

Building Leaders from the Classroom to the Boardroom

Thursday, October 24, an evening electric with star power, The Executive Leadership Council celebrates 21 years of "Building Leaders from the Classroom to the Boardroom" at its Annual Recognition Dinner gala at the Marriott Wardman Park Hotel. **Target** is the Lead Dinner Sponsor supported by Lead Dinner Partner **PricewaterhouseCoopers** and Dinner Partners **Kraft, Time Warner, Toyota,** and **The UPS Foundation.** Emcees for the evening are husband and wife team **Holly Robinson Peete** and **Rodney Peete,** noted for their excellence in sports, entertainment, as well as philanthropy to needy children and families.

The sponsoring companies and Executive Leadership Council members supporting the gala are among a dozen corporations that were featured in a New York Times Sunday Magazine advertorial October 21 highlighting why these corporations believe giving back to the communities they serve and partnering with The Executive Leadership Council is a winning value proposition for corporate America, shareholders, communities, and employees.

Adding to the evening's black-tie festivities will be illustrious pre-and-post Dinner Receptions sponsored, for the first time, by **Microsoft Corporation** and **AARP** (American Association of Retired Persons), respectively. **The Mack Sextet** lead by Nicholas Mack will provide pre-and-post Dinner reception entertainment in a jazz club lounge like setting for easy conversation and listening enjoyment. Mr. Mack recently completed musical work on an independent film shot in DC called "Jazz in the Diamond District," teaches music to youth and has also been musical director for several local musicals while performing solo piano at Kinkead's and Laporta's Restaurants.

A pre-Dinner CEOs Reception and awards ceremony sponsored by **ExxonMobil** – founding sponsor of the Dinner Recognition initiative – will acknowledge the Dinner Partners and ELC sponsors for their corporate citizenship and advocacy in advancing ELC's mission and public awareness.

Earlier in the day, more than 30 CEO corporate leaders and senior executives attended The Council's 7th Annual CEOs Diversity Summit to share best corporate diversity practices and engage in leadership discussions with **Dr. David Thomas** of Harvard University and **Alexis Herman.**

The Next Generation Network

Leadership events began on Tuesday with graduation ceremonies for 41 high potential and mid-level managers completing the year long developmental Strengthening the Pipeline Seminar offered by the Institute for Leadership Development & Research. The keynote speaker was **Ingrid Saunders Jones,** Senior Vice President, Corporate External Affairs, Chairperson, The Coca-Cola Foundation.

Winners of The Council's youth scholarship programs participated in Honors Symposia activities at member companies in New York City and Washington,

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AIG Sponsors CEOs Summit

The 7th Annual CEOs Diversity Summit sponsored by AIG commences October 24, 2007 with more than 30 Fortune 500 CEOs and executive leaders joining Executive Leadership Council members in the daylong developmental event. The Summit gives leaders the opportunity to: interact with CEOs and ELC members from a variety of Fortune 500 companies or global equivalents; share and gain information about drivers and best practices for advancing and institutionalizing diversity at the CEO level; join a leadership network of CEOs and diverse executives who act as diversity resources and partners to one another.

David Thomas of Harvard University is this year's moderator. Other leaders supporting the event are **Alexis Herman.**

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Message from the Council Chair

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Bridgette Heller

Visionary Leadership

It has been said that the essence of leadership is vision; you can't blow an uncertain trumpet. Leadership is truly about vision but it is also about teamwork. And it is the teamwork of our CEO leaders, supporters and friends that help ensure the ELC diligently makes progress each year toward its vision of building African American leadership from the classroom to the boardroom.

Arlene Issacs-Lowe and Moody's Foundation President Fran Laserson are vital contributors to the ELC team. Working with the ELC Institute for Leadership Development & Research, Kim Davis (ELC member and — at JP Morgan Chase) and Springboard, a research and leadership development company, they are advancing the ELC's vision to increase the number of senior African American women moving into C-suite positions. Phase one of the initiative was to compile an inventory of existing research, determine gaps, and examine derailers and success factors affecting this cohort.

We're now into Phase II – filling in research gaps through interviews with ELC members, executive peers and CEO partners. During this phase, the Springboard partners will amass interviews from over 120 individuals with important insights and perspective around what drives success for this cohort and what is required to ensure many more are represented in the Fortune 50. Initial findings will be released in early 2008. Once the research is complete, our hope is to develop an Institute initiative designed to help Senior Level women master critical success factors identified.

We are extremely proud of this work. Recently at The Executive Leadership Council's 2nd Annual CEOs Reception sponsored by The New York Times we showcase this work as well as the Target sponsored Membership Recruitment Video which helps articulate the ELC's value proposition to corporate America. This reception was attended by New York Times Chair and Publisher Arthur Sulzberger; company CEO Janet Robinson; Johnson & Johnson CEO William Weldon; Pitney Bowes CEO Murray Martin; The Williams Capital Group CEO Christopher Williams; and ELC CEO Carl Brooks.

During her remarks Moody's Foundation President Fran Laserson exclaimed "I am not an ELC member but Carl Brooks tells me I'm a bad sista!" Indeed she is. She's part of the team; she shares the vision, and she works with a network of members, supporters and friends to ensure we keep moving the baton forward. Thank you all for the unique role you play in advancing our mission, living the ELC vision!

Bridgette Heller

Celebrating 20 Years

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DC. They will attend a series of receptions and leadership events in their honor, including the President's Reception the evening of the Recognition Dinner. **United Airlines** – the official 2007 travel sponsor of The Executive Leadership Council – helped support travel for the student winners.

Seven students from United Negro College Fund (UNCF) institutions, participants in their Millennium Scholars Program, were this year's **Ann Fudge Scholars**, a scholarship program sponsored by women attending the Black Women's Leadership Summit in New York City along with select member companies. The Ann Fudge Scholars are: **Shunda Bogan**, a finance major at Jackson State University; **Aundrea Covington**, a general education major at Bishop State Community College; **Avernelle Holder**, a business administration major at Alcorn State University; **Brandi Lucier**, an accounting major at Dillard University; **April Farmer** a justice and criminology major at Southern University at New Orleans; **Deandria Magee**, majoring in biology and pre-med at Tougaloo College; and **Bryttannie Mason**, majoring in business administration at Xavier University of Louisiana.

The first place winning team of the 2007 Business Case Competition – all recent graduates of the University of Pennsylvania Wharton School of Business – are among the youth winners to receive recognition at the Dinner. They are: Team Captain **William Lewis** of Philadelphia, a finance major; **Khary Robinson** of Philadelphia, a finance and entrepreneurship major; **Jay Womack** of Philadelphia, a finance major; **Tayo Ogunmoike** of Northern Virginia, a finance and Multinational Management major; and **Ellen Hunter** of Tallahassee, FL., a business major.

Winners selected as **Al Martins Scholars** and winners of the **National Essay Competition** will also be highlighted.

On Thursday, the **13th Annual Mid-Level Managers' Symposium** spon-

Special Musical Guest

Jennifer Hudson

Long before landing the role of "Effie" in the film version of the legendary Broadway musical "Dreamgirls," Jennifer Hudson sang in a small Chicago church where week after week she brought the congregation to its feet with her soul-stirring performances.

Hudson is currently in the recording studio with Clive Davis working on her debut album for Arista records which is slated for release in winter 2008. She is also set to star in Sony's "Winged Creatures," the Rowan Woods directed adaptation of Roy Freirich's novel about a group of strangers who form a unique bond after surviving a random shooting. The film's remarkable cast also includes Forest Whitaker, Kate Beckinsale, Dakota Fanning, Guy Pearce and Jackie Earle Haley. She is also starting production on Sex and the City: The Movie opposite Sarah Jessica Parker which will be released in May 2008. In addition, Hudson recently signed on as the new face of Avon's IMARI brand.

Hudson has received numerous honors and awards for her breakout performance in "Dreamgirls" including the Academy Award, Golden Globe, SAG Award, BAFTA Award, NAACP Image Award and Broadcast Film Critics Association Award. She was also hon-

sored by the **PepsiCo Foundation** and **The Principal Financial Group**, joined this year by **ING**, will host more than 1,000 African American managers and executive facilitators. **Don Thompson**, President, McDonald's USA is the keynote speaker. The Symposium theme is "Breaking Through: Adaptive Leadership Strategies in a Shifting World." Symposium Co-Moderators are **Dr. Ancella Livers**, Executive Director, Institute for Leadership Development & Research and **Dr. James R. Calvin**, Associate Professor of Management & Organi-



ored by the National Board of Review and was named "Entertainer of the Year" at the Soul Train Awards. In addition, she has recently received 3 nominations for the BET Awards including Best Actress, Best Female R&B Artist and Best New Artist.

Hudson's talent was blossomed as she appeared in dozens of talent shows and musical productions during her grammar and high school years. After her first professional role in a local production of "Big River," Hudson showcased her four-octave range and charmed thousands of vacationers as a featured vocalist on the Disney Wonder cruise ship. In 2004, she wowed millions of television viewers during season three of the wildly popular Fox series "American Idol."

Hudson attributes her vocal ability to her late maternal grandmother, Julia Kate Hudson, a long-time choir member.

zational Systems & Director, Leadership Development Program, Johns Hopkins University Carey School of Business. Panelists for the discussion include: **Yvonne Bynoe**, author/Senior Fellow, Wake Forest University; **Keith Clinkscales**, Senior Vice President & General Manager, ESPN Publishing; **Dr. Ron Ferguson**, Economist/Senior Research Associate, Harvard; **Joe Anderson**, Chairman & CEO, TAG Holdings, LLC; **Billy Dexter**, Former MTV Networks Executive; and **Rhonda Mims**, President, ING Foundation.

LEADERSHIP *in the* NEW MILLENNIUM

A Message from the President & CEO



Carl Brooks

President & CEO, The Executive Leadership Council

Member Advocacy and Community Outreach

This has been a year of strong member advocacy, reflection and advancement. In 2006, our 20th anniversary events reflected past progress even as we prepared for the future. We launched a membership recruitment campaign, our first in 20 years, to add 57 new members to The Council rolls. The Executive Leadership Foundation enhanced our infrastructure needs with the purchase of 8,000 square feet of office space in Alexandria, VA, our first owned facility since ELC's founding in 1986. With progress comes new responsibilities; with strong member advocacy, new opportunities.

At the Spring General Membership Meeting in June, some 200 members participated and discussed our Strategic Plan which focuses on five key leadership areas: Enhancing Member Value, Developing the Talent Pipeline, Establishing a Viable Research and Publishing Institute, Building a Supportive Infrastructure, and Expanding Community Outreach. A new Community Outreach Committee was developed after a panel of experts presented research on black achievement gaps in public school education, hip-hop influence on black youth identity, and health disparities within the African American community.

Our community's needs are great. But ELC member response was immediate and forceful. Members declared that as ELC members rise in C-Suite positions, their leadership must benefit the African American community so that the next generation can also rise. Members were encouraged to partner with ELC and become advocates within their companies to support critical needs related to Education, Media Imaging, and Health disparities within the African American community. An ELC advertorial being developed this fall in partnership with The New York Times will tell some of their stories. I am proud to commend one company already taking bold steps.

Influenced by the advocacy of its ELC members, in 2007 Exxon Mobil Corporation pledged \$125 million in support to create the National Math and Science Initiative (NMSI), a new nonprofit designed to bridge the academic divide in STEM (science, technology, engineering and math) competency nationally. The initiative will enrich math and science education in urban school districts, especially those serving African American students by preparing them for Advanced Placement courses, encouraging a diverse pipeline of math and science majors to enter the teaching profession, and building capacity for educational programs that have already proven to raise student math and science competency, especially within underserved communities.

A people initiative, NMSI is a unique leadership opportunity for ELC members and their companies to join ExxonMobil in a national corporate citizenship effort to renew math and science education within our nation and help develop a diverse, technically competent emerging workforce. I encourage members – especially those in careers and industries requiring strong math and science competency – to talk with ExxonMobil's ELC members, Gerald McElvy and Jesse Tyson, about how they can join this movement in support of the African American community. Our members can serve as inspirational role models and advocates for all youngsters, but especially African American youth needing to see professionals who look like them.

As we continue our partnership with ExxonMobil, we proudly acknowledge their important contribution and our members' advocacy in this important educational and community arena.

A handwritten signature in cursive script that reads "Carl".

Alvaro Martins Heritage Award

Robert J. Brown

Robert J. Brown is Chairman and Chief Executive Officer of B&C Associates, Inc., a management consulting, marketing research and public relations firm headquartered in High Point, North Carolina. He is also the Chairman and CEO of B&C International, Inc., and President of South Africa BookSmart Foundation. Over his career he has developed and continues to add to an impressive legacy of minority business development and human rights.

Under Mr. Brown's guidance as advisor, the Nixon Administration devel-



oped its most lasting domestic legacy with a Brown influenced initiative known as the Black Capitalism Program. Executive Order 11458 established the office of Minority Business Enterprise (now the Minority Business Development Agency) within the U.S. Department of Commerce to provide assistance to socially or economically

disadvantaged groups including African Americans, Native Americans, Puerto Ricans, Spanish-speaking Americans, Eskimos, Aleuts, Asian Indians, Asian Pacific Americans and Hasidic Jews.

Other policy accomplishments of Mr. Brown include: Chaired White House Task Force on Small Towns to ensure that poverty programs were expanded to rural outlying areas; Initiated the U.S. Government Black College Program (1969-1971) that more than doubled funding to Black colleges and universities; Chaired special task force on racial unrest in the U.S. military worldwide, an initiative that developed race relations schools which served as precursor to today's diversity programs.

Achievement Award

Susan L. Taylor

In 1999, Susan Taylor became the first African American woman to receive The Henry Johnson Fisher Award, the magazine industry's highest honor from the Magazine Publishers Association. In 2002, Ms. Taylor was inducted into the American Society of Magazine Editors' Hall of Fame and in 2006 The NAACP awarded her their first President's award.

Ms. Taylor will be celebrated for her lifetime achievements as the driving



force behind one of the nation's most celebrated African-American owned communications enterprises, Essences Communications Partners. In 2000,

she was named Senior Vice President and Chief Content Officer for Essence Communications Partners. In 2002, Ms. Taylor was inducted into the American Society of Magazine Editors' Hall of Fame.

Most recently Ms. Taylor has focused attention on the ESSENCE CARES initiative. Launched in 2006 at the Essence Music Festival, the outreach effort into the African American community focuses on mentoring, encouraging adults and leaders from every walk of life to support and nurture at risk youth.

Corporate Award



As a business, IBM is fanatical about delivering innovation to its clients. As a company committed to diversity, IBM provides leadership that is transforming both the corporate and community landscapes to serve both employees and communities.

IBM's commitment to corporate citizenship and social responsibility extends throughout the company from conserving energy and natural resources, ensuring a safe and healthful workplace, to working with suppliers to develop sustainable global markets.

A longtime champion of education, IBM was an early supporter of The Executive Leadership Council's Technology Transfer Project (TTP) – an initiative developed to bridge the digital divide at Historically Black Colleges

and Universities (HBCUs) – and IBM is currently lead sponsor of TTP Phase 2.

A new IBM program is harnessing the experience and brainpower of seasoned employees to advance the study of math and science among young people. Recognizing the national need for teachers, the company launched **Transition to Teaching** with two clear goals: to help veteran employees who possess math and science skills pursue second careers and to inspire a new generation of engineers and scientists.

Members on the Move

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Diane T. Ashley was named vice president and chief diversity officer in the human resources function, Corporate Group, Federal Reserve Bank of New York in July 2007. She will assist bank management and the Diversity Advisory Council in implementing a strategy encompassing advocacy, education, management practice, and policy and program development.

Michele J. Hooper, co-founder and Managing Partner of The Directors' Council, became one of the first public board members of the Center for Audit Quality. The Directors' Council specializes in corporate board of director recruitment and board advisory services. In its September 2007 press release on the appointments, it was noted that "These new members will bring an outside perspective to the CAQ board and its commitment to the concept that a robust public company auditing profession is fundamental to the public interest and the capital markets."

Paula A. Madison was appointed one of ten new company officers by GE in June 2007. With this appointment she joins an elite group of 193 GE officers globally. GE officers lead large revenue generating businesses or are in critical functional roles, helping to drive growth.

Ron McCray joined Nike as vice president and chief administrative officer in August 2007 following 20 years with the Kimberly-Clark Corporation. Mr. McCray has a broad background in corporate governance, securities and intellectual property law, mergers and acquisitions, and other financial business transactions, including international joint ventures.

Donna M. Wilson joined American Express in July 2007 as vice president global diversity and inclusion. Her initial role will be to manage U.S. diversity efforts before concentrating on programs overseas.



Gaurdie Banister Jr. has been named President & CEO of Aera Energy LLC, a California oil and gas company jointly owned by affiliates of Shell and ExxonMobil. Aera is one of California's largest producers, drilling more than 1,000 wells a year. The company produces approximately 185,000 barrels of oil and 67 million cubic feet of natural gas each day and has proved oil and gas reserves equivalent to more than 900 million barrels of oil. Banister assumes his new position December 1.

Members' Community Outreach Efforts

A special diversity advertising supplement highlighting community outreach efforts by Executive Leadership Council members and their companies appeared in the October 21 issue of the Sunday New York Times magazine. *Community Outreach: ELC Members and Corporate Partners in the Vanguard of Global Philanthropy* tells a compelling story of corporate America's social responsibility mission and how Council members and their companies are giving back to the communities they serve. Some examples:

Target gives back to diverse communities through education, the arts and social service initiatives – just to name a few of their outreach efforts –

through programs like Sphinx Organization which is increasing the representation of African Americans and Latinos in classical music and the art.

The UPS Foundation has awarded more than \$165 million to literacy and education programs globally since 1951 and are doing their part at home to address a U.S. literacy gap that research says affects nearly 50% of adult Americans.

Kraft Foods recently awarded \$400K to America's Second Harvest to help deliver 50 million pounds of fresh produce to America's hungry.

AIG – an ORBIS International partner for more than 25 years – is working to

expand blindness prevention services to children in China, India, Vietnam, Ethiopia, Bangladesh and Latin America.

PricewaterhouseCoopers brought 85 students from 85 colleges and universities to New Orleans to help rebuild Warren Easton Senior High School, one of the oldest high schools in New Orleans, ravaged by Hurricane Katrina.

"Their stories will inspire you and your company to action," said Carl Brooks, President and CEO of The Executive Leadership Council. "Really, is there any way to measure in dollars and cents the feeling you get from saving a life, helping a kid learn to read, or hearing a simple 'thank you' from someone in need?"

Members in the News



Jerri DeVard, appeared on the **Today Show** Monday, October 15 to discuss Women and Power and how women lead differently. The program was a follow-up to a recent Newsweek cover story – Women & Power. Hoda Kotb was the interviewer and other guests included Arianna Huffington and Sara Blakely (CEO of Spanx).

John Kirksey, senior vice president and chief diversity officer, **AXA Financial** is chair of the George Martin walk across America to raise \$10 million to provide medical support to 9/11 rescue team members who have fallen ill following exposure to the contaminated debris. Martin, a former Super Bowl winning defensive end with the New York Giants plans to walk from New York to San Francisco, across 15 states – mostly in the South – at a pace of 35 miles a day. He plans a four month walk and arrival in California sometime in January.

Executive Leadership Council members are featured in a new book by NextGen Network Inc. member Jessica Faye Carter – *Double Outsiders: How Women of Color Can Succeed in Corporate America*.



Carl Brooks was highlighted with Catalyst President Ilene Lang and HACR (Hispanic Association for Corporate Responsibility) President and CEO Carlos Orta in the July 2007 issue of Forbes magazine in a section on Redefining Best Practices in Board Governance. The section featured the three organizations under their collaborative banner, the Alliance for Board Diversity (ABD).



Maurice Cox, vice president, corporate development & diversity, Pepsi-Cola Company was featured in the October issue of The Network Journal magazine in a story highlighting The Executive Leadership Council's Mid-Level Managers' Symposium and other pipeline development programs.



Westina Matthews Shatteen was profiled in the “Power Play” section of Black Enterprise magazine in June, imparting words of wisdom and reflections about her career in corporate America and how to maximize sustainability.

Jimmy Jones, Jimmy Jones & Associates, and his wife Janet are featured in former President Bill Clinton's new book *Giving: How Each of Us Can Change the World* for their work as Project Leaders of an HIV/AIDS project in Lesotho, a mountainous region of 1.8 million people with one of the highest HIV rates in the world. As a result of the Jones' work the Lesotho government has received and begun implementing a five-year plan of which one component is to eventually test every person 12-years of age up for HIV.

ExxonMobil Investing In Our Nation's Future Global Competitiveness Through Math and Science Education

A “quiet crisis” threatens to undermine our nation’s future economic prosperity. Every business that needs American workers to continue intellectual and technological growth is affected. The problem is the declining number of students who are prepared for—and take—rigorous college courses in mathematics and science.

Earlier this year the National Academies – the nation’s advisers on math, engineering and medicine – via its benchmark report *Rising Above the Gathering Storm* made a startling announcement, “The scientific and technical building blocks of our economic leadership are eroding at a time when other nations are gathering strength.”

Strong leaders recognize potential threats and, by acting decisively, can effect change. But more importantly, strong leaders use proven methods and innovative techniques to mobilize action. That is why we commend the

proactive decision of our member company, Exxon Mobil Corporation, in providing the funds to help launch the National Math and Science Initiative (NMSI). This unique, nonprofit organization was designed to facilitate the national scale-up of established and successful programs that have a demonstrated impact on math and science education in the United States. ExxonMobil committed \$125 million towards this initiative.

But the need is great—and much more money is needed from the private sector as well as support from the federal and state governments to develop enough highly qualified math and science teachers over the next decade. ExxonMobil wants corporate America to spark a quiet but sustained revolution to help shore up U.S. global competitiveness in math and science education.

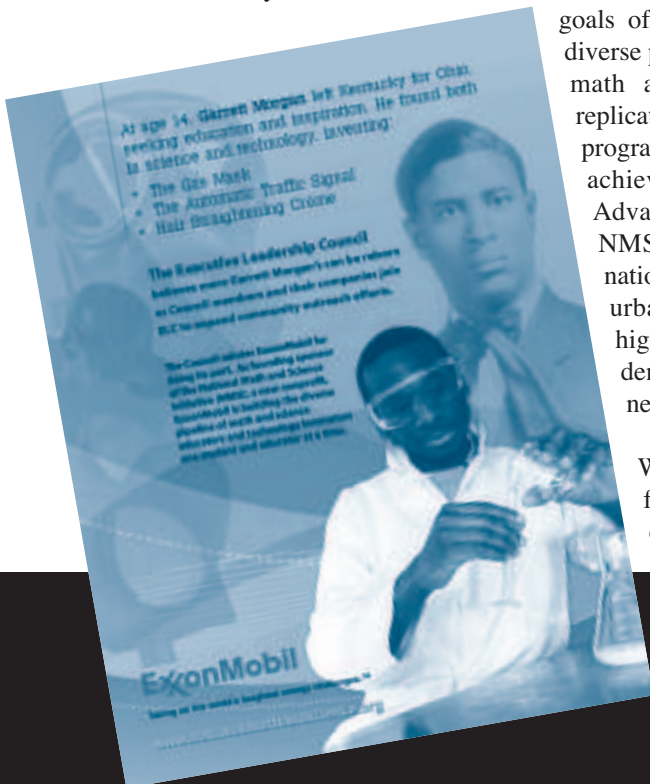
The new nonprofit was created to raise funds to support educational programs with proven results in raising math and science competency. The primary goals of NMSI are to: develop a diverse pipeline of highly qualified math and science teachers by replicating the acclaimed UTeach program and to elevate student achievement by expanding Advanced Placement courses. NMSI programs are offered nationwide but also targeting urban school districts with high African American student populations, where the need is most critical.

We commend ExxonMobil for its support of numerous education initiatives that

seek to improve math and science education, especially among minority students. The ExxonMobil Bernard Harris Summer Science Camps have enabled more than 1,000 disadvantaged youth to attend 20 universities offering two-week residential science camps that provide accelerated study in math and science. Another program is The Mickelson ExxonMobil Teachers Academy that expanded to three locations this year and offers five-day programs to provide third- through fifth-grade teachers with practical skills to teach math and science more effectively. To date approximately 1,000 teachers have been trained in these progressive learning methods. ExxonMobil also supports other innovative math and science programs including Reasoning Mind, an interactive web-based fifth and sixth grade math curriculum.

“We are supporting programs to help train math and science teachers, and to train new teachers with specialized skills”, said Rex W. Tillerson, President and CEO, Exxon Mobil Corporation. “We are also partnering with organizations such as the Society for Women Engineers, the National Council for Minority Engineers, and UNCF.” Advocacy by ELC members Jesse Tyson and Gerald McElvy supported the decision to take even bolder steps, committing \$125 million to the NMSI to improve STEM education, including urban schools.

The ELC shares ExxonMobil's advocacy for and deep commitment to improving education and to building a diverse generation of knowledge workers in math and science.



Message from the Foundation Chair



Marcea Bland Lloyd

Building Leaders, Building the Brand

In 2006, The Executive Leadership Council celebrated 20-years of building the black executive pipeline in corporate America. Created in 1989, just three years after The Council, The Executive Leadership Foundation has played a major role in the development of Council members and leadership initiatives created with corporate and member support.

As The Council's 501 (c) 3 charitable affiliate, The Executive Leadership Foundation is the fund raising, program and leadership development arm of The Council. From 2000 to the present – one of the most productive periods of the organization – The Foundation raised more than \$21 million from our Annual Public Recognition Dinners alone! In addition, several million dollars more in support was raised from member companies to launch our endowment, purchase our new headquarters, and develop some of our most inspiring and successful developmental initiatives, including the:

- Al Martins Scholars (2000)
- CEOs Diversity Summit (2001)
- Corporate Board Initiative (2001)
- Business Case Competition (2002)
- Institute for Leadership Development & Research (2002)
- Black Women's Economic Summit and Black Women on Wall Street (2003)
- Ann Fudge Scholars (2004)
- Dinner Public Recognition Initiative (2004)
- Technology Transfer Project Phase 2 (2005)
- Senior Black Women's Leadership Initiative (2006)

This modified list does not include now defunct initiatives like the Regional Mid-Level Managers' Symposium, or ongoing programs such as the National Business Essay Competition whose participation has tripled in size!

Supported by The Foundation and the commitment of members and corporate partners, The Executive Leadership Council has been on the move! And this year our Annual Public Recognition Dinner will experience another banner fund raising year.

I want to thank every corporate partner, member advocate, supporter, and friend who have provided the financial and in-kind resources that have brought us this far and that sustain us each year. It is your support and commitment to our mission that have fueled the value proposition and made us the leadership organization we are today.

Marcea Bland Lloyd

The 13th Annual Business Commentary Essay Competition Winners Circle

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First Place

Jamin J. Lundy

Howard University

Jamin Lundy is a native of Ruston, LA majoring in accounting. She is scheduled to receive a bachelors degree in Business Administration in 2008. A member of the School of Business Honors Program at Howard University, Ms. Lundy is also an active member of a number of student organizations. Mr. Lundy's goals are to embark on a career in the field of corporate finance and to advance into a top-tier position at an investment bank.

Second Place

Taryn Rachelle Townsend

Pepperdine University

Taryn Rachelle Townsend, from St. Louis, MO, is in her sophomore year at Pepperdine University majoring in chemistry and studying abroad in Florence, Italy. Ms. Townsend holds interests in activities such as dance, volleyball and she loves to sing. During the summer months she is a volleyball coach. Future plans are to attend graduate school and specialize in inorganic chemistry. .

Third Place

Tataniza Jones

University of Phoenix

Tataniza Jones is preparing to receive a degree in Business Administration from the University of Phoenix.

Fourth Place

Shannon Cumberbatch

Spelman College

Shannon Cumberbatch of Harrisburg, PA. is an English major at Spelman College. During her freshman year she successfully took on the challenge of working at Coca-Cola to support her immediate family while keeping up with her studies at Spelman. She has served as a voting member of the Spelman College Board of Trustees and is presently an intern in Atlanta Mayor Shirley Franklin's office where she prepares ceremonial documents and conducts research. She plans to attend Georgetown Law School.

Fifth Place

Jessica Baker

Fisk University

Adversity "It builds character" is what Jessica Baker's mother told her when life seemed too hard. An international business major at Fisk University, Ms. Baker finished high school in two years, founded a non-profit organization and remained at home assisting and teaching her younger siblings before applying to Fisk University and becoming a recipient of the Erastus Milo Cravath University Scholarship. Her mission is to train young women in dance, theology and church leadership and to be accepted into a joint venture program with the Vanderbilt University.

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Sixth Place Winners

Nicholas Washington

[University of Maryland Eastern Shore](#)

Nicholas Washington from Princess Ann, MD. is majoring in accounting at the University of Maryland Eastern Shore. He was the First Place Winner of the Caribbean Examinations Council (CXC) for Excellence in Business and Typewriting competition and has been an active volunteer. After Hurricane Ivan hit Jamaica in 2004, he staffed a local hurricane shelter facility. He is a member of the Mosaic Multicultural Society, Laroche College (2005-2006) and also a Certified Peer Tutor. Mr. Washington's dream is to have a career in business.

India Gaines

[Xavier University](#)

India Gaines is a native of Atlanta, GA. She is majoring in math and chemistry at Xavier University and plans to pursue a career in the field of pharmacy, which will include work in research, medicine, ethics and serving people with the reward of making a difference while serving her community.

Ebony K. O'Neal

[Spelman College](#)

Ebony K. O'Neal, a native of Barnesville, GA., is in her final year at Spelman where her undergraduate major is computer and information sciences. She is preparing for a career in government or private business. Ms. O'Neal participates in organizations such as the National Society of Black Engineers, the Association for the Computing Machinery, the Carnegie Mellon Library Internships Program, the Fredrick Douglass Tutorial Institute and others. Following graduation, she wants to begin a career in corporate America and pursue studies in Management Information Science and Communications.

Phillip Watson

[University of South Florida](#)

Phillip Watson of Tampa, FL. Is an accounting major at the University of South Florida. He is very involved in church and community activities such as the National Baptist Youth Convention of America and serves as treasurer of the State Baptist Youth Convention of Florida. He is currently seeking office as President of the National Baptist Youth Conventions. He has been a tutor with the Boys and Girls Club, a drill team captain at St John P.M.B. Church and will become the first Youth Minister at St. John Progressive Missionary Baptist Church.

Sharrae M. Hayes

[Tennessee State University](#)

Sharrae M. Hayes is a junior majoring in speech communications at the historic Tennessee State University. Ms. Hayes is the proud member of the Tennessee State University Program and President of the University Honors Council. Ms. Hayes also serves as Political Awareness Chair for the National Association of Colored Women's Clubs and a host of other programs. She has developed and implemented a summer festival circuit to increase membership and awareness for the NAACP-Cleveland Branch. Ms. Hayes has also traveled abroad to Brazil to volunteer for an environmental research project. Following graduation, Ms. Hayes will pursue a dual master's degree in African American Studies and communication. Her dream is to open and direct her own inner-city foundation for gifted and talented minority students.

This year's CEO Summit participants are:

1. **AIG**
Martin Sullivan
President & CEO
Council Member: Jessica Isaacs
2. **AMD**
Hector de J. Ruiz
Chairman & CEO
Council Member: Edward Gadsden
3. **ArvinMeritor Inc.**
Charles "Chip" McClure
Chairman, CEO & President
Council Member: Vernon Baker
4. **Caterpillar Inc.**
Doug Oberhelman
Group President
Council Member: Robert Williams
5. **Deloitte & Touche**
Doug Lattner
Chairman & CEO
Deloitte Consulting, LLP
Council Member: Carl Brooks
6. **Fannie Mae**
Daniel H. Mudd
President & CEO
Council Member: Kenneth Bacon
7. **Food Lion, LLC**
Rick Anicetti
President & CEO
Council Member: Eric Watson
8. **Hewlett-Packard**
Mark Hurd
Chairman, CEO & President
Council Member: Jacklyn Mitchell Wynn
9. **Kelly Services, Inc.**
George Corona
Executive Vice-President
Council Member: Nicole Lewis
10. **KeyCorp**
Thomas C. Stevens
Vice Chairman & Chief
Administrative Officer
Council Member: Jeffery Weaver
11. **Kraft Foods, Inc.**
Richard Searer
President, North America
Council Member: Stephanie B. Smith
12. **Jones Lang LaSalle**
Colin Dyer
President & CEO
Council Member: Herman Bulls
13. **MBIA Inc.**
Gary C. Dunton
CEO & President
Council Member: Andrea Randolph
14. **Merck & Co., Inc.**
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- | | |
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The Institute for Leadership Development & Research Strengthening The Pipeline Graduating Class of 2006

The Institute for Leadership Development & Research would like to congratulate the Class of 2006 for their commitment to completing this personal and professional development process. We hope you will continue to pursue breakthrough career performances in the global marketplace.

1. **Martin Abrams**
General Mills, Inc.
2. **Henry Adamson**
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3. **Niki Archambeau**
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13. **Troy Glover**
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14. **Stanley Grant III**
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15. **Al Hendricks**
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16. **Leola k. Henry**
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40. **Celeste R. Warren**
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41. **Deborah A. Wilson**
Amerigroup Community Care

*The Institute would like to acknowledge the service of our wonderful
2006 Class mentors who took time out of their busy schedules
to support this development effort.*

CEOs Reception at the New York Times



Carther Harris, New York Times with Deb Elam, GE



ELC Members
Mike Wright,
Altria; Brid-
gette Heller,
Johnson &
Johnson; and
Pat Prout, The
Prout Group



DUSKY VIEW from the 15th Floor reception room in the new home of The New York Times



Calvin Butler, RR Donnelley; Laysha Ward, Target; Art McClearin, The Williams Capital Group; and Janet Robinson, The New York Times



CEO LEADERS Carl Brooks, Executive Leadership Council; William Weldon, Johnson & Johnson; Janet Robinson, The New York Times Company; Murray Martin, Pitney Bowes; Christopher Williams, The Williams Capital Group LLP; and New York Times Publisher Arthur Sulzberger



Applause for the evening



Andrew Frazier, ELC's first COO with Bridgette Heller, Johnson & Johnson, Chair of The Council ; AIG member Jessica Isaacs, sponsor of the CEOs Diversity Summit; and NextGen Network Inc. member T. Hudson Williams, whose company Time Warner is a Dinner Partner



Janet Robinson with new Pitney Bowes CEO Murray Martin



Arlene Isaacs Lowe presents highlight of black women's research being sponsored by the Moody's Foundation and JPMorgan Chase



Johnson & Johnson executives chat with their company CEO William Weldon

Mission Statement:

“Providing African American executives with a network and leadership forum that adds perspective and direction to the achievement of excellence in business, economic and public policies for the African American community, their corporations and the community at large”

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