



 **EXECUTIVE
ALLIANCE**
A CATALYST FOR WOMEN LEADERS IN MARYLAND

2022 CENSUS REPORT
**WOMEN
BOARD DIRECTORS
IN MARYLAND**

 **HONOR ROLL**
GENDER DIVERSITY IN MARYLAND

Advertising Supplement

From the President

Executive Alliance has been measuring and reporting on the representation of women on the boards of public companies headquartered in Maryland for the past fourteen years. It is a critical part of our mission to expand women's impact and influence in the board room, the community, and in the leadership of businesses, nonprofit organizations, and government commissions.

There are a number of organizations in Maryland that are supporting and expanding women's leadership. In the Census Report, Executive Alliance analyzes the gender diversity in Maryland-based companies. Historically, we've analyzed only publicly traded companies headquartered in Maryland. This year, we went a step farther and analyzed the top ten largest organizations in three private sector areas: Colleges & Universities,

Hospitals, and Non-Profits.

From this analysis, we named 48 companies to the Executive Alliance 2022 Honor Roll. These organizations take women's professional development seriously. In each of these companies, at least 20% of their board directors are women AND women hold at least 20% of the executive leadership roles. We are aware that there are privately held companies as well as smaller nonprofit organizations that meet these criteria as well. Data is difficult to obtain for privately held companies and we continue to search for information so that we can recognize their hard work around gender diversity.

I hope you will also take this opportunity to get to know the members of Executive Alliance. Our 100+ strong membership accelerates the success and leadership of women in Maryland through advocacy, education, and mentorship. This

publication spotlights the influential women of our membership with individual profiles and board expertise.

We invite corporate CEOs, board governance officers, public sector leaders and others to stand with Executive Alliance to ensure that the voices and talents of all women, including women of color, are part of the new status quo in boardrooms and C-suites across Maryland.



Mary Jean Herron,
Board Chair
Executive Alliance

Thank you to our partners



Partnering with Executive Alliance creates meaningful connections and visible leadership within our community and provides opportunities for women at all levels of your organization.

Learn more at www.executivealliance.org/partners

Membership is open to senior-level executives (women and men) who support the goals and initiatives of Executive Alliance.

Learn more at www.executivealliance.org/membership

Executive Alliance's Effective Impact Mentoring Program is a transformational, year-long experience that provides individual guidance and professional skills to help mid-level women achieve their career goals. Since its launch in 1997, over 200 women have benefited from the program. The highly-acclaimed, competitive, year-long program teams structured half-day workshops with individualized mentoring focusing on the mentee.

Learn more at executivealliance.org/programs/mentorship

METHODOLOGY

The 2022 Census includes 72 companies on the major exchanges (AMEX, NYSE and NASDAQ) that are headquartered in Maryland and excludes funds. Data was obtained from the initial prospectus, most recent proxy statements (DEF 14A) and annual report (10-K) filed with the Securities and Exchange Commission (SEC) from July 1, 2020 through June 30, 2021.

The proposed slate of directors is used and the report excludes retiring directors. Data regarding Executive Officers and Most Highly Compensated Officers are those listed in SEC filings and the report excludes those executives and most highly compensated employees that have retired or position has been vacated and filled. The definition of women of color used is the EEOC definition of color: "Non-Hispanic

Black, Asian, Native Hawaiian or other, Pacific Islander, American Indian or Alaskan Native, and Hispanic or Latino." Information regarding women of color was obtained online or by contacting the company's corporate secretary or other company official. It is difficult to identify women of color which can result in understating number of women of color. The total number of companies and board seats fluctuates each year.



The struggle to gain more gender diverse boards

By Gina Gallucci for Executive Alliance

A number of Maryland-based leaders understand the need for a gender diverse boardroom.

“Diversity in the boardroom matters. Research shows the business case women bring to boards. Three women on the board benefit a company’s bottom line”, said Ellen Fish, Baltimore Market Leader for Sandy Spring Bank. “Credit Suisse Research, MSCI ACWI, Thomson Reuters looked at companies across the world and determined that share-price performance varies by the number of women on boards. Boards with more than one women on their boards performed better than all-male boards. This is just one study. There are many other studies that show that gender diverse boards and workplaces outperform non-gender diverse boards and workplaces in: Earnings Before Interest and Taxes; gross and net margins; IRR; market value; ROE; and ROA.”

Recently retired University of Maryland Baltimore County President Freeman A. Hrabowski III has served on a number of area boards. He is currently chair of governance at T Rowe Price and McCormick and Company.

“Diversity adds to board effectiveness, whether thinking about perspectives, skills, or decision making,” he said. “Studies show that boards with three or more women tend to prioritize innovation. Equally important, women represent the backgrounds and perspectives of both stakeholders and society in general. They tend to be very

helpful in understanding a range of concerns, and they bring excellent thinking skills and solid judgment.”

McCormick and Company, which has its corporate headquarters in Baltimore, has made Executive Alliance’s Honor Roll for a number of years through their commitment to diversity.

“As a global leader in flavor, keeping McCormick a great place to work is a top priority,” CEO Lawrence Kurzius said. “Our people-first culture means that all employees are valued and respected. As a Diversity Inc Top 50 company, we understand the importance of representation and equity at all levels within our organization including our Board of Directors and Management Team. We’re leading the Industry in gender and racial diversity on our Board and we’ve almost achieved our goal of having women in 50 percent of our leadership positions globally and ethnically diverse talent in 30 percent of our leadership positions in the U.S. by 2025.”

A survey conducted through a partnership between Boris Groysberg from Harvard Business School; J. Yo-Jud Cheng from the University of Virginia; Women Corporate Directors Foundation; Spencer Stuart; and, independent researcher Deborah Bell found that that directors on boards with greater gender diversity were more likely to prioritize innovation and technology. Their research found that studies suggest that gender diversity can play an important role in supporting innovative activity and organizational change. For

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Annual Census Report of Women Board Directors in Maryland – Publicly-Traded Companies

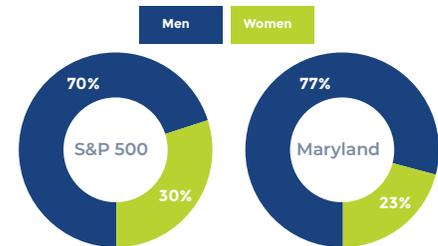
Maryland has 72 publicly traded companies on one of the three major exchanges (NYSE, AMEX or NASDAQ) and headquartered in the state, an increase from 68 last year. There were eight new companies included in the Census this year and four companies exited the list. Five of the new companies were added to the list as a result of the company going public (IPO) or because the company was up-listed to one of the three major exchanges. Six of the new companies are biotech/pharmaceutical companies. Of the new companies in the Census, all but one has at least one woman director and one, CEVA, Inc. has 3 women directors.

Maryland public companies compared to the S&P 500

As of December 2021, women hold 30% of the S&P 500 board seats (last year it was 28%), and every company had at least one woman directorⁱ Maryland has 621 board seats across 72 publicly-traded companies headquartered in the state. Women only hold 23% of the Maryland public company board seats.

The needle is moving slowly. Last year, the percentage of women-held seats was 22%. As a point of comparison, only 9% of board seats in Maryland were held by women in 2008.

There are 29 companies with 25% or more of the board seats held by women (40% of the total companies). This compares with 28 companies or 41% in last year's report. This year, there are more board seats and companies in the census which explains why the percentage went down year over year. However, gender diversity in Maryland's boardrooms is progressing slowly.



S&P Outstrips Maryland's pace of change

Nasdaq Rules on Diversity Show Positive Results

On August 6, 2021, The U.S. Securities and Exchange Commission (SEC) approved Nasdaq's new listing rules regarding board diversity and disclosure. The key components of the rule require certain Nasdaq listed companies to:

- Publicly disclose board-level diversity statistics using a standardized template; and,
- Have or explain why they do not have at least two diverse directors, including one who self-identifies as female and one who self-identifies as either an underrepresented minority or LGBTQ+.ⁱⁱ

The rule appears to be working. Women held 34% of the board seats in the largest IPOs traded on Nasdaq in 2021. Two companies were Gender Balanced and more than half had three or more women. Six companies had two women directors, six had one and for the first time since reporting on this issues, all companies on the list had women on their boards.ⁱⁱⁱ

In Maryland, there were five companies added to the Census because of IPOs and all five are traded on Nasdaq. Four of the five or 80% had at least one woman director.

Where are the women?

In Executive Alliance's 2021 Census report, Maryland had seven companies (10%) with no women directors. This year, only five companies had no women directors (7% of companies):

- CASI Pharmaceuticals, Inc.
- India Globalization Capital, Inc.
- NexImmune, Inc. (new to the Census)
- Synthetic Biologics, Inc.
- Universal Security Instruments Inc.

On the flip side, that means that 93% of publicly traded companies headquartered in Maryland had at least one woman director.

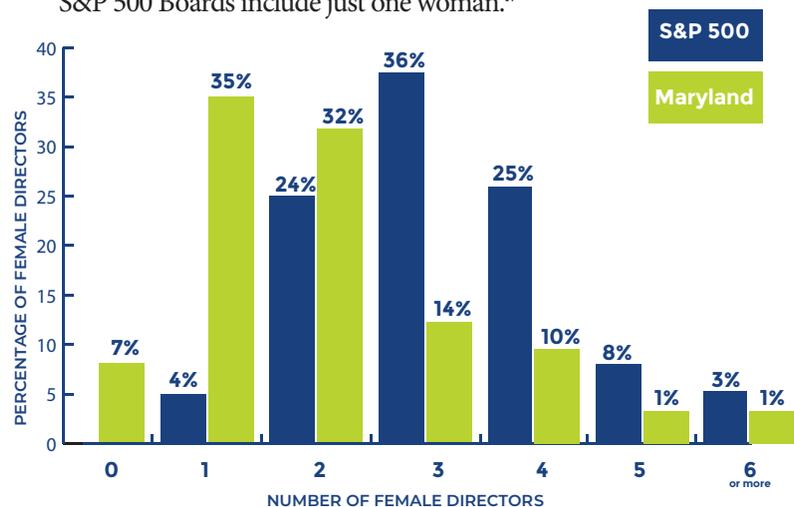
There were no women executives in 24 companies, or 33%

of publicly traded companies headquartered in Maryland.

Even more troubling, the pay gap continues with 38 publicly-traded companies headquartered in Maryland having no women among the highest compensated executives. This number rose from 35 in last year's report. This represents 53% of the companies in the census.

Token representation?

In 2021's report, 34% of Maryland's boards had just one woman board director. In this year's reporting period, that number holds steady, with 25 companies, or 35% of publicly traded companies having just one woman board director. Comparatively, only 4% of S&P 500 Boards include just one woman.^{iv}



ⁱ Spencer Stuart, 2021 Spencer Stuart Board Index, page 4. Retrieved from <https://www.spencerstuart.com/-/media/2021/october/ssbi2021/us-spencer-stuart-board-index-2021.pdf>

ⁱⁱ NASDAQ'S BOARD DIVERSITY RULE WHAT NASDAQ-LISTED COMPANIES SHOULD KNOW LAST UPDATED FEBRUARY 18 2022, <https://listingcenter.nasdaq.com/assets/Board%20Diversity%20Disclosure%20Five%20Things>.

ⁱⁱⁱ 5050 Women on Boards, Nasdaq Diversity Rules Take Hold on 2021 IPOs. Retrieved from: https://5050wob.com/wp-content/uploads/2022/04/5050WOB_IPO-Report.

^{iv} Spencer Stuart, 2021 Spencer Stuart Board Index, page 22. Retrieved from <https://www.spencerstuart.com/-/media/2021/october/ssbi2021/us-spencer-stuart-board-index-2021.pdf>

The struggle to gain more gender diverse boards

Continued from page 3

example, companies with greater gender diversity are associated with higher R&D intensity, obtain more patents, and report higher levels of overall innovation (particularly when there is a critical mass of women directors). This pattern is also reflected in external accolades; companies recognized as innovators have more women directors.

In May 2019, Gov. Larry Hogan signed the gender diversity on boards bill into law which took effect on Oct. 1, 2019. Sponsored by Del. Shelly D. Hettleman D-Baltimore County, the bill requires businesses and some non-profits to state how many women are on their boards as part of the Personal Property Tax Form-1 annual report that must be filed with the Maryland Department of Assessments and Taxation by April 15. The data is then given to the Comptroller of Maryland who puts together a report for the Maryland General Assembly (MGA) to be submitted annually on or before Jan. 1. Executive Alliance lobbied for this law that was supported by a number of female and male delegates.

Since becoming a law, some companies and nonprofits have provided the required information but there is no follow up if the information is left blank. Executive Alliance's review of the data revealed that the information was not consistently provided and was in too many cases, inaccurate. Executive Alliance supported the bill because the bill was designed to

increase the transparency of gender diversity by requiring Maryland corporations to report the number of women directors and total directors. "Because the information required is not being enforced and a lot of the data is not accurate, the desired outcome of enhancing transparency of board gender diversity is not occurring," Fish said.

So what can be done? The SEC approved the new listing rules submitted by Nasdaq to advance board diversity through a "comply or disclose" rule to improve gender diversity. Most companies listed on Nasdaq have to disclose annually gender, racial and LGBTQ+ statistical information about their boards. They must include on their board or publically disclose why their board does not have at least one female director and one underrepresented minority and/or LGBTQ+. This rule will publically shine a light on board room diversity. The fact that companies that are not diverse will now have to disclose why they are not diverse should cause non-diverse boards to pause and really consider the type of disclosure they will have to make and how they can actually achieve diversity of their boards.

Executive Alliance supports the SEC rule and feels the State of Maryland needs to require a similar disclosure which should increase awareness for companies that do not have gender diverse boards and cause them to reflect on how they can become gender diverse.



CONGRATULATIONS

to the Executive Alliance's Gender Diversity in Maryland Honor Roll recipients. Thank you for making a difference in our communities.

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Annual Census Report of Women Board Directors in Maryland – Publicly-Traded Companies

Women of Color underrepresented

In 2021 women of color held 5.7% of Fortune 500 board seats and 4.3% of Maryland board seats. In the 2021 report, women of color held 3.4% of board seats in Maryland.

Women in the Executive Suite

Again this year, women lost ground in the top job in Maryland, but still outperform the S&P 500. Companies with women CEOs went down by one to 8 (11%), after a loss of two women CEOs in last year's report. Overall, there are 68 women in the C-suite, which is 17% of Maryland's C-suite roles.

Only 41 of the highest compensated executives are women, which is 14% and flat year over year. Comparatively, women hold 6.4% of the CEO seats in the S&P 500, or 32 positions. Currently, there are 12 women of color CEOs in the S&P 500.

According to a Morningstar report released in February, 2020, women in the C-suite earned 75% of what their male counterparts earned.

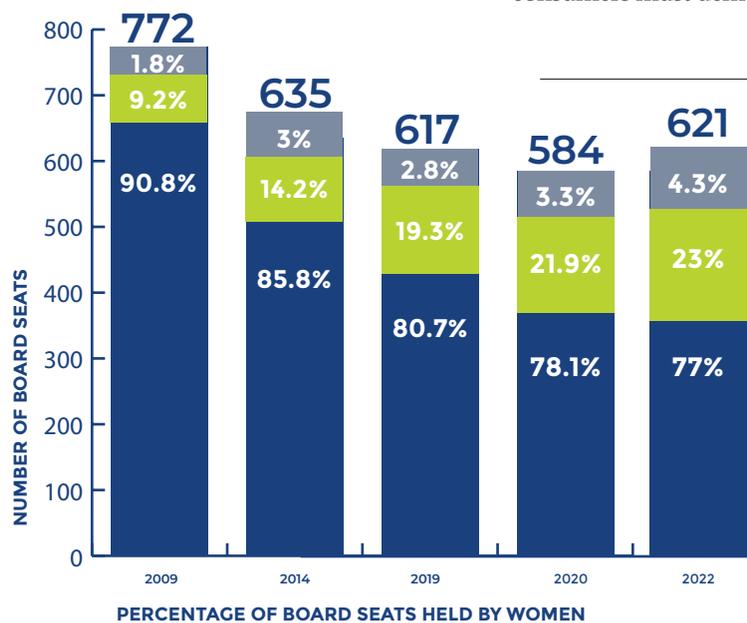
What will force change?

The gains women are making within publicly-traded companies in Maryland are incremental and lag far behind the private sector organizations that Executive

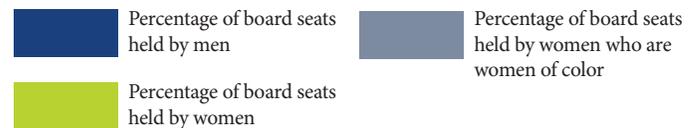
Alliance analyzed in comparison. What is the solution? Executive Alliance believes in transparency – and the power of investors and consumers.

Token gestures do not make real and lasting change. In Maryland, Executive Alliance fought for the 2019 Gender Diversity in Maryland's Boards legislation, which requires that all companies filing Personal Property Tax returns list the number of board members and the number of women board directors. We supported the 2021 Corporate Diversity – Board, Executive Leadership and Mission, which will go into effect July 1, 2022, which requires certain organizations to disclose the racial makeup of their board and executive leadership.

This push for transparency is happening outside of Maryland as well. The SEC now requires gender and racial transparency for their listed companies. Investors and consumers must demand change.



At the current rate of growth, it would take until the year 2038, to achieve gender equality in the boardroom.



v Catalyst, CEOs in underrepresented groups (March 29, 2022)

Term and age limits needed on boards

By Gina Gallucci for Executive Alliance

When looking at the makeup of boards for publically traded companies across Maryland, 78 percent have no age or term limits. This compares to 6% of S&P 500 boards with explicit term limits for non-executive directors and 70 percent report having a mandatory retirement policy and 51% of those companies set the retirement age at 75 or older.^{vi} Without term or age limits, once an individual is named to a board position, they will most likely be there until they decide to retire or pass away.

This factor results in less diversity in the boardroom which can lead to a static board with a similar mentality. “If you have a homogenous board, the board will be more susceptible to group think. Term or age limits are a way to refresh a board on a regular basis”, said Ellen Fish, Baltimore Region Market Leader for Sandy Spring Bank. Gender diverse boards allow for a greater variety of perspectives, different skill sets to meet changing environments and greater innovation. A board with more diverse backgrounds produces better input, thinking and diversity of thought and opinion.

Nonprofit boards are a completely different story. According to the most recent Leading with Intent Study, *Continued on 14*

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20/20 HONOR ROLL: GENDER DIVERSITY IN MARYLAND



WE ARE PROUD.

THE TIME IS NOW.

There has never been a more important time to pursue a deeper commitment to justice, equity, diversity, inclusion and belonging with the understanding that it makes organizations better and more robust. It's time for everyone to push for change.

STRONGER TOGETHER.

Stanton Chase International is a top global executive search firm that is dedicated to the mission behind the 20/20 Honor Roll in partnership with Executive Alliance and its members.



www.stantonchase.com
(410) 528-8400

20/20 HONOR ROLL

GENDER DIVERSITY IN MARYLAND

Publicly-Traded Companies headquartered in Maryland

In 2009, only 22 companies had at least one woman director and one woman executive. Today, our census has 45 companies with a least one woman director and one woman in executive. In 2009, only seven companies met the criteria for Executive Alliance’s Honor Roll, which is 20% or more women directors and 20% or more women executives. Today, there are 20 publicly-traded companies on the Honor Roll, an increase of two from last year’s report. Maryland Non-Public companies from the Hospital, College & University and Non-Profit Sectors which qualify for the Honor Roll may be found beginning on page 10.



Eagle Bancorp, Inc. | Finance and Insurance | EGBN

Eagle Bancorp had four women on its 10 member Board of Directors. Currently, Theresa G. LaPlaca, A. Leslie Ludwig, Kathy A. Raffa and Susan G. Reil serve on the Board of Directors.

Led by **Susan G. Reil.**



Federal Realty Investment Trust | Real Estate | FRT

Federal Realty Investment Trust had three women on its seven member Board of Directors. Currently, Elizabeth Holland, Gail P. Steinel and Nicole Y. Lamb-Hale serve on the Board of Directors.

Led by **Donald C. Wood.**



First United Corporation | Finance and Insurance | FUNC

First United had six women on its 11 member Board of Directors. Currently, Sanu Chadha, Christy DiPietro, Patricia Milon, M. Kathryn Burkey, Carissa L. Rodeheaver and Marisa A. Shockley serve on the Board of Directors.

Led by **Carissa L. Rodeheaver**



Glen Burnie Bancorp | Finance and Insurance | GLBZ

Glen Burnie Bancorp had three women on its 10 member Board of Directors. Currently, Mary Louise Wilcox, Joan M. Rumenap and Julie Musso serve on the Board of Directors.

Led by **John D. Long.**

continued on page 9

Congratulations to the Executive Alliance Honor Roll Companies



At First United, our passionate culture and vision of uncommon commitment to service and solutions is fueled by empowerment and a driving force for success.

Our leadership teams reflect the diversity of thought of the communities we serve and are committed to being good stewards for our stakeholders.

Executive Team Members: Tonya K. Sturm & Carissa L. Rodeheaver
Board Members: Sanu Chadha, Marisa A. Shockley, Christy DiPietro, Patricia Milon

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GlycoMimetics, Inc. | Manufacturing | GLYC

GlycoMimetics had two women on its seven member Board of Directors. Currently, Rachel K. King and Patricia S. Andrews serve on the Board of Directors.

Led by **Rachael K. King.**



Host Hotels and Resorts, Inc. | Real Estate | HST

Host Hotels and Resorts had two women on its nine member Board of Directors. Currently, Mary L. Baglivo and Mary Hogan Preusse serve on the Board of Directors.

Led by **James F. Risoleo.**



Lockheed Martin Corporation | Manufacturing Sector | LMT

Lockheed Martin had three women on its 11 member Board of Directors. Currently, Ilene S. Gordon, Vicki A. Hollub and Debra L. Reed-Klages serve on the Board of Directors.

Led by **James D. Taidet, Jr.**



Marriott International, Inc. | Accommodations & Food Service | MAR

Marriott International had four women on its 13 member Board of Directors. Currently, Debra L. Lee, Susan Capuano Schwab, Deborah M. Harrison and Margaret M. McCarthy serve on the Board of Directors.

Led by **Anthony G. Lapuano.**



Medifast, Inc. | Manufacturing | MED

Medifast, Inc. had two women on its eight member Board of Directors. Currently, Constance Hallquist and Andrea B. Thomas serve on the Board of Directors.

Led by **Daniel Chard.**



McCormick & Company, Inc. | Manufacturing | MK

McCormick & Company had four women on its 11 member Board of Directors. Currently, Anne L. Bramman, Patricia Little, Maritza G. Montiel and Margaret M.V. Preston serve on the Board of Directors.

Led by **Lawrence E. Kurzius.**



OMEGA Healthcare Investors, Inc. | Real Estate | OHI

Omega Healthcare Investors, Inc. had two women on its eight member Board of Directors. Barbara B. Hill and Kapila K. Anand serve on the Board of Directors.

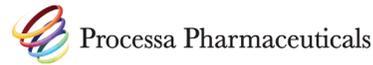
Led by **C. Taylor Pickett.**



Precigen, Inc. | Manufacturing | PGEN

Precigen had two women on its 10 member Board of Directors. Currently, Vinita Gupta and Helen Sabzevari serve on the Board of Directors.

Led by **Helen Sabzevari.**



Processa Pharmaceuticals, Inc. | Manufacturing | PCSA

Processa Pharmaceuticals, Inc. had one woman director on its five member board. Geraldine Pannu sits on the Board of Directors.

Led by **Dr. David Young.**



RLJ Lodging Trust | Real Estate | RLJ

RLJ Lodging Trust had three women on its nine member Board of Directors. Currently, Patricia Gibson, Leslie D. Hale and Glenda G. McNeal serve on the Board of Directors.

Led by **Leslie D. Hale.**



T. Rowe Price Group, Inc. | Finance & Insurance | TROW

T. Rowe Price had four women on its 11 member Board of Director. Currently, Mary K. Bush, Dina Dublon, Olympia J. Snowe and Sandra S. Wijnberg serve on the Board of Directors.

Led by **William J. Stromberg.**



Under Armour, Inc. | Manufacturing | UA

Under Armour had two women on its nine member Board of Director. Currently, Karen Katz and Jerri L. Devard serve on the Board of Directors.

Led by **Patrik Frisk.**



United Therapeutics Corporation | Manufacturing | UTHR

United Therapeutics had five women on its 12 member Board of Directors. Currently, Katherine Klein, Nilda Mesa, Judy Olian, Linda Maxwell and Martine Rothblatt serve on the Board of Directors.

Led by **Martine Rothblatt.**



Urban One, Inc. | Media Sector | UONEK

Urban One had one woman on its five member Board of Directors. Currently, Catherine L. Hughes serves on the Board of Directors.

Led by **Alfred C. Liggins, III.**



W.R. Grace & Co. | Manufacturing | GRA

W.R. Grace & Co. had two women on its eight member Board of Directors. Currently, Julie Fasone Holder and Diane H. Gulyas serve on the Board of Directors.

Led by **Hudson La Force.**



Walker & Dunlop, Inc. | Finance & Insurance | WD

Walker & Dunlop, Inc. had two women directors in its 9 member board. Ellen D. Levy and Donna C. Wells sit on the Board of Directors.

Led by **Howard W. Smith III.**

20/20 HONOR ROLL

GENDER DIVERSITY IN MARYLAND

Largest Baltimore-area Non-Public companies from the Hospital, College & University and Non-Profit Sectors

New this year, Executive Alliance analyzed the board makeup of the largest organizations in selected sectors. Using the Baltimore Business Journal's Book of Lists, we isolated the largest organizations in the particular sector and then verified it with the organization's website to assess the number of women board directors and executives. Executive Alliance celebrates these the largest hospitals, non-profits or colleges and universities for their commitment to diversity in the boardroom.

Largest Colleges & Universities



Anne Arundel Community College

Half of the eight-member Board of Trustees are women. Sandra E. Moore, A. Joyce Price-Jones, JaCina Stanton-Buttrom, and Irene M. Zoppi Rodriguez serve on the Board. Eighty-three percent of the College Administration posts are held by women.

Led by **Dawn Lindsay.**



Carroll Community College

Four of the nine-member Board of Trustees are women. They are: Kelly M. Frager, Mary Kay Nevius-Maurer, Sherri-Le W. Bream, and Diane A. Foster. Women hold an impressive 67% of leadership roles on the Executive Team.

Led by **James D. Ball.**



Community College of Baltimore County

There are 14 members of the Board of Trustees, of which half are women. These seven women are: Gayle Johnson Adams, Kimberly Carl, Paulette Hammond, L. Michelle Jackson, Irina

Koyfman, Mary Margaret O'Hare and Sandra Kurtinitis. Women hold 40% of the executive leadership positions as the college.

Led by **Sandra Kurtinitis.**



Howard Community College

There are seven members of the Board of Trustees and three are women. Felícita Solá-Carter, Natalie C. Ziegler and Daria J. Willis serve on the Board. One hundred percent of the roles on the President's Team are held by women.

Led by **Daria J. Willis.**



Loyola University of Maryland

The Board of Trustees has 36 members, 10 of which are women. The women who serve on the Board are: Tina J. Bjarekull, Susan M. Donovan, Ann Doyle, Rachael Dugan, Kimberly Ellison-Taylor, Sr. Mary M. Fanning, Elaine Grillo, Ann Ernst, Karen Paterakis Philippou and Katherine Jennings. Women hold 23% of the leadership roles in the President's Cabinet.

Led by **Terrence M. Sawyer.**



McDaniel College

There are 39 members of the Board of Trustees, 13 of which are women. Mary Lynn Durham, Marjorie R. Kimble, Karen Lamont, Carolyn P. Landis, Julie Lucas, Jill Mennicken, Virginia Ace Miller, Carolyn L. Scott, Barara Payne Shelton, Dolores J. Snyder, Susan C. Stevenson, Barbara A. Thomas, and Anne M. Vose serve on the Board. Sixty percent of the roles on the Senior Leadership Team are held by women.

Led by **Julia Jasken.**



Morgan State University

There are 14 members of the Board of Regents, of which six are women. Tracey Parker-Warren, McCall Brown, Linda J. Gilliam, Emily M. Hunter, Shirley M. Malcolm, and Shelonda Stokes serve on the Board of Regents. Women hold 38% of the executive leadership positions in the President's Senior Cabinet.

Led by **David Wilson.**



Stevenson University

Twenty-five people serve on the Board of Trustees, over half of which are women. Meridith A. Mowen, Barbara M. Bozzuto, Orsia Foudos Young, Anna L. Smith, Sandra R. Berman, Karen P. Gibbs, Nancy C. Hubble, Brenda Bowe Johnson, Donna L. Kahoe, Sheela Murthy, Jennifer Ward Reynolds, Margaret "Meg" Sheetz, Kathleen Sher, and Judith S. Waranch serve on the Board of Trustees. Half of the President's Cabinet positions are held by women.

Led by **Ellicott Hirshman.**



University System of Maryland

There are 19 members of the Board of Regents and five women directors. Linda Gooden, Michelle A. Gourdine, Ellen Fish, D'Ana Johnson, and Ada Beams serve on the Board of Regents. Twenty-nine percent of the executive leadership posts are held by women.

Led by **Jay A. Perman.**

20/20 HONOR ROLL

GENDER DIVERSITY IN MARYLAND

Largest Hospitals



Anne Arundel Medical Center

There are 15 members of the Board of Trustees and over half of them are women. The eight women are Misti Mukherjee, Rev. Carletta Allen, Patricia Darrow-Smith, Karen N. Drenkard, Sherry B. Perkins, Monya Phillip, Heidi Rothenhaus, and Patricia Smith. Eighty percent of the executive leadership roles are held by women.

Led by **Sherry B. Perkins.**



Greater Baltimore Medical Center

Of the 29 members of the Board of Trustees, 11 are women. They are Heidi Berman, Sandra

Berman, Monique Booker, Ann P. Croom, Christina Fitts, Patricia J. Mitchell, Robin Motter-Mast, Devon Smith, Bonnie B. Stein, Faith E. Thomas, and Marion G. Thompson. Seventy-five percent of the executive leadership roles are held by women.

Led by **Laurie R. Beyer.**



Howard County General Hospital

Eight of the 18-members of the Board of Trustees are women. Kathleen Murphy White, Jody Aud, Cyndi Gula, Sheri Lewis, Lisa Maragakis, Jennifer Nickoles, Elizabeth Rendón-Sherman, Lisa Margakis and Pamela K. Wagoner serve on the board. Thirty-three percent of the executive leadership team are women.

Led by **Kevin W. Sowers.**



Johns Hopkins Bayview Medical Center

Of the 10-member board of Trustees, four are women. Stephanie Cooper Greenberg, Sarah Miller Coulson, Judy Huang, and Inez Stewart serve on the Board. Sixty-seven percent of the executive leadership team are women.

Led by **Kevin W. Sowers.**



Johns Hopkins Hospital

There are 39 members of the Board of Trustees, of which 12 are women. The women serving on the Board include Janie Elizabeth Bailey, Marjorie Rodgers Cheshire, Sarah Miller Coulson, Ina R. Drew,

Lisa Egbuonu-Davis, Gail J. McGovern, Heather Murren, Karen Peetz, Vivian Riefberg, Kim K.W. Rucker, Sachiko Kuno and Toni Townes Whitley. Women serve in 64% of the executive leadership roles.

Led by **Paul B. Rothman**



MedStar Franklin Square Medical Center

Half of the 18-member Board of Trustees are women. The nine women serving on the Board are Carol Nicolette Antill, Melly Goodell, Leslie Kaminski, Diana M. Pancu, Denise Matricciani, Lauren Robinson, Tamla Olivier, Marla T. Oros, and Amaris Umbarger. Fifty-six percent of the executive leadership team are women.

Led by **Stuart M. Levine.**



Johns Hopkins Medicine

proudly supports

Executive Alliance's 20/20 Honor Roll: Gender Diversity in Maryland

Howard County General Hospital
Johns Hopkins Bayview Medical Center
The Johns Hopkins Hospital





HONOR ROLL

GENDER DIVERSITY IN MARYLAND

Largest Hospitals



Sinai Hospital

There are 43 members of the Board of Trustees, and a dozen of those are women. Those women are Alissa Abramson-Densky, Beth Casper, Beth Goldsmith, Jessica Kahn, Dawn Kirstaetter, Jill Kolodner, Marcy Kolodny, Elizabeth Lenrow, Ailene Mash, Leslie Schaller, Robin Weiman, and Melanie Williams. Twenty-two percent of the executive leadership team are women.

Led by **Daniel Blum.**



University of Maryland Baltimore Washington Medical Center

Five of the 18-member Board of Trustees are women. They are Julie Mussog, Senator Pamela G. Beidle, Donna L. Jacobs, Kathy McCollum, and Frances B. Phillips. Twenty percent of the executive leadership team are women.

Led by **Kathleen McCollum.**



University of Maryland Medical Center

Six of the 13 members of the Board of Directors are women. Marilyn M. Carp, Harriet E. Cooperman, Carol L. Coughlin, Louise Michaux Gonzales, Mary McLaughlin, and Deborah Trautman serve on the Board. Thirty-three percent of the executive leadership roles are held by women.

Led by **Bert W. O'Malley.**



University of Maryland St. Joseph Medical Center

Of the 17 members of the Board of Trustees, five are women. They are Adele Wilzack, Vicki Deyesu, Ava Lias-Booker, Lisa Rowen, and Kim E. Schatzel. Half of the executive leadership roles are held by women.

Led by **Thomas B. Smyth.**

Changing the conversation.

The **University of Maryland Medical System** is proud to be recognized for advancing women to the highest leadership roles.

We congratulate all members of the Executive Alliance 20/20 Honor Roll. Thank you for your commitment to gender equity and for your willingness to lead.

Connect with us at umms.org



A better state of care.

2020 HONOR ROLL

GENDER DIVERSITY IN MARYLAND

Largest Non-Profits



Baltimore Museum of Art

Of the 43-member Board of Trustees, 26 are women. They are Rheda Becker, Sharon Butler, Ellen Dame, Nancy L. Dorman, Amy Elias, Nupur Parekh Flynn, Denise Galambos, Joanne Gold, Amy Gould, Nancy Hackerman, Pamela Hoehn-Saric, Elizabeth Hurwitz, Sherrilyn Ifill, Lisa Harris Jones, Lori N. Johnson, Patricia H. Joseph, Susan B. Katzenberg, Patricia Lasher, Brooke Lierman, Amy Frenkil Meadows, Sheela Murthy, Fiona Ong, Rhonda Overby, Kate Schulze, Clair Zamoiski Segal, Anne L. Stone. All of the executive leadership roles are held by women.

Led on an interim basis by **Christine Dietze** and **Dr. Asma Naeem**.



Baltimore Symphony Orchestra

There are 30 members of the Board of Directors. Eight of those are women. Kappie Bogart, Kathleen Chagnon, Margaret de Cuevas, Sandra Levi Gerstung, Denise Hargrove, Terry M. Rubenstein, Marie Lerch, and Judy M. Phares serve on the Board. Over half, or 67% of the executive leadership team are women.

Led by **Mark C. Hanson**.



Catholic Charities of Baltimore

There are 30 members of the Board of Directors and 10 are women. They are Theresa D. Becks, Tamla Olivier, Pamela W. Gray, Marielsa Bernard, Marianne Schmitt Hellauer, Gretchen Klebasko, Bronwyn Mayden, M. Natalie McSherry, Catherine Motz, and Mimi Novello. Fifty-seven percent of the executive leadership team are women.

Led by **William J. McCarthy, Jr.**



Catholic Relief Services

There are 25 directors on the Catholic Relief Services Foundation Board and six of them are women. They include Helen Alvaré, Geraldine P. Carolan, Sr. Enelless Chimbali, Christina Lamas, Karen Dolan Rauenhorst, and Ann Thivierge. Thirty-eight percent of the executive leadership team roles are held by women.

Led by **Sean Callahan**.



Corus International

There are seven women on the 15-member Board of Directors. Hilda M. (Bambi) Arellano, Muna Bhanji, Sonya Funna Evelyn, Jean Hanson, Abigail Nelson, Cathy Petti and Kathi Tunheim serve on the Board. Fifty-four percent of the executive leadership roles are held by women.

Led by **Daniel V. Speckhard**.



Enoch Pratt Free Library

There are 33 members between the Board of Trustees and Board of Directors. Of that, 16 are women. They are Virginia K. Adams, Sarah K. Brandt, Mary H. DeKuyper, Nancy Hackerman, Verna Jones-Rodwell, Elizabeth K. Moser, Beulah Perdue Sabundayo, Nancy Dorman, Sheela Murthy, Christine M. Espenshade, Sandra Berman, Mychelle Farmer, Patricia Lasher, Mary Ann Scully, Margaret de Cuevas, and Sandra P. Gohn. Sixty-nine percent of executive leadership roles are held by women.

Led by **Heidi Daniel**.



National Aquarium

Four women are part of the 18-member Board of Directors. They are Shari Sant Plummer, Colleen Dilenschneider, Céline Cousteau, and Jennifer W. Reynolds. Fifty-seven percent of the executive leadership roles are held by women.

Led by **John Racanelli**.



The Associated: Jewish Federation of Baltimore

Of the 13 members of the Board of Directors, six are women. They are Beth H. Goldsmith, Annette G. Saxon, Amy Pollokoff, Fritz K. Hallock, Debra S. Weinberg and Jessica Bronfein. Over half of their executive leadership roles are held by women.

Led by **Mark B. Terrill**.



Walters Art Museum

There are 36 members of the Board of Trustees, of which 21 are women. Elke Durden, Christine M. Espenshade, Ann M. Holcomb, Julia Marciari-Alexander, Betsey L.B. Todd, Alicia Wilson, Laura C. Banes, Elizabeth W.P. Bonner, Allison Brill, Susan G. Dunn, Margaret Z. Ferguson, Lexie Bozzuto Greene, Julia Keelty, Judy Witt Phares, Lynn Homeier Rauch, Gail L. Shawe, Karen Clifford Smith, Roslyn L. Smith, Sarah E. Thomas, Judith Van Dyke, and Mary Jo Wiese serve on the Board. All of the executive leadership roles are held by women.

Led by **Julia Marciari-Alexander**.

Women's Perspectives: Moving from the C-Suite to the Boardroom

We asked accomplished leaders Donna Hill Staton, Marjorie Rodgers Cheshire, and Mary Ann Scully, what women need to keep in mind as they move from the C-Suite to the Boardroom.

“The gender confidence gap is real and can manifest in even the most accomplished and credentialed women transitioning from executive leadership positions to the boardroom. But we should enter that space with confidence earned from the journey that brought us there and not shrink from using our voices to add dimension, depth and perspective to the conversations taking place and the decisions being made around the table. The differences in our experience, viewpoints and approaches to decision-making are the point and the value-adds of our service on any board.

— Donna Hill Staton



“Women have different ways of approaching problem solving that is critical to corporate performance. Corporate leaders will need to allow for and recognize differences in style and approach as part of a successful C-suite and Boardroom. In order to widen the expanse of women in top roles, companies must continue to expand their view of what a high-performing senior leader looks like and how they achieve the results that they do. And as women, we need to embrace our stylistic differences as part of our superpower.

— Marjorie Rodgers Cheshire



“Helping women occupy a more meaningful and equitable share of “top” positions in the corporate world isn't just worthwhile; it's imperative if we're going to bring our best thought processes and perspectives to the challenging world in which we operate. It requires both intentionality and an understanding of the different skills and competencies required for both the C-Suite and the Boardroom. Those two roles are very different and while the expertise acquired as a C-Suite executive focused on results and execution leads to a board role, that successful executive must shift to informed oversight and proactive governance when sitting on a board.

— Mary Ann Scully



Term and age limits needed on boards

Continued from page 7

nearly 88 percent of nonprofit boards have term limits. When looking at the ten largest nonprofits in the state, all but one had 20 percent or more women directors. Women also made up 62 percent of nonprofit executives versus only 17 percent of corporate executives in the state.

For the first time in our Annual Census Report of Women Board Directors in Maryland, Executive Alliance explored the diversity among the 10 largest nonprofits, hospitals and colleges and universities in the Baltimore area, compiled by the Baltimore Business Journal. Each of these Maryland private sector industries offers more diversity than its corporate counterparts.

The top hospitals had 79 women directors out of 220 positions (36 percent); 40 women executives out of 78 (51 percent) and 3 out of 10 women CEOs (30 percent). When looking at the largest state colleges and universities, they had 70 women directors out of 198 positions (35 percent); 46 women executives out of 88 (55 percent) and 4 out of 10 women CEOs (40 percent). The largest nonprofits boasted 104 women directors out of 253 positions (41 percent); 42 executives out of 68 (62 percent) and three out of 10 women CEOs (30 percent).

In comparison, corporate boards in Maryland have 140 women directors out of 621 positions (23 percent); 68 women

executives out of 397 (17 percent) and 8 out of 72 women CEOs (11 percent). There are also 24 publicly traded companies with no women executives with the largest total (42 percent) found in the manufacturing sector to include biotech and science technology, engineering and math-focused businesses.

The National Association of Corporate Directors recommends board term limits of 10 to 15 years. They state boards should be reflective of the communities they serve and offer a variety of different perspectives, skills, ages, genders, cultures and ethnicities. This is particularly important in Maryland. The 2020 federal Census figures show Maryland to be one of the most diverse states on the East Coast and one of only two states in the nation to flip from majority white to majority non-white since 2010. The figures show Maryland as ranking fourth in the nation in terms of levels of diverse places in the U.S. behind only California, Nevada and Hawaii.

When looking at this data collectively, Executive Alliance encourages term and age limits for corporate boards which would help create better diversity to better represent the communities and customers of corporate boards.

vi Spencer Stuart, 2021 U.S. Spencer Stuart Board Index, page 6. Retrieved from: <https://www.spencerstuart.com/-/media/2021/october/ssbi2021/us-spencer-stuart-board-index-2021>.

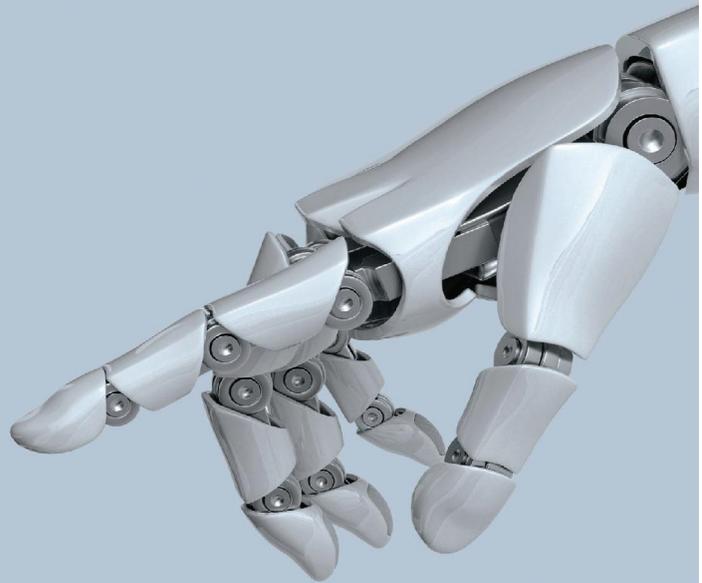
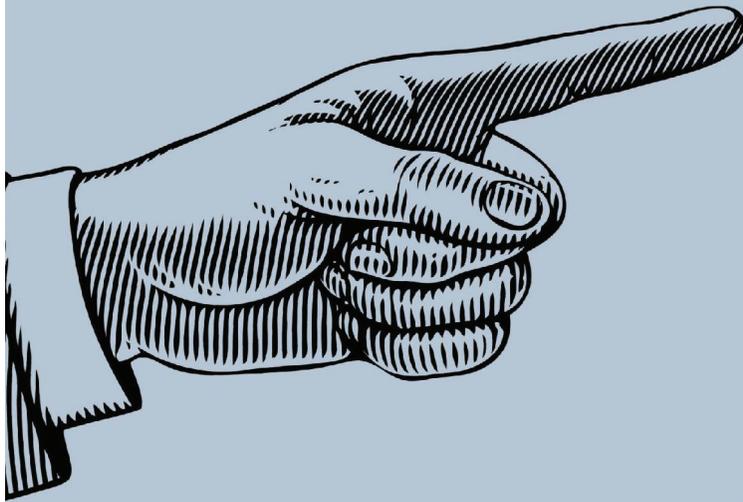


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At PNC, we understand the importance of looking at your business holistically. Our local, entrepreneurial teams put in the work to fully understand your industry sector in Maryland and Washington, D.C. and beyond, and to understand your plans for your company's future. When we bring it all together, you get innovative insights and future-forward solutions that can help you implement your vision.

For more information, visit pnc.com/corporate-and-institutional or contact Tracy DeCock, Market Manager, Corporate Banking, at tracy.decock@pnc.com.



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Annual Census Report of Women Board Directors in Maryland
 Number of women board directors for each non-public company from the Hospital,
 College & University and Non-Profit Sectors in the Census^{vii}
 Twenty companies with five or more women directors



Three companies with five women directors



Four companies with four women directors



Two companies with three women directors



One company with NO women directors



^{vii} Ten largest organizations in each sector in the Baltimore area as published in the Baltimore Business Journal Book of Lists.

Annual Census Report of Women Board Directors in Maryland
 Number of women board directors for each publicly-traded company in the Census

One company with six women directors



Seven Publicly-Traded companies with four women directors



One company with five women directors



Ten companies with three women directors



Twenty-Three companies with two women directors



Twenty-Four companies with one woman director



Five companies with NO women directors



University of Maryland Medical System

At the University of Maryland Medical System, the health of the people of Maryland is our mission — and our passion. We are the one health system that is focused on our state and delivering health care that's made for Marylanders. We understand the responsibility that comes with being Maryland's health care champion and have developed a care network that includes physicians and providers with expertise in a full range of specialties, like primary care, women's health, cardiology, cancer care, orthopaedics, neurology and more. This care network is connected to the University of Maryland School of Medicine and University of Maryland Medical Center, the flagship academic medical center at the heart of our health care system.



Here, physicians are delivering the highest level of care for patients who need the most specialized treatment, discovering new ways to advance medicine and the training of the next generation of health professionals.

With 11 hospitals and more than 150 physician practices, we deliver approximately 25 percent of all hospital care in Maryland. We also serve a vital role in our state's economy by employing 28,000 dedicated men and women who work tirelessly to help people every day. Each of our member organizations serves as anchor institutions within their respective communities, and together we aspire to be a national thought leader in the transformation of health care.

Moving women forward.

Executive Alliance believes in women's leadership. Our Effective Impact Mentoring Program is a transformational, year-long experience that provides individual guidance and professional skills to help mid-level women achieve their career goals. Since its launch in 1997, over 200 women have benefited from the program.

The highly-acclaimed, competitive, year-long program teams structured half-day workshops with individualized mentoring focusing on the mentee. Our small class size (just 8-12 mid-level management women) means that no one gets lost in the crowd. The cross-industry cohort encourages learning from all sources.



Take your next professional step.

Learn more at executivealliance.org/mentoring

Applications open for July start

ADVOCACY • EDUCATION • MENTORSHIP

Executive Alliance members

Executive Alliance connects accomplished women on a professional and personal level to expand their impact and influence in the board room, the community, and in the leadership of businesses, civic organizations, and government.

We take decisive action to bring women to the table and are laser-focused on the needs of executive women. Through advocacy, education, and mentorship, Executive Alliance accelerates the success and leadership of women in Maryland. Learn more at www.executivealliance.org/membership.

Karen B. Albert

VP, Head of Internal Audit & Internal Control
Constellium

Experienced Audit Executive across multiple industries, most recently manufacturing of Metals and Chemicals. Expert in Enterprise Risk Management, Internal Audit and Controls and Quality Assurance. Currently Board Chair of Marian House. DR Top 100 in 2020.



Board expertise: Internal Audit, Internal Control, Risk Management

Violet M. Apple

Chief Executive Officer
Girl Scouts of Central Maryland

Violet has a thorough understanding of the complexities of delivering safe, contemporary programs to youth. She holds an MBA from Penn State University, a Bachelor of Arts in Social Work from Millersville University.



Board expertise: Strategic Business Planning, Diversity and Equity Strategy Training, Budgeting & Profitability

Katie Allston, LCSW-C

President & CEO
Marian House

Katie Allston, LCSW-C, is the President & CEO of Marian House, located in Baltimore City. She is a Licensed Clinical Social Worker with over 25 years of experience in areas such as homelessness, addiction and domestic violence.



Board expertise: Non-profit management, social work, behavioral health

Katherine Bays Armstrong

Financial Planner
Heritage Financial Consultants, LLC

Kathy Armstrong specializes in comprehensive financial planning in the areas of wealth management, retirement planning, education funding, personal risk management, business succession, estate planning and wealth transfer.



COMMITTED TO HONORING, CELEBRATING AND CONNECTING WOMEN LEADERS!

The Daily Record supports women business professionals on their path to success. We are there every step of the way by showcasing women leaders in our news, holding panel discussions, hosting networking events and celebrating accomplished and rising women professionals at Maryland's Top 100 Women and Leading Women recognition celebrations.



Nomination Deadline: February 3, 2023
Event Date: May 2023



Event Date: August 24, 2022



Event Date: October 19, 2022

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TheDailyRecord.com/Events



Forward, together.

At DLA Piper, we are committed to creating a culture that is inclusive of all people, where everyone has a voice and where pathways to success are transparent.

DLA Piper is honored to support the vital work of Executive Alliance.



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Executive Alliance members

Stephanie Baker

Senior Vice President, Member Services
Worldwide Assurance for Employees of Public Agencies (WAEPA)

Stephanie is an Operations Executive and implementer of change who also serves as Board Secretary of Executive Alliance, Board member of The Y In Central Maryland, a member of the Consumer Council of Maryland, and DC founding member of Chief.



Board expertise: Strategy, Governance, Operations

Angie Barnett

President/CEO

Better Business Bureau of Greater Maryland
Experienced Chief Executive Officer with a demonstrated history of working in the non-profit organization management industry. Skilled in Nonprofit Organizations, Strategic Planning, Business Development, Marketing Strategy, and Team Building.



Board expertise: Nonprofit Management

Karen Bond

Director

Judge Alexander Williams Policy Center, University of Maryland

Bond is a trailblazer in the diversity and inclusion space. Her experience includes strategic planning & organizational development. In 2017, she became the first African-American president of Executive Alliance. She is a graduate of Duke University & JHU.



Board expertise: Strategic Planning, Marketing and Communication, Diversity

Alison G. Brown, MPH, BSN

President | University of Maryland Medical Center, Midtown Campus

Transformational health care leader, serving as CEO of UMMC on an interim basis, leading both hospital campuses through the COVID-19 pandemic. Previously served as SVP & Chief Strategy Officer for UMMS' fourteen hospital regional health care system.



Board expertise: Strategic & Financial Planning, Marketing & Communications, Mergers & Affiliations, Leadership Development

Linda Roszak Burton

Executive Coach, Keynote Speaker, Author
www.drwcoaching.com

Linda is an experienced executive coach. Her strengths-based coaching methodology supports leaders in achieving peak performance. Author of *Gratitude Heals*. Linda is experienced in board leadership including Chairwoman and Governance Chair.



Board expertise: Chairwoman, Governance Committee Chair

Carolyn Cason

Managing Director

Stanton Chase International

Global leader in media, technology, consumer, non-profit executive search. Brings over 25 years of experience identifying and recruiting exceptional senior level talent. Full service leadership consulting from talent strategy, to recruitment and assessment.



Board expertise: Digital Media, Succession Planning, Compensation, Finance

Carla A. Nelson Chambers

Managing Principal

The Nelson Ideation Group, LLC

We provide consulting services to our clients, specializing in appraising diverse certified firms to meet our clients' need. We work on corporate, government, non-profit and P3 development projects to build business relationships and strategic alliances.



Board expertise: Marketing, community engagement, supplier diversity, fundraising

Michele L. Cohen

Principal | Miles & Stockbridge P.C.

Michele has an integrated commercial real estate and business and technologies transactions practice, with clients worldwide. She takes a practical and collaborative approach to resolving complex negotiations and winning favorable terms for her clients.



Board expertise: Legal, Commercial Real Estate, Privacy

Andrea Colender

EVP, Chief Legal Officer, Secretary

Shore United Bank, N.A.

Executive Alliance member with an interest in regulatory compliance and corporate governance. Andrea established a Women's Advisory Board at Shore United Bank, and helped establish its innovative banking program for marijuana related businesses.



Board expertise: Banking, Law, Audit, Governance

Laura Crandon

Vice President, Market Strategy & Solutions

CareFirst BlueCross BlueShield

This sought-after strategic executive builds capacity for growth, new businesses, functions and teams. Laura curates collaborative teams. She has extensive demonstrated success establishing productive and lasting external and partnerships and financial acumen.



Board expertise: Governance, Finance, Change Management, Growth

Diane V. D'Aiutolo

Managing Partner

Tydings & Rosenberg LLP

Diane is Tydings & Rosenberg LLP's managing partner and has represented clients, especially those in health care, in litigation matters in state and federal courts. A trial attorney, she also has extensive experience in resolving disputes through mediation.



Board expertise: Leadership; legal background; CEO level experience; risk management; financial

Maria J. Darby

CEO

Darby Enterprises

Darby Enterprises provides strategic management, communications, development and project management consultation and services for nonprofits, educational institutions and businesses, offering a pragmatic perspective on translating vision to impact.



Board expertise: Strategic Planning, Operational Alignment, Board Governance, Communications, Development

Executive Alliance members

Pattie Dash

Executive Director

NKF Serving Maryland & Delaware

NKF Serving MD & DE is a major voluntary nonprofit health organization, and lifeline for all people affected by kidney disease. We are an activist organization that takes action to ensure better outcomes for the 37 million Americans impacted by kidney disease.

Board expertise: Non-profit Management, Marketing, Fund Development, Program Development, Strategy Development



Kimberly Davis

Chief Financial Officer | *Versant Health*

Senior financial leadership experience including: M&A, integrations, strategic enterprise wide growth initiatives and driving financial success for publicly traded and private equity backed firms. Passionate about providing mentorship to aspiring leaders.

Board expertise: Finance, accounting, planning, M&A and tax



Sasha Day

VP, Growth | *Aramark Higher Education*

An executive leader and change agent, focused on profitable growth, delivering results and building organizational capabilities. Passionate about the elevation of women and diverse talent in the workplace.



Tracy J. DeCock

Executive Vice President/DMV Market Leader

PNC Bank

25+ year capital raising advisor to mid-market and large corporate clients in various industries who is passionate about helping, mentoring and advancing women in financial services and in our broader community.

Board expertise: Strategic Planning, Financial, Talent Development, D&I



Karen Deeley

Senior Vice President - Associate Broker

MacKenzie Commercial Real Estate Services, LLC

Experienced in advising middle market corporations, financial institutions, professional services, healthcare companies & non profits with identifying and analyzing their real estate needs and developing customized occupancy, growth and relocation strategies.

Board expertise: Commercial Real Estate Strategies, Strategic Planning and Governance.



LynAnn Dippel

Principal | *Bay Point Wealth*

Financial advisor to women professionals who seek a collaborative approach to financial planning, tax planning, and investments (including ESG and socially responsible investing).

Board expertise: Financial Reports, Projections, Planning



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Executive Alliance members

Harriet Dopkin

President/Partner

The Classic Catering People

Imagination, craft and inspiration lie at the center of Classic's vision of honoring food traditions while embracing new tastes and techniques, and serving the community with the same dedication as we serve our clients.



Frances "Toni" Draper

Chief Executive Officer

AFRO-American News

Seasoned executive with five decades of experience collaborating with the leadership of key civic, business, educational and religious organizations; broad-based experience includes public speaking, racial equity, media relations, and board governance.

Board expertise: Fiduciary Oversight, Marketing and Communications, Diversity and Inclusion



Lynne M. Durbin

President | InLine LLC

Seasoned business C-level executive and non-profit board leader with experience in corporate governance, international operations, risk management and insurance, regulatory compliance, M&A, human resources and intellectual property management.

Board expertise: Corporate Governance, Law, Finance



Kathleen M Durkin

Chief Executive Officer

The Arc Baltimore

The Arc Baltimore supports people with developmental disabilities to live and work in their communities. She is a board member of Leadership Baltimore Co, a member of the Balt Co Commission on Disabilities and was honored as a Maryland's Top 100 Women.

Board expertise: Disability, Leadership, Board Engagement



Michele Eberle

Executive Director

Maryland Health Benefit Exchange

For over 30 years, Michele has been a leader in the insurance, healthcare, non-profit and government sectors. She currently serves as executive director of Maryland Health Benefit Exchange, one of the nation's leading state based marketplaces.

Board expertise: Strategic Planning, Financial Management and Oversight, Organizational Leadership, Board Governance, Staff Development and Growth



Aileen Eskildsen, CPA

Director and Chief Operating Officer

Ellin & Tucker

As the Chief Operating Officer at Ellin & Tucker, Aileen manages the firm's diverse business operations, sets comprehensive goals for performance and executes on the strategic vision of the firm.

Board expertise: Accounting and Auditing, Business Operations and Strategy, Audit Committee Experience



Suzanne Fischer-Huettner

Senior Group Publisher

The Daily Record / Bridgetower Media

The Daily Record is Maryland's essential, daily business and legal news source. Find us at TheDailyRecord.com or in print. Our special products, events and online opportunities educate, recognize and and celebrate innovation and leadership.

Board expertise: Leadership, Marketing, Advertising, Project Management, Finance, Team Building



Ellen Fish

Market Leader

Sandy Spring Bank

Recognized leader in banking having held C-Suite positions. She is responsible for the strategic growth and expansion initiative for the Baltimore region. She is a recognized leader in the community serving on the USM Board of Regents and UMMS Board.

Board expertise: M&A, Audit, Finance, Corporate Governance, Strategic Planning



Halcyon Francis

Principal

H.F. & Associates, LLC

Dr. Francis is an esteemed mental health clinician. She specializes in treating empathic individuals and also provides coping strategies to people who suffer from Pre-menstrual Dysphoric Disorder. Dr. Francis provides Brainspotting as a treatment modality.



Vicki Franz

Publisher/Founder | 195 BUSINESS

195 BUSINESS serves as a catalyst to connect business people, promote economic development & innovation in the Mid-Atlantic Region for over 10 years. 195 is a mission-driven, woman-owned publishing company. We believe in the power of WORDS. WORDS MATTER™.

Board expertise: Marketing, Branding, Organizational Skills



Swata Gandhi

Counsel | Miles & Stockbridge P.C.

Swata is a corporate transactions lawyer with 25 years of experience in advising companies in all stages of growth. Her practice focuses on Mergers and Acquisitions and she helps clients with contract review, corporate governance, company formation.

Board expertise: Corporate Governance



Jill Gansler

Chief Financial Officer

Regional Management Inc.

Consensus building, resourceful, seasoned, corporate executive with integrity. Active volunteer with nonprofits as well as professional associations. Negotiates and aligns diverse representatives collaborating to resolve relevant issues and achieve set goals.

Board expertise: Corporate Finance, Tax, Governance and Oversight; Internal auditing; HR Benefits and Personnel Administration



Executive Alliance members

Elisabeth Albert Hayes (Betsy)

Senior Vice President -Investments

Chapin Davis Investments

I'm a registered Securities Broker and Investment Advisory Representative at Chapin Davis Investment as well as a long-standing member of the Board of Directors. Prior to joining Chapin Davis, I was a Securities Analyst for many years.

Serving on additional corporate boards, due to industry regulations and potential conflicts of interests, is not an option for me.



Mary Jean Herron

Chief Executive Officer

Wilmax Advisory LLC

Ms Herron is a transformative business, financial, and operating leader experienced driving profitability and organizational growth on behalf of Fortune 500 public, private and nonprofit companies. She now focuses on executive coaching/ leadership development.

Board expertise: Financial, Governance, Risk, Compliance, ESG



Lisa H. R. Hayes

Counsel

Gordon Feinblatt

As a lawyer, CPA and former banker, Lisa is skilled in wealth and financial planning for high net worth individuals and families. She is an insightful, collaborative, strategic thinker and excellent communicator. She is a Past President of Executive Alliance.

Board expertise: Legal, Tax, Financial & Estate Planning, Non-Profit Governance



Tracy Imm

Founder & Chief Executive Officer

Tracy Imm Worldwide, LLC

Tracy Imm is a leadership coach and communications expert that works with global corporations, small business executives and higher education to improve communications and collaboration, manage change and create inclusive cultures.

Board expertise: Communications, Strategy, Technology, Human Resources/Leadership Development, Finance



Bonnie K. Heneson

Founder

Bonnie Heneson Communications

Bonnie Heneson Communications (BHC) is a full-service marketing, public relations, advertising, graphic design firm with a commitment to exceptional customer service and specializing in healthcare, education, and the not for profit sector.

Board expertise: Marketing, Entrepreneurship



Linda Folsom Jackson

President / CEO

InfoAge Solutions Inc. (IAS)

IAS is an IT expert in Organizational Development, Capital Planning / Investment Control, and ERPs supporting small / large and public / private organizations, successfully building over 1900



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August.13.2022

VIP 6:30PM • Gala 7:30PM

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\$225 w/VIP Reception



After June 30
\$250-Gala
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systems and solutions for every type of business need and problem.

Board expertise: Organizational development, capital planning and Investment control, information technology, business process engineering, ERPs

Greta Engle Kessler

Vice President Employee Benefits, Partner
USI Insurance Services, Inc.

Greta has been a trusted advisor in the employee benefits consulting community for over 20 years. She is a impact driven professional whose personal mission is to improve the healthcare experience for clients, employees and their families.

Board expertise: Pharmacy, Reinsurance, Private Health Insurance Programs



Elizabeth A Klunk

Senior Vice President, Head Medical Management Strategy & Development
Versant Health

Transformational clinical leader, combining more than 30 years of experience with proficiency in financial management, strategic leadership, resulting in positive member/customer satisfaction and quality clinical outcomes.

Board expertise: Strategy, Business Process Optimization, Consulting, Leadership



Sharon Krevor-Weisbaum, Esq.

Managing Partner
Brown, Goldstein & Levy

It is exciting to watch women soar to leadership positions. We bring a different kind of leadership that others appreciate. I am excited to collaborate with my colleagues on best practices and mentor those women who will follow to make a better future.

Board expertise: Provide advice to not for profit entities, regulatory experience



Tina Kuhn

President and CEO
CyberCore Technologies

Tina Kuhn is an accomplished Senior Executive with demonstrated success spanning cybersecurity, US Government, and commercial industries. She has extensive experience in organizational transformations, growth strategies, operations and business development.

Board expertise: Cyber Security, Government Contracting, Organizational Transformations, Growth Strategy



Joyce A. Kuhns

Principal
Offit Kurman, P.A.

An experienced C-Suite advisor and board leader, Joyce Kuhns uses her unique blend of business, legal and strategic skills to reposition mid-market companies, across market sectors, to maximize stakeholder gains and achieve sustainable solutions.

Board expertise: Business and Debt Restructuring, Corporate Governance, Financial Services, Strategic Partnerships, Risk Analysis



Executive Alliance members

Patricia McHugh Lambert, Esq.

Member

Pessin Katz Law, P.A.

Pessin Katz Law, P.A. (PK Law) is the eighth largest law firm in the Baltimore area and has been serving clients for over thirty years. PK Law's size, diversity and team approach provide clients with confidence.

Board expertise: Insurance, Law, Governance



Gerri Leder

President | LederMark Comm & Coaching

Communicator and Coach, I have stepped back from a full-time career to write, serve my community as a business mentor, board member, and helper to my elderly parents and in-laws.



Brooke E. Lierman

Delegate | MD House of Delegates

Brooke is a second-term state delegate representing District 46 and is an announced candidate for State Comptroller. She is also an attorney with Brown, Goldstein & Levy, downtown Baltimore resident and mom of two. www.brookelierman.com



Anne Lin, Pharm.D., FNAP

Dean & Professor, School of Pharmacy
Notre Dame of Maryland University

Over 30 years of experience in pharmacy and higher education. Skilled in strategic planning, team development, philanthropy and building a school from concept to implementation. Extensive non-profit board experience in different types of organizations.

Board expertise: Strategic Planning, Board Development, Program Development



Gayle A Lomax

Senior Director, Marketing

Assoc of American Medical Colleges

I lead a team of high performing marketing innovators, inspired designers and game changers. Through strategic innovation, we create the solutions that build strong brands and drive business outcomes. Everything we do supports the mission.

Board expertise: Marketing Strategy, Communications, Budget Management, Executive Leadership



Whitney H. Lull

Vice President, Human Resources
M&T Bank

For more than 160 years, M&T has helped people and businesses manage their money and make sound financial decisions, so they can live better today and realize their goals for tomorrow.

Board expertise: Fundraising, Human Resources



Executive Alliance members

Melanie Lundquist

Chief Financial Officer

Southway Builders, Inc.

Visionary executive leader who elevates organizational performance and optimizes profitability. Reputation for building best in class organizations using a people, process, and technology approach. Experience spans start ups to publicly traded companies.

Board expertise: Finance, Strategic Vision, Board Development



Lynn S. Manthy

Senior Vice President, Commercial Banking

Wells Fargo Bank

As a Senior Vice President/Senior Lead Commercial Relationship Manager Lynn has been advising both public and privately held Maryland based/ owned companies on their capital and banking structures for almost 20 years.

Board expertise: Finance, Leadership



Kelly Makimaa

Executive Director

Girls on the Run of the Greater Chesapeake

Inspiring girls to recognize & embrace their inner strength is at the core of what we do at Girls on the Run. Our lessons are research-based & delivered by caring volunteers. We're giving girls connectedness & confidence at a critical time in their lives.

Board expertise: Nonprofit Management, Fundraising, Marketing



Lisa Manzone

Chief Human Resources Officer

McCormick & Company, Inc.

An Executive Alliance member, she is a dynamic leader at McCormick, a global leader in Flavor and a Diversity Inc Top 50 company. A Management Committee member, she leads the company's overall people strategies which include DEI, Engagement and Total Rewards

Board expertise: Executive Compensation, Strategic Planning, Human Resources, Chair of 2 NonProfit Boards



Dr. Pamela Love Manning

President

DP Love Enterprises, LLC

Executive Alliance member is a small business executive, leadership coach, and training consultant. Skilled in corporate governance including board refreshment, stakeholder relations, organizational development, strategic planning and crisis management.

Board expertise: Governance, Strategic Planning, Executive Search



Martina A. Martin

SVP and Chief Operating Officer

United Way of Central Maryland

Martina Martin, SVP & COO, United Way of Central MD, leads Strategic Planning, Governance, HR, and Administration. She also led Marketing, 211, Regional Development, Volunteerism, and



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ENTREPRENEURIAL

More than 1,000 startup companies have launched out of USM universities since 2010.



Executive Alliance members

Planned Giving. Her career spans global work and extensive board service.
Board expertise: Governance, Strategic Planning, HR and Human Capital Development, Marketing, Risk Management

Melissa Menkel McGuire

Partner

Liff, Walsh & Simmons

Melissa is her law firm's Employment Law Practice Director. She partners with employers to address the ever-changing employment law landscape. She provides practical guidance, investigates complaints, conducts training and litigates employment claims.

Board expertise: Employment Law; Workplace Investigations; Personnel Policies and Practices; Workplace Training; Employment Contracts; Personnel Best Practices; Employment Claim Defense



Susan Mitcheltree

Partner | Berman McAleer

A partner at wealth management firm Berman McAleer, Susan sits on the firm's executive management team and leads the compensation committee. She handles all communication and branding initiatives for the firm as well as Director of Communications.

Board expertise: Finance, Governance, Executive/Strategic Leadership, Marketing and Communications Management



Sarah Mogol

Principal

Inform Strategies/ InformBlue, LLC

A driven strategist and coalition builder that loves to break down silos! I specialize in the design, implementation and advising of strategic communications and engagement programs for political and civic organizations, and the corporate sector.

Board expertise: Communications, Strategic Partnerships and Engagement, Fundraising



Tasha Museles

President

The Children's Cancer Foundation, Inc.

The Children's Cancer Foundation, Inc. (CCF), a local non-profit, raises funds to invest in research and programs to ensure improved treatments and outcomes for local kids facing a diagnosis of cancer.

Board expertise: Executive Leadership, Corporate Partnerships and Governance



Karen Nelson

President and CEO

Planned Parenthood of Maryland

Planned Parenthood of MD provides sexual and reproductive healthcare to over 25,000 patients in 7 health centers. Karen has worked for the agency since 1994 and is responsible for the organization's three functions: medical care, education, and advocacy.

Board expertise: Health Care Delivery; Board Governance; Security; Crisis/Issues Management; Leadership



Candace Osunsade

EVP, Chief People & Diversity Officer

Catholic Relief Services

HR thought leader and Diversity, Equity, and Inclusion Strategist, with expertise in leading transformational change. Certified Senior Human Resource Professional, Non-Profit Standards of Excellence Consultant, and a certified Leadership Coach.

Board expertise: Human Resources



Anna-Maria Gonzalez Palmer

Vice President & Chief Human Resources Officer

GBMC Healthcare

Expertise executing accountable Human Resources systems in Talent Acquisition, Employee/Labor Relations, Total Rewards, Organizational Development & Occupational Health. She serves as a community leader for Baltimore County Workforce Development and ICJS.

Board expertise: Human Resources, M & A, Workforce Optimization



Emily Plahanski

Director

Stanton Chase International

Recognized global leader in executive search. Has spent a decade in recruiting and consulting senior level talent for fast-growth companies. Recognized as Howard County's Finest under 39, GIVE Fellow through BVM, and co-leader for TEARS Foundation of Maryland.

Board expertise: Non-profit, Technology, Consumer Products, Succession Planning



Christine Podles

Chief Operating Officer | Ingleside

Health Care, and Aging Services Leader. Expertise in providing leadership to achieve strategic realignment and organization re-design to support business growth and implement and manage change to drive organizational performance an enhance revenue streams.

Board expertise: Aging Services, Healthcare, Long Term Care, Non-Profit



Mary Louise Preis

Senior Vice President, retired

Citicorp

After serving as Maryland Commissioner of Financial Regulation for 5 years, ended her career as a senior regulatory attorney for Citicorp's several consumer credit businesses.



Rhonda Pringle

Market President and Publisher

Baltimore Business Journal

In her role as market president and publisher, Rhonda oversees the coordinated efforts of editorial, advertising, events and audience development to promote strategic growth in all areas and adherence to the mission of The Business Journals.



Executive Alliance members

Board expertise: Marketing and communications, budgeting, fundraising, contract negotiations, strategic planning

Ann Quinn

Principal

Quinn Strategy Group

Quinn Strategy Group advises executives on the challenges of developing and implementing organizational strategy, building organization capacity and board governance. We work closely with leadership teams and boards to move plans into action.

Board expertise: Governance, Strategy, M&A



Strategic thinker who sees around corners. Energy policy and regulatory expertise. Organizational change leader

Tammy S. J. Schneider, CPA

Founder & Managing Director

Taurus CPA Solutions, LLC

I take the fear out of finances by offering strategic and pragmatic guidance to business owners. Accounting and tax can be stressful. I provide professional and compassionate support and direction, allowing entrepreneurs to confidently manage their businesses.

Board expertise: Finance, Accounting, Tax, Business



Gina Ramsey

CEO | *Pink Dog Digital*

We are a full-service digital agency providing

website design, SEO, social media, content creation, digital advertising & email marketing campaigns. We help businesses grow through their digital footprint.

Board expertise: Digital Marketing



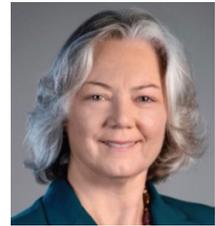
Katherine Schulze

General Counsel, Chief Compliance & Ethics Officer

Ethics Alliance Maryland, LLC

Experienced in-house counsel, Chief Compliance & Ethics Officer, Senior Vice President, regulator, board director, active committee member, and chair. Trusted advisor on legal, compliance, governance, risk, regulatory and ethical issues. Licensed consultant.

Board expertise: Legal, Compliance, Ethics, Governance, Audit



Kera Ritter

President

The Ritter Group LLC

The Ritter Group LLC is a Baltimore-based, minority-owned consulting firm that provides customized support to businesses, community and social enterprises, cooperatives, and nonprofit organizations undergoing significant transformation.



Ellen Shiery

Wealth Management Advisor

Merrill Lynch

Passionately engaged in volunteer and philanthropic efforts, Ellen is an advocate for children in foster care, mental health initiatives and empowering women to change their financial trajectory because nothing bad happens when women have more money.

Board expertise: Fundraising, Board Development, Strategic Partnerships



Lori Amos Robinson

Chief Communications Officer

McCormick & Company

Executive Alliance Member is an experienced Marketing and Communication professional with a passion for mentoring the next generation of leaders and building resilient communities. Currently serving on the Diversity, Equity and Inclusion committee.

Board expertise: Executive Communications, Crisis Management, Sustainability, Employee Communications, Corporate Reputation



Michelle Daugherty Siri, Esq.

Executive Director

The Women's Law Center of Maryland, Inc.

The Women's Law Center of Maryland is a nonprofit law firm dedicated to ensuring the physical safety, economic security, and bodily autonomy of women in Maryland. We further our mission through direct legal services, free hotlines, and legislative advocacy.

Board expertise: Legal, Human Resources, Event Planning



Lisa Rusyniak

President & CEO

Goodwill Industries of the Chesapeake, Inc.

For 25 years Lisa has provided leadership to the \$50 million social enterprise also one of the largest workforce development agencies in the region for the those with the greatest challenges to access employment, with 33 retail stores & donation sites.

Board expertise: Marketing



Nancy Lindberg Sloane

Retired Executive

Hospitality, Publishing, Advertising industries

Retired executive from the Hospitality, Publishing and Advertising industries



Melanie Santiago-Mosier

Vice President, Climate, Energy & Equity

Green & Healthy Homes Initiative

Nationally recognized, award-winning energy and utilities expert implementing a vision for diversity, equity, inclusion, and justice in and through clean energy. Strategic leader in directing state and federal policy development and advocacy.

Board expertise: Leader in Diversity & Inclusion.



Judy L. Smith

Principal

On Point Consulting

On Point Consulting is a management consulting company that serves both the public and private sectors. Our services include: strategic planning, operational analysis, growth strategies, governance, risk



management, and technology adaption and optimization.

Board expertise: Governance, Strategic Planning, Risk Management, Financial Management, Cyber Security

Donna Hill Staton, Esq.

Founding Principal

Decision Point Law and Decision Point Strategy Group, LLC

Experienced public company director, including Governance and Nominating (Chair), Compensation and Executive Committees. Diverse industry board experience as director of financial, cultural, educational, legal and charitable organizations.

Board expertise: Governance; Legal; Crisis Prevention; Regulatory/Government; Strategy



Stacie Tobin

Partner in Charge, Baltimore

Venable LLP

Stacie is a commercial litigator with more than thirty years' experience. Since 2019, she has served as the Partner in Charge of Venable's Baltimore office, home to approximately 400 lawyers and other business professionals.

Board expertise: Law, Hospitality, Governance



Mimi Roeder Vaughan

President Roeder Travel/Kailua Properties

Roeder Travel / Kailua Properties

Mimi Roeder Vaughan started her travel agency, Roeder Travel, 50 years ago. She has a real estate company, Kailua Properties. Mimi was on the ABC Board for 11 years. She was the first non African American on the board. She was President of Executive Alliance.

Board expertise: Fund Raising and bringing new people in



Maggie Villegas

Executive Director

Baltimore Creatives Acceleration Network

Latina creator, strategist, and organizer for a just creative economy. I combine my passion for connecting people, my creative energy, and my love of Baltimore to build platforms that invest in futures led by artists, cultural workers, and creators.

Board expertise: Creative Sector, Small Business + Entrepreneurship, Public Art, Gig Economy



Michele Walsh

Chair, Business Law Department

Gordon Feinblatt LLC

I keep business owners and their companies out of trouble. I am a member of Gordon Feinblatt and chair the firm's Business Law and Securities Practice Groups. I work with businesses through all stages of growth, from startup to capital raising to sale.

Board expertise: Corporate Governance, Mergers & Acquisitions, Commercial Agreements and Capital Raising



Executive Alliance members

Donna C. Wilson-Johnson

President

Wilson Johnson & Associates LLC

Executive with distinct talent, cultivated by years of experience, teaching and consulting, to formulate effective business and marketing strategies. Plus, skilled in building productive teams; and fostering strategic partnerships in response to the market.

Board expertise: Strategic Planning, Brand and Communications Management, Building Strategic Partnerships



J. Nicole Windsor

Partner | Bowie & Jensen, LLC

I work with CEOs, general counsel, human resource directors, and entrepreneurs to provide clear and actionable guidance on management-side employment law compliance and litigation matters.

Board expertise: All aspects of management side employment law including restrictive covenants, wage and hour laws, anti-discrimination laws as well as dispute resolution.



Amanda C. Zinn

President & CEO

Leadership Baltimore County

Executive Alliance member with a proven track record in business development/growth, strategic planning and navigating complex political, social and economic issues to attain goals. Accomplished nonprofit executive licensed by Standards for Excellence program.

Board expertise: Governance, Financial Management, Strategic Planning, Marketing



Additional Executive Alliance members

Dawn Audia
Vice President
Ullico Inc.

Carol Dodson
Vice President and
Chief Customer Officer
Baltimore Gas & Electric Company

Karen Evans
Vice President
Whiting-Turner Contracting Company

Miriam Fuchs
Assistant Counsel
United States Army Corps of Engineers

Kathleen Hetherington
President
Howard Community College

Leslie Mancuso
President and Chief Executive Officer
Jhpiego, an affiliate of Johns Hopkins University

Karen Proudford
Associate Professor of
Management
Morgan State University

Karen Roberts
Controller
Dragos

Beth Terry
Vice President
Merrill Lynch

Arlene Thayer
Chief Operating Officer
Katz Abosch, P.A.

Suzanne Thompson
President and Owner
HealthPlan Headquarters

Ellen Yankellow
President & Chief Executive Officer
Correct Rx Pharmacy Services, Inc.

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Executive Alliance officers 2021-2022

<p>PRESIDENT</p>  <p>Mary Jean Herron, Wilmax Advisory LLC and BayLake Solutions LLC</p>	<p>PRESIDENT-ELECT</p>  <p>Angie Barnett, Greater Baltimore Business Bureau</p>	<p>PAST PRESIDENT</p>  <p>Lisa Hayes, PNC Wealth Management</p>	<p>SECRETARY</p>  <p>Stephanie Baker, WAEPA</p>	<p>VICE PRESIDENT - PARTNERSHIP</p>  <p>Karen Evans Whiting-Turner Contracting Company</p>
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Committee chairs & board members

<p>ADVOCACY</p>  <p>Greta Engle Kessler, USI (L) and Karen Nelson, Planned Parenthood (R)</p>	<p>GOVERNANCE</p>  <p>Martina Martin, United Way of Central Maryland (L) and Tasha Museles, Children's Cancer Foundation (R)</p>	<p>MEMBERSHIP</p>  <p>Lynn Manthy, Wells Fargo</p>	<p>PARTNERSHIPS</p>  <p>Pattie Dash, National Kidney Foundation serving Maryland & Delaware</p>	<p>WOMEN ON BOARDS</p>  <p>Lyn Cason, Stanton Chase (L) and Joyce Kuhns, Offit Kurman, P.A. (R)</p>
<p>FINANCE</p>  <p>Susan Mitcheltree, Berman McAleer</p>	<p>MARKETING & COMMUNICATIONS</p>  <p>Tracy Imm, Tracy Imm Worldwide, LLC (L) and Gina Ramsey, Pink Dog Digital (R)</p>	<p>MENTORING</p>  <p>Karen Bond, Judge Alexander Williams Policy Center (L) and Maria Johnson Darby, Keswick (R)</p>	<p>PROGRAMMING</p>  <p>Sasha Day, Aramark Higher Education (L) and Katherine Schulze, Ethics Alliance Maryland LLC (R)</p>	<p>DEI TASK FORCE</p>  <p>Karen Bond, Judge Alexander Williams Policy Center (L) and Lynne Durbin, InLine LLC (R)</p>

Special Thanks

The 2022 Census Report of Women Board Directors in Maryland is researched, compiled and published by the Women on Corporate Boards Committee of Executive Alliance. Special thanks to Ellen Fish (Chair), Nancy Sloane, Michelle Bresnick Walsh, and Patti Long.



McCormick & Company

is proud to be recognized as a

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