

THE BIO BOOK

2025



Greetings,

I'm pleased to present the fourth edition of The Bio Book. Since 2021, I've distributed this book to a growing list of Recruiters, CEOs, Public and Private Company Board Directors, Board and Nom/Gov Committee Chairs, and PE/Venture Fund Talent Partners in an effort to elevate talented executives who are in search of a board seat.

My premise in assembling this book is pretty simple: it's impossible for everybody to know everybody, and each of us can use our platform to elevate others. This is my effort to share access that I am fortunate to have to create outcomes for others. Over the past year, I've had the pleasure to meet (virtually or in person) everyone in this year's book. The vast majority of this year's execs are new to The Bio Book, and a select few are making their appearance for a second year.

There are thousands of talented executives who are able to add value in the boardroom. I've long believed that success happens when talent meets opportunity. Contact information is also included for each executive, and you should feel free to contact anyone of interest. If you would like a warm introduction, I'm happy to make one as well. I've also put the book in a shareable docsend - link here: <https://docsend.com/v/3bbf2/tbb2025>.

The results speak for themselves: each year, the distribution list grows, more 1:1 meetings are held, more connections are made, and more people enter the boardroom. I consider success to be something as general as adding to an executive's "echo chamber" (e.g., "I keep hearing your name and wanted to reach out") or something as specific as a board opportunity (e.g., "You have exactly the profile that we are looking for. Let's talk."). Or anything in between.

This book is a labor of love, and I appreciate the help of my good friends at **Black Corporate Board Readiness**, the **Latino Corporate Directors Association**, **Ascend Pinnacle**, and **50/50 Women on Boards**. Please let me know if you would like an intro to the leaders of these groups.

In closing, thank you for your attention to this year's executives. I'm thinking about putting together a version specifically for the UK market in late 2025, so stay tuned. If you would like to nominate someone for the 2026 UK and US versions, feel free to drop me a note at joe@joe hurd.com.

Go spread good Karma,



Joe Hurd

February 2025

SKILLS MATRIX

QUALIFICATIONS	Avilés	Bangalore	Caruso-Cabrera	Cox	Dozié	Hale	Hauser	Jenkins	Kaza	Kini	Kumar	Kuo, J.	Kuo, S.	Lewis	Mbanugo	Mills	Moore	Prince	Roberts	Romero	Saade	Sánchez	Silva	Soochoo	Valdes	Weaver	Zabat-Fran
COMPETENCIES & EXPERTISE																											
Activist shareholder / hostile takeover								*		*	*	*					*			*	*		*				
C-Suite experience (CEO, CFO, GC, etc.)	*	*		*	*	*	*	*	*	*	*	*			*	*		*	*	*	*		*	*	*	*	*
Cybersecurity					*				*			*			*			*					*	*	*		*
Data science									*					*				*						*		*	
Digital / Tech transformation			*				*		*	*			*	*	*			*	*	*	*			*	*	*	*
ESG		*			*			*				*				*	*	*	*	*	*	*	*		*	*	*
Finance / QFE	*	*	*	*	*	*				*	*				*	*	*	*	*	*	*					*	*
General management / P&L Leader	*	*		*	*	*	*	*	*				*	*		*		*	*	*	*	*	*	*	*	*	*
Human resources / Talent									*					*	*				*					*			*
International work experience	*		*		*		*	*				*	*	*		*		*	*	*	*	*	*	*	*	*	*
IPO experience		*			*		*		*		*	*	*			*					*				*		*
Legal / Regulatory / Policy	*	*		*			*	*				*					*	*			*	*	*		*	*	*
M&A	*	*			*	*	*	*	*	*	*	*	*		*	*		*		*	*	*		*	*	*	*
Manufacturing / Operations		*				*							*	*				*		*			*				*
Marketing				*	*									*			*	*	*				*		*		
Other public company board experience	*	*			*	*		*	*		*						*			*	*	*					
Risk management	*	*	*	*	*	*		*	*	*	*	*		*		*	*	*		*		*	*	*	*	*	*
Sales	*		*	*									*					*	*						*		
Strategy	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Supply Chain / Procurement			*		*	*							*	*				*	*	*			*	*			*
Sustainability		*	*		*							*		*				*		*		*	*	*		*	*
U.S. Government / Military Experience		*				*								*			*		*		*	*					
BOARD COMMITTEES																											
Chair / Lead Independent Director						*	*					*		*		*	*		*		*			*		*	*
Audit	*	*	*	*	*	*			*	*					*	*	*	*	*	*	*			*		*	*
Nominating & Governance		*			*	*	*					*				*	*	*	*	*	*			*			*
Compensation		*			*	*		*				*					*		*	*							*
Risk	*	*		*	*	*			*								*		*							*	*
Other	*		*											*		*	*		*						*		
BIO ON PAGE	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30



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Edith Avilés serves as a non-executive director of two multinational corporations, the Hong Kong Shanghai Banking Corporation NA Holdings, (HSBC), and The Scotts Miracle-Gro Company (NYSE: SMG). In addition to her main board responsibilities, she is a member of the Audit and Risk committees for HSBC and the Audit and Finance committees at Scotts Miracle-Gro. She is a qualified financial expert. Her past board experience also includes serving on the Mexican boards of BNP Paribas' insurance affiliate, Cardif, and BNP Paribas Investment Partners. Prior to moving to full time board work, Ms. Avilés was Americas Vice Chairman and Executive Committee member at Natixis S.A.

Ms. Avilés' career as an international banking executive spans three decades across USA, Europe and Latin America. She is a multi-lingual leader who has built and led multi-cultural, cross-functional teams in both developed and emerging markets. Her expertise in managing a P&L is evidenced by her track record of accelerating profit growth in all of her senior roles.

During her career, Ms. Avilés developed deep expertise in evaluating, structuring, and executing complex acquisition financing transactions in both the US and the international capital markets.

Ms. Avilés started her career at J.P. Morgan Chase in investment banking. She also held senior management positions at BNP Paribas (the European Union's leading bank operating in 63 countries with nearly 183,000 employees), and Natixis S.A. (the corporate and investment banking division of Groupe BPCE, the second-largest banking group in France). Her banking career includes extensive experience in acquisition and leveraged finance. She has built a global network partnering with large private equity firms in the USA and Europe.

While at BNP Paribas, Ms. Avilés held various senior management positions including Americas Executive Committee member, Regional Head of Corporate & Institutional Banking for Latin America and CEO of Mexico. In these roles, she had the responsibility to develop and execute the strategy across Argentina, Chile, Colombia, Mexico and Peru. This included implementing risk management, compliance, regulatory, and human capital initiatives which were the basis for sustainable growth across the region. During her tenure as CEO of Mexico, revenues more than doubled with the bank's key clients.

Ms. Avilés earned an MBA from The Wharton Business School, an M.A. from Stanford University in Latin American Studies and graduated magna cum laude from Bryn Mawr College with a major in Economics and a minor in Computer Science.

Ms. Avilés has a dual citizenship from the USA and Mexico and speaks English, Spanish, French. She resides in New York City.



SHEILA BANGALORE

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Sheila Bangalore, an Indian-American executive, honed her complex transactional experience over 20+ years in senior roles in public and private multinational technology (B2B/C), specialty materials and healthcare businesses, including SpringTide Ventures, Bally Technologies (NYSE: BYI), Aristocrat Gaming (ASX: ALL), Zappos.com (an Amazon affiliate), and MP Materials (NYSE: MP). Sheila's accomplishments reflect a track record of growing and scaling businesses, developing risk mitigation strategies, compliance and governance expertise, and leading complex operational and transactional initiatives, including M&A and related integration, IPOs and significant fundraising. Sheila is financially literate under public company Audit Committee standards and is experienced in hedge fund/VC/PE-backed environments.

As a board director and community leader, Sheila brings her expertise in strategic planning to catalyze impact and add value. Sheila serves as an independent board member for StoneAge Holdings, Inc., an ESOP company and category leader in providing cleaning tools for the industrial sector. At StoneAge, Sheila serves as Chair of the Governance Committee. Since October 2022, Sheila has served as an independent board member of Games Global Limited, a B2B technology company with 1,100+ global team members, where she acts as Chair of the Risk & Compliance Committee and as a member of the Audit and Nominations/Governance Committees. Games Global recently disclosed an 80% jump in revenue YOY, with revenues at just over \$325m, as part of its IPO filing and shared its intention to go public on the NYSE. As a board advisor for Paloma Health, a VC-backed health-tech start-up, Sheila supports the company's management team through a combination of business experience, fundraising acumen and strategic introductions within the healthcare payor community. Sheila remains excited for Paloma's future growth, which has increased its revenues by over 60% and gross margin to 46% since she joined the company. In any environment, Sheila is a natural connector and regularly creates collisions across her evergreen network. Whether she's speaking or writing about board governance and leadership, as she did at The Wharton School, the Nasdaq Center for Board Excellence or Harvard Law School, or mentoring promising entrepreneurs and CEOs, Sheila enjoys helping people succeed.

Previously, Sheila acted as Chief Strategy Officer, General Counsel and Corporate Secretary for MP Materials, a regulated specialty materials company she helped take public. Reporting to MP's CEO as a key member of its C-Suite, Sheila supported MP's merger into an NYSE-listed company sponsored by the Fortress Investment Group. MP's IPO raised \$545mm in capital. At MP, Sheila promoted the company's business sustainability and optimization strategies, driving MP's progress through its \$600mm green convertible notes offering and a \$9.6mm grant from the U.S. Department of Defense. As MP's Corporate Secretary, she oversaw public-company governance and all interactions with the SEC, supported MP's CEO in the recruitment of its inaugural public board, and acted as a liaison to MP's board upon the company's listing. Prior to MP, Sheila spent over 15 years in senior business and legal roles, growing regulated and unregulated technology businesses at Aristocrat, Bally Technologies and Zappos.

Sheila received her MBA in Finance from The Wharton School at the University of Pennsylvania; her JD from the Washington University School of Law in St. Louis; and her BA from Tufts University. She serves as Co-Editor for e-Khabbar, a digital newsletter supporting cultural awareness of the North American Konkani community. In her spare time, Sheila gets excited about experimenting with new recipes, global travel, and improving her skills on the squash courts (at times, frustratingly slowly).



MICHELLE CARUSO-CABRERA

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Michelle Caruso-Cabrera has 30 years of experience at the nexus of finance, economic development, and communication. She is the chief executive of MCC Global Enterprises and a CNBC Contributor.

Caruso-Cabrera was the first Latina anchor at CNBC and the network's first Chief International Correspondent. She spent 20+ years covering economic crises and international markets, as well as interviewing presidents, prime ministers, and CEOs. She began her career at Univisión Spanish-language news in 1991. In 1993, she received an Emmy for a series she co-produced on the AIDS Crisis. She sits on the International Advisory Board of the Instituto Empressa in Madrid and serves as board president of Ballet Hispánico in NYC. She is a member of the Council of Foreign Relations, the Economic Club of NY, and the Latino Corporate Directors Association. In 2023, she joined the boards of Wendy's and Del Real Foods, a portfolio company of Palladium Equity.

Michelle has a BA in economics from Wellesley College.



NATHAN COX

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Nathan Cox is a seasoned P&L Leader with extensive experience in building high performance teams who maximize efficiency, profitability and strategic outcomes. Nathan has over 35 years of experience in the financial services industry, specifically financial institutions and fintech companies. Nathan has held Executive/Senior Leader positions for Publicly Traded companies (Fortune 500 Banks), Privately Held (Foreign-Owned Banks) and Federally Chartered Institutions (Regional Credit Unions). As a Qualified Financial Expert with a sophisticated financial background, Nathan has provided enterprise governance and policy guidance in the areas of Audit, Compliance, Credit and Risk Management.

Nathan is currently President/Chief Executive Officer of InRoads Credit Union (Portland, OR Area). After a nationwide search, Nathan assumed this role in May 2023. His primary focus is to implement a strategy to scale the Company with efficient and profitable growth while leveraging technology. Prior to assuming his current role as President/Chief Executive Officer at InRoads Credit Union, Nathan led a \$3B loan portfolio at a California-based Credit Union that included Consumer, Commercial, Credit Card and Real Estate loans and had double-digit growth. His efforts in Operating Policy, Risk Management and Strategic Planning resulted in a positive reputation with Auditors, Examiners and Regulators. He also has a breadth of experience in risk management across several key business lines and credit products. Nathan was the Executive Sponsor for the Diversity, Equity, and Inclusion (DEI) at Travis Credit Union, where he successfully designed, implemented and executed the DEI Strategy, where a key success was a 12% YOY increase in minority suppliers in the first year of the strategy. While at U.S. Bank, Nathan led a Regional Office and Cross Functional Business Teams that successfully collaborated towards achieving budget goals and project management objectives.

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

Nathan is involved with the following Organizations: Washington County (Oregon) Chamber of Commerce – Board Member; Growing Rural Oregon (GRO) – Advisory Board Member; California Medical Coalition – Board Member, Finance Chair and IVibe – Board Member. Nathan has been featured in a variety of local, national and regional publications for his advocacy regarding Financial Wellness for both Consumers & Small Businesses.



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Aishetu Dozié is a visionary CEO, seasoned board director, and global finance executive with over 20 years of experience delivering strategic value across diverse industries. As the founder and CEO of Bossy Cosmetics, Aishetu transformed a digitally native, mission-driven brand into a high-growth retail powerhouse with a national presence in JCPenney, Nordstrom, and Amazon. Under her leadership, Bossy Cosmetics successfully launched on QVC after winning The Big Find competition and was selected as one of Oprah's Favorite Things in 2021 and 2023. The brand has received awards from Fast Company, Self, and Ebony and was featured on the digital cover of Black Enterprise magazine in 2023. Recognized by leading outlets for its innovation and design, Bossy Cosmetics is redefining beauty by empowering ambitious professional women, with coverage in NPR's How I Built Resilience, Forbes, W Magazine, InStyle, Essence, and Allure.

Aishetu serves as a board director at The Vita Coco Company, where she collaborates with the board and leadership team on the Audit and Nom/Gov/ESG Committees, helping drive innovative strategies that have contributed to a share price increase of 200%+ during her tenure. She also served on the board of Altimeter Growth Corp, where she was a member of the Audit Committee and chaired the Compensation Committee, playing a pivotal role in its \$39.6 billion SPAC merger with Grab Holdings, the largest SPAC transaction in history. As a Qualified Financial Expert, Aishetu combines financial expertise with deep knowledge in consumer products, global strategy, supply chain, and digital media, making her an invaluable contributor to corporate governance, risk management, and translating strategy into execution.

Prior to founding Bossy Cosmetics, Aishetu built a finance career at Goldman Sachs, Morgan Stanley, Lehman Brothers, Standard Chartered Bank, and The World Bank. She has advised CEOs and boards on growth strategies and public/private capital raising across sectors such as consumer products and infrastructure, in developed and emerging markets. With over \$130 billion in M&A and capital markets transactions executed under her leadership, she brings unmatched insights to help organizations navigate complexity, drive growth, and foster innovation.

As a global executive, Aishetu has lived and worked across Central, South, and North America, the United Kingdom, East Asia, and Sub-Saharan Africa, earning a reputation for her ability to navigate regulatory environments and competitive markets skillfully. Her cross-functional expertise and strategic vision make her a valued leader in corporate governance, risk management, global markets oversight, and financial management and controls.

Aishetu holds a Bachelor of Arts degree from Cornell University and an MBA from Harvard Business School. She has completed executive education programs at Harvard's John F. Kennedy School and was a fellow at Stanford University's Distinguished Careers Institute. Balancing her demanding professional career with a vibrant family life, she is a proud mother of three and wife to a tech entrepreneur.



JOHN HALE

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John Hale is a board member, C-suite executive, and advisor with 30 years of experience in the private and public sectors. He is an SEC Qualified Financial Expert (QFE) focused on turnaround, growth, and sustainability of companies with geographically dispersed operations in the industrial, energy, government contracting and financial services sectors. He has extensive turnaround and restructuring experience having served as an interim CFO for multiple mid-market companies, guiding them through Chapter 11 proceedings to emerge successfully. John previously held the national security "Q" Top Secret/Restricted Data and Special Nuclear Material clearance.

John serves on the Fulton Bank Greater Washington DC Advisory Board (NASDAQ: FULT); Next Energy Board of Directors (Audit & Finance Committee), a smart grid and renewable energy non-profit, and the Private Directors Association's National Board of Directors (Audit & Finance and CEO Selection Committees). John's prior board experience includes serving as Chair of the Board of Directors of FSC First, a Certified Development Finance Institution (CDFI), the State of Michigan's Michigan Education Trust and Providence Hospital Board of Trustees where he served on the Audit & Finance committee and as its representative on the subcommittee for the acquisition of physician practices.

John is the CEO of the Cornerstone Group, LLC, partnering with innovative businesses and mid-market companies to develop and implement risk management, EBITDA growth strategies and facilitate capital investment. In addition, he is an Operating Partner at Cadiz Capital Holdings, a family office co-investing with private equity partners focused on \$50-\$500 million enterprise value companies.

Hale was a U.S. Presidential appointee in two federal senior executive positions. At the U.S. Small Business Administration, he developed and led strategies that generated over 60,000 loan approvals totaling \$30 billion. At the U.S. Energy Department, he designed and implemented strategies to improve the Department's small business grade from "F" to "A" grades, resulting in \$1.2 billion of prime small business contracts. He also converted over \$500 million in contract awards from large businesses to small businesses during the contract recompet. In recognition of these results, Hale received the U.S. Department of Energy Secretary's Meritorious Service Award.

Hale earned a B.A. in Political Science from the University of Michigan and a Master of Science in Finance from the Heinz School of Public Policy and Management at Carnegie Mellon University. He also earned the Private Directors Association's Private Company Governance Certification and the Santa Clara University Leavey School of Business Black Corporate Board Readiness Certification.

Hale's leadership has been recognized over the years. He most recently received the FSC First Strategic Partner Award and the Maryland Black Chamber of Commerce Champion for Change Award. He enjoys boot camp exercise, Michigan football games in the Big House and is married with two adult children.



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Eduardo Hauser is an entrepreneurial CEO and seasoned board member with an extensive background in strategic growth, global expansion, and digital transformation. With over 30+ years of experience in domestic and international markets, he has established a solid track record in media, e-commerce, and consumer businesses. Eduardo has led and grown beloved consumer brands like HGTV, Food Network, and Discovery while also driving the success of disruptive products such as DailyMe and AOL. He leverages a unique blend of strategy, operational, financial, technology, sales, and business development skills to drive enterprise value for stakeholders.

As an entrepreneur, Eduardo co-founded the Latin American division of AOL and took it public through a NASDAQ IPO. He founded DailyMe, raised three rounds of capital, and sold it to Cricket Media. Additionally, he co-founded Runrun.es, a leading digital news organization in Venezuela. As an investor, Eduardo has successfully helped grow the SuViche restaurant group and acquired Novecento restaurants, expanding to nine stores with 400+ employees.

Eduardo has deep experience leading consumer businesses, including go-to-market strategies and customer acquisition, and is intimate with the impact of technology on growth and expansion. His leadership experience spans all enterprise life stages, from start-ups to large multinational corporations. His proven track record includes 11+ years as a portfolio CEO for leading private equity firms and 20+ years as a senior divisional president/leader for world-class multinational companies. This includes leading three successful corporate exits, including two start-ups and one IPO.

Eduardo has consistently acted as a growth and transformation agent throughout his career. At Cisneros, he was instrumental in creating AOL Latin America. At DailyMe, he successfully navigated the company through three funding rounds, partnered with over 100 leading global news organizations, and sold the company to Cricket Media. At Scripps, he doubled Food Network's TV distribution, negotiated the launch of HGTV in Latin America, and drove the regional integration of Scripps and Discovery. He launched the company's brands on all major streaming platforms, introduced the Oprah Winfrey Network in the Caribbean, and launched HGTV in the US Hispanic market. At GEMS, he transformed a fine jewelry seller from a TV-based shopping network into a multichannel category leader with 4x digital revenue growth.

Eduardo's passion for innovation and technology has driven his career. He pioneered consumer Internet services in Latin America and has been at the forefront of transforming traditional media brands into streaming and digital businesses. He introduced personalization technology for millions of consumers, leveraged streaming and social media to overcome distribution barriers, and repurposed legacy technology to improve programming efficiency. His innovative approach includes publishing two patents in content distribution and personalization technology.

Eduardo prides himself on recruiting, coaching, and promoting diverse talent. He prioritizes identifying and coaching team members, aligning corporate needs with personal goals, and supporting his team's success. Former members of his teams have become leaders at renowned companies like Google, Uber, Facebook, Spotify, and AT&T. His ability to nurture top talent has enabled him to create high-performing teams that deliver exceptional results.

Eduardo is an exceptional negotiator, leveraging analytical skills, robust legal training, and extensive hands-on experience to negotiate thousands of commercial, licensing, IP, talent, distribution, programming, and strategic agreements. His expertise in business development, strategic planning, and M&A has been instrumental in securing funding for start-ups and corporate initiatives, raising more than \$300 million from individual and institutional investors and public capital. His commitment to integrity and purpose ensures mutually beneficial agreements, earning him the respect of colleagues and industry peers.

With legal training in the US and South America, Eduardo has successfully bridged governance and management practices among diverse investors, boards, and international management teams. His blend of financial acumen, business experience, governance, and legal practices enables him to balance risk and opportunity efficiently.

His education is rooted in a J.D. from Universidad Católica Andrés Bello and an LLM from Duke University School of Law. Among his recognitions are a Regional Emmy in 2016 and a place in Cablefax's Most Influential Minorities in Cable in 2017.



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Zabrina Jenkins is a highly respected professional and independent board member with over 20 years of experience as an executive leader, corporate counsel, litigator, and company ambassador. She is a collaborative business partner and a people first team leader with extensive crisis management experience. Zabrina has a proven track record of managing complex issues, developing strategy, timely executing plans, and identifying innovative solutions for high-risk litigation in a global organization.

Currently, Zabrina serves as an independent board director and member of the Compensation Committee for Retail Opportunity Investments Corp. (NASDAQ: ROIC), and an executive advisor to the office of the Chief Executive Officer for Starbucks Coffee Company where she is a member of the extended executive leadership team, providing strategic counsel and support in key areas including Environmental, Social and Governance (ESG), corporate strategy, public affairs, talent development, inclusion & diversity (I&D), legal stakeholder engagement, and an Executive Champion to the Starbucks Black Partner Network. Zabrina is the former acting general counsel and executive vice president for Starbucks Coffee Company, where she served as the general counsel to the Chief Executive Officer and managed a \$144M annual operating budget while leading a diverse cross-functional team of partners (employees) responsible for legal and regulatory affairs, global security, data privacy, and ethics and compliance for the company.

Previously, Zabrina served as senior vice president, general counsel to the Chief Operating Officer for Starbucks, and interim chief ethics and compliance officer during which she reported to the Starbucks Audit and Compliance Committee, Board of Directors and company leadership on compliance trends and risk mitigation measures and led the restructuring of the ethics and compliance program to better align the function with the company's risk profile. She was a core member of the Starbucks 2018 Philadelphia incident crisis management response team and personally led the negotiations and creative resolution of claims against the Company stemming from the highly publicized arrests of two customers. Prior to joining Starbucks in 2005, Zabrina was an associate at Garvey Schubert Barer in Seattle, Washington, where she focused her practice on commercial litigation matters, including labor and employment law.

Appointed by Washington State Governor Jay Inslee in 2019, Zabrina is a Trustee for Central Washington University and a member of the Enrollment Management subcommittee. She also serves on the advisory boards of the Syracuse University College of Law, the Washington Leadership Institute, and the Loren Miller Bar Foundation, and previously served on the advisory boards of the Central Washington University College of Business and Central Washington University Foundation.

Zabrina received her Bachelor of Science degree in Business Administration, Finance from Central Washington University, her Master of Science degree in Higher Education Administration from Syracuse University School of Education, and her Juris Doctor cum laude from Syracuse University College of Law. She is a graduate of the International Women's Forum 2019-2020 Fellows Program.



VIJAYA KAZA

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Vijaya Kaza is an accomplished business leader rooted in technology who has transformed product organizations at some of the most prominent consumer and enterprise brands such as Airbnb and Cisco. She has experience across the spectrum from pre-IPO to Fortune 100 companies, including taking companies public. She has a successful track record leading several digital transformations and is widely recognized as a progressive technology, product and security leader.

Vijaya currently sits on the board of Heidrick & Struggles (NASDAQ: HSII) where she is a member of the Audit and Finance Committee, and previously served on the Board of Directors for a private company. She is National Association of Corporate Directors (NACD) Directorship certified.

In her operating role, Vijaya is the Chief Security Officer (CSO) and VP, Engineering - Trust & Safety at Airbnb, a \$100B market cap global consumer company. In this role, she oversees building the technology (platform and AI/ML models) to safeguard the Airbnb platform from Fraud, Privacy, and Safety concerns to create a brand that is trusted by Airbnb's worldwide community of users. She also secures Airbnb's infrastructure and information assets, and drives appropriate board level conversations to provide oversight and mature their cybersecurity practices. She has helped Airbnb prepare for IPO, and make a successful transformation through the pandemic to emerge as a strong business.

Previously, as the Senior Vice President, Cloud Products and Engineering at FireEye, Vijaya owned P&L responsibilities for FireEye's Cloud business and successfully led the transition of their on-prem Email Security products to SaaS, growing the revenues 100% Y-Y. As the Chief Development Officer at Lookout, Vijaya helped Lookout transition from a consumer to an enterprise company. In just 18 months, she transformed the product organization through strong execution and operational excellence and doubled the revenue. At Cisco, Vijaya was responsible for product development for a \$1B cybersecurity product portfolio, and led a large organization of cross-functional teams. She helped Cisco's security business grow organically and through multiple acquisitions, for which she developed and led both team and product integration strategies.

She leverages her current expertise in the rapidly evolving areas of AI, cybersecurity, trust & safety, cloud and data to share fresh perspectives to help companies stay relevant and maintain market leadership.

She helps boards balance the risks related to Governance, Cybersecurity, Privacy and Trust, while leveraging data as a competitive advantage for their business.

She leverages her broad operational experience, SaaS business acumen, and a strong sense of technology and industry trends to help companies scale and grow.

She brings her passion for innovation, high performance, inclusive and collaborative culture to thoughtfully elevate boardroom conversations.

Vijaya is recognized as a technology and business thought leader and is often invited to and has been a keynote speaker and panelist at a number of prominent industry forums and podcasts. She was listed on the Deloitte and the Female Quotient's "Top 30 Women in Cyber", Chief in Tech's "100 Women in Tech to watch" and, The SaaS Report's "Top 25 Women in SaaS".



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Anand Kini has over 20 years of experience in Entertainment and oversees a \$6B EBITDA P&L as CFO of NBCUniversal. He is also responsible for crafting growth strategies for Comcast Corporation (parent of NBCUniversal), across its broadband, mobile, television, film, streaming and theme park businesses. He has expertise in global financial operations, including SEC Reporting, Audit, and Transaction Process Automation. Anand is adept at communicating regularly to investors, Wall Street and Boards.

Anand has been at Comcast for 16years, serving as NBCUniversal CFO for the last 7 years and delivering an industry-leading 11% EBITDA CAGR. He successfully closed major M&A transactions, including the acquisitions of Sky (\$40B), Universal Studios Japan (\$4B) and DreamWorks Animation (\$4B). Anand architected the business plan for Peacock, driving scale in streaming, and leads innovation efforts for areas such as the Metaverse, Creator Economy and Generative AI. He transformed NBCUniversal's financial operations, instituting monthly closes and automating back-office transaction processes, leading to over \$20M annual savings. Anand collaborates closely with the Board of Directors at Comcast, providing regular strategic and financial updates.

Prior to joining NBCUniversal, Anand worked for Comcast Cable and Activision Blizzard. At Comcast Cable, he evolved the Finance Department to incorporate a strategic and analytic orientation, transitioning from a primarily accounting focus. Anand introduced a 5-Year planning process and created a Business Intelligence Department surfacing insights based on customer behavior data. At Activision Blizzard, he helped execute a \$19B merger with Vivendi Games, providing an entry point into the rapidly growing online gaming business.

In addition to his professional endeavors, Anand is passionate about serving underprivileged youth and is actively involved with Cradles to Crayons, a charity providing children with basic clothing needs. Anand served on the Board for the Philadelphia office and is now on the Development Committee to launch a New York City chapter. He also serves on the Board of Directors, as well as Audit Committee, of the Harvard Business School Club of New York, committed to engaging alumni to impact the local community.

Anand holds an MBA from Harvard Business School, where he graduated with High Distinction as a Baker Scholar. He also earned a Bachelor of Arts degree from Wesleyan University.



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Nisha Kumar is a G-level financial leader and independent board member focused on driving shareholder value across public and private companies. For over two decades, she has led strategic transformations, mergers and acquisitions, public company reporting, investor relations and fundraising. Her experience spans global mid- and large-capitalization public companies in the media and internet industries and private-equity backed companies in the consumer and industrial areas.

Currently, Nisha serves as an Independent Director for RealTruck, Inc. (owned by L-Catterton Partners), EPIC Acquisition Corp. (Euronext: EPIC), The India Fund (NYSE: IFN) owned by Abrdn Asset Management and the Legg Mason Closed End Funds (\$8 billion+ AUM), which span twenty NYSE listed funds investing in fixed income, equity, emerging market and real estate products. She serves as the Audit Committee Chair for RealTruck, EPIC and the Legg Mason Closed End Funds. She is known for her analytical, collaborative and decision-focused approach.

Nisha spent ten years as a Managing Director and the Chief Financial and Chief Compliance Officer of Greenbriar Equity Group, L.P., a private equity firm investing and managing over \$6 billion across three active funds dedicated to mid-market buyouts of companies engaged in business services and advanced manufacturing across the logistics, distribution, aerospace and defense, vehicle aftermarket, transportation and related sub-sectors. Ms. Kumar Behringer was a member of the firm's Investment and Management Committees since joining and oversaw all financial, investor relations, tax, administrative and compliance aspects of the firm.

Prior to Greenbriar, Nisha served as Executive Vice President and Chief Financial Officer of AOL, the multi-billion dollar global internet company. From 2001-2007, Ms. Kumar Behringer was a senior executive at global, public media company Time Warner Inc., including Vice President—Mergers & Acquisitions and Vice President—Operations, reporting to the Chief Operating Officer. Ms. Kumar was also Vice President—Corporate Development at e-commerce pioneer priceline.com (now Booking.com) and launched her career in Morgan Stanley's Investment Banking Division, where she advised on and executed several billion dollars of mergers and acquisitions, capital market transactions and corporate finance activities for mid-and large cap media and internet companies. In 2007, Ms. Kumar was profiled in Dealmaker magazine as a woman breaking the glass ceiling in mergers and acquisitions.

Nisha has appeared on several panels covering CFO leadership and the advancement of women and minorities and actively mentors women in finance.

Nisha received her AB, magna cum laude, from Harvard and Radcliffe Colleges, and her MBA from Harvard Business School. She resides in Greenwich, Connecticut with her husband, Michael Behringer and their three teenagers. An avid tennis fan and a member of the Council of Foreign Relations, Nisha also volunteers at Brunswick School, Harvard College and Harvard Business School.



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John W. Kuo is an independent director and a strategic C-suite leader with a 35-year track record of success in the life sciences, technologies and energy industries. He is recognized for helping companies grow in regulated and complex markets, navigate highly visible crisis management events, and increase shareholder value through M&A and spin-offs. Drawing on his experience as an ex-pat in Europe and Asia, John brings nuanced understanding of international and developing markets, bridging cultural divides and scaling global teams and operations. John's ability to effectively strategize and synthesize business objectives with regulatory and legal considerations has made him a valued adviser and business partner, as well as a sought-after speaker.

John serves on the board of directors of Mirion Technologies (NYSE:MIR), a leader in the detection, monitoring and control of radiation for energy and medical applications. He chairs the Nomination and Corporate Governance Committee, sits on the Compensation Committee and previously served as its independent lead director. John sits on several non-profit boards as well, including the Amani Public Charter School of Mount Vernon, NY, where he chairs the Finance Committee, and the Advisory Board of the Asian Pacific Fund in San Francisco, CA. He has also chaired the Cornell University Council and the Berkeley Law Alumni Board.

As a seasoned executive in F1000 and startup companies, John has played instrumental roles in the global expansion of companies, including accessing new markets and establishing international commercial and manufacturing locations. At Varian Medical Systems (NYSE:VAR, acquired by Siemens Healthineers in 2021), John was responsible for the Legal, Compliance, Government Affairs, Global Trade, ESG and Enterprise Risk Management functions. He built high-performance cross-functional teams that helped the company deliver triple-digit revenue and EBIT growth over the course of his tenure there. Some of his career accomplishments as a senior executive include: leading a business unit spin-off that created \$1.3B in shareholder value; leading over 50 acquisitions, divestitures and joint ventures; successfully navigating SEC/DOJ investigations, "front page of NYT" events and major patent litigations; and helping to raise a \$145M financing round at a ~\$1B valuation. Additionally, his work on ESG has resulted in Varian being recognized as a Forbes/Just 100 company, in Newsweek's Most Responsible Companies and in top 10% of ISS's ESG ratings.

Some of John's honors include the "Lifetime Achievement Award" from the Silicon Valley Business Journal, "Legend in Law" award from the Burton Foundation, and "Legal Department of the Year" award from The Recorder.

He received his BA from Cornell University, JD from University of California, Berkeley School of Law, and executive certificate from Stanford/AEA Executive Institute.



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Shin-Wen Kuo is a transformation strategist guiding companies on challenges and opportunities arising from disruptive technology. As a global strategy and operations executive, she has over 25 years of demonstrated success building and transforming technology companies ranging in size and complexity from start-ups of \$100M in revenue to large enterprises of \$120B in revenue. Shin-Wen has worked in the Americas, Europe and Asia. She excels at translating strategy into execution to build and scale new businesses, drive revenue and profitable growth, and deliver operational excellence. Shin-Wen currently serves as Hewlett Packard Enterprise (HPE) Senior Vice President of AI Strategy, M&A Integration responsible for developing and driving the AI and digitalization strategy for the Juniper integration, a \$14B acquisition by HPE to build the world's best networking company.

Shin-Wen is regularly called upon to help organizations drive results across a diverse spectrum of business challenges. She is known for her pragmatic approach to problem solving and is highly respected by her teams.

As SVP of Customer Success & Chief Operating Officer for HPE's \$4B High-Performance Computing & AI business group, Shin-Wen led the technology services and operations organization of seven hundred employees responsible for solution design and implementation, onsite and remote service delivery, engineering resolution, manufacturing and supply chain. She drove a transformation of the business following a troubled Cray acquisition integration, talent attrition, and pandemic-related supply chain dislocations. She rebuilt services and operations, strengthened the operating model, and positioned the business to take advantage of the ensuing market momentum from AI, leveraging its leadership in supercomputing.

As General Manager for HPE's \$8B Volume Compute Solutions business, she refocused HPE's core compute solutions portfolio on workload optimized solutions to deliver revenue growth, improve profitability, and expand market share.

As General Manager for HPE's Hybrid IT China business, Shin-Wen executed a successful turnaround of HPE's \$2.3B China business across the complete server and storage portfolio, delivering 20% year-over-year revenue growth through HPE's joint venture H3C.

As a HPE Vice President of Corporate Strategy, she led a company-wide transformation effort to accelerate strategy by realigning cost structure and shifting investment to critical growth areas. The effort delivered greater than \$1.1B in savings for reinvestment.

Shin-Wen has led workstreams in global M&A transactions, including the historic separation of Hewlett-Packard Company into two new companies, HP, Inc. and Hewlett Packard Enterprise and the formation of the H3C joint venture. She has built capabilities to enhance strategic, financial, and governance oversight.

Prior to HPE, Shin-Wen founded the London office and led the Northern European P&L for a sourcing services and software start-up which had a successful IPO and was later acquired by Ariba (now SAP). She started her career at The Boston Consulting Group.

Shin-Wen has a passion for developing strong leaders, connecting talent to opportunities, and building sustainable cultures. She has been an executive faculty member for HP's Stanford Innovation and Entrepreneurship Program and has been a guest lecturer at London Business School. Shin-Wen is an executive mentor at The Hart Institute for Technology, Innovation and Entrepreneurship at Southern Methodist University. She has served on the board of the Women's Business Council Southwest and is executive sponsor of the HPE Global Asian Network.



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Major General (retired) **Rodney D. Lewis** was formerly a national security leader serving as Deputy Director for Force Protection, J8, Joint Chiefs of Staff, the Pentagon, supporting over 2,275,000 service members. Responsible for global force protection aligning worldwide personnel, and resources with Department of Defense (DoD) strategic guidance. General Lewis synchronized a share of the annual DoD budget of approximately \$675 billion to joint force organizational mission and vision.

He has extensive experience building organizational strategy, funding large capital expenditures, managing unions, leading public-private partnerships in highly regulated sectors, and marketing to a cross section of demographics. He is a decorated Air Force command pilot with over 3,600 flight hours and was awarded the Bronze Star Medal for his service in a combat zone. As an Air Force base commander, he led thousands of servicemembers, leveraging over \$2 billion in infrastructure.

Prior to this role, General Lewis served as Director for Strategy, Posture, and Assessments for the United States Air Force aligning global strategy supporting 697,000 members. He also led an elite Joint Staff team supporting worldwide monitoring, crisis action, strategic nuclear and current operational watch functions reporting directly to the highest levels of government.

General Lewis' early experience include serving as a White House Fellow where he executed the Joining Forces initiative on behalf of the President, working closely with government, non-profit, and private industry leaders securing over 250,000 job commitments, education, and wellness opportunities for servicemembers and their families.

A distinguished graduate of the Air Force Academy, he earned two master's degrees with honors from the University of Southern California, and the Air Force Institute of Technology. His executive education includes the Northwestern Kellogg School of Management Corporate Governance, Georgetown University Legislative Studies & Public Policy Non-profit Management, Aspen Institute Executive Seminar on Leadership, Values, and the Good Society, and Harvard Business School Advanced Management Program. He is a Herndon Directors Institute graduate, and earned his Ph.D. Education, Health & Behavior Studies in 2023.

General Lewis holds a security clearance. He currently serves as a director on the White House Fellows Foundation and Association board. He resides in Alexandria, Virginia, married to his high school sweetheart, and they have two adult children.



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Joy Mbanugo is a seasoned Chief Financial Officer, Qualified Financial Expert, and board advisor with extensive experience scaling organizations across all stages of growth, from pre-revenue startups to publicly traded enterprises. As the CFO of CXApp (NASDAQ: CXAI), a leading space management and employee engagement SaaS provider, Joy oversees finance, accounting, investor relations, risk management, and compliance. She is partnering with the board's audit committee to oversee regulatory compliance, risk management initiatives, and internal controls. This includes overseeing timely SEC filings and adherence to public company governance standards, including drafting disclosure controls and engaging with external auditors. Her leadership has driven strategic initiatives, including earnings calls, SEC filings, and scaling the company to achieve a high growth annual run rate by 2026.

Previously, Joy served as CFO at ServiceRocket, where she executed a comprehensive cash management strategy following a significant intellectual property sale, optimizing liquidity and profitability. She increased EBITDA by 60% year-over-year by implementing cost-cutting measures and reallocating resources to growth-oriented initiatives. Joy also developed a long-range growth plan to identify acquisition and partnership opportunities, enabling the company to scale sustainably. She introduced an executive dashboard to deliver real-time financial insights, aligning decision-making across the executive team and board members. Joy also routinely presented complex financial and operational updates to the boards of directors, providing clear insights into company performance, risks, and growth strategies to support informed decision-making.

At Google, Joy spearheaded major initiatives, including structuring \$25M–\$1B deals to optimize profit margins, overseeing a \$100B SAP-based treasury transformation, and leading the largest ERP conversion in the company's history. Her cross-functional leadership has consistently driven global operations efficiency, scalability, and compliance. She analyzed deals worth \$25MM and \$1B related to Google Cloud Partnerships and Industry Solutions. She developed

a process to provide monthly financial results to the Cloud Partnership and Industry Solutions leadership and monitored annual revenue growth of up to \$1.5B. Her emphasis at Google Cloud was improving margins. She also designed and implemented a cash management system for Alphabet Treasury, transforming intercompany transactions and funneling over \$100B in assets. Additionally, she engineered the Tax and Intercompany workstreams for the most extensive U.S. ERP conversion from Oracle to SAP. Joy managed a team of 80+ contractors and 40+ staff and orchestrated investment and risk management strategies to influence business decisions. Joy spearheaded the taxation of securities lending at BlackRock, a company with \$3T assets on loan (at that time). She also negotiated tax language in client investment management agreements.

At Ernst and Young, Joy worked in both audit and tax. Joy most notably implemented the U.S. Hire Act (FATCA), analyzed proposed U.S. tax reform, and initiated other regulatory matters for a global bank emphasizing customer onboarding governance. She also evaluated cross-border transactions and derivatives in London on cross-border transactions for three years.

Joy has appeared in and written for various publications, including Fortune, Forbes, Huffington Post, and other publications for insights on financial leadership, governance, and strategic growth. Joy enjoys frequenting local markets for fresh produce, spending time with family and friends, and investing in crypto and private companies.

Her education includes a Juris Doctorate from Cleveland-Marshall College of Law, Cleveland, OH a Masters of Accountancy from Case Western Reserve University in Cleveland, Cleveland, OH, and two Bachelors from Miami University in Oxford Ohio in Accountancy and Black World Studies. She also studied for a summer in Europe earning a Certificate of International Studies from the Institute of Business in Moscow, Russia.



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Kojo Mills is a Senior Investment Leader, Board Advisor, Non-Executive Director and Global Corporate Transaction Expert, advising on the delivery of emerging market investment strategies for global investors, technology-enabled corporations and Financial Services firms. His value proposition includes leveraging experience executing multiple corporate transactions for international investment banks, private equity funds and investment companies to drive Board-level decision making; innovating and implementing investment strategies including new market entry positioning, due diligence, negotiations, and debt/equity capital raisings to optimize ROI; combining significant Non- Executive experience in corporations, non-profit organizations and regulated Financial Services entities to credibly advise on targeted growth objectives; and nurturing private and public sector relationships and networks, up to Board level, to achieve business goals.

Kojo has been a Founding Director and leader of multiple investment companies, generating \$1bn+ investment returns over 25-years in Africa. He has raised \$500m+ in debt and equity capital for transactions and returned capital (over 20% IRRs) to institutional and private investor groups. Kojo has been an Investment Banker on Wall Street, a Securities Trader/Fund Manager in Ghana, a PE specialist in US & Africa, and a NED of numerous Financial Services entities, including banks and large asset managers. He has been as Active Board Member, either as a Shareholder Representative or Independent Director, on over 20 companies and non-profit entities across recent career. He possesses a long, successful track record of acting as a fiduciary and an advisor to senior management teams.

Mr. Mills is currently Lead Independent Director and Chairman of the Audit and Risk Committee of Stanbic Investment Management Services, a \$1bn Ghanaian Securities & Exchange regulated asset & pension fund manager and the Chairman of the Board of Directors of Ashburn Consulting LLC, a Washington, DC based Network Engineering, Cybersecurity, and Data Center/Cloud solutions provider to federal, state, and local government clients; educational institutions; and commercial organizations. Kojo serves on the Investment Committee VestedWorld, a US-based venture capital firm investing in Africa. He also Chairs the Board of Directors of 'Lead for Ghana' and is the Finance Committee Chair of 'Get in the Game', two education focused foundations. He is a member of the Nomination Committee of the Board of Governors a premier country club in Maryland.

For 9 years, Kojo was on the Board of Directors of Stanbic Bank Ghana Ltd, a Ghanaian regulated bank where he served as Chair of Audit Committee and the Credit & Risk Committee, reducing non-performing loans to industry's lowest over 3-years. Kojo was previously Chair of the Global Engagement Committee of Georgetown University's Board of Regents (and member of the Nominating Committee), co-leading a successful capital campaign to raise \$200k+ for a new institute.

Kojo has lived and worked in the US, Ghana and South Africa and has significant and meaningful business and personal networks in all three countries. He holds an MBA from Harvard Business School and a BA in Economics from Georgetown University. Kojo has a certification from Santa Clara University's Black Corporate Board Readiness program, is a member of the National Association of Corporate Directors, is FINRA SIE certified and holds a Top Secret (TS) securities clearance from the US Government. He is married to his wife and fellow dual citizen of the US and Ghana and is an empty nester and a proud father of two adult children. Kojo is an avid golfer, loves playing racquet sports and watching international soccer.



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Jocelyn Moore currently serves as an independent director on the board of DraftKings, a publicly traded technology company; OppFi, a publicly traded financial technology company; and Omaze, a private entertainment and media company disrupting traditional philanthropy. She is also a board member of Pallas Advisors, a strategic advisory firm specializing in national security, defense, and innovation. In October 2021 and again in October 2024, she was appointed by the Biden Administration to serve on the board of the First Responder Network (FirstNet) Authority, a unique public-private partnership created after September 11th to provide a high-speed, nationwide, wireless broadband network for public safety.

Jocelyn is the founder and principal of her own corporate affairs consultancy. With experience working across multiple disciplines, she is a trusted advisor to CEOs, executive teams, and boards of directors on strategic communications, crisis and risk management, corporate social responsibility, operations, regulatory affairs, organizational change, as well as diversity, equity, inclusion, and belonging. An innovative leader, Jocelyn is known for developing creative solutions to tough business challenges.

Most recently, Jocelyn was Senior Managing Director of Corporate Affairs at Pretium, a specialized alternative investment firm with more than \$50 billion in assets under management in single-family rentals, residential credit, corporate and structured credit, and litigation finance. In this newly created role, she led internal and external communications, government affairs, and community relations. She was also a member of the firm's Executive Committee.

Previously, Jocelyn was Executive Vice President of Communications and Public Affairs at the National Football League. As the NFL's Global Chief Communications Officer, Jocelyn was a member of the executive leadership team and responsible for managing corporate affairs at the 100-year-old professional sports league. She oversaw football communications, strategic communications, corporate media relations, executive communications, internal and stakeholder communications, public policy and government affairs, corporate social responsibility, and community relations. She was also a key architect of the league's social justice efforts.

Prior to joining the NFL, Jocelyn served as a Managing Director at The Glover Park Group (GPG; now FGS Global), a leading government affairs and communications consulting firm. At GPG, she counseled corporate clients on a broad range of issues, including banking, finance, health care, technology, social policy, taxes, energy, insurance, and trade. She also co-led the firm's integrated Health+Wellness practice.

Early in her career, Jocelyn spent 15 years in the United States Senate in a variety of senior roles, most recently as Deputy Staff Director of the Senate Committee on Finance, an "A" committee. As a member of the senior leadership team, Jocelyn advised on all issues before the committee relating to taxes, health care, energy, human services, pensions, Social Security, transportation, and trade.

Jocelyn serves as a director on several nonprofit boards: the West Virginia University Hospital System, where she is a member of the Quality and Patient Safety Committee; the University of Florida Foundation, where she is as a member of the Audit and Nominating Committees; and the DC Rape Crisis Center, where she is a member of the Fundraising Committee.

Jocelyn holds a B.A. in English and an M.Ed. in Student Personnel in Higher Education, both from the University of Florida.



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Maria Prince is a seasoned supply chain and sustainability executive with 25 years of experience in operations, supply chain, ESG compliance, and risk management. An award-winning leader, she is recognized for driving sustainability and cost savings initiatives across global supply chains in industries such as Consumer Packaged Goods, Food & Beverage, Technology, Retail, and Chemicals. Known for her strategic planning acumen and expertise in P&L management and governance, Maria has led impactful global initiatives and diverse teams domestically and in China, India, Taiwan, Turkey, Thailand, and Mexico.

She serves on the board of Dartmouth's Tuck School of Business, where she advises on diversity and entrepreneurship and is also a guest lecturer on ESG and strategy. She also has an advisory role with the World Trade Center of Greater Philadelphia. She has recently been named to the Business Consortium Fund Board a certified CDFI banking institution where she will serve on the audit committee.

Maria is DuPont's Global Head of ESG and Supply Chain Risk, where she leads ESG strategy across 40 countries. Overseeing a team of 400, she drives sustainability, DEI, and risk management, and has achieved a 39% reduction in Scope 3 emissions and secured 60% renewable power at 40 sites. She developed a risk framework covering cybersecurity, finance, and compliance, and launched a supplier engagement program to reduce emissions. As Chair of the DuPont ESG Council and member of advisory councils, she aligns DuPont's initiatives with SBTi, GRI, SASB, and the UN Global Compact, thereby influencing future sustainability policies.

As Vice President of the NMSDC Academy at the National Minority Supplier Development Council, Maria spearheaded high-impact initiatives and directed fundraising and program strategy that enhanced the development of over 15,000 minority-owned businesses and strengthened engagement with key policymakers at the state and federal level.

Previously, at Sysco Foods, she served as Sr. Director of Strategic Sourcing and achieved substantial cost savings and advanced responsible sourcing and sustainability. As VP of Private Brands & Product Development with Academy Sports & Outdoors she expanded a \$1 billion business and drove impressive brand consolidation and growth. At Zales Corporation, Maria, as CPO, developed global sourcing infrastructure and delivered significant cost reductions and responsible sourcing initiatives.

With Walmart, she managed strategic sourcing and sustainability for categories generating over \$50 billion in sales. She held early roles with Michaels Stores, L Brands, and PepsiCo. She was co-founder of Mindflow Technologies, a minority-owned tech start-up which she took to an exit. Maria has an MBA and a BS in Management from the University of Texas and has completed the NACD Director Professionalism Certification and the Kearney Board Ready Program. Recognized as a Top 50 Woman to Watch for Board Service and as a finalist for the World Sustainability Award, she brings board advisory experience in procurement, sustainability, and diversity councils, including roles with the Institute for Supply Management, WBCSD, and the Sustainability Leaders Network.



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Anita C. Roberts is an accomplished global senior investment leader, entrepreneur, and ecosystem builder with over 20 years of expertise in venture capital, public relations, marketing, and diversity initiatives. She currently serves as Managing Director of Silicon Hills Capital, a \$25 million fund where she leads investment sourcing, due diligence, and strategy development, focusing on high-impact investments in women, BIPOC and military veteran-led startups. In her role, Anita leverages her deep industry knowledge to guide portfolio companies through growth, scaling, and successful exits. She is also a founding partner of Mvmt Ventures & Mvmt Venture Studio, a \$20 million fund dedicated to empowering disabled entrepreneurs and fostering inclusive technology development (aka social determinant of health). Through this venture, Anita helps underrepresented founders build innovative solutions and access critical capital, talent, and mentorship.

Anita's expertise extends beyond venture capital; she is the founder of Made Media Group, a community-focused NGO where she has built a robust ecosystem of over 21,000 African American professionals and entrepreneurs in Texas. She has designed and executed numerous incubators and accelerators that foster business growth and provide resources to marginalized communities, particularly during periods of economic crisis. Notably, Anita raised over \$500,000 in grants to support hundreds of Black, veteran, and female startups during the COVID-19 pandemic, underscoring her commitment to economic empowerment and wealth creation in underserved communities.

A recognized leader in diversity, equity, and inclusion (DEI), Anita has built a reputation for helping organizations align their DEI strategies with their core mission, ensuring that business growth is both sustainable and inclusive. Her career has been marked by her ability to mentor and coach founders from diverse backgrounds, guiding them through challenges to successful exits and IPOs. Anita has worked with numerous Fortune 500 companies and high-profile clients to design strategic public relations and marketing campaigns that elevate brands on a national and global scale.

In addition to her work in investment and ecosystem building, Anita is a veteran of the U.S. Army, where she rose to the rank of Lieutenant Colonel and served as the official spokesperson for U.S. Forces Afghanistan during Operation Enduring Freedom. She has a deep understanding of the challenges and opportunities in leadership, communications, and strategic planning, which she applies to her work with startups and investment portfolios.

Anita is a frequent speaker at global conferences, including the Forbes 30/50 Summit, SXSW, Fortune magazine, Oracle SuiteWorld and other international venture and startup events. She has authored several books and publications on Black entrepreneurship and history and continues to be a thought leader advocating for inclusive innovation and economic empowerment.

With her vast experience in investment strategy, entrepreneurial leadership, and ecosystem development, Anita brings invaluable expertise to boards seeking a balanced, visionary, results-driven leader with a proven track record in fostering diverse and high-performing teams, building inclusive entrepreneurial ecosystems, and driving sustainable growth.



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Mercedes Romero is a seasoned global chief procurement, supply chain, global manufacturing officer and board member known for helping organizations grow and transform profitably, gain market share, identify, and materialize operational efficiencies. An accomplished P&L leader driving results in global large complex matrixed organizations, she brings a diverse perspective regarding global and local markets, innovation, multicultural consumers, strategic planning, network optimizations, M&A, ESG, go-to-market, cultural transformations and an extensive board experience in public organizations and not for profit educational associations.

Mercedes brings +28 yrs experience in global executive roles in key industries: Consumer packaged goods (Procter & Gamble, Clorox), retail (Starbucks), spirits (Diageo, Campari), pharma (Teva), transportation (Ryder) and food & beverage (Primo Brands). Mercedes is recognized as an expert in end to end global supply chain and procurement, manufacturing outsourcing/in-house, M&A and digital transformations. Instrumental when handling complex situations and building transformational global strategies, this includes diverse multicultural, geopolitical, and socio-economic environments.

Mercedes is currently stepping down from her role as Global Chief Procurement Officer at Primo Brands (NYSE: PRMB), where she reports directly to the CEO, to focus on board service and consulting. She has delivered significant value to the top and bottom line including +1pp to 1.5pp EBITDA improvement YoY. This is the result of a global supply and enterprise risk management strategy that she developed.

Mercedes serves as Independent Director at JB Sanfilippo (Nasdaq: JBSS), where she chairs the nom gov committee and is a member of the audit and compensation committees; and MarineMax (NYSE: HZO), where she is a member of the nom gov and compensation committees.

As part of her continued board service education, Mercedes successfully completed: 2021 Stanford University Law School Director's College, NACD 2024 Director Professionalism, 2024 NACD.DC, LCDA 2021 BRI (Board Ready Institute) and 2022 BRI Next.

Mercedes is a member of LCDA, NACD, Women Corporate Directors (Chairs the recruitment chapter for Tampa Bay) and Extraordinary Women on Boards (EWOB).

Mercedes was born and raised in Venezuela, worked out of: Caracas, Miami, Seattle, New York, Tampa, Amsterdam, Italy; adding a unique nuance to her cultural and business perspective.

She is a civil engineer who graduated from University Rafael Urdaneta (Maracaibo, Venezuela), with English studies from Cornell University and packaging solutions from Michigan State University.

Fully proficient in: English, Spanish, Italian, Portuguese and near fluency in French.



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Javier Saade is a principled leader with three decades of broad, global experience as an investor, board member, founder, operating executive and policymaker. His multicultural roots, operating foundation, deep leadership capability and change-making disposition have been assets throughout his career.

He is Founder & Managing Partner of Impact Master Holdings, Venture Partner at Fenway Summer, and Operating Partner at Presidio Investors. Fenway is a venture capital firm that has backed 100+ enterprises innovating at the intersection of finance and technology, several of them worth billions of dollars. Presidio is a leading private equity firm that acquires technology, media and financial services companies and whose partners have deployed over \$6 billion of capital. Impact Master builds, governs and invests in companies creating values-driven value. He also serves as Chairman of the Board of GP Funding, Inc. (a PE-owned financial services company), Chairman of the Board of The Only Agency, Board Member of VCheck Global Holdings, Board Member of Global Technology Acquisition Corp. (NASDAQ: GTAC), Member of the Board of Advisors of Harvard University's Arthur Rock Center for Entrepreneurship, Executive Fellow at Harvard Business School, CNBC Contributor and host of 'Top Of The Game', a show where leaders changing the world join him in insightful bite-sized talks.

Until recently, Javier was Audit Committee Chair of the Board of Directors of SoftBank Vision Fund Investment Corp. (NASDAQ: SVFA), Lead Independent Director and Nominations & Governance Committee Chair of the Board of Directors of Porch Group, Inc. (NASDAQ: PRCH) and Member of the Board of Directors of two, inc. (NYSE: TWOA) now Logistics Properties of the Americas (NYSE: LPA). He also held leadership roles on the Boards of Trustees Pan American Development Foundation and The Nature Conservancy and served on the Global Board of Advisors of DocuSign, Inc. (NASDAQ: DOCU) and Board of Advisors of Univision Communications. He is an SEC Qualified Financial Expert (QFE).

Javier is privileged to have served in high-level positions of public trust, all centered around the economic, financial and commercial enterprise policy of the United States. In 2013, he was appointed by President Obama to serve as Associate Administrator, Chief of Investment & Innovation of the U.S. Small Business Administration (SBA). The programs he led have invested \$120+ billion in 300,000+ companies. He concurrently served in the Committee for Small and Emerging Companies at the U.S. Securities & Exchange Commission (SEC), subsequently served on the Presidential Transition at the Department of Treasury, and currently serves on the Advisory Committee for Trade Policy and Negotiations at the White House.

Prior to public service he spent over 20 years in investing, entrepreneurial, operating and C-suite advisory roles at organizations that include McKinsey & Company, Booz Allen & Hamilton (NYSE: BAH), Bridgewater Associates (world's largest hedge fund managing \$160 billion), Abbott Laboratories (NYSE: ABT), Paradigm Ventures (a growth capital fund), and Air America, a media & entertainment company he co-founded. Throughout his career, Javier has served on several PE-owned, VC-backed and nonprofit boards and is a Founding Member of Fast Company's Impact Council and a Member of the National Association of Corporate Directors, Latino Corporate Directors Association, and Aspen Institute's Latinos & Society. He also served as a Mentor at Techstars, Kauffman Foundation, and Stanford University's Latino Entrepreneurship Initiative, Senior Fellow at Georgetown University's Beeck Center for Innovation & Impact, and Executive in Residence at Columbia University's Columbia Technology Ventures.

Javier frequently writes and speaks about technology, financial services, digital inclusion, venture capital and private equity, entrepreneurship, innovation, economic policy, small business, corporate leadership and capital stewardship. Links to some of his work can be found at <https://linktr.ee/javiersaade>.

He holds an MBA from Harvard Business School, an MS in Operations & Technology from Illinois Institute of Technology and a BS in Industrial Management from Purdue University.



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Francisco J. Sánchez is the co-head of the International Trade Practice for the law firm of Holland & Knight. Mr. Sánchez served as the U.S. Under Secretary of Commerce under President Obama. Mr. Sánchez was selected as one of the 100 Most Influential Latinos by Bloomberg. He served on the board of Directors of Archer Daniels Midland (“ADM”), a global 100 public company from 2014 to 2023.

Currently, Mr. Sánchez serves as Chairman of the Board of Breez, an AI focused early stage company. He is also on the Board of Advisors of Trustible, an AI company focused on governance and best practices in the use of AI by corporations and other organizations.

Mr. Sánchez is also active on a number of nonprofit boards as a director including The Moffitt Cancer Center and Research Institute, a top ten cancer research center; The Dali Museum of St. Petersburg, which boasts one of the most important collections Salvador Dali art in the world; and The Meridian International Center, a Washington DC based organization promoting American diplomacy.



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Effie D. Silva is a strategic business advisor, and multi- function C-suite leader with experience in publicly traded, privately held, and family controlled global companies in the agriculture, food, manufacturing, ingredients, and consumer packaged goods spaces.

Effie serves as the Senior Vice President, General Counsel and Corporate Secretary for Fresh Del Monte Produce Inc. (NYSE: FDP), an NYSE-traded global food company with \$4.5B+ revenue (NYSE: FDP), where she advises the Chief Executive Officer and the board of directors at one of the world's leading vertically integrated producers, marketers, and distributors of high-quality fresh and fresh-cut fruit and vegetables. The company is also a leading producer and distributor of prepared foods, juices, beverages and snacks. Fresh Del Monte has 40K+ team members globally and markets and distributes its products, which originate from 6,700+ farms worldwide (103K+ acres under production), to retail stores, club stores, convenience stores, wholesalers, distributors and foodservice operators in more than 80+ countries, via an extensive Logistics Operation (freshdelmonte.com/services/) with an international fleet of 13+ vessels (Network Shipping) and U.S. based 200+ trucks/trailer fleet.

As a member of Fresh Del Monte's executive leadership team, Effie is actively engaged in all aspects of the company's many businesses worldwide, including developing and implementing strategic initiatives through mergers and acquisitions; global expansion planning; governance, risk, and compliance (GRC) and enterprise risk management (ERM); environmental, social and governance (ESG) strategies; brand and community engagement; and compensation programs. Effie has global responsibility for all aspects of the company's legal affairs, including corporate governance, mergers and acquisitions, commercial matters, intellectual property, compliance and ethics, internal investigations, cybersecurity, litigation, as well as professionals responsible for global government affairs, regulatory affairs, global business conduct and the company's global health, safety, environmental and sustainability efforts.

In the 20 years preceding her joining the senior executive leadership team at Fresh Del Monte, Effie was an executive at Cargill and Tyson Foods, and partner with an Am Law 100 law firms where she regularly advised corporate leaders and Boards of Directors of multinational companies on corporate governance, regulatory compliance and investigations, M&A, complex business litigation and international arbitration matters.

In addition to her corporate roles, Effie also serves as an independent director on the National Board for America On Tech, an award-winning nonprofit that serves as an early pipeline technology talent accelerator that prepares the next generation of leaders by creating pathways into degrees and careers in technology.



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Anthony Soohoo is a recognized leader in technology, AI, and digital transformation. He is currently the Chairman & CEO of MoneyGram International, a leading global financial technology company connecting the world by making the movement of money across borders seamless, affordable, and secure for everyone. With over 25 years of experience, Anthony has a demonstrated track record of guiding organizations through the complexities of hyper-growth and transformations.

Prior to joining MoneyGram, Anthony served as Executive Vice President at Walmart, where he led the multi-billion-dollar home division and played a key role in driving one of the largest digital transformations in history. At CBS, Anthony spearheaded the company through a period of hyper-growth with the launch of its first streaming service. As an entrepreneur, he founded Dotspotter, which was successfully acquired by CBS, and Dot & Bo, now part of Alibaba. He started his career as a Product Manager at Apple.

Anthony serves as Lead Independent Director of Spryker Systems, an enterprise PaaS company serving major clients including Toyota, Daimler, Siemens, Bosch, and Nespresso. He is also on the board of Civio.ai as AI Fund's board designee and serves as a Venture Advisor for the fund. In 2023, Anthony received a Dean's appointment as Entrepreneur-In-Residence at Harvard Business School, where he also sits on the school's Global Advisory Board. Throughout his career, Anthony has advised leading companies, including Pinterest, Adobe, and Intel.

Anthony holds an MBA from Harvard Business School and a bachelor's from the University of California, Davis. His contributions have been recognized with numerous accolades, including being featured in Hollywood Reporter's 'Top 50 People in Digital Media' and being listed as one of the '19 Trailblazing Asian American Businesspeople' by the Chicago Tribune. Anthony achieved NACD Directorship Certification in 2022 and is among 1,500+ NACD Certified Directors in the U.S. He holds six patents including three in artificial intelligence.



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Ivonne Valdes is a transformative leader and independent board member with extensive experience as a Chief Product Officer and Chief Channel Officer in startups, private equity, and Fortune 500 companies. She has consistently driven major technological advancements in the tech industry—from mobile and IoT to cloud computing, software automation, and as-a-service' models.

Her career features a proven track record of driving profitable growth and innovation at leading firms such as HPE, Oracle, Sun Microsystems, Fujitsu, Schneider Electric, and Sorenson Communications. Ivonne plays a key role in senior leadership teams navigating due diligence, acquisitions, and post-merger integration, including Oracle's \$5 billion acquisition of Sun Microsystems and HP's \$2.35 billion acquisition of 3PAR.

As Vice President of Sales at Exponential Technologies Inc., she shaped corporate strategy, led cross-licensing negotiations, and facilitated fundraising efforts. Known for her strategic clarity and team-building skills, Ivonne successfully guided Sorenson Communications' expansion from three to eleven countries while launching a B2B subscription service. At Schneider Electric, she transformed the cloud and services division, increasing sales from \$400 million to \$1 billion and elevating its ranking from fourth to first.

Ivonne has received numerous accolades, including recognition as one of the "50 Women to Watch for Boards", Mission Critical Women in Technology, 2022, Silicon Valley Business Journal's Women of Influence 2020 and Women Economic Forum, 2024.

She is passionate and focused on empowering students to pursue careers in STEM, providing mentorship and resources that help them thrive in these vital fields. Currently, she serves as Board of Trustee at Caldwell University and Finance Committee, Chair of The HITEC Foundation, Board Member of Conectado, Startup, for-profit Web3 / multiverse education platform driving generational economic prosperity.

Ivonne holds an MBA from the University of Phoenix and a BA in Psychology from Caldwell University. She has completed leadership development programs such as Board Fit at the KPMG Board Leadership Center and a Cybersecurity Oversight certificate from Carnegie Mellon University. She is married with 3 adult children, 1 Shih Tzu/Poodle rescue, loves cooking, global travel and adopting new technologies. She is fluent in Spanish, limited French and recently became a Mexican Resident.



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Jeffery J. Weaver is a seasoned executive and qualified financial expert with over 35 years of experience in the financial services industry. As the Executive Vice President and Chief Qualitative Risk Officer at KeyCorp, he leads the Qualitative Risk Assessment, Emerging Risk, and Centralized Climate Risk Management functions. His strategic leadership has been pivotal in establishing KeyCorp's holistic climate risk management framework and enhancing its environmental and social risk management policies.

Throughout his career, Jeffery has consistently delivered strategic growth and risk mitigation through innovative frameworks, advanced analytics, and comprehensive risk management strategies. His ability to navigate complex financial landscapes and implement forward-thinking risk management practices has been critical in driving long-term shareholder value.

Jeffery is an experienced corporate board director and advisor, currently serving on several influential boards and councils. His boardroom expertise spans multiple sectors, including finance, risk management, and corporate governance. He has served on the Board of Directors of Fusion Risk Management, an operational resilience enterprise SaaS company and a portfolio company of Vista Equity Partners, and currently serves as an advisor and investor. At Fusion RM, he provides industry insights, regulatory guidance, and go-to-market strategies, helping the company scale its high-growth platform.

Jeffery is known for his ability to collaborate effectively with dynamic CEOs and diverse boards of global organizations. His expertise includes facilitating digital and tech transformation, working with management to drive top-line growth, identifying and mitigating risk, and engaging with employees. At KeyCorp, he has been instrumental in establishing and overseeing the enterprise buildout of capabilities to implement a holistic climate risk management framework. He led the development of Key's Dynamic Industry & Commercial Real Estate Concentration Risk Management Framework, co-led the initiative to design and build a cloud-based analytics framework for dynamic credit surveillance and decisioning, and architected the Risk Appetite Framework. Additionally, he has led KeyCorp's oversight of financial health assessments, including the Current Expected Credit Loss (CECL) accounting method, and stress testing for the entire balance sheet, valued at just under \$200 billion. These processes ensure the bank can withstand economic downturns and maintain financial resilience. Jeffery regularly communicates with the Board of Directors and regulatory bodies.

Jeffery is a sought-after industry influencer, noted for his multinational regulatory advocacy and record of developing risk solutions for global organizations. As a former Chairman of the Board and 11-year Director of the International Association of Credit Portfolio Managers, he has significantly contributed to global risk management initiatives. A thought leader in DE&I with a 19-year membership in the Executive Leadership Council, he recently completed a three-year term as an inaugural member of the Federal Reserve Bank of Cleveland's Equity and Inclusion Advisory Council with multi-year recognition as one of the Most Influential Blacks in Corporate America by Savoy Magazine. He has also been honored by Crain's Cleveland Business as a 2024 Notable Black Leader.

Jeffery's professional career includes senior roles at TD Bank, Bank of New York, JP Morgan, and Citigroup, where he gained extensive experience in corporate finance, leverage finance, and project finance. His background also includes significant experience in healthcare, metals and mining, and industrial chemicals, further broadening his expertise across various industries. His educational background includes a BA in Economics and Government from Cornell University, where he was elected a Life Member of the Cornell University Council, and an MBA in Finance from its Johnson School of Management, where he received the 2009 Wilbur Parker Distinguished Alumni Award.

Involved in his community, Jeffery serves on the boards of the Community Service Society of New York, University Circle Inc., Musical Arts Association (Cleveland Orchestra), and St. Vincent Charity Medical Center. He has also served as a Board Advisor to West Pharmaceutical (NYSE: WST), focusing on enterprise risk management and ESG integration. Additionally, he is a member of the Maroon Global Invest Climate Advisory Board, focusing on sustainability and climate-related issues.

Jeffery brings strong governance accreditation with certification as a National Association of Corporate Directors Governance Fellow and is a graduate of Santa Clara University Silicon Valley Executive Center's Black Corporate Board Readiness Program.

Jeffery resides in Shaker Heights, Ohio, with his family. In his spare time, he enjoys reading, golf, travel, and jazz music.



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Christina Zabat-Fran is a transformative General Counsel and seasoned business executive with over 20 years of experience in legal affairs, global operations, digital transformation, corporate governance, and brand building. She has led strategic initiatives across manufacturing, distribution, and consumer-focused sectors, bringing a deep understanding of complex, global business environments.

As General Counsel (North America) and Corporate Secretary of LANVIN Group (NYSE: LANV)—a global luxury fashion group generating over \$470M in annual revenue and spanning 80 countries with 3,600 employees—Christina leads North American legal strategy, governance, and operational initiatives for brands including Lanvin, Wolford, St. John Knits, Sergio Rossi and Caruso. Her role has been integral to LANVIN Group's successful transition to a publicly listed entity, where she has guided complex M&A, international market expansion, and corporate restructuring, as well as led high-stakes crisis and risk management initiatives with significant shareholder impact.

Christina is highly regarded for her influence across organizational boundaries and her role as a trusted advisor to C-suite leaders, blending strategic insight with operational acumen to drive meaningful business outcomes. Her responsibilities at LANVIN Group extend beyond legal affairs, encompassing brand protection, risk oversight, and digital transformation efforts that enhance operational efficiencies. She plays an active role in advancing shared service models and innovative strategies to scale the business, streamline distribution, and strengthen intellectual property protections across global markets.

Before joining LANVIN Group, Christina served as Global General Counsel for St. John Knits, a position she continues to hold, along with roles as Corporate Secretary and as a board director for the brand's subsidiaries in Canada, Mexico, and Asia, supporting the brand's international market priorities. Her tenure at St. John Knits is marked by broad oversight across legal, risk, compliance, human resources, loss prevention, IT security, and corporate social responsibility functions, fostering a dynamic corporate culture that prioritizes diversity, integrity, and community impact. Christina's transformative initiatives have included executing a multi-faceted business transformation, restructuring enterprise operations, and orchestrating a crisis response framework that generated over \$30M in real estate savings and positioned St. John Knits as an industry leader in resilience and adaptability. Her team also led a comprehensive manufacturing and digital pivot during the COVID-19 pandemic, rapidly launching new revenue streams and safeguarding business continuity. During her tenure, she was lauded by American Lawyer for leading one of the best legal teams in the country. Prior to St. John, Christina held roles in public affairs, leading strategic, community-building and branding initiatives for U.S. federal and local government offices, non-profits, and the arts.

Recognized for her unique blend of foresight and pragmatism, Christina's expertise spans human resources strategy, risk and crisis management, governance, and business development. She has an exemplary track record in managing international teams, guiding high-value contract negotiations, and leading talent strategies that support a collaborative, inclusive work environment. As a board director and governance expert, she continues to influence strategic decisions in international markets and has driven innovations that align brand operations with regulatory compliance and corporate social responsibility commitments.

In the community, she currently serves as President and Board Chair of the Orange County Bar Association, California's second-largest bar, and supports initiatives that expand access to justice and advance economic empowerment through her board roles with the Public Law Center and the Collaborative Courts Foundation.

Christina earned her J.D. and B.A. from the University of California, Irvine, where she helped establish the law school's founding programs as a member of the inaugural class and served as Co-Editor-in-Chief of the Law Review. Outside of her professional life, she is an advocate for resilience and creativity, holding a second-degree black belt as a Taekwondo World Champion, as well as being a published artist and French Wine Scholar.

Thank You!



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