



2015 DISABILITY MATTERS

NORTH AMERICA CONFERENCE & AWARDS



HOSTED BY:

April 14-16, 2015

EMC²



YOU DEFINE

GLOBAL WORKFORCE INCLUSION

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2015 HONOREES

EMPLOYER OF CHOICE AWARD



Prudential

UPMC LIFE CHANGING MEDICINE

MARKETPLACE AWARD



at&t



PwD People with Disabilities

WORKFORCE AWARD



FIFTH THIRD BANK



cutting through complexity™

WORKPLACE AWARD



EMC²

L'ORÉAL
USA



STEPS TO SUCCESS AWARD

CORNING



DISABILITY CHAMPION AWARD

ASSOCIATE

MANAGEMENT

EXECUTIVE

EMC²

David Ford
EMC Corporation



Margaret Downey
CSX Corporation



Gregory Akers
Cisco Systems, Inc.

CORNING

Rita Shauger
Corning Incorporated



Mark Lunz
UPMC



at&t
David Tate
AT&T



Bob Feiner
Dell Inc.

EMC²

Donald Potter
EMC Corporation

Welcome to the Ninth Annual Disability Matters Conference!



EMC is proud to host this gathering in Boston, a hotbed of innovation that is home to our corporate headquarters in the region. EMC is a leader in the information technology industry because of all the talented people who make our business successful. That's why I tell others that EMC is not a technology company; we are a people company that happens to be in the technology business.

We are proud to provide a working environment in which all individuals feel welcome and engaged. I personally serve as the Executive Sponsor of our Disability Employee Resource Group, and I am very proud of the many ways that the group influences and engages us. Innovation is critical to sustaining our success, and to innovate continuously, we need everyone on our team to contribute their fullest potential. That's why we are grateful for our longstanding partnership with Springboard Consulting, for serving as our advisors and creators of this conference, and for being tireless supporters of people with disabilities.

Here at this conference, please take the opportunity to learn from disability experts with extensive knowledge from the corporate, academic, public and nonprofit sectors. Add to this dialogue and share best practices from your own organizations.

On behalf of my colleagues at EMC, thank you for allowing us to be a part of this conference. Together, we can change the way people view disabilities in the workplace, and transform our own organizations for the better.

Kind regards,

A handwritten signature in black ink, appearing to read 'D. Goulden', with a long, sweeping horizontal line extending to the right.

David Goulden
Chief Executive Officer
EMC Information Infrastructure

Welcome to Springboard Consulting's Ninth Annual Disability Matters North America Conference & Awards



Where have all the years gone? The 2015 Disability Matters Conference & Awards represents the event's ninth year. Compared to Boston's 385 year history, it's a mere blip on the radar but for our 111 honorees, almost 2000 attendees and 12 Keynote speakers who have joined the Disability Matters family over these nine years, it's been an amazing journey of inspiration, education, celebration and networking.

As the Founder and CEO of Springboard Consulting, the producer of Disability Matters, I could not be prouder of this year's corporate honorees; iconic brands who have proven to be innovative, transformational and most importantly, committed to the mainstreaming of individuals with disabilities in their workforces, workplaces and marketplaces.

I am equally proud of this year's Disability Champions who individually and courageously serve as agents for change and advancement within the organizations they work. I guarantee you will be as wowed by this esteemed group as I am.

If that were not enough, our 2015 keynote speakers, Sébastien Sasseville, Speaker and Endurance Athlete and Heather Abbott, Boston Marathon Bombing Survivor & HR Manager, will be sure to inspire one and all.

Unless you've ever hosted an event of this magnitude, you cannot possibly imagine all that EMC has done over the last twelve months to make this event an absolute success. We want to thank Jackie Glenn, Brenda Ruiz, David Ford, Kris Biagiotti-Bridges, Yogita Inamdar and Dan Jazwinski for their endless support and friendship. To EMC and to every one of our corporate sponsors, we send our gratitude, and a heartfelt thank you.

To Jill, Springboard's Global Event Manager and unofficial conference queen, you're simply the best. To Jill and to everyone on the Springboard team who have contributed to the success of Disability Matters, gracias, merci, danke, thank you.

Wishing everyone all the health, happiness and success a year can bring.

A stylized, handwritten signature in black ink.

Nadine O. Vogel
Chief Executive Officer
Springboard Consulting LLC

AGENDA

TUESDAY, APRIL 14, 2015

TIME	TOPIC	LOCATION
6:30 pm - 8:30 pm	WELCOME RECEPTION & OPENING REMARKS	Simmons College

WEDNESDAY, APRIL 15, 2015

TIME	TOPIC	LOCATION
8:00 am – 8:30 am	REGISTRATION & CONTINENTAL BREAKFAST	Simmons College
8:30 am – 8:45 am	WELCOME & OPENING REMARKS	Simmons College
8:45 am – 10:15 am	WORKPLACE PANEL *followed by table learning exercise and report out	Simmons College
10:15 am – 10:30 am	BREAK	Simmons College
10:30 am – 11:15 pm	“THE DEVIL MADE ME DO IT” LEGAL IMPLICATIONS AND PRACTICAL SOLUTIONS	Simmons College
11:15 am – 11:45 am	DISABILITY CHAMPIONS—EXECUTIVE PANEL	Simmons College
11:45 am – 12 :30 pm	KEYNOTE SPEAKER: SÉBASTIEN SASSEVILLE	Simmons College
12:30 pm – 1:15 pm	NETWORKING LUNCHEON	Simmons College
1:15 pm – 1:30 pm	DISABILITY MATTERS EU 2015 ANNOUNCEMENT	Simmons College
1:30 pm – 2:15 pm	“HELP, I CAN’T NAVIGATE YOUR WEBSITE!”	Simmons College
2:15 pm – 2:45 pm	STEPS TO SUCCESS PANEL	Simmons College
2:45 pm – 3:00 pm	BREAK	Simmons College
3:00 pm – 3:15 pm	DIVERSITY MBA PRESENTATION	Simmons College
3:15 pm – 3:45 pm	EMPLOYER OF CHOICE PANEL	Simmons College
3:45 PM – 4:00 pm	WRAP-UP DAY-1	Simmons College

AGENDA

WEDNESDAY, APRIL 15, 2015

TIME	TOPIC	LOCATION
6:00 pm - 7:00 pm	COCKTAIL RECEPTION, SPRINGBOARD FOUNDATION SILENT AUCTION	Huntington Foyer Colonnade Hotel
7:15 pm – 7:30 pm	PERFORMANCE: THE MICHAEL CARTER LISNOW RESPITE CENTER	Huntington Ballroom Colonnade Hotel
7:30 pm- 7:40 pm	WELCOME & OPENING REMARKS	Huntington Ballroom Colonnade Hotel
7:45 pm – 8:30 pm	GALA DINNER	
8:00 pm	BIDDING CLOSES FOR SPRINGBOARD FOUNDATION AUCTION	
8:15 pm – 9:15 pm	DISABILITY MATTERS NA AWARD PRESENTATIONS	Huntington Ballroom Colonnade Hotel
9:15 pm-9:30 pm	DISABILITY MATTERS NA 2016 – SPECIAL ANNOUNCEMENT FOUNDATION AUCTION WINNERS ANNOUNCED	
9:30 pm- 11:00 pm	DANCING & CELEBRATION	Huntington Ballroom Colonnade Hotel

THURSDAY, APRIL 16, 2015

TIME	TOPIC	LOCATION
8:00 am – 8:30 am	REGISTRATION & CONTINENTAL BREAKFAST	Simmons College
8:30 am – 8:45 am	WELCOME & OPENING REMARKS	Simmons College
8:45 am – 10:00 am	WORKFORCE PANEL *followed by table exercise and report out	Simmons College
10:00 – 10:45 am	ESSENTIAL JOB FUNCTIONS & THE EEOC	Simmons College
10:45 am – 11:00 am	BREAK	Simmons College
11:00 am – 11:45 pm	SERVICE DISABLED VETERANS SESSION	Simmons College
11:45 am – 12:15 pm	DISABILITY CHAMPIONS – MANAGEMENT PANEL	Simmons College
12:15 pm – 1:00 pm	KEYNOTE SPEAKER: HEATHER ABBOTT	Simmons College
1:00 pm – 1:45 pm	NETWORKING LUNCHEON	Simmons College
1:45 pm – 2:00 pm	DISABILITY MATTERS ASIA-PAC 2015 VIDEO ANNOUNCEMENT	Simmons College
2:00 pm – 3:00 pm	MARKETPLACE PANEL *followed by table exercise and report out	Simmons College
3:00 pm – 3:15 pm	BREAK	Simmons College
3:15 pm – 3:45 pm	DISABILITY CHAMPIONS – ASSOCIATE PANEL	
3:45 pm – 4:00 pm	CLOSING REMARKS, SURVEY COMPLETION & DEPARTURES	

WE CAN HELP YOU!



WORKFORCE

- Talent Acquisition and Management
- Disability Mentor Programs
- Training – Live/Webinar/Experiential/E-Learning/T3
- Employee Disclosure Tool
- Information Toolkits
- Essential Job Function Development
- Quota Analysis & Planning

MARKETPLACE

- Strategic Brand Assessment
- IT/Web Accessibility
- Ideation, Segmentation & Strategy Development
- Program Development and Execution
- Communications & Media Outreach
- Creative Services
- Strategic On-Site Event Development

WORKPLACE

- Organizational Assessment & Gap Analysis
- IT/Web Accessibility Assessment
- Physical Barrier Assessment
- Reasonable Accommodation Programs/Processes
- ADA/Legislative Hotline
- Disability/Vets Employee Resource Groups
- On-site Event Production



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A Proclamation

Whereas The disability community represents the largest and fastest growing minority in the world; and

Whereas Whether visible or not, individuals with disabilities may be disabled from birth, as a result of an accident or illness, military service and/or age; and

Whereas Springboard Consulting's commitment to mainstreaming people with disabilities, in the workforce, workplace and marketplace; and

Whereas Such mainstreaming is the key to the full integration, inclusion and success of these individuals and to the companies that both employ and market to them and their families; and

Whereas Education, awareness and accessibility of all types is the foundation to appropriately engaging with, employing and marketing to the disability community; and Since 2007, through its four pillars, Springboard's North American Disability Matters Conference and Awards educates and inspires today's corporate leaders, celebrates their disability-related successes and provides networking with like-minded individuals,

Now, Therefore, I, Charles D. Baker, Governor of the Commonwealth of Massachusetts, do hereby proclaim April 15th, 2015, to be,

DISABILITY MATTERS DAY

And urge all the citizens of the Commonwealth to take cognizance of this event and participate fittingly in its observance.

Given at the Executive Chamber in Boston, this first day of April, in the year two thousand and fifteen, and of the Independence of the United States of America, the two hundred and thirty-eighth.

BY HIS EXCELLENCY

Handwritten signature of Charles D. Baker in blue ink.

CHARLES D. BAKER
GOVERNOR OF THE COMMONWEALTH

Handwritten signature of Karyn E. Polito in blue ink.

KARYN E. POLITO
LT. GOVERNOR OF THE COMMONWEALTH

Handwritten signature of William Francis Galvin in blue ink.

WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

God Save the Commonwealth of Massachusetts

SPEAKERS

TUESDAY, APRIL 14, 2015

WELCOME RECEPTION & OPENING REMARKS

Nadine Vogel, CEO, Springboard Consulting LLC
David Goulden, Chief Executive Officer, EMC Information Infrastructure

WEDNESDAY, APRIL 15, 2015

WELCOME & OPENING REMARKS

Nadine Vogel, CEO, Springboard Consulting LLC
Jackie Glenn, VP & Global Chief Diversity Officer, EMC Corporation

WORKPLACE PANEL

Moderator:

Eugene Kelly, Worldwide Director Global Diversity & Inclusion, Colgate-Palmolive Company

Honorees:

Bob Feiner, Vice President Dell Global Deployment and Field Services, Dell, Inc.
Jeff Lichon, Executive Director, North American Disability Employee Network (DEN) & Public Affairs Leader, The Dow Chemical Company
Kristine Biagiotti-Bridges, Principal Business Consultant & President of the Disability Employee Resource Group, EMC Corporation
Rebecca Caruso, Vice President Communications, Diversity and Inclusion, L'Oréal USA
Brad Hopton, Partner, Corporate Tax Advisory Services, PwC

“THE DEVIL MADE ME DO IT” LEGAL IMPLICATIONS AND PRACTICAL SOLUTIONS

Moderator:

Susan Hamilton, Legal Counsel, Springboard Consulting LLC

Panelists:

Matthew Camardella, Shareholder, Jackson Lewis P.C.
Thomas R. Kelly, Vice President, Assistant General Counsel, Pfizer Inc.
Nadine Vogel, CEO, Springboard Consulting LLC

DISABILITY CHAMPIONS – EXECUTIVE PANEL

Moderator:

Stephen Pelletier, Executive Vice President and Chief Operating Officer, U.S. Business, Prudential Financial

Honorees:

Gregory Akers, Senior Vice President & CTO of Advanced Security Research & Government Security & Trust Organization, Cisco Systems, Inc.
Bob Feiner, Vice President Dell Global Deployment and Field Services, Dell Inc.
Donald Potter, Vice President, HR Operations, EMC Corporation

KEYNOTE PRESENTATION

Introduction:

Bob Feiner, Vice President Dell Global Deployment and Field Services, Dell, Inc.

Keynote Speaker:

Sébastien Sasseville, Speaker and Endurance Athlete

SPEAKERS

DISABILITY MATTERS EU 2015 ANNOUNCEMENT

Tunde Ogungbesan, Global Diversity & Inclusion Consultant, Shell International

“HELP, I CAN’T NAVIGATE YOUR WEBSITE!”

Panelists:

Peter McNally, IT/Web Accessibility Consultant, Springboard Consulting LLC

Bruce Howell, Accessibility Services Coordinator, Carroll Center for the Blind

STEPS TO SUCCESS PANEL

Moderator:

Marsha Gewirtzman, Senior Director NA, Springboard Consulting LLC

Honorees:

Melissann Ashton-Patton, Materials Engineering Lab Supervisor & President of ADAPT Affinity Group, Corning Incorporated

Don Trella, Director of Employee and Guest Experience, Mohegan Sun

Marcia Leander, Vice President Talent Acquisition, Unum

DIVERSITY MBA PRESENTATION

Pamela McElvane, CEO, Diversity MBA

EMPLOYER OF CHOICE PANEL

Moderator:

Greg Akers, Senior Vice President & CTO of Advanced Security Research & Government Security & Trust Organization, Cisco Systems, Inc.

Honorees:

Michele C. Green, Vice President & Chief Diversity Officer, Prudential Financial

Pamela Arroyo, Program Director- Talent Acquisition, UPMC

WEDNESDAY, APRIL 15, 2015

DINNER & AWARD PRESENTATIONS

WELCOME & OPENING REMARKS

Nadine Vogel, CEO, Springboard Consulting LLC

Jackie Glenn, VP & Global Chief Diversity Officer, EMC Corporation

Christina Crowley, Vice President, Global Business Services, EMC Corporation

THURSDAY, APRIL 16, 2015

WELCOME & OPENING REMARKS

Nadine Vogel, CEO, Springboard Consulting LLC

Danny Best, Director, Diversity & Inclusion, EMC Corporation

WORKFORCE PANEL

Moderator:

Marcia Leander, Vice President Talent Acquisition, Unum

Honorees:

Mitch Morgan, Assistant Vice President-Leadership Development Program Manager, Fifth Third Bank

Annette Rosta, Associate Director, Experienced Hire Recruiting-Diversity & Compliance, KPMG

Panelist:

Mary A. Barrows, Senior Director for Learning Strategies and Student Success, Northeastern University

SPEAKERS

ESSENTIAL JOB FUNCTIONS & EEOC

Moderator:

Susan Hamilton, Legal Counsel, Springboard Consulting LLC

Panelists:

Jana Burke, ADA Employment Specialist, Springboard Consulting LLC

Peggy Mastroianni, Legal Counsel, Equal Employment Opportunity Commission (EEOC)

SERVICE DISABLED VETERANS SESSION

Moderator:

Michele C. Green, Prudential Financial

Panelists:

Ginger Miller, President, Women Veterans Interactive

Laurie Sayles Artis, President & CEO, Civility Management Solutions LLC

DISABILITY CHAMPIONS – MANAGEMENT PANEL

Moderator:

Gail Herring, Communications Coordinator, Toyota Motor Sales, U.S.A., Inc.

Honorees:

Margaret Downey, General Manager- Learning & Development Strategies, CSX Corporation

Mark Lunz, Director, Surgical Processing Department, UPMC

David Tate, General Attorney & Associate General Counsel, AT&T

KEYNOTE PRESENTATION

Introduction: Kristine Biagiotti-Bridges, Principal Business Consultant & President of the Disability Employee Resource Group, EMC Corporation

Keynote Speaker: Heather Abbott, Boston Marathon Bombing Survivor

MARKETPLACE PANEL

Moderator:

Jackie Glenn, VP & Global Chief Diversity Officer, EMC Corporation

Honorees:

Mark Balsano, Executive Director-Compliance, AT&T

Trevor Hutchinson, Fabric Care Innovation Leader & Disability Recruiting Leader, Procter & Gamble

DISABILITY CHAMPIONS – ASSOCIATE PANEL

Moderator:

Lois Cooper, Practice Leader, LMH Strategies, Inc.

Honorees:

David Ford, Senior Education Solutions Consultant, EMC Corporation

Rita Shauger, Administrative Coordinator, Global Diversity & Inclusion, Corning Incorporated

*He's a partner
with a passion
for IT.*



pwc

Jamie Draper, Assurance Partner. When I began my career, I felt uncomfortable talking openly about my disability because I didn't want to stand out. Now, as a partner and leader of our disability network at PwC, I know that different experiences and perspectives are a source of strength. Talent is what sets us apart. At PwC, we believe that ability reveals itself. To see how, visit ***pwc.com/diversity***

DISABILITY MATTERS AWARD CATEGORIES

EMPLOYER OF CHOICE

This award category represents companies that have taken their Disability Matters award-winning initiatives to a level where there is complete synergy between mission and achievement. Award consideration requires a company to have received two Disability Matters awards in any previous years and at a minimum, be able to illustrate the long-term sustainability of the initiatives.

WORKFORCE

This award category represents Human Resource and related initiatives for the outreach, recruitment, career development, talent management and retention of people with disabilities. This category includes individuals who are born with or have acquired disabilities, maturing workers with age-related disabilities and veterans with service-related disabilities.

WORKPLACE

This award category represents Diversity, Work-Life and related initiatives that support employees who have a disability (as described above) as well as those individuals caring for a child or other dependent with special needs.

MARKETPLACE

This award category represents marketing, advertising, public/community relations and related initiatives that both target and support consumers who either have a disability or are caring for a child or other dependent with special needs.

STEPS TO SUCCESS AWARD

The Steps to Success award category identifies and celebrates companies who are beginning on the journey of innovation, action and transformation relative to individuals with disabilities whether as employees, customers or both. This award also encourages these honorees whose initiative(s) have been in place no less than six months and no more than two years and who demonstrate significant promise of long term success, to have the commitment and perseverance to continue taking the steps necessary to eventually become a Disability Matters Employer or Supplier of Choice, the most prestigious of all Disability Matters Awards.

DISABILITY CHAMPION AWARD

This award category recognizes an individual whose advocacy, commitment, and action in support of mainstreaming disability in their workforce, workplace and/or marketplace has greatly contributed to their organizations success in these endeavors. The award recipient is someone whose job description does not specifically include this work yet he/she diligently works to influence others.

ACCEPTING THE AWARDS

DISABILITY CHAMPION AWARD:

Associate Award:

David Ford, Senior Education Solutions Consultant, EMC Corporation

Rita Shauger, Administrative Coordinator, Global Diversity & Inclusion, Corning Incorporated

Management Award:

Margaret Downey, Former General Manager, Learning & Development Strategies, CSX Corporation

Mark Lunz, Director, Surgical Processing Department, UPMC

David Tate, General Attorney & Associate General Counsel, AT&T

Executive Award:

Gregory Akers, Senior Vice President & CTO of Advanced Security Research & Government, Security & Trust Organization, Cisco Systems, Inc.

Bob Feiner, Vice President Dell Global Deployment and Field Services, Dell Inc.

Donald Potter, Vice President, HR Operations, EMC Corporation

STEPS TO SUCCESS AWARD:

Corning Incorporated

Melissann Ashton-Patton, Materials Engineering Lab Supervisor & President of ADAPT affinity group

Mohegan Sun

Bobby Soper, President and Chief Executive Officer

Unum

Marcia Leander, Vice President Talent Acquisition

MARKETPLACE AWARD:

AT&T

Mark Balsano, Executive Director – Compliance

Procter & Gamble

Deanna Bass, Director-Human Resources, Global Diversity and Inclusion

WORKFORCE AWARD:

Fifth Third Bank

Mitch Morgan, Assistant Vice President-Leadership Development Program Manager

KPMG

Christopher L. Brown, Audit Partner

WORKPLACE AWARD:

Dell Inc.

Bob Feiner, Vice President Dell Global Deployment and Field Services

The Dow Chemical Company

Jeff Lichon, Executive Director, North American Disability Employee Network (DEN) & Public Affairs Leader

EMC Corporation

ML (Mary Louise) Krakauer, Executive Vice President, Human Resources, EMC Corporation

L'Oréal USA

Rebeca Caruso, Vice President Communications, Diversity and Inclusion

PwC

Brad Hopton, Partner- Corporate Tax Advisory Services

EMPLOYER OF CHOICE AWARD:

Prudential Financial

Stephen Pelletier, Executive Vice President and Chief Operating Officer, U.S. Business

UPMC

Pamela Arroyo, Program Director- Talent Acquisition



Heather Abbott

Boston Marathon Bombing Survivor & HR Manager Raytheon Company

On April 15, 2013, what is referred to as Marathon Monday in Boston, Heather Abbott of Newport, RI set out on an annual tradition with six friends. They would attend the Red Sox game, followed by a walk over to the Boston Marathon finish line to watch the runners and gather at the Forum restaurant. However, Abbott would never have dreamed this day would change her life forever.

Abbott was struck by shrapnel from the second of the two bombs that day, which severely injured her left foot. Strangers Matt Chatham, former New England Patriots lineman, and his wife, Erin, carried Abbott to safety away from the direction of the bombs and saw her to an ambulance that brought her to Brigham and Women's hospital.

After 3 surgeries in 4 days, Abbott was faced with the agonizing decision of whether to try to save her left foot or to allow doctors to amputate her left leg below the knee. With the help of other amputees and the support from hundreds of thousands around the country, Abbott made the difficult decision, at the age of 38, to live her remaining years as an amputee and use prosthetic legs.

Just four months following the bombing, she was living independently and returned to her job as a Human Resources Manager, on a part time basis. Within the first year following her amputation, she started participating in the activities she loves, including paddle boarding, running and wearing high heels. Abbott currently has four different prosthetic legs and has not let this horrific act of terrorism slow her down. She has become certified as a Peer Counselor by the National Amputee Coalition and is helping other amputees adjust to their "new normal," as an example of hope and determination.

Heather Abbott has remained a model of strength and resilience, truly personifying the popular phrase "Boston Strong," since the city that so many love was shaken by the senseless violence. She is sharing her story with audiences across the country and inspiring others with her contagious optimism and thoughtful reflection on her journey.



Gregory Neal Akers

Senior Vice President & CTO of Advanced Security Research & Government Security & Trust Organization Cisco Systems, Inc.

Greg Akers is the Senior Vice President & CTO of Advanced Security Research & Government and Chief Technology Officer within the Security & Trust Organization (STO) group at Cisco. With more than two decades of executive experience, Akers brings a wide range of technical and security knowledge to his current role. A major focus of his group is to expand security awareness and launch product resiliency initiatives throughout Cisco's development organization to deliver high-quality and secure products to customers. He also serves as executive sponsor of the Cisco Disability Awareness Network.

Akers joined Cisco in 1993. He has held a variety of technical, managerial and executive roles at Cisco. These have included networking engineer, Vice President for the Worldwide Technical Assistance Center, Senior Vice President-CTO Services and Senior Vice President-Global Governments Solutions Group. He also holds the CCIE certification.

In addition to his primary role, Akers is an Internet security and critical infrastructure protection advisor to Cisco customers and to the U.S. government. He regularly advises and directs activities relative to technology and security matters of domestic and international importance. In this capacity he has held leadership roles, such as serving as President of the IT-Information

Sharing and Analysis Center (ISAC) organization in 2002 and Vice President in 2001. Akers has also advised the U.S. Department of Defense and the federal intelligence community for more than fifteen years. Akers is a member of the National White-Collar Crime Board and the Board of Directors of the East Carolina Infraguard. Presently he leads and serves on various boards, panels and task forces within the U.S. Department of Defense.

Before joining Cisco, Akers' career included more than 15 years of designing, building, and running large networks for Fortune 100 companies. He has held senior technical and leadership roles at Fechheimer Brothers, a holding of Berkshire Hathaway, and Procter and Gamble.

Akers holds a bachelor of science degree in chemical engineering from the University of Akron.



Pamela Arroyo

Program Director of Campus Programs, Workforce Development, and Recruitment Events UPMC

Pamela Arroyo currently serves as Program Director within talent acquisition at the University of Pittsburgh Medical Center (UPMC). UPMC is an \$11 billion, 62,000 employee integrated health care and delivery system. As a leader on the talent acquisition team, she provides oversight for the functions of Campus Programs, Workforce Development, and Recruitment Events. She is responsible for implementing an employment brand strategy for local, regional, and national events, identification and selection of pipeline talent, linking recruitment and program strategy to successful behaviors and overarching goals, and managing internal and external partnerships.

Pamela has held a variety of human resources related positions at UPMC; she has supported operations within the corporate and insurance services divisions along with the UPMC Cancer Centers. She is a recipient of UPMC's prestigious Award for Excellence in Service, and was previously named the UPMC Center for Inclusion Employee Partnership Council Representative of the Year. In addition to her role at UPMC, she is also an adjunct faculty member at the University Of Pittsburgh Graduate School Of Public Health, University of Pittsburgh College of Business Administration, Lake Erie College of Osteopathic Medicine School of Graduate Studies, and Argosy University.

Pamela graduated from Carlow University with a bachelor's degree in Business/Communications and later obtained a master's degree in Professional Leadership. She currently serves on the Board of Directors for the Carlow University Alumni Association and Get Involved!, Inc. She is a One Young World ambassador and volunteers her time with the United Way, Junior Achievement of Western Pennsylvania, the National Aviary, and the Pittsburgh Promise.



Laurie S. Artis

President & CEO Civility Management Solutions, LLC

In August 2012, Laurie Sayles Artis formed Civility Management Solutions (CMS), a Small Disadvantaged Service-Disabled Veteran Woman Owned Business that is focusing on Federal, State, Local and Commercial contracting opportunities to support them in the following areas: Administrative and Human Resources, Acquisition Development, Grants Management, Training, Investigations, Law Enforcement and Security. Laurie is a Chicago native, and modeled professionally during her high school years. After graduation in 1979, she attended the Institute of Technology after prompting by her brother to study Electronic Technology; however, she quickly learned she had no patience to 'repair' broken machines. She then chose to join the military and was told she could handle the Marine Corps by a few male Marines that knew her well. Even though she had never seen a Woman Marine, she was intrigued and took their advice. Laurie joined the US Marine Corps (USMC) in February 1982 and served seven years during the Grenada and Lebanon Conflicts. Her job in the USMC was Maintenance Management, and she served at Camp Lejeune, NC; Kaneohe Bay, HI and Cherry Point, NC, ending in 1988 as a Sergeant (E5). She mentored both subordinates and peers to reach excellence at all times, to include pushing Women Marines to run as many miles as the men on Battalion runs, and to survive in the field for week long trainings. She took her job seriously in the Corps as the Maintenance Battalions that service fighting men with gear, equipment, weapons, etc., were to never go below 98% in

"Readiness." As she often stated "A Marine must be properly equipped to function at their best." Laurie then served two years in the Marine Corps Reserves at 4th Battalion, Newport News, VA, while residing in Prince George County, MD and served as the unit's Platoon Sergeant. During this time she managed the reservists through the 72-hour activation request from the Commander, because of the 1st Persian Gulf War. Her biggest role was preparing the minds and bodies of the majority of Marines that had never served on active duty. This training, guidance and instructions led to her final promotion to Staff Sergeant (E6) as she brought her military career to an end. Laurie began her civilian career within the non-profit and corporate arena for the next 20 years. Her first job was as a Receptionist, then Administrative Assistant, Executive Assistant, and ended in positions as an Operations Director. As her leadership continued to excel she very quickly became the supervisor of the administrative staff in the offices she worked within. Additionally, Laurie has always been an entrepreneur. To name a few, as an advocate for a healthy lifestyle, she founded and operated "Semper Fi Fitness" an outdoor fitness program that built self-esteem in many women, and marketed wellness products that additionally supported a healthy lifestyle. However, once she was introduced to Federal Government Contracting, she knew she had found her destiny in entrepreneurship. Highly regarded as a Program Project Manager with the ability to please stakeholders, peers and staff, Laurie received great knowledge in contracting with the government as she managed up to 128 staff nationally within eight agencies totaling up to \$11.5 million in contracts for a Women, HUBZone, 8(a) small business in Washington, DC. Ms. Artis received her B.S. in Social Science with a Minor in Strategic Management and Entrepreneurship, along with a Business Project Management Certification from University of Maryland University Campus (UMUC). She has been accepted in the Graduate Program and plans to return for a dual degree.



Dr. Melissann Ashton-Patton

Materials Engineering Lab Supervisor & President of ADAPT Affinity Group Corning Incorporated

A glass scientist by training, Dr. Melissann Ashton-Patton is the materials engineering lab supervisor at Corning Incorporated. Melissann started her work as a disability advocate in 2011, following the diagnosis of her son with Trisomy 21. She worked closely with Rita Shauger to co-found Corning's disability-focused Affinity Group, ADAPT (Corning's Able and DisAbleD Partnering Together), which was officially recognized by the company as an employee Affinity Group in January 2013.

Since founding ADAPT, Melissann has served as the organization's president. In this role she recruited senior corporate sponsors, established an advisory board and a leadership team, oversaw the development of by-laws, led the creation of the group's mission and vision, and directed programming. A highlight was having the renowned Temple Grandin as ADAPT's keynote speaker in 2014. Under Melissann's leadership team, ADAPT has grown from 17 people to 133, with membership in most of Corning's North American locations. It maintains an active membership of approximately 40%. Corning employees in Europe have formed a second chapter of ADAPT, which will become active this year.

In addition to her work with ADAPT, Melissann is an active member of the Down Syndrome Information Network of the Twin Tiers, participating on their Buddy Walk Planning Board, and is a trained lay advocate, helping other parents learn to advocate for their children.



Mark A. Balsano

Executive Director – Corporate Operations Privacy (COP), Corporate Accessibility Technology Office (CATO), ABS/ATNO Compliance AT&T

Mark Anthony Balsano is the Executive Director of the Corporate Accessibility Technology Office (CATO), Corporate Operations – Privacy (COP), and ABS/ATNO Compliance.

Mark has been responsible for the development and creation of programs for AT&T that ensure the needs of persons with disabilities are addressed in the design and development of products and services across the enterprise, as well as the creation of an internal organization to manage privacy and compliance functions.

Mr. Balsano has worked for AT&T or its subsidiaries for 36 years and has extensive experience in all aspects of the industry, but the last 14 years have been focused on regulatory compliance. His organization is responsible for the Corporate Accessibility Policy, as well as oversight on processes and procedures with regard to accessibility and privacy, being a liaison with Legal, Corporate Compliance, Policy, and Big Data. Mark partners with each business unit to advance AT&T's efforts to comply with accessibility laws, ensure compliance with privacy, as well as build on the legacy of fostering innovations which improve the lives of its customers.

Mark received a Bachelor of Business degree from LeTourneau University and lives east of Dallas on a small horse ranch, with frequent visits from his three granddaughters.



Mary A. Barrows

Senior Director for Learning Strategies and Student Success Northeastern University

Mary Barrows, M.Ed., is the Senior Director for Learning Strategies and Student Success at Northeastern University. She is responsible for ensuring the access, integration and inclusion of students with disabilities into curricular and co-curricular university programs and services, providing oversight to the Disability Resource Center, the Learning Disabilities Program and Student Athletic Support Services. Previously she was the Director of the Learning Disabilities Program. Additionally, she is a member of the Documentation Review Committee, dedicated to the evaluation and interpretation of disability documentation with the purpose of determining reasonable accommodations. She has also served as Chairperson for the summer orientation/transition-to-college program offered through Northeastern's Disability Resource Center. As a founding member of this committee, she has presented this model at the AHEAD annual conference in 2010 and 2011. In her many years of experience, Mary has developed a strong interest in collaborating with faculty and staff to raise awareness of diverse learning styles. Mary holds both a bachelor's and master's degree from Boston College in special education as well as post graduate training in psycho-educational/neuropsychological assessment and in management leadership.

Recent presentations include: "Beyond Accommodations: Strategies for College Students with LD and AD(H)D" at the 36th Annual AHEAD Conference and at the Postsecondary Training Institute in 2013, as well as "A Dynamic Roadmap: Navigating the Evolving Documentation standards under the ADAAA" at the 35th Annual AHEAD Conference in 2012, and "New Student Orientation: A nuts and bolts orientation model for DSS departments and their students" presented at the AHEAD national conference in 2010 and 2011. She is co-author, along with Jennifer Newton, M.A.T., M.S. and Emily (Estep) Collins, M.Ed. of *Beyond Accommodations: Strategies for College Students with LD and AD(H)D*, a manual for disability providers published by AHEAD. Presently, co-author of "Beyond Transitions: An Interactive Workbook for College-Bound Students with LD and AD(H)D," a guide for students, parents and disability providers to be published by the Association on Higher Education and Disability, in press.



Deanna Bass

Director-Human Resources, Global Diversity and Inclusion Procter & Gamble

Deanna is currently the Global Human Resources Director for Procter and Gamble's Diversity and Inclusion Practice. She started her career at P&G in the Professional Oral Care Division and has spent the last 17 years in Human Resources working on a variety of P&G businesses and functions.

Deanna has expertise in the area of Organization Design, Organization Transition/Transformation, Strategic HR Partnerships, Change Management and Divestitures. She is also a passionate and capable leader in the area of Global Diversity and Inclusion through her work in talent management systems, culture, affinity teams, and training and development. She is a strong mentor and advocate inside and outside of P&G.

Outside of work, Deanna sits on the Board of Directors and Executive Committee of Hope Springs Institute in Peebles, Ohio. She enjoys hiking, reading and traveling. She has three children, Anna, Antony and Dallas and lives in Cincinnati, Ohio.

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Danny Best

Director of Diversity and Inclusion EMC Corporation

A Senior Human Resources, Diversity and Inclusion executive with extensive experience in several key industries including information technology, biopharmaceuticals, healthcare and financial services. Danny Best is a knowledgeable business person whose experience also spans across various business functions including global business operations, risk management, finance, customer service, diversity/inclusion, community relations and more.

As an HR/Diversity and Inclusion executive working with multinational and global companies, Mr. Best has exhibited great skill in transforming the human resources/diversity functions toward more strategic orientations aligned with key business drivers and objectives.

Currently, Danny works at EMC Corporation, a global leader in enabling businesses and service providers to transform their operations and deliver IT as a service. As Director, Diversity and Inclusion in EMC's Office of Global Workforce Inclusion he is focused on leading, managing employee resource groups and employee relations, analyzing and reporting on key data such as engagement surveys, organizational culture audits and employment activity trends. Danny also works in close partnership with human resources, procurement, community involvement, legal and other areas to ensure that diversity and inclusion policies and programs support the attainment of EMC's overall business objectives.

Prior to joining EMC, Danny was Senior Director of human resources at Dana Farber with oversight of Staffing, Employee Relations/HR Partnerships, Learning and Organization Development and Workforce Development. Prior to this role, he was Director of Human Resources at EMD Serono/Merck KGaA where he provided HR consultation and support to the senior leaders overseeing research, development, medical affairs and biotech manufacturing. In this role he was responsible for setting HR strategy and for leadership of HR business partners, employee relations, and staffing in multiple locations. Danny also brings tremendous experience in diversity and inclusion through his leadership of this function at FleetBoston Financial where he worked for almost 12 years.

Finally, Danny spent his undergraduate years at Northeastern University where he also obtained his MBA – and has been designated as an SPHR (Senior Professional Human Resources) from the Human Resources Certification Institute. As a lifelong learner, Danny also has several Human Resources and Management Certificates from Harvard Business School and continues to seek ways to increase his knowledge.

Beyond his experience and capability as a seasoned Diversity and HR executive, Danny strongly believes that having an inclusive workforce is the pathway to ongoing innovation and overall organizational success..



Kristine E Biagiotti-Bridges

Principal Business Consultant – IT EMC Corporation

Kristine E Biagiotti-Bridges is a principle business consultant – IT at EMC Corporation. Kristine provides IT consulting services to the engineering community through a strategic partnership within the Advanced Storage Division.

At EMC Kristine is committed to a diversified work environment, serving as board member, Vice President and President of the Disability Employee Resource Group. During her tenure at EMC, she has also won several awards including the Motivator Award 2010 for volunteer activity and Excellence at EMC for dedication to Diversity and Inclusion. She has spoken at the EMC quarterly on the importance of volunteering and giving back.

In addition to her accomplishments at EMC, Kristine has received numerous awards and recognition for commitment to inclusion, advocacy, running, and philanthropy including: Commonwealth of Massachusetts Proclamation as First mother/daughter team Boston Marathon, distinction as a Hockomock YMCA Legend, Hockomock YMCA Red Triangle award, Saucony 26 recipient, STC Distinguished Chapter Service, and the opportunity to speak in Washington DC on health care reform and mitochondrial disease research.

She currently volunteers her time as a special education and health care advocate focusing on the needs of those in the disability community. She speaks at local and state levels for health and special education issues involving legislation, awareness and education. She is the race director and founder of a local 5K that raises funds to provide social programs within the community for “all abilities” regardless of their ability to pay.

An active participant in the Boston Marathon, Kristine and her daughter Kayla continue to raise awareness for inclusion and fundraise for local charities. <http://espn.go.com/video/clip?id=10776529>

She attended Wentworth Institute of Technology and earned a BS in Electronic Engineering Technology. She is married and the mother to a daughter diagnosed with Mitochondrial Encephalomyopathy, and two step-sons, the youngest with Landau Kleffner Syndrome and is on the autism spectrum.



Christopher L. Brown, CPA

Partner
KPMG LLP

Chris Brown is an audit Partner in KPMG's US Banking and Finance practice with over 18 years of experience serving clients ranging from start-ups to Fortune 500 entities. Chris is currently based in Orange County California and work with banks, mortgage companies, auto finance lenders, trading entities and other commercial entities that require audit, advisory or other services. Prior to his current role Chris spent two years in New York with KPMG's Department of Professional Practice in KPMG's Practice Advisory / SEC Group which has principal responsibility for responding to inquiries from engagement teams on accounting and financial reporting matters, and on rules and regulations of the Securities and Exchange Commission.

Chris is the co-chair of KPMG's Abilities in Motion Committee, the group charged with developing and supporting a network for KPMG's employees with disabilities or caregivers of those with disabilities. Chris is a founding member of the Emerging Tocqueville society for the Orange County United Way and is actively involved with KidWorks, an organization supporting youth in Santa Ana, California. Chris earned his Bachelor of Business Administration with a concentration in Accounting from the University of Washington. Chris is a member of the American Institute of Certified Public Accountants and California Society of CPAs.



Dr. Jana L. Burke

ADA Employment Specialist
Springboard Consulting LLC

Dr. Jana L. Burke is a member of Springboard Consulting's ADA team. In this role, she works on projects related to all aspects of ADA compliance while focusing on ADA employment provisions and related workforce/workplace strategies.

Prior to joining Springboard, Jana was the project director and principle investigator for the Rocky Mountain ADA Center, funded by the U.S. Department of Education's National Institute on Disability & Rehabilitation Research. As a researcher and training, she has conducted hundreds of ADA-related training sessions for employers, professional organizations, attorneys, government entities and more. She is the editor of the ADA Quiz Book, 3rd Edition, co-editor of the ADA Quiz Book, 4th Edition, and has authored several ADA-related training curricula including "HR Strategies for ADA Compliance," "Nonprofits & the ADA," and "Marketing Job Seekers with Disabilities."

Dr. Burke received a Doctorate of Philosophy in Organization & Management from Capella University, a master's degree in nonprofit management from Regis University, and is a graduate of Colorado College where she earned a Bachelor of Arts degree in English. She currently resides in Colorado Springs, CO with her son, Gavin.



Matthew J. Camardella

**Shareholder
Jackson Lewis P.C.**

MATTHEW J. CAMARDELLA is a Shareholder in the Affirmative Action Practice Group at Jackson Lewis P.C., a national firm representing management exclusively in labor and employment matters. In this role, he regularly advises and counsels employers from all industries throughout the country about this legally specialized area of law. He directs the preparation of more than 400 AAPs each year and has defended hundreds of OFCCP audits, including Corporate Management Compliance Evaluations, for a broad range of employers across the country. Moreover, Matt serves as the Practice Group lead on responding to OFCCP allegations of class-based discrimination and has successfully resolved dozens of such claims.

Matt serves as General Counsel to the American Association for Access, Equity and Diversity. In addition, he regularly presents to Industry Liaison Groups and other employer organizations around the country on EEO, affirmative action and diversity issues, including the Philadelphia "Liberty" ILG, for which he serves as Vice-Chair.

Matt received his B.A. from the College of the Holy Cross in 1993 and graduated with honors from Hofstra University School of Law in 1997. While at Hofstra, he was Editor-in-Chief of the Hofstra Labor Law Journal and received the Award for Outstanding Performance in Labor and Employment Law.



Rebecca A. Caruso

**Vice President, Communications, Diversity & Inclusion
L'Oréal USA**

Rebecca Caruso is Vice President, Communications, Diversity & Inclusion for L'Oréal USA. In this role, Ms. Caruso is responsible for leading the overall communications strategy related to Diversity & Inclusion as well as L'Oréal USA's key initiatives associated with gender and disability.

With more than 30 years of corporate communications experience at leading Fortune 500 companies, Ms. Caruso has a strong track record of effectively managing, enhancing and protecting the reputation of the companies for whom she has worked. She joined L'Oréal USA in 2003 to direct the company's Corporate Communications department where she was responsible for internal and external communications, crisis communications, government relations, philanthropy and sustainability. Ms. Caruso was responsible for the execution of L'Oréal USA's For Women in Science Fellowship program in partnership with AAAS (American Association for the Advancement of Science), and the development of the For Girls in Science initiative to engage and encourage young women in careers in STEM (Science, Technology, Engineer, Math) fields. In January 2014, she was appointed to her new role in the Office of Diversity & Inclusion.

Prior to joining L'Oréal USA, Ms. Caruso served as Vice President, Corporate Communications for Toys "R" Us, Inc. in Paramus, NJ. During her tenure there, she served as President of the Toys "R" Us Children's Fund as well as a member of the Toy Industry Association's Blue Ribbon Communications Panel.

Ms. Caruso also spent more than eight years serving in several communications capacities at McDonald's Corporation in Oak Brook, IL, including director of media relations and director of US communications. She also worked in the automotive industry for Chrysler Motors and American Motors in public relations positions.

A graduate of Waynesburg University in Waynesburg, PA with a B.A. in English, Ms. Caruso received her M.S. in Public Relations from Boston University. She has served as chair of the Public Affairs Committee of the Personal Care Products Council, an industry association, and is a member of the Arthur Page Society.



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Lois Cooper

**Practice Leader
LMH Strategies, Inc.**

As Practice Leader, Human Capital Solutions for LMH Strategies, Inc., Lois Cooper delivers advisory and professional services to help companies leverage their talent for enhanced business development. These services include Executive/Career Coaching, Strategic Diversity Assessments, Facilitation of Training Initiatives, Conference and Event Planning and Technical Assistance for non-profit organizations.

Ms. Cooper has 25 years of professional experience in organizations across a variety of industries including 16 years at Adecco Group North America, the world's largest temporary staffing firm. Her career has also included positions in the advertising, financial services and entertainment industries. In these positions she developed expertise in a number of areas, including change management, conflict resolution, performance management, organizational design and development, supplier and workforce diversity and corporate social responsibility.

In 2014, Ms. Cooper was named as a Top Executive by Uptown Professional Magazine, a Top Influential Female in Corporate America by Savoy Magazine and a Top Diverse Leader in STEM by STEM Connector. She is also a past honoree of the Network Journal's 25 Influential Black Women in Business Awards, has been featured as Diversity Journal's "Front-Runners" in Diversity Leadership and has also been honored as one of Diversity Journal's Women Worth

Watching. Ms. Cooper is a featured speaker for the World Diversity Leadership Summit, The Conference Board, Disability Matters US and EU, the National Urban League, the Society of Human Resources Management (SHRM) and other thought leadership summits.

Ms. Cooper is currently participating in the Coach The Coach with ICF Certification Program through Lee Hecht Harrison. Her ICF ACC Certification is expected in 2015. She is also certified in Motif Notation, The Method for Recording Movement Concepts. Ms. Cooper is also the current Board Chair for the Urban League of Long Island, sits on the Board of the American Heart Association of Long Island and is Co-Chair of the Diversity & Inclusion Committee for SHRM Long Island. Ms. Cooper received her MBA from Baruch College in New York City and her BA from American University in Washington, D.C.



Christina Crowley

**Vice President, Global Business Services
EMC Corporation**

Christina Crowley is the Vice President of Global Business Services (GBS) at EMC Corporation. GBS consists of over 2,300 skilled professionals worldwide; dedicated to improving process consistency, driving efficiencies and reducing operational costs. Today, GBS provides over 43 unique services in more than 40 countries through partnerships with several lines of business across EMC, including Finance, HR, Sales, Marketing and Professional Services. To date, GBS has contributed to EMC's growth strategy; delivering over \$150 million dollars in savings back to the business through revenue enablement and cash flow optimization. Christina is a member of the Women's Leadership Forum and founded a chapter in Franklin, MA. She serves as a mentor for Forum members and facilitates Lean In Circles. She is also a Board Member of the Disability Employee Resource Group.

Christina joined EMC in February 2012 as the Global Vice President of Renewal Sales. In her role at EMC, Christina led the global renewals strategy across the organization, while focusing on the development of a consistent global organization and predictable programmatic approach to renewals that maximizes revenue while managing risk to deals in play. She drove new business and customer loyalty, ensure product retention rates, and promoted EMC's strategy and initiatives across the globe. The Global Renewals organization consists of 200 sales reps in 8 coun-

tries and is responsible for over \$2B of revenue each year. In her tenure with Renewals, the business grew 21%. In 2012, she was a Finalist for the EMC President Award for leading a data analytics project, which contributed over \$100M to the business, and revolutionized renewals targeting and predictability.

Prior to joining EMC, Christina spent 14 years at Oracle, most recently as the Global Vice President of the License Management Services organization. In this role, Christina led a global organization, which performed software license and hardware reviews and advisory engagements for Oracle customers and partners. She also set strategic direction for the global team, oversaw the management, execution and development of license management activities and operational programs, and expanded customer and partner service offerings.

Christina holds a Bachelor of Arts in Economics/Accounting from the College of the Holy Cross. She earned her Certified Public Accountant certification in 1998. In June 2012, Christina was named to Diversity MBA Magazine's 2012 Top 100 Executive & Emerging Leaders.

Christina is married to David Crowley, an Associate Professor of Biology at Assumption College in Worcester, Massachusetts. She has three children; Grace, Thomas & Matthew. Christina is active in her community and sits on the Board of Directors of the Visitation House, a home for women in crisis pregnancy.

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DERG

The mission of EMC's Disability ERG is to advance EMC² as a disability leader and to continue its role as the Employer-of-Choice by promoting awareness and understanding of disability matters. Their success in doing so is evident by the many awards and recognitions that EMC received this year including several employee and workplace awards.

VETS

The mission of the Veterans and Their Supporters ERG is to provide information, encourage, mentor and lead other veterans, their dependents, and supporters on a path to educate with the intent to elevate the knowledge and programs EMC² provides. The VeTS have organized numerous volunteer/community activities, partnered with key veterans organizations and supported EMC's efforts to hire veterans from around the country.



CARE

The mission of the Caregivers Awareness and Resources for Employees is to advance EMC² as a leader and an employer of choice by promoting awareness and understanding of the competing demands placed on caregivers and by providing resources, information and support. The CARE group has really elevated the conversation around what it means to be a caregivers and has provided strong a network, support and resources to EMC² employees.



Margaret E. Downey

**Former General Manager
Learning & Development Strategies
CSX Transportation**

Margaret Downey is a human resources professional with over 30 years of experience in her field. She is a native of Baltimore, Maryland but lives in Jacksonville, Florida. She is a graduate of Jacksonville University where she received her MBA in 1999.

She is a long tenured employee of CSX Transportation recently retiring from the role of General Manager, Learning & Development Strategies where she set direction and led the development and implementation of learning and development programs. Her most significant accomplishment is the design, construction, and staffing of a \$28M training facility in Atlanta, GA called the Railroad Education & Development Institute. More than 40,000 railroad worker have attended training at REDI since it opened in 2005.

Margaret also is an adjunct faculty member at Webster University where she teaches in the Masters program for Human Resources Development. She has been a member of their faculty since 2000 and enjoys working with adult students pursuing advanced degrees.

She currently serves on the Board of Directors for the First Coast Business Leadership Network, an organization that advocates for jobs for persons with disabilities, and is a Founder and Board President of the Jacksonville Women's Leadership Forum. She is active in the golf community and serves on the Board of Directors and Executive Committee for The First Tee of North Florida, the Ladies Professional Golf Association Foundation, and is Past President of the Board of Directors of the Executive Women's Golf Association.



Bob Feiner

**Vice President Dell Global Deployment and Field Services
Dell, Inc.**

Bob Feiner joined Dell in 1999 and serves as Vice President of Dell's Global Deployment and Field Services business. He leads a global organization of 3,000 team members and 25,000 contractors who support Dell customers in more than 140 countries. His teams provide valued service to Dell customers around the globe: This includes installation and onsite repair, custom configuration, managed deployment, infrastructure consulting, customer education and asset recovery and recycling. As the leader of the Global Deployment and Field Services organization, he is responsible for managing a P&L with over \$1Billion in revenue, setting the overall strategy for the business, and delivering services to end user and enterprise customers.

Bob is the global co-chair for True Ability. True Ability is Dell's Employee Resource Group for team members impacted by special needs and/or disabilities.

His prior Dell experiences include leading Global Field Services (2010), managing Americas Enterprise technical support (2007), growing Enterprise Field Delivery (2004) and building the first of what would become five global Enterprise Command Centers (2001).

Prior to Dell, Bob was a management consultant in Ernst & Young's Supply Chain management practice. He also held a variety of roles in the energy industry. Bob has a Master of Business

Administration degree from the University of Texas–Austin, 1997 and has a Bachelor of Science in Mechanical Engineering from Tulane University, 1991.



David J. Ford

Senior Education Solutions Specialist - Inside Sales EMC Corporation

David J. Ford is the senior education solutions consultant, inside sales, at EMC Corporation. David helps EMC customers plan, deploy, manage, and fully leverage their information infrastructure as they transition to the third platform by providing training solutions that are relevant, timely, convenient, and cost effective.

As a cofounder of the Disability Employee Resource Group (DERG) at EMC, David is committed to a diversified work environment. He has written numerous articles on disability matters as a contributor to the INSIDE|EMC DERG website, an internal intranet for EMC colleagues, and as the founder and editor in chief of the DERG monthly newsletter. During his tenure at EMC, he has also won numerous awards, including the EMC Diversity Champion of the Year, EMC Platinum Circle Award, EMC Inside Sales Education Representative of the Year, and the EMC Above and Beyond Award.

In addition to his accomplishments at EMC, David has received numerous State of Connecticut General Assembly official citations for community, scholastic, and political service achievements. He was elected and reelected to a local school board of education and served as chairperson of a state political organization. He is also an ongoing participant in a landmark 30-year research study, Epidemiology of Diabetes Interventions and Complications (EDIC), at Yale-New Haven Hospital.

David served on two nonprofit boards: Horace Mann Educational Associates (HMEA), supporting 2,700 children and adults with developmental disabilities and their families in more than 110 Massachusetts communities, and Easter Seals of Massachusetts, serving people of all ages who are disabled through illness, accident, or aging, as well as people born with disabilities, at more than 100 sites in communities all across Massachusetts.

David attended Southern Connecticut State University and earned a BS in corporate communications, graduating magna cum laude, and is a recent fellow graduate from the 2013 cohort at the University of Massachusetts, Boston, Center for Collaborative Leadership in the College of Management. He is married and the father of two daughters, the youngest diagnosed with an autism spectrum disorder. Throughout his life, David has advocated for disability inclusion and awareness for the betterment of the disabled community.



Marsha Gewirtzman

Senior Director, North America Springboard Consulting LLC

Marsha Gewirtzman is an accomplished inclusion and diversity leader and speaker. Her passion is to accelerate all dimensions of diversity, insuring that the D&I is a business imperative. She has successfully taken the D&I message to corporate and academic audiences throughout the US, Europe and Asia.

Joining Springboard Consulting in 2011, Marsha works with medium and large corporations to mainstream people with disabilities. She partners with them to map out a plan for inclusion that increases productivity, positively impacts market perception and establishes them as an employer of choice. Her focus is on the workforce, workplace and marketplace.

Leading global inclusion and diversity for Cisco Services for five years, Marsha and her team designed and executed an inclusion and diversity strategy, programs and communications for over 12,000 employees. She established D&I as a core value with unique success and buy-in amongst executives. Integrating diversity expectations into business processes and metrics, accountability accelerated as did results. D&I as a marketplace imperative influenced both sales and the brand value proposition.

Prior to her D&I positions, Marsha was an accomplished marketing and sales leader. She held numerous senior positions including Vice President of Marketing Strategy for AT&T, Senior Vice President of Marketing for Global Crossing and Senior Vice President — Corporate Division for Tiffany & Co.

Marsha was a dynamic force in the growth and eventual sale of Teleport Communications Group (TCG), a 5,000 person Competitive Local Exchange Company. While at TCG, Marsha built the telecommunication industry's first "People Services Organization," leading all Human Resources functions, as well as Corporate Philanthropy, Real Estate, Inclusion & Diversity and Corporate Culture.

Marsha holds a BA degree in sociology from the College of William & Mary and an MBA from Fairleigh Dickinson University. She has served on the Board of the Business School at the College of William & Mary for 12 years.

Marsha and her husband live in Kiawah Island, SC.

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Jacqueline (Jackie) Glenn

**VP, Global Chief Diversity Officer
EMC Corporation**

Jackie Glenn is a seasoned executive in Strategic Planning, Human Resources, Talent Development, and Diversity and Inclusion. She is currently the Global Chief Diversity Officer for EMC Corporation. In this position, she leads the Diversity and Inclusion strategy for the company's global operations ensuring not only an innovative and inclusive workforce for EMC's 60,000 employees - but also a bottom-line value for the company.

Jackie joined EMC in 2000, as the Director of HR Operations for the Sales Division. In that capacity, she provided strategic and tactical Human Resources support to EMC sales groups, comprising more than 2,000 employees at both domestic and international sites. Overall, in her stellar 20 plus years-year career across the Human Resources spectrum, Jackie has managed and implemented programs in Employee Relations, Training and Development, Recruiting, Organizational Development, and Consulting and Coaching.

Her leadership as the Global Chief Diversity Officer at EMC includes the development of several groundbreaking efforts, including the design and implementation of an innovative and mandatory D&I curriculum, institutionalization of the company's Transgender Reassignment Program, and the launch and execution of its High Potential Women's Program.

Jackie has been honored for her multiple achievements in the D&I arena. These awards include:

- Girl Scouts of Eastern Massachusetts: Leading Woman Award
- National Association of Human Resources: Diversity & Inclusion Award
- Color Magazine: Publisher Choice Award
- EMC: President's Award
- Young Women Christian Association: Black Achiever Award
- Network Journal: 25 Most Influential Woman Award
- Black Enterprise: Top 50 Executives in Diversity
- Diversity Women: Peer to Peer Award

Jackie has been profiled in various magazines including Black Enterprise, Working Mother, Network Journal, Boston Business Journal, Savoy, Odyssey Media, Uptown Professional and Diversity Careers.

Jackie received her undergraduate degree in Healthcare Administration from Emmanuel College and a Master's Degree in Human Resources Management from Lesley University.

She has a passion for community advocacy and civic leadership and is a champion for issues affecting children and families. She serves as a board member for the Children's Services of Roxbury, Girl Scouts of Eastern Massachusetts, African American Museum—Boston, the Greater Boston Sickle Cell Anemia, and the Beth Israel Deaconess Medical Center. In her spare time she enjoys practicing Bikram Yoga.

She resides with her husband, Windsor, and their two daughters, Nicole and Alicia, in Milton, Massachusetts.



Michele C. Green

**Vice President and Chief Diversity Officer
Corporate Human Resources
Prudential Financial**

Michele C. Green is vice president and Chief Diversity Officer at Prudential. She is responsible for leading and supporting all diversity and inclusion initiatives for the company, and for ensuring ongoing compliance with federal and state equal employment opportunity/affirmative action laws and requirements.

Green joined Prudential in April 2010 as vice president and counsel in the Employment and Labor Law Group. In this role, she provided legal advice, counsel, training and investigative support to several lines of business on a variety of employment and human resources related matters.

Prior to joining Prudential, Green served as General Counsel of the Waterfront Commission of New York Harbor, an Instrumentality of the States of New York and New Jersey. Previously, Green spent four years at Merrill Lynch. In her last role, she led the diversity and inclusion efforts of the Global Wealth Management business.

Before Merrill Lynch, Green served as Director of the State of New Jersey's Division of Equal Employment Opportunity and Affirmative Action. Prior to joining the ranks of public service, Green was in private practice with the law firms of Collier, Jacob & Mills, P.C. and Lowenstein, Sandler, P.C. in Roseland, N.J. She also served as an Adjunct Professor at Seton Hall University School of Law. Green graduated from Seton Hall University School of Law in 1995. She served as Law Clerk to the Honorable James H. Coleman, Jr. of the New Jersey Supreme Court.

Green is on the Boards of GLSEN, Inc. (The Gay, Lesbian & Straight Education Network), the National Organization on Disability, and the American Conference on Diversity. She is also an active member of several professional associations including the Association of Corporate Counsel, Minority Corporate Counsel Association, Corporate Counsel Women of Color, National Employment Law Council Conference, and Society for Human Resource Management. Recently, she made the Black Enterprise List of Top Executives in Corporate Diversity and has also been honored as one of the "Most Powerful & Influential Women of the Tri-State Area" by The Tri-State Diversity Council.



Susan Hamilton

Legal Counsel
Springboard Consulting LLC

An attorney, Susan has had a diverse career, most recently with CSX where she retired as its Chief Diversity Officer. Prior roles with CSX include House Counsel specializing in tort work, heading both General and Freight Claims departments, founder of the Administrative Services Department, General Counsel and Corporate Officer of the CSX logistics unit, General Manager of the Crew Management Department and Assistant Vice President, Labor Relations.

She has been heavily involved in the Jacksonville, Florida, community, being the first woman to chair the Gator Bowl on New Year's Day, having served previously as Chairman of the United Way Board, Chairing Go Red for Women for the American Heart Association and chairing the Diversity Task Force for the Jacksonville Regional Chamber of Commerce. Susan has served several charity boards and is a past President of the Uptown Civitan Club. She teaches her adult church school class, sings in her church choir, loves music, football and golf.

Susan is a member of both the Alabama and Florida Bars. She resides in Jacksonville, Florida, United States, with her husband Ray.



Gail Herring

Communications Coordinator
Toyota Motor Sales, U.S.A., Inc.

Gail Herring serves as communications coordinator in the Diversity and Inclusion department for Toyota Motor Sales. She has worked at Toyota for 18 years. Her current responsibilities include managing Toyota's diversity intranet site, managing community events, speech writing, and speaking to diverse audiences.

Herring also is responsible for managing Toyota's employee resource groups, known as Toyota Business Partnering Groups (TBPGs). Under her leadership, overall membership has dramatically increased. Herring has created strategies for increasing associate involvement and collaborating with business units to understand and utilize the valuable resources of TBPGs, both internally and in communities nationwide.

Before working for Toyota, Herring owned a desktop publishing and word processing company, contracting and subcontracting with many non-profit and community clients.

Herring serves or has served on the Board of Young Golfers of America Association, LPGA Urban Youth Golf Program, IABC-Los Angeles, Toastmasters International-District One, and Millennium Momentum Foundation.

Away from work, Gail is a jazz aficionado, a personal chef, and an amateur photographer.



Brad K. Hopton

Partner – Corporate Tax Advisory Services
PwC

Brad leads high-performing, multidimensional teams that are intensely focused on driving value and delivering quality service to some of PwC's largest multinational clients. His overall responsibilities include the delivery of tax-related consulting, compliance and advisory services, primarily focused on the Pharmaceutical & Life Sciences and Industrial Products industry sectors.

Building his practice on trust and strong client relationships, Brad has extensive experience in advising companies on a broad range of domestic and international tax matters. He has led numerous large-scale tax planning projects in areas including: mergers and acquisitions, global structuring, tax-attribute optimization, cash repatriation, transfer pricing and intercompany debt planning. Brad also specializes in Accounting for Income Taxes and Tax Function Effectiveness. He is a published author and speaker on tax issues affecting multinational companies and has organized several innovative and thought-provoking roundtables with senior industry executives.

In addition to his client responsibilities, Brad is the partner champion and co-founder of the Firm's Disability Caregivers Network (DCN). The DCN is a national network, sponsored by PwC's Office of Diversity, for caregivers of individuals with special needs or disabilities. Brad is also active in his community and has served on the board of several charitable and civic organizations.

Brad is a Certified Public Accountant and holds a Master's degree in Accountancy from Miami University (Ohio). He received his Bachelor of Science degree from Milligan College.



Bruce Howell

Accessibility Services Coordinator
Carroll Center for the Blind

Bruce Howell joined the staff at the Carroll Center for the Blind in July of 2012 where he is the Accessibility Services Coordinator for the Carroll Center's Accessibility Services Team. Bruce, who is a graduate of Colgate University in Hamilton, NY, enjoyed a long career in Retail Banking for a Boston area community bank. Then in 2011 & 2012, he worked as the Employer Account Manager for the Greater Boston Employment Collaborative. In this role, Bruce pursued business development to facilitate access to job postings and led a group of 38 Job Developers representing several Boston area human service agencies serving disabled job seekers.

In his current job with the Carroll Center, Bruce has the primary responsibility for business development and project management. He coordinates the internal work flow on accessibility projects from start to finish. This begins by assisting clients to identify and articulate their accessibility needs, and moves to matching Carroll Center personnel and resources in order to best meet those client requirements. Bruce communicates with clients throughout the evaluation or testing process and facilitates interaction between our team and the client. He is a proficient user of some of the Assistive Technologies which the Accessibility Services team uses to conduct testing and evaluation of websites and web content.

In his spare time Bruce is a competitive sailor with the SailBlind program, is a member of the Massachusetts Commission for the Blind's Rehabilitation Advisory Council, and is also an appointed member of Needham's Commission on Disabilities.

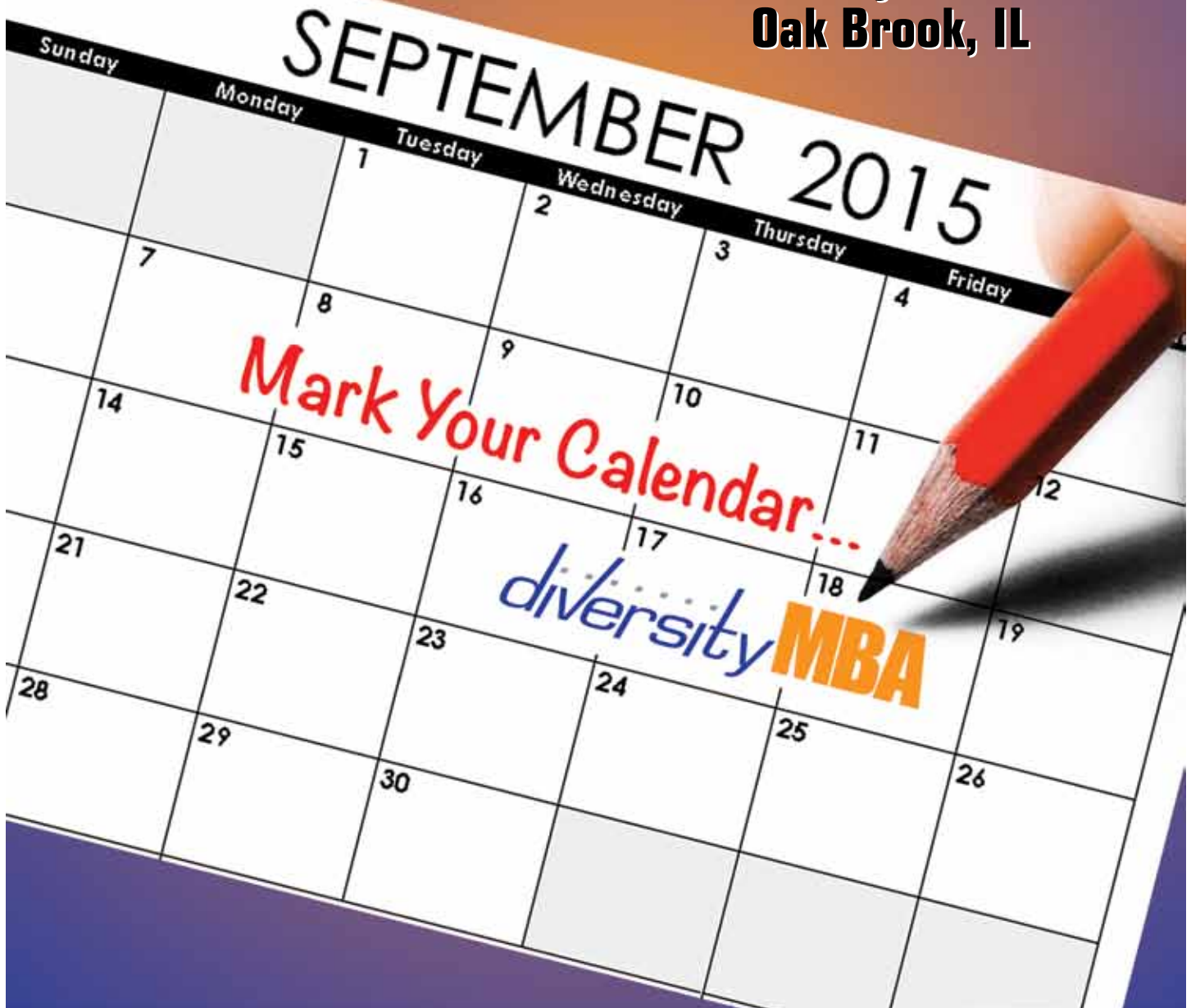
His favorite accessibility resource is a Video talking about the importance of accessibility on college campuses and in online course content:

SAVE THE DATE

Diversity MBA 9th Annual Leadership Conference & Awards Gala

September 16th-18th, 2015

**DoubleTree by Hilton
Oak Brook, IL**





Trevor Hutchinson

Fabric Care Innovation Leader & Disability Recruiting Leader Procter & Gamble

Trevor Hutchinson, or “Hutch” as he is known, has been with Procter & Gamble for 17 years. An engineering graduate from the University of Illinois, Hutch has managed manufacturing operations, led some of P&G’s largest supply networks, and now leads the innovation stream for new product launches across Downy, Bounce, and Gain. His greatest professional accomplishments include leading North American Fabric Care through the largest single initiative in the company’s history with liquid laundry 2X compaction in the late-2000s and helping P&G rise to the #2 spot on DiversityINC’s list of Top Ten Companies for People with Disabilities. In addition to his “day job” as innovation manager, Hutch leads P&G’s People with Disabilities corporate recruiting team, which focuses its efforts with on-campus disability organizations and military installations/organizations across the United States.

Hutch lives in Cincinnati with his wife and four children.



Eugene Kelly

Worldwide Director, Global Diversity & Inclusion Colgate-Palmolive Company

Eugene Kelly is Worldwide Director, Global Diversity & Inclusion for Colgate-Palmolive, a \$17.1 billion consumer products company serving people in more than 200 countries and territories. In this role, Eugene’s focus is on furthering Colgate’s efforts to attract and retain the best people from a diverse and broad base of global talent. In addition, Eugene actively supports the Corporation’s ongoing efforts to live its’ values of Managing with Respect and continuing the drive to ensure that Colgate is a most inclusive work environment for all people.

Eugene joined Colgate in 2001 as Human Resources Director, Global Finance & Legal. There, he provided HR leadership in the areas of succession planning, competencies/career tracks, staff development, performance management strategies and organizational change management. He was later named Human Resources Director, Colgate Oral Pharmaceuticals, where Eugene led all Human Resources initiatives for business with particular emphasis on people development.

Prior to Colgate, Eugene spent four years with AOL/Time Warner where he served as Associate Director, Human Resources for Money, Mutual Funds, and Fortune Small Business Magazines

During his career, Eugene has also held Human Resources leadership positions with PepsiCo, Wendy’s International and Hyatt Hotels Corporation.

Eugene is a graduate of Cornell University with a Bachelor of Science degree in Industrial and Labor Relations. He also serves on the US North Operating Board for the National Hispanic Corporate Achievers and is an Operating Committee member for the Corporate Achievers Awards for Individuals with Disabilities. Eugene also serves on the board of directors for The Children of Promise non-profit organization and is a member of The Asia Society Corporate Diversity Council.



Thomas R. Kelly

Vice President, Assistant General Counsel Pfizer Inc

T.R. Kelly is Vice President, Assistant General Counsel, Employment Law, at Pfizer Inc where he leads a team that is responsible for providing employment law advice and counsel to all of the Company's business units and functions, managing the Company's affirmative action compliance and immigration docket and managing the Company's employment litigation docket. T.R. also provides employment law due diligence advice to Pfizer's mergers and acquisitions practice and delivers employment law advice and counsel on matters outside the US.

Prior to joining Pfizer, T.R. was a partner at a national management-side employment law firm, where he represented companies in pharmaceuticals, financial services, health care services, retail sales and manufacturing, among others, and actively litigated cases before state and federal trial and appellate courts, arbitration forums (NASD, NYSE) and administrative agencies. T.R. received his J.D degree from Georgetown University Law Center and a B.S. degree (Economics and Management) from New York University.



ML (Mary Louise) Krakauer

Executive Vice President, Human Resources EMC Corporation

M L Krakauer is Executive Vice President of Human Resources at EMC Corporation. With revenues of \$23.2 billion in 2013 and more than 62,000 employees worldwide, EMC is a global leader in enabling businesses and service providers to transform their operations and deliver IT as a service. Fundamental to this transformation is cloud computing. Through innovative products and services, EMC accelerates the journey to cloud computing, helping IT departments to store, manage, protect and analyze their most valuable asset—information—in a more agile, trusted and cost-efficient way.

Krakauer leads EMC's global Human Resources practice to ensure the availability of world-class talent to drive EMC's success. Her responsibilities include executive, leadership, and employee development; compensation and benefits; staffing; and all of the people-related aspects of acquisition integration. She is based at EMC's corporate headquarters in Hopkinton, Massachusetts.

Previously, she led Technology Services & Solutions and Managed Services in EMC Global Services. She has extensive experience across the business as a general manager and as a functional leader, both in the field and at corporate, in services, product manufacturing and logistics, offer creation, marketing and sales, both direct and with partners. As a general manager, she has led complex, global organizations as large as \$4.5 billion in revenues and 19,500 people.

Krakauer joined EMC in 2008 from HP, where she held multiple executive leadership roles leading HP's Global Enterprise Services Imaging & Printing business, and HP's Technology Services Division and Customer Support Services Division, both in the Americas. Prior to that, she was at Compaq, Digital Equipment and other technology companies, after beginning her career in manufacturing at Corning.

She holds a Bachelor of Science degree in Chemical Engineering from Princeton University and a Master of Business Administration degree from Harvard Business School.



Marcia Leander

VP, Talent Acquisition Unum

Marcia Leander is Vice President of Talent Acquisition for Unum. She oversees recruitment and selection activities for Unum's US operations.

Marcia joined Unum in 1991. She held roles in Enrollment Services, Advertising and Communications. Over the past 16 years she has held positions in Human Resources in the areas of Policy Development, Vendor Management, HR Service Delivery and Operations, and Recruiting.

Marcia is a Certified Employee Benefit Specialist. She holds a BA in Speech Communication and a MA in Rhetorical Communication Theory from the University of Illinois at Urbana-Champaign. She serves on the board of the Maine STEM Collaborative and leads volunteer efforts for Educate Maine's Project>Login Initiative.

Marcia has spoken on human resource management topics with the Talent Management Alliance, Richmond Events' Human Resources Forum, the Maine Physical Sciences Partnership, the Eastern Association of Colleges and Employers, the Northeast Contact Center Forum, the Shared Services and Outsourcing Network and the Human Resources Association of Southern Maine.

She lives in Cape Elizabeth Maine with her husband and has two grown children.



Jeff Lichon

Executive Director, North American Disability Employee Network (DEN) & Public Affairs Leader The Dow Chemical Company

Jeff Lichon is Executive Director, North American Disability Employee Network (DEN) and Public Affairs Leader for Dow's Texas Operations.

Jeff joined Dow in 2007 in Public Affairs, and soon after took on the global Chair role for one of Dow's seven affinity networks, the Disability Employee Network. In this role, Jeff has worked to help change the company's culture around the inclusion of people with disabilities. Having sustained a spinal cord injury at the age of 15, Jeff quickly saw the need in society for a shift in the paradigm of how people view individuals with disabilities. At Dow, DEN has since grown from seven chapters, most in North America and Europe, to 27 chapters worldwide and in countries where disabilities are often viewed as something that should be hidden from public view.

In 2010, after attending the Vancouver Paralympic Games as an ambassador for Dow's Champions of Inclusion (COI) program, Jeff started a spinal cord injury (SCI) foundation both to benefit children with SCI as well as to establish an endowed student scholarship with Central Michigan University's Neuroscience Program.

Jeff has a Master's in Business Administration from Michigan State University and a Bachelor's Degree, with Majors in Logistics Management and Marketing and a Minor in Journalism, from Central Michigan University. His hobbies include writing and reading, traveling and anything that involves being in the outdoors.



Mark C. Lunz

Mark C. Lunz is the Director of the Surgical Central Processing Department at both Presbyterian University Hospital (PUH) and Montefiore University Hospital (MUH) of UPMC. Mark has over 34 years' experience in central sterile processing, and has directed the sterilization operations at both facilities since 1991. During his tenure, Mark has overseen the construction of two new surgical processing areas at both hospitals.

Mark aided in the development of a sophisticated surgical case cart system, which currently supports 25,000 annual surgical cases at the two pavilions. This equates to 4 million instruments processed annually, 13,000 flexible endoscopes and 168,000 surgical trays. The department is staffed by 45 full time employees, 7 days per week/ 24 hours per day.

Mark also serves as the PUH representative on both the Product Acquisition Management Committee and Value Analysis Team Committee since 2000. Mark has worked with the sourcing teams to institute a program of 3rd party reprocessing, which has yielded an annual cost savings of \$250,000 per year.

In 2000, Mark was the recipient of the "Above and Beyond" Award and received system-wide acknowledgment for his efforts.



Peggy R. Mastroianni

**Legal Counsel
Equal Employment Opportunity Commission (EEOC).**

Peggy R. Mastroianni is Legal Counsel at the Equal Employment Opportunity Commission (EEOC). She is responsible for developing Commission guidance under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Equal Pay Act, the Americans with Disabilities Act (ADA), and the Genetic Information Nondiscrimination Act (GINA), and for providing legal advice for the Commission on a wide range of substantive issues and administrative matters. Ms. Mastroianni directed the development of EEOC's Enforcement Guidance on Pregnancy Discrimination and Related Issues (July 2014) and on the Consideration of Arrest and Conviction Records in Employment Decisions (April 2012). She has also directed the development of Final Regulations on Reasonable Factors Other than Age Under the ADEA (March 2012), on the ADA Amendments Act (March 2011), and on Title II of the Genetic Information Nondiscrimination Act (November 2010). Additionally, under Ms. Mastroianni's direction, the Office of Legal Counsel has developed policy documents addressing Religious Discrimination, Unlawful Disparate Treatment of Persons with Caregiving Responsibilities, Race and Color Discrimination, National Origin Discrimination, and a wide range of topics under the ADA. Ms. Mastroianni graduated from Cornell University, Harvard University Graduate School of Education, and the Fordham University Law School. She was elected a fellow of the College of Labor and Employment Lawyers in 2003; she received the Mary C. Lawton Award for

Outstanding Government Service from the ABA Section of Administrative Law and Regulatory Practice in 2008; and, in 2009, she was named Federal Labor and Employment Attorney of the Year by the ABA's Section of Labor and Employment Law.



Pamela A. McElvane

CEO
Diversity MBA

Pamela McElvane is CEO of Diversity MBA, headquartered in Chicago, IL. Diversity MBA is a knowledge sharing management and leadership organization that provides recognition, development and reputation strategies to Fortune 1000 companies.

Ms. McElvane leads an innovative and creative team that provides clients like, Kaiser Permanente, Walmart, Verizon, Allstate Insurance, American Airlines, AT&T, Colgate-Palmolive and more with access to leadership development programs, benchmarking research on current trends for diversity strategy, and reputation management. Diversity MBA has become a national brand providing strategic resources and services that support diversity & inclusion, marketing and talent acquisition strategies.

Diversity MBAs key brands have positioned companies to recognize top talent, celebrate diversity leadership, and support thought leaders. Diversity MBA Magazine distributes to 1.85 million subscribers print and online; DMBA Inclusive Leadership Index has surveyed more than 800 companies across industries and recognized more than 300 companies for the Best Places for Women and Diverse Managers to Work; Diversity MBA Top 100 has recognized 800 leaders for outstanding performance; and Diversity MBA's Leadership Institute has trained more than 2000 professionals. Diversity MBA also partners and supports more than 15 professional associations.

Ms. McElvane has her MBA in Finance and Marketing from University of California at Berkeley. Ms. McElvane has received numerous awards; recently she was awarded Martin Luther King Excellence Award from Illinois Dept. of Human Rights; Strategic Star from Diversity Woman; Phenomenal Women, Black Women's Expo; Who's Who Most Influential Chicago Spotlight; Chicago Minority Supplier of the Year. Ms. McElvane is also dedicated to help others and support their dreams. She serves on American Cancer Society Regional Board; Chicago Minority Supplier Development Council Board; Howard University Executive MBA Board, Sutherland Youth Foundation Board and LUV Institute Board.

Ms. McElvane is a frequent guest on national and local radio and television (ABC, WGN & NBC) speaking about Diversity & Inclusion business impact. She is also published in several books, business publications, and thought leadership white papers.

Most important, Ms. McElvane is inspired by her three children (Chris, Joshua and Cameron) and spouse (Nelson).



Peter McNally

IT/Web Accessibility Consultant
Springboard Consulting LLC

Peter McNally serves as Springboard's IT/Web Accessibility Consultant and as Senior Usability Consultant at Bentley University's Design and Usability Center. Pete brings to Springboard over 20 years of experience in Usability, Information Architecture, Accessibility, and Software Engineering. He has designed and evaluated user interfaces in the healthcare, financial services, government, education, energy, manufacturing, defense, and electronics industries. Prior to joining the center, Pete was a Principal Consultant in the CSC User Experience practice, Senior User Experience Architect at HP Enterprise Services, Research Officer at University of Hertfordshire, and Senior Software Engineer at 3M Health Information Systems. At HP Enterprise Services, Pete was responsible for Section 508 compliance of the Massachusetts Medicaid Management Information System (MMIS) which served both Medicaid staff and providers/consumers. Pete holds a BS in Computer Science from Northeastern University and a MS in Computer Science from Rensselaer Polytechnic Institute (RPI). He is a member of the International Usability Professionals' Association (UPA), ACM CHI, Boston UPA, and Boston CHI. Peter resides in Quincy, Massachusetts with his wife Ellen and daughters Mary and Teresa.

Working Together For A Better World



Colgate-Palmolive proudly supports 2015 Disability Matters



ColgatePalmolive.com

OUR SUCCESS DEPENDS ON YOURS.

Our goal is to attract and develop the best talent. Here at General Motors, we are committed to helping our employees reach their full potential.

GENERAL MOTORS

ACCESSIBLE



Ginger Miller

President Women Veterans Interactive

Ginger Miller is a native New Yorker and former homeless service disabled veteran. After taking care of her husband, a disabled veteran, who has suffered from Post-Traumatic Stress Disorder for over a decade and experiencing homelessness with her family, Ginger decided to form John 14:2, Inc...

John 14:2, Inc is a nonprofit organization whose core mission is to assist military veterans and their families experiencing homelessness, substance abuse, and mental illness to reintegrate back into the community, retain permanent housing, maintain sobriety and regain their pride, dignity, and most of all, hope. Since the inception of John 14:2, Inc in 2009, the organization has helped over 300 veterans. John 14:2, Inc was instrumental in hosting the first Prince George's County Homeless Veteran Stand Down.

Ginger's advocacy and outreach efforts have lead her to host Veteran Round Tables in Annapolis, Maryland with State Veterans Agencies and Elected Representatives. She facilitates workshops for veteran caregivers and frequently receives invitations to speak at various government agencies, including the U.S. Naval Academy, U.S. Department of Homeland Security, the Department of Veterans Affairs, HUD, and The Secret Service. In March of 2010 Ginger, was invited by Senator Patricia Murray of the Senate Committee on Veterans Affairs to advocate with U.S. senators at a press conference to save potential cuts to the HUD VASH Program.

In the summer of 2011 Ginger started Women Veterans Interactive, a division of John 14:2, Inc that is dedicated to serving and supporting women veterans, while meeting them at their points of need. In March of 2012 Women Veterans Interactive received a Governor's Citation from Governor O'Malley for the dedication and service to women veterans. Since the inception of Women Veterans Interactive, the organization has supported over 925 women veterans through outreach and support services.

Keeping in the spirit of service, Ginger currently volunteers her time to serve our nations veterans through several state and local appointments to include: Chairwoman of the Prince George's County Veterans Commission, Commissioner Maryland Commission for Women, and she is a member of the Maryland Veterans Resilience Advisory Council,

Mrs. Miller was recently selected to serve as a Special Advisor for the Sesame Street Workshop, where she assists in developing programs for the children of active duty military members' transitioning to civilian status. On February 7, 2014 Women Veterans Interactive under the direction of Ginger Miller was honored as the sole beneficiary of the 2014 BET Honors in Washington, D.C. WVI received the proceeds from the ticket sales of the BET Honors. Mrs. Miller received the Governor's Service Award for Volunteers in award from Maryland's Governor on November 4, 2013. Ginger was honored with the White House Champion of Change Award for Women Veterans in March of 2013, Veterans Champion Award in July 2012 by the United Black Fund Inc. The DAV September-October 2011 issue highlights Ginger as the President and CEO of John 14:2, Inc discussing issues as it relates to women veteran at the 2011 Women Veterans Summit.

Ginger is featured as a "Woman of Valor" in the December 2011 issue of Essence Magazine. February 2012 the Washington Wizard honored Ginger and John 14:2, Inc. Ms. Miller was featured in the Washington Post, as she supported John 14:2, Inc.'s Women Veterans Lunch on December 27, 2011. The Prince George's County Gazette featured articles on Ginger advocating for homeless veterans on November 5, 2009 and December 10, 2009.

Ginger served in the U.S. Navy from 1989 to 1992, received a Bachelor Degree in Accounting from Hofstra University in Hempstead, New York, and a Masters in Nonprofit Management May 2013 from the University of Maryland University College.

She enjoys spending quality time with her husband William Miller of 25 years and two sons, William Jr. 21 and Andre James 13. Ginger enjoys meeting people, traveling, watching movies, and attending church.



Mitch Morgan

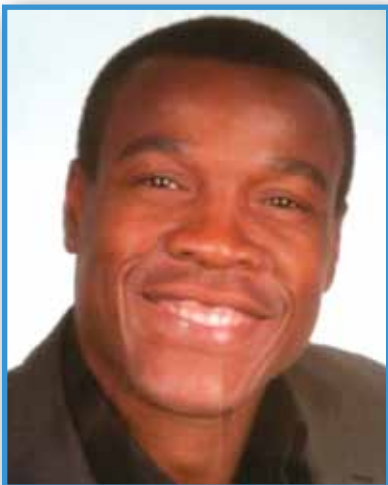
Assistant Vice President, Leadership Development Program Manager Fifth Third Bancorp

Mr. Morgan was named Assistant Vice President, Leadership Development Program Manager in 2007. He is responsible for the day-to-day operations of three Project SEARCH programs at Fifth Third Bank located in Madisonville and Cincinnati, Ohio and Grand Rapids, Michigan. Mr. Morgan also manages the recruitment and placement of all participants and hosts Fifth Third Bank's Awareness Training, focusing on people with disabilities in the work force. In addition, Mr. Morgan is responsible for all high school intern experience programs at the Bank including INTERalliance and partnerships with Great Oaks Career and Technical school. Mr. Morgan was named the 2014 Vernoooy Service Excellence Award winner from Wright State university, the 2010 Advocacy Award winner from the Southwest Ohio Rehabilitation Association and the 2009 Ohio Person of the Year/Special Needs Division by the Ohio Association for Career and Technical Education.

He joined Fifth Third Bank in 2005 as a leadership and development manager in the Central Operations division of the Bancorp and has over 15 years experience in the financial services industry.

- Executive Board member and Vice President for the Ohio Business Leadership Network

- Board member for Hamilton County Special Olympics
- Human Resource Advisor of Fifth Third Bank's People with Disabilities BRG.
- Member of the American Society of Training and Development



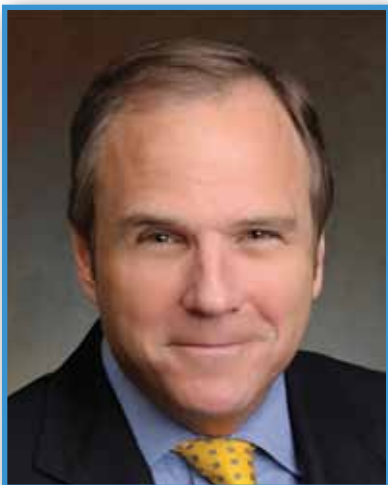
Tunde Ogungbesan

Global Diversity & Inclusion Consultant Shell International

Tunde Ogungbesan has been a Senior D&I Consultant in the Shell Global D&I Practice since 2010. He currently has responsibility for 4 areas: The Projects & Technology business, Recruitment, Africa and people with disabilities where he provides thought leadership and leads the implementation of the Shell D&I agenda

Tunde joined Shell in 2000 and has had a variety of Finance and HR roles, the most recent being Talent Manager for Global Finance a role he held between 2007 and 2010. His responsibilities included managing the Global Finance talent pipeline.

Tunde has a Bachelors degree in Zoology and an MBA from the Henley Business School. He is a qualified D&I Certified Practitioner and a member of the Chartered Management Institute.



STEPHEN PELLETIER

Executive Vice President and Chief Operating Officer, U.S. Businesses Prudential Financial, Inc.

Stephen Pelletier is executive vice president and chief operating officer of Prudential's U.S.-based businesses, comprising Prudential Investment Management, Prudential Retirement, Prudential Annuities, Individual Life Insurance and Group Insurance, which together had approximately \$1.15 trillion in assets under management as of December 31, 2014.

Before he assumed his current role, Pelletier was CEO of Group Insurance, where he had overall responsibility for the business, which provides employee benefits solutions, including Group Life, Disability and Group Nonqualified Benefit Funding programs.

Previously, Pelletier served as president of Prudential Annuities and chairman and CEO of Prudential International Investments, where he was responsible for Prudential's investment management business in international markets. He joined Prudential in 1992.

Pelletier received a bachelor's degree from Northwestern University and a master's degree from Yale University. He serves on the National Advisory Board of Johns Hopkins University's Center for Talented Youth, the American Council of Life Insurers board of directors, the Business Executive Cabinet for the Rutgers Institute for Ethical Leadership and on the Trust Board of Perkins School for the Blind.



Don Potter

Vice President, HR Operations EMC Corporation

Don Potter is a Vice President of Human Resources at EMC Corporation. In his role, Don leads EMC's Global HR Shared Services organization, a global team of talented professionals who are focused on providing reporting and services to EMC's Employees, Managers and HR Business Partners. He also leads the HR Business Intelligence, Analytics and Reporting team. In addition, Don serves as an HR Business Partner for the Corporate Development and Ventures organization, where his responsibilities include strategic organizational and workforce planning, talent management, Executive coaching, organizational design, employee relations, performance management, talent acquisition, education and development, program management and delivery and business consulting. Don is also an Executive Sponsor for the EMC Disability Employee Resource Group.

Don joined EMC in 1998. During his 16 years with the company, he has held a wide-range of positions within the HR organization, primarily in the role of a strategic HR Business Partner. Don has rotated through assignments covering every functional organization within the Corporation while also taking on a variety of global, enterprise-wide programs and projects including facility consolidations, transformational outsourcing, vendor management, remote worker enablement, cost reductions, organizational budget management, employee satisfaction

surveys, acquisition integration, global restructuring, and global process redesign. Don also led the HR Mergers and Acquisitions practice for more than nine years.

Prior to joining EMC, Don worked at Boston Scientific Corporation in a variety of HR and Sales positions. He holds a Master of Business Administration with concentrations in Marketing and Finance from Babson University and earned an undergraduate Business degree from SUNY at Oswego.



Annette Rosta

Associate Director, Experienced Hire Recruiting-Diversity & Compliance KPMG

Annette has been with KPMG for almost eighteen years during which she has led various aspects of Experienced Hire Recruiting. Initially executed full life-cycle recruiting across the practices, Annette currently develops and executes innovative diversity strategies and processes to drive top quality talent pools. She also develops and implements recruiting compliance policies, procedures and internal controls to ensure all recruiting activities are conducted in full compliance with applicable laws, OFCCP and EEOC regulations and firm's policies. As a member of DirectEmployers Association, Annette is a Board of Directors member since 2008. Annette is also an alumni member of the National Labor Exchange Steering Operations Committee (NLX) and co-leader of the Recruiting Regulatory Compliance Committee. Based in northern New Jersey, Annette is a member of all KPMG ERG groups including KPMG's disability ERG — Abilities in Motion, holds her PHR, received her bachelors degree in Human Resources Management from Kings College and is the proud parent of three children.



Sébastien Sasseville

Speaker and Endurance Athlete From Mount Everest to the Sahara, Sébastien Sasseville inspires. Former Board Member EMC Disability Employee Resource Group (DERG)

When diagnosed with type 1 diabetes in 2002, Sasseville decided that the multiple injections of insulin every day that he needed to survive would never stop him from living life to the fullest. In 2008, he became the first Canadian living with type 1 diabetes to successfully climb Mount Everest. Then, after completing 6 Ironman, he turned his sights on the mythical Sahara race in which he competed in 2012: a self-supported 250 kilometers ultra-marathon across the largest desert on the planet.

In 2014, Sasseville went for the biggest challenge of his life: a solo run across Canada from St. Johns NF to Vancouver BC. A 4700 miles long journey, the equivalent of 180 marathons in nine months. The project quickly went viral and hundreds of thousands followed the run.

Since 2005, Sébastien Sasseville delivered over 200 keynotes across North America. Sébastien Sasseville is a charismatic speaker who leads his audiences to profound reflections to generate actions. Poignant and uplifting, his keynotes motivate, enable to overcome all obstacles and reach new heights. Born on September 25th 1979, Sébastien obtained a bachelor's degree in communications from Laval University in Quebec City.



Rita Shauger

Administrative Coordinator, Global Diversity & Inclusion Corning Incorporated

Rita joined Corning in 2000 in Corporate Communications and held roles in both Internal and External Communications. In 2006 she joined the Global Diversity office as a Coordinator. In this role, Rita manages the implementation of new employee resource groups, the submission of corporate surveys such as the Corporate Equality Index, Diversity training such as Efficacy of Leadership and our GLBT Awareness. Rita also is the editor of the Diversity & Inclusion eNewsletter- Mosaic and is the administrator for many of our Blue Line communities. She also has led the Global Disability Employment Awareness Month events for the past 5 years.

Rita's disability efforts began in 2007 with the formation of an informal group known as "People Who Care for Others with Special Needs." This group was the catalyst for the global disability awareness events and formation of the employee resource group targeted for people with disabilities. With Rita's leadership the "Special Needs" group held a first responder training that was open to the community and also worked with benefits to add disability specialized lawyers to the legal plan for all employees.

In 2010 Rita led the first International Disability Day with 2 countries participating. In 2011 the day was expanded to a month. Rita then led the first annual National Disability Employment Awareness Month event for the company. During the inaugural year there were only 2 countries

and 5 locations participating. Over the past 5 years and with Rita's leadership this event has grown to include 11 countries with 21 locations participating in 2014. With the expansion of the global reach for disability awareness, Rita has helped to establish additional chapters of ADAPT in Strykow, Poland and Berlin, Germany.

Rita is a 2014 graduate of SUNY Empire State College with a BS in business management and economics. She is married with 3 daughters, one with a congenital brain defect. Rita has been an advocate and voice for people with disabilities for more than 30 years.



Robert J. Soper ("Bobby")

President and Chief Executive Officer Mohegan Sun

In September 2012, Robert J. Soper ("Bobby") was named President & Chief Executive Officer for Mohegan Sun. He launched his gaming career at the Mohegan Tribal Gaming Authority's flagship property in Connecticut back in 2001 serving as Chief Legal Officer and Senior Vice President of Administration, prior to taking the role of President & CEO of Mohegan Sun Pocono in Wilkes-Barre, Pennsylvania back in 2005.

Soper is an active member of the Pennsylvania community, having served as Board of Directors and Treasurer of United Way of Wyoming Valley, Board of Directors of the Wilkes-Barre Chamber of Commerce, Board of Trustees of Misericordia University, Board of Directors for WVIA Public Broadcasting, Board of Directors and Treasurer of the Northeast Regional Cancer Institute, Board of Directors of the Northeastern Pennsylvania Technology Institute, Board of Directors of the Scranton Chamber of Commerce and Board of Directors and Vice Chairman of Scranton Tomorrow.

Soper was born in Atlanta, Georgia and relocated to southeastern Connecticut with his wife, Jackie, in 1997, before moving to northeast Pennsylvania in 2005. He graduated magna cum laude with a Bachelor of Business Administration in Economics from the University of Georgia, and graduated with a Juris Doctor from the University of Georgia Law with honors, also serving on the Editorial Board of the Georgia Law Review.



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To learn more about Cisco Cloud, visit
cisco.com/go/cloud





J. David Tate

General Attorney & Associate General Counsel AT&T

David Tate, General Attorney & Associate General Counsel, is an 18-year veteran in AT&T's Legal Department. He has enjoyed a variety of legal assignments in Houston, Austin and San Antonio, Texas, and is currently responsible for supervising a team of 12 attorneys in California, Nevada and the Northwest who support AT&T's Legislative, Regulatory, and External Affairs organizations in 10 Western States, including Alaska and Hawaii.

After earning his Bachelor of Science degree in psychology and doing further graduate work in counseling psychology, David earned his Master of Divinity degree from Golden Gate Baptist Theological Seminary in Mill Valley, California. He spent 10 years in California as a Seminary Administrator/Instructor and a part-time pastor. After 10 years in California, David moved back to the South to earn his Juris Doctor degree from Baylor School of Law in Waco, Texas. After serving as editor-in-chief of the Baylor Law Review and graduating number one in his class at Baylor, David and his family moved to Houston where he began practicing law at the International law firm of Baker & Botts, L.L.P. David practiced as a litigation and labor associate with Baker Botts for three years before accepting a position with what was then called Southwestern Bell Telephone Company (which became SBC Communications, which eventually purchased AT&T) as a litigation attorney in the Houston office.

In 2006, working with colleagues in San Antonio, David founded The Wish Connection, an all-volunteer 501c3 non-profit organization made up of AT&T employee volunteers whose mission is to grant the wishes of children with life-threatening or chronically debilitating medical conditions. The Wish Connection intentionally broadened its mission in order to grant wishes not only for terminally ill children, but also for children who face life altering challenges from chronically-debilitating and disabling medical conditions. The Wish Connection began by granting one child's wish in San Antonio, and is now granting children's wishes not only in San Antonio, but also in Austin, Dallas, Houston and Northern California. In 2015, The Wish Connection is extending its reach across the country by granting the wishes of children in Southern California, Kansas City, Detroit, Ohio, New Jersey, Colorado and Alabama.

David serves on the Board of Variety the Children's Charity of Northern California. He also served as the co-chairman of the AT&T Legal Department Pro Bono Committee for two years, during which time he was instrumental in launching the first Department-wide Pro Bono Program throughout AT&T's footprint. David was also instrumental in launching CommunityNow!, a grassroots non-profit organization that is dedicated to helping individuals with cognitive and physical disabilities survive and thrive in their community rather than in state institutions.

David and his wife (of 35 years), Sandra, have one son, Josh, who graduated with an MFA from the USC School of Cinematic Arts, and one daughter, Jennifer, who recently graduated with her BFA in theatre from California State Fullerton. David and Sandra currently reside in Fairfield, California.



Don Trella

Director of Employee and Guest Experience Mohegan Sun

Don Trella is the Director of Employee and Guest Experience at Mohegan Sun in Uncasville CT. — one of the largest casinos in the world. Don leads the areas of Employee Relations, Communications and Employee Involvement for this 7000+-employee organization. Additionally he is responsible for managing improvement initiatives surrounding Guest Experience at Mohegan Sun.

Don joined Mohegan Sun in 2002 as Director of Employment, Licensing and Indian Preference. It was there that Don and his team proactively began to seek out opportunities utilizing several local supportive work agencies to employ people with disabilities.

These efforts have continued and have evolved over time into a model that has received much recognition including the Connecticut Governor's Award and several national publications including Cornell Hospitality Quarterly and the Journal of Human Resources in Hospitality and Tourism.

Don sits on the Board of Directors of Community Enterprises. Community Enterprises provides supported employment, education, and living services to people with disabilities.



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Nadine O. Vogel, MBA, CSP, CSPGlobal

Nadine O. Vogel is the CEO of Springboard Consulting LLC, a global company working with national and multinational corporations, governments and agencies around the world to successfully mainstream disability in the global workforce, workplace and marketplace. Springboard also produces the world-renowned Disability Matters Conference and Awards.

Prior to founding Springboard, Nadine held a variety of executive positions in both Corporate America and the non-profit sectors.

Vogel is the author of DIVE IN, Springboard into the Profitability, Productivity and Potential of the Special Needs Workforce, a highly acclaimed must-read business book. She is a regular contributor to Profiles in Diversity Journal, Diversity MBA Magazine and Diversity Executive Magazine, and has authored articles for many other professional, industry and consumer publications. Nadine is also recognized as a powerful informational, motivational and inspirational speaker. Recognized for her civic and professional activities, Vogel has received many awards and accolades including:

Selected: As a 2013 First Star Recipient of Diversity Woman Magazine's "Stars Who Mean Business Peer Award"; by MEA Magazine as one of the 2013 "25 Influential Women in Business"; by The Garden State Woman Education Foundation as the recipient of the Garden State Woman of the Year 2012 Diversity award; by Diversity Journal as a 2012 Diversity Leader Award recipient; as one of Diversity MBA's 2011 Top 100 under 50 Executive Leaders; as a 2011

recipient of the American Association for Affirmative Action Edward M. Kennedy Community Service Award; for the Inaugural M2Moms 2010 MomFirst Award, "One Mom's Idea That Made a Difference"; by the YAI, Business Advisory Council, for the 2010 Advocacy Award; by NJ BIZ Magazine's for the 2008 Best 50 Women in Business Award; for the Count Me In, 2008 Make Mine a Million \$ Business Program Award; by for the 2007 Howard L. Green Humanitarian Award from the NJ Broadcasters Association; for The College of Charleston's 2003 Distinguished Alumni Award; for the Voices Award 2003 - individuals who have made a difference in the community; for the Golden Gate University's 2002 Alumni Community Service Award; for the Fast Company Magazine's 2002 debut list of "Fast 50" innovators -- individuals whose achievements helped change their companies or society; for the Working Mother Magazine's Mothers We Love Top 25 List in 2000 and the magazine's 2000 Mothering That Works Award, and numerous elections to a variety of editions to Who's Who.

Vogel has been featured on NBC News, CNNfn, Lifetime Live on the Lifetime Channel, Good Day NY and Oxygen Television's Pure Oxygen program. She is the founder and past president of the board of SNAP, Special Needs Advocate for Parents, a member of the College of Charleston Department of Communications Professional Advisory Council, a member of the New Jersey State Employment & Training Commission Disability Issues Committee, a Founding Board Member of the Society for Diversity, a multi-year member of the SHRM Workplace Diversity Special Expertise Panel, WBENC, Women's Business Enterprise National Council, WPO, Women's Presidents Organization and a member of NSA, National Speakers Association. In 2014, Nadine earned "The Certified Speaking Professional" (CSP) designation which recognizes competency in platform excellence, established business practices and success and is held by less than ten percent of professional speakers worldwide. And in 2015, Nadine earned The "CSPGlobal" designation for her demonstrated sustainability as a global presenter, her mastery of the global speaking competencies, and favorable reviews by global clients and peers.

Vogel received an MBA from Golden Gate University in San Francisco, CA and a BS in Industrial Psychology from the College of Charleston in Charleston, SC. She resides in New Jersey with her husband and two daughters, both of whom have special needs.

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Disability Matters Conference and Awards



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