

2022

Women CEOs in America

Changing the Face of Business Leadership



WOMEN CEOs IN AMERICA

Table of Contents

Executive Summary and Forward	3
DATA SUMMARY – The current state. Driving to make change.	9
Ten Accelerators for Driving Women into CEO Roles in America	10
DATA – Fortune 500 & 1000	14
INSIGHT 1 – It’s Getting Harder to Create a Pipeline of Women to the Top—We Can Change That	16
DATA – S&P 500	18
Women CEOs: Fortune 500 and S&P 500	19
DATA – Russell 3000	33
Women CEOs: Fortune 1000 and Russell 3000	35
INSIGHT 2 – 2022 Minority Female CEOs in Fortune 1000	73
DATA – Private Companies	75
INSIGHT 3 – Women Entrepreneurs; What does 50 Years of Counting Tell Us?	76
DATA SUMMARY – A Broader Perspective	79
INSIGHT 4 – An Insider’s Guide to the Women-Led B Corp Movement	80
Women CEOs: Private Companies & Entrepreneurs	82
INSIGHT 5 – Empathy is a Key Skill for All CEOs – and It’s More Important Than Ever	102
Conclusion	104

Executive Summary and Forward

About this report

It is with great pleasure, Women Business Collaborative (WBC), with Ascend, C200 and Catalyst, release the third annual report highlighting **Women CEO's in America**. This year there are several reasons for celebration that go beyond the raw number—women CEOs in the Fortune 500 are 8.8%. The talent is there, and insightful CEOs, more women on boards and nominating committees are making a difference together. We salute the industries in which women CEOs are rising and the increase of women in the boardroom.

Additionally, since we closed out data collection for this report on June 30, 2022, nine other women have been named to CEO roles in major corporations across indices and industries. For example, with its naming of Mary Dillon as President and Dona Young as Chair, Foot Locker becomes a happy rarity among publicly held companies, with two women at the helm of its board and C-Suite. Congratulations to Foot Locker and its two new leaders. On August 1, 2022, Jennifer Rumsey also became President and CEO of Cummins Inc., the largest independent maker of diesel engines and related products in the world. These appointments are a breakthrough in largely male-dominated industries and perhaps a signal for the future.

While things are moving in the right direction, the small, year-to-year increase in the overall number of women in CEO positions is concerning. Women's ascension to CEO roles seems to move at a snail's pace, especially for women of color. That is why our shared goal for this report is not just reporting, but galvanizing, energizing and motivating organizations to usher in more women to the C-Suite and then to CEO roles. There is definitely reason for optimism as we see an increasing commitment to populate the C-Suite with more women. And it is happening. So, we celebrate the women heading up these major corporations and the boards leading the way in the advancement of female talent to the highest corporate levels. We look forward to congratulating more and more of them in the months and years ahead.

The Data: An Overview

This report provides a comprehensive breakdown of women running Fortune 500, Fortune 1000, Russell 3000, S&P 500, Private Companies over \$1 billion, and women entrepreneurs over \$500 million.

TODAY
8.8%
OF FORTUNE 500
CEOs ARE WOMEN
1% ARE WOMEN
OF COLOR

INDEX	% OF WOMEN
F500	8.8
F1000	7.4
S&P	6.4
Russell 3000	6.2
Private (> 1 billion)	5.4

Since September 2021, three more women took on the roles of CEO in the Fortune 500 bringing the number up from 41 to 44, an all-time high. The S&P 500 went from 30 women last year to 32 in 2022. The Russell 3000 showed an especially encouraging increase in women CEOs, going from 158 in 2021 to 186 in the first half of 2022, an increase of 28 or 17.72%. For private companies with revenues over \$1 billion dollars, there are 58 women CEOs and 6 are in the top 50 companies of that category.

Since the close-out of data collection on June 30th, 2022, the following nine women have been named to CEO roles: Julie Baron, Trean Insurance Group; Jennifer Rumsey, Cummins; Patricia H Nilsen, New York State Electric and Gas Corporation; Suzanne Winter, Accuray Inc., Dr. Maky Zanganeh, Summit Therapeutics, Dr. Marla Dubinsky, Trellus Health Plc; Corinne Le Goff, Celsion Corp.; Dr. Maky Zanganeh, Summit Therapeutics and Mary Dillon, Foot Locker. This brings the percentage to 9% as of the writing of this report.

A Collaboration of Like Minds with a Common Goal

Based on the impact of the two previous reports and how they have been taken to heart by those who can influence gender equity, WBC has once again partnered with the three non-profits responsible for our previous successes: Ascend, C200 and Catalyst. As always, our four organizations bring to this report a relentless passion for greater diversity in business. We are continually focused on increasing the number of women and women of color in the C-Suite, especially in the top job—the CEO.

- **Ascend** is the largest Pan-Asian business professional membership organization in North America dedicated to driving workplace and societal impact by developing and elevating all Asian and Pacific Islander (API) business leaders and empowering them to become catalysts for change.
- **C200** is a women's business leadership organization celebrating its 40th Anniversary in 2022. Its mission is to educate, inspire, support, and advance women in business. Its community includes the most successful women entrepreneurs and corporate business leaders who have joined together to change the face of business leadership.
- **Catalyst** is a global nonprofit supported by many of the world's most powerful CEOs and leading companies to help build workplaces that work for women. Founded in 1962, Catalyst drives change with preeminent thought leadership, actionable solutions, and a galvanized community of multinational corporations to accelerate and advance women into leadership—because progress for women is progress for everyone. As Catalyst celebrates [60 years of progress for women in the workplace](#), we see unprecedented opportunities to finally create workplaces that work for all.
- **Women Business Collaborative (WBC)** is an unprecedented alliance of 75+ women's business organizations and hundreds of business leaders building a movement to achieve equal position, pay, and power for all women in business. Through collaboration, advocacy, action, and accountability, we mobilize thousands of diverse professional women and men, business organizations, public and private companies to accelerate change.

More Than Just the Numbers

As in past years, this *Women CEOs in America*, report offers much more than just the data related to women leading the country's major corporations. We provide insights that further clarify what is happening and why. This year's insights focus on:

- Today's Challenges in Building a Diverse Pipeline
- Obstacles Faced by Minority Women
- The Promise and the Challenges That Current and Future Women Entrepreneurs Face
- The Potential and Promise of B Corporations
- Empathy as a Key Skill for All CEOs

These insights add depth and breadth to the data and help position the numbers in the context of not just corporate America but our society as a whole.

We have again included brief biographical profiles of all the women CEOs in the Fortune 500, the Fortune 1000, the S&P 500, the Russell 3000, in private companies with revenues over \$1 billion and of women entrepreneurs with revenues over \$500 million. These biographical sketches are both informational and inspirational.

They underscore the diverse paths these women took to the C-Suite, the plethora of skills and competencies they bring to their roles, and the passion for their companies, their customers and their shareholders that continually motivates them to practice at the top of their games.

5 Important Takeaways From This Report and Beyond

- **Change IS afoot.** While the numbers show slow progress at the highest levels of the country's leading corporations, there are optimistic indicators of gender equity moving in a positive direction. First there are more boards recognizing the number of talented women CEO ready from the C-Suite. There are more women board directors advocating for the advancement of talented women to CEO posts. As well, corporate cultures appear to be changing. There is a greater awareness of unconscious bias, a more widespread acceptance that diversity is as much about good business as it is about good citizenship, and an increased realization that managers at all levels need to be held accountable for supporting and promoting women on their teams.
- **Tolerance and inclusion.** The younger generations of workers, Millennials and Gen. Z, bring to the workplace a desire for tolerance and inclusion previously unseen. This diverse talent pool will not only help increase the actual number of women in higher corporate levels but will also help create an unprecedented environment of acceptance and inclusion in the years to come.
- **Change must start at the top.** CEOs and boards must make it clear that diversity and inclusion are a necessity, not a nicety. They must do it with both their words and their actions, and most importantly recognize that there is gender talent with P&L leadership. They must prioritize gender diversity in their succession planning and in their hiring and promotion practices. Additionally, they should look to using search firms that include talented and diverse candidates for C-Suite positions. It is proven to be an effective strategy.

- **Mentors and sponsors matter.** Women remain at a distinct disadvantage when it comes to mentors, networks, and sponsors. This career-stalling problem needs to be attacked on a number of fronts. Women themselves must be more intentional about finding them. Organizations must provide both formal and informal avenues for women to create mentor, networking, and sponsor relationships. Corporate leaders, both male and female, must step up and serve as mentors and sponsors to early and mid-career women.
- **Diverse leadership is linked to performance.** Women CEOs in the public and private sectors, and women leaders in government cast a positive light on the talents, skills and contributions that women bring to their companies and their communities. Additionally, numerous studies have pointed to the improved performance of organizations with diverse leadership. It is important for our society and its organizations to fully embrace the power and the benefits of gender diversity at the top. A goal which all four of our organizations actively promote.

Certain points bear repeating. Data, targets and transparency matter.

The repetition of the following information from our previous reports accentuates their importance and the commitment of our four organizations to diversity and inclusion. It reinforces that we are not daunted by the slow pace of change. We are further energized by it. So here again is our:

A Call to Action

By 2025

- Women constitute 15% of Fortune 500 and S&P 500 CEO
- 10% of women CEOs are women of color
- Women constitute 20% of those being considered for CEO role
- 20% of women executive candidates assessed for CEO roles
- 25% of candidates assessed for C-suite roles are women
- 8% of women occupying the C-Suite have substantial P&L responsibility
- 20% increase in women entrepreneurs running companies with revenue of \$5 million or more

By 2030

- Women constitute 20% of Fortune 500 and S&P 500 CEO
- 30% of candidates assessed for C-Suite roles are women and of these 25% are women of color
- 10% of all women in the C-Suite are women of color by 2030
- 17% of women occupying the C-Suite have substantial P&L responsibility

...AND...

Once again, we put out a call to companies of all types, across all industries to join us in a commitment to strengthen the pipeline of women leaders and to make diversity a priority in succession planning.

We also reiterate WBC's commitment to the following action items to further the cause of gender diversity and inclusion at the highest corporate levels:

- Highlighting women CEOs and the businesses they lead through annual reports such as this, as well as other publications throughout the year.
- In partnership with Ascend, C200, and Catalyst continuing to track, profile, and publicly celebrate the appointment of new women CEOs.
- Celebrating the strong leaders advancing women in the executive suite and toward the CEO position.
- Actively supporting efforts to build pathways for women of color to be advanced to executive leadership, board directorships, and executive committees.
- Designing a communications campaign to build awareness and amplify voices of support.
- Sharing this report with CEOs through many sources, including the CEO Forum reaching 10,000 CEOs, with the Business Roundtable and other business trade associations.
- Calling on current CEOs and Boards to be intentional in building a diverse pipeline for talented women as CEOs.
- Applauding every woman and women of color appointment and together we will salute them as announced.

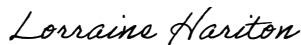
Join us in both changing the business landscape and celebrating!



Anna Mok,
Ascend



Kimber Maderazzo,
C200



Lorraine Hariton,
Catalyst



Edie Fraser,
WBC



Anna Mok
President & Chair,
Ascend

“It is heartening that the share of women-led Fortune 500 companies reached a record high in 2022, but there is still significant progress to be made to seat more diverse CEOs at the head of America’s largest companies. Hopefully we have moved past the questioning of whether women and BIPOC leaders are ready for these roles. We are more than ready and will bring to the positions not only multicultural and multi-faceted perspectives, experiences, and wisdom, but the fortitude and resilience from having had to forge through multiple barriers and glass ceilings along the way — all strengths that will help our companies thrive in an increasingly complex and interconnected world!”



Kimber Maderazzo
Chair, C200

“This year, three more women joined the ranks of Fortune 500 CEOs, increasing the total number of women leading Fortune 500 companies from 41 to 44. While progress is slow in corporate America, there is tremendous growth in the number of women starting businesses. Research estimates that women own 40% of all companies in America, with Black and Latina founders starting businesses in record numbers. We acknowledge and celebrate this progress, but we share this report to hold companies accountable for ensuring women, especially women of color, have equitable access to leadership opportunities and networks for advancement.”



Lorraine Hariton
President & CEO, Catalyst

“The number of women leading Fortune 500 companies – the largest companies in the United States by revenue – hit a record high at just 44. There’s still a long way to go to reach true equity. This year highlighted what we’ve long known about women’s advancement to the top job in the C-suite: The progress is slow, but it is possible.”



Edie Fraser
CEO, Women Business
Collaborative

“The time is now for Women CEO Leadership. Reporting this data and being transparent about the number of women CEOs is crucial to the growth of women in executive leadership. Women have proven time and time again that they are exceptional leaders and that they lead their companies to new levels of success. WBC thanks Ascend, C200, and Catalyst and major resources such as Equilar for their data, stories and partnership. We are excited to see more women being appointed to the C-Suite, especially women of color. We envision a more diverse and larger group of women CEOs. Together we will witness and report on the appointments as women in the pipeline progress from Executive Suite to CEO.”

The current state. Driving to make change.

Fortune 500

- There are 44 women CEOs in the Fortune 500, as of July 2022 up from 41 as of last September 2021.
- Women are 8.8% of Fortune 500.
- There are 5 women of color in the Fortune 500.

Fortune 1000

- There are 37 women CEOs in the Fortune 1000 (501-1000), as of July 2022.
- Women CEOs are 7.4 % of Fortune 1000.
- Since our last report companies appointed 4 additional women CEOs in the Fortune 1000.

Russell 3000

- Women CEOs make up 6.2% of all CEOs in the Russell 3000.
- There are 186 women CEOs in the Russell 3000, as of June 2022.
- There was a 17.72% increase in women CEOs from 2021 to 2022.

S&P 500

- Women currently hold 32 (6.4%) of CEO positions at S&P 500 companies.
- There was an increase in 2 women CEO's (6.6% increase) from January 2021.

Private Companies

- The compiled data from numerous services found 6 female CEOs that fall in the top 50 private revenue-generating companies.
- The compiled data from numerous services found 79 examples of women CEOs in charge of large private companies in 2022.
- Women CEOs make up 5.4% of CEOs in private companies that fall into the \$1 Billion + annual revenue category, based on data collected from numerous services in 2022.

Ten Accelerators for Driving Women into CEO Roles in America

As this third annual report analyzes and celebrates women CEOs representing public and private companies, let us analyze how we can further accelerate and amplify the need for all organizations to make intentional efforts to grow their pipelines of diverse women leaders, especially those with P&L responsibility, and drive women into leadership roles up to CEO.

We invite senior leaders to act on our following Ten Accelerators. If each of us commits to action, we will significantly increase the pace at which greater numbers of diverse women become CEOs.

The Current State

The number of women CEOs has risen to historic highs, according to this report, published by WBC with Ascend, C200 and Catalyst. We continue to salute new women CEOs in the past year including those at DocuSign, Denny's, Bath and Body Works, Jackson Financial and others. Our report features women CEOs from Fortune and S&P 1000 companies, Russell 3000 companies, and private companies over 1 billion.

Mary Barra, CEO of General Motors (GM) continues her role as the first woman chair of The Business Roundtable. Lynn J. Good, Chair, President and Chief Executive Officer, Duke Energy Corporation and Chair joins the Business Roundtable Smart Regulation Committee and Jane Fraser, Chief Executive Officer, Citi, and Rosalind Brewer, Chief Executive Officer, Walgreens Boots Alliance join the Business Roundtable. The partnership of the business Roundtable with the WBC showcases the commitment to promoting more women CEOs.

Accelerators to the CEO Role

1. Recognize women's experience, talent, and acumen to be CEO Leaders
2. Turn to Board leaders for commitment and recognition for women in the pipeline
3. Create shareholder and stakeholder value
4. Sponsor and advocate for women leaders
5. Include the best diverse women
6. Celebrate and affirm the men who are building pipelines
7. Use successful Women CEO role models as examples and advocates
8. Pay equal or better compensation
9. Search Firms to include women in their slates
10. Join women's organizations focused on position, pay and power for all women

1

Recognize women's experience, talent and acumen to be CEO Leaders: Women are team builders with the necessary leadership traits of courage, risk-taking, resilience, agility, and adaptability. Women leaders express their gratitude and are more likely to share the credit. Increasingly US workers report that they want to work for purpose driven companies, where culture and intentionality increase profits and shareholder value.

// We have focused on people in our company seeing a career path to the top no matter their gender or their race. In order to do that, we have looked at diverse slates of talent, diverse interview panels, we have mandatory diversity, equity, and inclusion training around unconscious bias. These are all tools, but it really does come down to the culture of the company and a sense of belonging and inclusion that we create together for all people. And I think once you remove those barriers, whether they be real or psychological, it helps people to see that there is a path inside of our company to senior roles whether they be on the management track or the technical track, and that we value each. //

— Kathy Warden, Northrop Grumman

2

Turn to Board Leaders for Commitment and Recognition: More boards are asking that women be considered for upcoming CEO and board positions. Women are averaging 40% of new appointments to boards in 2022. ([Women Joining Public Boards Report](#)). More women are leading nominating committees and in positions to advocate and support women in the pipeline to be CEOs. We are seeing an increase in the number of women serving as board chairs and chairs of audit committees. Adena Friedman, president and CEO of Nasdaq, advocated for regulations requiring listed companies to present their board composition and diversity philosophy. The initiative gained support from the SEC and created momentum for more board activism. CEOs from BlackRock and State Street Global Advisors made news in corporate governance circles when they announced they voted against directors of boards where there was a lack of gender diversity and committed only investments in companies with women on the boards. Many others are making similar commitments.

3

Create shareholder and stockholder value: Financial institutions and shareholders alike are asking for women to serve as CEOs. Role models include the chair of the New York Stock Exchange, Lynn Martin, who is the 68th president of the New York Stock Exchange (NYSE). She is the third women president of the NYSE, but the second to hold full leadership of the exchange. The same is true of Adena Friedman, CEO, Nasdaq, mentioned above. McKinsey and Deloitte reported that companies with gender and diverse leadership at the board and in the C-Suite outperform their competitors and return more value for their shareholders. Consequently, shareholders are demanding more diversity within company leadership.

4

Sponsor and advocate for women's leadership: Building a pipeline of talented women in the C-Suite requires sponsorship, advocacy, and strong candidate slates. Women CEOs should move forward with the commitment to CEO slates that include women and women of color. True sponsors use their influence, network and credibility to create a path of upward mobility for women. Two-thirds of the women said they never realized they could become CEO until a boss or mentor encouraged them. These women focused on hitting business targets and seeking new challenges, rather than on their personal career advancement. Women need this sponsorship and the affirmation of others in leadership to "talk up" their abilities to address the business challenges and opportunity to lead.

5

Include the best diverse women. The push for women of color is strong; yet the results are not there yet. The CEO-ready women do have the talent as we note with the path of Rosalind G. Brewer who currently serves as CEO of [Walgreens Boots Alliance](#). Roz was a strong COO of Starbucks, and CEO of Sam's Club. She has also held various leadership positions at Walmart and Kimberly-Clark. Her experience and track record made her great CEO candidate. Thasunda Brown Duckett, now leading TIAA, was CEO of Chase Consumer Banking, a division of JP Morgan. She is also a member of the board of directors of Nike. There are many more women of color whose experience and track record of achievement indicate readiness to serve as CEOs. Expect more diverse women CEOs to be named to public and private companies. They are being championed by boards, search firms and organizations alike. The talent is there.

6

Celebrate and affirm the men who are building results. Men and current CEOs are stepping up with their support for succession planning and board slates to include women, regardless of the industry. More men are becoming champions for women and see the potential for legacy change. As more men in the C-Suite interrupt their unconscious biases, more women will get access to leadership and CEO roles earlier in their careers. WBC's *Ally of Her* and Catalyst's MARC program (Men Advocating Real Change) and other programs are making a difference. We celebrate the men who are dedicated to championing women leaders and to sponsoring women forward to CEO roles. We recognize that men's leadership, advocacy, and sponsorship are fundamental to women achieving gender parity in the workplace.

7

Use successful Women CEO role models as examples and advocates: We have many successful women CEO role models who moved into the CEO position based on a career full of challenges and accomplishments. They also support other women becoming CEOs. Carol Tome served for years as CFO of Home Depot while also serving on the board of UPS. She was an obvious nomination to CEO of UPS. Jane Fraser's career path started as a celebrated partner at McKinsey & Company, who then joined Citigroup in 2004. Within five years, Jane was named president of Citigroup, and CEO of Consumer Banking. In September 2020, Jane was the first woman to head a major U.S. bank. She was included on *Fortune's* "Most Powerful Women in Business" list in 2014 and 2015 and has been called the "Number 1 Woman to Watch" for two consecutive years by *American Banker*.

8

Pay equal or better compensation: Equal pay and compensation must be robust across the whole pipeline. Women chief executive officers at America's biggest companies took home median pay of more than \$15.8 million in 2021 which was up 26.4% from 2020 compared with the \$14.4 million that men took home. That's according to an [Equilar study](#), which looked at base salary, bonus, stock-based compensation, and other benefits. The study found that women chief executives have made more than their male counterparts each of the last five years. During that timeframe, overall compensation has grown 25% for all CEOs surveyed. Yet, the women CEOs were an average of four years older than their male counterparts, and worked in a slightly greater number of roles, functions, companies, and industries. These CEOs worked harder and longer to get to the top

9

Search firms to include women in their slates: Ask executive search firms and they will confirm that requests to include strong women CEO candidates for CEO roles is continually on the rise. Requests for qualified, CEO-ready women of color are also on the upswing. This unprecedented call from boards and CEOs to search firms for diverse women candidates is a positive indicator of change. Companies are contributing significant time and resources to make gender leadership a priority to get more women on a path to CEOs from the C-Suite and the boardroom. With this press for talented CEO-ready candidates on a variety of fronts, the likelihood of more women CEOs is continually improving.

10

Join women's organizations focused on position, pay and power for all women.

WBC and key organizations such as Ascend, C200, and Catalyst and many more organizations bear witness to current CEOs and Boards naming qualified women to the executive ranks. The Rockefeller Foundation as part of its "100 x25" initiative, aims to support the hiring of 100 Fortune 500 women CEOs by 2025. Great Britain has an initiative called 25by25. Egon Zehnder UK is working with clients candidates and other interested partners to make 25 women Chief Executives of FTSE 100 companies by 2025 a reality.

In a decade old Forbes article, Robert Reiss, CEO of The CEO Forum Group and WBC board member, wrote, "We need to have 5 Fortune 500 women CEOs. This is no longer just the right thing to do; it's an economic issue. How can we expect financial success when we are excluding top talent from leading enterprises? I believe we will achieve 50 in 2022!" We are at 43 now; so we can change the numbers!

WBC supports the pipeline acceleration of high potential women business leaders taking on increasingly significant operating responsibilities that can position them as CEO contenders. More than 90% of CEO's have had significant P&L responsibility prior to taking the CEO role.

(Note: In September 2022 WBC published the Women & the C-Suite: Pathways to Success, a white paper which highlights key recommendations from 20 C-Suite level women on how to rise to leadership.)

The WBC movement is building the critical mass that will ultimately lead us to elevate business, the economy and, society. The economic case is strong. It's reported that companies where at least 30% of leaders are women can expect to add more than one percentage point to their net margin compared to companies with none to limited women leadership. Some companies that increased the number of women partners by 10% actually saw 9.7% more profitable return.

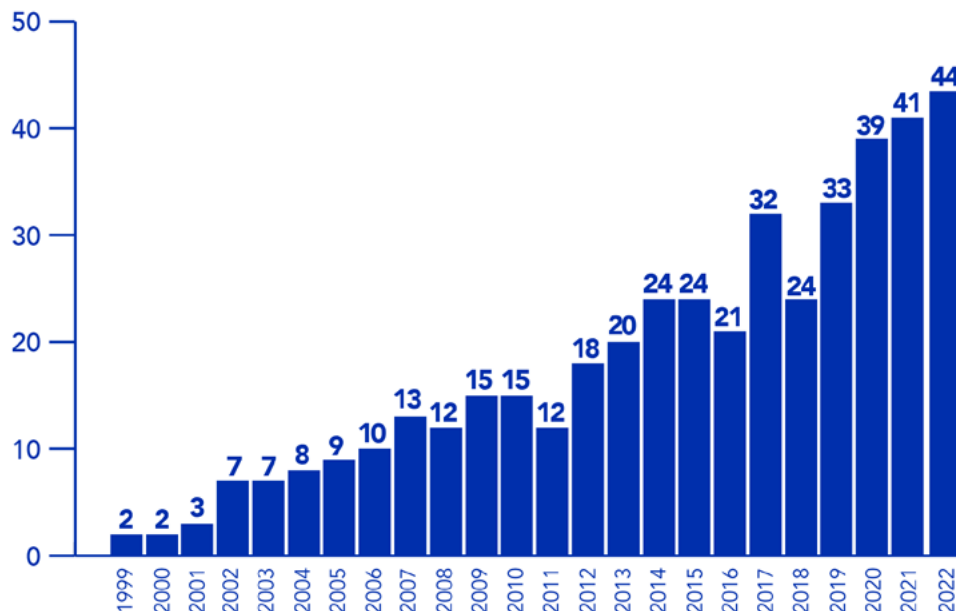
The time is now for female CEOs!

2022 DATA

Fortune 500 & 1000

Women CEOs
of Fortune 500
Companies
increased by **7.3%**
since last year

Number of Women CEOs in Fortune 500 Companies by Year (1999 - September 2022)



“ Women’s overall participation in the US workforce has fallen to its lowest level in 30 years. There’s more we can do as leaders of all genders to not only elevate women but advocate for them. By leading with empathy and inclusion, embracing flexibility, and providing meaningful benefits, sponsorships, and mentorships, we create a culture where everyone can thrive. ”

— Kristen Peck, CEO, Zoetis

Fortune 500 New Women CEOs

NAME	COMPANY	INDEX	NAMED
Jane Nind Fraser	Citigroup	Fortune 500, S&P 500	2021
Karen S. Lynch	CVS Health	Fortune 500, S&P 500	2021
Laura Prieskorn	Jackson Financial	Fortune 500	2021
Thasunda Brown Duckett	TIAA	Fortune 500	2021
Rosalind Brewer	Walgreens Boots Alliance	Fortune 500, S&P 500	2021
Sarah E. Nash	Bath & Body Works, Inc.	Fortune 500, Russell 3000	2022
Sarah London	Centene Corporation	Fortune 500, S&P 500, Russell 3000	2022
Joyce A. Mullen	Insight Enterprise	Fortune 500	2022
Ellen G. Cooper	Lincoln National Corporation	Fortune 500, Russell 3000	2022

Note: We are happy to report that since the close of data collection on June 30th, 2022, two new women CEOs have been named; Jennifer Rumsey at Cummins and Mary Dillon at Foot Locker.

Fortune 1000 New Women CEOs

NAME	COMPANY	INDEX	NAMED
Rose Lee	Cornerstone Building Brands	Fortune 1000	2021
Lynn Bamford	Curtiss-Wright Corporation	Fortune 1000	2021
Andrea R. Owen	MillerKnoll	Fortune 1000	2018/2021
Barbara Turner	Ohio National Financial Services	Fortune 1000, FINANCE	2021
Kimberly Karen Ryan	Hillenbrand, Inc.	Fortune 1000, Russell 3000	2021
Carey A. Smith	Parsons Corp.	Fortune 1000, Russell 3000	2021
Sara Elizabeth Armbruster	Steelcase Inc.	Fortune 1000, Russell 3000	2021
Kirsten A. Lynch	Vail Resorts, Inc.	Fortune 1000, Russell 3000	2021
Jill L. Griffin	Advantage Solutions	Fortune 1000, Russell 3000	2022
Michelle Keefe	Syneos Health, Inc.	Fortune 1000, Russell 3000	2022
Lorie Tekorius	The Greenbrier Companies	Fortune 1000	2022

INSIGHT 1

It's Getting Harder to Create a Pipeline of Women to the Top – We Can Change That

By Subha V. Barry, President of Seramount

It's been said time and time again that women aren't advancing to corporate leadership roles at the rate they should. The WBC has set goals for full gender parity (50 percent women) at the top of corporate America by 2030 (and of that half, 50 percent should be women of color). To achieve these goals, we must get women into higher-paying and more senior roles to fill the pipeline to the very top.

It's Going Too Slowly

According to [Seramount's 2022 Best Companies for Executive Women](#) list, the percentage of women corporate executives increased by one percentage point to 35 percent versus 34 percent in 2021.

How does this compare to the national average? According to [McKinsey's 2021 Women in the Workplace](#) report: 24 percent of C-suite leaders are women (20 percent are White and just 4 percent are women of color).

3 Societal Forces: Taking a Heavy Toll on Women in the Workplace

- (1) The pandemic has shined an extremely bright light on women in the workforce. More than 1.1 million women have left since March 2020, and “The Great Resignation” is still in full swing. Not only that, but according to [Deloitte's Women @ Work 2022: A Global Outlook](#) report, a large majority of working women plan to leave their employers in the next two years, particularly those in non-management and middle management roles. The report found that one out of ten women is actively looking for a new role, with 59 percent of non-managers and 64 percent of middle managers saying they plan to move on within two years. Only 10 percent of women said that they intend to remain with their current employer for more than five years.
- (2) The Supreme Court's decision to overturn *Roe v. Wade*, effectively ending a woman's reproductive choice, felt like a punch in the gut. The right to choose had been the law of the land since 1973, ten years before I came here from India to go to university. By passing that decision to our elected officials in each state, we have diminished a fundamental freedom in our country. This decision is devastating for women's rights and equality and will disproportionately impact women of color and socioeconomically disadvantaged communities, many of whom have already left the workforce to become caregivers. I recognize that we all might not agree on this topic, but I encourage a civil and open dialogue as I think we all agree that the advancement of women is critical (both in society and in the workplace).

- (3) Another crisis is the lack of access to paid parental leave and regular affordable childcare, which hinders those who are just starting out from staying and flourish in the workplace. This is especially important for women of color, who, as I mentioned above, are disproportionately leaving the workplace to become caregivers and further drying up the pipeline.

Yes. Women have made progress, but how can they truly advance when it seems we are constantly fighting battles whether it's for equality in the workplace or for our reproductive rights? They are both intrinsically linked. This goes to the heart of the larger challenge we are addressing—how do we help women advance by embedding solutions into the structure and processes of our organizations and our society?

Strategies for Getting Past the Setbacks

Despite the setbacks, we must keep moving forward. As the female talent pool continues to leave the workforce at a dramatic rate, there will be fewer women to recruit, making it easier for recruiters and those responsible for promotions to say there aren't any women available, despite their best efforts. As a result, there will be smaller networks and fewer mentors and mentees/protégés. The trickle-down effect is real and alarming.

How can we stop this from happening? How can we make it easier for women to remain in the workplace?

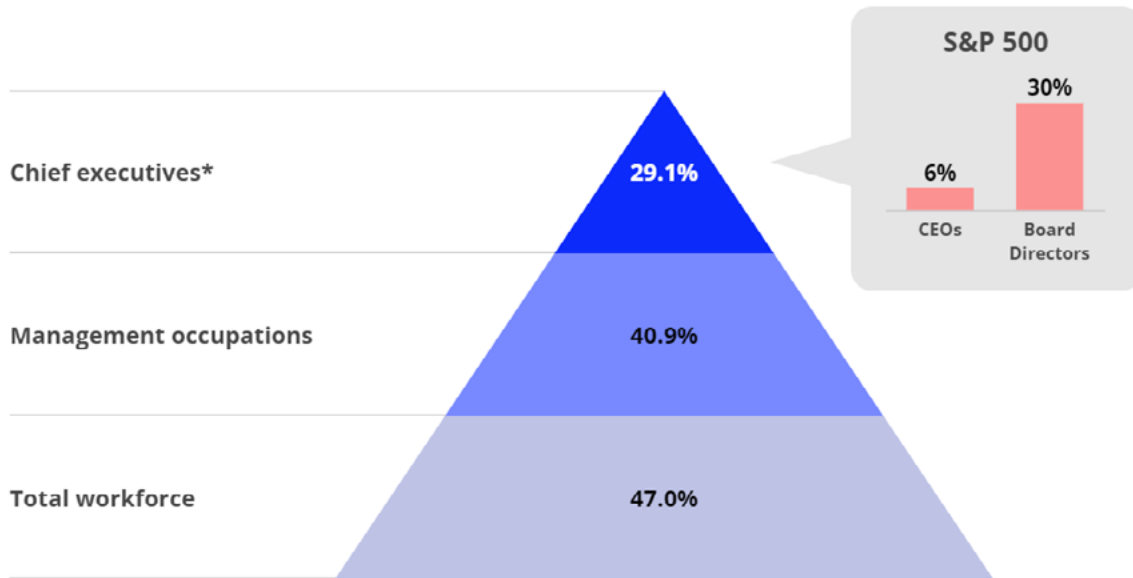
At Seramount, we recommend that organizations:

- Provide women with a variety of supports including access to mentors and sponsors through formal programs, targeted professional development programs, and executive coaching.
- Acknowledge that unconscious bias affects opportunities and motivation for women. Without the support they need, women may not raise their hands for stretch assignments and positions the way men do. Create safe spaces where women will feel more comfortable expressing their ideas and will be less afraid to take risks.
- Emphasize the importance of profit-and-loss (P&L) experience. Our 2019 study ["The Gender Gap at the Top"](#) found that so few women are CEOs because they're not in the feeder positions—the positions with P&L responsibility. Those with P&L responsibility drive revenue results for a line of business or a company, and this usually includes making decisions about what products the company makes and/or services it delivers.
- Hold senior leaders accountable for company-wide DEI goals and impose metrics through performance reviews, bonus structures, and compensation packages.
- Consider updating benefit policies to include coverage of the cost of travel for women seeking abortions who live in states affected by the overturning of *Roe v. Wade*.
- Address affordable childcare needs by granting access to everyday childcare (not just backup care or sick care). Corporate America can't do this alone. Nationally, there must be a push for fully paid parental leave as well as public/private partnerships to create access to affordable childcare.

We must continue to work together to understand these stubborn issues and the barriers that women continue to face. We must continue to ideate, test, and implement solutions. By taking these steps, organizations can ensure a more robust pipeline, retain key talent, and help promote and advance women. Only then will we reach our goal.

2022 DATA

S&P 500



Women in the United States Workforce

*The "chief executives" category includes a wide range of senior-level occupations, including CEO, board member, chief of staff, and government-related positions such as governor, mayor, and superintendent of schools. It is based on the U.S. Census Bureau's [2018 Occupation Index](#). The S&P 500 information provided reflects a subset of the United States workforce.

Sources

U.S. Bureau of Labor Statistics. (2022). [Table 11: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity](#) [Data set]. Labor Force Statistics from the Current Population Survey.
[Women CEOs of the S&P 500](#). (2022, February 1). Catalyst.
[2021 U.S. Spencer Stuart board index](#). (2021). Spencer Stuart.

“Success in diversity and inclusion begins with belief. And that is the belief that diversity is an important part of our business success. When you have that belief, good things happen, because that belief means that you treat diversity and inclusion as a business priority.”

– Julie Sweet, CEO, Accenture

NEW WOMEN CEOs in the S&P 500

NAME	COMPANY	INDEX	NAMED
Susan Hardwick	American Water Works	S&P 500, Fortune 1000, Russell 3000	2022

Fortune 500 and S&P 500

2022

FORTUNE
500
2020

F1000
R3000



Susan Hardwick
American Water Works

In her capacity as President and CEO of American Water Works Company, Inc., the largest publicly traded U.S. water and wastewater utility company, Susan Hardwick leads a team of nearly 6,500 dedicated professionals who provide service to 14 million people in 24 states. Susan joined American Water in June 2019 and became CFO in July of that same year. In February 2022, she was named President and CEO and elected to serve on its board. Additionally, she is currently a board member and treasurer of Family Promise and sits on the Board of the Philadelphia Chamber of Commerce. She has also served in leadership positions on a variety of community boards over the course of her career. She holds a BS in Accounting from Indiana University Bloomington.

FORTUNE
500
2020

R3000



Sarah E. Nash
Bath & Body Works, Inc.

Sarah E. Nash is currently the Interim CEO (May 12, 2022) and Executive Chair (February 2022) of Bath & Body Works. Additionally, she is the owner of Novagard, a privately-held manufacturer of silicone coatings and sealants used in electronics, electric vehicle batteries, medical electronics, aerospace, window and door manufacturing and construction. She is committed to working with business leaders and supply chain partners to deliver innovative products in a world increasingly looking to electrify everything. Sarah spent almost 30 years at J.P Morgan Chase, helping to transform it from a commercial to an investment bank. She retired in 2005 as vice chair of Global Investment Banking. She currently serves on a number of public, private, and non-profit boards including HBD Industries and is a trustee of New York Presbyterian Hospital. She holds a BA in economics and political science from Vassar College.

FORTUNE
500
2020

S&P
500

R3000



Sarah London
Centene Corporation

Sarah London is CEO of Centene Corporation, a diversified healthcare enterprise providing a portfolio of government-sponsored healthcare programs focusing on under-insured and uninsured individuals for more than 26 million Americans. Before her appointment as CEO, Sarah served as Vice Chair. In her management role, she was responsible for a portfolio of companies independent of Centene's health plans and delivering industry-leading products and services to third-party customers. Earlier in her career, Sarah served as the Centene's senior vice president of technology innovation and modernization, responsible for enterprise-wide technology strategy and execution with a focus on next-generation products and services. She holds a B.A. in History & Literature from Harvard College and an M.B.A. from the University of Chicago Booth School of Business.

FORTUNE
500
2020



Joyce A. Mullen
Insight Enterprise

Joyce Mullen assumed her role as Insight CEO in January 2022 after joining the company in October 2020 as president of North America operations. Joyce oversees Insight's 11,500+ teammates, who operate in 19 countries and who are dedicated to building meaningful connections to help businesses and communities run smarter. by modernizing the workplace, applications, and cloud infrastructure; and through advanced data analytics, artificial intelligence, and cybersecurity. Prior to joining Insight, she served as president of global channel, embedded, and edge solutions at Dell Technologies. During her 21-year tenure at Dell, she held various positions leading sales, operations, supply chain, partner strategy, services delivery and logistics. She holds an AB in International Relations from Brown University and an MBA in Business Administration and Management from Harvard Business School.



Ellen G. Cooper
Lincoln National Corporation

Ellen G. Cooper is President and CEO of Lincoln Financial Group and serves as a director on the Lincoln National Corporation Board. She is also President and a board member of the principal insurance subsidiaries of Lincoln Financial Group. Prior to her current role, Ellen was executive vice president, chief investment officer, and head of the enterprise risk and annuity solutions at Lincoln. She joined the organization in 2012 and was instrumental in developing and executing Lincoln’s general and separate account investment strategy, overseeing more than \$300 billion in assets and managing the company’s industry-leading hedge program. Earlier in her career, she held leadership roles at Goldman Sachs, AEGON US, Ernst & Young, and Tillinghast. Ellen currently serves on the American Council of Life Insurers (ACLI) board. She holds a bachelor of business administration in Actuarial Science from Temple University.

2021



Jane Fraser
Citigroup

S&P
500

Jane Fraser, is the President of Citi and the Chief Executive Officer of Global Consumer Banking. Her global responsibilities include all Consumer businesses in 19 countries covering Retail Banking and Wealth Management, Credit Cards, Mortgages, and the associated Operations and Technology. She is a member of the Citi Executive Management Team and serves as the Co-Chair for the Citi Women Affinity Group. Previously, she was CEO of Citi Latin America and Chief Executive Officer of the U.S. Consumer and Commercial Banking and CitiMortgage. Jane serves on the Board of Directors of Citibanamex and the Board of Dean’s Advisors, Harvard Business School. She is a member of the Economic Club of New York, the Global Advisory Board at Stanford, and the Council on Foreign Relations. Jane holds an MA in economics from Cambridge University and an MBA from Harvard Business School.



Karen S. Lynch
CVS Health

S&P
500

CVS Health is now the largest Fortune 500 company with a female CEO at the helm when Karen S. Lynch became the President and CEO in February 2021. As Executive Vice President, CVS Health and President, Aetna, Lynch has propelled the company forward during the COVID- 19 pandemic. Part of her expertise in the health care industry comes from executive positions at Cigna and Magellan Health Services, as well as more than thirty years of experience within the industry at large. A part of Business Insider’s Top 100 People Transforming Business, Fortune’s 50 Most Powerful Women in Business, Modern Healthcare’s 100 Most Influential People in Healthcare and Top 25 Women in Healthcare, Lynch clearly is an invaluable member of both the business community and the healthcare industry. She currently serves on the board of U.S. Bancorp, as an advisory board member of IBM Watson Health, and as a member of the Global 50 and the College Women’s Council. A graduate of Boston College and The Questrom School of Business at Boston University, Karen was awarded an honorary doctorate of humane letters from Becker College in 2015.



Laura Prieskorn
Jackson Financial

As President and CEO of Jackson, Laura Prieskorn executes their mission of helping more Americans approaching retirement achieve financial freedom for life by ensuring Jackson associates and resources are aligned to drive financial and operational excellence and create sustainable value for all company stakeholders. In her 30 plus years at Jackson, Laura has held broad-ranging leadership roles across the company’s executive, investment, and product committees. Most recently, Laura served as Jackson’s executive vice president and chief operating officer where she led Jackson’s operations, technology and information security initiatives. She was responsible for developing Jackson’s industry-leading operating platform, which combines low cost with superior service for clients, advisors, and distribution partners. Laura holds a bachelor’s degree in business administration from Central Michigan University

FORTUNE
500
2020



Patricia K. Poppe
PG&E

Patricia K. Poppe is the Chief Executive Officer of San Francisco-based PG&E Corporation. She joined PG&E in January 2021 after five years as President and CEO of CMS Energy and its principal subsidiary, Consumers Energy, where she focused on connecting the utility more closely with its customers and adapting lean operating system principle. In her decade-long career with the Michigan company, she held a variety of C-Suite positions. Earlier in her career, Patricia served as a Power Plant Director at DTE Energy and held a variety of plant management positions in the automotive industry. She is a member of the Board of Directors for Whirlpool Corporation, Associated Electric & Gas Insurance Services Limited, Edison Electric Institute, Institute of Nuclear Power Operations, American Gas Association, Electric Power Research Institute, and the California Chamber of Commerce. She earned a master's degree in management from the Stanford University Graduate School of Business and received a bachelor's degree and master's degree in industrial engineering from Purdue University.

FORTUNE
500
2020



Thasunda Brown Duckett
TIAA

As TIAA's CEO, Thasunda Brown leads a company whose mission is defined by financial inclusion and opportunity – goals and values she has upheld throughout her career. Thasunda joined TIAA after serving as CEO of Chase Consumer Banking, where she oversaw a banking network with more than \$600 billion in deposits and 50,000 employees. Previously, she was the CEO of Chase Auto Finance, one of the leading U.S. providers of auto financing, and National Retail Sales Executive for Chase Mortgage Banking, where she managed 4,000 mortgage bankers. Earlier in her career, Thasunda was a Director of Emerging Markets at Fannie Mae, where she led the implementation of national strategies designed to increase homeownership among Black and Hispanic Americans. She is passionate about helping communities of color close achievement gaps in wealth creation, educational outcomes and career success.

FORTUNE
500
2020



Rosalind Brewer
Walgreens Boots Alliance

S&P
500

Rosalind Brewer joined Walgreens Boots Alliance as CEO in March of 2021. She also is a Director on WBA's Board. Roz formerly served as COO and Group President at Starbucks from October 2017 to January 2021. Prior to Starbucks, she served as President and Chief Executive Officer of Sam's Club, a membership-only retail warehouse club and division of Walmart, Inc., from February 2012 to February 2017. She previously held several executive leadership positions with Walmart beginning in 2006. Earlier in her career, she served as President of Kimberly-Clark's Global Nonwovens Division and held various other positions at Kimberly-Clark. She is currently ranked #27 on Fortune's 50 Most Powerful Women in Business. Rosalind holds a bachelors degree in Chemistry from Spelman College.

2020

FORTUNE
500
2020



Linda J. Rendle
Clorox

Linda Rendle was named Clorox's CEO in September of 2020. Her previous roles at Clorox allowed her to gain a profound understanding of the company's inner workings. Prior to becoming CEO, she served as President and managed multiple global operations. Linda has been the key designer of Clorox's long-term growth plan with projects such as the IGNITE strategy, which expands the company's presence in wellness and nutraceuticals. Linda is committed to making the brand more environmentally friendly drawing upon innovation to create products like compostable cleaning wipes and captivating more online sales. She looks to support public health in any way she can to ensure the needs of both consumers and communities are met. She holds a bachelor's degree in economics from Harvard University.

FORTUNE
500
2020



Sue Y. Nabi
Coty, Inc.

Sue Y. Nabi was named Coty Inc.'s CEO in September of 2020, taking on the mission of rejuvenating the iconic beauty company and crafting a fresh, more modern company. She is a true veteran in the beauty space, with roughly 30 years of experience across key strategic focus areas for Coty. Sue's credentials include building and managing diverse, multi-functional global teams that design groundbreaking beauty campaigns to attract a wide demographic. At L'Oreal, she helped grow cosmetic brands and was named the youngest Worldwide President in company history. Sue was also the mind behind the revival of Lancôme by producing cutting-edge product and brand triumphs. Inspired by clean lifestyle and personal health, she has launched a revolutionary clean, vegan, ultra-luxury skincare brand, Orveda. She attended ENGEES Ecole Nationale du genie de l'eau et de l'environnement de Strasbourg and ESSEC Business school.

FORTUNE
500
2020



Lauren R. Hobart
Dick's Sporting Goods

Lauren Hobart simultaneously became the third CEO in Dick's Sporting Goods history, the first to run the company from outside the Stack founding family, and the first female CEO in the company's history in February 2021. Hobart has been President of Dick's since 2017 and was paramount in efforts to replace ample funds lost from the company's decision to lessen their firearm products in 2018. She has also spearheaded the company's e-commerce strategy, enabling Dick's to continue thriving through the ongoing pandemic. While other retailers have struggled, Dick's has reported a 23% increase in total sales to \$2.41 billion due to online sales, which doubled last quarter. Even before her successful oversight at Dick's that began in 2011, Hobart was dominating the food and beverage industry, maintaining several senior roles at PepsiCo, including the marketing lead in North America. Prior to PepsiCo, Lauren honed her marketing skills within the financial sector, at Wells Fargo and JP Morgan Chase. Hobart earned an undergraduate degree from the University of Pennsylvania, and an MBA from Stanford University.

FORTUNE
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2020

S&P
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R3000



Sonia Syngal
Gap Inc.
(Stepped down in July 2022)

With boosting the performance of Gap Inc. at the top of her to do list CEO, Sonia Syngal, brings her drive for innovation and need for action to the forefront of Gap Inc. turning priorities into realities. Sonia leads Gap with her compassion and deep respect for customers and fellow employees, forcing vital changes needed to make Gap successful now and in the future. She has been with Gap Inc. since 2004 operating as Managing Director of European business, senior vice president for Gap's International division and International Outlet division, executive vice president of Global Supply Chain and Product Operations, and CEO of Old Navy. Before taking her talents to Gap Inc., Sonia worked at Sun Microsystems as a leader in their manufacturing operations, logistics and supply chain management, and held roles in product design, quality and manufacturing engineering at Ford Motor Company. She holds a bachelor's degree in mechanical engineering from Kettering University and a master's in manufacturing systems engineering from Stanford.

S&P
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F1000
R3000



Sharmistha Dubey
Match Group
(Stepped down in May 2022)

Sharmistha Dubey is the powerful leader behind the highly acclaimed internet company Match Group, pioneer to dating sites such as Tinder, Hinge, and Match. com. As CEO, Dubey oversees all strategy, R&D, and developments across the company's portfolio. Since her appointment in March 2020, Sharmistha has launched Tinder Gold, the most successful form of monetization the company has established thus far. Over the past 15 years of her journey at Match, Dubey has served many roles including President of Match Group, President of Match Group North America, Chief Operating Officer of Tinder, and Chief Product Officer of Match. Sharmistha is vital to the growth, success, and monetization of Match's online dating platforms.

S&P
500



Lisa Palmer
Regency Centers

Lisa Palmer has been President and CEO of Regency since January 2020. Prior to her current role, she served as President and CFO, Executive Vice President and CFO and Senior Vice President of capital markets. She also held a variety of other leadership positions, having joined Regency in 1996. Before her career at Regency, Lisa worked with Accenture, formerly Andersen Consulting Strategic Services, as a consultant and financial analyst for General Electric. She is a member of the boards of the Jacksonville Branch of the Federal Reserve Bank of Atlanta, Brooks Rehabilitation, the United Way of Northeast Florida and the Urban Land Institute and ICSC. She also serves as the Second Vice-Chair of NAREIT. Lisa is a University of Virginia graduate and holds an MBA from the Wharton School of the University of Pennsylvania.

S&P
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F1000



Joanne Crevoiserat
Tapestry, Inc.

As Chief Executive Officer of Tapestry, Joanne Crevoiserat is responsible for driving the company's strategic growth agenda. She also sits on Tapestry's board. She joined Tapestry in 2019 as Chief Financial Officer, overseeing all financial management of Tapestry. Joanne has deep industry, financial, and operations expertise, having spent over 30 years in a variety of retail companies including Abercrombie & Fitch Co., Kohls and Walmart. She has held a variety of leadership positions in multi-brand, global companies with a focus on helping organizations successfully transform. In addition to Tapestry, Joanne serves on the board of General Motors and is a member of the Business Roundtable. She is a graduate of the University of Connecticut, where she received a Bachelor of Science degree in Finance.

FORTUNE
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2020

S&P
500



Carol Tomé
United Parcel Service, Inc.

Carol B. Tomé is CEO of UPS, the 12th CEO in the 114-year history of the company. She has also served on the UPS board for over 16 years. Before joining UPS, Carol was executive vice president and CFO of The Home Depot, Inc., one of the world's largest retailers. She joined Home Depot in 1995 as vice president and treasurer. Earlier in her career, she served in managerial roles at Johns Manville and United Bank of Denver. Carol is a board member for Verizon Communications, Inc. and a board trustee for Grady Memorial Hospital Corporation and the Atlanta Botanical Garden. She is also a member of The Committee of 200, The Buckhead Coalition, The Business Council, and the International Business Council of The World Economic Forum. A native of Jackson, Wyoming, Carol holds a bachelor degree in communication from the University of Wyoming and a master's degree in finance from the University of Denver.

FORTUNE
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2020

S&P
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Reshma Kewalramani M.D.
Vertex Pharmaceuticals

As CEO of Vertex Pharmaceuticals, Dr. Reshma Kewalramani is no newcomer to the field of medicine. Reshma received her medical degree from the Boston University School of Medicine and completed a General Management Program at Harvard University, both of which have prepared her for roles in the C-Suite. Prior to Vertex, she worked at Amgen for over twelve years, three of which she served as vice president. Her passion for helping patients and her commitment to R&D has led the team at Vertex to develop remarkable advances in medicine for treating debilitating diseases such as cystic fibrosis (CF), alpha-1 antitrypsin deficiency, APOL1-mediated kidney diseases, sickle cell disease, and beta-thalassemia. She has been named to Business Insider's list of 10 people transforming health care, the PharmaVOICE 100 list of the most inspiring and influential leaders in the life sciences, and Boston Business Journal's list of Women Who Mean Business.

FORTUNE
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2020

S&P
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Kristin Peck
Zoetis, Inc.

Inspiring her colleagues as a firm believer in Zoetis' culture and values, Kristin Peck was promoted to CEO of Zoetis in 2020. Before being named CEO, Kristen was Executive Vice President and Group President of U.S. Operations, Business Development and Strategy where she excelled in helping both customers and colleagues. Kristin brings to the table operational experience, profound customer expertise, and a drive to continue to grow Zoetis now and into the future. She has been essential in making Zoetis be seen as the world's leading innovator in animal health by managing numerous successful new product launches. Kristin aspires to push the company's corporate strategy and business development to new heights. Earlier in her career, Peck served as Pfizer's Executive Vice President of Worldwide Business Development and Innovation and worked in consulting, private equity, and real estate finance. She holds a bachelor's degree from Georgetown University and an MBA in finance from Columbia Business School.

2019

S&P
500



Julie Sweet
Accenture

Julie Sweet is Chair and CEO of Accenture. Previously, she served as CEO of Accenture's North American business. Prior to that, she was Accenture's general counsel, secretary, and chief compliance officer for five years. Earlier in her career, Julia was a partner for 10 years with the law firm of Cravath, Swaine & Moore LLP. Julie serves on the World Economic Forum Board of Trustees; is board chair of Catalyst and a member of the board of trustees for the Center for Strategic & International Studies and for the Marriott Foundation for People with Disabilities. She has been recognized as one of Fortune's Most Powerful Women in Business and as Forbes 100 Most Powerful Women in the World. Julie holds a BA from Claremont McKenna College and a JD from Columbia Law School.

FORTUNE
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2020

S&P
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Corie Barry
Best Buy

As CEO of Best Buy, Corie Barry is at the helm of a powerhouse provider of consumer electronics products and services. Following a career at Deloitte & Touche, she quickly found her forever home at Best Buy. In the field and at the corporate level, she developed a unique view into Best Buy's processes. With her combined sense of loyalty and work ethic, Corie advanced within the company, overseeing strategic transformation and growth, global financing, investor relations, and risk management. She entered the C-Suite in 2010 as VP of Finance and worked her way through the ranks as SVP, President, and EVP, before accepting responsibility as CEO in 2019. Under Corie's leadership, Best Buy is driving toward being one of the best places to work in America, along with predicted growth of annual revenue to \$50 billion by fiscal 2025. She serves on the board of Domino's Pizza. Corie holds a bachelor's degree in accounting and management from the College of St. Benedict.

FORTUNE
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2020

S&P
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Christine A. Leahy
CDW

Christine Leahy is the CEO, President, and Director of CDW. Preceding her promotion, she served as Chief Revenue Officer whose duties consist of all client confronting units, including its corporate, open, private, global, and integrated technology solutions organizations. Additionally, she served as Senior Vice President-International where she implemented the company's global solutions and drove strategic development. Outside of her corporate interests, Christine sits on the board of directors for Junior Achievement of Chicago and Northwestern Memorial Hospital, and is a member of the Economic Club of Chicago and The Chicago Network. With a passion for creating opportunities for women, Christine is also a founder and sponsor of CDW's Women's Opportunity Network, a group dedicated to the strategic support of women's advancement at CDW.

FORTUNE
500
2020

S&P
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Lori J. Ryerkerk
Celanese

Lori J. Ryerkerk, as Chair, President and CEO of Celanese Corporation brings over three decades of energy industry experience to her roles. She combines deep technical and commercial skills with a passion for the manufacturing. Prior to joining Celanese, her passion for manufacturing led her to ExxonMobil whose many operational and leadership roles helped her earn positions as SVP of Hess Corporation, Regional VP of Shell, and then executive VP of global manufacturing in Shell Downstream Inc. She currently serves on the board of directors of Eaton Corporation, a leading contributor of power management technologies and services. Additionally, she actively supports a variety of organizations in her hometown of Beaumont, Texas. She holds a degree in chemical engineering from Iowa State University, where she was inducted into the Department of Chemical and Biological Engineering Hall of Fame in 2021.

FORTUNE
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2020

S&P
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Jennifer M. Johnson
Franklin Resources

As Franklin Resources, Inc. CEO, Jennifer Johnson is tasked with handling all facets of business, setting up strategic objectives, and driving corporate priorities. Jennifer is the strong leader the firm needs to lead them strategically into the future with substantial practice in guiding all parts of an investment firm coupled with vast awareness of the investment management industry. She is known for her kind and innovative spirit which comes through when she helps people achieve their financial goals. Over her years at Franklin, she has managed every major aspect of business starting with her first position as COO and Co-President. She has been at the forefront of investment management, global distribution, customer service, fund administration, and global technology. Jennifer has also received much recognition in her field including Ignites.com's Most Influential Women in Fund Management. She earned a BA in economics from the University of California at Davis.

FORTUNE
500
2020



Penny Pennington
Jones Financial / 2019
(Formerly Edward Jones)

20-year Edward Jones vet, Penny Pennington, is managing partner of one of the biggest and most well-known brokerage firms in the U.S. Pennington started at Edward Jones in 2000 as a financial advisor. Over her years at Edward Jones, Pennington has held numerous leadership roles in New Financial Advisor Training, Branch Office Administrator Development, Branch and Region Development, and leading the Client Strategies Group. Pennington strongly believes in a safe and happy workplace for all and is the senior executive sponsor of the firm's LGBT+ & Allies Business Resource Group working to ensure the firm remains as a great place to work for all. Pennington manages the firm's strategic direction, working to make a profound difference in the lives of all Edward Jones' clients. Pennington has also received the recognition of being named on the Fortune Most Powerful Women in Business list. Penny earned a bachelor's degree in commerce with a concentration in finance from the University of Virginia and an MBA from Kellogg School of Management at Northwestern University. She is a graduate of Wharton's Securities Industry Institute and is a CFA® charterholder.

FORTUNE
500
2020



Michelle Gass
Kohl's

As CEO Of Kohl's, Michelle Gass is responsible for implementing long-term growth, profitability, and inspiring strategic thinking to grow a successful corporation. She has more than 25 years of experience in the retail and consumer goods industries. Michelle joined Kohl's in 2013 as chief customer officer. She subsequently took on the role of chief merchandising and customer officer before becoming CEO. Michelle is responsible for the creation of Kohl's long-term strategic framework, the Greatness Agenda, the launch of Kohl's new loyalty program, and for bringing in new categories, partners and brands such as Under Armour and Amazon. Prior to Kohl's, Michelle spent more than sixteen years with Starbucks Corporation holding a variety of leadership roles across marketing, global strategy and merchandising sectors. Michelle earned her B.S. degree in Chemical Engineering from Worcester Polytechnic Institute and her MBA from the University of Washington Michael G. Foster School of Business.

FORTUNE
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2020



Kathy J. Warden
Northrop Grumman

S&P
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Kathy Warden is Chair, CEO and President of Northrop Grumman Corporation. She has extensive experience in operational leadership and business development in government and commercial markets. Prior to joining Northrop Grumman in 2008, Kathy held leadership roles at General Dynamics and the Veridian Corporation, was a principal in a venture internet firm, and spent nearly a decade with the General Electric Company, working in commercial industries. She currently serves on the Board of Directors of Merck & Co. and Catalyst, as the chair of the Board of Directors of the Federal Reserve Bank of Richmond, as vice-chair of the Aerospace Industries Association, and on the James Madison University Board of Visitors. She is a seven-time recipient of Executive Mosaic's Wash100, a prized award for government contracting. She holds a bachelor's degree from James Madison University and an MBA from George Washington University.

FORTUNE
500
2020



Judith Fran Marks
Otis Worldwide Corp

S&P
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As President and CEO, Judy Marks is leading Otis through a digital and cultural transformation that will drive its long-term success as an independent, publicly traded company. With 35 years of industry experience, Judy has witnessed technological advances that integrate emerging and mature technologies in a way that further benefits society. Marks has held senior leadership roles at three global icons: IBM, Lockheed Martin and Siemens AG. She was serving as CEO of both Siemens USA and DresserRand, a Siemens business, when appointed President of Otis in 2017. Marks built her career on a host of challenging assignments, creating solutions for both global customers and government entities. A self-described technology zealot, Judy applies digital technologies and actively uses social media to amplify the reach of her messages. For her, leadership is about creating a sense of mission among employees. Marks earned a degree in electrical engineering from Lehigh University.

S&P
500



Heyward Donigan
Rite Aid

In 2019, Heyward Donigan was named Rite Aid CEO, stepping in as a veteran healthcare expert with proven leadership qualities and quantitative data proving her capabilities to drive profitable growth. Prior to assuming her Rite Aid responsibilities, Heyward served as president and CEO of Sapphire Digital (formerly Vitals), which designs and develops omnichannel platforms that help consumers choose their best-fit healthcare providers. Earlier in her career, she served as president and CEO of ValueOptions, then the nation's largest independent behavioral health improvement company and as EVP and CMO at Premera Blue Cross. She previously served on the board of NxStage Medical. Heyward has a bachelor's degree in English from the University of Virginia and a master's in public administration from New York University.

FORTUNE
500
2020



Nazzic Keene
SAIC

Nazzic Keene brings to her role as CEO, 30 years of experience in Information Systems, over 22 years in leadership roles, and 20 plus years in executive management. Under her leadership, the company has held onto large, single-award contracts with NASA and the Defense Department, and has grown its business with the Defense Intelligence Agency. Prior to joining SAIC, Nazzic was senior vice president and general manager for U.S. Enterprise Markets at CGI, and led the company's U.S. expansion. She serves on the board of Capital Partners for Education and has previously served on the boards of Year-Up National Capital Region and the Tragedy Assistance Program for Survivors (TAPS). She was also a member of the executive committee of the Leukemia and Lymphoma Society, National Capital Region. She holds a bachelor's degree from the University of Arizona.

PRE-2019

FORTUNE
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2020



Lisa Su
AMD / 2014

S&P
500

Responsible for the execution of Advanced Micro Devices' (AMD's) products that facilitate computer processors as well as running day-to-day business operations, Lisa T. Su steers AMD as CEO to be one of the top semiconductor industry leaders. Over her six years of running AMD, Su has integrated AMD's business unit, sales, and global operations teams into a market-centric organization. Su looks to take daring yet evaluated risks when it comes to product-development. Prior to CEO, Su started at AMD as senior vice president and general manager before moving to COO. Su's technological path started at Texas Instruments Inc. in the Semiconductor Process and Device Center before her shift to IBM then Networking and Multimedia at Freescale Semiconductor, Inc.

FORTUNE
500
2020



Gail Koziara Boudreaux
Anthem Inc. / 2017

S&P
500

Gail K. Boudreaux, as CEO of Anthem, Inc. runs their broad portfolio of health insurance and service divisions, which provide health care benefits to more than 70 million individuals. With multifaceted knowledge of the healthcare industry, Gail focuses on strategic growth, company culture, and operational efficiency. At the root of her successful leadership is her care for people. She has positioned Anthem to grow through innovative community-based programs and integrated clinical arrangements. Gail looks to lead Anthem into the future by increasing its U.S. geographical footprint and going not only deeper, but stronger in the regions in which they currently operate. Earlier in her career, Gail served as CEO of United Healthcare, executive vice president of Health Care Services Corporation, and held a variety of regional and national senior leadership positions at Aetna. She holds a BA from Dartmouth College and an MBA from Columbia University.

S&P
500

F1000



Jayshree Ullal
Arista Networks, Inc. / 2008

As President and CEO of Arista for over a decade, Jayshree Ullal is responsible for Arista's business and thought leadership in cloud networking. She led the company to a historic and successful IPO in June 2014 from zero to a multibillion-dollar business. Formerly Jayshree was senior vice president at Cisco, responsible for a \$10B business in data center, switching, and services. With more than 30 years of networking experience, she is the recipient of numerous awards, including E&Y's "Entrepreneur of the Year" in 2015, Barron's "World's Best CEOs" in 2018, and one of Fortune's "Top 20 Business Persons" in 2019. Jayshree holds a B.S. in engineering (electrical) from San Francisco State University and an M.S. in engineering management from Santa Clara University. She has received the Distinguished Alumni Award from each of her alma maters.

FORTUNE
500
2020



Barbara R. Smith
Commercial Metals / 2017

As Chair of the Board, President and CEO of Commercial Metals Company, Barbara Smith, understands the importance of showcasing her abilities and continuing the company's growth and profitability. Actively involved in all operational and strategic decisions, Barbara refocused Commercial Metals growth plan to its core strength, manufacturing. As consistent profits continue to grow from manufacturing, she has paid close attention to foreign policy, foreign imports into the U.S., as well as domestic trends for other growth opportunities in construction and acquisitions. Barbara describes herself as direct, tough, someone who sets high expectations, and holds people accountable. Before her role at Commercial Metals, she held executive positions at FARO Technologies, Gerdau AmeriSteel Corp., Alcoa Fujikura Ltd. and Alcoa, Inc. She holds a degree in accounting from Perdue University and is a Certified Public Accountant.

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2020



Lynn Good
Duke Energy / 2013

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As Duke Energy Chair, President & CEO, Lynn Good, runs one of the world's largest energy holding companies. Lynn has been guiding the company to adopt newer technology and more capable solutions to shape both the company's and the planet's future for the better. Her 10-year vision for Duke Energy is to cultivate the company's natural gas groundwork and build more resilient, intelligent energy grids with the capability of generating cleaner energy. By 2050, Lynn looks for Duke Energy to achieve net-zero emission ensuring customers with safe, dependable, clean energy in addition to strengthening the company's environmental stewardship. Prior to becoming CEO, she served as Duke Energy's CFO and began her utility career at Cinergy. Before joining the energy sector, Lynn was a partner at two international accounting firms. She holds a BS in systems analysis and accounting from Miami University.

FORTUNE
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2020



Phebe Novakovic
General Dynamics / 2013

As Chair & CEO Of General Dynamics, Phebe N. Novakovic's, main priority is to defend our nation's national security interests. Under her guidance, General Dynamic has grown through securing multiple contracts and researching multiple pathways to enhance national security. She is committed to developing General Dynamics and defending U.S. national security. Prior to being named CEO of General Dynamics, she was General Dynamics' executive vice president for the Marine Systems group, senior vice president of Planning and Development, and vice president of Strategic Planning. Before General Dynamics, Phebe served as the Special Assistant to the Secretary and Deputy Secretary of Defense, worked for the Office of Management and Budget, served as an operations officer for the Central Intelligence Agency. She began her career as an analyst for the McLean Research Center. She received her undergraduate degree from Smith College and holds an MBA from the Wharton School of Business.

FORTUNE
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2020



Mary Barra
General Motors / 2014

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Envisioning a healthier world where consumers have more time and great cars to get them where they want to go, General Motors Chair and CEO Mary Barra leads the top-ranked car company into a bright future full of zero crashes, zero emissions, and zero congestion. Mary believes that creating a better world with less pollution, less anxiety, and more time to spend with loved ones has to start where you spend about 37,935 hours of your life: in your car. She is focused on improving customer experience in whatever way possible by strengthening GM's core vehicle and services business, investing in advanced technologies like connectivity, electrification and autonomous driving, and transforming the ways of personal mobility. Before being named CEO, Mary held multiple positions across GM as vice president of Global Product Development, Global Human Resources, and Global Manufacturing Engineering. She received a BSEE in electrical engineering from Kettering University and holds an MBA from the Stanford School of Business.

FORTUNE
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2020



Kathy Mazzarella
Graybar / 2012

Kathy Mazzarella is Chairman, President and CEO of Graybar, the leading distributor of electrical, communications and data networking products. In 1980, Kathy began her career at Graybar in customer service, and proving her value, earned a spot as an executive at the corporate level. She worked tirelessly under all divisions at Graybar including strategic accounts, human resources, strategic planning, sales and marketing resulting in her being named CEO in 2012. In addition to her corporate responsibilities, she contributes to the community through her efforts on the board of many leading institutions. Additionally, Kathy founded WINGS, Women Influencing Graybar's Success. As a mentor, she felt it was essential to form a group where female employees and executives could network, share their stories, and support the success of women in business. Her undergraduate degree is from National-Lewis University and she holds an MBA from Webster University.

FORTUNE
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2020



Michele Buck
The Hershey Company / 2017

Michele Buck is Hershey's first woman CEO. Under her leadership, The Hershey Company continues to innovate and deliver quality products under the founding principle that "to do well is to do good." Michele understands that the key to sustaining a successful business in an unpredictable food market, and through the COVID-19 pandemic, is to stay agile. As a self-proclaimed perfectionist, she is constantly looking for ways to capture more opportunities to maintain majority share in the market. Before joining Hershey in 2005, Michele served 17 years at Kraft/Nabisco in numerous senior positions and at the Frito-Lay division of PepsiCo. In addition to her responsibilities at Hershey, Michele dedicates her time to serving on the Board of Directors at New York Life, and as a Benefit Co-Chair for the Children's Brain Tumor Foundation and has been named many times to Fortunes' "Most Powerful Women" list. She holds an MBA from the University of North Carolina at Chapel Hill.

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Adena Friedman
Nasdaq, Inc. / 2013

Noted for radically shaping Nasdaq's renovation to become a leader in global exchange and technology solutions Adena Friedman sits at the top of Nasdaq as President and CEO. With more than 20 years of industry management and knowledge, Friedman is reshaping the ways to grow wealth, create jobs, and enhance people's lives. Friedman aspires for Nasdaq to set the tone for re-examining capital markets and economies. Friedman has challenged the company to focus on productivity, product development, and growth. Despite the pressure as CEO, Friedman is not only up to the task, but concentrates on remaining true to who she is and the company's mission of helping capital markets and clients effectively by providing advanced technology, dependable solutions, and honesty. Before CEO, Friedman was President and COO, in a variety of management positions, and an intern at Nasdaq with a brief hiatus as CFO and Managing Director of The Carlyle Group. She earned a BA in political science from Williams College and an MBA from Vanderbilt University's Owen Graduate School of Management.

FORTUNE
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2020



Vicki Hollub
Occidental Petroleum / 2016

Occidental Petroleum Corporation, CEO Vicki Hollub, has proven herself a leader with widespread acumen and control of Occidental's business. She is responsible for all of Occidental's operations, including financial management and strategic planning with a goal of making Occidental the top company in the oil industry. In her 35 years with Occidental, Vicki has held management and technical positions with responsibilities on three continents, including roles in the United States, Russia, Venezuela and Ecuador. Most recently, she served as Oxy's President and Chief Operating Officer, overseeing the company's oil and gas, chemical and midstream operations. Vicki serves on the boards of Lockheed Martin and the American Petroleum Institute; is chair of the World Economic Forum's Oil and Gas Community and a member of the Oil and Gas Climate Initiative. She holds a Bachelor of Science in Mineral Engineering from the University of Alabama.

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Safra Catz
Oracle / 2014

As the mastermind behind Oracle's aggressive acquisition strategy CEO, Safra Catz, has aided the company in closing more than 100 acquisitions since 2005. Prior to her work at Oracle, Safra held multiple positions at the investment bank of Donaldson, Lufkin & Jenrette. Catz's Oracle journey began in 1999 first serving as a member of the company's board of directors moving to President then CFO before becoming CEO. Dealt with the task of moving Oracle into the future of computer software and remaining as an industry leader, Catz has made it her mission to oversee all aspects of Oracle's 'transformation journey' into cloud computing and data driven systems. To help in this transformation, Safra is focused on the creation of artificial intelligence-driven operating systems and partnerships with other industry leaders.

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Susan Patricia (Tricia) Griffith
Progressive

Since assuming responsibility as Progressive Insurance CEO in 2016, Tricia Griffith has steered the company to remarkable growth utilizing her insightful business wisdom accumulated over many years in the industry. An engaged culture with attention to growth and customers are Tricia's key ingredients in her recipe for Progressive's success. Under Griffith's leadership, Progressive has increased new businesses segments, growing the segment of customers who bundle home and auto insurance from 400,000 to more than one million. Alongside a focus on new business segments, Tricia is also dedicated to continuing to grow the company's traditional auto business. One of her main priorities is diversity and offering an inclusive work environment so all employees can bring their whole selves to work. Earlier in her career, Tricia served as Personal Lines COO, claims representative group president, President of Customer Operations, and started as a Claims Representative. Tricia has a bachelor's degree from Illinois State University and is a graduate of the Wharton School of Business' Advanced Management Program.

FORTUNE
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2020



Anna Manning
Reinsurance Group Of America / 2017

As President and CEO, Anna Manning leads the Reinsurance Group of America with exceptional business insight, great technical skills, and an innate understanding of the industry. Anna oversees operations in 26 countries in order to deliver proficiency in all aspects of insurance. Before assuming her current responsibilities, she held multiple positions across RGA including executive vice president and COO for RGA's International Division, executive vice president and head of U.S. Markets, and senior executive vice president of Global Structured Solutions. Prior to joining RGA, Anna spent nearly two decades with the Toronto office of Towers Perrin's Tillinghast's insurance consulting practice. A Fellow of the Society of Actuaries and the Canadian Institute of Actuaries, she holds a BS degree in Actuarial Science from the University of Toronto.

FORTUNE
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Barbara Rentler
Ross Stores / 2014

Ross Stores CEO, Barbara Rentler, runs the retail superstore as a hardworking leader who cares about her employees and creating profits for her company more than the spotlight. Colleagues have praised her for getting the job done. Focusing on what brings in the shoppers, Barbara concentrates on Ross's mega deals on big name brands for big-time returns to shareholders. Before taking on the role of CEO, she held several merchandising positions at Ross, moving her way up from senior vice president to executive vice president of merchandising to president and chief merchandising officer. A key component of her success is Barbara's managing the company to always be the place shoppers go for great bargains. In 2019, she was the only woman among 100 individuals named to Forbes' "America's Most Innovative Leaders" list.

FORTUNE
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Margaret M. Keane
Synchrony Financial / 2014

Margaret Keane has risen to the top of the financial industry as Executive Chair of Synchrony Financial, one of the nation's premier financial service companies. She is passionate about technology, company development, and employee diversity creating a reputation as a revered leader. Under Margaret's vision, Synchrony has three missions: investment in innovative solutions to drive growth by leveraging new-found technology; partnerships outside traditional retail to drive prosperity; and a work environment full of inclusion and diversity. Prior to Synchrony, Keane had an 18 year career with GE Capital holding several leadership positions in consumer finance, vendor financial services, operations and quality, leading to being named President and CEO. Margaret's career began at Citibank where she spent 16 years in various management positions. She holds a BA in government and politics and an MBA from St. John's University, who has awarded her with their Alumni Outstanding Achievement Award.

FORTUNE
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2020



Sheryl Palmer
Taylor Morrison Home Co. / 2012

Sheryl Palmer is the Chair and CEO of Taylor Morrison Home Corporation, a leading national homebuilder and developer. Since 2007, she has overseen a highly experienced leadership team in several key national homebuilding markets. Sheryl has more than 30 years of cross-functional building experience, including leadership in land acquisition, sales and marketing, development and operations management. She has led Taylor Morrison into the top ranks of America's largest public homebuilders, following the company's IPO in 2013. Her passions extend beyond her corporate responsibilities to her three children and five grandchildren; leadership and diversity; supporting veterans; solving for homelessness; and health and wellness. Sheryl serves on the Board of Directors of Interface Inc. and is an Executive Committee Member of the Joint Center for Housing Studies (JCHS) Policy Advisory Board at Harvard University. She studied special education and teaching at San Diego State University.

FORTUNE
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2020



Teresa Rasmussen
Thrivent Financial for Lutherans / 2018

As CEO of Thrivent Financial, Teresa Rasmussen is dedicated to building a powerful deliverable strategy and a more holistic organization. One of the financial industries most diversified executives, she is knowledgeable in all facets of the business, from insurance to investments and banking opportunities. Teresa hopes to leave a legacy of helping current and future generations thrive and achieve financial stability. Before taking over as CEO, she was president of Thrivent's core life, health and annuities business after serving 10 years as senior vice president, general counsel and secretary. In addition to her managerial commitments, Rasmussen is an active member of the American Council of Life Insurers Board of Directors and serves on its Steering Committee on Consumer Issues. She is also on the board of the Walker Art Center, where she is secretary, chairs the audit committee and serves on the executive committee. She received her bachelor's degree in accounting from Minnesota State University at Moorhead. After passing the CPA exam, she earned her JD from the University of North Dakota.

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Mary Dillon
Ulta Beauty / 2013
*Stepped Down June 2021, became
Executive Chair from Jun 2021-Jun 2022
NOW CEO OF FOOT LOCKER*

Anything is possible with Mary Dillon as Executive Chair of top performing cosmetics retailer and "money-making machine," Ulta Beauty. Managing over 45,000 employees, 92% of whom are women, inspired the formation of Mary's nonprofit, the Ulta Beauty Charitable Foundation, which has donated more than \$14 million to women and their families. Ulta serves as a one-stop-shop supplying shoppers with products from all categories of the beauty industry, making Ulta the number one destination for Gen Z clientele. Passionate about studying consumer behavior, she understands the importance of keeping her team prepared, nimble, and innovative. Prior to joining Ulta Beauty, she was President, CEO, and director of U.S. Cellular; global chief marketing officer and executive VP for McDonald's Corporation and held numerous titles at PepsiCo. Mary also serves on the board for Starbucks Corporation and KKR & Co. and has been named one of Fortune's most powerful women. She holds a bachelor's degree in Marketing and Asian Studies from the University of Illinois at Chicago.

FORTUNE
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2020



Laura Alber

Williams-Sonoma, Inc. / 2010

Laura Alber, CEO of Williams-Sonoma exceeds expectations by smartly managing different company software platforms through investments in technology, improved shipping methods, customer service, and other revenue producing sources. Laura joined Williams-Sonoma in 1995 as a senior buyer in the Pottery Barn subsidiary brand. Through a series of promotions, she became President of William Sonoma where she headed global supply chain, distribution, and logistics, preparing her for her role as CEO. Laura feels that WSI is set to outperform its lifestyle competitors because of their superior lifestyle merchandise, collaborative and creative culture, and international expansion plans. New market spaces WSI has entered to expand their multi-channel brand include Pottery Barn Kids, PBteen, PBdorm, West Elm and West Elm Market, Mark and Graham, Rejuvenation and the WS Agrarian collection. Laura earned a B.A. in psychology from the University of Pennsylvania and serves on the Board of Overseers for her alma mater's College of Arts & Science.

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Debra A. Cafaro

Ventas, Inc. / 1999

Debra Cafaro, CEO of Ventas, Inc., directs the top real estate investment company in providing management, leasing, marketing, facility development and advisory services to hospitals and health organizations. She's in charge of roughly 1,200 healthcare, research and innovation and senior living properties in North America and the UK; and advises leading healthcare providers and research institutions on their financials. Since early 2020, Debra successfully led Ventas through the unprecedented COVID-19 crisis with compassion and conviction, consistently prioritizing the health and safety of her employees and 75,000 seniors residing in Ventas-owned senior living communities. For her efforts, she was awarded the Order of Lincoln, Illinois highest public service honor. Preceding Ventas, Debra was President and Director of Ambassador Apartments, Inc., a practicing lawyer for 13 years, and a judicial clerk for the Honorable J. Dickson Phillips. She earned a BA from the University of Notre Dame and a JD degree from the University of Chicago Law School.

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Joey Wat

Yum China Holdings / 2018

As CEO, Joey Wat brings a unique business approach Yum China Holdings, the successful food corporation which operates popular fast food chains including KFC, Pizza Hut, Taco Bell and many others. She sums it up this way: "Good food, good fun, internal beauty, external beauty." Since assuming CEO responsibilities, Wat has overseen major renovations to 95% of Yum China's KFC fast-food restaurants which account for roughly 70% of Yum China's revenues. In addition to the updates of existing KFC restaurants, she also orchestrated the opening of over 1,000 new KFC locations across the country. In the past few years, Joey has been named one of the most powerful: women in business, business leaders and women in international business. She holds a master of management degree from the Kellogg School of Management at Northwestern University

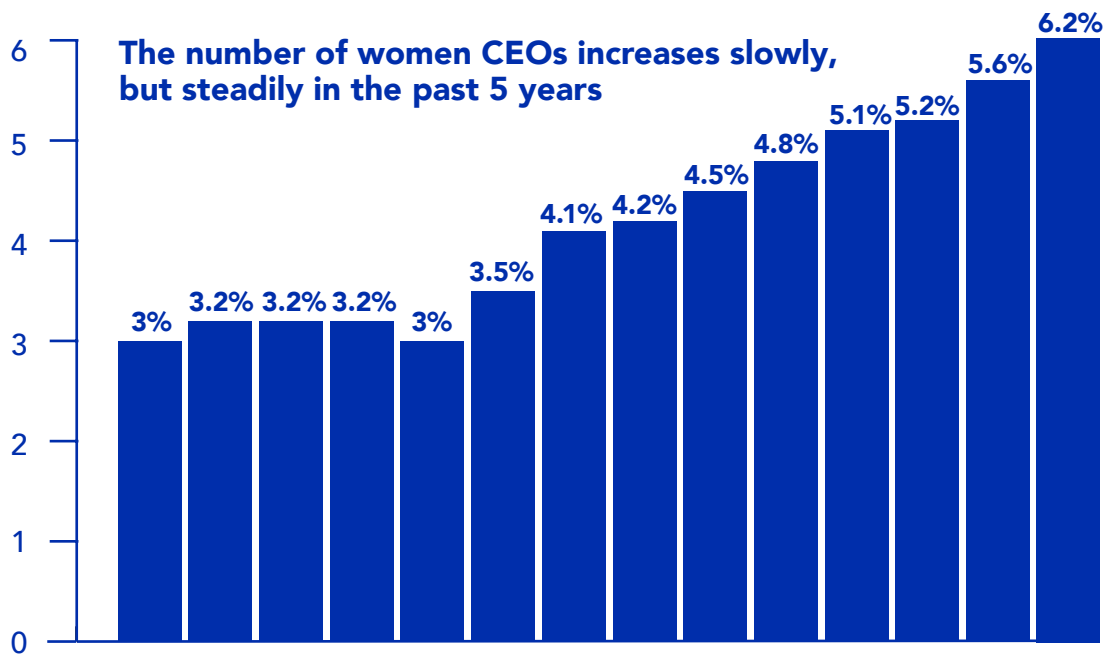
2022 DATA

Russell 3000

Looking beyond the top 500 lists, the Russell 3000 covers a broader view of companies listed on the stock market than other indexes. By measuring total market capitalization, it delivers a comprehensive view of the largest public companies incorporated in the United States, covering approximately 98% of tradable stocks. In this index too, women are increasing their share of the CEO position overall. The Russell 3000 index contains 3,000 publicly traded U.S. companies of the U.S. equity market. In 2021, women made up 6.2% of CEOs in Russell 3000 companies. As of June 2022, there are 186 women CEOs in the Russell 3000.

*“One woman can
make a difference.”*

– Sharon Bowen, Chair NYSE



NEW WOMEN CEOs in the Russell 3000

NAME	COMPANY	NAMED
Yvonne L. Greenstreet	Alnylam Pharmaceuticals, Inc.	2021
Natalie Grace Wolfsen	AssetMark Financial Holdings	2021
Julie K. Streich	Barnes Group Inc.	2021
Katharine A. Keenan	Blackstone Mortgage Trust	2021
Katherine H. Antonello	Employers	2021
Julie Marie Eastland	Harpoon Therapeutics, Inc.	2021
Yamini Rangan	HubSpot	2021
Melinda D. Whittington	La-Z-Boy	2021
Denise A. Paulonis	Sally Beauty Holdings, Inc.	2021
Wendy Thomas	SecureWorks	2021
Laura A. Francis	SI-BONE	2021
Jennifer C. Witz	Sirius XM Holdings	2021
Mary B. Fedewa	STORE Capital	2021
Katie A. Lorensen	Alerus Financial Corporation	2022
Nicole Sandford	Aspira Women's Health Inc.	2022
Sue E. Gove	Bed Bath & Beyond Inc.	2022
Kathryn Haviland	Blueprint Medicines Corporation	2022
Leagh E. Turner	Ceridian HCM Holding Inc.	2022
Kelli A. Valade	Denny's Corporation	2022
Maggie Wilderotter	DocuSign, Inc.	2022
Stacey M. Stevens	iCAD, Inc.	2022
Yael Duffy	Industrial Logistics Properties Trust	2022
Dr. Jacqueline Elizabeth Shea Ph.D.	Inovio Pharmaceuticals, Inc.	2022
Laurel M. Hurd	Interface, Inc.	2022
Lynn A. Tetrault J.D.	NeoGenomics, Inc.	2022
Kristi Jones	NexImmune, Inc.	2022
Carrie Eglinton Manner	OraSure Technologies, Inc.	2022
Karen S. Haller	Southwest Gas Holdings, Inc.	2022
Lorie Tekorius	The Greenbrier Company	2022
Rati Sahi Levesque	The RealReal, Inc.	2022
Sima Sistani	WW International, Inc.	2022

Note: We are happy to report that since the end of data collection, June 30th, 2022, there are four additional CEOs on the Russell 3000: Suzanne Winter at Accuray Inc., Patricia H Nilsen at New York State Electric and Gas Corp. Subsidiary of Avangrid, Julie Baron at Trean Insurance Group and Stephanie McMahon Levesque at World Wrestling Entertainment, Inc.

Fortune 1000 & Russell 3000

2022

R3000



Katie A. Lorenson

Alerus Financial Corporation / 2022

Katie A. Lorenson is President, CEO & Director of Alerus Financial Corporation in 2022. She joined the Alerus Financial Corporation in 2017. She was Executive VP & CFO of Alerus Financial Corporation 2017 to 2022. She is President & CEO of Alerus Financial, National Association. She was Treasurer & CFO of Central Bancshares, Inc. She was employed at Central Bancshares, Inc. until 2015. She was Chief Financial Officer of the Central Bank. She was employed at the Central Bank until 2016. She has a Bachelor's in Accounting from Minnesota State University, Mankato.

R3000



Nicole Sandford

Aspira Women's Health Inc / 2022

Nicole Sandford was appointed President and CEO in February 2022 after serving as a member of the company's Board since February 2021. Nicole brings more than three decades of executive and leadership experience to the role. Nicole has extensive experience as an innovator and business leader as well as a sought-after advisor to CEOs and Boards on strategy, operations, human capital, governance, and risk. At global consultancy Deloitte, Nicole was the executive sponsor of multiple new businesses in the life sciences/healthcare, financial services, and consumer industries where she consistently oversaw rapid, sustainable growth. Nicole is an Emeritus Member of the Weinberg Center at the University of Delaware and the patient representative for the Greenwich Hospital Breast Cancer Accreditation Committee. She is the Board Chair of Girl Scouts of Connecticut and a Board Member of the Stamford Public Education foundation. Nicole has received the Yale School of Management's "Rising Star" Award and The International Alliance for Women (TIAW) World of Difference 100 Award. She holds a Bachelor of Business Administration (with honors) from Niagara University.

R3000



Sue E. Gove

Bed Bath & Beyond Inc. / 2022

Ms. Gove has been an Independent Director of Bed Bath & Beyond Inc. since May 2019. Throughout her tenure, Sue served two years as a member of the Audit Committee and three years as a member of the Nominating and Corporate Governance committee. In March, she was named Chair of the Board's Strategy Committee. Sue has spent more than 30 years within the retail industry serving a variety of senior financial, operating and strategic roles that included President and Chief Executive Officer of Golfsmith International Holdings and Chief Operating Officer of Zale Corporation. She has also served as a Senior Advisor for Alvarez & Marsal, a global professional services firm, from March 2017 to March 2019, where she primarily focused on advisory and turnaround for retail companies. She is the President of Excelsior Advisors, LLC, a retail consulting and advisory firm founded in August 2014.

R3000



Kathryn Haviland

Blueprint Medicines Corporation / 2022

Kathryn Haviland, serves as President, CEO & Director of Blueprint Medicines Corporation since 2022 and has been its Chief Operating Officer since 2019 until 2022. Ms. Haviland built relationships with key opinion leaders and patient advocacy groups and collaborated with the orphan disease community. Prior to Sarepta, she served as Executive Director of Commercial Development at PTC Therapeutics from 2007 to 2012, where she was responsible for establishing and executing PTC's commercial strategy and building its corporate infrastructure. She held various corporate development and project management roles at Genzyme from 2005 to 2007. Ms. Haviland holds a BA in Biochemistry/Molecular Biology and Economics from Wesleyan University and an MBA from Harvard Business School.

R3000



Leigh E. Turner

Ceridian HCM Holding Inc. / 2022

A seasoned global technology leader with expertise in the software industry and a proven ability to drive growth, Leigh Erin Turner is Co-CEO and Director of Ceridian HCM Holding Inc. She previously served as President and COO. She is responsible for all Ceridian HCM Holding Inc. operational functions. She. Leigh previously served in many senior leadership roles within SAP, including: Global Chief Operating Officer of Strategic Customer Program Chief Operating Officer in EMEA and Canada, Acting Chief Operating Officer of SAP Europe, Middle East, and Africa and Acting President of SAP Canada, an Chief Operating Officer and Vice President of Sales Central Region.. She is a strong advocate for the advancement of women in leadership and has been recognized twice on the WXN (Women's Executive Network) Canada's Top 100 Most Powerful Women list. She holds a BA from the University of Western Ontario.

R3000



Kelli A. Valade

Denny's Corporation / 2022

Kelli A. Valade is President and CEO of Denny's Corporation and also serves as a director since 2022. She serves as President and CEO Black Box Intelligence (formerly TDn2K) since 2019. She serves as a Director of Seasoned 2.0 Inc. She serves as Director of at Seasoned LLC. She has been with Brinker International holding various positions, including Director of Human Resources for On The Border, Vice President for Emerging Brands & Corporate Human Resources and served as Senior Vice President of Chili's and On The Border PeopleWorks and Brinker Shared Services. She sits on the Board of Trustees for the Shelton School in Dallas. Prior to joining Brinker, Keili worked for the Specialty Concepts Division of Carlson Restaurants Worldwide. She holds a seat on the Founders Board of the Multi-Cultural Food Service Hospitality Alliance. She has also received several industry recognitions, including being named to the Nation's Restaurant News Top 50 Power List several times. In addition, The Western Foodservice and Hospitality Expo gave her the Beacon Award in 2016 and Dallas Business Journal named her a Woman Worth Watching in 2013. She is also a Member of the Society for Human Resource Management and Women's Foodservice Forum. She holds a Bachelor's degree in Sociology from Binghamton University and an MBA from Syracuse University.

R3000



Maggie Wilderotter

DocuSign, Inc. / 2022

Seasoned executive and DocuSign Chairman Mary Agnes "Maggie" Wilderotter was appointed interim CEO in 2022. Previously, she was Chair and CEO of the Grand Reserve Inn, a luxury inn located on Wilderotter Vineyards. Maggie joined DocuSign's Board of Directors in March 2018. She brings a wealth of experience in technology and enterprise services in addition to her four years on DocuSign's Board. For more than ten years, she served in a number of senior leadership roles at Frontier Communications Corp., including as Executive Chair of the Board of Directors; Chair and CEO; and President, CEO, and a director. She is also a public company Director at Costco Wholesale Corp., Sana Biotechnology and Lyft, Inc. Maggie received a B.A. in Economics from the College of the Holy Cross.

R3000



Stacey M. Stevens
iCAD, Inc. / 2022

Since joining the company in 2006, Stacey M. Stevens has held several senior executive-level roles with increasing responsibility and has most recently served as Executive Vice President & Chief Strategy and Commercial Officer. Under her leadership, the Company has successfully launched leading-edge products within its cancer detection and therapy businesses, formalized its partnership with lead breast cancer researchers at the renowned Karolinska Institutet, accelerated the development of an artificial intelligence-based risk prediction offering, and deployed a strong commercial organization to drive future growth. Stacey brings more than 20 years of global business development, sales and marketing leadership experience with distinguished organizations such as Philips Medical Systems, Agilent Technologies and Hewlett Packard's Healthcare Solutions Group to iCAD. Prior to her tenure at iCAD, she held the position of Vice President, Marketing Planning at Philips Medical Systems, where she was responsible for the leadership of all global marketing planning functions for Philips' Healthcare Business. From 2003 to 2005, she was Vice President of Marketing for the Cardiac and Monitoring Systems Business Unit of Philips. Prior to that, Ms. Stevens held several key marketing management positions in the Ultrasound Business Unit of Hewlett-Packard/Agilent and Philips Medical Systems. Stacey earned a Bachelor of Arts Degree in Political Science from the University of New Hampshire, and an MBA from Boston University's Graduate School of Management.

R3000



Yael Duffy
Industrial Logistics Properties Trust / 2022

Yael has been President since 2022 and Chief Operating Officer since 2020. Ms. Duffy is also Senior Vice President of The RMR Group (and is responsible for overseeing asset management of a portfolio of office, industrial and retail properties managed by RMR and the company's credit and business analytics teams. Since joining RMR in 2006, Yael has also worked in RMR's Accounting group as an Accounting Manager and Real Estate Services group as an Area Director in the Northeast region. Prior to joining RMR, she worked at Spaulding & Slye. Yael earned a bachelor's degree in finance with a minor in Economics from the University of Massachusetts at Amherst and is a member of the National Association of Office and Industrial Properties (NAIOP).

R3000



Dr. Jacqueline Elizabeth Shea Ph.D.
Inovio Pharmaceuticals, Inc. / 2022

Dr. Jacqueline Shea has served as INOVIO's President and CEO since May 2022. A molecular biologist and cell cycle geneticist by training, Jacqueline has dedicated much of her career to developing innovative products to prevent and treat infectious diseases. At INOVIO, she is responsible for establishing and leading overall corporate strategy across its clinical programs and advancing its DNA medicines platform. She joined the company as COO, serving as a key member of the executive team and led INOVIO's manufacturing, commercial, business development, project and alliance management operations. Prior to joining INOVIO, she was the CEO at Aeras where she oversaw two major clinical trial breakthroughs in the development of TB vaccines. Previously, she held executive roles at Emergent BioSolutions and Oxford-Emergent Tuberculosis Consortium. She has been named as an inventor on more than 20 patents, is an author of numerous scientific publications, has served on multiple advisory boards and currently serves on the Board of Trustees for the Sabin Vaccine Institute. She received a BSc Hons in Applied Biology from the University of Bath and a Ph.D. from the National Institute for Medical Research in the UK.

R3000



Laurel M. Hurd
Interface, Inc. / 2022

Laurel M. Hurd is President, CEO and director of Interface, Inc., since April 18, 2022. She has been Segment President of the Learning & Development Segment at Newell Brands Inc. since February 18, 2019. She served as a Division Chief Executive Officer of Writing at Newell Brands Inc since February 2018 until February 18, 2019. From 2016 to February 2018, she served as Chief Executive Officer of Baby Division at Newell Brands. She was President of Home & Baby Segments at Newell Brands Inc. since January 2016. From May 2014 until 2016, Laurel was President of Baby and Parenting, leading the acquisition of Baby Jogger and later assuming leadership of the Home and Baby segment, including the Calphalon, Goody and Rubbermaid consumer brands. Laurel served as Vice President of Global Development for Baby & Parenting at Newell Brands Inc. (formerly Newell Rubbermaid Inc.) From 2012 to 2014, Laurel was Vice President, Global Development, leading both Marketing and Research & Development for the Graco, Aprica and Teutonia brands globally. Laurel served as Vice President of Sales at Newell Rubbermaid, Calphalon brand from March 2001 to July 2010. She served as National Sales Manager at Newell Rubbermaid; Calphalon brand since July 1999 until March 2001. She served as Senior Regional Account Manager at Braun, division of Gillette since 1993 until 1998. She has been an Independent Director at Thor Industries, Inc. since September 01, 2021. She studied at Miami University.

R3000



Lynn A. Tetrault J.D.
NeoGenomics, Inc. / 2022

Lynn Tetrault has served as a director since June 2015. Ms. Tetrault is founder and principal of Anahata Leadership, an advisory firm focused on supporting the leadership effectiveness and development of executive women. She worked from 1993 to 2014 with AstraZeneca, PLC, most recently as Executive Vice President Human Resources and Corporate Affairs. Lynn was responsible for all human resources strategies, talent management, executive compensation and related activities, internal and external communications, government affairs, corporate reputation, and corporate social responsibility for the Company. She holds an undergraduate degree from Princeton University and a J.D. from the University of Virginia Law School.

R3000



Kristi Jones
NexImmune, Inc. / 2022

Kristi Jones serves as President, CEO and Director at NexImmune, Inc. since February 2022 and served as its Chief Operating Officer from March 2018 until February 2022. She previously served as Senior Vice President of Business Operations and Product Development, and Chief Business Officer from Earlier in her career, Kristi was Vice President of Portfolio Strategy at AstraZeneca. and Vice President of Global Strategic Marketing at MedImmune. Prior to that, she held multiple leadership roles with increasing responsibility at Genentech where she worked for 16 years, including Head of Immunology and Ophthalmology Global Product Strategy. She serves on the Life Science Panel for Springboard Enterprises focused on start-up companies led by women and on the Cell Therapy Committee for the Alliance of Regenerative Medicine. Kristi received her Pharmacy degree from the University of Texas, College of Pharmacy and her B.S. in Biology from Texas Tech University.

R3000



Carrie Eglinton Manner

OraSure Technologies, Inc. / 2022

Carrie Eglinton Manner serves as President, Chief Executive Officer & Director of OraSure Technologies, Inc. since 2022. She serves as an Independent Director of Repligen Corporation since June 11, 2020. She serves as a Senior Vice President of Advanced and General Diagnostics Clinical Solutions at Quest Diagnostics Incorporated since April 2022 and served as its senior vice president of Advanced Diagnostics since joining in February 09, 2017 until March 2022. She is responsible for bringing innovative diagnostic solutions to market through Quest's clinical franchises. She co-Chairs the Quest's African American Employee Business Network. She serves as the Chief Executive Officer of Clariant, Inc. She joined Clariant in February 2011. She serves as a Director of Thrive Networks and holds a Bachelor of Science in Mechanical Engineering from the University of Notre Dame.

R3000



Karen S. Haller

Southwest Gas Holdings, Inc. / 2022

Karen S. Haller has been Chief Legal & Administrative Officer of Southwest Gas Holdings, Inc. since 2018 and serves as its director since 2022 and served as executive vice president since 2018 until 2022 and served as its senior vice president since 2012 until 2018 and served as Corporate Secretary since 2010 until 2019 and General Counsel since September 2008 until 2018 and is President and Chief Executive Officer from May 07, 2022. Ms. Haller joined Southwest Gas in March 1997. She serves as Chief Executive Officer of Southwest Gas Corporation. She serves as an Executive Vice President, Chief Legal and Administrative Officer and Director at Southwest Gas Corporation since 2018. Prior to joining Southwest, she was in private practice in Tucson, Arizona. She is a Member of the State Bars of Arizona, California and Nevada. Ms. Haller holds a bachelor's degree with honors in Finance from the University of Wyoming, as well as a JD from Cornell Law School.

F100
R3000



Michelle Keefe

Syneos Health, Inc. / 2022

Michelle Keefe has over 30 years of life sciences expertise and a proven track record of creating cross-collaborative, agile teams that accelerate product development success. She most recently served as Syneos Health's president of Medical Affairs and Commercial Solutions, where she drove the transformation of the Company's Commercial business. Prior to joining Syneos, Michelle spent 20 years at Pfizer, with increasing levels of responsibility culminating as a regional president and led market development for the Visiting Nurse Service of NY. She previously served as global group president and chief development officer at Publicis Health, overseeing the Contract Sales Organization, medical affairs, and specialty agency functions. Michelle is currently an executive sponsor of the Syneos Health DE&I Council and sits on the Healthcare Businesswomen's Association's (HBA) Global Board of Directors. She holds a B.S. in marketing from Seton Hall University.

F1000



Lorie Tekorius

The Greenbrier Companies / 2022

Lorie L. Tekorius serves The Greenbrier Companies as Principal Executive Officer, President, CEO NS CEO and Director. She was previously COO. She grows Greenbrier at scale; to enhance its core business strengths of Engineering, Manufacturing, Commercial and Leasing; to develop its international business, while advancing workplace diversity, equity, and inclusion; and creating a strong external and internal talent pipeline along with succession planning for key management. She served as an executive vice president of The Greenbrier Companies, Inc. since April 26, 2017, until August 26, 2019, and served in various management positions since 1995. She has held various responsibilities at Greenbrier and its affiliates including manufacturing scheduling, strategic planning and other roles interfacing with the Commercial and Manufacturing units. She has received numerous public recognitions for her leadership in the rail industry and within the communities where Greenbrier operates. In 2017, she was one of 25 recognized as "Women of Influence" by the Portland Business Journal (PBJ). In 2018, PBJ named her CFO of the Year. She was a 2020 National Association of Manufacturers' STEP A Head Honoree, Lorie has a BBA in accounting from Texas A&M University.

R3000



Rati Sahi Levesque
The RealReal, Inc. / 2022

Rati Sahi Levesque was born and raised in San Francisco. After sharpening her chops in the financial industry, Rati opened the fashion-forward Anica boutique in San Francisco's hip Russian Hill neighborhood. Setting out to fill the void of avant-garde designers in the city, Anica acquired a significant following, especially the store's luxury consignment selection, which featured specialty and vintage pieces. In addition, Anica boasted a large online presence, with e-commerce sales comprising 50% of business. Rati combined her consignment and e-commerce success when she joined CEO Julie Wainwright and The RealReal. Now both a mother and an entrepreneur, Rati cites the creative selling process as the most fulfilling part of working at The RealReal, as well as the access to the world's most beautiful and unique fashion. Rati graduated from the University of California, Santa Cruz with a BS in economics.

R3000



Sima Sistani
WW International / 2022
*Replaced Mindy Grossman
who was CEO prior (2017-2022)*

Sima Sistani joined WW International in March 2022. Sima co-founded Houseparty in 2016 as a face-to-face synchronous social network with the intention of bringing empathy to online communication. Under her leadership, it grew to a community of over 150 million users and was acquired by Epic Games in 2019. At Epic, she serves as the senior executive leading social gameplay and feature development for their gaming products including Fortnite. Previously, Sima led mobile growth operations at Yahoo! during a pivotal transition to mobile-first. After Yahoo! acquired Tumblr in 2013, Sima became their first head of media propelling them to become the fastest-growing social network in under six months. She has over 20 years of experience at the intersection of media and technology. Prior to Yahoo!, Sima also held roles on the Film Finance team at Creative Artists Agency and Goldman Sachs where she worked in International Equities. She holds an MBA from the Kellogg School of Management at Northwestern University and a BA in Sociology from Duke University.

2021

R3000



Yvonne L. Greenstreet
Alnylam Pharmaceuticals, Inc. / 2021

Dr. Yvonne Greenstreet joined Alnylam in 2016 as Chief Operating Officer, was promoted to President and COO in 2020, and was appointed as a Director and Chief Executive Officer in late 2021. Yvonne has more than 25 years of experience in the Biopharmaceutical industry, driving strategy and innovation, bringing transformative medicines to patients, and building successful businesses in the US, Europe and globally. Yvonne was Senior Vice President and Head of Medicines Development at Pfizer serving on the executive team leading a rapidly growing \$16 billion division. Prior to Pfizer, she was Senior Vice President and Chief of Strategy for Research and Development at GlaxoSmithKline plc for 18 years. Dr. Greenstreet serves on the board of directors of Pacira BioSciences, Inc., argenx SE and The American Funds. Additionally, she is in the Scientific Advisory Committee of the Bill and Melinda Gates Foundation, a member of the Discovery Council of Harvard Medical School and a member of Biotechnology Industry Organization (BIO) Health Section Governing Board (HSGB). Yvonne trained as a physician and earned her medical degree (MBCbB) from The University of Leeds in the UK. She also holds an MBA from INSEAD Business school in France.

R3000



Natalie Grace Wolfson

AssetMark Financial Holdings / 2021

Natalie is Chief Executive Officer of AssetMark and leads the strategic vision for the firm, which encompasses curated investment and technology solutions, business consulting and operations support, and strategic acquisitions that serve the best interests of financial advisors and their investors. Natalie also serves on the Board of Directors for the CFP Board. Prior to becoming CEO, Natalie was the chief solutions officer at AssetMark, focused on bringing new products and capabilities to advisors and investors. Prior to joining AssetMark, she held several leadership positions including head of marketing for New York based asset manager, First Eagle Investment Management and head of product management and development for Pershing. She has been featured in CNBC, Barron's, ThinkAdvisor, FA Magazine, Financial Advisor IQ, RIA Intel, and InvestmentNews. Natalie earned an MBA from University of California's Anderson School of Management, and a BA from the University of California, Berkeley.

R3000



Katharine A. Keenan

Blackstone Mortgage Trust / 2021

Katie Keenan is the Chief Executive Officer of Blackstone Mortgage Trust, a publicly traded commercial mortgage REIT managed by Blackstone, and a senior managing director in the Blackstone Real Estate Debt Strategies group. She is a member of the Real Estate Investment Committee for both Blackstone Real Estate Debt Strategies and Blackstone Real Estate Advisors and is based in New York. Before joining Blackstone in 2012, Katie held positions at G2 Investment Group, Lubert-Adler Real Estate Funds and in the Real Estate Investment Banking Group at Lehman Brothers. She is a member of the Board of Directors of Getting Out and Staying Out, sits on the Advisory Board of NYPEN Real Estate and is a member of WX New York Women Executives in Real Estate. Katie holds an A.B. in History from Harvard College.

F1000



Rose Lee

Cornerstone Building Brands / 2021

Rose Lee has served as President and CEO since September 2021, joining the board of directors at the same time. Prior to joining the company, she was President of the DuPont Water & Protection business where she led a diverse business creating water, shelter, and safety solutions for a more sustainable world. Ms. Lee held senior leadership positions at Saint-Gobain in several General Management positions serving construction, transportation, energy, and defense sectors, as Strategy Director and CIO of North America region. Prior to Saint-Gobain, she held various engineering and management positions at Pratt & Whitney, a United Technologies company. She also was a Senior Consultant at Booz Allen Hamilton in New York City. Ms. Lee is a board member of Honeywell. She has served as a member of the Economic Advisory Council for the Federal Reserve Bank of Philadelphia, Inc., and is a member of Women Corporate Directors, Philadelphia chapter. Rose earned a BS in aerospace engineering from Cornell University, an MS in mechanical engineering from Rensselaer Polytechnic Institute, and an M.B.A. from the Massachusetts Institute of Technology.

F1000



Lynn Bamford

Curtiss-Wright Corporation / 2021

Lynn M. Bamford assumed the role of President and CEO of Curtiss-Wright Corporation on January 1, 2021 and was named a member of the Board. Previously, she served as President of the Defense and Power Segments since January 2020, where she maintained overall responsibility for the segments' strategic goals, technology development, global operations, and financial performance. She was previously Senior Vice President and General Manager of the Defense Solutions division from 2013 through 2019. During her tenure at Curtiss-Wright, she successfully led the Company through nine acquisitions to enhance the global product portfolio. She has more than 30 years of operational experience across the defense, aerospace, and commercial industries. Lynn holds a BS in Electrical Engineering from Penn State University and an MS in Electrical Engineering from George Mason University.

R3000



Katherine H. Antonello
Employers / 2021

Katherine H. Antonello was appointed President and CEO of Employers in April 2021. She previously served as executive vice president and chief actuary. Before joining Employers, Kathy was chief actuary of the National Council on Compensation Insurance (NCCI) and led the Actuarial and Economic Services division. Her division contributed to maintaining a healthy workers compensation system through the design and delivery of all actuarial and economic work at NCCI, including rate/loss cost filings, legislative analyses, compilation and analysis of insurance industry results, residual market reserving, actuarial products, analytics, and research. She is a fellow of the Casualty Actuarial Society, a fellow of the Society of Actuaries, and a member of the American Academy of Actuaries. In addition, she currently serves on the board of directors of the Casualty Actuarial Society and as an advisory board member of Kids Chance of America. Kathy earned her BS in mathematics from Birmingham-Southern College.

R3000



Julie Marie Eastland
Harpoon Therapeutics, Inc. / 2021

Julie M. Eastland, serves as the President, CEO and board member at Harpoon Therapeutics, Inc. She was previously COO and CFO at Recode Therapeutics, Inc. since 2020. She has expertise in professional and corporate industries, specializing in developing and implementing strategic plans into operational successes. Julie serves as a Director of Dynavax Technologies Corp. and Graybug Vision, Inc. She previously served as Independent Director of Pascal Biosciences Inc. and a director of CG Therapeutics, Inc. She holds an MBA from Heriot-Watt University of the Edinburgh University Management School and a B.S. in finance from the Colorado State University.

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Kimberly Karen Ryan
Hillenbrand, Inc. / 2021

Kimberly K. Ryan serves as the CEO, President and Director of Hillenbrand, Inc. She previously held the role of Executive Vice President at Hillenbrand, Inc. since 2021 until 2021. She had been Chairman of Kimball International, Inc. from 2018 to 2021. Ms. Ryan has been the President of Coperion GmbH since 2015 and serves as its Senior Vice President. Ms. Ryan had been Senior Vice President at Hillenbrand, Inc. since April 4, 2011. She served as the President of Batesville Casket Company, Inc., a subsidiary of Hillenbrand, Inc. since April 2011 until April 2015. Ms. Ryan served as a Senior Vice President of Hillenbrand, Inc. since 2011. Ms. Ryan has been an Independent Director of Kimball International, Inc. since 2014. Ms. Ryan holds BBA in Accounting from Iowa State University - Ivy College of Business.

R3000



Yamini Rangan
HubSpot / 2021

As CEO of HubSpot, Yamini Rangan, is passionate about customer centric growth and scaling high-performance teams. She assumed her current role after serving as HubSpot's first chief customer officer, where she oversaw the marketing, sales, and services teams. A tech industry veteran, Yamini has more than 24 years of experience spanning product marketing, sales, and strategy. She previously served as chief customer officer at Dropbox, where she was responsible for embedding customer focus across the organization. Before Dropbox, she was VP of sales strategy and operations at Workday, where she helped quadruple revenue. At SAP, Yamini held several leadership roles in strategy, pre-sales and value-based selling and helped close landmark deals. She has been recognized as one of the Most Influential Women in Business by the San Francisco Business Times and is a frequent speaker at customer centric conferences. She holds a bachelor's degree in Electronics Engineering, a Master's in Computer Engineering, and an MBA from Berkeley.

R3000



Melinda D. Whittington

La-Z-Boy / 2021

Melinda Whittington was named President and CEO of La-Z-Boy after serving as chief financial officer. In that capacity, she led a global finance and accounting team responsible for external reporting, financial planning and analysis, investor relations, internal audit, treasury and risk management and the tax function. She was previously chief financial officer for Allscripts Healthcare Solutions, a healthcare information technology solutions company, and held prior leadership positions at Kraft Foods Group, Inc. (now The Kraft Heinz Company) and Procter and Gamble. Melinda currently serves on the board of the YMCA of Monroe, Michigan and is a member of the Ohio State University Fisher College of Business Dean's Advisory Council. She is a summa cum laude graduate of Ohio State University, earning her BS in business administration. She is also a certified public accountant.

F1000



Barbara Turner

Ohio National Financial Services / 2021

Barbara Turner is the eleventh president and first woman and person of color to serve as President and Chief Operating Officer of Ohio National Financial Services. She joined Ohio National in 1997 as vice president, ONESCO Operations. She steadily advanced becoming president and chief operating officer, ONESCO, in 1999 and president and CEO, ONESCO, in 2013. Under her leadership, ONESCO experienced record growth in profitability, recruiting and assets under management. She also was promoted to senior vice president, broker/dealer operations for Ohio National in 2006 and added chief compliance officer responsibilities in 2014. She advanced to senior vice president, Annuities Strategic Business, in January 2015, and was named executive vice president and chief administrative officer in January 2016. She is an alumna of the University of Cincinnati and is a graduate of the SIFMA/Wharton Securities Industry Institute

R3000



Carey A. Smith

Parsons / 2021

Carey Smith has served as President of Parsons since November 2019 and as CEO since July 2021. In these capacities, she is responsible for strategy, growth and execution at Parsons, which is a disruptive technology provider for global defense, intelligence and critical infrastructure markets with over 16,000 employees. Previously, Carey served as chief operating officer and as president of Parsons' Federal Solutions business. Her strategic planning abilities, her understanding of California's regulatory landscape and her understanding of cybersecurity are also put to work as a board member of two public companies and three non-profits. Among her many honors, Carey has been named one of the top women in STEM and one of the 100 top Diverse Corporate Leaders. She is NACD certified in cybersecurity governance and holds an M.S. in electrical engineering from Syracuse University and a B.S. in electrical engineering from Ohio Northern University.

R3000



Denise A. Paulonis

Sally Beauty Holdings, Inc. / 2021

Denise Paulonis has been Director of Sally Beauty Holdings, Inc. since 2018 and President and CEO. since 2021. She serves as Independent Director at Conagra Brands, Inc. since 2022. She has held various leadership roles within the finance and Investor Relations functions of the Michaels Companies, PepsiCo, and Procter & Gamble. Denise holds an MBA with concentration in Finance and Strategic Planning from The Wharton School, University of Pennsylvania, and a BS in Finance and Economics from Miami University.

R3000



Wendy Thomas
SecureWorks / 2021

As President and CEO, Wendy Thomas leads SecureWorks to fulfill its purpose of securing human progress via innovative, battle-tested security solutions. She first joined SecureWorks in 2008 leading Financial Planning & Analysis, where she helped to execute strategic acquisitions that scaled the business and IPO. As strategy lead and chief product officer, she developed the vision for SecureWorks' future, fueling the team that built and launched SecureWorks® Taegis™. Most recently, Wendy served as president of customer success, where she drove a customer-centric approach to help organizations achieve better security outcomes. In this role, Wendy was recognized in the number one position in The Software Report's "Top 25 Women Leaders in Cybersecurity of 2021." She is a graduate of the University of Virginia.

R3000



Laura A. Francis
SI-BONE / 2021

Laura A. Francis has served as Chief Executive Officer and a Director on SI-Bone's Board since April 2021. In previous positions as chief public in October 2018 and building the operations of the business. Prior to joining SI-BONE, Laura held executive and leadership roles with public and private life science companies, including Auxogyn, now part of Progyny, Promega Corporation, and Bruker Corporation. Earlier in her career, she was an engagement manager with McKinsey & Company and audit manager with Coopers & Lybrand, now PricewaterhouseCoopers. She has been a Director for Shockwave Medical since January 2019, where she serves as Audit Committee chair and Compensation Committee member. Laura received a B.B.A. from the University of Wisconsin and an M.B.A. from Stanford University

R3000



Jennifer C. Witz
Sirius XM Holdings / 2021

Jennifer C. Witz has served as CEO of Sirius XM holdings since 2021, having previously held the post of president, Sales, Marketing & Operations. She joined the organization in March 2002 and has served in a variety of senior financial and operating roles including: executive vice president, chief marketing officer, senior vice president, finance and vice president, finance. Before joining Sirius XM Holdings, Jennifer was vice president, planning and development, at Viacom Inc., a global media company, Prior to that, she was vice president, finance and corporate development, at Metro-Goldwyn-Mayer, Inc. She has been recognized by Billboard on their 2022 Women in Music Top Executives list and was a presenter at Credit Suisse's 24th Annual Communications Conference. Jennifer holds a BA from the University of Pennsylvania Wharton School and an MBA from Harvard Business School.

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Sara Elizabeth Armbruster
Steelcase Inc. / 2021

Sara Armbruster is the President and CEO of Steelcase Inc assuming the role in October 2021. In past roles, Sara has had responsibility for a range of innovation activities including global design research, the design and implementation of new business models, and the development of external growth opportunities, including acquisitions and partnerships. Before joining Steelcase, Sara served as vice president of business development at Banta Corporation, a publicly traded global printing and supply chain services company based in Menasha, Wisconsin. In that role, she led strategy development and managed all merger and acquisition activity. Sara also worked for McKinsey & Company and Andersen Consulting. Her board memberships include Winnebago Industries, Chief Executives for Corporate Purpose, Business Leaders for Michigan and The Right Place., and she is a trustee of the Steelcase Foundation. Sara holds a BA in Slavic languages and literatures from Yale University, a MA in international relations from Johns Hopkins University and an MBA from Dartmouth College.

R3000



Mary B. Fedewa
STORE Capital / 2021

Mary Fedewa serves as President & CEO of STORE Capital, the company she co-founded in 2011, She has been a member of its Board of Directors since 2016 and was named COO in 2017. In all her positions, she has played a key role in the company's portfolio growth to nearly \$10 billion in assets while leading nearly all areas of operations, including acquisitions, servicing, portfolio management, information technology and real estate closings. Prior to co-founding STORE Capital, Mary held a number of leadership positions with Spirit Financial Corporation and GE Capital spanning mortgage insurance, private label financing and commercial finance. Mary has received the coveted Stevie Award for Female Executive of the Year in Business Services and was named one of the Most Influential Women in Arizona by Az Business and AZRE magazines. Mary earned her BA degree in Business Management with a concentration in Finance from North Carolina State University.

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Kirsten A. Lynch
Vail Resorts, Inc. / 2021

Kirsten A. Lynch has served as CEO of Vail Resorts, Inc. since 2021 and was chief marketing officer and an executive vice president at Vail Resorts Inc., from 2011 until her CEO appointment. In her marketing roles, she was responsible for the Vail Resorts marketing functions, including brand marketing, advertising, CRM, market research, pricing, e-commerce, online marketing, and strategic alliances. She is also responsible for Vail Resorts marketing efforts in its Mountain, Hospitality and Real Estate divisions. Kirsten holds a BS in Marketing from Illinois State University and a MA in Business from Washington University in St. Louis.

2020

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R3000



Tanya L. Domier
Advantage Solutions / 2020
*Stepping down to be replaced
by Jill Griffin - 2022*

Advantage Solutions Executive Chair, Tanya Domier joined Advantage in 1990, quickly rising through the company's ranks, holding a variety of executive-level positions in sales, marketing, and operations. Until May of 2022, she served as CEO. In her leadership roles, Tanya has strategically shaped the future of Advantage. Under Tanya's leadership, Advantage also began growing its international presence to offer integrated outsourcing solutions to multinational clients across 40 countries. After the 2017 acquisition of Daymon Worldwide, Advantage became the only global solutions company with a comprehensive suite of both brand-centric and retailer-centric services. In October 2020, Advantage became a public company trading on the Nasdaq exchange. She is a recipient of The Bishop's Award for Exemplary Business Integrity and was named The Shelby Report of the West's 2015 Woman Executive of the Year. She holds a BA in Political Science from the University of California, Chico.

R3000



Bethany M. Owen
ALLETE / 2020

Bethany Owen serves as the Board Chair, President, and CEO of ALLETE, having held a variety of leadership positions since joining the company in 2002. Her previous roles include senior vice president, chief legal and administrative officer and secretary: president of Superior Water, Light and Power Company, a wholly owned subsidiary of ALLETE, vice president of Minnesota Power, an operating division of ALLETE, and vice president-ALLETE Information Technology Solutions. She joined ALLETE as senior attorney after having practiced law in both the public and private sectors. Bethany sits on the boards of the University of Minnesota Foundation, Duluth Superior Area Community Foundation and Challenge Center, Inc. She holds a BA in International Studies from Vanderbilt University and a JD from the University of Minnesota Law School.

R3000



Dr. Cheryl R. Blanchard Ph.D.

Anika Therapeutics / 2020

Dr. Cheryl Blanchard was appointed President and CEO of Anika Therapeutics, after serving as interim CEO. Anika specializes in the development, manufacture and commercialization of therapeutic pharmaceuticals and medical devices. Cheryl brings to her role extensive experience in pre-clinical, clinical, and commercial development of advanced, game-changing products in biologics, drug delivery and medical devices. Prior to her work as an executive officer with Anika, she served as the president and CEO of Microchips Biotech, Inc., a venture-backed biotechnology company developing regenerative medicine and drug delivery products, from 2014 until its sale to Daré Bioscience. Cheryl has also been a Principal at Blanchard Consulting, LLC which provides scientific, regulatory, and business strategy consulting services to medical device companies and private equity clients. She holds 32 patents and is a member of the National Academy of Engineering. She received a BS degree from Alfred University and M.S. and Ph.D. degrees from the University of Texas at Austin.

R3000



Lynne Marie Laube

Cardlytics / 2020

Lynne Laube is the CEO and co-founder of Cardlytics, a business recognized as one of the country's fastest growing technology companies by Deloitte Fast 500 and Inc. 5000. Founded in 2008, Cardlytics helps marketers understand how and where consumers spend money by partnering with the top financial institutions around the world. Cardlytics helps companies better target their marketing and measure the impact of their marketing using actual customer purchases. Lynn sits on the boards of Endeavor Atlanta and NerdWallet and was featured as an Inspiring Women to Watch by Inc. Magazine. She is a recipient of The Women of the Year Award from Georgia's Women in Technology and was named one of the top 10 venture-backed female founders by Inc. Magazine and Entrepreneur 360. She received a BBA in Finance and Marketing from the Carl H. Lindner College of Business.

R3000



Molly Langenstein

Chico's FAS / 2020

Molly Langenstein is Chief Executive Officer and President of Chico's FAS, Inc., and has been a director since 2020. An experienced strategist, manager, and merchant with a record of success revitalizing sales and profitability in the retail fashion industry, she brings to her responsibilities a 30-year track record of building multiple successful brands. She joined the company in August of 2019 as president of the Apparel Group and subsequently transitioned to the role of CEO and President. Before joining Chico's, she held leadership roles at a number of divisions of Macy's and Bloomingdale's in various key markets including Miami, San Francisco, and Minneapolis. As a general merchandise manager her responsibilities included ready-to-wear, men's and children's wear apparel. She began her work in the apparel retail industry as a buyer at Burdines. Molly received her BS degree in fashion merchandising from Kent State University and currently serves on their Advisory Board.

R3000



Patricia L. Cook

Finance of America Companies / 2020

Retired June 2022

Patti Cook is a seasoned finance executive and the CEO of Finance of America Companies (FOA), a publicly traded, end-to-end consumer lending and services platform. Patti has helped build and scale the company's diversified lending platform, which offers consumers a comprehensive suite of financial solutions aimed at meeting their needs at each phase of their financial lives. Prior to joining FOA in 2016, Patti served as the President of Ditech Financial LLC from February 2013 to February 2016 and Executive Vice President of Green Tree Servicing (now Ditech Financial LLC) from January 2009 to February 2013. Patti holds a B.A. from Saint Mary's College and an M.B.A. from New York University Stern School of Business. She loves people and the challenge of running a business and is a passionate believer in the power of education. Her strong sense of family translates into her warm, approachable management style.

R3000



Mimi Eckel Vaughn

Genesco / 2020

Mimi Eckel Vaughn assumed her roles as Chair, President & CEO of Genesco after serving in a variety of leadership roles within the organization including chief financial officer, chief operating officer, vice president and senior vice president – strategy and business development, and senior vice president – strategy and shared services. Prior to joining Genesco, Mimi was executive vice president of business development and marketing and acting chief financial officer for Link2Gov Corporation; a consultant at McKinsey & Company and held corporate finance positions at Goldman Sachs & Co., Wasserstein Perella & Co., and Drexel Burnham Lambert. She serves on the board of 6 companies in addition to Genesco and is a member of The Phi Beta Kappa Society. Mimi received an undergraduate degree from Georgetown University and an MBA from Harvard Business School.

R3000



Lisa A. Grow

IDA / 2020

Lisa Grow has been President and Chief Executive Officer (CEO) of IDACORP, Inc. and Idaho Power since, 2020 and was appointed to the IDACORP and Idaho Power boards of directors in February 2020. Prior to her position as President and CEO, Grow served as Idaho Power's Senior Vice President and Chief Operating Officer. Lisa has also served as Senior Vice President of Operations and, prior to that, Senior Vice President of Power Supply. Lisa began her career at Idaho Power in 1987 and held many engineering positions before moving into management. She took on diverse jobs that allowed her to gain valuable experience in many areas of the company resulting in her being named Vice President of Delivery Engineering and Operations in 2005. Lisa sits on the Federal Reserve Bank's Salt Lake City branch board. She also serves on the St. Luke's Health System Board of Directors and is a Hope Society Member of the Women's and Children's Alliance. Lisa received a BS in electrical engineering from the University of Idaho and an EMBA from Boise State University.

R3000



Tamara D. Fischer

National Storage Affiliates Trust / 2020

Tamara D. Fischer has served as an officer of National Storage Affiliates Trust since its inception in 2013 and is currently President and CEO and a member of the Board of Trustees. In addition, Tamara serves as Chair of the PRO Advisory Committee. Before joining NSA, Tamara was the executive vice president and CFO of Vintage Wine Trust, Inc., a real estate investment trust focused on assets in the U.S. wine industry. She continued to serve Vintage Wine Trust as a consultant through its dissolution in 2010. Earlier in her career, Tamara served as the executive vice president and CFO of Chateau Communities, Inc., one of the largest real estate investment trusts in the manufactured home community sector. She remained at Chateau through its sale in 2003. Tamara is a member of the Executive Board of Governors of NAREIT and is the Vice Chair of the national Self Storage Association. She holds a BBA in Accounting from Case Western University.

R3000



Julie Schertell

Neenah, Inc. / 2020
*Merger between Neenah and SWM
formed Mativ - 2022*

Julie Schertell is President and CEO of Mativ, a leading global manufacturer of specialty materials and has more than 30 years of experience building and executing global strategies for companies within the commercial products and specialty materials industry. Julie is passionate about customer experience and shareholder value creation. With a proven track record of scaling businesses globally, she has experience leading complex organizations, developing talent, driving innovation, improving financial performance, and leading operational excellence. Her largest professional undertaking to date was the recent merger of Neenah and SWM. She was a three-time recipient of Georgia-Pacific's CEO Award and a two-time recipient of Neenah Inc's Imaginer's Award. Julie holds a BS in Accounting from Florida State University's College of Business and a master's in finance from the University of Georgia's Terry College of Business. She is also a CPA.

R3000



Dr. Helen Sabzevari Ph.D.

Precigen / 2020

As President and CEO of Precigen and a member of its Board of Directors, Dr. Helen Sabzevari brings extensive expertise in research and development of immunotherapy-based therapeutics and in translating novel treatments from pre-clinical stage into the clinic. Prior to joining Precigen, she co-founded and served as chief scientific officer of Compass Therapeutics, a fully integrated drug discovery and development company focused on manipulating the immune system to treat human disease. Earlier in her career, Helen was senior vice president of Immuno-Oncology as well as Global Head of Immunotherapy, Oncology, Global Research and Early Development at EMD Serono (a subsidiary of Merck KGaA, Darmstadt, Germany). She is the recipient of numerous awards including the National Institutes of Health Merit Award, the PharmaVOICE 100 Award and the Society for Immunotherapy of Cancer Team Science Award. Helen has a Doctorate in Cell and Molecular Immunology and a Postdoctorate in Immunology from The Scripps Research Institute.

F1000



Mary E. Kipp

Puget Energy / 2020

With deep industry knowledge of electric and natural gas service and an understanding of both customer needs and the world's need for cleaner energy, Mary E. Kipp is Puget Sound Energy's (PSE) CEO. Mary looks to position PSE to transition to clean energy and ensure PSE is everyone's choice for energy in Washington state. Mary was CEO and president at El Paso Electric where she helped EPE serve a wide range of customers with a focus on being budget friendly, safe, and trustworthy. Mary aided EPE in becoming 100% coal free by growing renewable resources as well. Before EPE, she was a lawyer working at El Paso Natural Gas Company and Greenberg Traurig, LLP and became a prosecuting attorney for FERC who focused on prosecuting violations of federal energy laws. Mary received a BA from Williams College, a JD from The University of Texas School of Law, and is an alumna of Exeter College, Oxford University.

R3000



Dr. Laura Shawver Ph.D.

Silverback Therapeutic / 2020

Dr. Laura Shawver is CEO of Synthorx, a company focused on optimizing protein therapeutics. Prior to joining Synthorx, she was CEO and director of Cleave Biosciences, CEO of Phenomix Corporation, and president of SUGEN Inc. Her work in understanding the role of VEGF receptor in tumor angiogenesis led to the development of a new class of drugs including Sutent™ currently marketed by Pfizer for kidney and stomach cancer. Diagnosed with ovarian cancer in 2006, she founded the non-profit organization, The Clarity Foundation which provides access to molecular profiling for women with recurrent and refractory diseases to help prioritize treatment options. Laura is a member of the American Association for Cancer Research, serving on its Science Policy and Legislative Affairs Committee. She received her doctorate in pharmacology at the University of Iowa and pursued postdoctoral training at the University of Virginia Cancer Center and Washington University.

F1000



Anne P. Noonan

Summit Materials / 2020

Anne P. Noonan is President and Chief Executive Officer of OMNOVA Solutions Inc. a \$760 million global producer of emulsion polymers, specialty chemicals, and decorative and functional surfaces. She was appointed to this position in 2016. Anne joined OMNOVA in September 2014 as president of its Performance Chemicals business segment. Prior to OMNOVA, she spent 27 years at Chemtura Corporation, a global manufacturer of specialty chemicals, serving as senior vice president and president of Chemtura's Industrial Engineered Products business, which included flame retardants, brominated performance products and organometallic specialties. Anne is the recipient of numerous awards including Crain's CLE 2019 Notable Women in STEM and their 2017 Crain's Women of Note. She holds a B.S. in Chemistry and a Masters in Organometallic Chemistry from the University of Dublin.

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R3000



E. Jean Savage

Trinity Industries / 2020

Jean Savage is CEO and President of Trinity Industries since February 2020. She was previously the vice president of the Surface Mining & Technology division of Caterpillar, Inc. There, she oversaw the division's end-to-end value chain, ensuring a customer-centric approach in product design, development, manufacturing, and sales. Earlier, Jean held leadership roles in Caterpillar's Progress Rail division, and worked in a variety of manufacturing and engineering positions at Parker Hannifin Corporation. She began her career as an intelligence officer in the U.S. Army Reserves for nine years. Jean is a member of the League of Railway Industry Women and serves on the board of the United Way of Tucson. She holds a BS in Electrical and Computer Engineering from the University of Cincinnati and an MS in Engineering Management from the University of Dayton.

R3000



Hayden Brown

Upwork / 2020

As president and CEO of Upwork, Hayden Brown is known for her bold leadership and her passion for the company's mission to create economic opportunities so that people live better lives. She is committed to building a sustainable, high-performing business that delivers on that mission in ever-bigger ways. Before being named CEO, Hayden held leadership roles at Upwork in both product and marketing, including chief marketing and product officer. In this role, she led the expansion of Upwork's offerings to attract and serve sophisticated business buyers who could significantly benefit from Upwork's global pool of talent. Prior to joining Upwork, Hayden led corporate development for LivePerson and held strategy and corporate development roles at Microsoft. Hayden was named by Staffing Industry Analysts to their 2020 Staffing 100 North America List. She holds an A.B. in politics from Princeton University and also studied at Oxford University.

PRE-2020

F1000



Fran Horowitz-Bonadies

Abercrombie & Fitch Co. / 2017

Fran Horowitz-Bonadies brings to her responsibilities as President, CEO & Director at Abercrombie & Fitch Co. and Chief Executive Officer of Abercrombie & Fitch Stores, Inc. (a subsidiary of Abercrombie & Fitch Co.) years of experience in the retail industry garnered from leadership roles in a variety of organizations. She previously held the position of Executive VP-Womens Merchandising & Design at Express, Inc. and EVP-Womens Merchandising & Design at Express Parent LLC (a subsidiary of Express, Inc.), President of Ann Taylor Loft, Vice President & Divisional Merchandise Manager at Bloomingdale's LLC and Brand President & Chief Merchandising Officer at Hollister Co. California LLC. She serves on the boards of Conagra Brands, Inc., CECF and SeriousFun Children's Network and is a member of The Columbus Partnership. Fran received a liberal arts degree from Lafayette College and an MBA from Fordham University.

R3000



Debra Osteen

Acadia Healthcare / 2019
Retired March 2022

Debra Osteen retired as CEO and Director of Acadia Healthcare in March 2022. Her passion and vision helped many struggling patients and continue Acadia's mission that sets a standard of excellence. Prior to joining Acadia in December 2018, Osteen served as Executive Vice President of Universal Health Services, Inc., and President of UHS's behavioral health division for nineteen years. Additionally, Osteen currently serves as a board member of the National Healthcare Council. Osteen was ranked 33rd in Modern Healthcare magazine's 2019 list of the 100 Most Influential People in Healthcare, and she has previously been named among the magazine's Top 25 Women in Healthcare. Debra has a bachelor's in human development from Pacific Oaks College.

R3000



Erin N. Kane
AdvanSix / 2016

Erin N. Kane is president and CEO of AdvanSix, a fully integrated manufacturer of nylon 6 resin, chemical intermediates, and ammonium sulfate fertilizer. Previously, she held positions of increasing global responsibility at Honeywell, and Six Sigma and process engineering positions at Elementis Specialties and Kvaerner Process. Erin led the spin-off of AdvanSix into an independent, NYSE-listed public company, including the appointment of an executive team, oversight of global business operations and strategy, creation of a best-practices corporate governance regime and Board of Directors function and the structuring of compensation and succession planning. Erin sits on the boards of directors of AdvanSix Inc., the Chemours Company, the American Chemistry Council, and the AIChE. She holds a BS in chemical engineering from Bucknell University.

F1000



Eileen P. Drake
Aerojet Rocketdyne Holdings / 2015

As president and CEO of Aerojet Rocketdyne, Eileen Drake is responsible for defining the company's vision, guiding the strategic business plan, and building relationships with customers and stakeholders. She joined Aerojet Rocketdyne as chief operating officer. She previously was with United Technologies Corporation as president of Pratt & Whitney AeroPower's auxiliary power unit and small turbojet propulsion business. Prior to joining UTC, Eileen managed production operations at both the Ford Motor Company and Visteon Corporation, where she was Ford's product line manager for steering systems and plant manager of Visteon's fuel system operation. She also served on active duty for seven years as a U.S. Army aviator and airfield commander of Davison Army Airfield in Fort Belvoir, Virginia. She serves on the Board of Governors of the Aerospace Industries Association, on their Executive Committee and on the National Space Council's Users' Advisory Group. She holds an MBA from Butler University and a BA from the College of New Rochelle.

R3000



Dr. Jacquelyn A. Fouse Ph.D.
Agius Pharmaceuticals / 2019
Stepped Down August 2022

Dr. Jacquelyn Fouse is Chair & CEO of Agios, a company dedicated to developing small-molecule anti-cancer therapeutics. She previously served as president, chief operating officer and board member of Celgene Corporation. Before joining Celgene, Jacquelyn served as chief financial officer of Bunge Limited, a leading global agribusiness and food company. Prior to Bunge, she was senior vice president, chief financial officer, and head of corporate strategy at Alcon Laboratories, a leading ophthalmic pharmaceutical and medical device company. In October 2021, she was named to the Boston Business Journal 2021 Power 50: The Movement Makers, a group dedicated to Boston's continual growth as a place for equity, inclusion, and diversity. Jacquelyn holds a bachelors and a master's degree in economics from the University of Texas at Arlington and a master's degree in environmental management from Yale's School of Forestry & Environmental Studies.

R3000



Angela K. Selden
American Public Education / 2019

Angela Selden was appointed CEO of APEI in 2019 and brings more than 30 years of experience in technology and technology-enabled services, both within private-equity and publicly traded environments. She was formerly CEO and board member of DIGARC, a leading education technology provider to higher education institutions. Previous roles include CEO of Workforce Insight, a global, strategic workforce consulting, analytics, and services company; CEO and Executive Co-Chairman of Arise Virtual Solutions, a virtual workforce solutions outsourcer, and interim CEO of Skybridge Americas, a global contact center and provider of fulfillment solutions. Earlier in her career, Angela spent 18 years at Accenture, including serving as the Managing Partner. She graduated from the University of St. Thomas, St. Paul, MN with a Bachelor of Arts in both Accounting and Computer Science, serves on the University's Opus College of Business Strategic Board of Governors, and was honored as the University's Entrepreneur of the Year for 2012.

R3000



G. Janelle Frost
AMERISAFE / 2015

Gerry Janelle Frost holds the position of President, CEO & Director at AMERISAFE, Inc. and Chief Executive Officer & President at American Interstate Insurance ComPny (a subsidiary of AMERISAFE, Inc.). AMERISAFE is a specialty provider of workers' compensation insurance focused on small to mid-sized employers engaged in hazardous industries, principally construction, trucking, and agriculture. Other positions she has had with AMERISAFE Inc. include president and chief operating officer, executive vice president and chief financial officer. Janelle is chair of the board of directors of the New Orleans Branch of the Federal Reserve Bank of Atlanta and also a member of the Young Presidents' Organization, Louisiana Chapter. She received a BS degree from McNeese State University in 1992. She is the university's 75th Anniversary Notable Alumna of McNeese and a Hall of Fame member of their College of Business. In 2016, she was awarded their Distinguished Alumni Award.

F1000



Susan R. Salka
AMN Healthcare Services / 2005

Under Susan Salka's leadership as CEO of AMN Healthcare Services, the company has become known as the innovator in healthcare workforce solutions and the largest and most diversified healthcare staffing company in the nation. Susan is an active industry spokesperson in the healthcare and investment communities and has been one of the driving forces behind the company's strategic and operational success. She is passionate and actively involved in the areas of corporate social responsibility, diversity and inclusion, and gender equality. Susan has received broad-based recognition for her efforts in diversity and gender equality from Bloomberg, the American Staffing Association and Staffing Industry Analysts. For years she has been acknowledged as one of Modern Healthcare's 100 Most Influential People. An alumna of Chadron State University, she was honored with their Distinguished Alumni Award and also received an honorary doctorate degree from San Diego State University.

R3000



Dr. Shoshana Shendelman Ph.D.
Applied Therapeutics / 2016

Shoshana Shendelman, PhD founded Applied Therapeutics in 2016 and serves as its President CEO and Chair of the Board. The company develops novel products to target cardiovascular disease, galactosemia, and diabetic complications. Prior to founding Applied Therapeutics, she founded Clearpoint Strategy Group LLC, a boutique life sciences consulting firm, where she served as the Managing Director from July 2012 to December 2016 and served as a Senior Advisor from January 2017 to December 2018. She is a member of the Clinical Advisory Board of Columbia University Medical Center and Columbia University Vagelos College of Physicians & Surgeons, where she serves on the Nominations Committee and the Committee on Innovation and Entrepreneurship. Shoshana received her Ph.D. in Cellular, Molecular and Biophysical Studies (CMBS) from Columbia's Vagelos College of Physicians and Surgeons.

R3000



Sylvia A Wulf
AquaBounty Technologies / 2019

Appointed Executive Director, President and CEO of AquaBounty Technologies in January 2019, Sylvia Wulf brings to her positions extensive experience as a proven leader driving both growth and improved performance. Her expertise spans a diverse set of company environments including start-up, rapid growth, mature, consolidation and traditional businesses ranging in size from \$100 million to \$10 billion in revenue. She was President of the Manufacturing Division and SVP of Merchandising for US Foods, a \$23 billion broad line foodservice distributor with responsibility for the P&L of the \$10 billion Meat, Seafood and Produce operations and the \$1 billion Manufacturing Division of U.S. Foods. She serves on the Board of the National Fisheries Institute and was named one of the most powerful women in Illinois by the National Diversity Council in 2016. Sylvia holds a BS in Science from Western Illinois University and an MBA in Finance/Marketing from DePaul University.

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R3000**



Judy R. McReynolds
ArcBest / 2010

As CEO, President, and Chair of ArcBest®, Judy R. McReynolds has activated her visionary leadership to evolve ArcBest into a multibillion-dollar integrated logistics company — leading the way with cutting-edge technology and customized solutions that help keep the global supply chain moving. Judy guides ArcBest with over 30 years of experience in the transportation and logistics industry, including 25 years with the company. In 2010, she was named ArcBest president and CEO, then in 2016, she was elected Chair of the ArcBest Board. Judy previously served as senior vice president, CFO and treasurer and vice President and controller. She is on the board of First Bank Corp. (Fort Smith, Ark.), as well as various other local community, educational and transportation industry boards. She is the recipient of numerous awards including Global Trade Magazine’s Top Ten Women in Logistics and Women Inc.’s Most Influential Corporate Board Directors. A Certified Public Accountant, Judy holds a BA in accounting from the University of Oklahoma.

**F1000
R3000**



Dian C. Taylor
Artesian Resources / 1992

Dian C. Taylor is currently Chair, President and CEO of Artesian. Under Dian’s visionary leadership, Artesian has grown from serving water customers only in northern New Castle County, Delaware to being the largest investor-owned water utility on the Delmarva Peninsula. As a result of her stewardship, Artesian now serves over 300,000 people across all three counties in Delaware and in a growing service territory in Cecil County, Maryland. Dian has been instrumental in educating customers, the public at large and school children on the importance of water conservation and environmental protection. She serves on the Board of Directors and Executive Committee for the National Association of Water Companies, the Executive Committee of the Board of Directors of the Delaware State Chamber of Commerce, and The Committee of 100. She is the recipient of the Samuel S. Baxter Memorial Award in recognition of her efforts on behalf of water resources management.

R3000



Dr. Leen Kawas Ph.D.
Athira Pharma
Resigned Oct 2021

Dr. Leen Kawas, Ph.D., has served as chief executive officer and as a member of Athira Pharma’s board of directors since January 2014. Previously, Dr. Kawas served as vice president. Dr. Kawas serves on multiple boards, including the Washington Governor’s Life Science Advisory Board, Scientific Review Board for the Alzheimer’s Drug Discovery Foundation, and Alzheimer’s Association – Washington Chapter Board. She also served as the co-chair of the International Alzheimer’s Association Business Consortium. Dr. Kawas earned a Ph.D. in molecular pharmacology from Washington State University in 2011 and a pharmacy degree from the University of Jordan in 2008.

R3000



Sarah Boyce
Avidity Biosciences / 2019

Sarah Boyce brings to Avidity extensive experience in the life sciences industry, where she has built global organizations and brought to patients a number of innovative therapies, including Tegsedi®, Waylivra®, Soliris®, Gleevec® and Tasigna®. She most recently served as President and a member of the board of directors of Akcea Therapeutics, where she led commercialization of the company’s rare disease products. Prior to joining Akcea, Sarah held multiple executive-level roles at leading pharma and biotech companies including Ionis Pharmaceuticals, Forest Laboratories, Alexion Pharmaceuticals, Novartis Oncology and Roche. The Healthcare Technology Report has named Sarah one of their 25 Biotech CEOs for 2022 for her work in “advancing research and bringing breakthrough drugs and treatments to market.” She holds a B.S. degree from the University of Manchester in England.

R3000



Mary G. Puma
Axcelis Technologies / 2002

Mary Puma has been Axcelis' CEO since January 2002. She played an instrumental role in the company's spin off from Eaton Corporation in 2000, when she was named President and COO. Puma joined the semiconductor business in 1998, when it was Eaton's Semiconductor Operation, first serving as its vice president and then as the vice president for the total operation. Puma joined Eaton in May 1996 as the general manager of the company's commercial controls division. Earlier in her career, she spent 15 years in various marketing and general management positions at five different General Electric business units. Mary is a board member of Nordson Corporation, North Shore Medical Center and Semiconductor Equipment and Materials International (SEMI). She holds a BA in economics from Tufts University and an MS in Management from the MIT Sloan School of Management.

R3000



Karen L. Zaderej
AxoGen / 2011

Karen L. Zaderej has served as Axogen's President, Chief Executive Officer, and a member of its board since September 2011 and as Chairman of its Board since May 2018. She has held the role of CEO of Axogen's wholly owned subsidiary, Axogen Corporation since May 2010. Ms. Zaderej joined Axogen Corporation in May 2006 and served as vice president of marketing and sales from May 2006 to October 2007 and as COO from October 2007 to May 2010. Earlier in her career, Karen founded Zaderej Medical Consulting to assist medical device companies build and execute successful commercialization plans. She sits on the board of Directors of EyePoint Pharmaceuticals and is a member of the University of Tampa Board of Trustees and the MedExec Women Board of Advisors. She holds a BS in chemical engineering from Purdue University and an MBA in Marketing Organization Behavior from Northwestern University, Kellogg School of Management.

R3000



Darcy Horn Davenport
BellRing Brands / 2019

As President and CEO of BellRing Brands, Darcy Horn Davenport oversees the organization's many businesses which market ready-to-drink protein shakes and other beverages, powders, and nutrition bars in the convenient nutrition category. Their product line includes Premier Protein, Dymatize and PowerBar. Prior to joining BellRing Brands, she was President of Post's Active Nutrition business, where she served in a variety of leadership roles in marketing and management since 2009. Darcy started her career in finance with Ernst & Young but spent most of her career in marketing. Darcy held marketing and brand management positions at Dreyer's Ice Cream, Zobmondo Entertainment and Timuk2 Designs. Darcy earned her undergraduate degree from Princeton University and her MBA from New York University's Leonard N. Stern School of Business.

R3000



Dr. Lan Huang Ph.D
BeyondSpring, Inc / 2013

Dr. Lan Huang is Co-founder, Chair and CEO of BeyondSpring. Dr. Huang has more than a decade of entrepreneurial experience in the Chinese and U.S. biotechnology industry and invented and holds patents for a number of biotech products for oncology and dermatology indications. Prior to founding BeyondSpring, Dr. Huang co-founded Wuxi MTLH Biotechnology Co. Ltd., whose self-designed cancer peptide drug's China rights were acquired in 2010 by Shanghai Pharmaceutical Group. She also co-founded Paramax International, a clinical CRO company in China. In addition, Dr. Huang worked with Forward Ventures, where she led partnering initiatives between Forward's portfolio companies and Chinese pharmaceutical companies. She is the 2009 recipient of China's "Thousand Talent Innovator Award" and in 2021 was named to PharmVOICE magazine's 100 Most Inspiring People in the Life Sciences Industry. She holds a BA in Biology & Chemistry from Lawrence University and a Ph.D. in Chemistry from the University of California, Berkeley.

F1000



Cindy Baier
Brookdale Senior Living / 2018

Cindy Baier is President, CEO and board member of Brookdale Senior Living, the nation's premier operator of senior living communities. She assumed her current responsibilities in 2018, initiated the company's operational turnaround strategy and developed the "Winning Locally" action plan. Within her second year, the company's Net Promoter Score increased 20%. In her third year as CEO in 2020, J.D. Power recognized the company as #1 in customer satisfaction (in a tie) in assisted living/memory care communities. She has led the company through the largest public health crisis in 100 years by prioritizing the health and well-being of its residents, patients, and associates. She is the recipient of numerous awards including McKnight's Women of Distinction designation and the Corporate Citizenship Award from the Conference Board. She holds bachelor and MS degrees in Accounting from the University of Illinois and is a Certified Public Accountant.

R3000



Julia M. Laulis
Cable One / 2017

Julia Laulis brings to her role as President, CEO and Chair of Cable One over 20 years of experience with the organization. She joined Cable One in 1999 as Director of Marketing-NW Division and has held numerous leadership roles including vice president of operations for the SW Division; head of Cable ONE's Phoenix Customer Care Center and COO responsible for the company's sales, marketing and technology areas. Prior to joining Cable ONE, she was senior director of marketing for Jones Intercable. Julia currently serves on the boards of The AES Corporation, CableLabs, The Cable Center, and C-SPAN and is a trustee of the C-SPAN Education Foundation. In 2020 she was named to AZ Business Magazine's list of Most Influential Women in Arizona. She holds a BA in telecommunications and telecommunications management from Indiana University, Bloomington and is a graduate of the Harvard Business School Program for Management Development.

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Diane M. Sullivan
Caleres / 2011

Diane Sullivan, who has headed up six different companies is currently Chairman and CEO of Caleres. Caleres is a leading footwear company that owns and operates a variety of footwear brands. Diane joined the company as president in 2004 and added chief operating officer to her responsibilities in 2006. Prior to joining Caleres, she was vice chairman of the Footwear Group at Phillips-Van Heusen. Diane also served as president and COO of The Stride Rite Corporation and gained extensive consumer brand management and sales expertise at several companies including M&M/Mars and The Mennen Company. She is a prominent supporter of the Two Ten Footwear Foundation and FFANY Shoes on Sale and oversees Caleres' giving to the St. Louis Art Museum and Missouri Botanical Garden. The company is also a longtime patron of the United Way of Greater St. Louis and the March of Dimes. She received an MBA from Babson College and an undergraduate degree from Boston College.

R3000



Maeve O'Meara
Castlight Health / 2019
*Company merged with Vera in
February 2022*

As the CEO of Castlight Health, Maeve O'Meara, an expert in health benefits, is responsible for strategy and day-to-day operations. She also serves on the Board of Directors. Maeve has been with Castlight since 2010 and was appointed as CEO in July 2019 after leading multiple functions within Castlight, including product management, user experience and product analytics, and customer experience. Prior to Castlight, Maeve was a venture capital investor at Highland Capital Partners, where she focused on health IT, healthcare services, and the consumer internet market. She began her career at Bain & Company. Maeve serves on the National Business Group on Health Cost Institute and has been named a Top Digital Innovator by Employee Benefits News. She holds a BA from the University of Virginia and an MBA from the Stanford Graduate School of Business.

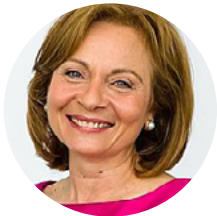
R3000



Jillian C. Evanko
Chart Industries / 2018

Jillian Evanko is the President and CEO of Chart Industries, Inc. She joined the company in February of 2017 serving as CFO. Prior to joining Chart, she was the vice president of Truck-Lite Co., LLC. She also held multiple executive positions at Dover Corporation and its subsidiaries from 2004 through 2016, including vice president and CFO of Dover Fluids. She serves on the boards of Chart Industries, Alliant Energy and its regulated utilities Interstate Power and Light Company and Wisconsin Power and Light Company. Jillian is also on the boards of the non-profits: the National Association of Manufacturers and the US-India Strategic Partnership Forum. She is the winner of the 2020 ExxonMobil Power Play Rainmaker award, the 2020 S&P Global Platts Energy Award for Chief Trailblazer, and the World LNG Executive of the Year 2020. Jillian holds a BS in Business Administration from La Salle University and an MBA from the University of Notre Dame.

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R3000**



Ellen R. Alemany
Cit Group / 2016

Ellen R. Alemany is chairwoman and CEO of CIT Group and chairwoman, CEO, and president of CIT Bank, N.A., the company's bank subsidiary. Though she became CEO while the company was in flux, she returned on her promise to achieve a 10% return on tangible common equity in three years. In 2019, she led CIT Group in its \$1 billion deal to acquire Mutual of Omaha Bank. That year, CIT Group was reported to have posted a return on tangible common equity of between 9.67% and 10.34%. Her strategic vision continues to shape CIT Group for the better. Prior to joining CIT Ellen led the Royal Bank of Scotland Americas. She was named one of the 25 Most Powerful Women in Banking-by-Banking magazine and one of the 50 Most Powerful Women by Crain's New York Business. She holds an MBA and Doctorate of Humane Letters from Fordham University and an Honorary Doctorate from Bryant University.

R3000



Cheryl Beranek
Clearfield / 2007

As President/CEO, Cheryl Beranek brings to her positions combined talents in transformational business development, strategic planning, P&L management, marketing, and finance in turnaround environments and high-growth markets. Recognized by Forbes, Ernst & Young, and various industry organizations, she is credited for a distinctive management style that fuses global marketing acumen with collaborative leadership. On joining Clearfield, she converted it from a R&D-based corporation with limited revenue into a leading provider of optical fiber management and connectivity platforms – reversing 20 years of previous losses. Prior to Clearfield, she was president of APCN and President/COO of Americable. A member of the National Association of Corporate Directors, she was named to the Minnesota Hall of Fame by Twin Cities Business and designated one of 50 Women to Watch by Global Telecoms Business. Cheryl holds a BS in Marketing from Southwest Minnesota State University and an MS from North Dakota State University.

R3000



Jean R. Hale
Community Trust Bank / 1999
Retired Feb 2022

Jean Hale, who served as chairman, president, and CEO of Community Trust Bancorp for 23 years, retired in February 2022. Jean joined the company in 1969 and progressed through the officer ranks and in 1992 at the age of 45, was named president and CEO of Community Trust Bank. She became president and CEO of Community Trust Bancorp in 1999 and chairman in 2005. During her tenure, the company's total assets increased 152% from \$2.2 billion on December 31, 1999, to \$5.5 billion at June 30, 2021. During her 52 years of service, the company has grown total assets from \$25 million to \$5.5 billion and had 41 years of consecutive increases in cash dividends. She has a BS in Business from Pikeville College and Stonier Graduate School of Banking, Rutgers University.

R3000



Casey C. Lynch
Cortexyme / 2014

Casey Lynch is the CEO, Co-founder, and Chair of Cortexyme, a clinical stage biopharmaceutical company pioneering a novel approach for treatment of Alzheimer's and other degenerative disorders. Prior to co-founding Cortexyme, she co-founded and led various companies and organizations in the biotechnology industry including Aspira Biosystems, Inc. and NeuroInsights, LLC. Casey also co-founded the Neurotechnology Industry Organization and served as a board member until 2018. Earlier in her career, she oversaw toxicology screening and evaluated new product opportunities at Centaur Pharmaceuticals, including multiple sclerosis, arthritis, and uveitis and conducted preclinical testing for Alzheimer's disease treatment at the Wadsworth Medical Center. She holds a B.S. in Neuroscience from the University of California, Los Angeles, and M.S. in Neuroscience from the University of California, San Francisco.

F1000



Sandra B. Cochran
Cracker Barrel Old Country Store / 2011

Sandra B. Cochran has served as President and CEO of the company since September 2011. Previously, she served as Cracker Barrel's executive vice president and CFO. Before joining Cracker Barrel, Sandra held the roles of chief executive officer, president and vice president for Books-A-Million, Inc. and was part of the leadership team which took the company public in 1992 and completed a secondary offering in October, 1993. Prior to joining Books-A-Million, she held the position of vice president, corporate finance for SunTrust Securities, Inc., a subsidiary of SunTrust Banks, Inc., for seven years. Sandra holds a chemical engineering degree from Vanderbilt University and an MBA from Pacific Lutheran University. Following graduation from Vanderbilt, she entered the United States Army where she ultimately served as a Captain in the Ninth Infantry Division.

R3000



Heather E. Brilliant
Diamond Hill Investment Group / 2019

Heather Brilliant brings more than 20 years of domestic and international investment industry experience to her role as President & CEO. Most recently, she served as CEO, Americas with First State Investments. Prior to that role, she spent almost 14 years with Morningstar where she served as global head of equity & credit research before advancing to CEO, Morningstar Australasia. Earlier in her career, Heather held several roles analyzing both credit and equity at firms including Bank of America and Driehaus Capital Management. She holds the Chartered Financial Analyst (CFA) designation and serves as the Chair of CFA Institute Board of Governors. She currently serves as a CBWN (Chicago Booth Women's Network) Ambassador—Columbus. Heather earned her MBA from the University of Chicago Booth School of Business and a degree in economics from Northwestern University.

R3000



Jennifer F. Francis
Diversified Healthcare Trust / 2018

Jennifer Francis brings to her roles as Diversified Healthcare Trust's Managing Trustee, President, and Chief Executive Officer over 30 years of experience in the commercial real estate industry. She was formerly President and COO. Additionally, Jennifer serves as executive vice president of The RMR Group LLC, responsible for asset management and leasing activities at all RMR managed properties. Prior to joining RMR in 2006, she was a Partner at CBRE/NE Partners, where she performed brokerage and corporate advisory services for a number of large corporate clients on their national commercial real estate portfolios. Previously, Jennifer was a vice president at The Gunwyn Company where she was responsible for the asset management of a portfolio of commercial, retail, and residential assets.

R3000



Hana Khouri
Drive Shack / 2019

Hana Khouri, as President, CEO and board member of Drive Shack actively oversees the company's golf-related leisure and entertainment businesses, which are focused on bringing people together through competitive socializing. She brings to her positions an extensive background in the golf industry. Prior to joining Drive Shack Inc. Hana served as chief of staff to the CEO of New Fortress Energy. From July 2013 through July 2018, she held various positions at Topgolf, a golf themed entertainment company, including international director of operations, national director of operations, national director of site openings and director of operations. During her tenure at Topgolf, Hana opened over 20 venues globally, including the company's flagship venue in Las Vegas and its first international location in Australia. She studied at Marshall University.

R3000



Susan G. Riel
Eagle Bank / 2019

Susan Riel is President and CEO of EagleBank, a community bank committed to setting a new standard for banking, and its holding company, Eagle Bancorp, Inc. She has nearly four decades of experience in the commercial banking industry and is responsible for leading the bank's overall growth strategies, enhancing shareholder value, and focusing on talent management and team building. Prior to being named CEO, Susan served as senior executive vice president and COO of the bank, and executive vice president of the company. She has been with the company since 1998 and has been a member of the Company Board of Directors since 2017 and the Bank Board since 2018.

R3000



Marguerite M. Nader
Equity LifeStyle Properties / 2013

Marguerite Nader, a seasoned real estate investment trust (REIT) executive, is President, CEO and Director of Equity LifeStyle Properties, Inc., a real estate investment trust that owns and operates over 400 high quality resort communities across the United States and British Columbia. Marguerite joined the company in 1993 and since joining has served in a wide variety of departments including asset management, sales and marketing, finance, and acquisitions. A member of the company's Management Committee, she also serves on the boards of Ventas, Inc. and National Association of Real Estate Investment Trusts, Inc.

R3000



Julia Hartz
Eventbrite / 2016

As CEO, Founder and board member of Eventbrite, Julia is responsible for the vision, strategy, and growth of the company. Under her leadership, the company has become a global ticketing and event technology platform that has received multiple awards for workplace culture. These accolades include Fortune's 100 Best Workplaces in the U.S, Glassdoor's Employees' Choice Best Places to Work, and San Francisco Business Times' Best Places to Work in the SF Bay Area. Julia has been honored as one of Inc.'s Female Founders 100, Fortune's 40 Under 40 business leaders, Inc.'s Under 35, Julia Hartz and Fortune's Most Powerful Women. Entrepreneurs. She sits on the boards of Four Seasons Hotels and Resorts and the UCSF Foundation Investment Company and serves as a volunteer for Code2College. Julia holds a BA in telecommunications from Pepperdine University.

R3000



Julia Cheek
EverlyWell / 2015

Julia Taylor Cheek is the CEO and Founder of EverlyWell, a digital health startup empowering consumer to order, self-collect, and understand lab tests. The company's goal is to help transform lives with modern, diagnostic-driven care. Based in Austin, EverlyWell launched in June 2016 after raising \$3M in capital and garnering awards from Tech Crunch and Rock Health. They now have over 5,000 customers in 46 states. Prior to founding EverlyWell in 2015, Julia was the vice president of corporate development and strategy at MoneyGram International, a public financial services company that operates in 200 countries. She currently also serves on the board of Headspace Health. In 2017, Julia was named the number one female entrepreneur to watch by CIO magazine. She holds a BA in Economics and Psychology from Vanderbilt University and an MBA from Harvard Business School.

R3000



Dr. Catherine Corrigan Ph.D.
Exponent / 2019

Dr. Catherine Corrigan is President and CEO of Exponent. She joined the company in 1996, was promoted to principal in the Biomechanics Practice in 2002, and to corporate vice president in 2005. In 2012, she was appointed vice president of Exponent's Transportation Group, overseeing the company's Vehicle Engineering, Biomechanics, Human Factors, and Statistical and Data Sciences practices, as well as Visual Communications. She was appointed President in 2016 and CEO in 2018. Jennifer has consulted in the area of injury biomechanics and on issues related to motor vehicle and product safety for more than twenty years. In 2019 she was named a Woman of Influence by the Silicone Valley Business Journal. Catherine holds a Ph.D. in Medical Engineering from the Harvard-MIT Division of Health Sciences and Technology, an M.S. in Mechanical Engineering from MIT, and a BS.E. in Bioengineering from the University of Pennsylvania.

R3000



Nancy S. Lurker
EyePoint Pharmaceuticals / 2016

Nancy Lurker brings to her roles as President, CEO and Director of EyePoint Pharmaceuticals broad-based experience as a corporate leader in the pharmaceutical and biotechnology industries. Prior to assuming her position with EyePoint Pharmaceuticals, she served as president and CEO and a director of PDI, Inc., a Nasdaq-listed healthcare commercialization company now named Interpace Diagnostics Group. She also served as senior vice president and chief marketing officer of Novartis Pharmaceuticals Corporation, the U.S. subsidiary of Novartis AG. In addition, Nancy also served as president and CEO of ImpactRx, Inc., a privately held healthcare information company. Ms. Lurker currently serves on the board of directors of the Cancer Treatment Centers of America, a privately held company. She holds a BS in Biology/Chemistry from Seattle Pacific University and an MBA in Finance/Marketing from the University of Evansville.

R3000



Jennifer L. Sherman
Federal Signal / 2016

Jennifer L. Sherman is President and CEO of Federal Signal Corporation and has operational responsibility for their domestic and international businesses. She has worked with the board and the executive leadership team to strengthen the company's strategic focus and growth, promote margin improvements, and achieve record financial results. Prior to being named CEO, she served as COO, chief administrative officer, senior vice president, general counsel, and secretary. Her continuing focus on new product development has earned the Company a Chicago Innovation Award in October 2016 and a nomination for CEO Innovator of the Year from the Executives' Club of Chicago in June 2017. She serves on the Board of Directors of Franklin Electric and is the immediate past Chair of The Community House and continues to serve as a Trustee. Jennifer earned both her business degree in finance and a law degree from the University of Michigan. She is also a Fellow of the Kellogg School of Management at Northwestern University's CEO Perspectives.

R3000



Dr. Helen I. Torley
Halozyme Therapeutics / 2014

Dr. Helen Torley brings extensive commercial and business experience as well as an extensive knowledge of the biotechnology industry to her roles as President and CEO. Throughout her career, she has led 1 successful product launches, including Kyprolis®, Prolia®, Sensipar®, and Miacalcin®. Prior to joining Halozyme, Helen served as executive vice president and chief commercial officer for Onyx Pharmaceuticals. In this role she was responsible for the successful launch of Kyprolis in the US and led the development of Onyx's commercial capabilities in ex-U.S. markets and in particular, in Europe. She also oversaw the development and commercial collaboration with Bayer on Nexavar® and Stivarga®. In 2018, Helen was awarded the EY Entrepreneur Of The Year® San Diego in the category of Operational Excellence. She received her Bachelor of Medicine and Bachelor of Surgery degrees (M.B. Ch. B.) from the University of Glasgow and is a Member of the Royal College of Physicians (M.R.C.P).

R3000



Bonita I. Lee
Hanmi Financial / 2019

Bonita Lee brings more than 30 years of experience in the banking industry to her role as CEO of Hanmi Financial. She joined Hanmi as chief operating officer in 2013 and was promoted to President in 2018. During her tenure with Hanmi, the Bank's total assets have nearly doubled. Her deep understanding of the Bank's business and strong record of success allows her to execute Hanmi's strategic initiatives. Prior to joining Hanmi in August 2013, Bonita was senior executive vice president and chief operating officer of BBCN Bank and BBCN Bancorp Inc., where she was named acting president and COO and led an executive team carrying out the duties of the CEO during a management transition period. Lee also held senior executive positions with the \$1.4 billion-in-asset Shinhan Bank America, an arm of the South Korean-based Shinhan Bank, from September 2008 to March 2009. She is a graduate of the University of Illinois at Chicago.

R3000



Constance H. Lau
Hawaiian Electric Industries / 2006
Stepped Down 2021

Born and raised in Honolulu, Constance Lau leads Hawaiian Electric Industries, a multibillion-dollar company providing sustainable energy to islanders, as President & CEO. Her efforts contribute to the overall mission of achieving 100 percent renewable energy for the future, the most ambitious clean energy goal in the nation. Committed to preserving Hawaii's resources and land, Constance sees it as her responsibility to create strong partnerships with communities that share the same vision. Lau serves on the boards of the Electric Power Research Institute, the Edison Electric Institute, and the Associated Electrical & Gas Insurance Services, and the Federal Reserve Bank of San Francisco's Twelfth District Community Depository Institutions Advisory Council. She holds a B.S. degree in Administrative Sciences from Yale University, an MBA from Stanford University School of Business, and a JD degree from the University of California's Hastings College of Law.

R3000



Marita Zuraitis
Horace Mann Educators / 2013

Marita Zuraitis, as President, CEO and Director of Horace Mann Educators Corporation brings 30+ years of leadership in the property and casualty industries to her roles. Horace Mann is a leading multiline insurance company focusing on the financial needs of educators. Marita joined Horace Mann as president and CEO-elect in May 2013 and assumed her present role in September of that year. Prior to Horace Mann, she was president of the property and casualty insurance companies of The Hanover Insurance Group with responsibilities for both personal and commercial lines representing \$3 billion in annual premiums. She was also a member of Hanover's Executive Leadership team. Earlier in her career, she served in senior management positions at The St. Paul/ Travelers Companies, USF&G and Aetna Life and Casualty. Marita holds a bachelor's degree in business administration from Fairfield University in Fairfield, Connecticut and has completed the Advanced Executive Education Program at the University of Pennsylvania's Wharton School of Business.

R3000



Mary Ann Scully

Howard Bank / 2005
Stepped Down Feb 2022

Mary Ann Scully is the Chief Executive Officer of Howard Bank and is Chairperson of its board of directors. A lifelong banker with more than 40 years of varied executive experiences in the Maryland marketplace, Mary Ann led teams responsible for both Howard Bank's organic growth and repeated strategic acquisitions that have created the Greater Baltimore region's largest locally headquartered banking company and Maryland's third largest locally headquartered bank with more than \$2 billion in assets. She received an honorary degree from Howard Community College and was recognized among the Seton Hill University Distinguished Alumni and as an Alumni Laureate honoree for Loyola College.

R3000



Adelene Q. Perkins

Infinity Pharmaceuticals / 2010

Adelene Perkins serves as Infinity's chief executive officer and Infinity's chair. Prior to being named CEO, she served as Infinity's President. She joined Infinity in June 2002 as executive vice president and chief business officer. Prior to joining Infinity, she served as vice president of business and corporate development of TransForm Pharmaceuticals where she was also an early member of the management team that built the company prior to its acquisition by J&J. Earlier in her career, Adelene formed and served as chief executive officer of MetaMorphix, a joint venture between Genetics Institute and Johns Hopkins University. In addition to chairing the Infinity board, she is on the boards of Bruker Corporation, Massachusetts General Hospital, BIO (Biotechnology Industry Organization), the Massachusetts Biotechnology Council, and Project Hope... She received her M.B.A. from Harvard Business School and her B.S. in chemical engineering from Villanova University.

R3000



Maureen Hewitt

InnovAge Holding / 2006
Resigned Jan 2022

Maureen Hewitt is president and chief executive officer of InnovAge and has served in this role since 2006. Maureen is responsible for growth, transformation, and the strategic direction of InnovAge. Previously, Maureen led for-profit and nonprofit healthcare organizations for 25 years, including post-acute, acute care, long-term care, LTACS, and senior housing. Maureen has led, and is currently working for, publicly traded, for-profit and nonprofit healthcare. With an emphasis in healthcare administration and policy, she received her master's degree from Wayne State University.

R3000



Shacey Petrovic

Insulet / 2019
Stepped down in June 2022

Shacey Petrovic has served as President and Chief Executive Officer of Insulet Corporation since January 1, 2019 and has served on its Board of Directors since September 2018. Prior to becoming Chief Executive Officer, Ms. Petrovic served as Insulet's President and Chief Operating Officer from October 2016 to December 31, 2018. From February 2016 to October 2016, she served as Insulet's Executive Vice President and President, Diabetes Products, and from February 2015 to February 2016, she served as Insulet's Chief Commercial Officer. From 2013 to 2015, Ms. Petrovic served as President and Chief Executive Officer of Clinical Innovations, LLC, a developer and manufacturer of medical devices and diagnostics for women's health. Ms. Petrovic earned her Bachelor of Science in Biology from the University of Wisconsin. She also currently serves on the Board of Directors for Alydia Health.

R3000



Lois K. Zabrocky
International Seaways / 2016

Lois K. Zabrocky brings to her roles as President, CEO, and board member of International Seaways extensive experience in the shipping industry. Before assuming leadership for International Seaways, Lois held a number of senior management positions including senior vice president for OSG'S International Flag strategic business unit with responsibility for commercial management and oversight of fleet operations. Previously she was chief commercial officer, with responsibility for OSG's international flag crude, products, and gas businesses. Lois has also served as vice president of Aframax International, a pool of 35 Aframax tankers. While she held that position, the Aframax Pool expanded in membership, size and profitability. Lois currently serves on the Board of ITOPF Limited, a leading industry based, not-for-profit ship pollution response adviser and Tidewater, a publicly traded company. She holds a BS degree from the United States Merchant Marine Academy and recently completed the Harvard Business School Strategic Negotiations and Finance for Senior Executives courses.

R3000



Dr. Sharon Mates Ph.D.
Intra-Cellular Therapies / 2013

Dr. Sharon Mates has been Chair, President, and CEO of ITI since June 2002, having co-founded the company in May of that year. Prior to co-founding ITI, she was a co-founder of Functional Genetics, and served as its chair and CEO. Earlier in her career, Sharon was president and a board member of North American Vaccine Inc. and its predecessor companies. She has served on several boards, and recently completed a board membership and a two-year chairmanship of the Board of the New York Biotechnology Association. Sharon has also served on the Advisory Council of the Center for Society and Health at the Harvard School of Public Health, the Board of Visitors of the Biotechnology Institute of the University of Maryland and the board of directors of Gilda's Club of New York. She received a B.S. from Ohio State University, a Ph.D. from the University of Washington and completed her postdoctoral fellowships at Massachusetts General Hospital and Harvard Medical School.

R3000



Helen P. Johnson-Leipold
Johnson Outdoors / 1999

Helen P. Johnson-Leipold brings to her roles as Chairman & CEO of Johnson Outdoors nearly four decades of experience in business transformation. With skills in strategic planning, global operations and strategic marketing and planning, Helen leads Johnson Outdoors, a publicly-traded outdoor recreation equipment company; Johnson Financial Group, one of the nation's largest private financial services companies; and, The Johnson Foundation, a nationally-recognized center of collaboration and catalyst for solutions to a better tomorrow. Earlier in her career, she spent eight years in advertising at Foote, Cone & Belding and also founded Spiaggia, Chicago's first five-star restaurant. Helen is actively involved in numerous local and regional civic and charitable organizations, including, The Prairie School, an independent private day-school founded by her mother, Imogene Powers Johnson, where she serves as Vice Chairman. She holds a B.S. in Psychology from Cornell University.

R3000



Kristine L. Juster
Kimball International / 2018

Kristine Juster joined Kimball International as CEO in 2018 and has been a board member since 2016. She has a proven, career-long track record of scaling growth strategies, while preserving the core values that are critical to the long-term sustainability of a business. Prior to Kimball International, Kristine served for over 20 years as a global executive at Newell Brands including presidential responsibilities for a variety of leading brands including Levelor, Cephalon, Sharpie and Expo. Earlier in her career, she was cofounder of PC Compatibles. Throughout her career, Kristine has driven significant growth for the businesses she has led through brand innovation, distribution channel expansion including e-commerce and a global mindset. She serves on the boards of the Trex Company and BIFMA. She holds a Bachelor of Applied Sciences in Hotel and Restaurant Management from Cornell University.

R3000



Mary Anne Heino
Lantheus Holdings / 2015

Mary Anne Heino brings to her roles of President and CEO of Lantheus over 30 years of diverse pharmaceutical industry experience. Prior to her present positions, she served as chief commercial Officer and COO. August 2015. Prior to joining Lantheus, Mary Anne led Angelini Labopharm LLC and Labopharm USA in the roles of president and senior vice president of World Wide Sales and Marketing. Earlier, she served in numerous capacities at Centocor, Inc., a Johnson & Johnson Company, including vice president strategic planning and competitive intelligence, vice president sales and senior director Immunology Marketing. She began her professional career with Janssen Pharmaceutica N.V. as a Sales Representative in June 1989 and worked her way up to the role of Field Sales Director in 1999. Mary Anne earned a BS in Nursing from the City University of New York, a BS in Biology from the State University of New York at Stony Brook and an MBA from the Stern School of Business at New York University.

R3000



Wendy L. Simpson
LTC Properties / 2007

Wendy Simpson has been LTC's CEO and President since 2007 and was appointed Chairman of the Board in 2013. LTC Properties is a real estate investment trust (REIT) investing in seniors housing and health care. She brings to her roles more than 25 years of experience with health care related businesses. She joined the company in 2000 as Vice Chairman and has also served as Treasurer, Chief Financial Officer and COO. Prior to joining LTC, Wendy held executive positions in public companies that owned acute care hospitals, LTACHs, psychiatric hospitals and home health services. In 2020, Wendy received the McKnight's Women of Distinction Lifetime Achievement Award bestowed for outstanding contributions in the area of senior living or skilled nursing. She began her career in public accounting. She earned a BS degree in Accounting from Northern Illinois University.

R3000



Simone F. Lagomarsino
Luther Burbank / 2019

Simone Lagomarsino serves as President, CEO and Board Chair of Luther Burbank bringing broad-based experience in community banking to her leadership roles. Prior to joining Luther Burbank in 2019, Simone served as President and CEO of the Western Bankers Association: as a director of Pacific Premier Bancorp; as CEO of Heritage Oaks Bank and as President and CEO of Heritage Oaks Bancorp. In addition to her role at Luther Burbank, Simone serves on the boards of directors of the Federal Home Loan Bank of San Francisco and of Hannon Armstrong Sustainable Infrastructure Capital, Inc. She is regularly honored in financial services industry organizations and publications, and in 2013, was named by American Banker as Community Banker of the Year. She holds a BA in Economics from Claremont McKenna University and an MBA in Finance from Claremont's Peter F. Drucker and Masatoshi Ito Graduate School of Management.

R3000



Sara A. Greenstein
Lydall / 2019
*Stepped down Nov 2021,
named CEO of Axel Johnson Inc.
in June 2022*

Sara Greenstein brings to her role as President & CEO of Axel Johnson extensive operational expertise and the ability to lead and transform large, multifaceted global organizations. Most recently she was CEO of Lydall, Inc. She previously held various leadership roles at the Underwriters Laboratory including president, supply chain, sustainability. Her experience in creating sustainable value for employees, customers, shareholders, and the environment has resulted in her ability to successfully guide major transformations of global manufacturing and service companies. Sara's experience extends across multiple industries from CPG to industrials with her deep expertise in manufacturing, digital transformation, product development and innovation, and commercial relationships with major global OEMs. She holds a BS from the University of Illinois at Urbana-Champaign and an MBA from the University of Michigan Stephen M. Ross School of Business.

R3000



Dr. Alexandria Forbes Ph.D.

MeiraGTx Holdings plc / 2015

Dr. Alexandria Forbes is founder, President and CEO of MeiraGTx, a vertically integrated, clinical stage gene therapy company. Prior to founding MeiraGTx, she served as senior vice president of Commercial Operations at Kadmon Holdings, Inc., a biopharmaceutical company and spent 10 years as a public market's healthcare investor responsible with a specialty in pharmaceuticals and diagnostics companies. Early in her career, Alexandria served as a postdoctoral fellow at NYU Langone Medical Center and as a research fellow at Duke University and Johns Hopkins University, in addition to serving on the board of MeiraGTx, she is a trustee and director of the Hilary and Galen Weston Foundation, the European arm of the Weston Brain Institute, a charity supporting research into neurodegenerative diseases. She received an M.A. in Natural Sciences from Cambridge University and a Ph.D. in Molecular Genetics from Oxford University.

R3000



Anna Protopapas

Mersana Therapeutics / 2015

As President & CEO of Mersana Therapeutics, Anna Protopapas brings to her roles a substantial track record of leadership experience in the biotech industry. Prior to Mersana, she was president of Millennium, where she led Takeda Pharmaceutical Co.'s \$1.3 billion oncology business. She also served as the executive vice president of Global Business Development for Takeda where she was responsible for global acquisitions, partnering, licensing and venture investing. In this role, she led Takeda's \$12 billion acquisition of Nycomed, a critical step in the company's globalization. Earlier in her career, she was an executive officer at Millennium Pharmaceuticals and served in various senior leadership positions, playing an integral role in the company's transformation from a genomics start-up to a fully integrated oncology leader. She holds a BS in Engineering from Princeton University, an MS in Chemical Engineering from MIT and an MBA from Stanford University School of Business.

R3000



Andrea R. Owen

MillerKnoll / 2021

Andrea Owen is an experienced CEO and Director with a demonstrated history of leading complex customer-focused businesses. She is a life-long learner with a passion for identifying and solving problems for customers, strategic and digital transformation, innovation, trend analysis, talent, team, and business development. Andi is currently President and CEO of MillerKnoll, a collective of dynamic brands and one of the largest and most influential modern design companies in the world. MillerKnoll was created in 2021 from the combination of Herman Miller and Knoll, and includes brands Colebrook Bosson Saunders, DatesWeiser, DWR, Edelman Leather, Fully, Geiger, HAY, Holly Hunt, KnollExtra, Knoll Office, KnollStudio, KnollTextiles, Maars Living Walls, Maharam, Muuto, naughtone, and Spinneybeck|FilzFelt. Andrea holds a BA from the College of William and Mary and completed Harvard Business School's Advanced Management Program.

R3000



Maryjo R. Cohen

National Presto Industries / 1994

Maryjo R. Cohen has been Chief Executive Officer of National Presto Industries since May 1994 and has been its President since May 1989. Ms. Cohen serves as a Treasurer of Presto Manufacturing Company Inc. She served as Interim Chief Financial Officer of National Presto Industries Inc., from June 2008 to September 2008, Treasurer since September 1983 and served as its Vice President since May 1986. Ms. Cohen has been the Chairman of National Presto Industries Inc. since January 2002, when she took over from her retiring father. She has been with the National Presto Industries Inc. since 1976, her entire professional career. Prior to becoming an Officer, she served as an Associate Resident Counsel and Assistant to the Treasurer of National Presto. Ms. Cohen has been a Director of National Presto Industries Inc. since 1988. She received B.B.A. and J.D. degrees from the University of Michigan.

R3000



Susan L. Givens

New Senior Investment Group / 2014

Susan Givens has served as CEO and board member of New Senior Investment Group since the company's inception in October 2014. She brings 20 years of private equity, capital markets, M&A, general management, and finance experience to her roles. Previously, Susan was a managing director in the Private Equity group at Fortress Investment Group, where she spent more than 13 years. While at Fortress, she also served as the CEO of New Senior Investment Group and as CFO and treasurer of New Residential Investment Corp. where she was responsible for various real estate, healthcare, financial services, infrastructure, and leisure investments. In addition, Susan was responsible for overseeing equity capital markets transactions in the Private Equity group. She is a member of the Advisory Board of Governors, and the Audit & Investment Committee of Nareit and a member of The Real Estate Roundtable. She received an undergraduate degree from Middlebury College and an MBA from Harvard Business School.

R3000



Beth A. Wozniak

nVent Electric plc / 2018

Beth Wozniak is CEO of nVent, a \$2.5B leading global provider of electrical connection and protection solutions. nVent's mission, under her leadership, is to create safer systems through inventive electrical solutions. nVent has approximately 10,000 employees globally and Beth is passionate about building an inclusive and diverse workplace. Before her role as nVent's CEO, Beth served as president of Pentair's Electrical segment, and as president of Pentair's Flow & Filtration Solutions global business unit, respectively. Prior to joining Pentair, she held several leadership and program management positions at Honeywell and its predecessor AlliedSignal including president of Honeywell's Environmental and Combustion Controls business; president of its Sensing and Control business; vice president of Business Integration; vice president of Six Sigma; and vice president of Engineering and Program Management. Beth holds a Bachelor of Engineering degree from McMaster University and an MBA from York University.

R3000



Cynthia B. Taylor

Oil States International / 2007

Cynthia Taylor is President and CEO of Oil States International Inc. and a member of its board. Prior to her current responsibilities, she served as president and COO, and as senior vice president, chief financial officer and treasurer. Previously, Cynthia served as chief financial officer of L.E. Simmons & Associates, Inc. She has also held positions at Cliffs Drilling Company and Ernst & Young LLP. Cynthia sits on the AT&T board of directors and the Dallas Fed board, having previously served on the Houston Branch board. She is involved with the 12th Man Foundation, Texas A&M University Mays Business School Development Council, Texas Children's Hospital and the Greater Houston Partnership. She holds a BBA degree from Texas A&M University and is a certified public accountant.

R3000



Leslie L. Trigg

Outset Medical / 2014

Leslie Triggs serves as President and Chief Executive Officer of Outset Medical, technology company focused on dialysis improvement. She joined the company from Warburg Pincus, a private equity firm, where she was an executive in residence. Prior to that, she served in several roles at Lutonix, a medical device company including executive vice president, and as chief business officer of AccessClosure. She also previously held positions with FoxHollow Technologies, a manufacturer of devices to treat peripheral artery disease, Cytoc and Pro-Duct Health, both medical device companies and Guidant, a cardiovascular medical device company. She serves on the boards of Adaptive Biotechnologies and the Medical Device Manufacturers Association. Leslie holds a B.S. degree from Northwestern University and an M.B.A. from The Haas School of Business, UC Berkeley.

R3000



Jennifer G. Tejada
PagerDuty / 2016

Jennifer Tejada is CEO and Chair of PagerDuty, a cloud computing company specializing in a SaaS incident response platform for IT departments. It has been recognized by Forbes on its "Cloud 100" as well as the USA Today list for the top small and mid-sized companies for diversity in 2018. Jennifer brings to her role 25 years of unique experience, spanning mass consumer products to disruptive cloud and software solutions. Jennifer has a successful track record in product innovation, optimizing operations and scaling public and private enterprise technology companies. Prior to PagerDuty she was president and CEO of Keynote Systems and chief marketing officer for Telecom New Zealand. She sits on the boards of Estee Lauder and UiPath. Jennifer holds a BA in Business Management and Organizational Behavior from the University of Michigan.

R3000



Laurel Sayer
Perpetua Resources / 2016

Laurel Sayer has served as President and CEO of Perpetua Resources, since 2016. Under her leadership, Perpetua Resources is committed to Idaho's resources and people, to restoring the abandoned Stibnite mining district and to responsibly developing the critical resources needed for a more secure and sustainable future. Before her appointment as CEO, Laura served on the Perpetua Resources Board for two years. Prior to her association with Perpetua Resources Board, she worked as the executive director of the Idaho Coalition of Land Trusts (ICLT), which is dedicated to supporting and advancing private land conservation in Idaho. Laurel also spent more than two decades working on policy matters with Idaho Congressman Mike Simpson and Idaho United States Senator Mike Crapo, with an emphasis on natural resource issues. She is the recipient of the Ed Hill Conservation Award for her efforts in land conservation in Idaho's Upper Snake River Valley and holds an Associate Degree in Business Administration and Management from Ensign College.

R3000



Terrie J. Curran
Phathom Pharmaceuticals / 2019

Terrie Curran is CEO and President at Phathom Pharmaceuticals, a late clinical-stage biopharmaceutical company focused on developing and commercializing new treatments for gastrointestinal diseases. Previously, she was president, Global Inflammation and Immunology (I&I) Franchise and member of the Executive Committee at Celgene. She joined Celgene in 2013 as the U.S. Commercial Head of the I&I Franchise and built the capabilities and recruited the teams that executed the successful launch of OTEZLA® for moderate-to-severe plaque psoriasis. Prior to joining Celgene, she served as senior vice president and general manager, Global Women's Health at Merck & Co. She currently sits on the board of Myovant Sciences. Terrie holds graduate and bachelor's degrees from the University of Technology Sydney.

R3000



Patricia K. Collawn
PNM Resources / 2010

Patricia Collawn, as Chair, President and CEO of PNM Resources brings more than 25 years of leadership experience in the utility and electricity industries to her roles. Through its regulated utilities, PNM and TNMP, PNM Resources provides electricity to nearly a million homes and businesses in New Mexico and Texas. She is also Chair, President and CEO of PNM, and Chair and CEO of TNMP. Patricia previously served as president and COO and as utilities president of PNM Resources. Prior to joining PNM Resources, Patricia was president and CEO of Public Service Company of Colorado, an Xcel Energy, Inc. subsidiary. In 2020, she joined the board of directors of Equitrans Midstream Corporation and serves on its management development and compensation committee and its health, safety, security, and environmental committee. She also sits on the board of Cheniere Inc. Patricia holds a BA from Drake University and an MBA from Harvard Business School.

F1000
R3000



Maria Pope
Portland General Electric / 2018

As an advocate for sustainable energy solutions nationwide, Maria Pope uses her authority as CEO, President and board member of Portland General Electric to provide affordable, clean energy to all communities. Prior to being promoted to President and CEO in 2018, Maria acted as PGE's senior vice president of Power Supply, Operations and Resource Strategy where she headed the company's transition utilizing regional smart grids. Before working in the energy sector, she started her career in finance at Morgan Stanley and later transitioned to electronic design automation at Mentor Graphics Corporation. She currently serves on the Oregon Global Warming Commission, The Nature Conservancy, Electric Power Research Institute and the Federal Reserve Bank of San Francisco. Maria holds a BA from Georgetown University and an MBA from Stanford University Graduate School of Business.

R3000



Sherry S. Bahrambeygui
PriceSmart / 2019

Sherry Bahrambeygui is well versed in the roles and expectations of being PriceSmart's CEO. PriceSmart operates membership club stores in Latin America, the Caribbean, and Asia, selling food and consumer goods in approximately 30 warehouse-style stores. Sherry's areas of expertise in international business, employment, and compensation make her an invaluable asset to the company. She also sits on PriceSmart's board. Sherry previously served as CEO of Real Estate Investment Company for PS Ivanhoe, LLC for over eight years. Sherry has a thorough understanding of business, operations, and financials from her impressive background beginning as a licensed stockbroker and a partner in multiple law firms, including a founding partner of the law firm of Hosey & Bahrambeygui, LLP. She currently serves as Director and Vice Chair of the Price Philanthropies Foundation and holds a BS in political science from UCSD and a JD from California Western School of Law.

F1000
R3000



Cynthia J. Warner
Renewable Energy Group / 2012
Stepped Down June 2022

Until stepping down in June 2022, Cynthia Warner served as president and CEO and as a director of Renewable Energy Group, Inc., an advanced biofuel producer, since January 2019. Warner served as executive vice president of operations for Andeavor (formerly Tesoro Corporation) from August 2016 until October 2018, when Andeavor was acquired by Marathon Petroleum Corp. Prior to that, Cynthia served as Andeavor's executive vice president of strategy and business development from October of 2014 to August of 2016. She previously served as chairman and chief executive officer of Sapphire Energy, Inc. Cynthia is a director of IDEX Corporation where she is a member of the Compensation Committee and a former chair of the Nominating and Corporate Governance Committee. She holds a BS Chemical Engineering from Vanderbilt University and an MBA from Illinois Institute of Technology.

R3000



Kate W. Duchene
Resources Connection / 2016

Kate serves as President and Chief Executive Officer at RGP, where she is focused on leading RGP through successful transformation and bringing the company back to meaningful growth. She first joined RGP in 1999 as the Company's first corporate counsel and has since operated in numerous executive roles – Legal, Corporate Secretary, Human Resources, Marketing and RGP Legal. Prior to joining RGP, Kate practiced law with O'Melveny & Myers LLP, in Los Angeles, California. Duchene received her J.D., cum laude, from New York University School of Law and her B.A. in Political Science from Stanford University. In addition to Duchene's career success, she currently serves on the UCI Foundation as well as the California Minority Counsel Program. She has also served as a board member and board chair for Human Options, an organization dedicated to breaking the cycle of domestic violence.

R3000



Debra G. Perelman
Revlon / 2018

Debra G. Perelman is President and CEO of Revlon and a member of its Board of Directors. A thoughtful, team-oriented, and decisive leader, she is breaking paradigms to compete in today's digital and consumer-first environment. She is recognized for her global perspective, financial acumen and holistic approach to brands, consumers, and technology. Prior to being named President and CEO, Debra served as COO of Revlon. She began her career at Revlon and has served in numerous leadership roles across all facets of the business. Debra is co-founder and Vice Chair of the Child Mind Institute, a national nonprofit dedicated to children and families struggling with mental health and learning disorders. She also serves as a board member of the Children's Hospital of Philadelphia and is a member of the President's Advisory Council at Princeton University. Debra holds an MBA in finance and accounting from Columbia Business School and a BA from Princeton University.

R3000



Leslie D. Hale
RLJ Lodging Trust / 2018

Leslie Hale is President and CEO of RLJ Lodging Trust, a leading hotel real estate investment trust. Since joining RLJ in 2005, she has played a pivotal role in setting and executing the strategic vision at RLJ, holding progressively senior roles. She was appointed CFO in 2007, COO in 2016 and CEO in 2018. Leslie helped successfully lead the execution of the initial public offering (IPO) of RLJ in 2011 and is on RLJ's Board of Directors. She serves on Macy's, Inc.'s Board of Directors, is a Howard University Trustee and is a Board member of the Federal Reserve Bank of Richmond's Baltimore Branch. Additionally, Leslie is a member of the MINA Advisory Board, NAREIT Advisory Board of Governors, AHLA Executive Board and IREFAC and the Young Presidents Association. She holds a BBA in Finance from Howard University and an MBA from Harvard School of Business.

R3000



Cheryl Janet Henry
Ruth's Hospitality Group / 2018

Cheryl Henry is President, CEO and Chairwoman of the Board of Ruth's Chris Hospitality Group, a restaurant company with a focus on American steakhouse restaurants. She has served as CEO since August, 2018 and was appointed to the board of directors as of that date. She brings to her roles, broad-based experience that includes real estate development, marketing, and consumer branding. Prior to her current responsibilities, she held numerous leadership roles including president and COO, senior vice president, chief branding officer and chief business development officer. Before joining the Ruth's Hospitality Group team, she was the chief of staff for the Mayor of Orlando. Cheryl has served on the Board of Trustees of the Culinary Institute of America since December 2017 and on the Board of Governors of the Center for Creative Leadership since June 2017. She holds a BA in Finance and Management from the University of Pittsburgh.

R3000



Tamara L. Lundgren
Schnitzer Steel Industries / 2008

Tamara Lundgren is president, CEO, and board member of Schnitzer Steel Industries, one of the largest manufacturers and exporters of recycled metals in the United States. Tamara joined SSI in 2005 as chief strategy officer and became its president and chief executive officer in 2008. Since she assumed her top leadership roles, SSI has expanded its geographic footprint from 41 facilities primarily located in Washington, Oregon, and Northern California to 116 operating facilities along both coasts of the United States and in Alaska, Hawaii, Western Canada, and Puerto Rico. In addition to SSI, she sits on the boards of the Federal Reserve Bank San Francisco, Parsons Corporation and Ryder System, Inc. She is also chair of the executive committee of the board of the US Chamber of Commerce. Tamara holds a B.A. from Wellesley College and a J.D. from the Northwestern University School of Law.

R3000



Barbara Humpton
Siemens USA / 2018

Barbara Humpton as CEO is committed to keeping Siemens USA in the forefront of industry and infrastructure advancements. With a true passion for utilizing STEM education, she is able to take technology to the next level and diversify its true purpose which, to her, is expanding what's humanly possible. Earlier in her career, Barbara was acting CEO and president of Siemens USA Government Technologies, Inc. (SGT), an integrator of Siemens' service for central government organizations and divisions. Before joining Siemens USA in 2011, She filled in as a vice president at Booz Allen Hamilton where she was responsible for program execution and new business improvement for innovation counseling in the Department of Justice and Department of Homeland Security. Barbara is Chair of the Center for Strategic and Budgetary Assessments and sits on the boards of Triumph Group, Fluence and Ouster. She holds a BS in Mathematics from Wake Forest University.

R3000



Virginia C. Drosos
Signet Jewelers Limited / 2017

Virginia Drosos is CEO and board member of Signet Jewelers, the world's largest specialty retail jeweler. She is focused on delivering a world class digital-first, omnichannel experience to customers of Kay Jewelers, Zales, Jared The Galleria Of Jewelry, H.Samuel, Ernest Jones, Peoples and Piercing Pagoda. Virginia has over 30 years of executive leadership experience in the consumer goods, personal care and healthcare industries. She has been at the forefront of globalizing, mass market ecommerce retail while reinventing product categories and turning around billion-dollar brands. She previously served as president & CEO of Assurex Health and group president at Procter & Gamble. She is on the board of American Financial Group, an insurance and investments company. In 2017, Virginia was named EY Entrepreneur of the Year and Women of the Year by the Cincinnati Regional Chamber of Commerce. She holds a BBA in Finance from the University of Georgia Terry School of Business and an MBA from The Wharton School.

R3000



Erica J. Rogers
Silk Road Medical / 2012

Erica Rogers is President and CEO of Silk Road Medical, having led the company from early clinical trials to IPO. She is an experienced CEO and serial entrepreneur with a demonstrated history of working in the medical device industry. Prior to Silk Road Medical, Erica was COO of Medicines360, a non-profit pharmaceutical company developing drugs and devices for women. Erica was the founder and CEO of Allux Medical, as well as the co-founder of Visiogen, which was acquired by Abbott Medical Optics in 2009. Erica spent over 12 years at Boston Scientific, in sales and marketing positions. She began her career in pharmaceutical sales. Erica holds five issued and 15 pending US patents in medical devices and nanotechnology. She was recently named to Top 100 Women of Influence in Silicon Valley and featured in Fierce CEO magazine. She earned a BS in zoology from San Diego State University.

R3000



Karen Colonias
Simpson Manufacturing Co. / 2012

Karen Colonias has been the CEO of Simpson Manufacturing since January 2012 and in 2013 was appointed to its board. She previously served as CFO, secretary, and treasurer. Prior to that, she held the position of vice president of Simpson Manufacturing's subsidiary, Simpson Strong-Tie Company Inc., and in that capacity served as the Branch Manager of the Simpson StrongTie manufacturing facility in Stockton, California. She joined Simpson Strong-Tie in 1984 as an engineer in the research and development department, where she was responsible for the design and testing of new products and code development. She is a member of the board of Reliance Steel & Aluminum Company and is a licensed professional civil engineer. She holds a BS in civil engineering from California State University, Sacramento and an MBA in marketing from Cal State East Bay College of Business & Economics.

F1000



Shelly Ibach
Sleep Number / 2012

Shelly Ibach is President & CEO of Sleep Number Corp., which provides 360 smart beds featuring, adjustable comfort and biometric sleep tracking technology. As CEO since 2012, Shelly has combined her passion for creating consumer value with her visionary leadership to build a purpose-driven company, delivering superior shareholder returns. She previously held numerous executive roles in strategy, sales, product and marketing, and honed her instincts as an expert retailer and brand developer during her 25 years at Target Corporation. As Sleep Editor-at-Large for Thrive Global, Shelly is shaping the growing understanding that sleep is the center of wellness. She also serves on the executive committee of the Minnesota Business Partnership, an organization comprised of presidents and CEOs from 120 Minnesota companies. She is a University of Wisconsin-Stout alum

F1000
R3000



Suzanne Sitherwood
Spire / 2012

Suzanne Sitherwood serves as President, CEO and Director of Spire Inc. Ms. Sitherwood. She has more than 37 years of experience in the natural gas industry. Over the course of her career, Suzanne has gained extensive management and operational experience and has demonstrated a strong track record of leadership, strategic vision, and business acumen. Under her leadership, the company's natural gas utility business has grown from 625,000 customers to nearly 1.7 million, and its enterprise value has grown from \$1.3 billion in 2012 to \$6.3 billion as of November 1, 2018. Suzanne has a BS in industrial engineering technology from the Southern College of Technology and an MBA from Brenau University.

R3000



Caren L. Mason
STAAR Surgical Company / 2015

Caren Mason is President and CEO of STAAR Surgical. Caren assumed her position as President and CEO of STAAR on March 1, 2015, having served on the Board of Directors since June of 2014. Caren was previously CEO of Verinata Health and president and CEO of Quidel Corporation, a publicly traded rapid immunoassay and molecular diagnostics test company. During her tenure at Quidel, she engineered a four-year turnaround and delivered significant top-line growth, profitability, growth capital and valuation for the company. She earned Quidel the title of one of 200 Best Small Companies by Forbes in 2007 & 2008. Her current memberships include the boards of the Medical Device Manufacturing Association, the American Society of Cataract and Refractive Surgery Foundation, and Beyond Blindness. She also sits on the American Executive Committee of the American-European Congress of Ophthalmic Surgery. She is a graduate of Indiana University.

F1000



Cindy J. Miller
Stericycle / 2019

Cindy J. Miller brings to her role as Stericycle's President and CEO a track record of successful leadership in transportation, logistics and supply chain. Additionally, she sits on Stericycle's board and is chair of the safety and compliance committee. Prior to Stericycle, she served as president, Global Freight Forwarding for United Parcel Service (UPS). Cindy had a 30-year career with UPS starting as a driver and progressing to district manager for operating regions in the United States and then managing director for regions in Europe, the Middle East, and Africa before becoming president of the European region. She currently sits on the board of UGI Corporation and is a member of the C200 Club, the National Association of Corporate Directors and has been named to Forbes 50 Over 50. Cindy received a BA degree from Pennsylvania State University and an executive MBA from the London Business School.

R3000



Dr. Nancy A. Simonian M.D.
Syros Pharmaceuticals / 2012

Nancy is the founding CEO of Syros and has an established track record of value creation in biotechnology. Prior to Syros, she was chief medical officer at Millennium Pharmaceuticals, and previously vice president of Clinical Development at Biogen. Nancy has overseen the successful development of numerous medicines. Under Nancy's leadership at Millennium, VELCADE became a mainstay of treatment for multiple myeloma. She also led development of Millennium's clinical pipeline, including NINLARO for hematologic malignancies and ENTYVIO for inflammatory bowel disease. At Biogen, Nancy played a central role in developing AVONEX and TYSABRI for multiple sclerosis. She started her career as an assistant professor at Harvard Medical School and neurology staff at Massachusetts General Hospital. She trained in neurology and internal medicine at Massachusetts General Hospital and holds a BS in biology from Princeton.

R3000



Jane Taylor Elfers
The Children's Place / 2010

Jane Elfers joined The Children's Place as President and CEO in January 2010. Jane has delivered several years of industry-leading shareholder returns through attracting best-in-class talent across the company, a relentless focus on product, a complete overhaul of the company's systems, expansion into multiple international markets, the introduction of a digital and brick-and-mortar wholesale strategy, and the development of a multi-pronged strategic digital transformation of The Children's Place brand. Jane is a 34-year retail veteran and a turnaround expert. She previously served as president and CEO of Lord & Taylor, during which time she transformed the ailing brand, saving it from extinction. Jane began her retail career at Macy's. She currently serves on their Board of Trustees. and is a graduate of Bucknell University, where she earned her BS in Business Administration and currently serves on their Board of Trustees.

R3000



Julie Wainwright
The RealReal / 2011
Stepped down in June 2022

As founder and CEO of The RealReal, Julie Wainwright created one of the most successful online luxury consignment sites. With \$288 million in funding raised, Julie believes The RealReal will become a billion-dollar business in the next few years. She, was an early tech entrepreneur and e-commerce pioneer and headed up Reel.com, an online video site, in 1997 before taking over as CEO of Pets.com in 1999. A now symbolic case study of the dot.com boom and bust, the site collapsed after going public in 2000, losing \$300 million of capital investment. In the wake of its failure, Julie was involved with a number of other online start-ups, before launching The RealReal in 2011. She earned her BSGM from Purdue University.

R3000



Ellen R. Gordon
Tootsie Roll Industries / 2015

Ellen Gordon became Chair and CEO of Tootsie Roll Industries in 2015. For more than five decades, she and her late husband, Melvin, built the company into one of the largest U.S. candy makers with operations throughout North America and distribution channels in more than 75 countries. Ellen joined Tootsie Roll in 1968 and has served as vice president of product development, senior vice president and president and COO before assuming her current responsibilities. She has served as a board member or trustee at CPC International, HDI Investment Corp., the National Confectioners Association, Northwestern University's Kellogg School of Management Global Advisory Board, and Unilever Bestfoods. She is a founding member, former president, and former foundation chair of the Committee of 200. A dedicated philanthropist, Gordon has supported institutions that advance education, health care and human services. She received a BA in Russian language and literature from Brandeis.

R3000



Carrie L. Bourdow
Trevena / 2018

Carrie Bourdow was appointed President, CEO and member of the Trevena Board of Directors in October 2018. She has served in various senior positions at Trevena, joining the company as chief commercial officer and appointed executive vice president and COO in January 2018. Prior to Trevena, she was vice president of marketing at Cubist Pharmaceuticals, Inc., until its acquisition by Merck & Co. in January 2015. At Cubist, she led launch strategy, marketing, reimbursement, and operations for five acute care hospital pharmaceuticals totaling over \$1 billion in annual revenues. Prior to Cubist, she served for more than 20 years at Merck, where she held positions of increasing responsibility across multiple therapeutic areas. Since June 2017, she has served on the board of Nabriva Therapeutics, a publicly traded biopharmaceutical company. She holds a BA in Spanish language and literature from Hendrix College and an MBA in Business from Southern Illinois University.

R3000



Dr. Athena M. Countouriotis M.D.
Turning Point Therapeutics / 2018

Dr. Athena Countouriotis, President, CEO, and board member of Turning Point Therapeutics has broad oncology biotech leadership experience, guiding multiple development programs to approval. Her experience includes large and small molecule therapeutics in hematology and solid tumor indications, with multiple regulatory approvals in the U.S. and Europe. She joined Turning Point Therapeutics in May 2018 as executive vice president and chief medical officer to advance the clinical development of repotrectinib. Athena previously served as senior vice president and chief medical officer for Adverum Biotechnologies, and before that as senior vice president and chief medical officer of Halozyme Therapeutics. She received her M.D. from Tufts University School of Medicine and her bachelor's degree from the University of California, Los Angeles.

R3000



Dr. Emily Marine Leproust Ph.D.
Twist Bioscience / 2013

Dr. Emily Marine Leproust is CEO and Founder of Twist Bioscience. As an early pioneer in the high-throughput synthesis and sequencing of DNA, she is disrupting the process of gene synthesis to enable the exponential growth of synthetic biology applications in multiple fields including medicine, DNA data storage, agricultural biology, and industrial chemicals. Prior to co-founding Twist Bioscience, she held escalating positions at Agilent Technologies where she architected the successful SureSelect product line that lowered the cost of sequencing and elucidated mechanisms responsible for dozens of Mendelian diseases. She also developed the Oligo Library Synthesis technology, where she initiated and led product and business development activities for the team. Emily has published over 30 peer-reviewed papers, many on applications of synthetic DNA, and is the author of numerous patents. She holds an MS in Industrial Chemistry from CPE Lyon and a Ph.D. in Organic Chemistry and Nuclear Acids Chemistry.

R3000



Dr. Martine A. Rothblatt Ph.D.
United Therapeutics / 1996

Dr. Martine A. Rothblatt is Chair, CEO & Founder of United Therapeutics Corp., a Chief Executive Officer at Revivicor, Inc. and a President & CEO at Lung Biotechnology PBC. Martine was previously chairman & CEO of SIRIUS Satellite Radio, Inc. She also served on the board at Synthetic Genomics, Inc. She is currently on the Board of Directors at United Therapeutics Europe Ltd., Beta Technologies, Inc. and The Kennedy Center Corporate Fund. In 2021, the National Business Aviation Association (NBAA) selected her for its highest honor, the Meritorious Service to Aviation Award, for her fostering of aviation weather information on the flight deck and of advanced air mobility such as electric helicopters. She received her graduate degree from the University of California, Los Angeles, an MBA from the University of California, Los Angeles and a PhD from the University of London.

R3000



Elizabeth A. Barrett

UroGen Pharma Ltd. / 2019

Elizabeth Barrett brings to her CEO post at UroGen extensive experience leading business organizations and Fortune 500 pharmaceutical companies. Prior to UroGen, Liz was CEO of Novartis Oncology and a member of the Novartis Executive Committee. She previously served as global president of Oncology at Pfizer Inc., where she held numerous leadership positions, including president of Global Innovative Pharma for Europe, [resident of the Specialty Care Business Unit for North America, and president of United States Oncology. Earlier in her career, Liz held positions at Cephalon Inc., where she was vice president and general manager of the Oncology Business Unit, and vice president at Johnson & Johnson. She has been the recipient of numerous awards including DTC Marketer of the Year, Women's Leadership Initiative Ambassador and VP/Sales Marketing Award. Liz holds an MBA from Saint Joseph's University and a BS from the University of Louisiana.

R3000



Anjali Sud

Vimeo / 2014

Anjali Sud is CEO of Vimeo, the world's largest ad-free online video platform dedicated to empowering creators. Anjali was appointed to the position in July 2017. She serves on the board of Dolby Laboratories, is a designated Young Global Leader of the World Economic Forum, and was listed as one of Fortune's 40 Under 40 rising business leaders in 2018. Anjali previously served as general manager and senior vice president of Vimeo's core creator business, where she oversaw the growth of Vimeo's community of over 60 million video creators, filmmakers, and brands using Vimeo to upload and share their work. Prior to that, she led marketing at Vimeo, where she scaled revenue through customer acquisition and retention, international expansion, and brand building. Before joining Vimeo, she held various positions in e-commerce and media at Amazon and Time Warner. Anjali has a BS from the Wharton School in Finance and Management and an MBA from Harvard Business School.

R3000



Melissa D. Smith

WEX / 2014

Melissa Smith, as Chair and CEO of WEX, a leading provider of financial technology services, leads the creation and execution of the company's strategy as well as the development of talent and culture globally. Melissa assumed the role of CEO and a seat on the board of directors in January 2014 after serving as the company's president. After she took the helm, revenue more than doubled, reaching \$1.7 billion in 2019. She also diversified the company from predominantly US based to a global enterprise. Melissa currently sits on the boards of Maine Health and Equifax. She was named PYMNTS.com's Most Innovative Women in Payments in 2014 and one of PaymentsSource's Most Influential Women in Payments in 2014, 2019, and 2021. Melissa earned a bachelor's in business administration from the University of Maine and was awarded their honorary Doctorate of Humane Letters in 2021.

R3000



Teresa Elder

WideOpenWest / 2017

Teresa Elder brings to her role as CEO of WideOpenWest over 25 years of experience as a seasoned veteran in the telecommunications industry. Her extensive background includes serving as a founding president of Clearwire Wholesale (sold to Sprint), and prior to that as CEO of Vodafone Ireland and president of AT&T Broadband West (now Comcast). She served as a member and chair of the Management Board of the Stanford University Graduate School of Business until 2018. She is currently a member of the Cystic Fibrosis Foundation Board of Trustees and a member of the Board of C-SPAN. Teresa received her undergraduate degree from Creighton University and she holds an MS in Management from Stanford University, Graduate School of Business.

INSIGHT 2

2022 Minority Female CEOs in Fortune 1000

By Anna Mok, President & Chair, Ascend

In the past year, women have made great strides representing 38.8% of the global workforce and 24% of the C-Suite in corporate North America. While women are now given more opportunities for promotion and leadership, minority women continue to be left behind with a mere 4% representation in North American C-Suites ([Catalyst, 2022](#)).

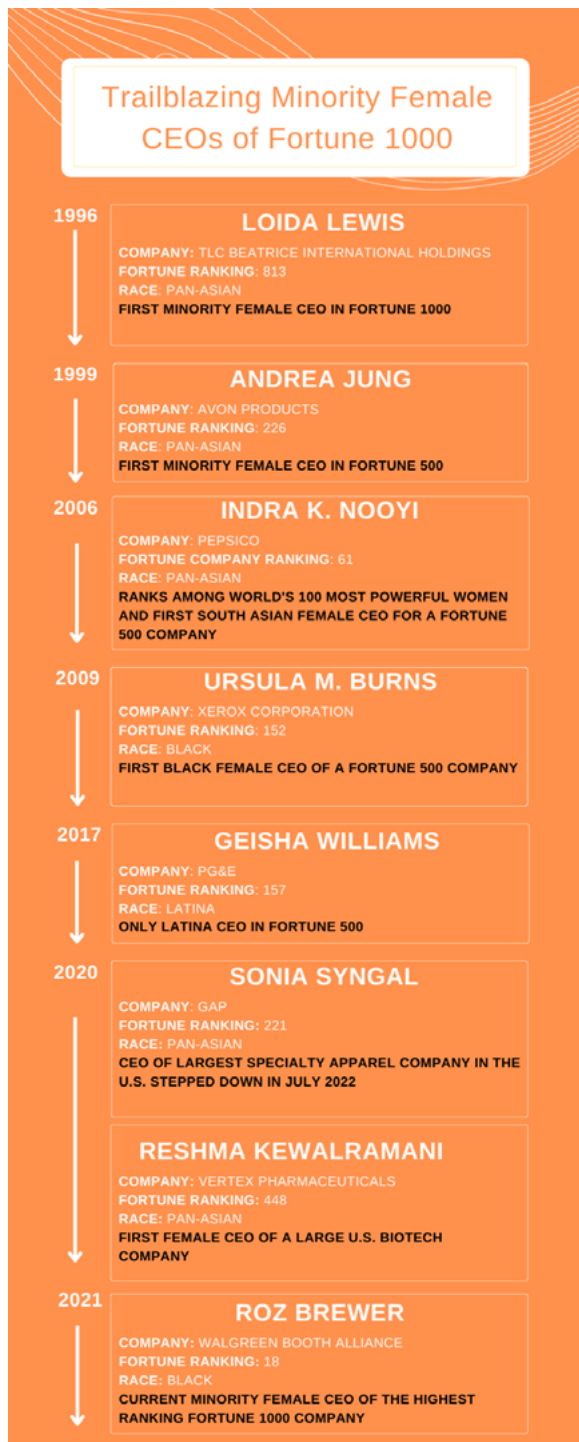
Systemic forms of sexism, such as the lack of opportunities for promotion for women persist due to limited mentorship and sponsorship opportunities. Women also continue to spend more time performing unpaid labor at work and at home. Women have been found to spend more time volunteering to improve diversity, equity and inclusion efforts than men. At home, women are still considered the primary caregiver of children and for some multi-generational homes, even elderly parents. These issues have only been compounded due to the pandemic, adding to the burden of working women.

Too little. Too slow.

A look at the 2021 Fortune 1000 companies shows that there are only 70 women CEOs, with 43 of them representing Fortune 500 companies. The data further shows that there are only nine minority female CEOs: two African Americans (a record-breaking year), seven Pan-Asians, and no Latinas. Two Fortune 100 companies are represented by Black women CEOs, while 5 Pan-Asian women CEOs currently represent lower ranking Fortune 1000 companies. With the departure of Sonia Syngal in July 2022, just two years after getting the top job at Gap, Inc, Lisa Su is the highest Fortune 1000 ranking Pan-Asian woman CEO in 2022.

FORTUNE RANK	COMPANY NAME	CEO NAME	RACE	NOTES
16	Walgreens Boots Alliance, Inc.	Roz Brewer	Black	
79	TIAA	Thasunda Brown Duckett	Black	
221	Gap, Inc.	Sonia Syngal	Asian	Stepped down in 2022
309	Advanced Micro Devices, Inc.	Lisa T. Su	Asian	
363	Yum China Holdings, Inc.	Joey Wat	Asian	Asian focused business
448	Vertex Pharmaceuticals	Reshma Kewalramani	Asian	
822	Hawaiian Electric Industries	Constance H. Lau	Asian	
864	Match Group, Inc.	Sharmistha Dubey	Asian	Stepped down in 2022
889	Arista Networks, Inc.	Jayshree V. Ullal	Asian	

Below is a list of trailblazing minority female CEOs identified by Ascend. In the 67-year history of the Fortune company ranking list, we have identified only 17 CEOs as minority women. First published in 1955, it was not until 1972, 17 years later, that the first female CEO of a Fortune 1000 company was appointed. It took another 24 years for the first minority woman to become a Fortune 1000 CEO in 1996; and three more years after that for a woman of color to make the Fortune 500 in 1999. While women overall are held back by the glass ceiling, this delay in progress demonstrates that for women of color it is a double challenge, with a ceiling that spans both race and gender.



What companies can do to support minority women's ascent to the C-Suite

What companies can do to support minority women's ascent to the C-Suite

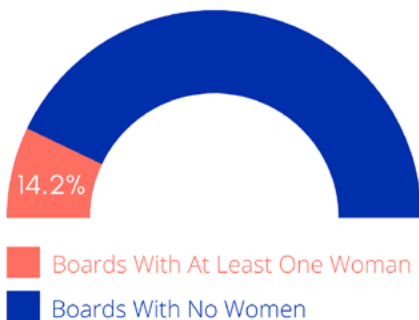
- Enact policies to support women of color's higher burden of caregiving and burnout
- Continue to offer a hybrid/remote work model
- Set hiring and promotion targets for minority women on a frequent and regular basis
- Establish mentorship and sponsorship opportunities between allies and minority women

At the entry level, minority women represent 17% of the corporate workforce. It drops to 7% at the Vice President level, then gets reduced to just 4% at the C-Suites. Meanwhile, White men increase in representation: 35%, 56%, and 62% respectively ([McKinsey & Company](#)). As minority women continue to lack opportunities for C-Suite positions, the time is now for companies and allies to step up as sponsors and mentors committed to elevating qualified executives to the next levels.

Private Companies

Women lead in both public and privately held companies. Private companies continue to step up in promoting women to both board seats and CEO leadership. Looking at board diversity within private companies can provide insight into the current representation of women at the top. Private companies overwhelmingly utilize their own networks and referrals to find new professionals to fill their board seats, according to CrunchBase. Our stark findings for recently appointed female CEOs of private companies tells us that the lack of female representation within privately-held boards likely depends on and feeds into the lack of female CEOs in the private sector.

Private Company Boards with Women



Gender of Senior Leaders	Percentage of Women in Board Leadership Roles
Woman Chairman and Woman CEO	46%
Woman Chairman and Male CEO	39%
Male Chairman and Woman CEO	38%
Male Chairman and Male CEO	23%

Source: The Lodis Forum

“The most significant barrier to female leadership is the actual lack of females in leadership. The best advice I can give to women is to go out and start something, ideally their own businesses. If you can’t see a path for leadership within your own company, go blaze a trail of your own.”

– Safra Catz, CEO of Oracle

INSIGHT 3

Women Entrepreneurs; What does 50 Years of Counting Tell Us?

By Kimber Maderazzo, Chair, C200

It's been 50 years since the U.S. Census Bureau first included data on women-owned businesses, an important win for women because it signified the first time the Census Bureau recognized women entrepreneurship. At that time in 1972, there were roughly 400,000 businesses owned by women throughout the US. Today, there are more than 13 million women-owned businesses in America—a number that is growing every day.

Over the last 50 years, women entrepreneurs have made a remarkable impact on American business. Their optimism, ability to make connections, and resilience through changing industry landscapes have fueled women to the helm of some of the most successful companies. What's more, women of color have propelled the overall growth of women-owned companies over the last decade. The number of Latina & Black women represented in the [ProjectDiane](#) 2020 database has doubled in recent years, indicating that Latina & Black founders, and the startups they lead, are on the rise.

Supporting Women-Owned Businesses is Good Business

Research has indicated that supporting women-owned businesses is good business. In fact, a [study](#) by Boston Consulting Group encourages that investing in women entrepreneurs can be extremely profitable. Although the level of financial backing for women-owned companies averages less than half the funds invested in companies founded by men, the study concluded that startups led by women were significantly better investments. Women-owned startups delivered higher revenue over a five-year period—more than twice as much per dollar invested—than those founded by men.

The Numbers Tell a Mixed and Realistic Story

Although there's much to celebrate, it's hard to ignore the gender gap that still exists between women-owned businesses and the total number of businesses overall. Over this half century, women have progressed from owning 4.6% to now 40% of all companies; we celebrate this progress while still noting that these businesses only account for 8% of all employment and 4.3% of total revenues.

The under-representation of women entrepreneurs does not minimize their contribution to solving important problems and producing innovative solutions. Women bring a unique perspective to their businesses, often focused on addressing problems for underserved members of the community and making a positive impact on the world.

The Women's Business Enterprise National Council (WBENC) [reports](#) that half of women-owned businesses are dedicated to healthcare, social assistance, and professional/scientific/technical services. And when compared with men, women are significantly more likely to launch businesses within the much-needed healthcare or education sectors.

Peer Support: An Often-Missing Piece

I'm encouraged by the growing discussion on the importance of supporting women entrepreneurs—either by improving access to financial capital or through training to help women build business skills. But the conversation tends to stop there, one of the most critical success factors is often overlooked: access to a strong business network.

Working in the Beauty, Cosmetics, and Health industry, I have seen firsthand how potent a peer community can be, and how a like-minded network can propel a women-owned business forward. I also understand that these supportive structures are in short supply.

Knowing how to strategically network is an incredibly powerful business tool, important at all stages of a career. The secret to success is to be intentional about the way you connect with others. It's not enough to just be friendly at gatherings if your goal is a seat at the table. Instead, important business relationships must be sought out and nurtured.

I learned early on to push myself and to be intentional about building my networks; I'm passionate about helping other women do the same. I'm a proponent of both a wide network that can help open doors and a deep personal network to discuss difficult topics and serve as a personal board of advisors.

Networks: A Great Equalizer for Women Entrepreneurs

As Chairperson (and longtime member) of C200, I'm proud of our many programs specifically designed to support women throughout different phases of their career. However, most members will tell you that the biggest benefit they receive is the built-in networking that comes with membership.

I've witnessed the power of members collaborating with like-minded women, building their companies with the help of strong support systems. I've seen the starring role in success that networks play as they provide access to ideas, resources, support, and mentorship.

There's no doubt that networking helps women entrepreneurs identify sponsors and role models to expand their business opportunities. And while having a mentor has been proven to accelerate many a career, approaching a prospective mentor can be daunting. As leaders, we must encourage and help facilitate these networking relationships that build women's confidence and competence.

Women entrepreneurs have the power to change the world. Supporting the growth of women-owned enterprises will provide diverse and innovative ideas, services, and products across many industries. But first we must provide women access to all forms of capitals most importantly the social capital built from supportive networks.

If women entrepreneurs are able to increase the quality of their networks, they will have access to the most powerful tool available to scale their businesses. Even when challenged with more obstacles and less access to funding than their male counterparts, if we focus on networks, the rest will follow.

// You're seeing these leaders emerge, and you're seeing more women at the helm of companies, especially women of color, you're seeing more women on boards, which is a feeder, and seeing more women as heads of divisions, which means that there's an opportunity. And so I think the pipeline is strong, but it also means that boards need to say they're open to somebody who's a first-time CEO. **//**

– Deb Liu, President and CEO, Ancestry.com

A Broader Perspective

Why does Diversity and Inclusion Matter?

Diversity and inclusion matter because it has downstream impacts that are beneficial to businesses. The consumers that make up the market have become more diverse, meaning that companies must parallel the image of the consumer basis.

- According to the [2020 Annual Business Survey \(ABS\)](#), which covers reference year 2019, approximately 18.7% (1.1 million) of U.S. employer businesses were minority-owned, veteran-owned businesses made up about 5.7% (331,151) of all businesses. About 20.9% (1.2 million) of businesses were owned by women.

Entrepreneurship

- Women entrepreneurs grew by 48% year over year from [2020-2021](#), outpacing their male counterparts by 22%. While women aged 25-34 still account for the largest group of female entrepreneurs, we also see strong growth amongst women aged 18-24 (up 73%) and women over 65 (up 76%).
- According to the [National Association of Women Business Owners](#), there are a total of 12.3 million women-owned businesses in the US. This number becomes even more astounding when you consider that there were only 402,000 women-owned businesses in 1972.
- The 2020 AMEX State of Women-Owned Businesses Report states that 31% of all small business or franchise owners are women. Furthermore, according to [NAWBO statistics](#) from 2019, Women-owned firms (51% or more) account for 39% of all privately held firms and contribute 8% of employment and 4.2% of revenues.
- [One in five firms with revenue of \\$1 million or more is woman-owned.](#)
- According to Crunchbase data, a total of 595 companies joined The [Crunchbase Unicorn Board](#) last year, far exceeding the numbers in prior years. Of these, 83 were founded or co-founded by women, more than quadrupling that category's count from 2020, when there were 18 new unicorn companies with at least one woman as a founder.
- A Unicorn Company is defined as a privately held startup company with a value of over \$1 billion. It is commonly used in the venture capital industry. The term was first popularized by venture capitalist Aileen Lee. Unicorns are very rare and require innovation.
- A slate of female co-founded unicorns also went public in 2021: 19 companies out of the total 124 unicorns went public last year. Of these, seven were taken public by woman CEOs.
 - The public-market debuts above \$1 billion – include dating app Bumble, biometric identity company Clear, apparel company FIGS, online fashion brand a.k.a. Brands and biotechnology companies Lyell Immunopharma, Humacyte and Immunocore.

Technology

- The total U.S. workforce is 47% female. Out of this 47% of females working in tech, only 28% of those women hold leadership positions.
- Underrepresentation in the tech industry with fewer than 3% of Bay Area tech jobs are held by Black, Latina, Native American or other women.
- Women's share in the overall global tech workforce has increased 6.9% from 2019 to 2022, while their share in technical roles has grown by 11.7%.
- Women made gains – from 8% of STEM workers in 1970 to 27% in 2019 – but men still dominated the field. Men made up 52% of all U.S. workers but 73% of all STEM workers.

INSIGHT 4

An Insider's Guide to the Women-Led B Corp Movement

By Anne Chambers, CEO & Co-Founder – 17 Ways

Consumers, employees, and regulators are looking for more from companies than products, profits, and transactions. Transparency is being demanded by all stakeholders. B corps, representing companies that meet the highest standards of verified social and environmental sustainability, are leading the way in corporate purpose. Transparency is at the heart of the B Corp movement and required for B Corp certification.

Women, as research has shown, are by nature more collaborative and transparent and more geared to social and humanitarian initiatives. which could explain why nationwide there are currently 217 women owned Certified B Corps in the U.S.

Certification is the Foundation of the Women-run B Corp Movement

[B Corp Certification](#) is a designation that indicates a business is meeting high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials.

In order to achieve certification, corporations must:

- Demonstrate **high social and environmental performance** in accordance with rigid measurable standards.
- Make a **legal commitment** by changing their corporate governance structure to be accountable to all stakeholders, not just shareholders.
- Exhibit **transparency** by allowing information about their performance to be publicly available.

WeTheChange: Taking Women-led B Corps to the Next Level

In 2018 Eileen Fisher, whose company was one of the founding B Corps, invited all women CEOs of certified B Corps to convene in Irvington NY. We gathered to ask the question, "what can we do together that none of us can do alone?" And WeTheChange was born.

What took place on that day in May transformed the group of 100 isolated companies into a movement of empowered women dedicated to "creating a radically inclusive and richly regenerative global economy." It didn't happen all at once, but the energy in that room propelled us forward. We created a virtual community with members

from all over North America; started having monthly meetings and identified five action groups to support growth and connection: Political Advocacy, Equity Diversity and Inclusion, Shifting Capital, CEO Peer to Peer and Grow Your B team. Additionally, a task force was deployed to write our “womanifesto.”

When we reconvened a year later in 2019, again thanks to Eileen Fisher, all the CEOs signed the declaration which was then posted on our site, wethechnage.net, with an invitation for other women, male allies, and leaders of purpose-driven organizations to sign. The declaration states: “We are empowered women creating a radically inclusive and richly regenerative global economy. As women leaders of Certified B Corporations™ and other purpose-driven enterprises, we believe in business as a force for good to generate abundance and prosperity for all. We are building a world where business is in harmony with nature and all life thrives.”

Today, the community has grown, and the relationships have deepened. The monthly meetings continue. Slack channels are buzzing, and industry sub-groups have been created. Companies are doing business together and creating partnerships, sharing resources and collaborating on responses to issues in a way we never had the scale to do before. For example, here is the response to the Supreme Court’s overturning of *Roe v Wade*:

“WeTheChange believes the Supreme Court’s decision to overturn *Roe v. Wade* is a significant step backward for our country, with implications for individual and population health, health equity, patients’ rights to privacy, and norms of democracy and law in the United States and globally. Protection of reproductive rights is a key indicator of health outcomes and health equity for people around the world, and restricted access to reproductive health services disproportionately affects low-income and BIPOC populations and people of color.”

The WeTheChange position extends beyond *Roe v.Wade* indicating that we stand “firmly against any policy that jeopardizes the rights of people to make decisions about their own bodies, their families, and their futures.” As we move forward, WeTheChange is committed to creating a new economy that is inclusive of all people, where women don’t need to fight for a seat at the table, and where values represent the verified social and environmental practices that are universal for B Corps.

Happily, we are not alone

WeTheChange is a leader in the women-led B-Corp movement and I am happy to say that we are being joined in our efforts by many other organizations including WBC’s Companies of Purpose Initiative. Its goal is to identify best practices of purpose-driven leadership to improve diversity, equity, and inclusion in position, pay and power. It will share and scale ways to influence action and change in the “social” aspects of ESG including programs related to staffing, brand, and community.

We are truly better together!

Private Companies & Entrepreneurs

ENTREPRENEURS

2020



Jill Ramsey
a.k.a Brands / 2020

Jill Ramsey joined a.k.a. Brands as CEO in May of 2020. Jill's experience in leading business and product teams in ecommerce extends 20 years with a focus on merchandising, multichannel retail and 3rd party marketplaces. Prior to joining a.k.a. Brands, Jill served as chief product and digital revenue officer at Macy's, Inc. where she led macys.com and the Macy's mobile app. During her tenure, she drove a transformational change toward a more digital, agile, data and customer centric culture. Prior to Macy's, she served as a vice president at eBay, where she led all eBay vertical businesses (excluding automotive) and merchandising support functions. Jill spent 15 years at Walmart in e-commerce, leading merchandising across various categories. Jill serves on the Board of Directors for Flexco, a leading, global manufacturer of conveyor belt products. She also serves on their Governance and Compensation Committees.



Dr. Laura Niklason
Humacyte / 2020

Dr. Laura Niklason, a world leader in tissue engineering and cellular therapies, founded Humacyte in 2004. Laura has been deeply involved in all key aspects of Humacyte's growth, including scientific innovation and development, financing, clinical trials, manufacturing and the development and management of strategic partnerships. She led the first human implant of Humacyte's human acellular vessel (HAV) in 2013. In taking on the CEO role at Humacyte, Laura will depart her role as the Vice-Chair of Anesthesiology at Yale University. Among Laura's many accomplishments, she was cited by Time for creating one of the 50 Best Inventions of 2010, was inducted into the National Academy of Inventors, the National Academy of Medicine, the National Academy of Engineering and Women in Technology Hall of Fame, and named by Fortune magazine as one of 34 Leaders Who are Changing Health Care. Niklason received her PhD in Biophysics from the University of Chicago, and her MD from the University of Michigan. She completed her residency training in anesthesia and intensive care unit medicine at the Massachusetts General Hospital in Boston, and completed post-doctoral scientific training at Massachusetts Institute of Technology.



Liz Homans
Lyell Immunopharma / 2020

Liz Homans has served as our Chief Executive Officer and member of our board of directors since August 2020. From September 2018 to August 2020, she served as our president and the operational lead as we grew in size, scope and ambition. From December 2007 to May 2018, Liz served in multiple senior leadership positions at Genentech, including vice president, U.S. sales and marketing leader for Breast Cancer, vice president, U.S. sales and marketing leader for Xolair, vice president, global regulatory operations leader and vice president, global product strategy, HER2 Franchise. From May 2004 through November 2007, Liz served as executive director, Project Leadership and Portfolio Management at Jazz Pharmaceuticals, Inc. Liz received an M.B.A. from Columbia University in the City of New York and a B.A. in German and Economics from Bates University.



Lynn Tilton
Patriarch Partners LLC / 2000

Lynn G. Tilton is CEO and sole principal of Patriarch Partners, LLC and its affiliated entities, a holding company managing 75 companies. Since 2000, through Patriarch Partners' affiliated funds, Lynn has had ownership in and restructured more than 240 companies with combined revenues of \$100 billion. She is the former chair and CEO of MD Helicopter, a manufacturer of commercial and military helicopters, and the acting CEO of Dura Automotive Systems, a Tier 1 supplier to automotive and transportation industry OEMs, and CEO of Stila, a cosmetics company. She previously worked for Goldman Sachs and Merrill Lynch as an investment banker. Lynn holds a BA degree in American Studies from Yale University and an MBA in Finance from Columbia University.



Shital Daftari
Saris and Things, SNT Biotech / 2011, 2020

Shital Daftari started Saris and Things, an exclusive online website where one can rent or buy designer Indian clothes for weddings and gala events.. Saris and Things was just named as a 2021 50 Fastest Growing Women-Owned/ Led Companies by the Women Presidents' Organization. Shital is a winner of the 2021 Enterprising Women of the Year Award. Her former company SNT Biotech is one of the largest suppliers of Rapid and PCR COVID tests and lab supplies to hospitals and labs across the country. SNT Biotech also provides Onsite COVID Testing Services at schools and large corporations. She is the co-founder of the Women's Empowerment Campaign Chicago (WE), a networking and empowerment platform for Indian & South Asian women. She holds a bachelor's degree in Social Sciences and is a graduate of the Harvard Business School's Owner/President Manager Program.



Carrie SiuButt
SimpleHealth / 2020

Carrie SiuButt joined SimpleHealth as CEO in February 2020. She started her career on Wall Street, holding various finance and strategy roles at Fortune 100 companies including Bear Stearns, American Express, and MGM, and kick-started her health and wellness career in strategy and finance at Equinox Fitness. As a Black and Chinese disabled woman, she is intimately aware of the perils of our healthcare system, and is dedicated to improving healthcare access in America, starting with reproductive healthcare via the SimpleHealth mission. Carrie received her MBA from Stanford University and holds a bachelor's degree in Business Administration from the University of North Carolina at Chapel Hill.

PRE-2020



Anne Wojcicki
23andMe / 2006

Anne Wojcicki co-founded 23andMe in 2006 after a decade spent in healthcare investing, focused primarily on biotechnology companies. Her hope was to empower consumers with access to their own genetic information and to create a way to generate more personalized information so that commercial and academic researchers could better understand and develop new drugs and diagnostics. A former Wall Street analyst, Anne teamed up with cofounder Linda Avey and Paul Cusenza to start DNA testing company 23andMe in 2006. 23andMe got a \$300 million investment from GSK, formerly GlaxoSmithKline, in July 2018. In July 2020, a drug developed with GSK began human trials. Presently, 23andMe has built one of the world's largest databases of individual genetic information. Under Wojcicki's leadership 23andMe has made significant advances in bringing personalized medicine directly to the public. Anne graduated from Yale University with a BS in Biology. Getting access to and understanding her own genetic information had always been one of her ambitions."



Diane Hendricks
ABC Supply / 1982

Diane Hendricks chairs ABC Supply, one of the largest wholesale distributors of roofing, siding and windows in America. Diane cofounded the business with her late husband, Ken, in Beloit, Wisconsin, in 1982. She has run it since his death in 2007. She led ABC to make the two biggest acquisitions in its history, buying rival Bradco in 2010 and building materials distributor L&W Supply in 2016. The company has nearly 800 branch locations and nearly \$15 billion in 2021 revenues. Diane sold custom homes for a builder before meeting Ken, a roofer. She has spent millions on local economic development, rebuilding entire blocks in Beloit and bringing in several new businesses to the state. She was list as #1 on Forbes 2022 America's Self Made Women.



Janice Bryant Howroyd
Actone Group / 1978

North Carolina native and entrepreneur Janice Bryant Howroyd headed to Los Angeles to follow her dreams with nothing more than \$1500, a \$900 loan from her mother, a fax machine and a phone. Through hard work and perseverance, she is now the first African American woman CEO and Founder of the largest privately held, minority-woman-owned billion-dollar company. Operating in more than 19 countries around the world, ActOne Group is a global leader in providing employment, workforce management, and procurement services to a wide range of industries. In addition to creating cutting edge solutions that serve business communities around the globe, she serves as an educator, ambassador, author and mentor. Janice was appointed a USA Ambassador of Energy at the White House and received an appointment by President Barack Obama in 2016 as a member of the President's Board of Advisors on Historically Black Colleges and Universities.



Ashley Chen
ActioNet, Inc. / 1998

Ashley Chen is Founder, and Chairman & CEO of ActioNet. Ashley has over 25 years of experience and, through her leadership, has transformed ActioNet from one person in 1998 into a Global Service provider with double-digit annual growth every year since its founding and with a presence in 40 states as well as multiple International locations. Ashley has been featured in numerous publications, speaking engagements and award nominations including Trailblazing Women in Business Award, Fairfax County, VA, Top 25 Entrepreneurs from Virginia Business Magazine, and so many more. Ashley also holds both Bachelor and Master of Science degrees in Computer Science from Binghamton University, and the highest level technical & professional certifications.



Ranjini Poddar
Artech Information Systems LLC / 2012

Ranjini Poddar is the Co-Founder and CEO of Artech L.L.C., a leading diversity firm that provides workforce solutions, IT consulting, and outsourced project services to Fortune and Global 500 and government clients around the world. Through her leadership, Ranjini has established a philosophy of Client Centricity and Execution Excellence that is instilled in the company's culture. It is this operational and service delivery direction that has driven Artech to become a fast-growth company and making Artech the #1 Largest Women-Owned IT Staffing Company in the U.S. according to a Staffing Industry Analysts report. Under Ranjini's leadership, Artech has become a company with over 10,500 industry professionals across the U.S., Canada, India, and China. Ranjini received her Bachelors of Science degree in Information and Computer Science from UC Irvine as well as her JD from Yale Law School.



Jen Rubio
Away / 2015

Jen Rubio is the Co-Founder and CEO at Away, a luggage manufacturer and retailer. She is also an angel investor and startup advisor. She served in the inaugural class of Levo League mentors and as a mentor/judge during multiple Startup Weekend and Decoded Fashion hackathons. Her passions lie in the intersection of commerce and emerging technology and creating meaningful, integrated experiences between people and brands. Rubio has experience speaking at events, including TEDx, Women's Wear Daily Summit, Google Atmosphere, the Inc. 500 conference, Social Media Week, SXSW, Decoded Fashion, Social Retail Summit, iMedia Brand Summit, and Brand Innovators. Teaching experience includes Miami Ad School and guest lectures at Hyper Island, NYU, UPenn, Northwestern, and Harvard. In 2015, she was named on Forbes 30 Under 30 list for Marketing & Advertising



Alice Schwartz
Bio-Rad / 1952

With \$720 in savings, Alice Schwartz and her husband David launched Bio-Rad Laboratories in a Berkeley Quonset hut in 1952. Early products included ion exchange resins, substances used to facilitate pharmaceutical manufacturing and lab research. Bio-Rad now sells 10,000 life science research and clinical diagnostics products and had 2021 revenues of \$2.9 billion. Bio-Rad held its IPO in 1966. It was listed on the American Stock Exchange in 1980, then the New York Stock Exchange in 2008. Alice, who was widowed in 2012, owns an 11% stake and stepped down from the board in April 2022; her son Norman is chairman and CEO.



Whitney Wolfe Herd
Bumble / 2014

Whitney Wolfe Herd is cofounder and CEO of Bumble Inc., which operates two online dating apps: Bumble and Badoo. Wolfe Herd founded Bumble, the dating app on which women make the first move, with Russian billionaire Andrey Andreev in 2014. Andreev, who founded Badoo in 2004, sold his stake in both apps to private equity firm Blackstone in November 2019. Whitney, who owns a 21% stake in Bumble, became the youngest self-made woman billionaire after it went public in February 2021—for ten months. Together, Bumble and Badoo operate in 150 countries with 3 million paying users as of December 2021.



Ellen J. Kullman
Carbon / 2019

Ellen J. Kullman is a United States business executive. Since November 2019, she has been the chief executive officer of Carbon (company). She was formerly Chair and Chief Executive Officer of E. I. du Pont de Nemours and Company ("DuPont") in Wilmington and is a former director of General Motors. Forbes ranked her 31st of the 100 Most Powerful Women in 2014. Ellen retired from DuPont on October 16, 2015. Ellen studied mechanical engineering at Tufts University, where she received her bachelor's degree in 1978. In 1983, she received a master's degree in management from Kellogg School of Management at Northwestern University.



Payal Kadakia Pujji
ClassPass / 2011

Payal is the Executive Chairman & Founder of ClassPass and the Artistic Director of The Sa Dance Company. With over 25 years of dance experience, Payal also founded The Sa Dance Company, a contemporary Indian dance company. She has led the company to achieve tremendous community support, sold-out performance, celebrity endorsements, and positive reviews in The New York Times, MTV, and prominent South Asian publications. Prior to founding ClassPass, Payal worked as a consultant at Bain & Company and at in Warner Music Group's Digital Strategy and Business Development Group. Payal also has a degree from MIT in Operations Research and Economics.



Caryn Seidman-Becker
Clear / 2010

Caryn Seidman-Becker is the co-founder and CEO of CLEAR, the secure identity platform, which uses biometrics to make proving you are you simple. A former hedge fund manager, she and a colleague bought Clear's predecessor out of bankruptcy in 2010. When she and co-founder Ken Cornick began with CLEAR in 2010, they had a vision for a future that was both safer and more frictionless. They started in the toughest environment, the airport, and today have a platform that gives more than 10 million members experiences that are secure, predictable and time-saving in more than 60 venues around the country. Caryn leads 2000 team members who are all committed to growing CLEAR's ability to create safe and easy member journeys and supporting its members, partners and communities. Under her watch, Clear Secure has grown, generating \$230 million in 2020 revenues from subscribers; it's in 38 airports and 26 venues nationwide. After raising capital from investors including airlines Delta and United, she took the company public in June 2021 at a \$4 billion valuation.



Michelle Zatlyn
Cloudflare / 2009

Michelle Zatlyn is chief operating officer and president of Cloudflare, the internet infrastructure and security company she cofounded in 2009. Cloudflare went public in September 2019 and reached annual revenues of more than \$650 million in 2021. The Canadian native met her cofounders Matthew Prince and Lee Holloway while attending Harvard Business School. Michelle was previously a Toshiba product manager, and a founding team member of Toronto employee rewards firm Achievers. She owns a 5% stake in Cloudflare.



Stefania Mallett
ezCater / NA

Stefania has spent over 25 years building and growing technology-enabled companies that solve real business problems. Stefania co-founded and successfully sold InSite Marketing Technology (now NASDAQ: KANA). Her tenure at National Logistics Management (a broker for \$225M in transportation services) brought NLM to profitability for the first time in 4 years. At IntraNet (now NASDAQ: TSAI), Stefania revamped the firm and vaulted it to #1 in its market, a position it has maintained for 15+ years. At a dozen companies, she has held general management, marketing, sales, product management, support, and technical positions. Stefania also operates as a Director and advisor to many for-profit and non-profit firms. She has a BS and an MS from MIT.



Trina Spear
FIGS / 2013

Trina Spear is the CEO and Co-Founder of FIGS, the digitally native, DTC healthcare apparel and lifestyle brand creating technically advanced products for the modern healthcare professional. Under Trina's leadership, FIGS has created premium products for healthcare professionals, introduced a convenient and seamless DTC online platform, and built a community around a profession. Trina's accolades include being named in Goldman Sachs' 100 Most Intriguing Entrepreneurs (2018 & 2019); Endeavor Entrepreneur (Endeavor, 2015); Entrepreneur of the Year (Ernst & Young, Los Angeles Region, 2018). Her article, "Transforming the Healthcare Experience: Doctors, Nurses, Patients, and Beyond," was published in the Journal of the American College of Radiology in 2017. Additionally, under Trina's leadership, FIGS was ranked Number 21 on Inc. Magazine's Inc. 5000 ranking of the nation's fastest-growing companies in 2018. Prior to launching FIGS, Trina was an associate with the Blackstone Group – a leading global alternative investment business – in the firm's hedge fund group. She also spent four years with Citigroup's investment banking and private equity divisions. Trina is a member of the 2018 Class of Henry Crown Fellows at the Aspen Institute. Trina received her BA in Economics from Tufts University, graduating magna cum laude, and she completed her MBA at Harvard Business School.



Emily Weiss
Glossier Inc. / 2014

Emily Weiss is the founder and CEO of Glossier Inc, the digital-first beauty company that's changing how the world sees beauty. Emily is deeply involved in developing the physical, digital and offline experiences that spark conversation and foster connection for millions of Glossier customers and community members. Founded in 2014, Glossier is the pioneer of a "skin first, makeup second" beauty philosophy that celebrates individual freedom and choice. Prior to starting Glossier, Emily founded the beauty blog Into The Gloss. She graduated from New York University with a degree in studio art. Emily has been included in TIME's 100 Next, Vanity Fair's New Establishment, Fortune's 40 Under 40 and Fast Company's Most Creative People in Business. Weiss graduated from New York University in 2007 with a degree in studio art.



Bahija Jallal, PhD
Immunocore / 2019

Dr. Bahija Jallal is Chief Executive Officer and Director of the Board of Immunocore. Prior to joining Immunocore in January 2019, she was president of MedImmune, AstraZeneca's global biologics research and development unit. She was also executive vice president of AstraZeneca and a member of its senior executive team. Bahija serves on the Board of Anthem, Inc. and is a member of the Board of Trustees of the Johns Hopkins University and the Board of Directors of the University of Maryland Health Sciences Research Park Corporation. Bahija has authored more than 70 peer-reviewed publications and has more than 15 patents. She is a Council Member of the Government-University-Industry Research Roundtable of the National Academies of Sciences, Engineering and Medicine. She is also the immediate past president of the Association of Women in Science. Bahija was named the 2017 Woman of the Year by the Healthcare Businesswomen's Association. Prior to joining MedImmune, Bahija was vice president, drug assessment and development, at Chiron Corporation, where she successfully established the company's translational medicine group. Prior to Chiron Corporation, she was part of the research team at Sugent, Inc. Bahija received her PhD in Physiology from Université de Paris VI, France and conducted her post-doctorate work in molecular biology and oncology at the Max Planck Institute for Biochemistry in Germany.



Johnelle Hunt
J.B. Hunt Transport Services. / 1961

In 1961, Johnelle Hunt and her late husband J.B. (d. 2006) sold their home and took out loans to start a rice hull packaging operation. Eight years later, the couple bought five trucks and seven trailers to launch trucking firm J.B. Hunt Transport Services. The Lowell, Arkansas, business went public in 1983 and is now one of the biggest transportation companies in the nation, with \$12.2 billion in sales. Johnelle, who stepped down as corporate secretary in 2008, remains the firm's largest individual shareholder, with a 17% stake. Johnelle was a part of the 11 inaugural inductees to the Arkansas Women's Hall of Fame, which opened in 2015. She donated \$5 million to the J.B. and Johnelle Hunt Family Ozark Highlands Center, which opened in Springdale, Arkansas in December 2020.



Gail Miller
Larry H. Miller Group / 2010

Utah-based Gail Miller owns the Larry H. Miller Group, which has interests in real estate, healthcare, finance and entertainment businesses. She and husband Larry (d. 2009) turned a single Toyota dealership into the eighth-largest auto dealer group in America before she sold it to Asbury Automotive in 2021 for \$3.2 billion. The Millers purchased the Utah Jazz NBA team in 1986 for \$22 million; in 2020 the family agreed to sell it to billionaire Ryan Smith for \$1.66 billion. They still own a small stake. In 2018, she published the book "Courage To Be You: Inspiring Lessons From An Unexpected Journey."



Diane Gonzales

Netsync Network Solutions / 2002

Diane Gonzales, President and CEO, founded Netsync Network Solutions in 2002. She has grown the company to a multiregional IT consulting leader focused on client satisfaction, excellence, and fair business practices, while delivering the most innovative and sound solutions to Netsync's clients. Under Diane's guidance, Netsync established rock-solid relationships with Cisco and HP, leading to prestigious industry awards, such as Cisco's 2014 SLED Education Partner of the Year and Break Away Partner of the Year US/ Canada: South



Sarah Friar

Nextdoor / 2018

Sarah Friar, who hails from Northern Ireland, was named CEO of neighborhood-focused social network Nextdoor in late 2018. Nextdoor expects to go public in late 2021 via a SPAC merger valuing the company at \$4.3 billion. Nextdoor is not profitable, but revenue has more than doubled since Friar took over as CEO. Sarah previously spent six years as chief financial officer of payments company Square, and was also an analyst at Goldman Sachs. Friar serves on the boards of Walmart and messaging firm Slack. After entering a competition, Sarah won a scholarship offered by an accounting company named Arthur Andersen and used this to achieve her ME in Metallurgy, Economics and management in 1996 at Oxford University. She continued her studies at Stanford Graduate School of Business where she earned her MBA in 2000."



Gloria Bohan

Omega World Travel / 1972

President and CEO, Gloria Bohan launched Omega World Travel in 1972 as a small-town storefront travel agency and has grown it to a 486 employee enterprise with offices worldwide. Omega's family of Brands includes Omega World Travel, Cruise.com, TravTech, Omega M.I.C.E division, and Luxury Travel Team. The company is consistently listed on the Washington Business Journal Book of List's as the largest women-owned business in the D.C. region. Gloria is a hands-on owner, focusing on strategic partnerships and long-term direction of the organization. She is a graduate of Marymount Manhattan College, where she also serves as a trustee and holds an honorary doctorate.



Peggy Cherng

Panda Restaurant Group, Inc. / 1983

Peggy Cherng is Co-CEO of Panda Express, the \$3.8 billion Chinese fast-food chain, with more than 2,200 locations. In 1982, she left her engineering career to help husband Andrew open the first Panda Express location in Los Angeles. The Cherngs also run famed ramen house, Ippudo, in Berkeley, CA and have investments in chains that sell everything from pizza, salad and cheesecake. She is on the boards of the Los Angeles branch of the Federal Reserve Bank of San Francisco, the United Way of Los Angeles, Methodist Hospital of Arcadia and the Peter F. Drucker School of Management. Peggy earned a bachelor's degree in applied mathematics from Oregon State University and a master's in computer science from the University of Missouri.



Jenny Just

Peak6 / 1997

Jenny Just is CEO and Co-Founder of Peak6, an investment firm. She began her career as an options trader in Chicago Jenny used her trading profits to start or buy about 15 companies through Peak6. Peak6 also owns insurance company National Flood Services and e-sports franchise Evil Geniuses. Her star investment, Apex Fintech Solutions, which handles the back-end trading and technology for fintechs such as SoFi, Ally, eToro and WeBull. Apex Fintech Solutions canceled plans to go public via a SPAC merger in December 2021. The deal would have valued the company at \$4.7 billion. She holds a BBA from the University of Michigan Stephen M. Ross School of Business.



Jennifer Telfer
Pillow Pets / 2003

Jennifer Telfer, Founder and Chief Creative Officer of Pillow Pets®, is doing what most kids dream about doing when they grow up! She's a successful "mompreneur" who has invented a fun and functional, highly popular product that continues to grow. Jennifer has designed and created thousands of versions of Pillow Pets selling over 100 million products worldwide. Her creativity and a quality product keep boys, girls and even adults coming back for more. From Pillow Pets to Sleptime Lites, to Jumboz and the newest line of Sweet Scented Pets, Jennifer Telfer creates something for everyone.



Nina Vaca
Pinnacle Group / 1996

Nina Vaca is Chair and CEO of Pinnacle Group, a workforce solutions powerhouse that has been included in the Inc. 500/5000 list of fastest-growing companies 13 times and was named fastest-growing women-owned/led company by the Women Presidents' Organization in both 2015 and 2018. Nina has received numerous awards and recognition for her business success, including the Ernst & Young Entrepreneur of the Year award and the Goldman Sachs Most Intriguing Entrepreneur award, and has been named in the Top 5 of ALPFA/Fortune Magazine's 50 Most Powerful Latinas, one of the 101 Most Influential Latinos in America, and 100 Most Influential People in Staffing. She has received honorary doctorates from Northwood University, Mount Mary University, and Berkeley College. Nina is a graduate of Texas State University and has completed the Corporate Governance Executive Program at Harvard University.



Jennifer Hyman
Rent the Runway / 2009

Jennifer Hyman is Co-Founder and CEO of Rent the Runway, a fashion company with a technology soul that is disrupting the way women get dressed. In her role, she sets the strategic priorities of the business and leads the company in growing all areas of the business, including marketing, technology, product and analytics. She co-founded Rent the Runway in 2009 with Jennifer Fleiss, and has since raised over \$525 million in capital, growing the business to over 11 million members and a valuation of \$1 billion. Jennifer has been honored with the "TIME 100" most influential people in the world, Forbes "12 Most Disruptive Names in Business", Fortune's "Most Powerful Female Entrepreneurs", "Trailblazers", "40 under 40", Fast Company's "Most Creative People in Business" and the Tribeca Film Festival's "Disruptive Innovation" award. She received her BA in social sciences from Harvard University and an MBA from Harvard Business School.



Robyn Fenty
Savage x Fenty / 2018

Music and fashion icon Robyn Rihanna Fenty is CEO and Creative Director of Savage x Fenty. Inspired to create a line of intimates that celebrates and speaks to everybody, Savage X Fenty celebrates fearlessness, confidence, and inclusivity. In partnership with a team assembled from the industry's elite, the label has disrupted and redefined the marketplace with its accessible price point and extensive assortment of lingerie. "We want to make people look good and feel good," explains Robyn, who approaches Savage X with the same mentality she does in all her projects—to make something new and fresh that everyone can relate to and feel confident in.



Joni Rogers-Kante
SeneGence / 1999

Joni Rogers-Kante is the founder, CEO AND Chair of SeneGence®, which provides a line of over 300 anti-aging skin care and long-lasting cosmetics products sold through independent distributors worldwide. Her dream of developing a company that gave women an opportunity to build their own business regardless of age, background, or education has become a phenomenal success, with offices in five countries and hundreds of thousands of Independent Distributors across the globe. Joni began her career at 16 years old, working for the Sav-On Corporation. By 23, she was the Assistant Manager of the highest-performing store in the Sav-On chain. Joni is an active member of the Orange and Creek County communities and is also the author of Million Dollar Lips. In June 2020, Joni was installed as a Board Member of the Direct Selling Education Foundation.



Eren Ozman
Sierra Nevada Corporation / 1989

Eren Ozmen is Chairwoman, President and majority owner of private aerospace and defense company Sierra Nevada Corporation (SNC). SNC's Dream Chaser spacecraft is contracted by NASA for at least seven cargo missions to the International Space Station. In April 2021, SNC spun off its space capabilities, headlined by Dream Chaser, into a new commercial space company, Sierra Space. Sierra Space, which raised \$1.4 billion at a \$4.5 billion valuation in November, is set to launch its first flight of a cargo Dream Chaser, named Tenacity, by late 2022 or early 2023. Eren and her husband Fatih, both Turkish immigrants, bought SNC in 1994 when it had just 20 employees. She holds an MBA from the University of Nevada, Reno.



Sara Blakely
Spanx / 2000

Sara Blakely is founder and owner of shapewear brand Spanx, which sells undergarments, leggings, swimwear and maternity wear in over 50 countries. In October 2021, Blackstone announced it would buy a majority stake in Spanx, valuing the company at \$1.2 billion. She initially "shilled" her new invention, which became shapewear brand Spanx, on the sales floor at various Neiman Marcus stores. While Spanx is a celebrity favorite, Sara is becoming a celebrity herself. She was a guest judge on 'Shark Tank' and had a cameo in 'Billions.' A onetime door-to-door fax machine salesperson, she made a makeshift undergarment using pantyhose to wear under white slacks. Sara received her BA from Florida State University.



Katrina Lake
Stitch Fix / 2010

Katrina Lake is the Founder and former CEO of Stitch Fix, a fashion-based subscription service. Stitch Fix was established in 2011 in San Francisco and went public in 2017. That year, Katrina became the youngest woman to take a company public at age 34 and was the only woman to lead an initial public offering in technology. As of November 2017, Lake held a 16.6% stake in Stitch Fix. In 2017, Forbes named Lake one of America's richest self-made women. Katrina received her bachelor's degree from Stanford University and earned a Master of Business Administration from Harvard Business School.



Lynda Resnik
The Wonderful Co. / 1993

Lynda Resnick is the marketing maven behind the Wonderful Co., a nearly \$5 billion (sales) food conglomerate that she and her husband, Stewart, own. The Wonderful Co.'s brands include Pom Wonderful, Mandarin Halos, Wonderful Pistachios and Fiji Water. They own 135,000 acres of orchards in Texas, Mexico and California, where they grow pistachios, almonds, pomegranates and mandarin oranges. The couple met in the 1960s when she provided marketing help for his burgeoning alarm business. A former child actress, Lynda dropped out of community college and started her own advertising agency at 19 years old.



Arianna Huffington
Thrive Global / 2016

Arianna Huffington is the founder and CEO of Thrive Global, the founder of The Huffington Post, and the author of 15 books, including Thrive and The Sleep Revolution. In 2016, she launched Thrive, a leading behavior change tech company with the mission of changing the way people work and live by ending the collective delusion that burnout is the price that must be paid for success. She has been named to Time Magazine's list of the World's 100 most influential people and the Forbes Most Powerful Women list. Originally from Greece, she moved to England when she was 16. She serves on numerous boards, including Onex and The B Team. Arianna holds an MA in Economics from Cambridge University.



Eva Wang
VXI Global Solutions, Inc. / 1998

Eva is the Co-Founder and guiding visionary at VXI. Since co-founding the company in August 1998, under her stewardship, VXI has grown globally to 42 contact center locations and over 35,000 employees worldwide. Prior to founding VXI, she co-founded and served as the president of the Asian American Association, a teleservices marketing company, with David Zhou. A Science graduate from the University of Nanjing, Eva has featured in leading business publications and is often invited to speak around the country about her experiences as an Asian American entrepreneur.



Susan Wojcicki
YouTube / 2014

Susan Diane Wojcicki is a Polish-American business executive who is the CEO of YouTube. She has been in the tech industry for over 20 years. Susan was involved in the founding of Google, and became Google's first marketing manager in 1999. Wojcicki studied history and literature at Harvard University and graduated with honors in 1990. She originally planned on getting a Ph.D. in economics and pursuing a career in academia but changed her plans when she discovered an interest in technology. She also received her Master's of Science in economics from the University of California, Santa Cruz in 1993 and a Master of Business Administration from the UCLA Anderson School of Management in 1998.

“Companies need to recognize that they have to live through a strong value system and wake up to it every day and make decisions through that lens.”

– Roz Brewer, Walgreens Boots Alliance

PRIVATE COMPANIES

2021



Fidji Simo
Instacart / 2021

Fidji Simo is the CEO of Instacart. Prior to taking that position, she was head of the Facebook app at Facebook, and Vice President of Video, Games, and Monetization. Previously, Fidji was on the boards of the L.A. Dance Project and Cirque du Soleil. In October 2021, she co-founded the Metrodora Foundation, a health clinic and research institute and is now the president, a board member and investor. The Metrodora Foundation is focused on treating patients with neuroimmune conditions. She also co-founded Women in Product, a nonprofit organization for women in product management. The organization works to advance the careers of women in technology and advocates for equal representation in the workplace. In December 2021, Fidji joined Shopify's board of directors. She holds a Master of Management degree from HEC Paris. She spent the last year of her program at UCLA's Anderson School of Business.

2020



Chrissy Taylor-Broughton
Enterprise Holdings / 2020

Chrissy Taylor-Broughton is only the fourth CEO in Enterprise Holding's more than 60-year history, and she is the third generation of Taylor family CEO leadership. She comes from a family of strong business leaders and has proven to be no different in taking over the CEO position herself. Chrissy understands the importance of being a hands-on boss, holding various positions at Enterprise prior to CEO, starting out in the Enterprise Rent-A-Car Management Training Program and shifting to Enterprise's corporate headquarters in 2003. Chrissy has worked hard to improve Enterprise, from restructuring the company's financials to moving to London in 2006 to develop Enterprise's international market. She was named Executive Vice President and COO in 2016 and is now one of the top female CEOs and highest-ranking women among travel companies. Chrissy received a bachelor's degree from Miami University in Oxford, Ohio, and an MBA from Washington University in St. Louis.

PRE-2020



Kimberly J. Commins-Tzoumakas
21st Century Oncology Holdings, Inc. /
2018
Now called RAYUS Radiology

Kimberly Commins-Tzoumakas, J.D., was appointed as the Chief Executive Officer for 21st Century Oncology in 2018. Since 2014, she served as part of the leadership team for the company working closely with the equity owners and bond holders to transform the company. Prior to 21st Century Oncology, Kimberly has over 20 years of health care leadership expertise, including working as part of a team with national health care companies faced with financial and regulatory challenges. She has also advised boards on strategic partnering, growth and sale opportunities. She has served as a counselor and advisor to several non-profit and for-profit boards throughout her career. She received her Bachelor of Business Administration at Northwood University and her JD from Western Michigan University Cooley Law School.



Maggie Hardy Knox
84 Lumber Company / 1992

Within a year of taking over 84 Lumber Company from her father and founder, Joe Hardy, Maggie Hardy Knox refocused the company and was able to top a billion in sales as she led 84 Lumber to lock in on the professional market. Like her father, Maggie is known for her vigorous approach and bold goals which have made 84 Lumber the successful company it is today. Beginning at the age of seven, Maggie accompanied her father on countless business outings instilling in her the belief that nothing is impossible with dedication and hard work. Maggie took over 84 Lumber when she was just 26, but there she proved herself to be business savvy and tough when it came to making decisions. Today, her goal is making 84 Lumber an industry leader by unlocking all its potential and never backing down from challenges.



Janette Marx
Airswift / 2018

Harnessing the power of her senior leadership, Janette Marx, CEO of Airswift, helps the company seize a plethora of both domestic and international market opportunities. Janette focuses on developing the people around her as she believes everyone should be able to achieve their goals. Her career has been filled with new initiatives like diversification strategies, sales and recruitment growth, and operational improvements. Working at Airswift since 2014 Marx served as COO before taking over as CEO. Before Airswift, she has a 20-year history with the Adecco Group holding a range of senior management roles. Throughout her career, Janette has received a number of honors including SIA's Global 100 Power Women in Staffing and recently won both a Breakthrough Woman award recognizing her contribution to industry and a Bullseye award for leadership in staffing. Janette holds a bachelor's in business management and an MBA from Duke University's Fuqua School of Business.



Katie Potter
AlerisLife / 2019
Stepped down May 2022

Katie Potter leads a team of progressive, purpose-driven professionals on a mission to enrich and inspire the journey of life for older adults, one experience at a time. She became President and CEO of AlerisLife on Jan. 1, 2019. She also serves as Senior Vice President of The RMR Group (Nasdaq: RMR), an alternative asset manager with more than \$32 billion in total assets under management as of Dec. 31, 2020. Under Katie's leadership, AlerisLife's rehabilitation and wellness services division, Ageility, has transformed into a growing fitness and lifestyle brand for older adults that is grounded in clinical excellence. Prior to becoming CEO, she served as AlerisLife's Executive Vice President and General Counsel. Before joining AlerisLife in 2012, she practiced law in Boston at Sullivan & Worcester LLP and Burns & Levinson LLP, where she focused on corporate law, including securities, mergers and acquisitions, corporate governance, and other transactional matters. After earning a BA in Government and Politics from the University of Maryland at College Park, Katie went on to receive a JD from Syracuse University College of Law and a Master of Laws in Banking and Financial Law from Boston University Law School.



Deborah Liu
Ancestry.com / 2018

Deborah Liu is CEO of Ancestry.com. Prior to Ancestry.com, she was with Facebook for 11 years and was its Vice-President of Marketplace. She also formerly served in Director roles at eBay and PayPal and is the founder of Women in Product, a nonprofit for thousands of women leaders in technology. Deborah's high-level involvement at these companies meant handling a wide array of tasks, but she said there has been one consistent theme throughout her entire career: connecting people. She received her Bachelor of Science in Engineering at Duke University and her MBA from Stanford University.



Sheryl Meshke
Associated Milk Producers / 1991

Sheryl Meshke was appointed as co-president and CEO in 2014, previously serving the cooperative as the senior executive vice president charged with establishing strategic initiatives aimed at strengthening the performance and value of the Midwest dairy cooperative with nearly \$2 billion in annual sales. Throughout her 30-year career she has held numerous positions in the company, responsible for strategic planning, public affairs, human resources, and communications. Sheryl holds a bachelor's degree in agriculture from South Dakota State University and a master's degree in business from the University of St. Thomas.



Joanna Zabriskie

BH Management Services LLC / 2014

Joanna Zabriskie is President and CEO of the BH Companies, one of the largest multifamily management and investment companies in the nation. She joined BH in 2013 as Senior Vice President, focusing on new initiatives and special projects to improve the overall operating efficiency of the organization. In December 2014, she was promoted to President and since then, BH has grown from 45,000 units to more than 90,000 units with over \$1 billion in systemwide sales. During Joanna's tenure, BH has been designated Top 100 Great Places to Work for Diversity, Women, and Millennials. Before BH, her previous company co-invested with BH for many years as a sponsor/partner on multifamily acquisitions. Her roles included serving as the Managing Director and Chief Investment Officer of Harbour Realty Partners, a company she co-founded to invest in multifamily properties. Joanna earned an undergraduate degree from Carleton College and a master's in international management and an MBA from the American Graduate School of International Management (Thunderbird).



Kelly Coffey

City National Bank / 2019

Kelly Coffey is City National Bank's first ever woman CEO. She has managed \$70 billion in assets as well as given much support to her 5,300 colleagues and 72 offices as a huge advocate in creating a diverse workplace. Prior to becoming City National's CEO, she was the CEO of J.P. Morgan's U.S. Private Bank. Spending more than 20 years at the firm's investment bank where she held an array of leadership positions. In the beginning of her financial career, she focused on mergers and acquisitions and spent six years in Argentina. Kelly has been named three times to American Banker's Most Powerful Women in Finance List and twice to the Los Angeles Business Journal's annual list of the most influential citizens of Los Angeles. Kelly earned her bachelor's degree in international affairs and French from Lafayette College, and an MS in Foreign Service with a concentration in international business from Georgetown University.



Carrie Jones Barber

Dawn Food Products / 2006

Carrie Jones Barber is CEO of Dawn Foods, a global leader in bakery manufacturing and ingredients distribution. She has helped build Dawn into a multi-billion-dollar company that remains rooted in its values and puts people at the center of its strategy. Her unique understanding of international business and her experience leading Dawn's international growth has provided Carrie with a global view of the interconnectedness of customers, suppliers, and people. Carrie serves on multiple business and charitable boards, including the Business Advisory Council for the Haworth College of Business at Western Michigan, and the Board of Directors for Land O' Frost. She is a member of the American Bakers Association, the Society of Bakery Women, and C200, a global organization focused on making a profound impact on the advancement of women in business. Carrie also serves on the President's Leadership Council for Search for Common Ground. She holds a BA from Western Michigan University and an MBA from the Kellogg Graduate School of Management at Northwestern University.



Judith Faulkner

Epic Systems Corporation / 1979

Judy Faulkner is the founder and CEO of Epic Systems, now the largest company of its kind in America. Epic supports the medical records of over 250 million patients and is used by top medical centers such as Johns Hopkins and Mayo Clinic. Judith signed the Giving Pledge in 2015 and has agreed to eventually give 99% of her assets to a private charitable foundation. She was Forbes' America's Top 50 Women in Tech 2018. She received a bachelor's degree in mathematics from Dickinson College and a master's degree in computer science from the University of Wisconsin-Madison.



Abigail Pierrepont Johnson
Fidelity Investments / 2014

Finding traditional and non-traditional ways of getting people to choose Fidelity as their choice of financial services has been the Johnson family's goal since it was founded in 1946 by current CEO Abigail Johnson's grandfather, Edward Johnson II. Emerging from the shadows of her exemplary father and grandfather, she has been able to push the company into the future of financial services. One example being cryptocurrency investments. Her main commitment, which was passed down from her grandfather and father, will always remain actively managing customers' money. Since 1988, Johnson has been trained to run the privately held company starting as an analyst and portfolio manager she has worked her way up the chain to CEO. Abigail is a committed leader who works hard to develop leadership skills and experiences so she can truly know all the ins and outs of financial services and her fellow colleagues. Abigail received her MBA from Harvard Business School and her Bachelor of Arts/Science at Hobart and William Smith.



Laura Karet
Giant Eagle, Inc. / 2012

Laura Karet leads and oversees Giant Eagle, Inc. She was appointed Chief Executive Officer on January 9, 2012. Prior to leading the company's day-to-day operations, she served as Chief Strategy Officer and Senior Executive Vice President. In that role, Laura developed and managed Giant Eagle's short and long-term strategic business plans, set the direction for the company's corporate priorities and was also directly responsible for the manufacturing ventures, including its fresh food production facilities. She joined Giant Eagle in 2000 as Vice President of Marketing and was later promoted to Sr. Vice President of Marketing and President of New Formats. During that time, she led the development, branding and implementation efforts behind the launch of the new innovative Market District format. Laura graduated from Amherst College with a bachelor's degree in English.



Nicole Sahin
Globalization Partners, Inc. / 2012
Stepped down in April 2022

As Founder and Executive Chair of Globalization Partners, Nicole Sahin built the industry-leading global Employer of Record category in a trillion-dollar opportunity in the new era of global remote work. Globalization Partners eliminates the traditional HR, legal, and tax hurdles companies otherwise face when building global remote teams. Nicole began to build Globalization Partner's digitized and fully compliant global Global Employment Platform™ after spending years lending consulting expertise to high-growth companies building international teams. Globalization Partners has won numerous awards for its company and culture. In 2021, Nicole was named one of Goldman Sachs' most intriguing entrepreneurs. In 2020, Financial Times named Globalization Partners one of the fastest-growing companies in America. Inc. Magazine named Nicole a Top 100 Female Founder. Nicole credits the success to her Triple Bottom line philosophy operating a business in a way that is good for customers, employees, and shareholders. Nicole holds an MBA in International Management from the Middlebury Institute of International Studies.



Kathy Simmons
Group Benefit Services, Inc. / 1995

Kathy Simmons, co-founded NETSHARE.com in 1995, an online networking and job site for executives. Featured in Fortune Magazine as a pioneer site, she launched many of the networking features that were later incorporated into the LinkedIn platform. Overnight the company quadrupled in size and was voted Best Site for Executives by Forbes Magazine, remaining a "Forbes Favorite " site for 10 years. Kathy mentored hundreds of talented executives through career and business transitions. Leveraging her talent as a "super connector," she helped executives, entrepreneurs, and businesses connect with the talent and resources they needed to succeed.



Lilly Donohue
Holiday Retirement / 2016

As CEO of Holiday Retirement, Lilly Donohue is helping seniors live better by reinventing the corporation. Shifting from a real estate-based business to a service-based business model required her to retrain Holiday Retirement employees to invest more time into building strong relationships, experiences, and people. Lilly presents herself as less of a C-Suite executive, and more of a coach whose job is to inspire, motivate and provide valuable insights to teach the people that work under her to implement lasting change. She seeks out people who are smart, creative, and strategic thinkers, who are able to adapt quickly and take necessary risks when needed for the overall success of the company. Under her leadership, Holiday Recruitment was named as a Great Place to Work and was included in Fortune's 50 Best Workplaces for Aging Services list. She has a Bachelor's degree from Boston University - Questrom School of Business.



Samantha Mueting
iCORE Global / 2009

iCORE Global is led by Samantha Mueting, its founder and CEO. Educated abroad, Samantha is known worldwide as an entrepreneur, industry leader, and has been credited for several successful start-ups. With currently 301 offices worldwide, and consistently putting numbers up worldwide that keep iCORE in the 10 ten worldwide. Throughout her 30-year professional career Samantha has focused on highest and best use architecture of the foundational business; having applied this in the real estate world, she developed and mastered a unique approach to Global Business Channels. In her early career as a strategic real estate consultant, she recognized the need for, and the benefits of, specific client advocacy. Moreover, she recognized the traditional real estate environment operated in conflict with its own client base. She has had the opportunity to define global real estate trajectories, mergers, de-mergers, and disruptive growth.



Collette Valentine
Integral Senior Living / 2014

Collette Valentine has been the CEO/COO of Integral Senior Living since 2014. She joined the company in 2010 as the vice president of operations and marketing. Prior to joining ISL, she was with Merrill Gardens for almost five years, serving as vice president of operations. She has also worked at Atria Senior Living Group as a regional vice president of operations, and also holding a variety of other positions including executive director of a community. Collette began her career with Harrah's Entertainment as a hotel sales manager. She is a graduate of the University of Nevada, Las Vegas with a degree in business management and is certified as a Residential Care for the Elderly (RCFE) administrator.



Anita Zucker
InterTech Group, Inc. / 2008

Serving as an example and role model are ways InterTech Group's CEO, Anita Zucker, runs the private, family-owned holding company. The company was founded in 1982 by Zucker's late husband, Jerry Zucker. His passing in 2008, left her with a growing company and the values of honesty, respect, and fairness. Anita believes InterTech's being family-owned makes it special, because it is run by a committed family and employees whose business performance is about collaboration and working together with care. Making this key change has led InterTech to be successful beyond the Zucker's wildest dreams. Anita looks to increasing company revenues and reducing costs by looking at ways to be more productive through better application of methods and technologies, innovation, and exceptional customer service. She graduated from the University of Florida and received an MA from the University of North Florida.



Katherine McConvey
KMM / 1991

Katherine McConvey is the founder, sole shareholder, Chairman of the Board of Directors and Chief Executive Officer of KMM, the largest independent reseller of cable and wire in the United States. Katherine founded KMM in 1991, in response to the divestiture of the Regional Bell Operating Companies and their rapidly changing supply chain needs. Since then, she has continued to recognize and act on emerging opportunities in the communications industry. She has expanded KMM's services into the wireless space and created the company's Strategic Supplier Program, which allows KMM to mentor small, certified diversity firms while providing a single solution to customers. Katherine holds a Bachelor of Commerce in Business and an MBA in Finance from University of Windsor, Ontario in Canada.



Beth Ford
Land O'Lakes / 2018

Since joining Land O'Lakes in 2011, Beth Ford has held a variety of roles and was named CEO in 2018. Her career spans six industries at seven companies. She is a passionate advocate on behalf of farmers and rural America with the goal of connecting people, particularly in urban areas, to the farmers and rural communities who grow their food. Beth holds a bachelor's degree from Iowa State University and a master's degree in business from Columbia University Business School. She sits on the Board of Directors of the Business Roundtable, the Fortune 150 company PACCAR, Inc., and numerous other industry, non-profit and university boards. Among her numerous honors, Beth has been recognized by Fortune Magazine as one of the World's 50 Greatest Leaders and Most Powerful Women and was named to Fast Company's Most Productive People and Best Leaders lists. Beth holds a bachelor's degree from Iowa State University and a master's degree in business from Columbia University Business School.



Vinita D. Gupta
Lupin Pharmaceuticals Inc. / 2013

Vinita D. Gupta has been CEO at Lupin Limited since , 2013. and also serves as an Executive Director. She has been the Chairman and Chief Executive Officer of Lupin Pharmaceuticals Inc., the U.S. wholly owned subsidiary of Lupin since 2003 and also has been its Managing Director since October 11, 2003. She is an employee of Lupin GmbH, Switzerland, wholly owned subsidiary of Lupin Limited. She served as the President at Lupin Pharmaceuticals, Inc. until August 2010. She has been a Director of Precigen, Inc. (formerly known as Intrexon Corporation) since April 25, 2017. She has served as a Director of Lupin since 2001 and Lupin's Japanese subsidiary Kyowa Pharmaceuticals since 2007. She served as a Non-Executive Director at Lupin Limited. She served as a Whole-Time Director at Lupin Ltd until October 10, 2003. She won Entrepreneur of the Year as part of the 2016 Forbes India Leadership Awards and was named 2015 Ernst & Young Entrepreneur of the Year. She received Hall of Fame Award for The Most Powerful Business Women, 2017 by Business Today. She is regularly named in Forbes Asia Top 50 Power Business women listings for Asia Pacific. She is a Pharmacy Graduate from the University of Mumbai. She holds an MBA from the J. L. Kellogg Graduate School of Management, USA.



Nancy Collat Goedecke
Mayer Electric Supply Company / 2008

Starting in high school, Nancy C. Goedecke began working at her family's company, Mayer Electric Supply Company, Inc., eventually taking over as CEO after earning her college degree and working outside the company for two years. She grew Mayer, founded in 1930 by her grandparents, by expanding to more than 50 locations in 10 states with over a billion in annual gross revenues. Nancy and her family have always believed standing still is never an option and in order to remain successful one must keep looking ahead for ways to grow and looks to keep growing annual revenues from \$1 billion to \$2 billion. Her goal is for Mayer to be the no brainer when it comes to distributing electrical products and equipment for all –not only its customers but also employees and the communities in which it operates.



Julie Seal
Mirus Promotions / 2009

Julie Seal, founder, and CEO of Mirus Promotions since 2009. Since, the company has grown to a nationwide level, representing close to 200 brands, and providing jobs to thousands. Seal attended San Diego State University (SDSU) earning a bachelor's degree in multiple subject teaching credential. Masters in communication studies from SDSU.



Nicole Mouskondis
Nicholas & Company, Inc. / 1994

Nicole Mouskondis currently serves as the Co-CEO of Nicholas & Company, Inc., a third-generation family-owned and operated broadline foodservice distribution company, servicing customers in the Intermountain West. Prior to her tenure at Nicholas & Company, Inc., she was the Marketing & Program Director for Rocky Mountain Gymnastics and worked with Coca-Cola USA to market Elite gymnastics competitions throughout the country. She began her career at Nicholas & Company as a Human Resources assistant and worked up through the department to become the VP of HR for seven years, followed by leading in a Senior Vice President role for twelve years. Nicole graduated from the University of Utah with a B.S. in Behavioral Science and Health, and received a master's degree in Strategic Communication and Leadership (MASCL) from Seton Hall University.



Heather Kreager
Sammons Enterprises, Inc. / 2014

Heather Kreager is the CEO of Sammons Enterprises, Inc. and a member of its Board of Directors, chairing the company's Executive Committee. She also serves as Chairman of Compatriot Capital, Sammons' real estate subsidiary. She joined the Sammons organization in 1985, and served as General Counsel for Sammons Enterprises, Inc. and Sammons Communications Inc. as well as president of Sammons Enterprises, Inc. Heather received her BA from Vanderbilt University. She is a graduate of Southern Methodist University School of Law and received her MBA from the University of Dallas.



Nicole Piccinini Pesco
Save Mart Supermarkets / 2016

Nicole Piccinini Pesco is CEO of the 206-store grocery chain, The Save Mart. Prior to being CEO, she served as co-president and chief strategy and branding officer for the Modesto, California-based company. In July 2015, she led Save Mart's launch of its first new concept store format in more than 20 years with the introduction of Lucky California in the Bay Area. Nicole is the daughter of the late Robert "Bob" Piccinini, longtime owner and chairman of the chain, and grew up in the grocery business. Nicole worked her way up from being a service clerk in the stores on her summer vacations into roles of increasing responsibility in accounting, private label, enterprise systems implementation, marketing, and merchandising. Early in her career, she ran fulfillment and logistics for Claudia Ciuti Shoes, a high-end Italian designer based in New York City. Nicole graduated from the Polimoda Institute of International Fashion Design in Florence, Italy.



Lisa D. Johnson

Seminole Electric Cooperative, Inc. / 2011

Lisa D. Johnson is CEO of Seminole Electric Cooperative, Inc. Prior to Seminole Electric Cooperative, Inc, Lisa served as senior vice president and COO of Old Dominion Electric Cooperative (ODEC) in Glen Allen, Virginia. Johnson joined ODEC in 2006 following an 11-year tenure with Mirant Corporation and Southern Company. She serves as a board member and chair of the Cooperative Research Network and was named one of Virginia's most "Influential Women" in 2012. She holds a BS in mechanical engineering and materials science from Duke University



Thai Lee

SHI International Corp. / 1989

Thai Lee is the co-Founder, CEO and President of SHI International Corporation, one of the world's largest IT providers. Originally from Thailand, Thai spent most of her childhood in Korea. In her teens, Thai moved to Massachusetts with her older sister. The foundation of her company rests upon the technology proving its utility to the customers. Thai attributes the success of her business to her management tactics; Thai believes in empowering her employees by giving them autonomy with the customers. By doing so, her reps provide great service maintaining high retention of clients and to look for new opportunities to invest in. Outside of work, Lee donates time and money to her favorite educational charities and cancer research societies. She holds an MBA from Harvard University.



Cherie Kloss

SnapNurse, Inc. / 2015
Stepped down July 2022

Cherie Kloss is the founder and former CEO of SnapNurse, a leading tech-enabled nurse and medical professional staffing platform. Prior to founding SnapNurse in 2017, she worked for 17 years in the healthcare industry as an anesthetist. She served as an anesthetist for 18 years, holds a BS in biology & premed from Westmont College & a master's degree from Emory University School of Medicine. In 2021, Cherie was named an EY National Entrepreneur of The Year. She also ran a successful media company called MLC Media where she and her team produced and sold more than \$38M worth of content.



Mimi Song

Superior Grocers / 1981

Mimi Song, President and CEO of Superior Grocers, leads one of the largest independently owned chain of grocery stores in Southern California. She has more than 30 years' experience in the supermarket industry and has dedicated her career to making Superior Grocers a recognizable leader and innovator in the Southern California retail grocery industry. A native of Korea, Mimi immigrated to the United States in 1977, and founded Superior Grocers in 1981, with one store location. Since then, Superior has grown to 39 stores, employing nearly 5,000 employees. Under Mimi's leadership, Superior Grocers is an active partner and strong supporter of education in the local communities. The Superior Foundation, its non-profit arm, makes a direct connection with local communities, and provides ongoing support to schools, youth programs and scholarship programs. For the past 15 years, the Superior Foundation has raised over \$2 million for many local elementary, high schools, and youth programs, and scholarships have been given to over 280 schools and non-profit organizations in Southern California



Eileen C. McDonnell
The Penn Mutual Life Insurance
Company / 2011
Stepped down in January 2022

Eileen C. McDonnell was Chairman and CEO from July, 2013 to January, 2022. She previously served as chief marketing officer. Before joining Penn Mutual, she was president of New England Financial, a wholly owned subsidiary of MetLife, and senior vice president of the Guardian Life Insurance Company. A graduate of Molloy College, Rockville Centre, N.Y., Eileen majored in mathematics and computer science, and received an honorary Doctor of Laws (LL.D.) degree in 2011. She earned her MBA in finance and investments from Adelphi University, Garden City, N.Y. and was recognized in 2013 for "Outstanding Service" to the university.



Lizanne Kindler
The Talbots, Inc. / 2012

Lizanne Kindler is CEO of Talbots, an omni-channel retailer of women's apparel, shoes and accessories that was established in Hingham, Massachusetts in 1947. She returned to Talbots as president in August of 2012 when the company was purchased by private equity firm, Sycamore Partners. She was promoted to CEO nine months later. In addition, Lizanne also serves as Chair of Coldwater Creek, another Sycamore Partners portfolio company. She started her career at Ann Taylor Stores Corporation, where she spent 15 years in various leadership roles. She sits on the Advisory Board of the Whitman School of Management at Syracuse University, and most recently, joined the Boston Federal Reserve Board of Directors. A native of Denmark, Lizanne graduated from the Copenhagen Business School with a BA in Economics.



Jennifer F. Scanlon
Ul Solutions / 2019

Jennifer F. Scanlon is President and CEO of UL Solutions, having previously served as president, CEO and a director of USG Corporation, a 116-year-old innovative building products manufacturer and one of UL's oldest clients. Over her 16-year career at USG, she led the company through some of its most significant strategic moves, including establishing the global joint venture, USG Boral Building Products, and divesting L&W Supply. In 2018, she negotiated the sale of USG to Knauf for \$7 billion, which represented a 76 percent premium to the Company's stock price compared to when Jennifer was named CEO. She is the first woman to serve as president and CEO of UL and sets the direction for the next generation of solutions for UL including building new offerings and opening new markets. Jennifer graduated from the University of Notre Dame with dual degrees in government and computer applications and holds an MBA in finance and marketing from the University of Chicago.



Liz Mandarin
World Travel / 1991

Liz Mandarin has worked in the travel industry for 35 years, 25 of which have been with World Travel, where she now serves as President & CEO. During her tenure, she has overseen day-to-day operations and contributed to the sustained growth of the company. She is also responsible for vendor relationships and contracts. Liz started at World Travel, as a part-time, after-hours agent and has risen through the ranks, holding multiple positions, including manager of the leisure office, managing director, senior vice president, president, and now President and CEO. This succession of positions has given her a unique view of the company, its employees, and its formula for success. In the fall of 2013, Liz received the Barbara O'Hara Advocacy Award from ASTA in recognition of her work on Capitol Hill, advocating transparency in airline pricing on behalf of the travel industry and consumers in front of the TSA Congressional Committee. Liz graduated from Northampton Community College.



Mary Young
Young Living Essential Oils / 2015

With the mission of selling a product that helps better the lives of others, Mary Young, Co-Founder and CEO of Young Living Essential Oils, was at the forefront of the wellness movement when she and her husband Gary Young decided to share the power of essential oils with the rest of the world. The couple started their Seed to Seal community in 1993 cultivating farmland in Utah. As the demand for essential oils grew, Young Living business headquarters grew around the world with offices in Australia, Europe, Canada, Japan, and Singapore. Dedicated to their efforts in belonging, diversity, and equality for all, the Youngs believe that “every person has the right to wellness; it transcends all and has the power to unite us as members of the same human family striving for the same happiness.”

“Walk the Talk, promote the women, make them the leaders... intentionally put women in senior and executive roles... if they see all the women running the shop, then they start believing that they can get there themselves”

– Vidya Ravichandran, CEO and President, GlowTouch

INSIGHT 5

Empathy is a Key Skill for all CEOs – and It's More Important Than Ever

By Lorraine Hariton, CEO, Catalyst

At [Catalyst](#), we work with some of the world's most powerful CEOs and leading companies to build workplaces that work for women. Since our founding in 1962, we've had great success in helping organizations build more inclusive workplaces and accelerate progress for women. This year, Catalyst celebrates 60 years of progress for women in the workplace. In this post-pandemic moment, through the Great Reimagining of the workplace, we see unprecedented opportunities to finally create workplaces that work for all.

Empathy is a key driver to help us get there. Unconscious biases have traditionally led empathy to be characterized as “feminine” and “not suitable” for the workplace or leadership positions. But Catalyst research has shown empathy to be a crucial leadership skill – one we're all capable of learning.

The Measurable Benefits of Empathy

Catalyst's original research, “Words Aren't Enough: The Risks of Performative Policies” surveyed almost 7,000 employees in 14 countries. The research shows how empathy improves inclusion, engagement, and retention when demonstrated by empathic leaders who respect employee life circumstances, support both life and work needs, and thereby foster inclusion, compared to less empathic leaders. It also shows that employees with highly empathic senior leaders report significantly higher levels of creativity (61%) and engagement (76%) than those with less empathic senior leaders (13% and 32%, respectively).

If companies and leaders focus on creating inclusive working environments where empathy is prioritized and practiced, we can help keep women in the workforce and continue to build pipelines to the highest levels of leadership, including the C-suite.

The Dangers of Performative Policies

In addition to reinforcing the value of empathy, our [global research](#) reveals how performative workplace policies – when leaders talk the talk but don't walk the walk -- can undermine engagement, inclusion, and retention and do more harm than good.

The survey showed that only one in four (25%) employees feel their organization's racial equity policies are 'genuine.' We define genuine as those policies which are in line with the stated values of the organization, show care and concern for employees, and are thoughtfully implemented. In contrast, statements without action, or action without follow-through and intentional and meaningful change can lead to employees questioning the overall ethics and values of an organization. In other words, leaders must 'talk the talk' and 'walk the walk.'

Empathy Proves to be a Key Tool for Retention, Motivation and Combatting Burnout

The need to retain a talented workforce has been brought into sharp focus by the Great Resignation, and [research](#) has found that job seekers who do not feel that an organization's values match their own will look elsewhere.

Research shows that the majority of employees doubted the sincerity of their companies' response to the coronavirus pandemic, with two out of three employees (68%) describing pandemic-related policies, for the care and safety of their workers, as not genuine. The policies considered insincere included introducing a wellness program to mitigate burnout, while ignoring unmanageable workloads and an 'always-on' culture.

In our Catalyst research, we found that leader empathy played an essential role in whether employees viewed Covid-related and racial equity policies positively. It shows that leaders using empathy skills can bring employees along with them in their vision of an equitable future and reap the employee and organizational rewards.

When employees from marginalized racial and ethnic groups saw greater empathy from senior leaders, there was a greater likelihood that they would find their organization's racial equity policies genuine and experience an increased sense of inclusion.

And importantly: empathy can help mitigate burnout. The findings show that employees who perceived their organization's Covid-19 policies as genuine and had empathic senior leaders experienced less burnout than others.

These research findings are a wake-up call for CEOs who must ensure that authentic messaging and policies, aligned with their organization's culture and values, are at the heart of everything they do. Empathic leadership and "walking the walk" are more important than ever.

“Learn to listen and especially take time to listen to younger voices.”

– Sheila C. Johnson, Salamander Resorts & Hotels

Conclusion

Ascend, C200, Catalyst, and WBC note the importance of this report. The numbers tell a powerful story of both the gains women have made in rising to top leadership roles in corporate America, and the imperative to speed up this progress.

We must know where we are before we know where we're going. So it is important to both recognize and celebrate those women who are leading the way and to continue to build a base of data. In our first report, we predicted that by the end of 2021, 10% of F500 CEOs could be women. It is 2022, and while we are closer, we are not there yet. We will continue to report the results going forward and will celebrate when CEOs are named. We will shine a light on the announcements with joint social media and produce an updated report each year. Our work here, and yours, is just beginning.

We commit to the following actions:

- We believe that accountability is key, and we are committed to shining a light on businesses and women CEOs through annual reports such as this, as well as other publications throughout the year.
- WBC, with Ascend, C200 and Catalyst, will continue to track, profile, and publicly celebrate the appointment of new women CEOs.
- We will applaud the strong leaders advancing top women in the executive suite and toward the CEO position.
- We will support efforts to build pathways for women of color to be advanced to executive leadership, board directorships, and executive committees.
- We will develop and execute communication campaigns to build knowledge and raise the voices of support.
- We will share this report with CEOs through many sources, including the CEO Forum reaching 10,000 CEOs, with the Business Roundtable and other business trade associations.
- We call on current CEOs and Boards to be intentional in building diverse pipelines and advocate for the talented women as CEOs.
- We applaud every woman and women of color appointment and together we will salute them as announced.

The Time is Now to Advance Women CEOs

The strategic and economic benefits of diversity are clear. The business case has long been made. It is time to advocate for and advance great women—especially women of color—as CEOs, and to promote gender equity at the corporate CEO level. We are thrilled to see the Fortune 500 grow to 43 women or 8.8% as of 2022. Our goals are to continue to move the needle and work

for 15% representation by 2025. We will monitor the Fortune 500, the S&P 1000, the Russell 3000, and private companies, asking them to strengthen and expand the pipeline of talented women moving into the CEO role and we will continually strive to meet the goals previously spelled out.

Beyond Just Reporting.... A Call to Action

At the beginning of this report, we listed specific goals for companies to achieve by 2025 and 2030. Together, we call on CEOs, boards, and search firms to act as advocates and sponsors and commit to these goals. We celebrate the changemakers who are already driving this change -- leading, listening, thinking, innovating, and caring for the advancement of their companies and the world. And while we acknowledge the progress made, we know that the work must grow and expand.

We must continue to work tirelessly to advocate, sponsor, witness, champion and celebrate the number of women serving as CEOs in public and private companies, and, yes, change the profile of the C-Suite to more women and women of color. We must recruit, support and advance women with significant P&L responsibility so they can be propelled into the CEO role.

Together we will celebrate success, accelerate progress, and press on!

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WBC thanks Catalyst, C200 and Ascend and major resources such as Equilar and PrivCo for the data, stories, and partnership. We are optimistic that the tide is turning for women CEOs as it has for women and women of color joining public boards.