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2022 RECOGNITION GALA Marriott Marquis Washington, DC • October 6, 2022

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2022 ELC RECOGNITION GALA PROGRAM

WELCOME

Michael C. Hyter

*President & Chief Executive Officer
The Executive Leadership Council
2022 ELC Recognition Gala Co-Chair*

Donna M. Wilson

*Head of DE&I Multicultural Marketing
Johnson & Johnson
2022 ELC Recognition Gala Co-Chair*

2022 GALA LEAD SPONSOR

Johnson & Johnson

SPONSORSHIP RECOGNITION

Lori Walker

*Executive Vice President &
Chief Operating Officer
The Executive Leadership Council*

INVOCATION

Rev. Dr. Derrick Harkins

*Director HUD Center for Faith Based and
Neighborhood Partnerships*

DINNER

PROGRAM INTRODUCTION

Kevin Frazier

Host

CEO REMARKS

Michael C. Hyter

*President & Chief Executive Officer
The Executive Leadership Council*

2022 SCHOLARSHIP RECOGNITION

2022 ACHIEVEMENT AWARD PRESENTATION

Marvin R. Ellison

*Chairman & Chief Executive Officer
Lowe's Companies, Incorporated*

ELC BOARD CHAIRMAN'S REMARKS

Lloyd W. Brown, II

*Chief Community Reinvestment Act Officer
Citigroup
Board Chair
The Executive Leadership Council*

2022 ALVARO L. MARTIN'S HERITAGE AWARD PRESENTATION

Brenda J. Lauderback

*Board Chair
Denny's Corporation*

2022 CORPORATE AWARD PRESENTATION

Brian Cornell

*Chairman & Chief Executive Officer
Target Corporation*

2022 GLOBAL GAME CHANGER AWARD PRESENTATION

Ambassador Andrew Young, Jr.

American Politician, Diplomat and Activist

2022 ENTERTAINMENT SPONSOR

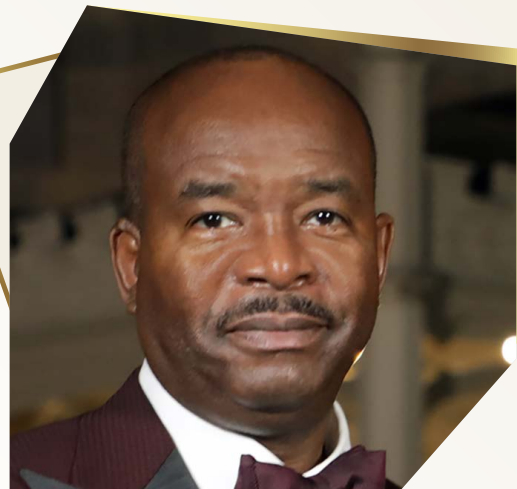
Google

CLOSING PERFORMANCE

Babyface

welcome from
ELC BOARD CHAIR

Lloyd W. Brown, II



Greetings and welcome to the 2022 ELC Recognition Gala!

This spectacular convening would not have been possible without the leadership, direction and support of several stakeholders.

First, I'd like to thank The ELC's Board of Directors. I thank them for their unwavering dedication and commitment to serving our organization every day. I would also like to thank The ELC's staff, led by President and CEO, Mike Hyter, whose steadfast leadership has truly taken our organization to new heights. Our Lead Sponsor, Johnson & Johnson, has been gracious with its two-year commitment to support our annual Gala. I would like to give special thanks to its executive extraordinaire, Gala Co-Chair, Donna M. Wilson, Head of DEI Multicultural Marketing, for her unwavering partnership. I must thank our 2022 Gala Committee, whose devotion to The ELC's mission has shined through their tireless efforts over the last several months to make tonight like no other. And finally, I would like to thank tonight's Gala honorees: ELC Member Marvin R. Ellison, Brenda J. Lauderback and Target for their indelible leadership and service across corporate America and beyond.

Since our last in-person Gala in 2019, we navigated a global pandemic and endured the start of our nation's racial reckoning that followed the murder of George Floyd. The ELC's resilience over the past few years is a testament to the legacy created by our founders more than 35 years ago. Even as we come together for the first time in two years, we will never forget the unprecedented disruption and dislocation we all experienced and those we have lost. For The ELC, these challenges reaffirmed the importance of our purpose.

Since 2020, we have witnessed the incremental rise of Black executives across corporate America's boardrooms, C-Suites and global enterprises. This increase is due in part to The ELC's advocacy for greater corporate board diversity and transparency in reporting. At the same time, The ELC continued to provide meaningful four-year academic scholarships, instilled best practices and measurable

programs that strengthened the Black talent pipeline at all levels. We also worked alongside many others to make sure that our nation's HBCUs begin to receive a fair and equitable share of funding and investment.

We have continued to raise our voices to address the enduring structural inequalities facing the Black community in education, health care, employment, wealth creation and civil rights. Advocacy is central to our purpose—it helps ensure that The ELC remains on the right side of history.

It has been my honor and privilege to serve as Chair of the Board of Directors. I am incredibly proud of what we have achieved together. Our progress would not have been possible without the extraordinary teamwork and support from our members, our staff and our affiliated companies. On behalf of the entire ELC family, I want to express my sincere gratitude for your partnership. And finally, I would like to thank tonight's Gala honorees: ELC Member Marvin R. Ellison, Brenda J. Lauderback, Target and Ambassador Andrew Young, Jr. for their indelible leadership and service across corporate America and beyond.

As I prepare to pass the baton, I am confident that The ELC's purpose and the people who bring it to life will lead our great organization to greater heights.

Onward,

Lloyd W. Brown, II

LLOYD W. BROWN, II

Board Chair,

The Executive Leadership Council

Chief Community Reinvestment Act Officer

Citigroup

welcome from
ELC PRESIDENT AND CEO

Michael C. Hyter



It is my pleasure to welcome you to the 2022 ELC Recognition Gala!

The ELC's Gala is an exciting night that honors the excellence within our community while celebrating the strides we have made to create a more equitable corporate America. This evening, we recognize the executives and leaders who pay it forward every day. We also spotlight the bright, young scholars who represent the next generation of Black talent. It is an unparalleled celebration of the purpose-driven work, values and determination that make us *Unstoppable Together*.

Tonight would not be possible without the continuous generosity and support of our Gala Sponsors. On behalf of both The ELC Board of Directors as well as our membership of over 800 senior Black executives, we would like to thank the following Gala Sponsors: the Lead Sponsor, Johnson & Johnson; Signature Sponsors, Bank of America, UPS and IBM; Entertainment Sponsor, Google; Unleash Your Spirits Sponsor, Beam Suntory; Supporting Sponsors, Raytheon Technologies and Nationwide; and Contributing Sponsors, GM, Meta, Novartis and PwC. Our sponsors share our mission of supporting and celebrating Black business success and diversity.

The leadership of my fellow Gala Committee Co-Chair, Donna M. Wilson, Head of DE&I Multicultural Marketing at Johnson & Johnson, has played a

significant role in bringing tonight's celebration to life. I would like to thank Donna for her willingness to serve, her commitment to the Gala committee and for ensuring this Gala is even better than our last. I also want to congratulate her on her long-standing tenure at Johnson & Johnson as she prepares to formally retire later this month. Donna has been a true champion for advancing Black leadership in corporate America and we wish her all the best in the next chapter in her journey.

It's an honor to witness my first in-person Gala as President and CEO of The ELC. After three long and unpredictable years that shifted our society, tonight's celebration allows us to unwind and honor the greatness the Black business community brings to corporate America and beyond. Our Gala helps us put our mission into perspective by highlighting the progress we have made thus far. It reminds us that even through adversity we are much more powerful together than we are apart.

Tonight, we celebrate the power of community and the impact we can make when we're united. So, sit back, enjoy yourselves and get ready for a wonderful night ahead!

A handwritten signature in gold ink that reads "Mike".

MICHAEL C. HYTER

President and CEO

The Executive Leadership Council

welcome from

2022 GALA COMMITTEE CO-CHAIRS

Michael C. Hyter & Donna M. Wilson



Serving as Co-Chairs for the 2022 ELC Recognition Gala has been an honor. We would like to thank ELC Board Chair and Gala Committee Member, Lloyd W. Brown, II, for his support and guidance, as we have prepared for tonight's festivities. We also want to thank him for his service to The ELC as Board Chair over the past two years.

The 2022 ELC Recognition Gala Committee has worked non-stop to make this year's Gala one of the best. Each of our members has volunteered their time and resources to ensure that our organization's standard of excellence is reflected throughout the evening. Tonight's celebration would not be possible without their hard work and dedication to The ELC. To our dedicated Gala Committee, thank you.

Countless hours have been dedicated to planning our first in-person Gala since 2019, and we would be remiss if we did not extend our sincerest gratitude to The ELC Staff members who were instrumental in organizing tonight's celebration. Under the leadership of Lori Walker, Executive Vice President and Chief Operations Officer, and Libi Sprow Rice, Vice President and Chief Marketing and Communications Officer, our staff exuded tenacity, creativity and unwavering teamwork in producing the Gala and all of the accompanying events across this week.

Although our Gala is an annual staple among ELC events, it truly takes a village to help it come to fruition. A large part of that village is made up of key corporate sponsors who have contributed their

companies' time and resources toward tonight's celebration. Their support enables us to recognize the many achievements of tonight's Gala honorees while uplifting and empowering the next generation of Black talent: The 2022 ELC Scholars. These stakeholders cultivate an unparalleled community that amplifies and embodies The ELC mission.

In many ways, the combined, tireless efforts of our Gala Committee, ELC Staff and corporate sponsors are reflected in this year's Gala theme: **Unstoppable Together**. As a unified front, we believe there is nothing we cannot achieve—no matter what comes our way. From the bottom of our hearts, thank you, and welcome to an incredible night of Black excellence.

MICHAEL C. HYTER
*President and CEO
The Executive
Leadership Council
2022 Gala Co-Chair*

DONNA M. WILSON
*Head of DEI
Multicultural Marketing
Johnson & Johnson
2022 Gala Co-Chair*

2022 RECOGNITION GALA PLANNING COMMITTEE

Michael C. Hyter

*Gala Co-Chair
The Executive Leadership Council*

Donna M. Wilson

*Gala Co-Chair
Johnson & Johnson*

Sandra Altiné

Meta

Telva McGruder

General Motors

Lloyd W. Brown, II

Citigroup

Melonie Parker

Google

Gary A. Douglas

Nationwide

Javara Perrilliat

Republic Services

Sena Kwawu

Frontdoor, Inc.

Irene Quarshie

Target Corporation

Allison Lawrence

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Chairman
Citigroup



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Secretary
Elloree Talent Strategies

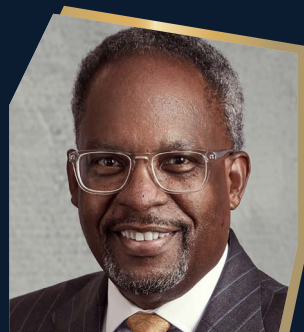


Sena Kwawu
Treasurer
Board Director, Avista Corporation

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Tonie Leatherberry
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Michael C. Hyter
President & CEO
The Executive Leadership Council

ELC BOARD OF DIRECTORS

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Equitable healthcare requires inclusive leadership.

At Johnson & Johnson, we believe that when the communities we serve have a seat at the table it leads to healthier outcomes. That's why we are proud to partner with The Executive Leadership Council and salute its work in equipping Black leaders to be change agents in healthcare and beyond.

Let's rebuild the culture of healthcare together.

Learn more at
[jnj.com/about-jnj/diversity](https://www.jnj.com/about-jnj/diversity)

Johnson & Johnson

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welcome from
GALA LEAD SPONSOR CEO

Joaquin Duato



Tonight, I am thrilled to celebrate with The Executive Leadership Council and proud that Johnson & Johnson has served as the gala's lead sponsor for the last two years. ELC's contributions to the business world have been both exceptional and widely emulated. Through advocacy and mentorship work over nearly four decades, The ELC has helped talented Black employees realize their promise and bring their abilities to the highest ranks of corporate America.

At Johnson & Johnson, we deeply appreciate the role of advocacy in service of equity. We believe that a culture of inclusion opens the door to new ideas, which in turn leads to innovation and success. There is no question that our diverse workforce has made Johnson & Johnson a stronger, smarter and better company. I am proud that we continue to make progress across our company. Last year, the percentage of Black employees in management positions rose almost 25% over the year before.

But we are far from done and are always looking for new ways to support the next generation of leaders. That is why we created the J&J-ELC Scholarships five-year program to develop, mentor and train undergraduate and graduate students in STEM, business or healthcare-related fields. Our first five scholars just completed their first year, and we look forward to supporting the next class of future leaders. We also remain steadfast in our commitment to eradicate racial and social injustice as a public health threat. In 2020, we launched

Our Race to Health Equity, a five-year, \$100 million commitment to invest in and promote health equity solutions.

However, whether in the boardroom or the emergency room, we are acutely aware that no one organization or person can solve the problem of health inequity alone. Tonight, as we celebrate ELC's accomplishments, let's all recommit to creating a more equitable world together.

In partnership,

Joaquin Duato

JOAQUIN DUATO

*Chief Executive Officer
Johnson & Johnson*

With persistence comes progress

Bank of America, a proud 2021 ELC Corporate Award recipient, supports The Executive Leadership Council's mission to increase the representation of successful Black executives in corporate America because uplifting Black talent for future success is critical to collective progress. Bank of America and ELC — unstoppable together.

What would you like the power to do?®

Visit us at careers.bankofamerica.com.



We thank our six ELC members who are leading across our company.



Steve Boland



Cynthia Bowman



Patrick Carey



Tiffany Eubanks-Saunders



Bernard Hampton



Richard Nichols

welcome from

GALA SIGNATURE SPONSOR CEO

Brian Moynihan



Bank of America is proud to sponsor this year's gala, as a longtime partner of The Executive Leadership Council (ELC).

Together, we share a commitment to creating a fair and sustainable future for all, and are proud to have D. Steve Boland, Cynthia Bowman, Patrick Carey, Tiffany Eubanks-Saunders, Bernard Hampton and Richard Nichols as members of The ELC, along with our Lead Independent Director, Lionel Nowell and Board of Directors Member, Arnold Donald.

These partnerships are critical to addressing important issues facing society, and we recognize we must play a leading role in this work. We do that by bringing to the task our \$3.4 trillion balance sheet, \$60 billion in annual spending, the trillions of dollars in capital we raise each year for clients and the volunteer efforts of more than 210,000 employees – in addition to our philanthropic initiatives.

This includes everything we do to serve our teammates, clients and communities across the U.S. – and our efforts are bearing results:

- We have a diverse workforce at every level, from our Board of Directors on down. And, we will preserve that progress for the future through investments in HBCUs and organizations like The ELC that develop talent.
- We create an inclusive environment where people are encouraged to thrive and build lifelong careers.

- We help to invest in communities and in homeownership through programs like our Community Homeownership Commitment®, which we have tripled to \$15 billion through 2025.
- We also proactively invested more than \$350 million to 100+ minority-focused and minority-led equity funds that provide capital to underrepresented minority and women entrepreneurs and small business owners.
- We help address health disparities through programs like our \$25 million Signature Health Initiative to advance healthy outcomes for under-resourced communities.
- We have committed nearly \$39 million to HBCUs and HSIs to advance job training and career readiness and place graduates in better paying jobs.
- We drive meaningful progress through grants to local organizations, including a \$10 million grant to the Center for Black Entrepreneurship, in partnership with Spelman and Morehouse colleges and the Black Economic Alliance.

We believe in the power of the private sector to help solve the world's greatest challenges, and we are proud to have The ELC as a key partner in this work.

BRIAN MOYNIHAN

*Chair and CEO,
Bank of America*

Be Bold Be Equal

Progress is only possible when everyone is equally empowered. We reach our full potential because of our differences not despite them. Diversity has long been in IBM's DNA, and we are proud to be a Signature Sponsor of the ELC.

ibm.com/impact



welcome from

GALA SIGNATURE SPONSOR CEO

Arvind Krishna



IBM is proud to support The Executive Leadership Council's 2022 Recognition Gala and your mission to nurture and amplify Black excellence and leadership in business.

Since its earliest days, IBM has been recognized as a model company for workforce diversity and equal opportunity. Today, we are more committed than ever to advancing this essential work in partnership with allies like The ELC. In addition, our ongoing Emb(race) initiative is focused on representation and transparency, creating economic opportunity, leading in trusted technology and social justice policy advocacy.

Internally, we continue to see steady growth in Black representation across our company. We have launched several career development programs in support of Black IBMers that offer avenues to build leadership skills, secure high-level sponsorship, mentoring and participation in outside learning and development opportunities. We have also grown our Black-owned supplier network significantly and committed to dedicating 15% of our first-tier diversity supplier spending to Black-owned businesses by 2025.

Externally, IBM has contributed more than \$100 million to Historically Black Colleges and Universities (HBCUs). We are establishing 20 Cybersecurity Leadership Centers at HBCUs to expand and diversify the cybersecurity talent pool. These centers will provide free access to coursework, certifications, software and live enablement. They will rely in part on the IBM SkillsBuild program, which provides learning experiences in a range of STEM and professional

proficiencies for high school, university and adult learners from traditionally underrepresented communities in the STEM workforce. In addition, we are working with HBCUs to advance the field of quantum computing. Currently, 24 HBCUs participate in the IBM-HBCU Quantum Center, which serves more than 500 teachers, researchers and students.

We also operate IBM Accelerate, a summer program for promising first and second-year college students, particularly from Black and minority communities. Through mentorships and live learning sessions, students gain foundational technical and professional skills that give them an edge when they enter the workforce.

Along with 30 other companies, IBM is a proud founding member of OneTen, an initiative to upskill, hire and promote one million Black Americans over the next 10 years into family-sustaining jobs with opportunities for advancement.

We are deeply grateful for the outstanding support that we receive from The ELC, as expressed by our ongoing participation in your programs for executives and mid-level managers. Please accept my very best wishes for much continued success and have a wonderful celebration.

Arvind Krishna

ARVIND KRISHNA
Chairman and CEO
IBM

UNSTOPPABLE TOGETHER



Moving Our World Forward by Delivering What Matters

UPS is proud to support The Executive Leadership Council.

about.ups.com

welcome from

GALA SIGNATURE SPONSOR CEO

Nicole “Nikki” Clifton

Congratulations to The Executive Leadership Council on another successful year! Since 1999, UPS and The ELC have been unstoppable – right on trend with this year’s theme. We’re proud to celebrate our partnership with The ELC and champion the importance of attracting, developing and advancing Black executives globally and building the next generation of leaders.

Our CEO Carol B. Tomé often says, “diversity is the source of our innovation, inclusion is the key to our success—and equity is how we unleash the power of both.” I couldn’t agree more. Our Board of Directors models our commitment to inclusion with 31% ethnically diverse members and 46% women. We are taking bold steps to cultivate an empowering culture and leveraging diverse perspectives to increase global impact because we know that diversity and inclusion unlock business value and create a more equitable and just world.

As the President of Social Impact and The UPS Foundation, I’m honored to lead UPS’s efforts



to respond to the world’s most pressing social, humanitarian and environmental needs. We are steadfast in our commitment to open channels of opportunity for the development of Black executives to deliver what matters for business and our communities and look forward to our continued engagement with The ELC.

A handwritten signature of Nicole Clifton in gold ink.

NICOLE “NIKKI” CLIFTON

President

Social Impact and The UPS Foundation

Beam SUNTORY

Unleash Your Spirit WITH Beam Suntory

Proud Supporters of the Executive
Leadership Council's 2022 Recognition Gala.



DRINK  SMART®

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welcome from

UNLEASH YOUR SPIRIT SPONSOR CEO

Albert Baladi

Beam Suntory is proud to support and sponsor The Executive Leadership Council's 2022 Recognition Gala. Our Executive Leadership Team, Employee Impact Groups, brand teams and broader business all share an understanding that advancing and empowering Black leaders is the right thing to do, and it's critical for the future of our business.

We know that driving positive, sustainable change takes collective action. At all levels of our organization, we are mobilizing our workforce. This year, all people managers are required to set DEI goals, linked to our annual incentive plan, and every employee is equally measured on both their performance goals and their demonstration of our company behaviors, including "Be Inclusive." Our Employee Impact Groups and DEI workstreams, along with our parent company Suntory Holdings and our industry peers and partners, continue to review progress and host more open and honest conversations on important topics such as gender equity and intersectionality.

While we're proud of the progress we're making, there is still work to do to advance representation and ensure our culture and opportunities support, empower and grow our people as individuals, leaders and teams. This includes achieving our goal of 50% of women in leadership roles globally and having clear requirements for diverse candidate slates.

Beyond our walls, Beam Suntory supports the following initiatives:

- The Black Bourbon Society, through our Maker's Mark® brand, to bridge the gap between the spirits industry and Black Bourbon enthusiasts, using social media platforms, direct consumer marketing events,



job fairs and apprenticeship programs to advance people of color across the sector and engage brands with diverse consumers.

- The GRIOT Gateway, through our Courvoisier® brand, to promote diversity and inclusion in the arts and entertainment industry. The Gateway works for equality for women and people of color, while striving to connect iconic industry professionals with the next generation of aspiring talent.
- Pronghorn, as members of the Distilled Spirits Council of the United States, to help drive employment for Black Americans in the distilled spirits industry. The partnership aims to increase hiring from within the Black community among leading spirit suppliers.
- The STEPUP Foundation, a Diversity, Equity & Inclusion initiative of the American Craft Spirits Association, as its inaugural Keystone Donor, to help develop a diverse talent pipeline for the beverage alcohol industry, who will be the employees and entrepreneurs of tomorrow, by funding interns, and providing organizational structural support for the program.

We know there is still much more that we can and should do as an organization and as individuals. I'd like to thank The ELC for the work that it is doing and its partnership. Our big dreams and ambitious goals for a more sustainable and equitable future cannot be accomplished alone!

ALBERT BALADI

President & CEO

Beam Suntory

INTRODUCING THE
2022 RECOGNITION GALA

Honorees

2022 ALVARO L. MARTINS
HERITAGE AWARD WINNER

Brenda J. Lauderback

Chairman, Board of Directors | Denny's



As the nation's first African American Board Chair at a public food service company, Brenda J. Lauderback is an executive trailblazer who drives bottom line results, supports her community and invests in future generations.

Lauderback's track record of success, grounded in hard work and strategic thinking, has fueled her career, leading her into the senior ranks in corporate America, including her current role as Chairman of the Board for Denny's, Incorporated, one of America's largest full-service family restaurant chains.

Her career in retail began at Gimbel's Department Store, where she worked in multiple departments, quickly learning what it takes to be an effective leader. She strategically navigated her way to success at Gimbel's, then she decided to take on a new challenge as a Merchandise Buyer at a company that would later be known as Target Corporation.

Lauderback became the company's first and only African American to become Vice President and General Merchandise Manager for shoes, cosmetics, accessories, intimate apparel and children's apparel and accessories. Later, Lauderback was hired at U.S. Shoe Corporation. When Nine West acquired U.S. Shoe Corporation, she became the President of the Wholesale and Manufacturing Divisions.

All of these experiences in leadership and strategic business growth have positioned Lauderback as a highly sought-after board member and a widely lauded and recognized business leader. She is a member of the corporate boards for Sleep Number and Wolverine Worldwide. Additionally, she is one of the National Association of Corporate Director's Top 100 Directors. She has appeared on the National Restaurant News' "Power List of Most Influential People in Foodservice" and named

one of the "Most Influential Women in Corporate America" by *Savoy Magazine*. On May 9, 2022, she received the President's Lifetime Volunteer Service Award. The mayor of Charleston, South Carolina, officially named that day "Brenda Lauderback Day."

Lauderback's record of success has led to her being featured in popular magazines such as in *Forbes*, *Essence*, *Black Enterprise*, *Ebony* and *Savoy*.

As someone who values the importance of paying it forward, Lauderback is a major supporter of the James E. Clyburn Scholarship and Research Foundation and the Tom Joyner Foundation, providing financial assistance to students attending Historically Black Colleges and Universities. She also supports the International African American Museum in Charleston, the South Carolina Aquarium and the Gibbes Museum of Art.

Her business acumen and philanthropic efforts have not gone unnoticed. Over the years, she's received numerous awards, including the YWCA Greater Charleston "What Women Bring" Award for business achievement. The National Black MBA Association honored her with the President's Award. She received her Honorary Doctorate in Business Administration from her alma mater, Robert Morris University, as well as the Alumni Achievement Award. Lauderback also has a boardroom named in her honor.

She is a member of The Links, Incorporated, The Girlfriends, Chums, Smart Set and the Alpha Kappa Alpha Sorority, Incorporated. As a breast cancer survivor, she also supports Susan G. Komen Race for the Cure Worldwide.

Lauderback is married to Dr. Boyd Wright and they have two wonderful children named Phallon and Adam. When she's not traveling, she enjoys life in Charleston, South Carolina, as well as Dallas, Texas.

2022 ACHIEVEMENT AWARD WINNER

Marvin R. Ellison

Chairman and Chief Executive Officer / Lowe's



Marvin Ellison is Chairman and Chief Executive Officer of Lowe's Companies, Incorporated, a FORTUNE® 50 home improvement company with more than 2,200 stores and approximately 300,000 associates in the United States and Canada.

Marvin has more than 35 years of retail leadership and operational experience within Fortune 500 companies. Prior to joining Lowe's, Marvin served as Chairman and CEO of J.C. Penney Company, where he delivered positive sales growth, reduced debt and generated positive adjusted earnings per share.

He has extensive experience in the home improvement industry, having spent 12 years in senior-level operations roles with Home Depot, Incorporated. Most notably, he served as Executive Vice President of its U.S. stores from 2008 to 2014, dramatically improving customer service and efficiency across the organization, as he oversaw U.S. sales, operations, installation services, tool rental and pro-strategic initiatives. Prior to his tenure at Home Depot, Marvin spent 15 years at Target Corporation in a variety of operational and leadership roles.

Marvin earned a bachelor's degree in business administration from The University of Memphis, where he currently serves on the board of trustees. He also holds an MBA from Emory University. Marvin serves on the board of directors for FedEx Corporation and the Retail Industry Leaders Association.

Marvin's professional and civic leadership has earned him many accolades. Most notable are his multiple appearances on *Barron's* annual list of "Top CEOs." He has appeared on *Fortune's* list of the "Most Inspirational CEOs" and its list of the "World's Greatest Leaders." Marvin was named "Father of the Year" by the National Father's Day Council and "Corporate Executive of the Year" by *Black Enterprise Magazine*. *Savoy Magazine* even identified him as one of the "Most Influential Black Executives in Corporate America."

Marvin and his wife Sharyn are committed to being of service within their faith and community, primarily through the support of organizations that promote higher education, self-empowerment and excellence for minority youth.

2022 GLOBAL GAME CHANGER AWARD

Andrew J. Young

American Politician, Diplomat and Activist



Andrew J. Young has earned worldwide recognition as a pioneer in and champion of civil and human rights. Young's lifelong dedication to service is illustrated by his extensive leadership experience of over sixty-five years, serving as a member of the United States Congress, an African American U.S. Ambassador to the United Nations, the Mayor of Atlanta and an ordained minister, among other positions.

During the 1960s, Young was a key strategist and negotiator during civil rights campaigns that led to the passage of the Civil Rights Act of 1964 and the Voting Rights Act of 1965. Appointed as an Ambassador to the United Nations in 1977, Young negotiated an end to white-minority rule in Namibia and Zimbabwe and made President Carter's emphasis on human rights and diplomacy an international initiative. As a two-term Mayor of Atlanta, Young brought in over 1,100 businesses and over 70 billion dollars in foreign direct investments, generating over a million jobs.

Ambassador Young has received honorary degrees from more than 100 colleges and universities in the United States and abroad. He has received various awards, including the Trustees Emmy Award for Lifetime Achievement in 2011 and the Dan Sweat Award in 2017. Also, his portrait became part of the permanent collection of the Smithsonian National Portrait Gallery.

Ambassador Young serves on a number of boards, including, but not limited to, the Martin Luther King, Jr. Center for Non-Violent Social Change, Morehouse College, AmericasMart and the Andrew Young School of Policy Studies at Georgia State University. In 2003, he and his wife, Carolyn McClain Young, founded the Andrew J. Young Foundation to support and promote education, health, leadership and human rights in the United States, Africa and the Caribbean.

Currently, Young serves as the Chairman of the Andrew J. Young Foundation.

In 2012, he retired from GoodWorks International, after well over a decade of facilitating sustainable economic development in the business sectors of the Caribbean and Africa. Young was born in 1932 in New Orleans, and he lives in Atlanta with his wife. He is the father of three daughters and one son. He is also the grandfather of nine grandchildren and a great grandfather of one.

2022 CORPORATE AWARD WINNER

Target Corporation



Brian Cornell heads the dynamic global team behind Target, a leading omnichannel growth company in American retail. Together, Target's purpose-driven team of more than 400,000 employees works daily to help all families discover the joy of everyday life.

Brian joined Target in 2014 and quickly established a strategic direction that placed the company's fleet of popular stores at the center of physical shopping and digital fulfillment, driving the company's strongest growth trends in its 60-year history. At the same time, knowing that the Target team and culture were central to success, Brian spearheaded vast investments in wages, benefits, team training and development. He also promoted diversity and equitable representation and a corporate culture that helps all team members care, grow and win together.

A primary focus for Brian, after he joined Target, was continuing the company's established diversity, equity and inclusion (DE&I) strategy, with an unwavering commitment to data-driven action among team members and the broader business. As part of its now 17-year DE&I journey, Target is also leveraging its size and scale to accelerate racial equity for the Black community and spark change across the retail industry through its Racial Equity Action & Change (REACH) initiative. Through REACH, Target continues to make progress in workforce representation by supporting Historically Black Colleges and Universities (HBCUs) and the next generation of Black talent, deepening engagement with Black-owned brands, championing antiracism training, providing resources for voting access and more.

Most recently, Target's culture of caring, growing and winning has resulted in several honors, which Brian

attributes to the dedication of Target's leaders and full team:

- *People Magazine* ranked Target at the top of its 2022 list of "Companies That Care."
- *Fortune's* Best Workplaces in Retail 2022 ranked Target second on its list.
- This year, Target ranked #27, up from last year's ranking at #29, on the DiversityInc Top 50 Companies for Diversity list.
- Target scored a perfect 100 on the Human Rights Campaign's Corporate Equality Index for the 10th consecutive year.
- Target received five stars in the Employment, Governance and Philanthropy categories on the Hispanic Association of Corporate Responsibility's (HACR) Corporate Inclusion Index.

As a strong advocate for diversity and inclusion in corporate leadership, Brian is a board member for Catalyst and has served on the council for the Smithsonian National Museum of African American History and Culture. The Network of Executive Women honored Brian with the William J. Grize Gender Diversity Award. He also received the Yale Legend in Leadership Award. In 2022, Brian received the National Retail Federation's "Visionary" Award and, in recent years, Yahoo! Finance named Target the "Company of the Year" and CNN named Brian the "Top CEO of the Year."

Currently, Brian serves on the National Retail Federation's Executive Committee and on The Business Council. He is the Non-Executive Chairman of the Board for Yum! Brands. Previously, he served as the Chairman of the Retail Industry Leaders Association (RILA).

UNSTOPPABLE TOGETHER



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The Power of Inclusive Leadership

CONGRATULATIONS TO OUR
2022 Corporate Award
Finalists!



general motors

HOSTS AND PERFORMERS



Kevin Frazier
Gala Host



Markette Sheppard
Red Carpet Host



Babyface
*Gala Marquee
Entertainment*



DJ Jazzy Jeff
*Post-Gala Reception
Entertainment*

SAVE THE DATE

2023 Membership, Institute and Philanthropic Programs and Events

Leadership Development Week

Date: February 22-24

Setting: Virtual

DECODED

Date: February Date TBD

Setting: Virtual

DECODED

Date: March 7-9

Setting: Virtual

Winter Member Meeting

Date: March 8-10

Setting: Eau Palm Beach
Resort & Spa, FL

Summer Member Meeting

Date: June 7-9

Setting: TBD

Board Readiness Program (at Summer Member Meeting)

Date: June 7-8

Setting: TBD

Black Men in Leadership

Date: June 24

Setting: New Orleans, LA

Power of Women at Work

Date: June 25

Setting: TBD

Leadership Development Week

Date: June 26-29

Setting: New Orleans, LA

C-suite Academy

Date: July 24-25

Setting: TBD

DECODED

Date: August 8-10

Setting: Virtual

ELC Member Brunch at The Vineyard

Date: August 15

Time: 12:00 - 2:00 p.m.

Setting: Martha's Vineyard, MA

Summer Executive Workshop: Black Economic Forum Welcome Reception

Date: August 15

Time: 6:00 - 9:00 p.m.

Setting: Martha's Vineyard, MA

Summer Executive Workshop: Black Economic Forum

Date: August 16-17

Setting: Martha's Vineyard, MA

Boule ELC Links CBCF Networking Reception

Date: Week of September 18

Setting: TBD

Honors Symposium

Date: October 3-6

Setting: TBD

Mid-Level Managers' Symposium

Date: October 4-5

Setting: TBD

CEO GameChanger Conference®

Date: October 5

Setting: TBD

Annual Recognition Gala

Date: October 5

Setting: TBD

ELC Member Closing Brunch

Date: October 6

Setting: TBD

Leadership Development Week

Date: December 4-9

Setting: Virtual

Black Director's Summit

Date: December 7

Setting: New York, NY

SCHOLARSHIPS

2022 Alvaro L. Martins SCHOLARSHIP

Dequane Nealy

Howard University

Kahron Campbell

Bowie State University

Roderick Jackson

North Carolina A&T State University

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2022 Ann Fudge SCHOLARSHIP

Arheanna Williams

Spelman College

Jaleaha Coates

Hampton University

Jaquay Anderson

Saint Joseph's University

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2022 Award for Excellence SCHOLARSHIP

Ahmad Williams

Howard University

Brice Gambrell

Hampton University

Tyra Green

Spelman College

Alexandra Jenkins

Spelman College

Kayla Fisher

University of Rochester

William Waters

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SCHOLARSHIPS

2022 Bank of America Power to Soar SCHOLARSHIP

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Howard University

JeMel Rankins

Howard University

Kyra Patterson

Howard University

Donovin Miles Pickett Cooper

Hampton University

Jeremiah Johnson

Florida A&M University

Michael Clark

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2022 Bristol Myers Squibb SCHOLARSHIP

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University of North Carolina
at Chapel Hill

Emoni Harris

Virginia State University

Moyofoluwa Rachel Aguda

University at Buffalo (SUNY)

D'Onna Webster

Howard University

Isaiah Williams

Hampton University

Sean Gibbs

University of Delaware

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2022 Brunswick SCHOLARSHIP

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North Carolina A&T State
University

Jaida Headley

University of Miami

supported by **BRUNSWICK**

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SCHOLARSHIPS

2022 Chevron SCHOLARSHIP

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Nia Westbrook

Howard University

Zaria Osimetha

University of Southern California

Isaiah Thompson

Alabama A&M University

Ryan E. Johnson

Tennessee State University



2022 ExxonMobil SCHOLARSHIP

Bryana Pittman

Florida A&M University

Jaelyn Holiday

Texas A&M University

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2022 Hewlett Packard SCHOLARSHIP

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University of Texas at Austin

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Simone Mitchell-Smith

Spelman College

Maya Harrison

Howard University

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Kasey Coles

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Talmage Turner

Elizabeth City State University

Brianna Gayle

Howard University

Layla Seaton

Case Western Reserve University

Tyson Humphries, Jr.

Michigan State University

Ethan Gadson

Morehouse College

Sidney Smith

Howard University



2022 Johnson & Johnson SCHOLARSHIP

Alicia Bowens

Howard University

Danial Valentin

Hampshire College

Nia Jones

Virginia Commonwealth University

Antonae Glenn

Howard University

Inioluwa Ojedirán

Columbia University

Randee Hennings

North Carolina A&T State University

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Howard University

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Howard University

Sierra Sands

Spelman College

Wendy Bickersteth

University of Maryland,
Baltimore County

Jessica Franklin

Loyola University in New Orleans

Subi Lumala

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Zoë Shelton

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Mars Hill University
in North Carolina

Trevor Melton

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SCHOLARSHIPS

2022 Nationwide SCHOLARSHIP

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Florida A&M University

Divine Madubike

Johns Hopkins University

MK Mitchell

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2022 Otsuka SCHOLARSHIP

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Emory University

Jason Nunley

Morgan State University

Rachel Romaine

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Janerra Allen

University of Maryland

Katlyn Havlin

Howard University

Seti Vega

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Chairman - \$50k

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American Express	Discover Financial Services	META Platforms	The Coca-Cola Company
Antrix Corporation / Everbridge	Dow Chemical Company	Moody's	TIAA
AutoZone	ExxonMobil Corporation	Morgan Stanley	Under Armour
Bank of America	Fiserv	NBCUniversal by Comcast	United Airlines
Beam Suntory	Google	Otis Elevator Company	United Parcel Service
BNY Mellon	Hewlett Packard Enterprise	Performance Food Group Company	UnitedHealth Group
Bristol Myer Squibb	IBM	Prudential Financial	Wells Fargo
Capital One	Independence Health Group		

Platinum Level - \$40k

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Ahold Delhaize	Fifth Third Bank	Lowe's	Shell Oil Company
American Electric Power	Heidrick & Struggles	Marriott International, Inc.	State Street Bank
A.T. Kearney, Inc	Hilton Worldwide	Moody's	Teneo
Bank of America	HSBC	National Basketball Association	Thermo Fisher Scientific
BMO Harris Bank	Illinois Tool Works Inc.	Nationwide Mutual Insurance Company	Union Pacific Railroad
Deere & Company	JLL	Nike	Verizon Wireless
DuPont de Nemours	Kaiser Permanente	Pinterest	WestRock
ExxonMobil Corporation	KeyCorp		Whirlpool

Gold Level - \$35k

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Adtalem Global Education	Ecolab	McDonald's Corporation	Stanley Black & Decker
Advance Auto Parts	Everbridge	National Basketball Association	Starbucks Corporation
ALSAC/St. Jude Children's Research Hospital	GCM Grosvenor	Northwestern Mutual	Tractor Supply Company
American Express	Global Payments Company	Novartis	Union Pacific Railroad
Apple	Grainger, Inc.	Otsuka Pharmaceutical	United Rentals
Bank of America	HSBC	PepsiCo	WestRock
Bethune-Cookman University	Hyatt Hotels	PwC	
	IDEX Corporation	Quest Diagnostic	

Silver Level - \$25k

Amazon	General Motors	Nike
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Bronze Level - \$20k

Calibr	General Motors	Under Armour
Ecolab	IBM	United Parcel Service

ELC MEMBER AFFILIATED COMPANIES AND ELC PROGRAMS AND EVENTS

The ELC is committed to advancing the role and contributions of Black executives and preparing the next generation of corporate leaders through a series of programs and events.

Black Male Initiative

“Build, Grow, Protect!”

CEO GameChanger Conference®

CBI: Board Readiness Program

International Presence

Government Affairs

Honors Symposium

Membership Meetings

Executive Business Roundtables

Regional Meetups

Annual Recognition Gala

- *The Alvaro L. Martins Heritage Award*
- *The Achievement Award*
- *The Corporate Award*
- *The Global Game Changer Award*
- *The Diamond Leadership Award*

Women’s Leadership Forum

STRATEGIC PARTNERSHIPS

The Alliance for Board Diversity (ABD)

Black Economic Forum

CALIBR

The CEO Action for Diversity & Inclusion

The Senior Multicultural Leaders Conference

ELC INSTITUTE PROGRAMS

Black Men in Leadership

C-Suite Academy

Customized Leadership Development Programs

DECODED

The ELC Research Journal

The Fellows Program

Leadership Development Weeks (LDW)

Mid-Level Managers’ Symposium (MLMS)

The Power of Women at Work (POWW)

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*Deceased



A portrait of Jo Ann Jenkins, AARP CEO and Executive Leadership Council Member. She is a Black woman with short, styled brown hair, smiling warmly at the camera. She is wearing a vibrant magenta or deep red textured top and a multi-strand necklace featuring large, faceted purple and clear crystals. The background is a dark, solid color.

Jo Ann Jenkins
AARP CEO and Executive
Leadership Council Member

Honoring Black excellence in business

AARP is a proud sponsor of The Executive Leadership Council (ELC) Gala.

“We salute The Executive Leadership Council (ELC) for honoring the legacy of their 19 visionary founders through their ongoing support and acknowledgment of America’s leading CEOs and senior executives achieving excellence in business.

AARP shares the value of working together to make an impact on behalf of the greater good. We look forward to the continued success of the organization in making us ‘unstoppable together.’”

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St. Jude patient **Courtney**,
sickle cell disease
pictured with her mom

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We share this commitment and remain steadfast in supporting individuals and community organizations dedicated to addressing racial disparities and improving the health and well-being of the people and communities we serve.



Crystal Ashby

*Executive Vice President &
Chief People Officer*

Gregory E. Deavens

President & CEO



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The Executive Leadership Council
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