Paving a New Path: New Team has the Vision, Dedication and Experience to Lead ELC into the Future
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On the cover: ELC President & CEO Ronald C. Parker.
Message from the Council Chair

Bernard J. Tyson

Harnessing Our Collective Power as Leaders

As we enter the holiday season and celebrate 2012, it has been my honor to serve as chair of The Executive Leadership Council Board this year. From meeting with President Obama in January – to joining together this past October to focus on how we can Lead. Elevate. Change. – we have gained a greater focus on how The ELC can make a significant difference for generations to come.

As we work to increase representation of African-American leaders in the top positions of Fortune 500 companies and on corporate boards, we asked several CEOs to review and assess our two strategic initiatives: 1) to increase the number of African Americans serving in CEO positions and those one or two levels below in each Fortune 500 company by a net addition of at least one; and 2) to increase the number of seats held by African Americans on the corporate boards of publicly-traded companies by at least 200 over the next five years.

Our initiatives are intended to focus The ELC on achieving these outcomes, working with corporate America. The CEOs we’ve spoken with support the process and are asking how to get this done. That gives The ELC a great opportunity to help leaders get it, understand it, and at the end of the day add shareholder value to customers and others. We can shine a light on the lack of diversity at the top and work together to collectively figure out what it takes to drive inclusion across corporate America.

Key to the discussion is that ELC members are not speaking “at” but from “within” corporate America, and that requires solid leaders at the helm of our organization. Please join me in acknowledging Ron Parker as The ELC’s president and chief executive officer and Brickson Diamond as chief operating officer. Under their leadership, I have no doubt The ELC, its members and staff will achieve great success.

We’re making progress, and achieving both of our goals will require our collective energy, leadership and capability. Often, we may be the solo voice at the table to help other leaders better understand the value that diversity of thought, culture, people and perspective deliver to the bottom line.

I would like to thank Jessica Isaacs, previous ELC board chair, for providing the leadership that I am honored to continue. I would like to also offer my appreciation to Milton Irvin, who served as interim vice chair in 2012, and welcome Carla Harris who will become vice chair in January. Let me also acknowledge Laysha Ward, who will be ending her tenure as Foundation board chair in January. She was a tremendous leader and great partner over the past two years.

Working together as The ELC, we can help future generations of leaders serve at the top of Fortune 500 companies and on corporate boards. My contribution will be to harness the energy and intellect of all our members and move our initiatives from aspirational goals to reality for the benefit of America. Thank you for the opportunity to continue the momentum in 2013, and deliver what we know we can achieve together.

With warm wishes for a wonderful holiday season.
The board of directors of The Executive Leadership Council (ELC) announced Ronald C. Parker as The ELC’s and The Executive Leadership Foundation’s (ELF) president and chief executive officer and Brickson Diamond as the organization’s chief operating officer on October 17.

In July 2012, the board of directors began an extensive search to fill the organization’s president and CEO position. During that time, the board also determined that a chief operating officer was needed to help The ELC meet its organizational goals. For the board, it was important to maintain the integrity of the process, ensuring that it was objective and comprehensive. The board conducted interviews with a number of talented executives before appointing the new team.

The ELC board had previously appointed Parker as the interim president and CEO in May 2012. He has been an active ELC member for the past 17 years, serving on both ELC and ELF boards.

In his new role, Parker oversees The ELC’s membership recruitment and growth; talent and professional pipeline development programs; the Community Impact Initiative; and the realization of ELC’s five-year strategic goals to add 500 African Americans to the CEO position and those one to two levels below in Fortune 500 companies as well as 200 African Americans to the boards of publicly traded companies by 2017.

Parker recently retired from his post as senior vice president for human resources, labor relations and global diversity and inclusion for PepsiCo, Inc. He worked in the food and beverage sector for nearly 30 years.

The ELC board, in collaboration with President and CEO Ronald C. Parker, also announced the selection of Brickson Diamond as the organization’s new chief operating officer. The new position was considered integral to The ELC and ELF to ensure future growth and service to its members. Diamond will be responsible for the daily operations of The ELC and will report directly to the president and CEO.

Diamond has more than 17 years of experience in the investment management business, and he spent 11 of those years with Capital Group Private Client Services. He was founder and led Big Answers, LLC, an independent strategic consulting practice focused on building capacity in the areas of investment stewardship, organizational planning and bringing services and offerings to market. Diamond is also an ELC member.

1. Ronald C. Parker, president and CEO of The Executive Leadership Council and Foundation, is a former executive with PepsiCo.
2. Brickson Diamond, chief operating officer, has 17 years of experience in the investment management business.
We are pleased to announce that two ELC members have been named to CEO positions this year. Don Thompson took over as CEO of McDonald’s in early July, and the Board of Directors of the Kaiser Foundation Hospitals and Health Plan appointed Executive Leadership Council (ELC) Board Chair Bernard J. Tyson as the next chairman and chief executive officer of Kaiser Permanente.

Don Thompson became CEO of McDonald’s, only the thirteenth African American to hold the post in a Fortune 500 company, joining a hand full of African-American CEOs, most of whom are ELC members. He was formerly president and chief operating officer of the corporation. Thompson has been a member of ELC since 2007 and was the 2010 Achievement Award recipient.

In November, ELC Board Chair Bernard J. Tyson was named the next chairman and CEO of Kaiser Permanente, the nation’s largest integrated health care system. Tyson currently is the president and chief operating officer of Kaiser Permanente, a nearly $52 billion organization. He became a member of the Kaiser Permanente board of directors in December and will take on the role of CEO in May. George C. Halvorson will remain chairman of Kaiser Permanente through the end of 2013, at which time Tyson will assume the role of chairman and CEO. Tyson previously served on both the Council and Foundation boards. His term as ELC Council chair ends in December 2013.

As you can imagine, these are great accomplishments, and we share in their success. Currently, with Don and Bernard’s appointments, only seven African-American CEOs are leading the 500 largest companies in the United States. Additionally, there have only been 14 African Americans appointed to the role of chairman or CEO of a “Fortune 500” or equivalent listed company in the history of corporate America.

With these promotions, The ELC is two steps closer to achieving our strategic goals to increase the number of African Americans at the CEO level and one to two levels below as well as on publicly traded boards over the next five years.

1. McDonald’s CEO Don Thompson has been with the company for more than 22 years. Thompson and his company were honored at ELC’s 2010 Recognition Gala.

2. Tyson will become chairman and CEO of Kaiser Permanente at the end of 2013. He plans to raise The ELC’s profile as he did with his company through the “Thrive” campaign.
Message from the President & CEO

Ronald C. Parker

LET’S CHANGE THE GAME

It is my honor to serve as the new president and CEO of The Executive Leadership Council (ELC) and Foundation, and welcome Brickson Diamond as our new chief operating officer. As a former PepsiCo executive, I had the pleasure of supporting many of our signature programs and events, and serving on the Council and Foundation boards. However, in my new role, I look forward to working with our leadership and members to help ELC reach its full potential. Over the next year, I will be focused on membership recruitment and growth; talent and professional pipeline development programs; the Community Impact Initiative; the realization of ELC’s five-year strategic goals; and most importantly, providing a high level of service to our members and member companies.

Over the last 26 years we have witnessed great things from our organization and I believe the best is yet to come. In 1986, we set out to build a leadership pipeline that would increase the number of African Americans in senior executive positions in Fortune 500 companies. Today, we estimate that there are more than 800 African Americans in leadership positions, including a handful of CEOs, and our nation has an African-American president serving a second term. It begs the question, what will The ELC accomplish and look like over the next 25 years?

What we do know is what made us successful in 1986 will not drive our growth and progress moving forward. Today’s business environment is global in scope. Information and communications move at the speed of light, 24/7. Geo-politics has an impact on every major enterprise. In the face of this rapidly changing world, our focus will be to raise the profile of our great organization among target audiences such as board directors and CEOs, and shift their perception and behavior when it comes to corporate diversity. We also must determine how we effectively grow our membership while maintaining our integrity, and at the same time position our organization to take a leadership role on the global stage.

Our work is more important than ever, as we build the next generation of corporate leaders from the classroom to the boardroom, whether it’s through our pipeline programs, Community Impact or our strategic goals. As you know, with our goals, it is the first time an organization has embarked on such an ambitious initiative to promote diversity, inclusion and executive leadership.

We are aggressively working to increase the number of African-American senior executives serving in CEO positions and those one and two levels below in Fortune 500 companies and on the boards of publicly traded companies by at least 200 over five years. And we must do so with a greater sense of urgency.

There has been a great deal of energy and excitement generated by these initiatives. CEOs who attended our 12th Annual CEO Diversity Summit are eager to help and want to know how. We will seize this opportunity to increase momentum and yield tangible results.

Our membership represents an exceptional pool of senior executive talent. We will continue to work to increase the visibility of our members and the relevance of The ELC, while exerting positive influence on the culture and mindset of global corporate enterprises. You, our members, will play a vital role in this effort by helping us align our goals with those of your companies.

Throughout the year we will engage members at several “game changing” events. We look forward to hosting you at an Inauguration reception in January, holding a Corporate Board Initiative panel at The New York Times on February 21, and conducting our Winter General Membership Meeting February 27 – March 2. At these events, you will learn more about the tone and direction we have set for 2013 and beyond. We are, and always will be, an organization that supports one another and focuses our energies on not just helping ourselves, but assisting other African Americans in becoming the next generation of leaders.

More importantly, we want your feedback on what adds value to your membership and what changes need to be made to exceed your expectations and those of your companies. Indeed, as The ELC works hard to change the game relating to African Americans in corporate America, we depend on our collective leadership as an organization to make significant strides. We all need to play an active role.

If not now, when? If not us, who? Let’s keep working together to make a difference.

Here’s wishing you and your loved ones a happy holiday season, and a healthy and prosperous new year!
The Executive Leadership Council (ELC) held its 2012 Recognition Gala on October 18, 2012, at the Gaylord National Hotel and Convention Center in National Harbor, MD, outside of Washington, DC. More than 2,000 leaders in business, government and education were in attendance to celebrate diversity and inclusion in corporate America and to answer The ELC’s call to action.

1. Top: Business Case Competition winners Emeka N. Akpunonu and Clyde McNeil of the University of Houston’s C. T. Bauer College of Business soak in the sustained applause from the audience during the gala.

2. Bottom left: Essence Communications Founder Edward Lewis receives the Alvaro Martins Heritage Award from ELC member Michelle Ebanks who currently is president of Essence.

3. Bottom right: Gala Host Boris Kodjoe (left) and Mistress of Ceremonies Gabrielle Union (center) with Achievement Award winner Christopher Williams on the Prudential “Blue Carpet.”
The ELC made the business case for diversity and inclusion to corporate leaders, in particular that investing in diverse senior leadership teams, including African Americans, leads to greater innovation, profitability and success for corporations. Specifically, The ELC called for support for its pipeline development programs and five-year strategic goals to add 500 African Americans to the C-Suite and 200 African Americans to the boards of publicly traded companies by 2017. It is the first time that any organization has embarked on such an ambitious initiative to promote diversity, inclusion and executive leadership.

The ELC board of directors also announced its new leadership team, which includes the appointment of Ronald C. Parker as ELC’s president and CEO, and Brickson Diamond as COO.

Kaiser Permanente served as the lead gala sponsor and its Chairman and CEO George C. Halvorson and President and COO Bernard J. Tyson, who also is ELC board chair, welcomed guests and award

4. Top: Members Reginald Van Lee of Booz Allen Hamilton, incoming Council Vice Chair Carla Harris and Kenneth Coleman of Accelrys Inc. (far right) with Mrs. Caretha Coleman.

5. Bottom left: Council Chair Bernard J. Tyson opened the evening and introduced Kaiser Permanente Chairman and CEO George C. Halvorson. Kaiser Permanente was lead sponsor of the gala.

6. Bottom center: Foundation Chair Laysha Ward, president of community relations for Target Corporation, addressed the gala and spoke about the Foundation’s programs.

7. Bottom right: Grammy nominee Charlie Wilson, formerly of the Gap Band, brought guests to their feet.
recipients. Other notable sponsors contributed to the success of the event such as AARP Credit Cards from Chase, Caterpillar, Prudential, Shell and American Express.

The night’s honorees included Alvaro Martins Heritage Award recipient Ed Lewis, co-founder of Essence magazine; Achievement Award recipient Christopher J. Williams of Williams Capital Group LP; and Sodexo for the Corporate Award, which was accepted by Sodexo President and CEO George Chavel. The ELC also recognized its scholarship recipients including the Alvaro L. Martins Scholars, the National Business Case Competition winners and the National Essay Competition winners.

Actor Boris Kodjoe interviewed guests on the “Blue Carpet” during the welcome reception sponsored by Prudential. Actress Gabrielle Union was mistress of ceremonies, entertaining guests as she kept the flow of events running smoothly.

Entertainer Charlie Wilson and his review ended the evening, bringing guests to their feet to enjoy some of the Grammy nominated performer’s best hits from his days with The Gap Band. A Post-Gala Party, sponsored by AARP Credit Cards from Chase, followed in the Cherry Blossom Ballroom with music from DJs Doug E. Fresh and Slick Rick.

ELC’s 2013 Recognition Gala is scheduled for the same location, the Gaylord National Hotel and Convention Center, on Thursday, October 24, 2013.

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8. Top: Award for Excellence in Business Commentary National Essay Competition winners with member Ingrid Saunders Jones (2nd from left) of The Coca-Cola Company, sponsor of the competition.

9. Right center: George Halvorson, chairman and CEO of Kaiser Permanente, the gala’s lead sponsor, welcomed gala guests.

10. Right bottom: Actress Gabrielle Union, mistress of ceremonies, with Sodexo CEO George Chavel as he accepts the Corporate Award on behalf of his company.
Earlier this year, The ELC completed another successful Winter General Membership Meeting in Orlando, which had a record turn-out of more than 180 members, guests and member-applicants. Attendees gathered at the Ritz-Carlton to network, participate in workshops and panels, and experience the sights and sounds of Orlando.

We accomplished a number of goals at the Winter Meeting to advance the mission of our organization. Our various committees met to discuss plans for the year for ELC programs and initiatives. The winter meeting’s theme, “Business Succeeds When Diversity Leads: The Call to Action,” focused primarily on mobilizing members to support our strategic goals to increase African American representation in CEO positions and those one to two levels below as well as on publicly traded boards. Members participated in break-out sessions where they talked about how they could support this effort. And as such, ELC members were energized by the discussions and made pledges to promote and implement the initiative in their respective companies.

Members also heard from a number of leading influencers on various issues from corporate boards to effective decision making. On the first evening of the conference, The ELC sponsored a panel discussion with representatives from Heidrick & Struggles, Egon Zender, and DHR International on the potential impact of the strategic goals. The panelists provided candid feedback on the increasing diversity at the senior executive level in Fortune 500 companies and on corporate boards. “diversity for better decision making” within corporations and life. Of course, our very own Dr. Price Cobbs closed the meeting with a private discussion with members about cultural cohesion and mutual support.

We also paid tribute to outgoing Council Board Chair Jessica Isaacs, for her leadership and dedication to our organization. During her tenure, Jessica was a major contributor to the success and stability of the organization.

Later in the meeting we also heard from Matthew Harrington, the head of public relations firm Edelman, about the power of trust and reputation, and its influence on corporate leadership. Additionally, our members had a one-on-one session with Dr. Brent Smith, a leading professor of organizational behavior at Rice University, about group and team dynamics, and the power of cultural cohesion and mutual support.

1. Top: More than 180 ELC members and guests attended the 2012 Winter General Membership Meeting in Orlando.
2. Bottom: An appreciative immediate past Council Chair Jessica Isaacs and her husband Alan Isaacs pose with a special Chanel bag cake made in her honor for her years of service.
More than 200 Executive Leadership Council (ELC) members and guests joined Board Chairs Bernard J. Tyson and Laysha Ward and President and CEO Ron Parker for the 2012 Summer General Membership Meeting in beautiful Sonoma, California. It was an extremely productive gathering, and members had an opportunity to experience first-hand The ELC goals and current efforts underway to build on the success of the organization’s first 25 years. The meeting’s theme, “Building a Better Corporate America through Diversity, Innovation, Accountability and Sustainability,” came to life through a series of “Power Sessions” designed to energize the membership around The ELC’s pipeline development and aspirational goals as well as key issues including politics, health care, and technology innovation.

As part of the four-day program, members had an opportunity to hear about the progress of The ELC’s various initiatives; address committee business and vote on key measures; participate in five “Power Sessions” and networking events; hear from the nation’s leading executive search firms on navigating the board selection process; purchase artwork from nationally recognized artists; and take in the sights and sounds of Sonoma, including a visit to the Jacuzzi Winery and a panel discussion with California’s Black Vintners. We closed the summer meeting with a conversation with Dr. Price Cobbs, which is always the highlight of The ELC’s meetings and extremely helpful to our members.

Our ELC Board Chair Bernard J. Tyson, summed up the energy and excitement of the 2012 Summer Meeting in one phrase – “This is how we roll in California!”

1. Top: Foundation Chair Laysha Ward, Twitter CEO Dick Costolo, Council Chair Bernard J. Tyson, Accelrys Inc. Chairman Kenneth Coleman and ELC President and CEO Ronald Parker at the summer meeting following Costolo’s presentation.
2. Lower left: Congresswoman Barbara Lee (D-CA) addressed members during the summer meeting in Sonoma and was interviewed by Mrs. Caretha Coleman, chair, board of directors of Dignity Health.
3. Lower right: Council Board Chair Bernard J. Tyson interviewed former California Speaker of the House and San Francisco Mayor Willie Brown during dinner at the summer meeting in Sonoma.
Following the Winter General Membership Meeting in Orlando, PricewaterhouseCoopers (PwC) helped get the Corporate Board Initiative (CBI) off to a fast start in April with the first of several CBI events that took place this year. Executive Leadership Council (ELC) board member Chris Simmons and Robert Moritz, chairman and senior partner of PwC’s U.S. operations, welcomed nearly 40 ELC members and guests to PwC’s headquarters in New York City for a panel discussion and networking event.

CBI continued the momentum with events at the Summer General Membership Meeting in Sonoma and at Aon in Chicago. In Sonoma, nearly 70 members participated in a panel discussion on navigating the board selection process with a number of executive search firms such as Pat Prout, president and CEO of The Prout Group; Gayle Mattson, executive vice president and global leader with DHR International; Lee Hanson, vice chairman Heidrick & Struggles; and Sharon Hall, partner with Spencer Stewart.

The Aon event has been one of the most successful ones to date with a more than 100 members and corporate executives joining The ELC for a networking event and discussion on what companies can do to make corporate boards more inclusive. The night began with opening remarks from Aon’s executive vice president and chief financial officer Christa Davies, followed by a panel featuring ELC’s own Billy Dexter, partner, Heidrick & Struggles; Hilda Pinnix-Ragland, vice president, Duke Energy; Joseph High, senior vice president and chief people officer at Grainger; as well as Tim Moran, managing partner at Heidrick & Struggles, and Greg White, president and CEO at Learn Charter Schools.

In addition to the events open to the entire membership, CBI cohort members had the opportunity to participate in an event at the New York Stock Exchange hosted by Corporate Board Member magazine where they participated in “speed dating” or networking sessions with public company CEOs, board chairs and lead directors. The Black Corporate Directors Conference in California also saw its share of ELC members, estimated at nearly one-third of the participants.

The CBI committee has been hard at work helping ELC members to prepare for and identify opportunities to serve on the boards of publicly traded companies. These efforts support ELC’s strategic goal to achieve a net increase of 200 African Americans on the boards of publicly traded companies over the next five years.

In fact, the CBI committee is making great progress towards its mandate and took its second cohort this fall for a total
of 50 members between both cohorts. It was a very competitive process, with 93 members competing for 25 slots. To ensure the integrity of the process, Heidrick & Struggles reviewed the applications using their internal scoring system and recommended the members with the highest scores to move forward. The cohort will begin a comprehensive training program that focuses on awareness, visibility, and readiness in preparation for board opportunities.

CBI also already has a number of events scheduled for 2013. *The New York Times* will host an event on Thursday, February 21, 2013, in New York, and The Coca-Cola Company will host an event in March in Atlanta to support the CBI and its mission.

1. Attending the CBI event at Aon in Chicago were (seated, left to right) ELC Member and CBI Committee Member Sheila Talton, ELC President and CEO Ron Parker, ELC Member Hilda Pinnix-Ragland, ELC Member Dr. Akosua Barthwell Evans, (standing, left to right) ELC Member and CBI Committee Co-Chair A. Louis Parker, Ginny Clarke of Talent Optimization Partners, ELC Member Todd Brown, ELC Member and CBI Committee Co-Chair Billy Dexter, ELC Member Leonard McLaughlin, president of Aon Cornerstone Innovative Solutions, ELC Member Jim Norman, ELC Member David Albritton.

2. Top: Attending the Corporate Board Initiative event in New York at PwC were (left to right) ELC Member Orlando Ashford of Mercer, CBI Co-Chair Billie Dexter of Heidrick & Struggles, ELC Member Chris Simmons of PwC, Catherine Bromilow of PwC, and Larry Bailey, a retired PwC partner.

3. Bottom: A Corporate Board Initiative (CBI) panel was convened during the summer meeting to discuss the challenges and efforts to increase board diversity.
Last January, approximately 60 Executive Leadership Council (ELC) members attended a special White House Briefing. President Obama, Senior Advisor Valerie Jarrett and Deputy Assistant to the President and Counselor for Strategic Engagement Michael Strautmanis joined other White House senior staff to welcome ELC members. President Obama and his staff reviewed the administration’s accomplishments and spoke of their expectations for the future.

The President asked ELC members to support job creation. He extended his appreciation to ELC’s leadership for the work members are doing and commented about the state of the economy. Jarrett shared how much the administration has accomplished in the first term.

Dr. Regina Benjamin, the U.S. Surgeon General, spent most of the day with ELC members, identifying prevention as the greatest opportunity to improve the health of America’s families for decades to come.

Alan Krueger, chair of the Council of Economic Advisors, explained some of the policies enacted by this administration and said the recession was the result of excess borrowing, risky behavior by the finance industry and the housing bubble. Don Graves, executive director of the President’s Council on Jobs and Competitiveness, spoke to members, and Michael Strautmanis asked members to support the president’s vision for the future.

1. President Obama addressed members at the White House Briefing as Senior Advisor Valerie Jarrett looked on.
2. ELC member Keith Wyche makes a point during the briefing.
Billy Dexter, partner at Heidrick & Struggles, and Michele Gadsden Williams, Credit Suisse Group GA chief diversity officer, were featured in the article “Firms Hail New Chiefs (of Diversity),” on The Wall Street Journal online, WSJ.com, where Williams discussed the launch of Credit Suisse Group AG’s leadership program matching female senior managers with top executives.

Terri Plummer McClure, UPS senior vice president, Legal and Compliance, was featured in the November/December 2011 issue of DIVERSITY & THE BAR as 1 of 5 Employer of Choice award winners named by the magazine. In the same edition, Ursula Burns, Xerox chairman and CEO, made the Diversity News section for her “magnificent introduction” of Vernon Jordan, ELC’s 2002 Alvaro L. Martins Heritage Award recipient, during the Minority Corporate Counsel Association’s 2011 Gala and Pathways Conference in New York City.

D. Michael Bennett, BAE Systems chief information officer was featured in the December 2011 Black Enterprise “Power Player” section. Bennett highlighted how “technology can enable your company to move forward, not just operationally, but more cost-effectively.” He was also honored at the 5th Annual Minority Business Leader Awards hosted by the Washington Business Journal. Daphne Jones, senior vice president & CIO, Hospira, Inc., was honored by Computerworld magazine as one of its Premier 100 IT Leader award winners at its 2012 IT Leaders conference in Phoenix, AZ.

Keith Wyche, president of Acme Markets, was featured on the cover of Diversity MBA in the 2012 Leadership Issue. In the article “Accepting Change, Garnering Success” he discussed successfully maneuvering through various industries.

Ken Chenault, American Express chairman and CEO, was featured in the blog www.BlackGivesBack.com when he attended the Brooklyn Museum Fund for African American Arts’ 2nd Annual Benefit Dinner in Harlem, NY. Chenault is a well-known benefactor of the arts and encourages partnerships between the corporate and arts communities. The event paid tribute to the initial acquisition of “Web of Life,” a mural 28 feet tall created by African-American artist John Biggers. Glassdoor.com also named Chenault #4 on its list of highest rated CEOs based on employee satisfaction and their approval of how he leads their company.

Geri Thomas, Bank of America’s state president of Georgia and Atlanta market, was featured on The Champion website in an article “Baby Boomers Reflect on School During Civil Rights Era” where she and former kindergarten classmates reflect on their experiences in the classroom. She was also named as one of the 100 Most Influential Atlantans by the Atlanta Business Chronicle.

In February, Verizon Senior Vice President Monica Azare co-chaired Evidence, A Dance Company’s 8th Annual Gala. The organization promotes understanding of the African Diaspora through music, movement and spoken word.

Kimberly B. Davis, ELC board member and president of the JPMorgan Chase Foundation, was honored during the Alvin Ailey Dance Company’s inaugural New York City Center season opening night gala. Davis was recognized for her work in raising $2.5 million for Ailey programs and scholarships. She also provided career advice in an article for Fast Company online about how effectively managing office politics can help you find pockets of innovation.
The February 2012 edition of *Black Enterprise* magazine featured Amy Ellis-Simon, Bank of America Merrill Lynch head of Specialty Sales and Americas head of Corporate Access, among the “40 Rising Stars 40 & Under” list. The Trail Blazers special report also highlighted centuries of successful black women in business including current and past ELC members, such as former ELC board chair and president of the Maxell House division of Kraft Ann M. Fudge, Renetta McCann, former CEO of Starcom, and Ursula Burns as the first African-American woman to head a major corporation as CEO of Xerox.

On the *San Francisco Business Times* website, The Bay Area Corporate Counsel Awards announced Valerie Lewis, Safeway vice president and secretary as a Community Champion Finalist. Lewis was recognized for making positive environmental and health decisions for the Safeway companies and the community.

ELC member and Boston Consulting Group Senior Advisor Jim Lowry was a contributing writer for the Business Development section in both the February and March editions of *Diversity Executive*. Lowry discussed the importance of understanding demographics to restore America’s advantage in an article “Back on Track.” Lowry also penned an editorial entitled “A Permanent Change,” providing African-American business owners and political leaders with ideas on how to bolster long-term economic growth. Mike Hyter, president and managing partner of Global Novations, also contributed commentary regarding overt vs. covert micro-inequities and the immediate and lasting impact it has on employees. Hyter also was featured in the “PowerPlayer” section of the October 2012 *Black Enterprise* magazine.

*Savoy* magazine celebrated its 11th anniversary edition with individual profiles of ELC members Mike Hyter, Global Novations; Sonya Dukes, Wells Fargo & Co; Orlando D. Ashford, Mercer; and, Kenneth Chenault, American Express. The edition also recognized 59 ELC members on its “100 Most Influential Blacks in Corporate America” list.

The Multicultural Foodservice & Hospitality Alliance paid tribute to 30 African Americans on their site [www.myfoodnet.net](http://www.myfoodnet.net). Among those honored were ELC members Clarence Otis, chairman & CEO of Darden Restaurants; Rick Frazier, vice president of Supply Chain for The Coca-Cola Company; James Taylor, president of senior services for Sodexo; Don Thompson, CEO at McDonald’s Corporation; and, Kevin Newell, chief brand officer at McDonald’s Corporation.

Howard Woolley, senior vice president of public policy for Verizon accepted the Corporate Leadership Award on behalf of Verizon at the 17th Annual Gala for the charity Everybody Wins! DC and was featured in the March 23-29, 2012 issue of the *Washington Business Journal*.

In the March/April 2012 edition of *Diversity Executive* magazine, Pat Harris, global chief diversity officer for McDonald’s, was quoted in an article on how to leverage white male managers to help drive an inclusive business culture. Deborah Elam, vice president and chief diversity officer for GE was also quoted for an article on the challenges of measuring the financial impact of diversity.

Jimmie Paschall’s recent transition from Marriott Corporation to executive vice president, Enterprise Diversity and Inclusion, for Wells Fargo was highlighted in the “On the Move” section of the March 2012 issue of *Black Enterprise*. She also was interviewed for a feature article on *Diversity Executive’s* website.

James Breedlove, senior vice president, general counsel and secretary for Praxair, Inc., was featured in the spring 2012 issue of *Profile* magazine. Breedlove discussed his career and highlighted how important his ELC membership has been to his career progression at Praxair.

Rockhurst University’s winter 2012 news magazine featured a profile of alumnus Larry Drake and his Hope360, Inc. executive coaching company and how he manages to create work life balance for himself.

Will Lucas, founder & president of the W. Lucas Group, Maria Green, senior vice president, general counsel & secretary for Illinois Tool Works, Jeff Perry, global transaction integration practice leader for Ernst & Young, Julia M. Brown, senior vice president and chief procurement officer for Kraft Foods, Inc., and Calvin G. Butler Jr., senior vice president of corporate affairs for Exelon were all named in November as 2011 Business Leaders of Color by Chicago United, an advocacy organization committed to promoting multicultural leadership in business for the benefit of economic parity and opportunity for all.

Jon Love’s appointment to vice president of Strategic Business Development for Computer Sciences Corporation was included in the May 4 - May 10 issue of *Washington Business Journal*. 
Ebony magazine featured an interview with Vivian Pickard, president of the General Motors Foundation and director of Corporate Relations and Grassroots Initiatives in their July 2012 edition.

Marcia Bland Lloyd, senior vice president, chief administrative officer, and general counsel for Amylin Pharmaceuticals received Athena San Diego’s 2012 Pinnacle Award as the Individual in Life Science recipient.

In the May/June 2012 issue of Diversity Executive magazine, Eric Watson, chief diversity officer for Delhaize America was featured in a column on the importance of trust when it comes to diversity leadership. Margot James Copeland, executive vice president and chief diversity officer for KeyCorp was a featured profile interview on the company.

In the June 2012 issue of Essence, company President Michelle Ebanks, ING Foundation president Rhonda Mims, and L’Oreal USA senior vice president of Diversity and Inclusion Angela Guy were among the dignitaries featured in the photo essay on Essence’s Fifth Annual Black Women in Hollywood event.

Barry Rand gave remarks at Howard University’s 144th Commencement Service, which was covered in the May 26 - June 1, 2012 issue of The Afro-American newspaper.

Candace Matthews, chief marketing officer for Amway provided remarks at the 11th Annual Power of Dream Gala for the U.S. Dream Academy, which was covered in the June 2 - June 8, 2012 issue of The Afro-American newspaper. Two new books have hit your local bookstore featuring ELC members. Lionel Nowell, retired PepsiCo executive, has written his first book entitled You Are Better Than Your Best, and ELC Founding Member Mannie Jackson, owner of the Harlem Globetrotters has released his autobiography, Boxcar to Boardrooms: My Memories & Travels.

Lance LaVergne, former vice president and chief diversity officer for New York Life was quoted in the March/April 2012 issue of Diversity & The Bar magazine about the importance of having a chief diversity professional within corporations.

On April 3, RESCUECOM.com featured an article highlighting the importance of Jerri DeVard’s work as chief marketing officer for Nokia in helping the brand stabilize after several setbacks. DeVard announced her intention to transition from Nokia this past summer.

James Norman, chief diversity officer for Kraft, was one of four profile interviews on chief diversity officers in the December 2011-January 2012 issue of Latino Leaders magazine.

Ertharin Cousin’s selection as executive director of the United Nation’s World Food Programme was listed in Black Enterprise’s April 2012 issue of On the Move. Also in the issue, Adriane Brown, president & COO of Intellectual Ventures was featured as its “PowerPlayer” of the month.

Reginald Van Lee received the Frank C. Carr Award from the INROADS New York/New Jersey regional chapter during its annual reception and awards gala. Van Lee is executive vice president at Booz Allen Hamilton.

Nearly half of the 100 Most Powerful Executives in Corporate America featured in the September 2012 edition of Black Enterprise magazine are members of The Executive Leadership Council. More than half of the enterprise CEOs listed are members, including Ursula Burns of Xerox, Kenneth Chenault of American Express, Rodney O’Neil of Delphi Automotive, Clarence Otis of Darden Restaurants and Don Thompson of McDonald’s. In the September 2012 issue of Black Enterprise, ELC President and CEO Ron Parker and McDonald’s Chairman and CEO Don Thompson were interviewed for the foreword of the release of the 2012 BE 100 Most Powerful Executives in Corporate America list.

The Executive Leadership Council’s strategic goals were touted in a September 12 blog post in the Huffington Post. It was mentioned in association with results of a study published in the Journal of Experimental Social Psychology which showed that African-American women executives were viewed more critically than underperforming males, regardless of race.

ELC’s research and work with the Alliance for Board Diversity (ABD) was referenced several times over the past year including the July/August 2012 edition of Diversity Executive magazine and by Laura Walker, president of New York Public Radio as she spoke to her company’s efforts to diversify leadership in an August 27 blog on www.wnyc.org. In the May 2012 issue of Latino Magazine, the ABD research was presented at the Annual Symposium and Corporate Directors...
Members in the News Cont’d

Summit™ by ABD strategic partner Hispanic Association on Corporate Responsibility (HACR).

In the July/August 2012 issue of Diversity Executive magazine, Jim Lowry, president of James H. Lowry & Associates, addressed how minority businesses can be an engine for greater economic growth in the U.S. In addition, Dr. Price Cobbs, president & CEO of Pacific Management Systems, was quoted extensively in a column on how success in corporate America requires an understanding of power.

The August 2012 edition of Black Enterprise featured the following ELC members: Jon Love, vice president of Strategic Business Development, North American Public Sector Defense Group for Computer Sciences Corporation; Rodney Whitmore, senior vice president & chief human resources officer for Economist Group Americas; and, The Coca-Cola Company’s Ingrid Saunders Jones’s recent selection as national chair of the National Council of Negro Women.

In the August 2012 issue of The NonProfit Times, ELF Chair Laysha Ward, president, community relations, Target Corporation, was named to the Top 50 most powerful and influential executives for nonprofits.

Mel Parker, vice president and general manager – North America Consumer and Small Office for Dell; Jimmie Paschall, executive vice president – diversity and inclusion leader for Wells Fargo; and, Mitzi Short, McGhee Productivity Solutions consultant and co-founder and managing partner, New Season Coaching & Consulting Group, LLC, were speakers at this year’s National Black MBA Association’s 34th Annual Conference & Exposition in Indianapolis.

Pat Miller Zollar, managing director for Neuberger Berman, served as moderator of a special thought leadership panel entitled “Recognizing the Results: The Financial Returns of Minority and Diverse Private Equity Managers and Funds Focused on the U.S. Emerging Domestic Market” during the 42nd Annual National Association of Investment Companies (NAIC) Meeting and Convention.

Reggie Van Lee, executive vice president for Booz Allen Hamilton, Inc. was featured on www.BlackGivesBack.com promoting the Washington Performing Arts Society (WPAS) at an August private reception in upstate New York. Lee is chairman of the board for WPAS.

Ken Chenault, chair & CEO of American Express was one of the co-chairs for this year’s Alvin Ailey American Dance Theater’s 2012 Gala Benefit held November 28 at The Hilton New York Hotel. He also spoke November 1 as part of the VIP Distinguished Speaker Series for the McCombs School of Business at the University of Texas in Austin.

Carla Harris, Council treasurer and managing director for Morgan Stanley, received the prestigious Merit Award from the Women’s Bond Club in New York for her career of accomplishments within financial services. Carla was also featured in the October 2012 edition of Essence magazine giving advice on how to ask for what you want in your career and how bad experiences can be a blessing in disguise. Harris also performed a one-night only benefit concert at Carnegie Hall in November to support three charities: A Better Chance, Borromeo School and Bishop Kenny High School.

Robert Hagans, executive vice president & CFO, AARP, was highlighted for his support of the First Anniversary Celebration of the Martin Luther King Jr. Memorial in the September 8 issue of The Afro-American newspaper.

In the September/October edition of Diversity Executive magazine, Jim Lowry’s column addressed the importance of understanding the barriers faced by women and minority executives.

Linda Gooden, executive vice president, Information Systems & Global Solutions for Lockheed Martin was among several women honored September 16 at the Annual Women History Makers of DC, MD & VA Brunch.

Keith Wyche, president of Acme Markets, a division of the SuperValu Company, was the keynote speaker at the Leadership Empowerment Institute (LEI) Conference held on July 27 by the Austin chapter of the National Black MBA Association. Keith’s relatively new position, along with Valentino Carlotti’s new position as head of the securities division, Institutional Client Group for Goldman Sachs Group Inc., was featured in the July 2012 issue of Black Enterprise.

Among the winners of the DANDI Elites Award given at the inaugural Diversity & Inclusion Awards & Executive Forum in New York July 31 were Anthony Carter, vice president, Global Diversity & Inclusion and chief diversity officer for Johnson & Johnson; Michelle Gadsden-Williams, managing director and global head of Diversity and Inclusion for Credit Suisse.
AG; and, Debra Nelson, vice president, Corporate Diversity & Community Affairs, MGM Resorts International. ■

Mike Hyter’s company Global Novations was recently acquired by executive search firm Korn/Ferry International in an effort to bolster its leadership and talent consulting business. ■

Dr. Akosua Barthwell Evans and her company, The Barthwell Group, recently received certifications from the U.S. Small Business Administration as a Women-Owned Small Business and from the State of New York as a Women-Owned, Minority Business Enterprise. ■

Floyd Green, vice president and head of community relations for Aetna was one of several featured panelists at the 2012 Americans for the Arts Annual Leadership Forum and Awards in June 2012. ■

In the September/October 2012 edition of The Network Journal, Deborah Elam, vice president & chief diversity officer for General Electric, and William “Bill” Harper III, chief diversity officer for Pacific Gas and Electric Co. were interviewed as part of the magazine’s third annual Chief Diversity Officer’s Roundtable and featured on the cover. In addition, Charisse Lillie, vice president, Community Investment for Comcast, was quoted in a feature article about the importance of corporate social responsibility as a part of overall business strategy. Billy Dexter, managing director and partner at Heidrick & Struggles, also featured, highlighted the key competencies for successful chief diversity officers. ■

ELC President & CEO Ron Parker was interviewed for a special feature story in the September 2012 issue of Latino Leaders magazine as part of the magazine’s fifth annual corporate board issue. ■

Kevin Liles, founder and CEO of KWL Enterprises, was featured in an extended interview on The New York Times website discussing the importance of passion as an employee. ■

D. Keith Pigues, dean of the School of Business and tenured professor of management at North Carolina Central University, was featured in IMPACT magazine, the MBA journal for The University of North Carolina – Chapel Hill’s Kenan-Flagler Business School. ■

In the fall 2012 edition of Savoy magazine, The ELC’s Women’s Leadership Forum was covered in an article showcasing some of the highlights of the event. Also, the magazine published a special salute to Ursula Burns and her leadership of Xerox in a foreword to an article on the Top 100 Influential Women in Corporate America. ■

In the Winter 2012 Special issue of Uptown Professional magazine, several ELC members and leaders, including President and CEO Ron Parker; Foundation Vice Chair and President and Managing Partner for Global Novations Mike Hyter; Billy Dexter, managing director and partner at Heidrick & Struggles; and, Donna James, managing director of Lardon & Associates, were featured in a foreword article for the introduction of the Top 100 Executives in America list. Also featured was a special profile on Michelle Gadsden-Williams, managing director and global head of diversity and inclusion for Credit Suisse as part of the Top 100 listing, and a special commentary from Billy Dexter on the importance of using golf as a networking opportunity. The magazine also highlighted ELC members in Ohio and Georgia as “Corporate Catalysts”:

1. Columbus, OH
   a. Todd Corley, senior vice president of diversity and inclusion, Abercrombie & Fitch
   b. Donna James, Lardon & Associates
   c. Gale V. King, executive vice president and chief administrative officer, Nationwide Insurance
   d. Keith Sanders, executive vice president and human resources director, Huntington Bancshares Inc.

2. Atlanta, GA
   a. Rhonda Mims, president of the ING Foundation, and senior vice president, office of corporate responsibility and head of corporate responsibility, ING Americas ■
Members on the Move

Pictured from left to right: Keith Wyche, Milton Irvin, Julie Washington, Maurice Cox, Ingrid Saunders Jones and Shelley Stewart

The first executive director of The Executive Leadership Council’s Institute for Leadership Development & Research, Dennis Dowdell Jr., has retired from Memorial Sloan-Kettering Cancer Center where he served as vice president and chief human resources officer. Dowdell had a distinguished career as a senior corporate executive, attorney, and non-profit leader.

Keith Wyche, president Acme Markets was appointed to serve on the WMS Industries board of directors. In April, Keith was promoted to president of Supervalu’s Acme Markets.

Orlando Ashford recently transitioned from senior vice president, chief human resources and communications officer for Marsh & McLennan Companies to become managing partner at Mercer (a unit of Marsh & McLennan), a new consulting practice in Mercer’s Talent, Rewards and Communication’s Group.

ITT Exelis appointed Herman E. Bulls, founder and CEO of the Public Institutions Group at Jones Lang LaSalle, to its board of directors.


JPMorgan Chase & Co. announced that it elected James A. Bell, CFO for The Boeing Company and executive vice president, to its board of directors. Mr. Bell also was appointed to the Audit Committee of JPMorgan Chase’s board.

Debra Sandler has been named regional president of Mars North America. Sandler, formerly the chief consumer officer, has been credited with the success of Mars’ chocolate business in recent years.

Julie S. Washington, formerly senior vice president and general manager of Consumer Products for Jamba Juice, will take on the new position of senior vice president and chief brand officer. She will continue to guide the company’s Global Consumer Products Platform, including the recently acquired Talbott Teas.

Kim Goodman of American Express has been named president of Global Business Travel. Goodman is responsible for the program management of client business travel and meetings including online, offline, and on-the-go solutions across 140 markets.

Charles Johnson, retired from Microsoft and established a new company CyberIQ based in Arlington, Virginia. Johnson is co-founder, president and COO of CyberIQ.

Verizon appointed Anthony Lewis, a 26-year veteran, to vice president of its Mid-Atlantic region.

Milton Irvin, a founding member of The ELC, retired from UBS. Irvin had an illustrious career with organizations such as Salomon Brothers, Blaylock & Partners, L.P., and Chase Manhattan Bank. He was appointed to the board of directors of CastleOak Securities and currently serves as interim vice chair of The Executive Leadership Council board.

Ed Dandridge, formerly of The Nielsen Company, has been appointed president and CEO of The National Association of Investment Companies.
Bob Billingslea, formerly vice president corporate urban affairs for Walt Disney Co., retired after 42 years with the company. Billingslea held responsibilities for Disney’s minority outreach efforts and was the corporate liaison to national civil rights groups.

After almost 31 years of service with PepsiCo Inc, Maurice Cox, vice president of Diversity & Inclusion, has retired and leaves a legacy of diversity best practices.

The Laclede Group, a public utility holding company announced the re-election of Arnold Donald, former president and CEO of The Executive Leadership Council, to another three-year term as a board director. The Laclede Group is headquartered in St. Louis and serves approximately 625,000 residential, commercial, and industrial customers throughout Missouri.

Lyasha L. Ward, president of Target Foundation and Community Relations, Target Corporation and Executive Leadership Foundation board chair, has been named board chair of the Corporation for National and Community Service. Ward also was nominated to the White House Council for Community Solutions, a council dedicated to bringing together resources from the public, private, non-profit and philanthropic sectors in communities across the country.

Carlton Charles, former vice president, treasurer and Chief Operational Risk Officer for Moody’s Corporation, became vice president & treasurer for the Hearst Corporation.

Sheila Talton, CEO of Strategy Global Tech, Ltd., announced that she has entered into an agreement to become a partner with Sterling Partners, a Chicago-based private equity firm.

Sergio Sotolongo, chairman & CEO of StuFund Finance, in February formed a joint venture with HEPCO, Inc., a 40 year veteran in the staffing business to form SF Staffing Solutions, LLC (www.sfstaffingsolutions.com) which will focus on staffing, recruiting, and the Managed Service Provider business.

Charles Brooks, former head of M&A Services for IT and Operations and head of Member and Plan Sponsor Services for Aetna, has become Global Operations officer for ACE Group.

Former general manager of IBM’s Tivoli Software unit Al Zollar, who retired last year from the company after a 34-year career, was named to the board of directors of Public Service Enterprise Group (PSEG).

Rodney Whitmore, senior vice president and chief human resources officer, CQ Roll Call, was recently promoted to the same position for the entire Economist Group Americas. His new duties will include human resources leadership, facilities planning and real estate coordination responsibilities for The Economist, Economist Conferences, Economist Online Fairs, and Economist Education, along with his previous duties at CQ Roll Call.

Ingrid Saunders Jones, Coca-Cola’s senior vice president of Global Community Connections and chair of The Coca-Cola Foundation was recently named chairman of the board for The National Council of Negro Women.

Danté Anderson, formerly vice president of International Marketing for Wal-Mart has become strategic business specialist for TouchTunes.

Earl Newsome, former vice president of Global IT Services for Estee Lauder recently became vice president of Global Infrastructure & Operations for TE Connectivity.

Shelley Stewart, former senior vice president of operational excellence and chief procurement officer at Tyco International, was recently named vice president of Sourcing & Logistics and chief procurement officer for DuPont.

Michele Bolden was recently named human resources site head for Roche Pharmaceuticals, leaving her job as vice president of Human Resources Corporate Groups at Pfizer.

Council Chair Bernard J. Tyson, president and COO of Kaiser Permanente, has been named the next chairman and CEO for the company, succeeding current Chairman and CEO George C. Halvorson in 2013.

Lydia Mallet transitioned from her position as vice president of staffing and diversity for Tyco International to become director of employee engagement for DuPont.

Otha “Skip” Spriggs III became executive vice president and chief human resources officer for TIAA-CREF, leaving his previous job as senior vice president of human resources for Boston Scientific.

Renetta McCann is rejoining Leo Burnett Worldwide as its chief talent officer after her recent stint as chief talent officer for VivaKi, parent company of digital ad shops Digitas and Razorfish. McCann started her career at Burnett in 1978.
Members on the Move Cont’d

D. Keith Pigues, dean of North Carolina Central University’s School of Business has been named to the board of directors of the Office of Mortgage Settlement Oversight, created by the major settlement agreement with the federal government, 49 state Attorney Generals, and five major banks.

Lance LaVergne, formerly vice president and chief diversity officer for NY Life Insurance was recently named the director of talent acquisition for Alcoa, Inc.

Todd F. Brown, former VP at NBC Universal/Comcast is now the chief revenue officer and executive vice president of Business Development for yap.TV, an iPhone and iPad application used to help people connect while watching their favorite programming from around the world.

Tracey Travis recently transitioned from CFO of Ralph Lauren to CFO of Estée Lauder.

Scott Mills, formerly president & COO for Viacom’s BET Networks, has been promoted to executive vice president of human resources and administration for the parent company.

Four years after retiring from Verizon, Terri Dean has become chief membership officer for Girl Scouts of Eastern Pennsylvania.

David Windley, former chief human resources officer at Yahoo!, was elected to a one-year term on the board of directors of the Society for Human Resources Management.

Cecilia “Ci Ci” Holloway, formerly co-head of community affairs, culture and inclusion at UBS Investment for the Americas, is now part of the executive management team at The Barnyard Group, a digital communications consulting firm.

Subriana McFadden Pierce recently transitioned from senior vice president of sales and manufacturing for SuperValu to become a partner at Navigator Sales and Marketing, a Northern California-based executive and brand management firm.

Stephanie Smith, who led human resources for Kraft Foods North America, has been named vice president for human resources at DePaul University in Chicago.
As president of The Keefe Company and ELC co-founder, Buddy James provided office space for The ELC during its early years. Mr. James often recruited new members to The Executive Leadership Council by scanning newspapers and magazines for information about the appointments of African-American executives to senior posts in major corporations.

Clarence L. James, Jr., known as “Buddy” to everyone who knew him, died in suburban Maryland on December 20, 2011. He was 78. Like many original Executive Leadership Council (ELC) members, Buddy was a larger than life figure who used his skills, experience and ambition to blaze many trails for future generations.

He holds a unique place in ELC history. Buddy and Al Martins hatched the idea of The ELC over drinks and together recruited 17 other corporate executives to join, formally establishing The ELC in 1986. For its first 10 years, Buddy served as ELC’s executive director, while the organization remained a client of The Keefe Company, an international governmental relations firm in Washington where Buddy served as its president. Buddy’s son, Clarence III, and Camilla McGhee were part of the original operations team. After Buddy retired from The Keefe Company, he returned as executive director of a free-standing ELC for another three years. Under Buddy’s guidance, ELC grew to more than 200 members and established lasting political and corporate partnerships and influence.

Growing up in Pasadena, CA, Buddy became a California State champion hurdler and went on to Ohio State University on a track scholarship. He met and married classmate Patricia Douglas, and after a few years as a high school coach, began attending Cleveland Marshall Law School at the urging of his father-in-law, Rodman Douglas, who later became his law partner.

He joined The Keefe Company in 1981, becoming the company’s president two years later. After 14 years, he semi-retired to serve as of counsel to national law firm Manatt Phelps and Phillips and board chair of Douglas James Securities in Miami Beach, the very successful public finance firm founded by his son, Craig.

Buddy is survived by two sons, Clarence III and Craig, three granddaughters, two sisters and a brother in California. Pat, his wife and partner of 55 years, died in April 2011. A memorial service was held for Buddy in Altadena, CA, on January 28. His family has established a website where donations may be made to the Buddy James and Patricia Douglas James Memorial Fund at http://lasclev.org/buddyjames/.
Message from the Foundation Chair

Laysha Ward

ONE BIG VISION. A THOUSAND DAILY DIFFERENCES.

“We must not, in trying to think about how we can make a big difference, ignore the small daily differences we can make which, over time, add up to big differences that we often cannot foresee.”

— Marian Wright Edelman

Imagine a not-too-distant future with hundreds more African Americans serving in the executive suites and boardrooms of corporate America. More directors, CEOs, and senior leaders setting strategy and driving our greatest companies forward with unique perspective and superior skill.

This is the bold vision of The Executive Leadership Council and Foundation. As 2012 comes to a close, I am proud to say that our vision, strategy, and programs have never been more closely aligned. We are making the daily differences that will help us achieve our vision, measuring our impact and tracking our progress along the way.

None of this is possible without your participation and support. As I look back on 2012, and ahead to the coming year, I am struck by the many ways in which our membership is so key to our vision. Consider just a representative sampling of what we are achieving together:

• **The Women’s Leadership Forum**, bringing together some of the most extraordinary African-American women in business. Next year’s 10th anniversary forum will be in New York, and will build on the great momentum of this year’s event, which it was my privilege to host at Target Field in Minneapolis. Your attendance and support are key to the Forum’s success.

• **Leadership Development Week**, which provides a broad array of development opportunities for leaders across the spectrum. Nearly 70 participated this year, and you can help us reach even more in 2013 by mentoring high-potential African-American executives in your company, and sponsoring their participation.

• **The Mid-Level Managers’ Symposium**, which this year reached more than 700 emerging leaders with tools for career advancement and the opportunity to connect with ELC members. For 2013, we need sponsors, speakers, and members willing to connect in one-on-one discussions with attendees.

• **The Community Impact Program**, and the opportunity for you to match our grants to incredible organizations working to close the achievement gap for African-American high school and middle school students and to prepare the next generation of African-American leaders.

You have many demands on your time and resources, I know. But achieving our bold vision requires whatever support each of us can offer—to these programs, and others.

Thank you for everything you do. It has been my honor to serve as Foundation chair, and I could not be more pleased or confident to pass the baton of leadership to Michael Hyter.

Here’s wishing all of you abundant blessings in the new year, along with the fellowship and friendship that represent the very best of The ELC.
University of Houston’s C. T. Bauer College of Business Takes First Place in 2012 Business Case Competition

MBA students from the University of Houston’s C. T. Bauer College of Business took first place in The Executive Leadership Council’s (ELC) 2012 Business Case Competition in April. Bauer was one of three finalist teams competing for $70,000 in scholarships. Two other teams from Emory University’s Goizueta Business School and Carnegie Mellon’s Tepper School of Business placed second and third place, respectively.

The finalists were selected by a distinguished panel of judges that included corporate and non-profit leaders. ELC members Vincent L. Berkeley, Jr. of Compass Group North America, Floyd Green of Aetna, Esther Silver-Parker of the Silver-Parker Group and Stacey Stewart of United Way Worldwide participated with several other judges from leading non-profits. They included Albert E. Dotson, Jr. of 100 Black Men of America, Inc., John Guerra of Aztec Worldwide Group, and Margaret Moran of the League of United Latin American Citizens.

Sponsored for the third year by Exxon Mobil Corporation, the annual competition invited MBA teams from select business schools to analyze compelling business issues that challenged their critical thinking, analytical, and communications skills. The case titled “Continuing the Corporate Citizenship Legacy: The Sustainability Challenge” was written by James R. Calvin, Ph.D., Associate Professor at the Carey Business School and Laurin Hodge, graduate student at the Carey Business School of Johns Hopkins University.

ELC’s Business Case Competition challenged this year’s teams to develop strategies for strengthening ties between the corporate social responsibility community and African-American non-profits during tough economic times. Specifically, the competition examined how corporations can expand their global philanthropy support to African-American non-profits and other community groups at sustained or higher levels.

Both members of the Bauer team shared a $35,000 scholarship cash award and were recognized during ELC’s 2012 Recognition Gala in October. The second place team from Emory’s Goizueta Business School received a $20,000 scholarship cash award with the third place team from Carnegie Mellon’s Tepper School of Business receiving $15,000.

ExxonMobil has a long history of supporting The ELC’s mission to develop African-American corporate leaders, especially in the areas of science, technology, engineering and math (STEM). For the past three years, ExxonMobil has sponsored the Business Case Competition on topics such as innovative STEM education for middle school students and devising an energy plan for the U.S. by the year 2030.

1. University of Houston C. T. Bauer College of Business first place winners Clyde McNeil and Emeka N. Akpunonu (Team Captain) are the center of attention with second and third place winning teams in the 2012 Business Case Competition. From left to right: Emory University Goizueta Business School second place winners Joe Faxio, Rae Oglesby (Team Captain), Olatorera Majekodunmi, Onix Ramirez and Lesha Scott; McNeil and Akpunonu; and, Carnegie Mellon Tepper School of Business third place winners Kate Kastenbaum, Patricia Beasley, Heather Rae Martin, Stephanie Shapiro and Brittany Claud (Team Captain).
The Executive Leadership Council (ELC) hosted more than 300 African-American women executives for the annual Women’s Leadership Forum and Black Women On...Power series, one of ELC’s hallmark programs, at Target Field in Minneapolis this past July. The meeting focused on leadership development and increasing the representation of African-American women in senior leadership positions in corporate America. This event aligned directly with The ELC’s mission and strategic goals to increase the number of African Americans at the CEO level and one to two levels below in all Fortune 500 companies and on the boards of publicly traded companies by 200.

ELC members Leilani Brown with Starr Companies, Julia Brown with Kraft, Susan Chapman with American Express, and Nicole Lewis with Kelly Services led this year’s event, and Laysha Ward at Target served as the official host. During the forum, ELC hosted a range of leadership development workshops and panels, and brought together some of the most powerful women in business, politics and academia to share their professional playbooks for succeeding in corporate America. The forum helped prepare talented and creative African-American women for leadership positions in corporate America and on boards, ensuring they have a voice at the decision-making table.

In addition to bringing together top African-American female executives, participants also heard from leading thought leaders such as Judy Smith, founder and president of Smith & Company and inspiration for the hit ABC – TV show, Scandal. The Black Women On...Power panel featured journalist, educator and blogger Yanick Rice Lamb; Chairman of Johnson Publishing Company Linda Johnson Rice; and, Johnson Publishing CEO Desiree Rogers.

The first ELC Women’s Leadership Forum was held in October 2003 in Washington, D.C., for ELC members active on public policy issues. Since that time, the forum has grown, and host cities have...
included New York, Chicago, and now Minneapolis. In addition, the forum’s mandate and reach have expanded, with the focus primarily on leadership development, and it is now open to all high potential African-American women business leaders.

The Women’s Leadership Forum will celebrate its 10th Anniversary in 2013 in New York City.

1. (L to R) Ronald Parker, president and CEO, The Executive Leadership Council; Laysha Ward, president of community relations, Target Corporation; Desiree Rogers, CEO, Johnson Publishing Company; Linda Johnson Rice, chairman, Johnson Publishing Company; Yanick Rice Lamb, editor-at-large, Heart & Soul magazine; and Women’s Leadership Forum Co-Chairs Leilani Brown, vice president and chief marketing officer of Starr Companies; Nicole Lewis, vice president of global marketing, Kelly Services; and Julia Brown, chief procurement officer and senior vice president for global procurement, Kraft Foods. (Not in photo, co-chair Susan Chapman, senior vice president global real estate and workplace enablement, American Express Company.)

2. Top: Foundation Chair Laysha Ward engages a participant in the Women’s Leadership Forum in Minneapolis.


4. Bottom: ELC members Carolyn Green (seated left) and Hilda Pinnix-Ragland (seated right) engage Foundation Chair and forum host Laysha Ward.
Fifteen students participated in this year’s 2012 Honors Symposium and had the experience of a lifetime. Alvaro Martins Scholars and winners of the National Essay Competition traveled to New York City and the Nation’s Capital to take in the sights and sounds of these great cities and to receive career advice from some of the nation’s top corporate executives.

In New York they visited with executives at American Express, the Williams Capital Group and the Federal Reserve Bank of New York. The students found the experience rewarding and informative, offering great value for their professional development. The students also ate at several popular restaurants, visited major historical sites in New York City and attended a Broadway theatrical production.

In Washington, DC, the students had lunch with representatives of The Coca-Cola Company, the official sponsor of the 2012 Award for Excellence in Business Commentary National Essay Contest and heard from several special speakers including ELC member Ingrid Saunders Jones. They also visited The White House and Capitol Hill. The students were inspired by these experiences, which were only topped by their introduction at the annual gala.

Speakers during the Honors Symposium included ELC members Jeff Webster of ExxonMobil; Ingrid Saunders Jones and Rick Frazier of The Coca-Cola Company; Rhonda Mims of ING; Gilbert Ahye and Susan Chapman of American Express; Arthur McClearin of Williams Capital; Diane Ashley with the Federal Reserve Bank of New York; Lloyd Brown with Citigroup; Arlene Isaacs-Lowe with Moody’s Investors Service; Denise Bradley-Tyson; former ExxonMobil executive Leonard James; author Judy Turnock; and, ELC founding member James Kaiser of Avenir Partners.

Symposium participants also participated in the 18th Annual Mid-Level Managers’ Symposium where they were able to network with more than 700 managers and executives. ELC is committed to preparing the next generation of African-American corporate leaders from the classroom to the boardroom, and The Honors Symposium is one of our strategic investments.

1. Top: National Essay Contest winners and Al Martins Scholars visited American Express at New York’s Financial Center during the Honors Symposium. They were hosted by Gilbert Ahye (center w/brown suit), executive vice president and chief development officer for American Express.

2. Bottom: Students visited Harlem and took in the sights and sounds of New York and Washington, DC.
Nearly 70 aspiring African-American executives gathered at the Mandarin Oriental Miami in August to participate in The Executive Leadership Council’s (ELC) inaugural Leadership Development Week (LDW), organized by the Institute for Leadership Development & Research (Institute). It was the first time the Institute hosted all three of its signature programs concurrently, including Strengthening the Pipeline, Strategic Pathways, and Bright Futures over one week.

Leadership Development Week offered great value and insight for participants and provided valuable tools for their career progression. Each program included workshops and keynote addresses on important topics such as navigating the corporate environment and creating a career development plan. The Institute brought together some of the best facilitators and career coaches in the country to help guide attendees through this process.

The Strengthening the Pipeline program targeted mid-career to senior-level professionals such as senior project leaders, senior managers, directors, and new vice-presidents. It helped participants gain an understanding of more advanced concepts in leadership with a special emphasis on enhancing self-awareness, navigating organizations, and career advancement.

Strategic Pathways focused on emerging women leaders who had an opportunity to hear from leading female executives about their experiences in corporate America. Specifically, participants learned core leadership concepts and tools for making them more effective managers.

The Bright Futures program targeted high potential, early career professionals including first-time managers, new project leaders, and team leaders. It helped attendees become more confident and comfortable with leadership and provided a practical framework to help new managers prepare for successful careers.

When polled, participants offered very positive feedback about their experiences, finding their individual programs interactive and highly engaging. They felt it was a safe place to share their personal and professional challenges, ask questions, and get the feedback needed to reach their career and professional goals.

Leadership Development Week will once again be held in Miami, August 12 – 16, 2013. Registration will begin in the spring. For more information on the Institute’s programs, please visit The ELC website at http://www.elcinfo.com/offering.php. For details about registration or sponsorship, contact Nichele Lucas at nlucas@elcinfo.com.

1. Top left: Participants in Leadership Development Week shared their experiences and best practices with one another.
2. Top right: Author and motivational speaker Bonnie St. John delivered advice and inspiration to participants.
3. Lower left: Participants were encouraged to network and be candid.
More than 700 aspiring executives attended this year’s 18th Annual Mid-Level Managers’ Symposium (MLMS), a one-day professional development program designed to help ambitious African-American mid-level managers and executives, at the Gaylord National Harbor Hotel and Convention Center. This year’s program, “Driving Your Career with Vision and Purpose,” offered essential tools to help high-potential executives advance their careers and better understand what it takes to become innovative leaders in corporate America.

MLMS focused on six critical areas of development such as, but not limited to, the value of social networking, leadership styles, and work/life balance. It helped participants unlock their full potential through challenging and informative coaching, specifically by providing best practices on what it takes to become an effective leader and deliver extraordinary results.

ELC President and CEO Ronald C. Parker welcomed participants and introduced Board Chairs Bernard J. Tyson and Laysha Ward, who also extended greetings. Target and PepsiCo Foundation served as lead sponsors of MLMS, with support from other sponsors including Caterpillar, ING and Kellogg.

Dr. Marc Lamont Hill, host of Our World with Black Enterprise and associate professor of education at Columbia University’s Teachers College, served as moderator of the symposium and ELC member Anré Williams, president of Global Merchant Services for American Express Company, delivered the keynote address.

Dr. Hill moderated a panel of ELC members including Guardie Banister, president &

1. Top: Anré Williams, president of Global Merchant Services for American Express, delivered the keynote address.
2. Center: Randy Melville, a senior vice president at PepsiCo, addressed the MLMS. PepsiCo was co-sponsor with Target.
3. Lower: Foundation Board Chair Laysha Ward invited MLMS participants to get all they could out of the full day of information and networking.
CEO of Aera Energy LLC; Desiree Dancy, chief diversity officer vice president of corporate human resources for The New York Times Company; and, Robin L. Washington, vice president and chief financial officer for Gilead Sciences, Inc.

Members were well represented throughout the day and donated to their time and energy to support the program. Participants had an opportunity have one-on-one interactions with ELC members, who offered seasoned perspectives on avoiding common barriers and pitfalls in corporate America. Practical skills building workshops were led by members Carla Harris, James R. Calvin, D. Keith Pigues, Tammara Combs, Dennis Dowdell, Anthony Lewis, and John C. Peoples. Participants also met with members one-on-one during “Real Time with ELC Members.”

4. Top left: ELC Member D. Keith Pigues, senior academic and administrative officer and dean of the school of business at North Carolina Central University, conducted a breakout session on the value of making strong business connections.

5. Top right: Anthony Lewis, regional vice president of government affairs for Verizon, spoke about the influence of social media.

6. Top lower right: Dr. Marc Lamont Hill, host of Our World with Black Enterprise and associate professor of education at Columbia Teachers College, was host and moderator for the symposium.

7. Center: ELC member Dr. Akosua Barthwell Evans engaged participants during Real-Time with ELC Members one-on-one sessions.

8. Bottom: A panel featuring ELC members Guardie Banister of Aera Energy, Desiree Dancy of The New York Times Company and Robin L. Washington of Gilead Sciences, Inc. concluded the symposium. Dr. Hill (2nd from right) was the moderator.
Community Impact Update

Studies have indicated nearly 40 percent of African-American and Hispanic students in major metropolitan areas don’t graduate from high school on time or at all. Many more are unprepared for college and careers. The statistics present a serious crisis for the nation, the African-American community and for organizations like The Executive Leadership Council (ELC) as we work to build a strong pipeline of African-American corporate leaders.

In 2010, working through our charitable affiliate, The Executive Leadership Foundation (ELF), we announced the Community Impact Initiative to help address this issue and make a strategic investment in the African-American community. It is the first time The ELC and its Foundation have made such a significant monetary commitment, initially through a generous $500,000, two-year grant to LEAD Programs. The following year another grant for $250,000 was made to INROADS as well as a $25,000 contribution to A Better Chance (ABC).

As LEAD and INROADS work to close the achievement gap for African-American middle and high school students, ELC members are working side-by-side with them. Members have provided in-kind support, serving as speakers for LEAD’s summer programs housed on various college campuses around the country and as mentors in INROADS’ College Links initiative. The LEAD program has seen a 10 percent increase in African Americans participating in its programs since receiving our grant, 60 of whom were designated and funded as Foundation scholars. ELF also helped fund the launch of LEAD’s new Summer Engineering Institute at CalTech.

Through INROADS, our grant helped establish the organization’s College Links program, which is the pre-college component of the INROADS internship program. College Links prepares academically high-performing students for a holistic college and career experience by exposing them to professions in science, technology, engineering, math (STEM) and business. More than 100 students from Chicago and Washington, DC, participated in the College Links pilot.

Our donation to ABC helped support their educational and charitable activities to help more disadvantaged African-American students gain access to prestigious, independent day and boarding schools. Having access to educational opportunities and training will help close the achievement gap and prepare these young people for college.

Recognizing the synergies with these programs, the Community Impact Committee facilitated a Memorandum of Understanding among these organizations in an effort to leverage their collective capacity to reach more students. In 2013, the Committee will explore new ways to expand the Foundation’s partnership with these organizations and other groups to generate the resources needed to have a greater impact.

These programs are critical to the development of our pipeline, and we ask our members and member companies to partner with us to match ELC’s commitment with financial support and leadership access. Together, we can do even more to improve educational outcomes and career potential for African-American students.

1. Top: ELC member and Community Impact Initiative Committee Co-chair Lynton Scotland spoke to LEAD program students.
New Staff On Board

THE EXECUTIVE LEADERSHIP COUNCIL (ELC)
WELCOMES SIX NEW STAFF MEMBERS TO ROUND OUT THE TEAM

Catrell Brown, director of communications, previously was a vice president at Powell Tate | Weber Shandwick, a global public relations and communications agency. Brown provided strategic communications counsel and support to a range of non-profit, government and corporate clients. She led national, multi-year campaigns across multi-functional teams for clients such as the U.S. Army, Northrop Grumman, and the U.S. Treasury and Federal Reserve Banks. Prior to joining the firm, Brown worked on Capitol Hill as a legislative assistant to Congressman John Conyers (D-MI), and she began her career in the Office of former U.S. Senator Russ Feingold, who represented her home state of Wisconsin. She earned a bachelor’s degree from Columbia University and completed her graduate work at SOAS, University of London.

Lola Keyes, communications associate, previously worked at the Institute for Responsible Citizenship in Washington, DC, where she planned and executed the tenth anniversary event and was responsible for fundraising. Lola earned her master’s degree in public relations from Boston University after completing her coursework and gaining experience in the communications department at Portland Communications, a public affairs consultancy in London. Lola also holds a bachelor of arts from Spelman College.

Mayra Espinoza is a senior program manager in member services. Prior to joining The ELC, she held a number of positions at The George Washington University (GW). Most recently she was assistant director for judicial services. Previously she worked as coordinator for the multicultural student services center and program coordinator for the multicultural student services center. Before beginning her career at GW, Mayra was a counselor for the Upward Bound Program at The University of Maryland, College Park. Mayra earned her bachelor of science in human service counseling from Old Dominion University in Norfolk, Virginia and her master of education in higher education administration from The George Washington University.

Shelly Wood joined the member services department as a senior program manager. Prior to coming to The Executive Leadership Council she worked in hospitality and event management, coordinating special events and entertainment for her clients. She also has been a consultant to several government contracting companies where she provided conference support for many federal agencies. Shelly attended Virginia State University where she majored in clothing & textiles.

Tanya Shields is the operations coordinator for the Institute for Leadership Development & Research at The Executive Leadership Council. Prior to joining ELC, Tanya worked as executive assistant and office manager for the executive director of surveillance and broadcasting at the Federal Aviation Administration (FAA) in Washington, DC, where she was responsible for the business continuity within the department. Tanya has more than ten years of experience with executive assistance/office management and eight years of experience in meeting and event management.

Nick Sparrow is ELC’s new IT Manager. Previously, Nick worked for the Department of Resident Life at the University of Maryland College Park for thirteen years. During his time with the university he served in several IT roles and was the IT helpdesk manager. Nick earned both of his master’s degrees in business administration and IT management from the University of Maryland University College. Nick completed his undergraduate studies at the University of Maryland College Park.
## 2013 ELC Calendar of Events

<table>
<thead>
<tr>
<th>PROGRAM</th>
<th>DATE</th>
<th>LOCATION</th>
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<tbody>
<tr>
<td><strong>January</strong></td>
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<tr>
<td>Inauguration Reception</td>
<td>January 21, 2013</td>
<td>Washington, DC</td>
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<tr>
<td><strong>February</strong></td>
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<tr>
<td>New York Times Corporate Board Initiative Event</td>
<td>February 21, 2013</td>
<td>New York, NY</td>
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<tr>
<td>ELC/ELF Board Meetings</td>
<td>February 28, 2013</td>
<td>Boca Raton, FL</td>
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<tr>
<td>Winter Membership Meeting</td>
<td>February 27 - March 2, 2013</td>
<td>Boca Raton, FL</td>
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<tr>
<td><strong>March</strong></td>
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<tr>
<td>The Coca-Cola Company Corporate Board Initiative Event</td>
<td>TBD</td>
<td>Atlanta, GA</td>
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<tr>
<td><strong>April</strong></td>
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<tr>
<td>No Events</td>
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<tr>
<td><strong>May</strong></td>
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<tr>
<td>Business Case Competition</td>
<td>May 3, 2013</td>
<td>Washington, DC</td>
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<td><strong>June</strong></td>
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<tr>
<td>ELC/ELF Board Meetings</td>
<td>June 6, 2013</td>
<td>TBD</td>
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<tr>
<td>Summer Membership Meeting</td>
<td>June 6 - 8, 2013</td>
<td>TBD</td>
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<td><strong>July</strong></td>
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<tr>
<td>Women’s Leadership Forum</td>
<td>TBD</td>
<td>New York, NY</td>
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<td><strong>August</strong></td>
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<tr>
<td>Leadership Development Week</td>
<td>August 12 - 16, 2013</td>
<td>Miami, FL</td>
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<td><strong>September</strong></td>
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<td>ELC / Boulé / The Links Congressional Black Caucus Reception</td>
<td>September 19, 2013</td>
<td>Washington, DC</td>
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<td><strong>October</strong></td>
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<tr>
<td>Honors Symposium (scholarship winners)</td>
<td>October 20-25, 2013</td>
<td>New York, NY and Washington, DC</td>
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<tr>
<td>ELC/ELF Board Meetings</td>
<td>October 23, 2013</td>
<td>Gaylord National, Washington, DC</td>
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<td>CEO Diversity Summit</td>
<td>October 24, 2013</td>
<td>Gaylord National, Washington, DC</td>
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<tr>
<td><strong>2013 Recognition Gala</strong></td>
<td><strong>October 24, 2013</strong></td>
<td><strong>Gaylord National, Washington, DC</strong></td>
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<tr>
<td>Mid-Level Managers’ Symposium (MLMS)</td>
<td>October 25, 2013</td>
<td>Gaylord National, Washington, DC</td>
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