovator with a remarkable career spanning over two decades in the fintech industry. She has built and invested in fintech products that changed consumer transaction behavior from point of sale, e-commerce, or peer-to-peer payments. Her extensive experience and vision have been instrumental in shaping the future of digital money movement solutions, driving innovation, and opening new revenue streams for some of the most recognizable brands in the world.

Lisha began her career during the .com boom, and she has been at the forefront of financial disruptive companies ever since. Her time at Wells Fargo, Kohl's, and Feedzai laid the foundation for her transformative work, including the creation of some of the earliest digital fintech products such as online banking, bill pay, and digital wallets. Her leadership was central to the launch of the first Near Field Communications (NFC) contactless wallet in 2011, a groundbreaking technology that later became the basis for Apple Pay and Google Pay.

Joining PayPal, Lisha's was the first product lead to launch Venmo's commerce platform, a platform that now processes an astounding annual payment volume of US\$ 244 billion. Her contributions have been widely adopted by key mobile-first merchants including Uber, Hulu, and Poshmark.

Currently, as the lead of PayPal Ventures' Economic Opportunity Fund, Lisha manages a \$100 million investment portfolio, identifying opportunities, managing risk, and driving returns with an Environmental, Social, and Governance (ESG) perspective. A tireless advocate for diversity, Lisha has led influential conversations, developing frameworks to promote racial equity and inclusion within venture capital.

Lisha's journey, from her humble beginnings at her father's gas station, "Bell's Shell," in Los Angeles to leading the Board of Black Girl Ventures, embodies her passion for investing at the intersection of "E" and "S" of ESG. Her service on the nominating committee, Board of Governors, University of Southern California has further showcased her commitment to digital transformation, access to financial capital, and corporate governance, reflecting her personal mission to close racial wealth gaps. Her accolades include recognition as a JFF changemaker, and she holds a BSc in Business Administration, Information Systems from USC, as well as MBAs from both UC Berkeley and Columbia Business School. In her pursuit of continuous growth, Lisha completed the Black Corporate Board Readiness (BCBR) program at the Leavey School of Business, Silicon Valley Santa Clara University.

ERANIA S. BRACKETT



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Erania Brackett is a catalyst for growth and operational excellence. In leadership roles with Dentsply Sirona (NASDAQ: XRAY), Medtronic (NYSE: MDT), GE Healthcare (NYSE: GEHC), and Procter & Gamble (NYSE: PG), she has been the driving force behind initiatives that have delivered financial, operational, and competitive advantage. Notably:

- Development of Dentsply Sirona's first Customer Experience strategy that serves as the 3-year strategic roadmap to drive growth and evolve the customer experience.
- Development and launch of Dentsply Sirona's first ever Brand Strategy that will drive significant cost savings, reposition the company and enhance Brand loyalty over time.
- Delivery of Medtronic's first global launch of a new tablet-based programmer in 15 years—a linchpin for additional device launches that, combined, produced 2 points of share growth.
- Accelerated completion of 3-year operational plan that achieved \$60 million savings in COGS for Medtronic in half the time projected.
- Leadership of a GE Healthcare acquisition integration and the subsequent Center of Excellence—a scalable, profitable, LEAN manufacturing site with product costs 60% below prior average.

Recently named SVP, Customer Experience, President Orthodontic Aligner Solutions and Head of ESG, Erania leads global dental equipment company Dentsply Sirona's (NASDAQ: XRAY, \$4B) efforts to enhance the Customer Experience overall and directly accountable for brand management, pricing, clinical education, digital marketing, and key opinion leader governance and programs. These critical elements are instrumental in creating a seamless and satisfying customer experience.

Additionally, she leads the rapidly growing Orthodontic Aligner Solutions business (20%+ CAGR), which includes both the B2B-focused SureSmile brand and the DTC-focused Byte brand.

As Head of ESG, she is responsible for advancing the company's efforts in the areas of sustainability, social responsibility, and ethical governance to ensure Dentsply Sirona drives towards making a difference in the world and creating value for all stakeholders involved.

In 2021, she was named the first Chief Marketing Officer of Dentsply Sirona, Erania worked to build the company's visibility and impact across US and international markets. While in the role, I oversaw corporate marketing efforts, including the development of a new Global Brand Strategy, Insights expansion, Global Education Strategy, Global Events Center of Excellence and focused on enhancing the overall marketing operations and marketing organizational maturity. Through these efforts, she drove to drive increased engagement while ensuring that the company's marketing efforts were aligned with its overall strategic goals.

For the past four years she has served as member of the Board of Directors of Spark-Y, a Minneapolis-based nonprofit dedicated to youth education in sustainability and entrepreneurship, and on the Advisory Board of LEAD360, a leadership development organization for up-and-coming executives of color. With both organizations she is a highly engaged contributor to organizational strategy and programs that advance the organization, strengthen member and community ties, and support operational excellence.

Previously with Medtronic, she built a top-performing hardware and software services organization before being promoted to Vice President to lead product commercialization and marketing for a \$5.2 billion global division. She was widely recognized as an exceptional leader and team builder who achieved world-class employee engagement scores in every role.

Over nearly 16 years with GE Healthcare, she took on increasingly challenging business leadership roles with P&L responsibility as high as \$100 million. Her career at GE was marked by rapid promotion and repeated selection for the company's highly regarded executive development programs and special projects in both the US and Europe. Her contributions to the business were recognized with the prestigious GE CEO's Award.

Erania began her career with Procter & Gamble, advancing from Process Engineer to leadership roles in manufacturing and distribution. She earned a BS in Chemical Engineering from Tuskegee University and is currently pursuing an Executive MBA at Emory University. Currently a resident of the Mobile, AL and Charlotte areas, she has lived and worked in cities across the US as well as in Canada and Europe.

Global Marketing | Business Growth | P&L Management | Operational | Excellence | Customer Experience | Mergers & Integration | Technology Transfer | Sustainability

TIMOTHY BROWN



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Timothy Brown is a strategic leader with 25 years of expertise in mergers and acquisitions, securities, regulatory compliance, and global business operations. His business leadership and governance experience provide insights that help drive thoughtful analysis, candid conversations, and informed decision making. Tim has provided advice to CEOs of regulated Fortune 500 public companies and private enterprises within financial services, automotive, energy, healthcare, and technology industries. Skilled at consensus building and collaborating with key stakeholders, he has guided companies and boards through all stages of growth from startup and pre-IPO to post-IPO and mature operations generating distributable capital and value creation.

Board Experience

Tim is a Director of the Federation of Iowa Insurers and former Vice Chairman of the Finance Committee for the Hands on Atlanta Board of Directors. As Corporate Secretary for Venerable Holdings, he is the executive liaison to the Audit, Nominating & Corporate Governance, Compensation, and Risk Committees. A strategic thought partner to boards and Executive Leadership Teams, Tim provides a balanced view on capitalizing on business opportunities and managing risks.

Professional Experience

Tim is President of Venerable Investment Advisors, CEO of Venerable Insurance and Annuity Company,

and Chief Legal Officer of Venerable Holdings. Venerable is a \$2.5B revenue financial services company that acquires and manages variable annuities and provides innovative risk transfer solutions to companies. He leads the investment advisor business, the legacy insurance business, and oversees the law, compliance, government affairs and regulatory teams. Focusing on long term value creation, Tim drives the execution of the strategy that created the variable annuity acquisitions market, grew assets under management by 3x to \$95B, and increased the company valuation by 7x.

Tim served as Vice President and Chief Counsel at Voya Financial - an \$8B Fortune 500 financial services company – where he led aspects of Voya's \$1.3B initial public offering, drove international market realignment and margin expansion initiatives, and led the strategy and response to several crisis management events. Tim also led the successful industry effort to pass legislation in Iowa to eliminate residual credit risk in insurance business acquisitions.

He received a Bachelor of Science Degree in Mechanical Engineering from Tennessee State University, cum laude, and is a graduate of the University of Michigan Law School. A native of Nashville, Tim is an avid golfer and has a passion for international travel, foreign policy, Formula 1 racing, and the developing technology for autonomous and electric vehicles. Tim, his wife, and his daughter reside in North Potomac, Maryland.

Board Skills

- Governance
- Strategy Development
- Mergers & Acquisitions
- Securities
- Regulatory Compliance
- Corporate Finance
- Crisis Management

Thought Leadership

- **NAMWOLF Annual Meeting CLE Session**
"Securities and Exchange Commission Regulation FD"
- **American Council of Life Insurers Annual Meeting Panel Discussion**
"Insurance M&A: Accelerating Growth, Jump-Starting Innovation, and the Importance of Nontraditional Players"

JUSTIN J. CARTER



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Justin J. Carter possesses over two decades of experience and success in a series of high growth, highly regulated, global companies with regionally dispersed, multi-branded businesses. He is a collaborative leader who has built and led high-performing diverse teams, significantly grown revenue, expanded target audiences, improved efficiency, increased EBITDA, and developed turned around and re-branding strategies for major P&L businesses of significant scale. Justin evolved a business focused on being a holding company to creating a culture of integrity, belonging and accountability leveraging metrics to drive growth. Justin's governance experience includes serving on several non-profit boards, presenting to public company boards, sub-committees and crafting board directed Sr. Executive long term incentives that drive shareholder value.

Justin is a thought leader in the gaming and sports entertainment industry, as a frequent panelist and serves on several advisory boards including: Global Gaming Exposition, United States Black Chamber of Commerce, Emerging Leaders of Gaming 40 under 40, American Gaming Association CSR/ESG sub-committee and the HBCU Legacy Bowl. Justin has positioned himself as a key member of leadership and a driving force for growth in high stakes environments. Justin currently serves as the SVP of Regional Operations for PENN Entertainment (PENN: Nasdaq). He has held a series of high-level roles at top tier companies: Caesars Entertainment, Cintas Corporation, Hospira Inc., and Abbott Laboratories.

Justin drives business performance by building business relationships and finding opportunities in domestic and global markets, the UK, South Africa, and the Bahamas. He created the ESG/DEI platform at PENN Entertainment, which led to numerous awards and accolades including Forbes Top Companies for Diversity, the Alliance for Global Inclusion and The Forum of Executive Women, Champion of Board Diversity Award to name a few. He also created a diversity procurement platform that led to a 43% increase in qualified diverse spend over a two-year period.

As SVP of Regional Operations at PENN Entertainment, Justin launched strategies that drove over \$1.3 billion in annual revenue, an increase of \$200 million prior to his tenure. He created strategies that led to an additional \$200 million in EBITDAR within the same period. In South Africa, Justin brought the first ever World Series of Poker tournament to the country and in the UK, he transformed a mid-level performing business into a thriving entertainment/nightlife venue through strategic celebrity and local partnerships.

Justin holds a Master of Business Administration from Purdue University as well as a Bachelor of Arts Degree in Chemistry and Biology from Dartmouth College. A native of New Orleans, he is a girl dad, saxophone player, passionate cook, and fitness junkie. Justin resides in New Orleans, LA with his wife and two daughters.

Skills

- Strategic Planning
- Turnaround Strategies
- Regulatory & Risk Compliance
- Enterprise Growth Strategies
- ESG

Thought Leadership Features & Speaker

- Global Gaming Expo Panelist
- US Black Chamber of Commerce Panelist
- Emerging Leaders in Gaming Advisory Board
- Global Gaming Business Feature
- American Gaming Association CSR/DEI Advisory Board
- HBCU Legacy Bowl Panelist
- Alliance for Global Inclusion Feature

JOHN L. CASTELLY



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John L. Castelly is a senior Legal, Ethics, Risk & Governance executive with over 20 years experience as a trusted advisor across public and private industries. He has deep expertise in building and scaling global organizations within financial services, investment management, fintech and SaaS industries. He regularly presents and advises corporate and private boards on matters of governance, compliance and risk by providing clear, concise and practical directives.

Mr. Castelly has a demonstrated track record of driving strategic business initiatives while designing and building global compliance and risk teams. With a focus on maximizing business efficiency and scalability, through innovative governance and risk mitigation strategies, he has enabled seed stage and pre-IPO companies to obtain billion dollar valuations and exits. Considered a thought leader in the fintech industry, Mr. Castelly is routinely sought after for consultation and speaking engagements. His foresight enabled him to successfully establish highly effective programs for disruptive and first-to-market platforms.

Mr. Castelly is Senior Vice President of Legal and Chief Ethics and Compliance Officer for ServiceNow, a leading Fortune 500 digital platform company. He designed and built ServiceNow's first comprehensive global ethics and compliance program, which focuses on driving business

impact while leveraging automation. As the executive sponsor of ServiceNow's Integrated Risk Management product, he regularly advises product managers, sales executives and developers on strategic aspects of the product including product features, functionality and go-to-market. Mr. Castelly oversees key functions that empower business growth such as Sales and Partner go-to-market governance, Export & Trade regulation and Data Governance.

Applying practical business solutions to regulatory management and governance has been a staple of Mr. Castelly's career. As Special Counsel in the Division of Trading and Markets at the US Securities and Exchange Commission, he provided valuable strategic insight by advising the Commission on enforcement matters and ensuring accurate interpretations of both the Exchange and Securities Acts.

Mr. Castelly holds a law degree from Columbia Law School. He has served on non-profit boards, including Big Brothers, Big Sisters Bay Area, where he served on the organization's Nominating and Governance Committee. He currently serves as Board Treasurer for the Silicon Valley Urban Debate League, which introduces speech and debate to ethnically underrepresented high school students.

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Renard Charity is well known in the healthcare industry for his strategy expertise and insights into growth with technology innovation. He is successful in addressing unmet needs in healthcare by creating novel solutions, managing execution risks, and establishing processes that continue to drive value. His counsel is frequently sought by CEOs, venture capitalists and private equity firms for strategic growth recommendations when creating new businesses and accessing new markets. Renard has P&L experience in large and small companies where he has led corporate strategy, marketing, and M&A, achieving success with multiple types of businesses.

He is the Managing Partner of Fletcher Spaght, a leading growth strategy consulting firm that advises investors and companies in the business of healthcare technology innovation and growth strategies. Renard's insightful counsel has enabled successful growth strategies, new growth platform entries, business portfolio optimization, turnarounds, M&A, and divestitures. He advises the largest medical device companies in the world on global growth as well as entrepreneurs, VCs, and Private equity firms on opportunities in robotic surgery, digital health integration into devices, patient care pathways and changing sites of care delivery due to technology and surgical procedure innovation. Renard has also led the firm's venture capital investments into HistoSonics and Cheetah Medical. He served on the boards of both companies in executive and audit committee roles with Cheetah being successfully sold to Baxter for multiples of return on invested capital and HistoSonics gathering support from J&J and other strategics.

Renard also worked at Boston Scientific as head of corporate strategy with a new CEO in a turnaround situation that led to a tripling of market capitalization. At BSC he worked with the C-suite and corporate officers as he led the redesign of the new product development process and established a new C-Suite portfolio management review system that accelerated the frequency and scale of innovative launches by improving clarity of capital allocation and identification of risks. This helped lead to one of the most successful medical device launches in history. He coordinated the strategic manufacturing network redesign resulting in \$250M in annual savings to fund innovation. At BSC he also held a marketing role accounting for 80% of sales in the urology division where he led the rapid growth of sales from single to double digit increases in one

year by prioritizing R&D allocations, improving global sales performance and signing a partnership with a key market adjacent player for mutual revenue growth which eventually led to BSC buying the company.

He has served as the Chief Marketing Officer of the largest division in a \$15B spin-off IPO of the insurance businesses from GE establishing the Genworth brand with key constituents including regulators at the state and federal levels by hosting thought leadership meetings and engaging leading associations. He launched a complete online service for buying long-term care insurance through the internet well in advance of others doing the practice. Renard increased the revenue of the company's eldercare business through M&A by acquiring a much larger Medicare Supplement player. Prior to these roles Renard worked at the Boston Consulting Group in healthcare practice and at Morgan Stanley in both Merger and Acquisitions and Derivative Sales and Trading.

Renard is the chair of the Power Up board, a mix of academic, clinical and industry leaders that he helped start while a member of the Board of the Eshelman Institute at the University of North Carolina. PowerUp works to source, coach and financially support non-traditional founders as they create digital health solutions to improve healthcare through working with HBCUs. Renard also sits on the University of Michigan's Coulter Translational Research Partnership board and has served on the Coulter Board at the University of Virginia. At both institutions they have seen multiple VC fundings and licensing deals executed because of the program's efforts to develop ideas from academia into companies with impact.

Board and industry colleagues value Renard's thought leadership in finding opportunities and solutions for value creation in medical technology, M&A, and uniting teams around innovative strategies that accelerate technology adoption and business growth. Foundational to Renard's success is his extensive experience in the medical device and health tech space, his passion for developing strategies that drive improved healthcare outcomes and his collaborative leadership style.

He holds an MBA from Stanford's Graduate School of Business and an AB in History from Princeton University where he focused on global economic history.

LAWRENCE L. COLE, II



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Lawrence L. Cole, II is a senior P&L executive with over 20 years of experience as a **FORTUNE 50 operator** across the adtech, commerce, SaaS and logistics sectors. He adds to shareholder value by developing and executing strategies for **growing topline revenue** while **future-proofing businesses** with the right systems and infrastructure to enable the long term health and success of both the enterprise and the people who execute the company's mission.

Currently, Lawrence is Managing Director and Head of the Americas Growth Ads division within Amazon, Inc where he leads and scales a \$6Bn adtech sales unit across the US, Canada and LatAm. In this role, he creates and drives strategies for accelerating revenue growth at scale across both mature and emerging markets.

Lawrence is **Chairman of the Board of Directors** at Annie Cannons (Y Combinator S'18), a national non-profit organization. He chairs the executive committee and sits on the audit committee and the governance and nominating committees. As chair, **he led the Annie Cannons board through a CEO transition** and partnered with the successor CEO to revamp and expand the board and select

and onboard new directors. The transition also included an updated strategic direction that refreshed executive compensation and goals for the organization.

Previously at Google, Lawrence led the turnaround of an omni-channel and CPG ad sales unit. He developed a strategy that **instituted operational and performance improvements** and ultimately led that business to **reach its \$1Bn revenue mark in annual recurring revenue (ARR)**. Separately, he made a measurable, global impact on Google's human capital that saved money on attrition costs over a number of years. Lawrence has served as a **trusted advisor to public and private company CXOs** on a myriad of strategies to improve their performance against key business and people metrics.

Lawrence earned his Bachelor in Electrical Engineering with honors from Florida A&M University, a Masters in Industrial-Organizational Psychology from Harvard University with an academic achievement distinction, and a Master of Business Administration from The Wharton School at The University of Pennsylvania with a concentration in behavioral analytics. He resides in San Jose, CA with his wife and son.

Strategic Operator | Experienced Board Member

- P&L Growth
- Corporate Strategy
- Governance

SELENA S. CUFFE



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Selena S. Cuffe is an award-winning executive recognized for building go-to-market strategies and accelerating revenue for global enterprises. She has 20 years of senior leadership experience, and her governance experience includes chairing a board committee. Selena builds and advises high performing teams and cultures, and sustainably grows businesses through innovation, strategic restructure, and acquisition.

She served as President of SodexoMagic, a \$650M, 6,000 person firm owned by Earvin "Magic" Johnson and Sodexo, Inc., serving corporations, governments, K-12 schools, and universities. Most notably, Selena grew sales by 35% and closed the two largest revenue deals for Sodexo North America, totaling more than \$300M over three years. Selena is the Chief Growth Officer of Blackstone Consulting, Inc. (BCI), a \$700M, 7,000-person international services firm and minority business enterprise (MBE).

She has a successful track record of growing global organizations. She is co-founder of Heritage Link Brands for which she served as President & CEO, opening commercial markets for black South African wine producers globally. She has successfully galvanized large field organizations, while turning around underperforming business units. Additionally, she has created private labels, channel partnerships, and M&A initiatives, including the acquisition of Byte Foods.

Her P&L management experience has ignited operational excellence through innovation, commercializing ESG initiatives, brand and market repositioning, and supply chain diversification. Her international experience includes working in over 40 countries, and she is a life member of the Council on Foreign Relations.

As an industry thought leader, she has been awarded Les Bâtisseurs de l'Économie Africaine (Africa Economy Builders award), served on an audit committee, and currently serves on the face2face Health advisory board, Harvard Business School Women Students Alumnae board (Chair, Nom & Gov.), and the Federal Reserve Bank 12th District Economic Advisory Council.

Selena earned her Bachelor of Arts in International Relations, with minors in Spanish & Portuguese, from Stanford University and a Master of Science in Business Administration, with honors, from the Harvard Business School. She is the Chair of the Educational Resources committee for Jack and Jill of America, Los Angeles, a Diamond Life member of Delta Sigma Theta Sorority, Inc., certified mediator, and advocate for foster care youth. Selena is married with three children and makes her home in View Park-Windsor Hills, California.

Board Experience

- **face2face Health, Inc. (Private)**
Advisory Board
- **Harvard Business School (Non-Profit)**
Advisory Board (HBS WSA) - Chair, Nom. & Gov.
- **Federal Reserve Bank - 12th District**
Economic Advisory Council
- **Santa Clara University**
Black Corporate Board Readiness Program (Cohort 8)

DEANNA W. DUDLEY



Deanna W. Dudley
Chief Human Resources
Officer at El Camino Health
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Deanna W. Dudley is a solution-oriented executive with a deep expertise in human capital management. Deanna's analytical approach combined with strong critical thinking enable her to achieve exceptional business outcomes. Deanna is a pragmatic contributor to colleagues and stakeholders at all levels.

Deanna's 25 years of experience concentrating on succession planning, compensation and benefits, organizational effectiveness, labor relations, and diversity, equity, and inclusion has resulted in notable cost savings while maintaining highly engaged workforces. Deanna's career highlights include:

- Capturing \$62M in cost savings through reorganizing, consolidating, and streamlining business units within the Office of the President at the University of California (UC).
- As spokesperson during UC's successor negotiations with the UAW union she achieved a timely contract, helping to maintain a AAA bond rating and earning a letter of commendation.
- Recognition for exemplary leadership in labor negotiations and for key contributions to an efficient divestiture.

Deanna is the chief human resources officer for El Camino Health, an independent integrated healthcare delivery system in Silicon Valley. Deanna is a member of the executive leadership team and executive sponsor of the El Camino Hospital Board of Directors, Executive Compensation Committee. Deanna leads its human capital strategy and execution.

Deanna held executive roles at Kaiser Permanente (KP), one of America's leading health care providers and nonprofit health plans, serving over 12 million members. She was vice president for the Northwest market driving human capital strategy when KP had the first case of COVID reported in the state of Oregon. She was the vice president of the Office of the Labor Management Partnership at headquarters where she partnered with union leaders to empower the workforce and deliver on the mission of providing high quality, affordable care.

Deanna has held a number of roles at the University of California, Office of the President, the largest public research university system in the United States. Deanna started her professional career as a practicing attorney focused on labor and employment matters.

Certifications

- Black Corporate Board Readiness Santa Clara University
- Kaiser Permanente Executive Leadership Program - Harvard University

Non-Profit and Community

- Board Member, Alameda Boys & Girls Club, 2017-2020; 2023-present
- Board Member, Concern Health, 2022 - present
- 2022 Rose City's Finest: Celebrating 100 Black Leaders in Portland, Portland Business Journal
- 2021 Human Resources Leadership Award, Portland Business Journal

Key Skills

- Succession Planning
- Compensation and Benefits
- Human Capital Strategy

Education

- BA- Univ. of California, Berkeley
- JD - UC, Hastings College of Law
- MBA- St. Mary's College of CA

JAMAL EASON



Jamal Eason
Director of Product
Management at Google
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Jamal Eason is senior operating technology executive who builds AI & cloud powered software products that drive the corporate strategy. He has nearly 20 years of experience in iconic brand companies (Google, Intel, & US Army) leading innovation, managing cyber security risk and scaling technology products and services. Through his board experience, he led the finance & audit committee driving financial investment & controls strategy, and contributed to CEO succession planning initiatives.

As a leader at Google, he participates in the strategic planning for the mobile business for Google and drives the product portfolio that enables millions of Android app developers globally to create apps using the best of Google technology including AI, machine learning (ML) and cloud computing for the roughly 2.8 billion Android devices in the world. The impact of his work helps drive ~\$15 billion in annual revenue across mobile apps, games, and mobile ads for Google. He has successfully negotiated product partnerships and licensing deals with key companies in the tech industry that helped drive double digit revenue growth for mobile games for Android.

At Intel, Jamal held a variety of roles from business development to product marketing which led to securing a strategic alliance between Intel

and Google in the mobile semiconductor and telecommunications product areas. He additionally was a corporate venture capital investor at Intel Capital focused on security software and cloud computing start-up investments.

As a combat veteran and former Captain in the US Army, Jamal was a key advisor to several 3-star generals on technology operations, and cyber security risk. In addition, he was in charge of technology procurement and audit for critical multi-million dollar technology infrastructure for the US Army presence in Europe.

He is an independent board member and leads the finance committee of Open-Up Resources, a \$20M revenue generating non-profit focused on creating access to educational curriculum. Jamal also leads the audit committee for the board of the Harvard Business School - African-American Alumni Association and is an executive coach to Harvard Business School alumni.

Jamal is a Herndon Directors Institute and Black Corporate Board Readiness fellow, and has a MBA from Harvard Business School, a Masters in IT from University of Maryland University College, and a BS in Computer Science from the US Military Academy (West Point).

Skills

Technology, Cyber security, AI, Strategic Planning, Risk Management, Financial Literacy, Product Strategy, Federal Government Relations, Operations and Business Management

BRADLEY T. EDWARDS



Bradley T. Edwards
Head of TV Licensing and
Director, Nonfiction Original
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Bradley T. Edwards is a global operator with over 15 years of experience developing and executing disruptive strategies for public and private blue-chip media and sports organizations. He drives revenue by leveraging his early career capital markets experience to generate innovative models which increase customer acquisition and retention. He has evolved traditional business models to create next generational revenue streams.

Bradley pioneered new channels of business and formulates live-streaming opportunities. At Netflix, he deploys \$2B of global content investment as he navigates an evolving and highly competitive streaming ecosystem to increase KPIs through his leadership of scripted and unscripted licensed TV. Bradley built the vision and leads all internal cross-functional teams related to TV content acquisition including deal analysis, budgeting, marketing/social, publicity, legal, operations, and scheduling. He regularly engages with Netflix's C-suite and contributes to board meeting presentations.

Bradley designed innovative strategies that increase revenue. He championed leaning into brands for Netflix content acquisitions and created first-of-its-kind content partnerships from some well-known properties including HBO, Nike, and FIFA World Cup. Bradley was integral to unlocking value from existing agreements after Netflix's pivot to an ad-supported model, and he leverages Netflix's nascent live streaming capabilities to shape the company's foray into live sports entertainment.

At the NFL, Bradley was on the international business development team and increased revenue and fan awareness of the NFL in EMEA and APAC through distribution partnerships. Driving territory by territory strategies and liaising with C-level execs at TV networks and digital partners

worldwide, he raised the profile of the sport globally. His success in expanding NFL coverage in Germany was a critical part in the NFL's decision to double down its investment within international markets. The NFL increased the number of games in the UK annually, and it facilitated 1-2 regular season NFL games in Germany.

He supported account teams at ESPN by crafting the negotiation strategies (deal sequencing and trades) of the affiliate group licensing on behalf of The Walt Disney Company. Bradley often engaged leadership and the C-suite with strategic approaches to close these contracts. These multi-year agreements were valued at \$5-10B each (~20% of the company's revenue).

Bradley was a founding member of a startup created by Don Yee, Tom Brady's agent. As Chief Operating Officer of Pacific Pro Football, Bradley partnered with Don to develop a disruptive business model to compete against the NCAA football prior to NIL legislation. He led all day-to-day operations, as well as angel/institutional investor outreach and pitching. Bradley began his career on Wall St as an equity research analyst at Morgan Stanley covering the telecom sector.

Bradley is a member of the Academy of Television Arts and Sciences. He is a judge for the Leaders Sports Awards and has been named "10Next" by SportsPro Magazine. He has been a guest lecturer at Harvard Business School and UCLA Anderson focusing on the sports media ecosystem and economics. Bradley is a jazz enthusiast, he enjoys traveling, and practicing his German. He is an avid sports fan and can be found on Sundays cheering on his Denver Broncos. Bradley earned his MBA from Harvard Business School and his B.S. in Electrical Engineering and Computer Science from the Massachusetts Institute of Technology.

EMILY FRASIER



Emily Frasier, CPA
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Advisor
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Emily Frasier is a strategy executive with extensive experience engaging public and private companies to grow their businesses worldwide through her work at Bain & Company and PricewaterhouseCoopers. Ms. Frasier's broad experience across business life stages and across the entirety of the C-suite enables her to successfully orchestrate enduring growth programs. Ms. Frasier also brings corporate governance experience through her wide-ranging work with corporate boards and executive leadership teams, including nom/gov committees – particularly around ESG – and audit committees and is qualified to serve on audit committees as a financial expert.

At Bain & Company, Ms. Frasier crafted bold strategies with a suite of global retail and consumer goods companies and drove the execution of growth agendas that yielded 20%+ improvement in results. Ms. Frasier led an expansive client portfolio of various revenue-sized companies through a range of growth priorities. On one end of the spectrum, she advised \$5B formerly PE-backed or newly public companies in hyper growth mode across product, geography, and channel development. On the other end, she advised \$100B+ market leading companies where she was embedded to deliver cross-functional strategic initiatives that were critical for continued share gain. She engaged on value creation matters including M&A targeting and integration, customer strategy & marketing, human capital strategy, go-to-market operating models, digital experiences, agile innovation, and cost optimization. She

also provided professional assurance services to publicly held companies in the highly regulated and acquisitive technology, entertainment & media, consumer goods, and defense sectors.

In recognition of her leadership on enterprise-wide matters, Ms. Frasier was tapped to lead Bain's Americas Diversity, Equity, & Inclusion Transformation Office in 2020, after years of serving as a prominent leader in Blacks@Bain, Womxn@Bain, social impact consulting, and recruiting efforts prior. Ms. Frasier was a consistently recognized firm leader, winning Bain Atlanta's People Manager of the Year and Bain & Company's firmwide Seramount Working Mother of the Year awards. Ms. Frasier is among the founding members of a grassroots health equity non-profit addressing the social determinants of health for underserved communities, previously serving as CFO and Board Member. Under her leadership, the organization scaled and transitioned to The Equity Center at The University of Virginia (UVA).

Ms. Frasier holds a master's degree from the Harvard Business School. She earned her bachelor's degree, with distinction, in Commerce and a concentration in Accounting from the McIntire School at UVA and subsequently obtained her CPA license.

Ms. Frasier resides in Atlanta, GA, with her husband and three children. The Frasier's own and operate a leading physical therapy business with great impact to the sports and healthcare communities in and around Atlanta.

Board Expertise

Growth Strategies, Financial Expert, Corporate Governance

NJIDEKA HARRY



Njideka Harry

Global VP & Leadership
Group Member at Ashoka
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A trusted advisor, venture philanthropist and C-suite executive, **Njideka Harry** brings over 20 years of experience leading systems change for social impact organizations. She is a recognized leader in innovation and emerging technologies and is a certified Six Sigma Black Belt who has delivered P&L impact and ESG across international public and private sector organizations.

Njideka is a Global Vice President and Leadership Group Member at Ashoka where she drives \$175M in venture philanthropy by partnering with serial, high impact entrepreneurs to leverage their social, intellectual, political, and financial capital. She has increased stakeholder engagement by 98% between entrepreneurs, corporates and industry partners. Njideka is a frequent presenter at Ashoka's board meetings on matters related to strategy, organizational transformation, and developing high performance teams.

In addition, Njideka is a World Economic Forum (WEF) Fellow and serves as an Advisor for the Artificial Intelligence, Accelerating Digital Inclusion and Digital Transformation of Industries impact circles. She works with experts and practitioners to provide strategic insights and recommendations in education and the future of work. She has led fireside discussions with President Kagame of Rwanda on "Reimagining Education," and King Philippe of Belgium on "The Future of Technology." She has also moderated panels with Ministers of Information and Communication Technologies (ICTs) from Bangladesh, South Africa and India, and several telecommunication CEOs at the annual meeting of the WEF in Davos, Switzerland. Njideka has thoughtfully deliberated on critical socio- and geo-political issues, and has advocated for more sustained public-private partnerships.

Her past roles included serving as a Financial Planning and Analysis Leader at Microsoft. A member of the risk management task force, Njideka supported the annual budgeting, mid-year reviews and forecasting for 92 of Microsoft's subsidiaries worldwide and a sales and marketing organization with over \$90B in revenue. She led a successful market entry into Sub-Saharan

Africa opening the Lagos, Nigeria office which eventually attracted a \$100M investment by Microsoft in an African Development Center.

Njideka started her career at General Electric where she was a Six Sigma Black Belt Quality Analyst and successfully designed solutions to consolidate back-office expenses resulting in a +\$300M savings for GE Financial Assurance. She was a senior staff auditor for an \$80M global fulfillment initiative designed to reduce order-to-ship discrepancies by improving operational efficiencies, customer experience and investing in technology, at GE Nuovo Pignone in Florence, Italy.

Njideka has board experience serving on the governance, executive, and development committees at Youth for Technology Foundation (YTF), a globally recognized education technology organization which she founded and served as Chief Executive Officer. Under her leadership, YTF expanded into 5 countries and trained over 1.6 million youth, with over 315,000 YTF Academy graduates; 55% of whom pursued STEM education. She is a Global Advisory Member of Alliance for Affordable Internet and The World Innovation Network (TWIN Global). She served on the Advisory Board of Kellogg Alumni Council where she was on the nominating and fund development committee. Njideka has received numerous business and nonprofit community accolades including the HCL Women in Technology award in 2020 and the Tachau Gender Equity Award from the Commission on the Status of Women in 2019. She is a member of the Clinton Global Initiative and holds a certificate in Leadership for System Change: Delivering Social Impact at Scale from the Harvard Kennedy School (Executive Education).

Njideka holds a Master of Business Administration from Northwestern University Kellogg School of Management and a Bachelor of Business Administration from University of Massachusetts at Amherst. She was an Entrepreneur-in-Residence at Stanford University. A U.S. citizen, she has lived and worked in North America, Africa and Europe and speaks English (native), French, and light conversational Dutch.

TIMOTHY JOHNSON



Timothy Johnson
Chief Human Resources
Officer at Pinnacol Assurance
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Timothy Johnson is a seasoned Human Resources executive with three decades of increasing responsibilities and ten years of experience working as a C-suite leader and working with boards supporting both domestic and global businesses. His tenure has been defined by propelling growth and adeptly steering cross-functional teams towards enhanced business outcomes. In addition to transforming Human Resources functions, Tim's forte lies in optimizing company performance across several domains including sales, DEI, manufacturing, supply chain management, product development and global expansion. He has demonstrated the ability to quickly learn and make a sustainable difference in a range of industries. These industries span technology and science innovation, to automotive, Food and insurance. These industries range in size from \$10 million to \$100 billion plus. He has managed teams as large as 150.

Notably, Tim has consistently garnered recognition for his prowess in revitalizing corporate culture, inspiring leaders to be their best and elevating business performance throughout his career. His expertise shines in change and transformational management, succession planning, talent development, and executive compensation strategy.

Tim serves as the **Chief People Officer** for Pinnacol Assurance where he orchestrates all facets of Human Resources, change and transformational management and corporate communications. Tim has spearheaded the implementation of a robust succession planning and a talent development leadership program. He has established the company's long-term incentive plan that has led to enhanced growth and profitability while delivering award winning culture and DEI progress. Tim has an M.A. in Labor & Industrial Relations from Michigan State University and a B.A. in Sociology from Oakland University.

Board Experience

- 10+ years' experience serving on compensation committees at three companies.
- Board member serving on the corporate governance and nomination committee of the Pinnacol Foundation.

Career Highlights

- Successfully built high-performing sales and continuous improvement cultures
- Thought leader on leading trends in business operations and culture in the WSJ and other publications. Designed and implemented Total Rewards strategies and progressive Long-term incentive plans.
- Increased diversity across several enterprises

Industry Experience

- Technology
- Science Innovation
- Automotive (manufacturing and retail)
- Consumer Goods
- Insurance

BRIDGETTE MCADOO



Bridgette McAdoo

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Bridgette McAdoo is an accomplished C-Suite executive with over 20 years of executing strategic outcomes for Fortune 100s to global mid-cap companies ranging from CPG to SaaS industries. Bridgette has driven stakeholder and shareholder value by developing global initiatives that have resulted in cost avoidance and reduction, operational optimization and efficiencies and mitigating risks. She is a trusted advisor to the board and the leadership team on governance, environmental measurement and regulations, compliance and diversity, equity, and inclusion. Her strategic lens and focus on sustainability issues include leaning in on matters related to the ethical use of AI, and other material emerging issues.

Mrs. McAdoo is the Chief Sustainability Officer for Genesys, a privately held (Permira and H&F) global SaaS company with over \$2 billion in revenue. Genesys is a cloud contact center market leader that orchestrates empathetic experiences to customers. Bridgette originated and built the sustainability strategy and achieved measurable results such as year on year reduction in global operational emissions, increase representation of women and underrepresented groups within workforce and she leads the company's AI & Ethics Roundtable to develop ethical guidelines for the design and use of AI. Under her leadership, Genesys has emerged and was recognized as the Company of the Year for Sustainability in 2023

by top analysts within the technology sector. One analyst lauded Genesys for "its impressive financial performance, brand equity and strong overall sustainability performance".

Bridgette currently serves on the advisory board for the FAMU/FSU College of Engineering and the PRWeek Purpose Council. She previously served as a Board of Trustee for the Speed Art Museum, where she led the search committee for the museum director.

Prior to her time with Genesys, Bridgette held leadership positions in sustainability and supply chain with WWF and Yum Brands. At Yum! She created and led the global sustainability program for KFC which included globalizing a food donation program, creating goals and initiatives that improved the brand reputation to enable Yum to increase their DJSI scores to lead the industry. She also led stakeholder engagement which included shareholder and activist proposal resolution.

Bridgette received her B.S. in Industrial Engineering from Florida A&M University and an MBA from Claremont Graduate University. She resides in the Washington, DC area with her husband, Shannon and their bulldog, Captain. In her spare time, Bridgette is a food and wine enthusiast who loves wellness and traveling.

Key Skills and Expertise

- Environmental Sustainability
- Crisis Management
- Diversity & Inclusion
- ESG
- Governance
- Community Affairs/ CSR
- AI & Ethics
- Ethics & Compliance
- Strategy Development

SHAWN MCGRUDER



Shawn McGruder
Principal Equal Opportunity
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For over 25 years, **Shawn McGruder** has applied her finance and legal background to analyzing and mitigating business and litigation risks. Ms. McGruder has offered strategic business advice for agency heads, chief executive officers, C-Suite executives, and senior leaders in large, geographically dispersed private and federal government entities with 8,000 to 100,000 staff and \$3 Billion to \$1 Trillion budgets. She has advised on strategy, risk management, legal compliance, human resources, and government affairs across industries: Service Delivery, Agriculture, Aerospace & Defense, and STEM research. Ms. McGruder brings experience as a thought leader and regional director on non-profit boards. She would be delighted to join a corporate or private board and serve on a committee. Ms. McGruder serves as Senior Associate General Counsel and Principal Equal Employment Opportunity Officer at The Johns Hopkins University Applied Physics Laboratory (APL), a university-affiliated research center. She drives results with Thorough, Energetic, and Authentic servant leadership.

Board Value Impact

- **Governance (ESG):** Ms. McGruder is on two independent committees for Johns Hopkins APL: 1) DEI and 2) Compliance & Enterprise Risk. Her data-driven reports apprise its Board of Managers on compliance progress. She is a regional leader and presenter for two non-profit boards, offering business planning, management consulting, problem-solving, human resource oversight, and financial analysis.
- **Strategic Planning:** Ms. McGruder teams with other subject matter experts (SME) to develop vision, strategic focus areas, and execution priorities for policy development and program evaluation, and she monitors plans of action and milestones (POAM). Her efforts have been related to managing risk through DEI, compliance, and technology transfer. She leverages organizational

development tools (e.g., Lean Six Sigma, Design Thinking), incorporates technology solutions, and works with software developers to design requirements driving compliance.

- **Risk Management:** Ms. McGruder effectively manages Johns Hopkins APL's riskiest portfolios, and on its Compliance and Enterprise Risk Committee, she advances the organizational mission by facilitating enterprise-wide training, policy development, stoplight analysis, and inherent & residual risk assessments reported to internal auditors, external accountants, and the Board of Managers.
- **Legal Compliance:** With experience from the Social Security Administration's (SSA) extensive adjudication system, Ms. McGruder became the U.S. Department of Agriculture's (USDA) Executive Director for Civil Rights Enforcement, annually budgeting \$15M in appropriated & reimbursable funds on program management and new business development. USDA initially appointed her as Assistant General Counsel for General Law and Research, managing multi-billion-dollar litigation risk.
- **Human Resource Management:** Ms. McGruder brings experience from senior HR and legal roles—employment discrimination, succession planning, pay equity analysis, training, labor & employee relations, performance management, and evaluating risks from complex litigation—improving engagement and productivity.
- **Government and Regulatory Affairs:** Amidst risky shifts in political priorities, Ms. McGruder led teamwork on enterprise-wide teams at USDA and SSA, addressing healthcare privacy, organizational & regulatory changes published in the Federal Register, and communications to Congress on compliant operations.

Ms. McGruder is a native of Columbia, Maryland, and has been certified as a cardio kickboxing instructor. She brings a combination of experience and youthful energy.

Board Experience

- **Member, Board of Directors, Association of Corporate Counsel** (Baltimore Chapter)
Secretary Designate
Chair, Student Outreach Committee
- **Member, Board of Governors, National Bar Association**
Regional Director, Region IV, Representing members within the Fourth Federal Judicial Circuit (4th Cir.) (Maryland, Virginia, West Virginia, North Carolina, and South Carolina)

Education

- J.D., Howard University
- B.B.A.-Finance, Howard University

Independent Advisory Committees

- Johns Hopkins University APL:**
- Compliance and Enterprise Risk
 - Diversity, Equity, and Inclusion (DEI)

Core Competencies

- Governance (ESG)
- Strategic Planning
- Risk Management
- Legal Compliance
- Human Resource Management
- Government and Regulatory Affairs

Professional Development:

- *Certificate, Black Corporate Board Readiness (BCBR)*
Santa Clara University
- *Certificate in Diversity and Inclusion*
Cornell University
- *Certificate, Public Policy*
Harvard University Kennedy School

Bar Admissions

- Maryland
- Pennsylvania
- District of Columbia

PHILOMENA OGBAH



Philomena Ogbah
Sr. Director, Corporate Controller at
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Philomena Ogbah is a seasoned business executive with over 19 years of experience in strategic and financial operations. She is a qualified financial expert and can serve on the audit committee. She worked for iconic brands in the professional services and technology industries, such as PwC and Oracle. She quickly became a trusted advisor and a key internal and external business partner driving financial and operational change cross-functionally, where she interpreted SEC and technical accounting matters for non-financial users.

Philomena is currently the Corporate Controller of A10 Networks, a global technology company with over \$280M in sales, where she is a strong financial and operational leader, continues to drive strategy across organizations, risk oversight and manages complex SEC matters. She has a track record of successful team management, people

development, and organization transformation through collaboration and building geographically dispersed teams. Her experience includes working with iconic brands, including Oracle and PricewaterhouseCoopers. At Oracle, she quickly became a trusted advisor advising on new accounting pronouncements, determined the impact globally, and streamlined business processes.

Philomena holds a bachelor’s degree in accounting from California State University, Sacramento. She holds a Diligent Climate Leadership Certification and obtained certification to serve on boards through the Santa Clara University Black Corporate Board Readiness (BCBR) Program. She has served on several panels where she focused on technology-enabled businesses. In her free time, she enjoys CrossFit and hiking outdoors.

OKORIE L. RAMSEY



**Okorie L. Ramsey, CPA, PMP,
CGMA, NACD.DC**

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Okorie L. Ramsey is an experienced global nonprofit company director and board chair with a focus on Board Governance, Audit & Finance, Talent & Remuneration and CEO Succession planning. Recognized as one of the Top 50 in Finance by the National Diversity Council (NDC) and Most Influential Minority CPAs by the Los Angeles Business Journal. National Association of Corporate Directors (NACD) Directorship Certification and graduate of the Black Corporate Board Readiness (BCBR) Program at Santa Clara University.

Ramsey's nonprofit director experience includes service as Audit & Finance Committee Chairman, Talent & Remuneration Chairman, CEO Succession Committee, strategic planning, multi-national and global membership and stakeholder engagement, board oversight, evaluating executive talent and succession planning, board engagement, cyber risk management, ESG/DEI strategies, financial and operational metric reporting, and organizational growth.

Ramsey is a business and finance leader with over 30-years of experience with Sarbanes/Oxley (SOX), accounting, auditing, tax, risk management and compliance. Through SOX Program oversight for a \$97 Billion Dollar integrated healthcare enterprise, transitioned SOX testing from internal management to an international onshore/offshore model generating substantially saving and improved performance. Proven leadership and financial and operational performance, which has resulted in no program level material weaknesses in the history of the SOX Program. Served in permanent and interim finance executive roles to drive operational performance and support organizational needs, including: Vice President, Finance Compliance Officer, which included developing strategy and executing Kaiser Permanente's Finance Compliance program; Interim Vice President of Tax, which included ensuring proper tax

compliance for the enterprise and successful implementation of the Affordable Care Act for health insurers; and Interim Vice President, Operational Risk Management, which included transformation of risk management strategy for the enterprise shared service organization.

Ramsey is an internationally recognized leader in accounting and finance serving as Chairman of the Board of Directors for the American Institute of Certified Public Accountants (AICPA) and the Association of International Certified Professional Accountants (the Association), which is the largest and most influential body of professional accountants in the world and represents 690,000 members, students and engaged professionals. Focus includes leading efficient and effective board discussions that support strategy, shareholder/stakeholder value and growth while also ensuring that all board members are heard. Previously served as Chairman of the Audit and Finance Committee for the AICPA. Featured in Forbes discussing Leading with Diversity, Equity, and Inclusion (DEI) in the Finance Function and served as an adjunct professor for the Master of Business Administration program at San Francisco State University. Featured guest on several podcasts focused on leadership, talent development and the importance of DEI as a strategic advantage for organizations and current and past experience serving on CEO succession committees.

Before joining Kaiser Permanente, Ramsey served as an audit and risk management leader with EY, Andersen, and Coopers & Lybrand (predecessor to PwC) as well as an operational management leader with Robert Half International. Graduate of San Francisco State University and Harvard Business School Kaiser Permanente Executive Leadership Program. Married with two children and enjoys investing, fitness and mentoring the next generation of leaders.

- SEC-qualified Audit Committee Financial Expert
- Trusted and strategic advisor to global Chief Executive Officers and Senior Leadership Teams
- Chairman of the Association of International Certified Professional Accountants (the Association) and the American Institute of Certified Public Accountants (the AICPA)
- Board-relevant experience in finance, compliance, ESG/DEI, IT, cyber, transformation and board committees including Audit & Finance, Remuneration and Talent and CEO Succession Planning
- 30+ years of Big Four firm and corporate executive leadership focused on accounting, audit, risk, compliance, and operational excellence
- Highly transferrable industry experience with specialized skills in healthcare, financial services, and real estate
- Harvard Business School Executive Leadership Program Graduate, Black Corporate Board Readiness (BCBR) Program Graduate and National Association of Corporate Directors (NACD) Directorship Certification

DEREK H. SMITH




Derek H. Smith

Managing Member at Marinship
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Derek H. Smith is a serial entrepreneur, who has owned and operated businesses over the last three decades in affordable housing construction and development, sustainability, solar energy, hydrogen generation, carbon capture, electric vehicle charging infrastructure as well as waste plastics recycling and recovery technologies.. As an entrepreneur and leader in the construction, real estate development and renewable energy sectors, he has led all facets of business operations from company creation, business development, governmental affairs and P&L.

Derek is currently growing a small cap company with significant projections over the next five years, working with Fortune 100 tech companies on their renewable energy carbon reduction strategies. As one of the largest minority renewable energy contractors in the country, Derek is planning to develop and build 1000's of MW's of solar power in CA and throughout the US over the next decade. These projects will result in the production of millions of metric tons of green hydrogen in the state of CA which has already begun to ban natural gas in many of it's large cities.

Derek has worked on complex mixed use real estate development projects in the Bay Area, leveraging his expertise in achieving project entitlements on multi-billion dollar public private projects. Having built over 5,000 units in the bay area, his innovative approach to development has yielded partnerships, community engagement and economic development. The \$2B Hunter's Point Shipyard redevelopment project will ultimately have over 2,500 residential housing units with two million square feet of commercial/bioscience space. Derek worked with the master developer, Lennar Corporation and the City and County of San Francisco to secure entitlements and underwrite the Mello-Roos bonds for the first phase of infrastructure construction. He also worked with the community, enabling them to participate in the economic benefits of the project. Derek is currently finishing the development and construction of 78 residential units.

Expertise

- Construction, Facilities
- Real Estate
- Renewable energy, sustainability, ESG

Derek's recent governance experience includes serving as a board member for Hydrogen Development Company (HDC) an experienced hydrogen gas producer with over \$50B+ of energy projects in China, Australia, the Middle East and the USA. He serves on the board of a Concentrated Solar Power (CSP) start-up company based in New Jersey. He was recently appointed to the board of the California African American Chamber of Commerce and is a lifetime member of Kappa Alpha Psi Fraternity Inc. and Sigma Pi Phi Fraternity (Boule).

Derek is a partner on the Freedom West 2.0 redevelopment project in the Western Addition of San Francisco. His role includes raising capital, working with local leadership and leading the effort to pass State Legislation SB 593 which will provide the City & County \$4 billion in funding for 5,800 units of affordable replacement housing units. Derek will also oversee and manage the construction of over 2,500 residential units which are slated to break ground in 2026.

He has served as a business consultant for several Fortune 500 companies including Lowe's, Lennar Corporation, McDonalds, Chevron, GameTime Corp. and Ameresco to name a few. If given an opportunity to serve, Derek will bring expertise in real estate development and management, sustainability and the ability to navigate complex political, legislative and regulatory risk.

Derek holds a Bachelor of Science in Mechanical Engineering from the University of California at Berkeley and an M.S. in Civil Engineering from Stanford University where he received a full fellowship. He has also recently earned a Certificate in Black Corporate Board Readiness from the Leavey School of Business at Santa Clara University.

Derek is a native of San Francisco and has three adult children, Julien (27), Joshua (26) and Jayla (23) graduates of University of Michigan – Ross School of Business and the younger two from the University of Southern California in Real Estate Development and the Marshall School of Business with minor in Spanish, respectively. He is an avid golfer and skier, fitness enthusiast and world traveler.

CHARISSE Y. SPARKS



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Dr. Charisse Y. Sparks creates positive change in hospital services and medical device development to build value. As one of the first three African American female Orthopaedic Trauma Surgeons in the country, she drives meaningful innovation for patients in both clinical practice and industry. As an example, in her years at Johnson & Johnson's DePuy Synthes Companies, Dr. Sparks influenced the future of medical devices for trauma, extremities, craniomaxillofacial, animal health (TECA) and digital therapeutics across the entire development lifecycle – pre-clinical to the patient experience, by facilitating increased product offerings and revenues.

Dr. Sparks' career stands on four pillars of success:

- **Strategic Innovation and Integration** – Leading stakeholders and developing global strategies. Generating evidence that drives product safety and effectiveness by incorporating innovative uses of machine learning, natural language processing and artificial intelligence.
- **Driving Enterprise Growth**– Developing and executing global strategies which advanced a \$9B Fortune 100 Medical Device division while exceeding individual and corporate performance objectives.
- **Clinical & Medical Expertise** – Accelerating innovation through the lens of decades of direct patient care. Championing value and quality, patient safety, customer satisfaction, and regulatory compliance.
- **Change Agent Mindset**– Identifying, recruiting, onboarding, and leading teams of fellow surgeons (orthopaedic trauma, general surgery, foot and ankle, hand, and more), business executives, epidemiologists, and clinical research scientists. Aligning compensation to performance.

Dr. Sparks has an innate ability to create cultures that target deficiencies in the status quo, quickly pivot to address changing business priorities in dynamic healthcare markets, and align outcomes with corporate strategic vision to further the mission of the organization and expand its market share. As DePuy Synthes' first Orthopaedic Trauma Surgeon, Dr. Sparks aligned the business with technologies that are rapidly reshaping the medical device landscape. Her initiative to use IBM Watson in addressing regulatory compliance needs was accepted for presentation at the 2019 J&J Data Science Showcase.

During her tenure with DePuy Synthes, Dr. Sparks facilitated numerous successful FDA new product filings and acquired seven global product approvals for the J&J portfolio. She positioned the entire TECA organization for EU-MDR readiness and built several cross-functional teams of industry experts to drive product innovation, evidence-based product support, QA risk management, and data-driven value validation for audiences of patients, hospitals, physicians, and payers.

Prior to joining DePuy Synthes and fueled by her incredible ability to elevate and strengthen hospital services, Dr. Sparks launched her own company to provide opportunities for Orthopaedic surgeons nationwide.

She is an ABOS Board Certified Orthopaedic Fellowship Trained Trauma Surgeon with Medical licenses in six states. Dr. Sparks completed her trauma fellowship at Harvard Medical School and residency at the University of Arkansas for Medical Sciences. She holds an MD from the University of Kansas School of Medicine and a BS in Biological Sciences and Mathematics from Wichita State University. Throughout her educational career Dr. Sparks received numerous awards and recognition for leadership and community involvement.

NANCY D. SPEARS



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Nancy Spears is a sales and marketing executive with over 25 years of experience in the beverage, toy, professional sports, and media & entertainment sectors. She is currently Vice President of Sales & Marketing for DC Comics, a Warner Bros. Discovery company, where she drives revenue growth and retail go-to-market strategies.

Mrs. Spears is responsible for developing global teams who deliver \$400MM in global retail sales of comic books and graphic novels. Her leadership in sales strategy, forecasting, budgeting and long-range financial planning has resulted in 4% year over year growth for the company since 2019. Mrs. Spears previously led content programming and marketing strategy for classic animation brands Hanna-Barbera and Looney Tunes, architecting and launching and growing a new adult collectible business to \$84MM in revenue and being recognized by Entertainment Weekly as part of the team who created the “DVD of the Year.”

Mrs. Spears serves on the boards of directors for Heritage Housing Partners, a 501c3 organization which builds low and workforce housing for first-time homeowners, and the Pasadena Humane

Society. She previously served as Board Chair of the Pasadena Boys & Girls Club where she led the organization through the tumult of the untimely death of its CEO and the search for a new candidate, all while supporting the staff to continue delivering value-added programs to the community’s youth.

Community development and sustainability are important to Mrs. Spears, and she has done extensive strategic planning work for the City of Pasadena, CA. As Chair of the Lincoln Avenue Specific Plan Advisory Committee, she was a leading voice for the citizens of Northwest Pasadena on issues of blight, redevelopment, and city planning. The outcome resulted in the creation of the Lincoln Avenue Specific Plan, approved by Pasadena City Council to re-purpose the corridor from an industrial commercial area into a vibrant neighborhood fostering a pedestrian environment.

Mrs. Spears holds an A.B. in Economics from the University of California at Berkeley and a Master of Business Administration from Duke University. She resides with her family in the Los Angeles area and enjoys paddling with a dragonboat racing team.

SHARAWN TIPTON



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Sharawn Tipton is a Board Member and C-Suite Executive with over 20 years of experience in Human Capital, ESG, and M&A Strategy across several industries, including manufacturing, semiconductor, and SaaS. Sharawn is a trusted advisor and thought partner to the Compensation Committee and Board of Directors on complex issues, including executive severance packages, CEO and Board Succession planning, CEO 360 evaluations, and CEO compensation.

Leading with a collaborative, data-driven approach, she has ushered several companies and advised a number of CEOs through organizational transformations. Sharawn is currently the Chief People Officer at LiveRamp (NYSE: RAMP), where she utilizes her expertise in all areas of human capital, including but not limited to executive compensation, talent development, workforce productivity, and diversity, equity, and inclusion.

Her influence in the boardroom has enabled Sharawn to lead strategic initiatives on AI and the future of work, establishing LiveRamp's employee

value proposition and cementing the company's competitive advantage. Under Sharawn's leadership, LiveRamp, Micron, and Flextronics have been selected as a Great Place To Work and were recognized as an employer of choice for top engineering and technical talent globally.

An evangelist of service, Sharawn is the Board Chair at Fair Pay Workplace, where she supports companies in achieving equal pay, mitigating company risk, and retaining the best talent globally.

Key Achievements

- Proven track record of Positive Say on Pay, ISS and Glass Lewis favorable vote recommendations and strong, established relationships with Investors (BlackRock, State Street, Morgan Stanley, etc.)
- Robust experience in enhancing company culture and values has resulted in receiving numerous recognitions, including Human Rights Campaign, Great Places to Work, Forbes Best Employer for Diversity, and People's Companies that Care.

Areas of Impact

- Executive Compensation and Total Rewards
- Artificial Intelligence (AI) in Human Capital
- CEO and Board Succession Planning
- Culture, Diversity and Inclusion
- Mergers and Acquisitions
- Offshoring

Industry Experience

- Manufacturing
- SaaS
- Semiconductor
- Telecommunications
- Retail

Education

- Golden Gate University
Master's, Human Resource Management
- California State University, East Bay
Bachelor's, History

Certifications

- Black Corporate Board Readiness, Santa Clara University
Executive Compensation Immersion - World at Work

IAN TONG



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Ian Tong, MD is a nationally recognized c-suite executive with deep operational and strategy experience transforming digital health technology companies. His perspective is informed by two decades leading health care innovation in highly regulated environments for the Department of Veterans Affairs and as a mentor and core faculty at Stanford Medical School. He has served on numerous boards including chair of the Nominations and Board Engagement Committees for the Family Caregiver Alliance Executive Committee 501(c)3. As an experienced c-suite executive he designed and scaled an award-winning digital health platform Doctor On Demand from early seed stage through post-merger and pre-IPO/+ \$300M in annual revenue with 1200 professionals reporting up through his organization.

Ian held dual and multiple roles at Doctor on Demand where he was integral in the merger and acquisition of three companies that are now identified as Included Health. He created and externally championed the clinical business strategy of Doctor On Demand overseeing the 50-state medical practice expansion. His systems based approach to product design and care delivery have gathered numerous industry (Fierce Health, MedTech) and academic innovation awards (UCSF). He partnered with Humana to launch the first all-virtual primary care practice prior to COVID and expanded the company sales and growth footprint selling to fortune 100 corporations (eg. Walmart, Comcast, HCA, Humana). Ian was co-executive sponsor of DEIB and launched the Included Health Communities product aimed at addressing health inequities.

Currently, Ian serves as Chief Clinical Officer at Foresite Labs, incubating companies at the intersection of care delivery and data science. He advises companies building both direct-to-consumer and business-to-business (B2B2C) products across various sectors of health care delivery, life sciences and therapeutics. At the start of his career, he launched THRIVE, a homeless Veterans outreach program that received a national award from the VA Secretary. Across his career he has promoted workforce diversity and performance which helped his company earn Great Places to Work status as a top employer nationally.

Ian has multiple peer-reviewed publications and has been a sought after speaker at the Consumer Electronic Show “The Next Big Thing”, HLTH and Health 2.0. He has been invited for multiple television appearances on Good Morning America, The Doctor’s, Dr. Phil, Rachel Ray and multiple local news outlets. His clinical programs established Doctor On Demand as a celebrated partner of the CDC and he has represented the telemedicine industry through numerous panels and presentations.

Ian was recently recognized for his long track record as a physician executive with the Excellence in Medicine Award from National Medical Fellowships. He is currently participating in the BCBR Santa Clara Corporate Board Readiness Program and looks forward to leveraging past governance and mentoring experiences to support his teammates. Ian received his BA in English from the University of California, Berkeley, his medical degree at The University of Chicago and completed chief residency in Internal Medicine at Stanford Medical School. He is a proud father of three and loves making up sports analogies to make teaching points.

CRAIG A. VAUGHAN



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Craig A. Vaughan is a **strategic leader with 25 years of innovation and transaction experience** at the intersection of corporate finance, media and technology. He is a founding partner of media and investment companies, and an advisor to CEOs and private equity investors in connection with corporate strategy and M&A transactions. Craig's advisory and investing career represents over \$20B in transaction volume and **exceptional skill in creating alignment between stakeholders by focusing all parties on a shared vision of the future.**

Craig is the managing partner of Vaughan Capital Advisors ("VCA"), an M&A advisory firm specializing in media and technology transactions. VCA has advised private equity investors, global corporations, and emerging companies at various stages in their corporate life cycles by structuring M&A transactions that position the firm's clients to create value in the rapidly evolving media and technology sectors.

Craig's early career at Goldman Sachs informed his **ability to finance and launch media businesses with iconic brands.** He has structured and launched new media businesses for the NBA, Sony, 21st Century Fox and Creative Artists Agency. Craig's projects have included launching NBAtv and Fox Mobile Television, carving Essence

Communications out of Time Inc., and advising on the acquisition of the San Diego Padres baseball team. Craig was a founding general partner of the **QueensBridge Fund where he committed the fund's capital to category-defining companies such as Lyft, Dropbox, Ring, Casper, Away Luggage and PlutoTV,** among others.

Craig has **governance experience as the Treasurer of the Board of Trustees** for The John Thomas Dye School ("JTD") where he sets the investment policy and financial objectives of the school. At JTD, he served on the committee that successfully hired the successor to the long-time Head of Admissions. Craig is the Secretary of the Debbie Allen Dance Academy New Market Tax Credit Board which oversaw the debt financing for DADA's new educational and performing arts facility. Craig's interest in expanding his board service stems from his passion for setting the strategic framework for the future success of organizations.

Craig graduated from the University of Texas with a B.A. in Finance and has a Master of Business Administration degree from the Stephen M. Ross Business School at the University of Michigan. He has held Series 7, 79, 62 and 63 licenses with Financial Industry Regulatory Authority. Craig is a member of Sigma Pi Phi and lives in Los Angeles, CA with his wife and daughter.

Strategic & Transactional Leader in the Media Industry

- Media Industry Expertise and Innovation
- Consumer Technology Investing
- Corporate Strategy
- Mergers and Acquisitions
- Capital Formation
- Deal Structuring
- Board Experience: Finance Chair, Investment Committee Chair, Nominating & Governance

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