



A CATALYST FOR WOMEN LEADERS IN MARYLAND

2023 Census Report **Women Board Directors IN MARYLAND**

Advertising Supplement

PRESENTING SPONSOR: **VENABLE** LLP

LEADERSHIP SPONSOR:  UNIVERSITY of MARYLAND
MEDICAL SYSTEM

30 YEARS STRONG

2023 marks an important milestone for Executive Alliance. Since 1993, Executive Alliance, formerly known as Network 2000, has been a catalyst for women leaders in the greater Baltimore area. This is the 15th year for our Annual Census Report of Women Board Directors. 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.

A lot has changed in Maryland and the business community since we began measuring and reporting on the representation of women on the boards of public companies headquartered in Maryland. Although the pace of change can be frustrating, women have made incredible strides towards gender parity. However, we need to remember that not all women have benefited equally. We continue to see women of color lag behind white women in terms of board representation. There are bright spots – of the women named as new directors to publicly-traded companies headquartered Maryland, 32% are women of color.

As Executive Alliance enters its 30th year, we look with a renewed emphasis on empowering and diversifying Maryland’s executive leadership to provide paths to women’s leadership and growth. In this publication, we celebrate 43 companies and organizations in Maryland who put values into action by having at least 30% of their executive team and board directors

identify as women. New this year, we accepted applications from private companies and non-profits who met the 30% threshold. To apply for next year’s Honor Roll award, please visit executivealliance.org/honor-roll.

We 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.

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.



THE METHODOLOGY The 2023 Census includes 75 companies that are listed on the three major exchanges (AMEX, NYSE and NASDAQ) that are headquartered in Maryland. The Census excludes funds and early stage “blank check companies”. Data was obtained from the initial prospectus, most recent proxy statement (DEF 14A) and annual report (10-K) filed with the Securities and Exchange Commission (SEC) for the period July 1, 2021 through June 30, 2022. The proposed slate of directors is used and the report excludes retiring directors. Executive officers and most highly compensated officers are those listed in SEC filings. The report excludes executives and most highly compensated officers that have retired or the position was vacated and was not filled based on SEC filings. It should be noted, that comparisons made in this report between national data on new directors and Maryland is not directly comparable as Maryland data includes only new independent directors. Identification of women of color was based on SEC filings if disclosed. Otherwise, women of color were determined based on the EEOC definition for people of color: Non-Hispanic Black, Asian, Native Hawaiian or other Pacific Islander, American Indian or Alaskan Native, and Hispanic or Latino. It should be noted that it can be difficult to determine Women of Color and that the data may be understated.

COMPANIES INCLUDED IN THE CENSUS

2U, Inc.	Choice Hotels International, Inc.	Gain Therapeutics, Inc.	MacroGenics, inc.	Pebblebrook Hotel Trust	Synthetic Biologics, Inc.
AGNC Investment Corp.	CIENA Corp.	Glen Burnie Bancorp	Marriott International, Inc.	Precigen, Inc.	T. Rowe Price Group, Inc.
Altimune, Inc.	Connexa Sports Technologies, Inc.	GlycoMimetics, Inc.	MaxCyte, Inc.	Processa Pharmaceuticals, Inc.	Tenable Holdings, Inc.
Arcellz, Inc.	Constellation Energy Group, Inc.	GSE Systems, Inc.	McCormick and Company	RegenxBio, Inc.	Terawulf, Inc.
Argan, Inc.	Corporate Office Properties Trust	Hannon Armstrong Sustainable Infrastructure Capital, Inc.	Medifast, inc.	Rekor Systems, Inc.	Tessco Technologies, Inc.
Avalo Therapeutics, Inc.	CuriosityStream, Inc.	Host Hotels & Resorts, Inc.	MyMD Pharmaceuticals, Inc.	RLJ Lodging Trust	The Community Financial Corporation
Aziyo Biologics, Inc.	DiamondRock Hospitality Company	India Globalization Capital, Inc.	NexImmune, Inc.	Sandy Spring Bancorp	Under Armour, Inc.
BigBear.ai Holdings, Inc.	Eagle Bancorp, Inc.	IONQ, Inc.	NextCure, Inc.	Saul Centers, Inc.	United Therapeutics Corp.
BTCS, Inc.	Emergent Biosolutions Inc.	JGB Smith Properties	Novavax, Inc.	Sensei Biotherapeutics, Inc.	Universal Security Instruments, Inc.
Capital Bancorp Inc.	Enviva Partners, LP	Laureate Education, Inc.	Omega Healthcare Investors, Inc.	Senseonics Holdings, Inc.	Urban One, Inc.
CASI Pharmaceuticals, Inc.	Federal Realty Investment Trust	Liquidity Services, Inc.	OpGen, Inc.	Shore Bancshares, Inc.	Walker & Dunlop, Inc.
Centrus Energy Corp.	First United Corporation	Lockheed Martin Corporation	Orgenesis, Inc.	Sinclair Broadcast Group, Inc.	Xometry, Inc.
CEVA, Inc.			Partners Bancorp	Supernus Pharmaceuticals, Inc.	

LEARNING FROM THE EXPERTS

The business case for board diversity is clear: diverse companies outperform their peers. Studies have shown that 43% of companies with diverse boards generate higher profits than their peers. Additionally, companies in the top-quartile for ethnic/cultural diversity on executive teams are 33% more likely to have industry-leading profitability, and a diverse leadership team boosts revenues by 19% vs the competition.

As part of its Annual Census Report of Women Board Directors in Maryland, Executive Alliance celebrates companies that are getting closer to achieving gender parity. Those companies are listed on the Honor Roll, which highlights publicly-traded and private companies or organizations in Maryland that employ women in at least 30% of their executive leadership roles AND have women in at least 30% of their board of director seats. This year, five public companies made the list and 38 private companies and non-profits were selected.

These companies lead the way for women's leadership by being creative and supportive in recruitment, development, support and advancement of women in the workplace and corporate boards. The standouts on our Honor Roll list focus on the whole organization, not just board representation. That commitment starts with creating a path for women leaders, demonstrating a commitment to women and making board and leadership diversity a priority.

As part of our application process, we asked what programs and initiatives applicants used to further women's development. Nearly all self-reported starting these efforts in the hiring phase, with 92% using the onboarding process to focus attention on diversity. Eighty-three percent of respondents focus on diversity within the internal education, communication and HR processes. Three-quarters of the responding companies call out specific strategies for DEI processes within staff recruitment. Companies appear to be moving less quickly in adopting measurable assessment strategies (58%) and audits of workforce pay equity (54%). See the sidebar for what our responding companies reported.

What can others learn from the private companies and organizations on this year's Honor Roll?

RECRUIT DIVERSE TALENT.

Companies on our Honor Roll focus on hiring diverse teams. For some, such as the Arc of Central Maryland, that means wage transparency and compensation assessments, diverse hiring pools, and consciously cultivating current employees in direct support professional roles who are women of color to apply for management roles. Others, such as Girls on the Run, intentionally recruited for specific demographics in their board candidates.

Continued on 6

ACCELERATING WOMEN

Based on self-reported data, our private Honor Roll honorees use these best practices in their companies



New NASDAQ requirement focuses on diverse directors

The pressure is on. National trading exchanges are beginning to ask pointed questions why listed companies do not have diverse boards. In December 2022, the SEC approved an annual disclosure of board diversity statistics in a matrix format. By the end of 2023, companies listed on the Nasdaq Global Select Market or Nasdaq Global Market must have at least one diverse director or explain why they do not.

This directive is simply the start of a larger push to require more diversity in boards. By the end of 2025, the next phase of the disclosure program will require companies listed on Nasdaq (excludes foreign issuers and companies meeting other specified exceptions) to have or explain why it does not have, at least two directors who are diverse, including at least one diverse director who self-identifies as female, and at least one diverse director who self identifies as an underrepresented minority or LGBTQ+.

Companies listed on the Nasdaq Capital Market must have, or explain why they do not have, one diverse director by December 31,

2023, and two diverse directors by December 31, 2026.

All new operating companies listing on Nasdaq's U.S. exchange have one year from the date of listing to provide board-level statistical disclosure.

NASDAQ defines a diverse director as someone who self-identifies as one or more of the following: Black or African American, Hispanic or Latinx, Asian, Native American or Alaska Native, Native Hawaiian or Pacific Islander, or Two or More Races or Ethnicities. The definition also includes LGBTQ+ individuals.

"The whole purpose of these rules is to bring transparency and allow investors the opportunity to evaluate a company based on its commitment to board diversity," said Ellen Fish, Market Leader at Sandy Spring Bank. "If companies have to provide this data, hopefully they will be more purposeful in selecting board members to ensure good corporate governance and ultimately as studies have shown, better shareholder value."

	Board Matrix	One Diverse Director or Explanation*	Two Diverse Directors or Explanation*
Nasdaq Global Select or Global Markets	One year from the date of listing	Aug 7, 2023 or one year from the date of listing, whichever is later	Aug 6, 2025 or one year from the date of listing, whichever is later
Nasdaq Capital Market	One year from the date of listing	No specific milestone	Aug 6, 2025 or one year from the date of listing, whichever is later
Boards with 5 or fewer directors	One year from the date of listing	Aug 7, 2023 or one year from the date of listing, whichever is later	N/A

*A company that files its proxy statement after these dates in each respective calendar year would have to explain why it meets, or does not meet, the objective at the time of its proxy filing (or, if the company does not file a proxy, in its Form 10-K or 20-F).

Women's Perspectives: Achieving Women's Representation

We asked accomplished leaders Patricia Bradley, Lena Nebel, Alison Brown, Rhonda Pringle, and Martina Martin: "What is your number one best practice for achieving women's representation at the highest levels of leadership?"



“Remain mindful of your unique perspective as a woman, however, make it known that it is your knowledge in your field, your expertise, and your ability to lead others that is being relied upon, not the shade of your lipstick. In other words, do not put all of your focus on being a woman, but being a leader who happens to be a woman.

— Patricia Bradley - VP Office of Inclusion and Institutional Equity, Towson University



“Providing a structured and visible mentorship program that matches women in senior leadership with high-potential employees or managers, conveys the organization's core value to create a pipeline for women leaders, instills confidence in mentees and can be a catalyst for professional growth.

— Alison Brown - President, UMMC Midtown



“United Way of Central Maryland's best practice is a daily intentional and unwavering strategic focus on amplifying and leveraging the voices, talents, and power of women in our hiring and Board appointment practices, bolstered by ongoing development opportunities for both staff and volunteers. As a result, we are proud that 58% of our Board of Directors is female. 62.5% of our c-suite and 88% of our Organizational Management Team - which comprises VPs, Associate VPs, and select directors - is female with numerous future female leaders in the pipeline as well. Their diverse perspectives, commitment to equity, and demonstrated abilities in collaborative, inclusive decision-making strengthen our operations and delivery of critical services to the community.

— Martina Martin - SVP and Chief Operating Officer, United Way of Central Maryland



“Provide an environment that allows women to thrive.

— Lena Nebel - Chief Operating Officer, BFG Financial Advisors



“The key to growing women's representation at the highest levels of leadership is intentionality - both by women taking more chances on themselves and by companies doing the work to attract, retain, and develop women employees. Intentionally must be a best practice if we're to progress.

— Rhonda Pringle - Publisher, Baltimore Business Journal



Johns Hopkins Medicine
proudly supports
Executive Alliance's Honor Roll:
Award for Women's Representation



Howard County General Hospital • The Johns Hopkins Hospital

**BUSINESS
BANKING**

YOU HAVE BUSINESS STRATEGIES. WE HAVE STRATEGIES FOR BUSINESSES. GROWING ONES.



Let's talk about your business goals.
Call 800.399.5919 or visit
sandyspringbank.com/business.



Member FDIC. Sandy Spring Bank NMLS # 406382. Sandy Spring Bank and the SSB logo are registered trademarks of Sandy Spring Bank. © 2022 Sandy Spring Bank. All rights reserved.

CULTIVATING NEW BOARD MEMBERS?

Extensive research has been done on publicly-traded companies, as the demographics of their boards and executive teams are open to investors and the public. Although the goals of private companies and organizations may be different than publicly-traded companies, there is much to learn from their examination.

Spencer Stuart, a global executive search and leadership consulting firm based in Chicago, annually puts out a board index report highlighting best practices for public companies.

The latest report found eight defining characteristics among forward-looking boards as they look for new directors.

- Consider boards and directors to be strategic assets noting a strong, diverse and balanced board is critical to performance.
- Casting a wide and deep net for director talent without narrow expectations and coming from a broader range of professional backgrounds.
- Adopting a culture of continuous commitment to board diversity. The report states "Boards that are most successful on the diversity journey will view every director search as an opportunity to enhance boardroom diversity and ensure boardroom policies and procedures reflect an inclusive culture of trust, belonging and respect for all perspectives."
- Increasing diversity in board leadership. According to the report, "diversity in leadership can elevate important perspectives and increase the sense of belonging in the boardroom for all directors."
- Build the company leadership pipeline for the future. Boards are moving toward leadership talent pipeline board oversight as well as increasing Diversity, Equity and Inclusion (DEI) efforts.
- Rejecting a scarcity mindset and building robust candidate pipelines. Instead of just looking at existing director personal networks, influential boards are leveraging company and external affinity groups to help them find diverse candidates.
- Boards consider diversity of age and the implications of tenure. "Many boards are thinking carefully about attaining the right balance between youth and experience for today's fast changing strategic context," the report states.
- Leading boards are thinking globally by looking for candidates with international experience.

LOOKING FOR NEW BOARD TALENT?

Executive Alliance will help private companies and non-profits find board members. Learn more about our Board Matching Program at

EXECUTIVEALLIANCE.ORG/PROGRAM/LOOKING-FOR-BOARD-MEMBERS



Continued from 3

They are nearly 100% women-led and operated and "intentionally diversified to encourage men to join the Board and as coaches so that they can be advocates for the girls and women around them." Maryland Health Benefit Exchange works to eliminate bias in the hiring process by using blind resume reviews and diverse interview panels to assess candidates.

SET INTENTION.

Nearly all of the private companies and organizations on the Honor Roll shared a clear focus and intention to create workplaces that promote women and are grounded in inclusion for all. At the AFRO, they are "very intentional about including women (especially younger women) in leadership. Although we are a small organization (20-25 employees), 70 per cent of our leaders are women." Jovian Concepts "intentionally created the Board to represent a variety of voices, backgrounds, and opinions, with the hopes to provide sound guidance for the company that is balanced and equitable."

The goals of most of the Honor Roll companies go beyond one particular group of people. The Y of Central Maryland is dedicated to ensuring that they reach and include women on the periphery of society, such as trans-women, BIPOC women, neurodiverse women and others. Associate Resource Groups, such as Emergent Leaders, LGBTQ, African American and Women's groups help the organization view their work through a lens of intersectionality. Leadership Baltimore County strives to reflect the community it serves, with "clear DEIB recruitment strategies for staff, board, and class members and work hard to ensure we are as diverse as possible."

Those intentions need to translate into action. At the University of Maryland Medical Center, the strategic plan established programs designed to educate

and “hardwire” equity, diversity and inclusion into the organization. “These programs, investments and the intentionality of our senior leadership team and our Board of Directors has dramatically increased representation of women to over 30%.”

CREATE VISIBILITY.

Sixty-three percent of reporting companies on the Honor Roll identified external communication as an initiative to move women forward. Reaching out to people outside the company helps to raise visibility for women’s representation overall. Last year, McDaniel College hosted the inaugural Carroll County Women’s Conference, which brought over 200 community professionals together for workshops, collaborations and conversations focused on women’s empowerment and development. MarinaLife takes a different approach by celebrating both the personal and professional achievements of staff, through monthly team meetings and on social media as well as an “award system, where employees can recognize each other for their work and achievements.” Carroll Community College looks at their entire community of faculty, staff and students. They’ve put DEI as a priority in their strategic Compass 2025 Goals. “The goal provides a framework for providing learning experiences that allow students to learn cultural competencies, as well as coordination of efforts to grow faculty and staff around their own DEI competencies.”

TRANSFORM THE COMMUNITY.

Some of the Honor Roll companies focus on the community, helping all women, not simply employees, grow. At BFG Financial, financial literacy is key; they share that “we have created educational resources for women, produced podcast episodes that promote financial feminism, and have been ardent supporters of organizations like Females and Finance that push for gender equality in the industry.” The Community Foundation of Anne Arundel County has

a dedicated grant fund, the Women and Girls Fund, which “support[s] nonprofits that help women and girls pursue positive, productive lives by helping remove barriers for women and girls, increase their economic security, enhance their well-being and safety, and empower them to make positive life decisions for themselves and their families.”

Creating a path to leadership is critical to the success of women at Associated Black Charities and the results ripples through the community. “our initiatives have specifically provided women with opportunities to grow in their careers, to serve on local and national charity boards, and has equipped them through mentorship and representation to become a new generation of leaders across all industries.” Planned Parenthood of Maryland builds a

pipeline of health educators of color through their Health Education Incubator Program, which has “significantly increased the number of health educators of color in public schools and communities, which has also expanded access to education and direct care coordination support for women all over the state.”

TRAIN AND DEVELOP.

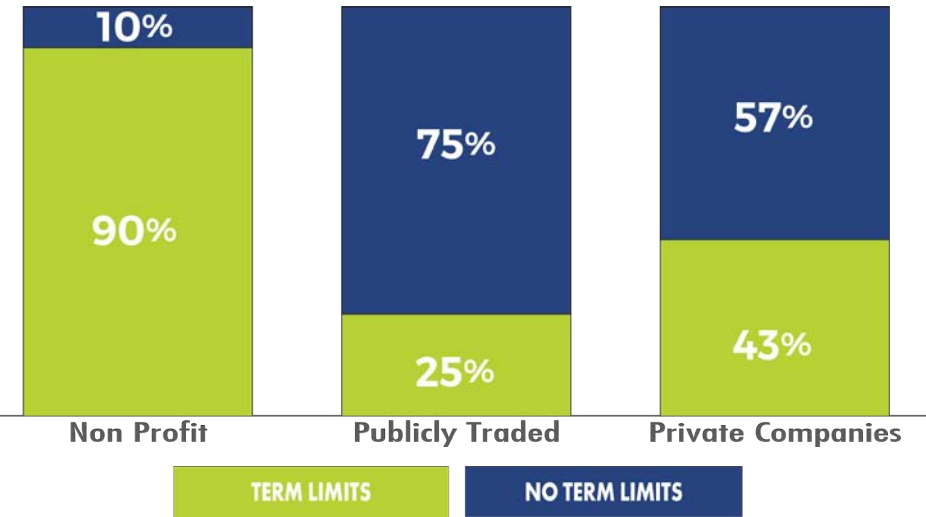
Ongoing training and staff development has been key for the majority of Honor Roll companies. Some create general leadership programs. The Arc Baltimore uses its Leadership Institute and Direct Support Apprentice program, as a “clear investment in advancing our team, and nearly 70% of participants were women.”

Continued on 12

Private Company Term Limits

Corporate board practices show that creating term limits for board directors spur more diversity, as newly appointed directors are significantly more diverse. Nationally the average tenure for seated directors is 9.7 years in the larger companies of the S&P 500.

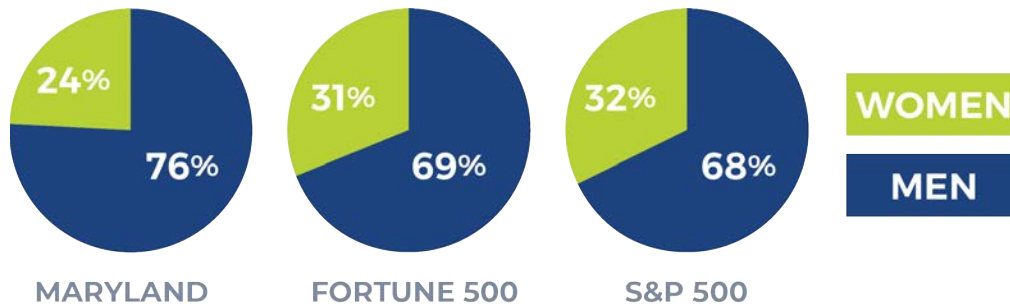
Twenty-five percent of the publicly-traded companies headquartered in Maryland in this year’s census have term limits. Of private companies self-reporting information for Our Honor Roll award, 43% have term limits and 90% of non-profits reporting information have term limits. The average term limit for non-profits is 7.25 years, with most limiting total service to 6 years. For private companies that are not non-profits, the average limit is 6.83 years with most limiting service to 9 years.



MARYLAND'S PUBLICLY-TRADED COMPANIES

Annual Census Report

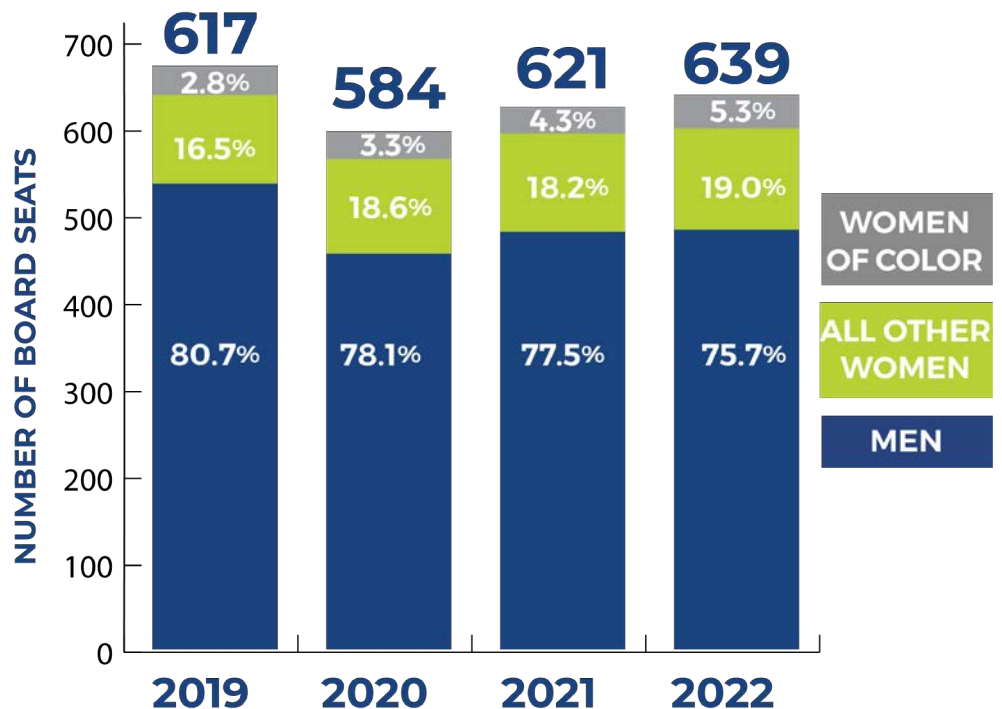
Maryland companies in the Census lag behind the national average for gender and racial diversity. Of the 639 director seats in Maryland, 76% seats are held by men and 24% are held by women compared to Fortune 500 companies where 69% are held by men and 31% are held by women.¹ Maryland also lags the S&P 500 where 68% of board seats are held by men and 32% are held by women.² With women's participation in the US labor force at 57% as of January 2023, why aren't board rooms in Maryland gender balanced?³



In Maryland, there are still all male boards! Eight Maryland companies, or 11%, had ALL male boards versus 1% of Fortune 500 companies.⁴

- CASI Pharmaceuticals, Inc.
- India Globalization Capital, Inc.
- MyMD Pharmaceuticals, Inc.
- Synthetic Biologics, Inc.
- Connexa Sports Technologies,
- IONQ, Inc.
- Rekor Systems, Inc.
- Universal Security Instruments

PERCENTAGE OF BOARD SEATS HELD BY WOMEN



The number and percentage of board seats held by women grows slowly and women of color lags the national average. Of the 639 director seats in Maryland, 5% are held by women of color versus 7% at Fortune 500 companies.⁵ At the current pace, gender parity on Maryland boards will not be reached in this decade.

Age and Term Limits Are Needed

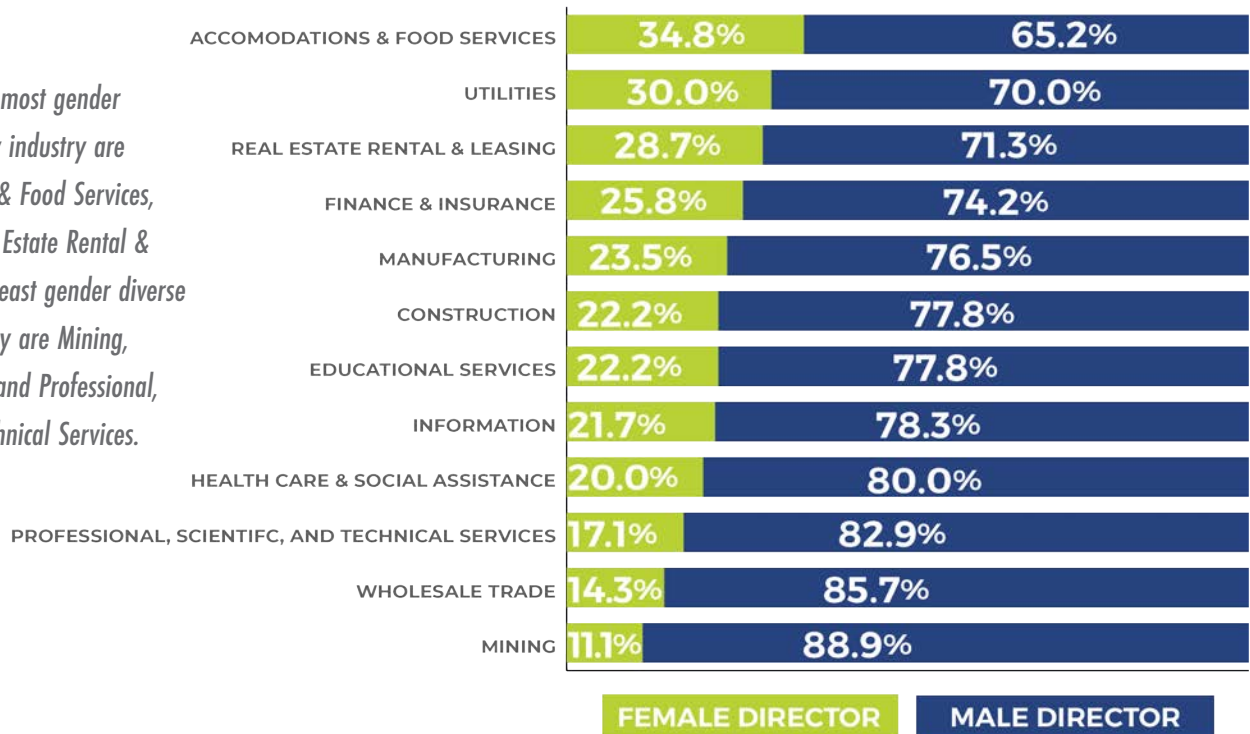
The average age of directors in the Maryland Census is declining slowly from 63 last year to 62 this year. The average age of male directors declined from 64 last year to 63 this year and the average age of women directors declined from 61 last year to 60 this year. Nationally the average tenure for seated directors is 9.7 years in the larger companies of the S&P 500.⁶

Only 25% of the companies in the Census had age or term limits. Boards will need to be cognizant that either new gender diverse board members will need to be appointed at a greater pace and/or more boards will need to enact age and/or term limits if gender parity is to be reached in this decade.

MARYLAND BOARDS BY INDUSTRY

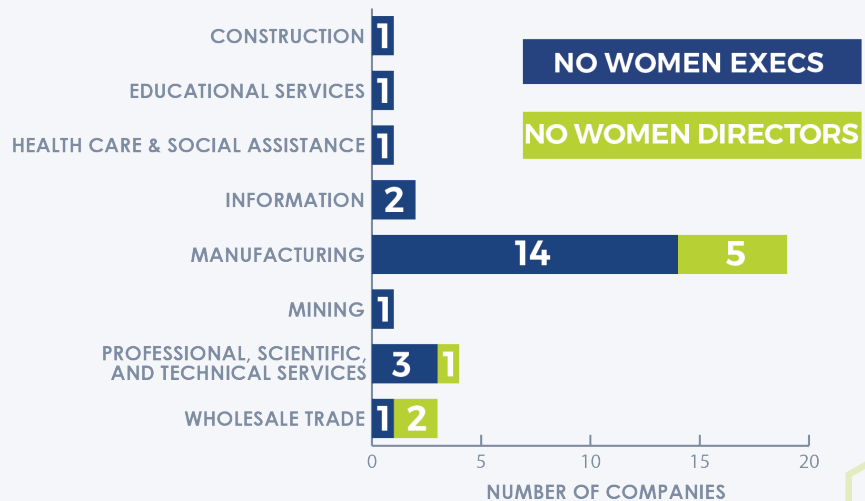
GENDER DIVERSITY: DIRECTORS BY INDUSTRY

In Maryland, the most gender diverse boards by industry are Accommodations & Food Services, Utilities and Real Estate Rental & Leasing and the least gender diverse boards by industry are Mining, Wholesale Trade and Professional, Scientific and Technical Services.



INDUSTRIES WITH NO WOMEN REPRESENTATION

Manufacturing companies had the most companies with no women directors as well as the most companies with no women executives.



LOOK AT WHAT HAPPENS WHEN WOMEN LEAD

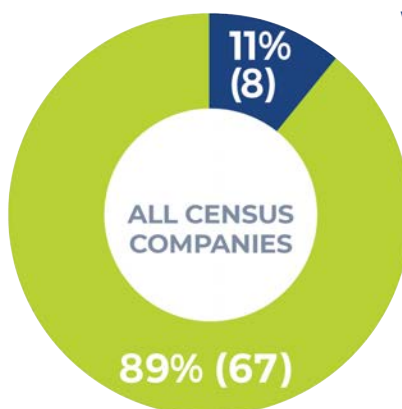
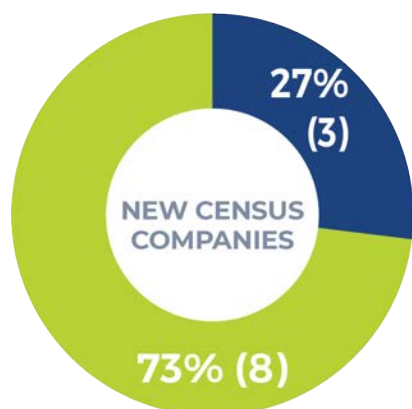
The percentage of women on the boards of the 198 Russel 3000 companies whose CEOs are women is 41%, and 37% of those companies are gender balanced.⁷ In Maryland, the percentage of women on the boards of the Census companies whose CEOs are women is 33% and 14% of those companies are gender balanced.

A LOOK AT NEW COMPANIES ENTERING THE CENSUS

Are they helping or hurting board diversity?

In this year's Census, Maryland has 75 publicly-traded companies on one of the three major exchanges (NYSE, NYSE AMEX or NASDAQ) and headquartered in Maryland, an increase from 72 last year. There were eleven new companies included in the Census this year and eight companies exited the list.

A look at the new companies added to the Census reveals that eight new companies were added to the list as a result of the company going public (IPO), two were up-listed to one of the three major exchanges and one was a spin-off and moved its headquarters to Maryland. Of the new companies included in the Census, eight or 73% had at least one woman director versus 89% for all Census companies.



WOMAN DIRECTORS IN NEW COMPANIES

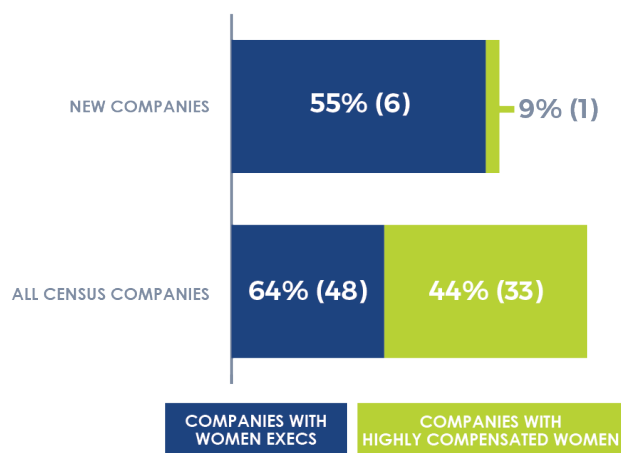
COMPANIES WITH AT LEAST ONE WOMAN DIRECTOR

COMPANIES WITH ONLY MALE DIRECTORS

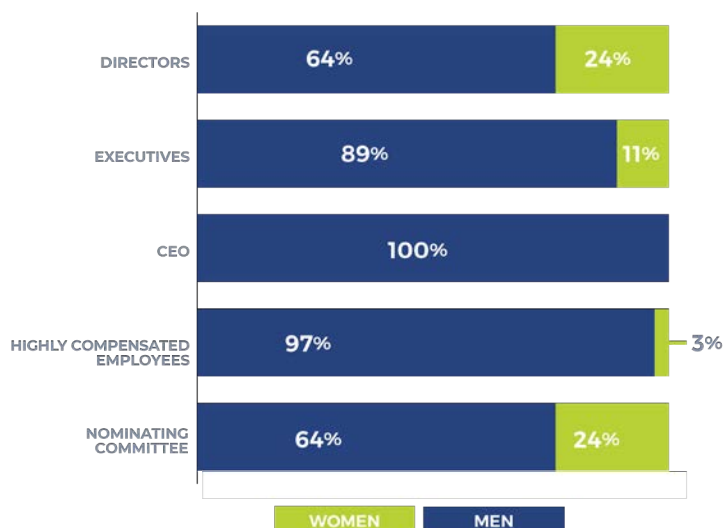
New companies in the Census C-Suites are not as gender diverse as Census companies on the whole. Of the new companies in the Census, 55% had at least one woman executive compared to 64% for all Census companies. Only one company which represents 9% of the new companies had a woman among the most highly compensated executives compared to 33 for all Census companies or 44% of the companies in the Census had at least one woman among the most highly compensated.

Women made up 24% of the directors for the new companies in the Census which was equal to the overall Census. However, only 11% of the executives for new companies added to the Census were women compared to 17% for all Census companies. There were no women CEOs among the new companies included in the Census. Women also only made up 3% of the most highly compensated executives compared to 14% for all Census companies. The nominating committee for new companies included in the Census was not as gender diverse as all Census companies with 24% women on new company nominating committees versus 28% for all Census companies.

WOMEN'S REPRESENTATION IN NEW VS ALL CENSUS COMPANIES



NEW COMPANIES IN MARYLAND



A CLOSER LOOK AT NEW DIRECTORS

Maryland is now the most diverse state on the East Coast so why don't Maryland board rooms reflect this diversity?⁸ Studies have shown that promoting diversity across an organization means better business results:⁹

- 43% of companies with diverse boards generate higher profits.
- Companies in the top-quartile for ethnic/cultural diversity on executive teams are 33% more likely to have industry-leading profitability.
- A diverse leadership team boosts revenues by 19% vs the competition.

Maryland companies significantly lag gender diversity for new board members. Of the new Independent directors in Maryland, 33% were female versus 45% female for new Fortune 500 directors.¹⁰

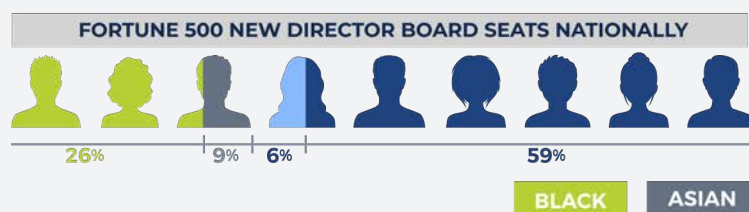
51% of that were **WHITE** men **FORTUNE 500 BOARD SEATS**



68% of that were **WHITE** men **MARYLAND BOARD SEATS**



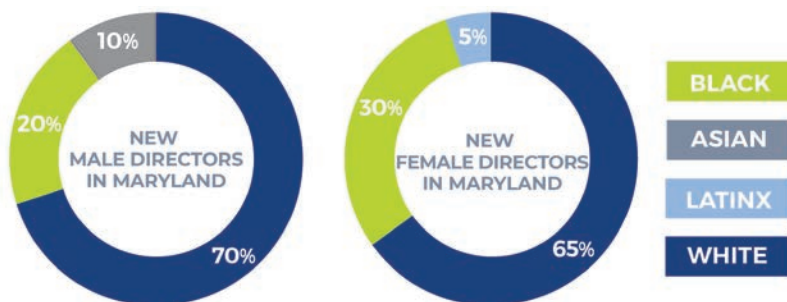
Nationally, new directors are more diverse when it comes to race and ethnicity. In the Fortune 500, 59% of new directors are white and in Maryland, 68% of new Independent directors were white.¹¹



Nationally, 26% of new directors are African American or Black, 9% are Asian and 6% are Hispanic or Latinx.¹² In Maryland, 23% of new directors are African American or Black, 7% are Asian and 2% are Hispanic or Latinx.

ETHNIC DIVERSITY AMONG NEW DIRECTORS IN MD

Analyzing the new director data by gender, 70% of the new male directors in Maryland are white and 65% of the new female directors are white. New female directors in Maryland are more diverse than the new male directors with 30% African American or Black, 0% Asian and 5% Hispanic or Latinx compared to 20% African American or Black, 10% Asian and 0% Hispanic or Latinx for men.



(1) bizjournals.com/bizwomen/news/latest-news/2022/08/mogul-women-boards.html?page=all

(2) spencerstuart.com/research-and-insight/sp-500-board-diversity-snapshot.

(3) Labor Force Status of Women and Men, United States Department of Labor, 2022, dol.gov/agencies/wb/data/widget

(4) Mogul Board Diversity in 2021, page 23.

(5) deloitte.com/us/en/pages/center-for-board-effectiveness/articles/missing-pieces-report-board-diversity.html

(6) Tonello, Matteo. "Corporate Board Practices in the Russell 3000 and S&P 500." The Harvard Law School Forum on Corporate Governance, 18 Oct. 2020.

(7) 5050wob.com/wp-content/uploads/2022/11/5050-wob-annual-report-11142022.pdf

(8) washingtonpost.com/dc-md-va/2021/08/12/dc-virginia-maryland-census-redistricting-2

(9) Mogul Board Diversity in 2021, page 41

(10) Heidrick & Struggles, Board Monitor US 2022, heidrick.com/-/media/heidrickcom/publications-and-reports/board-monitor-us-2022_final_with-updated-practice-page.pdf

(11) Heidrick & Struggles, Board Monitor US 2022, heidrick.com/-/media/heidrickcom/publications-and-reports/board-monitor-us-2022_final_with-updated-practice-page.pdf

(12) Heidrick & Struggles, Board Monitor US 2022, heidrick.com/-/media/heidrickcom/publications-and-reports/board-monitor-us-2022_final_with-updated-practice-page.pdf

Marian House “is intentional in its approach to mentor, empower and advance growth for women. We consistently provide training and networking opportunities to engage women from all levels and stakeholders.” Gordon Feinblatt LLC “leverages skills-based resources, such as mentoring and business development coaching, to ensure women have tools to continue to develop their professional practice.”

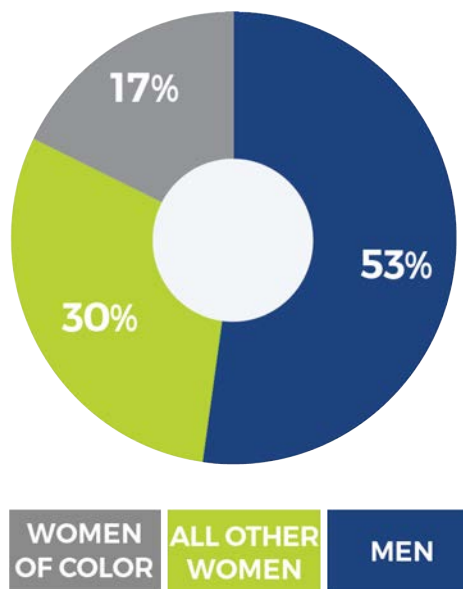
Others are more specific about DEI goals. Catholic Charities provides “unconscious bias testing and follow-up training for all managers specifically related to levels of unconscious basis around gender and ethnicity” and uses the aggregated anonymous results to tailor future trainings. Kaiser Foundation has created a formal sponsorship program “to increase exposure to underrepresented talent and accelerate readiness for critical roles. The four-phased pilot...is designed to build trust, confidence, and readiness for all participants.”

Gilchrist starts new leaders off with a specialized Leadership Development Program, which creates resources and opportunities for learning and professional development, along with assigning each participant a mentor.” GBMC reports that their CORE Leadership program and mentoring programs have directly impacted the diversity of their executive team.

MEASURE WHAT MATTERS.

As organizations integrate DEI and women’s representation more fully into their operations, some Honor Roll organizations are taking the next step: measurable outcomes. The United Way is one of the most racially diverse boards who self-reported data. They have a planned, multi-pronged and public commitment to women, with “a board-approved public commitment to equity, diversity, and inclusion outlined on our website and a four-part equity roadmap that focuses on 1) workplace and culture, 2) social impact in the community, 3) board members and volunteers, and 4) vendors and partners.”

SELF REPORTED DATA FOR BOARD DIRECTORS IN PRIVATE COMPANIES/ORGANIZATIONS IN MARYLAND



The Arc of Central Chesapeake, where the “vast majority” of staffers identify as women, measured their performance on “multiple factors related to identity, compensation, and belonging” in 2021 and used those “overwhelmingly positive results” to forming a DEI committee the following year, which “makes suggestions related to greater equity in policies, events, promotional decisions, and internal/external communications strategies.” Others, such as the Y of Central Maryland, conducted a race equity analysis which uncovered that “racial marginalization was creating barriers to opportunities for women of color. As a result of this recognition, the organization has been able to not only increase the number of women in senior leadership but also address the critical need to have the experiences and perspectives of women of color in these roles.” Venable LLP uses metrics to increase accountability for DEI initiatives, sharing that “practice group leaders have a specific responsibility, as outlined in practice group leader job descriptions, for an intentional approach to diversity and inclusion in the promotion process and pipeline development. In order to help practice group leaders, the firm has created a practice group dashboard with relevant data.”

Our Honor Roll companies and organizations are thoughtful and considered in advancing women and other underrepresented communities. Their commitment helps build Maryland’s workplaces into environments where everyone can thrive.





A CATALYST FOR WOMEN LEADERS IN MARYLAND

Honor Roll

AWARD FOR WOMEN'S REPRESENTATION

Congratulations to the 43 Honor Roll recipients! Our Honor Roll designation highlights publicly-traded and private companies and organizations in Maryland that employ women in at least 30% of their executive leadership roles AND have women in at least 30% of their board of director seats. These companies lead the way for women's leadership by being creative and supportive in recruitment, development, support and advancement of women in the workplace and corporate boards. There is still more work to be done to achieve gender parity in Maryland and continued focus is critical.

PRIVATE COMPANY | SECTOR: MEDIA



THE BLACK MEDIA AUTHORITY

There are 9 women on the 17-member Board of Directors.
71% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: COLLEGE



ANNE ARUNDEL
COMMUNITY COLLEGE

There are 5 women on the 8-member Board of Directors.
83% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



There are 8 women on the 19-member Board of Directors.
75% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



There are 8 women on the 17-member Board of Directors.
33% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



There are 4 women on the 13-member Board of Directors.
100% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



There are 20 women on the 35-member Board of Directors.
100% of the executive leadership team are women.

PRIVATE COMPANY | SECTOR: FINANCE & INSURANCE



BFG
Financial Advisors

There is 1 woman on the 3-member Board of Directors.
33% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: COLLEGE



There are 3 women on the 8-member Board of Directors.
33% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



CHERISHING THE DIVINE WITHIN ALL

There are 10 women on the 29-member Board of Directors.
60% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: COLLEGE



There are 7 women on the 15-member Board of Directors.
40% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



There are 8 women on the 17-member Board of Directors.
100% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



ENOCH PRATT
free LIBRARY

There are 15 women on the 33-member Board of Directors.
64% of the executive leadership team are women.

PUBLIC COMPANY | SECTOR: FINANCE & INSURANCE



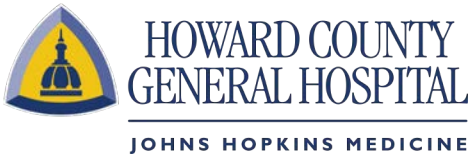
There are 5 women on the 10-member Board of Directors.
40% of the executive leadership team are women.

PUBLIC COMPANY | SECTOR: FINANCE & INSURANCE



There are 3 women on the 10-member Board of Directors.
40% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: HOSPITAL



There are 7 women on the 17-member Board of Directors.
33% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: HOSPITAL



There are 9 women on the 27-member Board of Directors.
75% of the executive leadership team are women.

PRIVATE COMPANY | SECTOR: LAW



There are 4 women on the 10-member Board of Directors.
40% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: HOSPITAL



There are 3 women on the 10-member Board of Directors.
67% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



There are 9 women on the 11-member Board of Directors.
100% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: HOSPITAL



There are 10 women on the 27-member Board of Directors.
69% of the executive leadership team are women.

PRIVATE COMPANY | SECTOR: CONSULTING



There are 4 women on the 6-member Board of Directors.
57% of the executive leadership team are women.



IS PROUD TO BE RECOGNIZED ON THE

2023 Honor Roll for Women's Representation

DOWN TO EARTH... UP TO THE CHALLENGE.

#jovianconcepts

@jovianconcepts

jovianconcepts.com

PRIVATE ORGANIZATION | SECTOR: HEALTH CARE



There are 4 women on the 6-member Board of Directors.
73% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



There are 18 women on the 28-member Board of Directors.
100% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: HOSPITAL



There are 7 women on the 14-member Board of Directors. 80% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



There are 17 women on the 23-member Board of Directors.
83% of the executive leadership team are women.

PRIVATE COMPANY | SECTOR: LEISURE & HOSPITALITY



There are 2 women on the 4-member Board of Directors.
80% of the executive leadership team are women.

PUBLIC COMPANY | SECTOR: LEISURE & HOSPITALITY



There are 5 women on the 12-member Board of Directors.
44% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



There are 10 women on the 18-member Board of Directors.
50% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



There are 4 women on the 9-member Board of Directors.
67% of the executive leadership team are women.

PRIVATE ORGANIZATION | COLLEGE



There are 13 women on the 38-member Board of Directors.
60% of the executive leadership team are women.

McCormick & Company
is proud to support
**Executive Alliance
Women of Excellence**



Celebrating those who lead the way

Kaiser Permanente is pleased to be recognized for the Executive Alliance Honor Roll, and we offer our sincere congratulations to the other honorees. We strive to create leadership opportunities for women within our organization, and we thank those women for helping us provide quality health care to our members and the communities we serve.



Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. 2101 E. Jefferson St., Rockville, MD 20852 2023SP0200 MAS 3/7/23-12/31/24

PRIVATE ORGANIZATION | SECTOR: HOSPITAL



MedStar Franklin Square Medical Center

There are 9 women on the 19-member Board of Directors.
60% of the executive leadership team are women.

PUBLIC COMPANY | SECTOR: FINANCE & INSURANCE



There are 5 women on the 14-member Board of Directors.
33% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: COLLEGE



There are 10 women on the 28-member Board of Directors.
40% of the executive leadership team are women.

PRIVATE ORGANIZATION | COLLEGE



MORGAN STATE UNIVERSITY

There are 5 women on the 14-member Board of Directors.
38% of the executive leadership team are women.

PUBLIC COMPANY | SECTOR: FINANCE & INSURANCE



There are 3 women on the 9-member Board of Directors.
33% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



United Way
of Central Maryland

There are 19 women on the 40-member Board of Directors.
63% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



Planned Parenthood of Maryland

There are 15 women on the 17-member Board of Directors.
71% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: COLLEGE



There are 12 women on the 22-member Board of Directors.
40% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: HOSPITAL



UNIVERSITY of MARYLAND MEDICAL CENTER

There are 6 women on the 16-member Board of Directors.
62% of the executive leadership team are women.



CCBC IS PROUD TO BE RECOGNIZED AS AN
EXECUTIVE ALLIANCE HONOR ROLL RECIPIENT FOR

WOMEN'S REPRESENTATION

At CCBC, we place equity at our center and lean into our mantra, "Every One of Us Counts." Together, we are building diversity, equity, and inclusion initiatives through which we will secure our place as a 21st-century college for 21st-century students prepared for 21st-century jobs.



Proud Honor Roll Honoree and excited
to advance the mission of Executive Alliance

GORDON FEINBLATT^{LLC}

We solve problems like yours

Lisa H.R. Hayes / Michele Bresnick Walsh
1001 Fleet Street / Suite 700 ■ Baltimore, MD 21202
410.576.4000 ■ gfrlaw.com

PRIVATE ORGANIZATION | SECTOR: COLLEGE



There are 68 women on the 149-member Board of Directors. 50% of the executive leadership team are women.

PRIVATE COMPANY | SECTOR: LAW



There are 6 women on the 20-member Board of Directors. 31% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



There are 19 women on the 36-member Board of Directors. 100% of the executive leadership team are women.

PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



The Y in Central Maryland

There are 10 women on the 33-member Board of Directors. 50% of the executive leadership team are women.

SAVE THE DATE FOR
WOMEN OF
Excellence



FALL, 2023

Our acclaimed Women of Excellence event
is coming in the fall of 2023. For more
information and to sponsor:

ExecutiveAlliance.org/womenofexcellence



**Passion.
Leadership.
Expertise.**



Employee Benefits | Property & Casualty
Personal Risk | Retirement Consulting

Proud to Support Executive Alliance

At USI, we've become a leader by doing things differently. Our employee benefits practice is focused on optimizing benefit plans through comprehensive cost containment, best in class pricing, regulatory compliance and superior account service.

With decades of experience, a proprietary risk analysis process and more than 9,000 professionals nationwide, we have a local team ready to serve you.

Let us show you how the right plan and the right partner can help protect your company's most valuable assets.

USI Insurance Services

11350 McCormick Drive | Hunt Valley, MD
410.773.4322 | usi.com

EXECUTIVE ALLIANCE MEMBERS

Karen Albert

Vice President, Head of Internal Audit and 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.



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.



Katie Allston, LCSW-C

President & CEO, Marian House

President & CEO of Marian House, a nonprofit in Baltimore. She is a Licensed Clinical Social Worker with over 25 years of experience in areas such as HIV, homelessness, addiction and mental health treatment and domestic violence. Katie received the 2016 Daily Record's Most Admired CEO award and the Daily Record Top 100 Women award in 2017 and 2019. Katie is a wife and mother and serves on the board of Mandela Enterprise Corporation, a nonprofit working to serve people exiting incarceration.



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.



Lori Amos Robinson

Chief Communications Officer, McCormick & Co

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 of Executive Alliance.



Alison Brown

President, University of Maryland Medical System Midtown Campus

Dynamic health care leader, currently President of Univ. of MD Medical Center's Midtown Campus, inspiring teams to deliver safe, respectful, equitable and compassionate care in a teaching hospital serving Baltimore City as an anchor institution. Previously served as Chief Strategy Officer for UMMS' thirteen hospital regional health system. Passionate about leadership development for women.



Violet 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.



Katherine Armstrong

Certified Financial Planner, Heritage Financial Consultants, LLC

Kathy 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.



Donyel Bacon

Chief, Innovation, Equality and Strategy, Department of Defense

Over several years, served as a STEM mentor and panelist at the Women in Engineering Day hosted at Howard County Community College and the Student STEM Summit at Bowie State University. As a result, I provided educational and career guidance to several hundred students and parents specific to engineering principles, STEM careers, college preparation, leadership development, and financial literacy.



Stephanie Baker

Chief Experience Officer, WAEPA

Stephanie is a Operations Executive and implementer of change. In her role as Chief Experience Officer, she is responsible for setting and executing customer experience strategies and delivering positive consumer interactions. Stephanie is responsible for leading the DEI&B program at her organization. She has a proven track record of developing talent and leading change.



The Arc®

Central Chesapeake Region

www.thearcccr.org



People.
Community.
Opportunity.

EXECUTIVE ALLIANCE MEMBERS

Meryl Burgin

Executive Vice President, General Counsel & Corporate Secretary, CareFirst BlueCross BlueShield

Meryl has been GC for 10 years and with CareFirst for 33. Meryl was previously at Whiteford, Taylor & Preston and a teacher before law school. She attended the University of Wisconsin and graduated with honors from the University of Baltimore School of Law. Meryl supports the community through her work as a Board and Governance Committee member of House of Ruth Maryland and the Maryland Access to Justice Commission and is a Leadership in Law Awardee.



Diane D'Aiutolo

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.



Ben Caplan

Senior Account Manager, Strategic Factory

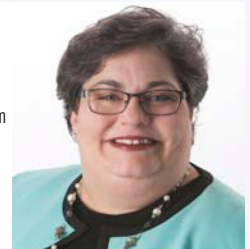
Strategic Factory is the preeminent single-point provider for printing, signage, branding, and marketing, and through these services, Ben strives to help businesses build their brand, stay top of mind with customers, and extend their reach in the marketplace. Having 39 years of experience working with customers to grow their business, he's passionate about product branding and working with companies to get their messaging in front of their targeted audience.



Maria Darby

COO, The Jack & Nancy Dwyer Workforce Development Center, Inc. (DWD).

As COO, Maria is responsible for operationalizing strategy through oversight and leadership of enterprise-wide functions aligned with short and long-term business goals. She oversees all administrative and operational functions; collaborates with the team to lead the strategic planning process; manages direct service lines; drives budgeting and forecasting; and manages DWD's external and internal communications, partnerships, fund development and donor relations.



Lyn Cason

Advisory Director, Stanton Chase

Brings over 30 years experience identifying and recruiting exceptional senior level talent to clients in media and non-profit executive search. Full service leadership consulting from talent strategy to recruitment and assessment.



Pattie Dash

Executive Director, The National Kidney Foundation

The National Kidney Foundation is revolutionizing the fight to save lives by eliminating preventable kidney disease, accelerating innovation for the dignity of the patient experience, and dismantling structural inequities in kidney care, dialysis and transplantation.



Carla A. Nelson Chambers

Managing Principal, The Nelson Ideation Group, LLC

We specialize in appraising diverse certified firms to meet our clients' need. Our extensive experience in corporate, government and P3 development projects uniquely qualifies us to cultivate critical relationships and create strategic alliances where needed.



Faiza Chaudhry

VP- Corporate Banking, PNC Bank

As a strong advocate for women entrepreneurs and leadership, I have consistently championed their presence in the market. My own experience as a self-employed individual provided me with the opportunity to connect with self-driven, motivated and dedicated women at all levels.



Michele 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.



Laura Crandon

President & Founder, Touch4Life

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.





**STRATEGIC
FACTORY**

PRINTING | SIGNAGE | BRANDING | MARKETING

CHANGE THE GAME

As the preeminent single-point provider for all of your **printing, signage, branding, and marketing** needs, we have the award-winning expertise to make any concept a reality.

11195 Dolfield Blvd.
Owings Mills, MD 21117

443.548.3500
info@strategicfactory.com

STRATEGICFACTORY.COM

EXECUTIVE ALLIANCE MEMBERS

Kimberly Davis

Chief Financial Officer, Versant Health

Senior finance leader with expertise in 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.



Sasha Day

Chief Growth Officer, Aramark Collegiate Hospitality

Sasha is responsible for driving the growth strategy of Aramark's Collegiate Hospitality division, leading business development and strategic account management for the business.

Sasha earned her bachelor's degree in finance from the University of Virginia's McIntire School of Commerce and an MBA from the University of Michigan's Ross School of Business.



Tracy DeCock

Executive Vice President/DMV Market Leader, PNC

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.



Karen Deeley

Senior VP/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.



Angela DeLuca Thompson

Military Cyber Operations Program Area Manager, The Johns Hopkins Applied Physics Laboratory

Angela is responsible for developing the vision and execution strategy to revolutionize capabilities for the U.S. Military Cyber community. Angela has a Bachelor's Degree in Electrical Engineering from North Carolina State University and a Master's Degree in Systems Engineering from The Johns Hopkins University.



Katrina Dixon Patterson

Program Manager, Department of Disability Services

Katrina works as a PM for DC Government. She ensures effective admin. of services for persons with developmental disabilities. She has been recognized for exceeding expectations for The State of Maryland and her local community. She was recognized by The Maryland Commission for Women as one of Maryland 100 Sheroes. She received The Maryland Daily Record Leading Women Award for 2020, The Daily Record's 2022 Top 100 Women in 2022. On July 13, 2021, Katrina was appointed as a Comm. for Individuals with Disabilities by County Executive of PG County.



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.



Dr. Frances Murphy Draper (Toni)

CEO & Publisher, AFRO-American Newspapers

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.



Lynne Durbin

President and General Counsel, 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.



Kathleen Durkin

Chief Executive Officer, ARC of Baltimore

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



AFR

THE BLACK MEDIA AUTHORITY

Honored to be
2023 Honor Roll
Award Recipient

CLOSING THE DIVIDE
WORK. WAGES. WEALTH.

IT'S COMING!

BLACK BUSINESS MATTERS
EXPO
2023

Save The Date!
THURSDAY | 4.27.23 | 4-7P.M.
Register at afrotix.live

www.afro.com
SOCIAL MEDIA PLATFORMS

@AFRONews
 The AFRO American
 @AFRONews
 @AFRO American Newspapers

Subscribe
& Follow

Annual AFRO High Tea

Join us
Saturday, April 22nd
2-5pm

Register at afrotix.live

EXECUTIVE ALLIANCE MEMBERS

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.



Karen Evans

Vice President, Whiting Turner

Whiting-Turner, a privately held national construction management and general contracting firm has been in business for 113 years, and is headquartered in Baltimore. Karen is responsible for one of the firm's operating groups and delivers successful projects.



Greta Engle Kessler

Vice President, USI Insurance Services, Inc.

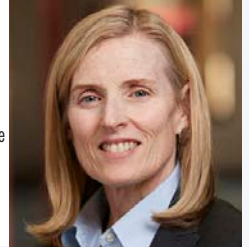
Greta has been a trusted advisor in the employee benefits consulting community for over 20 years. She is a impact driven professional whose personal mission is to improve the healthcare experience for clients, employees and their families.



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 and Frederick regions. She is a recognized leader in the community serving on the USM Board of Regents, Baltimore Symphony Orchestra Board and UMMS Board.



Aileen Eskildsen

Chief Executive Officer, Ellin & Tucker

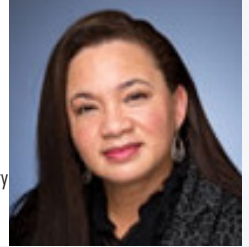
As the Chief Executive Officer at Ellin & Tucker, Aileen has overall responsibility for implementing the strategic direction of the firm, ensuring the highest quality service for clients, furthering the career development of the firm's leadership team, and representing the firm in the Greater Baltimore business community.



Linda Folsom Jackson

President, Chief Executive Officer, Info Age 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 systems and solutions for every type of business need and problem.





Baltimore Metro

Caring **Help & Solutions**

Transitions[®]

Senior Relocation • Downsizing • Estate Sales

For Families in Transition

Downsizing, Moving, or Cleaning Out?

We can help!

- ✓ Downsizing
- ✓ Relocation
- ✓ Online Auctions
- ✓ Cleanouts
- ✓ Move Management

We're a local company with a national network, focused on helping families with too much "stuff"!

443-965-9834

baltimore@caringtransitions.com

CaringTransitionsBaltimoreMetro.com

See our auctions at www.ctbaltimore.com



visit us at our
Roland Park
shop

elevated
retro

318 Wyndhurst Ave
Baltimore, MD 21210 elevatedretro.com

EXECUTIVE ALLIANCE MEMBERS

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™.



Yvette Gray

Director, Human Capital Strategy, Department of Commerce

Yvette is an HR Director with the Federal Government. In addition to her current role, Yvette holds several HR professional certifications as well as a Certificate in Church Management & Administration. For her unwavering dedication to serving and helping others, Yvette was named as a Top 100 Woman in Maryland in 2021 by the Daily Record and is a two-time recipient of a Secretary's Honor Award which is the highest and most prestigious award given at cabinet level agency. She is also a Registered Parliamentarian (RP).



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.



Elisabeth Albert Hayes (Betsy)

Senior Vice President, Investments, Chapin Davis, Inc.

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.



Anne-Maria Palmer

Vice President and Chief Human Resources Officer, GBMC Healthcare System

Proven C-Suite executive spanning for-profit, non-profit and publicly-traded global organizations. Expertise executing accountable Human Resources systems in Employee/Labor Relations, Total Rewards, Talent Acquisition, Organizational Development & Occupational Health, while serving as an active community leader.



Lisa Hayes

Counsel, Gordon Feinblatt, LLC

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 has served on non-profit boards and is a Past-President of Executive Alliance, Springboard Community Services and the Baltimore Estate Planning Council.



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 Honor Roll. Thank you for your commitment to gender equity and for your willingness to lead.

Connect with us at umms.org



UNIVERSITY of MARYLAND
MEDICAL SYSTEM

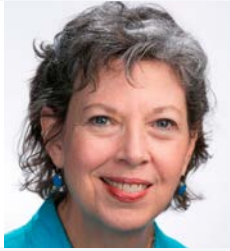
A better state of care.

EXECUTIVE ALLIANCE MEMBERS

Mary Jean Herron

Partner, Wilmax Advisory LLC

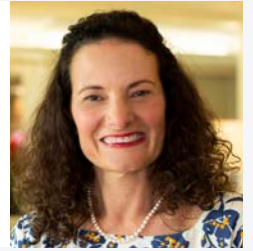
Ms Herron is a transformative business, financial, and operating leader experienced driving profitability and organizational growth on behalf of Fortune 500 public, private and nonprofit companies. She now focuses on executive coaching/leadership development.



Suzanne Huettner

Managing Director, 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.



Jennifer Herwig

VP, Human Resources, BGE / Exelon

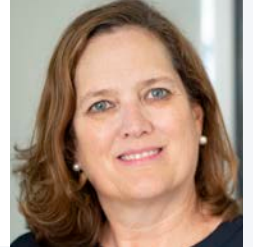
Herwig has 25 years of progressive human resources experience across various industries. Prior to BGE, Herwig was vice president of human resources for Constellation, directing human resources' efforts supporting Constellation's commercial retail and wholesale business. She has also held HR leadership roles at Under Armour, Wells Fargo and T. Rowe Price.



Tracy Imm

Founder and CEO, 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.



Donna Hill Staton

Co-Founder & Principal, 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.



Giselle Jones

CEO, SOAR Consulting Services, LLC

Mrs. Giselle Jones has always had a passion for helping and supporting women and communities of color in the corporate world. So, there is no surprise that SOAR Consulting Services has been a dream of hers for more than 20 years. Within that 15 years as an HR Executive, Giselle has been able to identify the struggle with conflict and office politics. Giselle did not only identify the need she has created SOAR to provide a solution to that need. SOAR is the HR Consulting, Career and Leadership Company you need!



CONGRATS to All Executive Alliance Honor Roll Companies

The Arc Baltimore envisions a world where all people are valued, their voices are heard, and their impact is felt. From the CEO and senior leadership to the board of directors, women leaders guide our mission of supporting people with developmental disabilities at home, at work, and in their neighborhoods.

www.thearcbaltimore.org

EXECUTIVE ALLIANCE MEMBERS

Ellen Katz

Managing Member, Park Investment Group

Ellen is a senior-level operations leader with experience providing strategic and tactical oversight to national and global business units as well as start-up ventures. She has strong organizational and prioritization abilities and expertise in resolving a broad range of operational challenges including integration, restructuring, implementation, and streamlining business processes.



Pamela Love Manning

Founder and President, DP Love Enterprises

Pamela 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.



Jennifer Klepper

Co-Founder & Head of Operations, Early Works

A technology start-up founder with a background in corporate law, Jennifer Klepper was the first employee and eventual Chief Compliance Officer at Workbench, an ed tech company acquired by Google in 2018. In 2022, she co-founded Early Works, a multi-disciplinary studio creating technology solutions across industries, where she heads up operations.



Melanie Lundquist

COO | COO, Southway Builders

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.



Elizabeth Klunk

Senior Vice President Medical Management, 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.



Clara Ma

Founder and Director of Global Strategy, Inception Consulting

Dr. Clara Ma is a social scientist and entrepreneur who graduated from JHU, specializing in Entrepreneurial Leadership. She is also an intercultural competency trainer connecting innovative and open-minded talents worldwide. Besides leading a global HR management consulting firm, Dr. Ma is also a prominent figure in the international business community. Prior to her career as a business school professor and entrepreneur, she held several high-profile roles, including an interpreter for the United Nations, TV host, and senior director for the largest HR consulting company in Asia.



Sharon Krevor-Weisbaum

Partner, Brown, Goldstein & Levy, LLP

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.



Joyce 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.



Patricia McHugh Lambert, Esq.

Attorney/Principal, 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.



Gayle Lomax

Senior Director of Marketing, Association 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.



Honor Maryland's
OUTSTANDING
WOMEN PROFESSIONALS
and the Companies that Support Them!

MARYLAND'S
TOP 100
WOMEN

Honoring high-achieving women.

EMPOWERING
WOMEN

Celebrating companies elevating women.

LEADING
WOMEN
UNDER 40

Recognizing rising women leaders.

Show your commitment to women leaders and the companies elevating them by nominating, sponsoring, and celebrating excellence.

MARYLAND

THE DAILY RECORD

TheDailyRecord.com/events/

EXECUTIVE ALLIANCE MEMBERS

Kelly Makimaa

Executive Director, Girls on the Run of the Greater Chesapeake

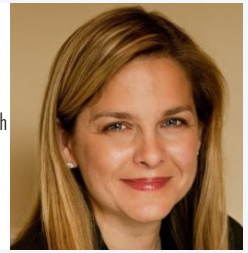
Inspiring girls to recognize & embrace their inner strength is at the core of what we do at Girls on the Run. Our lessons are research-based & delivered by caring volunteers. We're giving girls connectedness & confidence at a critical time in their lives.



Melissa 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.



Lynn Manthly

Senior Vice President, Wells Fargo Bank

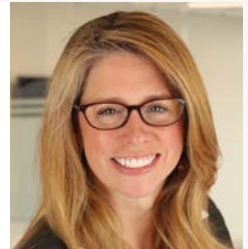
As a Senior Vice President/Senior Lead Commercial Relationship Manager Lynn has been advising both public and privately held Maryland based/ owned companies on their capital and banking structures for almost 20 years.



Susan Mitcheltree

Principal, Berman McAleer, LLC

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.



Lisa Manzone

Senior Vice President Human Relations (retired), McCormick & Company,

Lisa is the recently retired SVP, Human Relations for McCormick and Company, a global leader in Flavor and a Diversity Inc Top 50 company. She is currently the Chair of the Your Public Board (WYPR and WTMD) where she has been a Board member since 2017.



Sarah Mogol

Founder and Executive Director, 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.



Martina Martin

SVP and Chief Operating Officer, United Way of Central Maryland

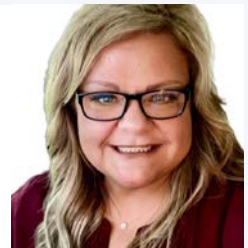
Martina Martin, SVP & COO, United Way of Central MD, leads Strategic Planning, Governance, HR, and Administration. She also led Marketing, 211, Regional Development, Volunteerism, and Planned Giving. Her career spans global work and extensive board service.



Michele Moore

SVP Member Services, SECU Credit Union

I am an influential and strategic senior executive with 25 years of extensive experience spearheading large-scale transformations in diverse and ever-changing environments. Additionally, I execute on challenges and maintain a forward-thinking mindless aligned with an enterprise vision. I am proficient at building powerful teams, establishing expectations, communicating vision, and maximizing effectiveness on the team. In my current role, I lead all of retail banking for Maryland's largest credit union. This includes member experience, digital sales, wealth management and small business needs of our members.



THANK YOU, 2023 PARTNERS



EXECUTIVE ALLIANCE MEMBERS

Natasha 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.



Lena Nebel

Chief Operating Officer, BFG Financial Advisors

Lena M. Nebel, CFP®, MSFS is a Principal and the Chief Operating Officer at BFG Financial Advisors. Lena joined BFG in 2018, bringing with her nearly two decades of financial advisory experience. An advocate for women in finance, Lena is constantly working to build a path for other female advisors, whether as a mentor to the associates within her firm or through leadership in the industry itself.



Karen Nelson

President and CEO, Planned Parenthood of Maryland

Planned Parenthood of MD provides sexual and reproductive healthcare to over 25,000 patients in 8 health centers. Karen has worked for the agency since 1994 and is responsible for the organization's three functions: medical care, education, and advocacy.



Candace Osunsade

EVP, Global 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.



Emily Plahanski

Director, Stanton Chase

Emily has more than a decade of professional search consulting and leadership experience and is passionate about disrupting the traditional ways of attracting and retaining top executive talent. She helps leaders think and act differently about finding and hiring the right executives to help elevate their teams. Emily is extremely active in her community.



Mary Louise Preis

Mediator, Pratt Group ADR Services

After serving as Maryland Commissioner of Financial Regulation for 5 years, Mary Louise ended her career as a senior regulatory attorney for Citicorp's several consumer credit businesses. She serves the Baltimore City and County Circuit Courts as a mediator and serves on non profit boards in the areas of health care and education.



www.pinkdogdigital.com 410.696.3305 Baltimore | Cleveland

Building Brands with Bite

Full-service digital marketing agency providing services to help you expand your digital pawprint

- Web Design
- Search Engine Optimization
- Content Marketing
- Social Media Marketing
- Email Marketing Campaigns
- Digital Advertising
- Marketing Automation
- Reputation Management

Pink Dog Digital is a Proud Supporter of Executive Alliance

Equal Treatment — Not Special Treatment.

PNC's Project 257SM is helping to level the playing field.

Fifty years ago, trailblazers helped to pass Title IX, accelerating equality for women in collegiate sports.

With Project 257SM, we're working to accelerate women's financial equality by closing the economic gender gap.

Visit pnc.com/women to learn about Project 257 and how we can help you move forward financially.



Project 257 is a service mark of The PNC Financial Services Group, Inc.
©2022 The PNC Financial Services Group, Inc. All rights reserved.
BB PDF 0422-080-2031201



To learn how we can help you move forward financially, contact:

PNC Corporate Banking
Women's Business Advocate
faiza.chaudhry@pnc.com

pnc.com/women

EXECUTIVE ALLIANCE MEMBERS

Rhonda Pringle

Publisher, Baltimore Business Journal

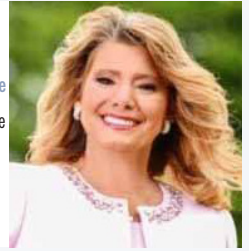
In her role as market president and publisher, Rhonda oversees the coordinated efforts of editorial, advertising, events and audience development to promote strategic growth in all areas and adherence to the mission of The Business Journals.



Lisa Rusyniak

President and Chief Executive Officer, Goodwill Industries of the Chesapeake

For 26 years Lisa has provided leadership to the \$53 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.



Ann Quinn

Principal and Owner, 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.



Melanie Santiago-Mosier

Equitable Energy Transition Advisor, The Nature Conservancy

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.



Gina Ramsey

President, Pink Dog Digital

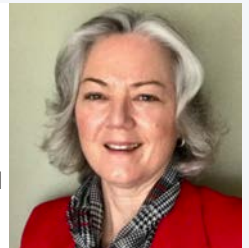
We are a full-service digital agency providing website design, SEO, social media, content creation, digital advertising & email marketing campaigns. We help businesses grow through their digital footprint. At PINK DOG DIGITAL, we provide effective digital solutions for your business. Whether it is a website, search engine optimization, content creation, social media management, digital advertising, or email marketing, Pink Dog has a custom-tailored strategy to meet your needs. We create an online experience that turns users into followers and followers into customers.



Katherine Schulze

Founder, Ethics Maryland

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.



Kera Ritter

President, The Ritter Group, LLC

The Ritter Group LLC (TRG) provides strategic advising with a racial equity lens. We take a client-focused approach and provide customized support to organizations undergoing significant transformation, such start-up, sunset, merger, leadership transition, changes to the business model and climate/culture shifts. TRG is your discreet, trusted advisor to help you navigate during turbulent times.



Vicki Semanie

Vice President of Finance, Seven Stones Life Coaching LLC

Certified Life Coach working collaboratively with women in their professional and personal lives to achieve success and satisfaction.



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.



dlapiper.com

Ellen Dew, 6225 Smith Avenue, Baltimore, MD 21209 | Attorney Advertising | MRS000208249

EXECUTIVE ALLIANCE MEMBERS

Ellen Shiery, CFP®

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. Her financial planning practice serves successful individuals, families and institutions that embrace a culture of philanthropy.



Mara L. Sierocinski

Vice President/Relationship Manager, Sandy Spring Bank

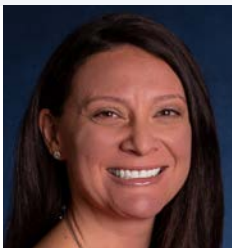
Oversees commercial expansion in Maryland. She is passionate about helping businesses realize their potential growth in profitability while providing targeted financial analyses that promote sustainability. With over 35 years of experience in the banking industry, she combines a depth of insight with new answers to tough challenges, resulting in her customers' improved understanding of their financial statements. She is dedicated to giving bank, serving on a number of non-profit boards. She was appointed by Governor Hogan to the MD Small Business Development Authority.



Michelle Siri

Executive Director, The Women's Law Center of Maryland

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.



Judy Smith

Principal Consultant, 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.



Beth Terry

Vice President Merrill Lynch

Beth offers financial solutions and personalized wealth management strategies for individuals and families based upon the clients' risk tolerance, time horizon, liquidity needs, and overall investment goals. Beth's primary focus is on establishing relationships with clients that enables her to advise them as it relates to their wealth management needs in all areas of their lives.



Stacie Tobin

Partner, Venable LLP

Stacie is a commercial litigator with more than thirty years' experience. From 2019 to February 2023, she served as the Partner in Charge of Venable's Baltimore office, home to approximately 400 lawyers and other business professionals. In February 2023, she began serving as Co-Manager of Venable's Litigation Division, which includes 250 lawyers nationally.



Business is our Middle Name.



**BALTIMORE
BUSINESS JOURNAL**

DIGITAL | PRINT | EVENTS

bizjournals.com/baltimore

STANTON CHASE

HONOR ROLL: AWARD FOR WOMEN'S REPRESENTATION

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. We are proud to support Women's representation in our community.

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

WWW.STANTONCHASE.COM

EXECUTIVE ALLIANCE MEMBERS

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.



Donna Wilson

CEO, 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.



Michele Walsh

Member, 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.



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.



Marot Williamson

Assistant State's Attorney, Office of the State's Attorney for Anne Arundel Co

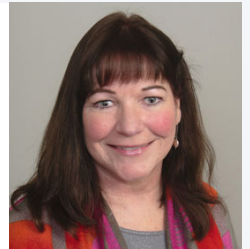
Marot has been an Assistant State's Attorney in Anne Arundel County since 2010. She is assigned to the felony narcotics unit where she handles drug, gun, and homicide cases. She is currently the president of the Anne Arundel County Chapter of the Women's Bar Association of Maryland and is the vice-president of the James C. Cawood, Jr. American Inn of Court. Marot is passionate about recovery and serves on the board of the Chrysalis House.



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.



ADDITIONAL EXECUTIVE ALLIANCE MEMBERS

Carol Dodson

Vice President and Chief Customer Officer, Baltimore Gas & Electric Company

Leslie Mancuso

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

Karen Proudford

Professor of Management, Morgan State University

Ellen Yankellow

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



Great leaders
inspire us



Leaders engage us, allow us to take chances, unite our voices, and focus our ideas into action.

Wells Fargo is a proud sponsor of Women of Excellence, and salutes **Executive Alliance** for its efforts to connect accomplished women on a professional and personal level to expand their impact and influence in business and in their communities.

© 2022 Wells Fargo & Company. All rights reserved. PDS-3829788

EFFECTIVE IMPACT MENTORING PROGRAM

a program of Executive Alliance

EXECUTIVEALLIANCE.ORG/MENTORSHIP

DEVELOP YOUR
PROFESSIONAL SKILLS

Grow your influence.



STRENGTHS

Explore your personal strengths and learn how to leverage them.



CONNECTIONS

Create meaningful connections in a diverse, expanded professional network.



VISIBILITY

Gain professional exposure to different industries and resources.



RELATIONSHIPS

Develop a personal, one-on-one relationship with a senior-level executive woman leader.



DEVELOP

Engage in a structured development program led by expert presenters focusing on you.



ACCESS

Access the expertise of Executive Alliance membership and selected events.

CONGRATULATIONS

TO ALL OF THOSE NAMED TO THE EXECUTIVE ALLIANCE HONOR ROLL FOR 2023!



McDaniel College is proud to be recognized for the second consecutive year among the colleges and universities in Maryland promoting women leaders.

GIVE BACK!

The McDaniel Women's Leadership Network is comprised of alums and friends of McDaniel College who work to develop programs that attract and engage women in the life of the college. One way is through an endowed scholarship fund that supports deserving undergraduate students.



Get involved by contacting 410-857-2250
or advancement@mcdaniel.edu.

MCDANIEL
COLLEGE

OUR BOARD OFFICERS

Chair	Chair Elect	Past Chair	Secretary	Treasurer	Vice Chair	Vice Chair	Vice Chair
							
Angie Barnett Better Business Bureau of Greater Maryland	Stephanie Baker WAEPA	Mary Jean Herron Wilmax Advisory LLC	Michele Eberle MD Health Benefit Exchange	Linda Folsom Jackson Info Age Solutions	Karen Evans, Partner Engagement Whiting Turner	Lynn Manthy, Member Engagement Wells Fargo Bank	Martina Martin, Strategic Engagement United Way of Central MD

COMMITTEE CHAIRS & BOARD MEMBERS












Advocacy	Governance	Mentoring	Marketing
			
Greta Engle USI	Karen Nelson Planned Parenthood of MD	Pamela Love Manning DP Love Enterprises	Tasha Museles The Children's Cancer Foundation
			
Karen Bond Judge Alexander Policy Center	Maria Darby The Jack & Nancy Dwyer Workforce Development Center	Gina Ramsey Pink Dog Digital	
Women on Boards	Programming	DEIB Task Force	Partnership
			
Joyce Kuhns Offit Kurman, P.A.	Lisa Hayes Gordon Feinblatt, LLC	Sasha Day Aramark Collegiate Hospitality	Sarah Mogal InformBlue, LLC
			
Karen Bond Judge Alexander Policy Center	Lynne Durbin InLine LLC	Pattie Dash The National Kidney Foundation	Kelly Makimaa Girls on the Run of the Greater Chesapeake

SPECIAL THANKS FOR THE CENSUS REPORT

		
Ellen Fish (Chair) Sandy Spring Bank	Jennifer Klepper Early Works	Patti Long Sandy Spring Bank
		
Michele Bresnick Walsh Gordon Feinblatt, LLC	Nancy Sloane Retired	

The 2023 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), Jennifer Klepper, Patti Long, Michele Bresnick Walsh and Nancy Sloane.

2022-23 MENTEE CLASS

					
Latarsha Brown EA Mentor: Katie Allston	Denise Epps-Harris EA Mentor: Mary Jean Herron	Emily Gladstone EA Mentor: Lynne Durbin	Kary Graser EA Mentor: Vicki Franz	Lindsey Henley EA Mentor: Tracy Imm	Lauren Kast EA Mentor: Kim Davis
					
Cheryl Knauer EA Mentor: Gina Ramsey	Kay Mattutut EA Mentor: Pattie Dash	Emily Pierce EA Mentor: Violet Apple	Larakay Skinner EA Mentor: Suzanne	Christine White EA Mentor: Karen Evans	

2022-23 MENTEE COMPANIES/ORGANIZATIONS

- Meals on Wheels of Central MD
- McDaniel College
- USI Insurance Services
- University of Maryland Medical Center- Midtown Campus
- PNC
- Venable LLP
- Carefirst BCBS
- St. Ambrose Housing Aid Center, Inc.
- Whiting-Turner



Forward Together

Venable Proudly Supports **Executive Alliance**

We are thrilled to sponsor the **Honor Roll Award for Women's Representation** and recognize companies promoting the advancement of women in the workplace and on corporate boards.

VENABLE_{LLP}

CA | DC | DE | FL | IL | MD | NY | VA

Stacie E. Tobin, Esq. | Charles J. Morton, Jr., Esq.
750 E. Pratt Street, Suite 900, Baltimore, MD | Attorney advertising.