

DISABILITY MATTERS 2016

NORTH AMERICA CONFERENCE AND AWARDS
APRIL 19-21, 2016 • DURHAM, NORTH CAROLINA

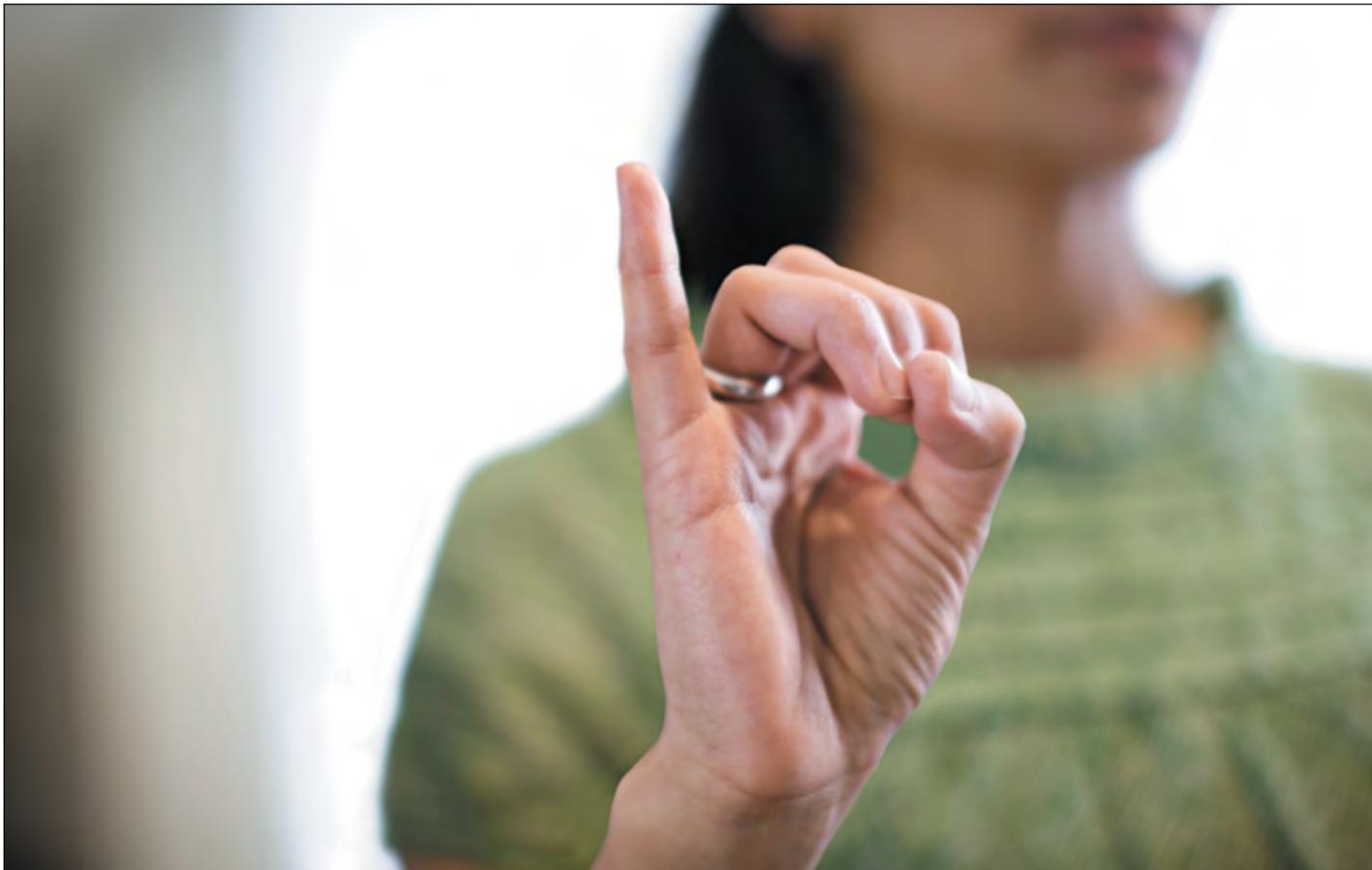


10TH

ANNIVERSARY

2006 - 2016





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2016 HONOREES

Steps to Success Award



Marketplace Award



Workplace Award



Disability Champion Award

Executive

Patrick Romzek
Vice President, Worldwide
Cloud Strategy and Operations,
Cisco Systems



Management

Stephen Smith
Vice President, EPTS Project
Services Team supporting CTS,
Wells Fargo



Associate

Gary Harmon
Store Manager,
Delhaize America





Welcome to the Tenth Annual Disability Matters Conference!

Cisco is proud to host and celebrate the Disability Matters 10th Year Anniversary in Durham, North Carolina. At Cisco, we aspire to connect people all around the world and Change the Way We Work, Live, Play, and Learn.

Our Cisco "Connected Disability Awareness Network"(CDAN) employee group is a positive

force that helps empower Cisco employees and families living with any type of disability whether physical, mental, social or developmental.

We strongly believe in our CDAN mission of "Connecting people, recognizing differences, nurturing abilities."

I know first-hand that learning disabilities stay with you throughout your entire life. I was diagnosed with dyslexia at a young age, but rather than have it be a weakness, I learned how to use it as a strength. I've learned other ways to accomplish the same goal with faster speed and I truly believe it has made me more successful in my professional life.

I am delighted that Cisco is hosting this years' event which will be focused on accessibility - something we take seriously - constantly looking at ways of improving accessibility within our company, and involving people with disabilities in research projects, testing, and trials. On behalf of Cisco, I am proud to support disability-focused initiatives and believe - whether in the workplace, workforce, or marketplace - it is not just a strategic advantage, but a business imperative.

Kind regards,

John Chambers

John Chambers
Executive Chairman
Cisco Systems

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Welcome to Springboard Consulting's Disability Matters North America Conference & Awards Gala 10th Anniversary

Happy anniversary to Disability Matters North America and to everyone who has been instrumental in making this conference the most celebrated corporate event for mainstreaming individuals with disabilities in the workforce, workplace and marketplace.

Ten-years is an important milestone; one where we reflect on our beginnings and reaffirm our commitment for the future. When reflecting on this journey one word comes to mind...Gratitude; for our Hosts, Sponsors, Honorees, Presenters and other delegates, for without you, none of this would have been possible.

This is especially poignant in light of the recent rulings by Governor McCrory and the North Carolina legislature which Springboard does not support. We believe everyone deserves to be welcomed, valued, respected and heard. We are against discrimination of any kind, and are extremely disappointed and concerned with these recent legislative

actions. We favor laws that encourage open and effective collaboration, not those that seek to gain by dividing instead of uniting all people. Springboard greatly supports the LGBT Community; they are our clients, partners, neighbors and most importantly, our friends.

Disability Matters has grown from a one-day summit to a two and a half-day conference and awards gala, more than quintupling in size. Every one of you has played an important role in this growth and for that we are forever grateful. As for reaffirming our commitment for the future... It is to continually improve on what and how we deliver on the event's four pillars: Inspiration, Education, Celebration and Networking; so that your enthusiasm, support, and dedication will not waiver.

As always, we are extremely proud of this year's corporate Honorees; companies that dare to be the best when it comes to mainstreaming individuals with disabilities in their workforces, workplaces and marketplaces. We are also equally proud of this year's Disability Champions, the individuals who serve as passionate agents of change within the organizations they work. This year's Honorees will serve as an inspiration to everyone who dares to become Employers and Suppliers of Choice for this very large and loyal segment of our population.

If that were not enough, our 2016 Keynote Speakers: Jane Fernandes and Ali Stoker will be sure to captivate you with their personal and professional stories.

Hosting an event, the size and scope of Disability Matters, is not a task to be taken lightly. So when a company offers to serve as our host, we are delighted and thankful. When a company offers to host two events, we are delighted, thankful and quite appreciative. Yet, when a company offers to host three events, as is the case with this year's Host, Cisco Systems, we are eternally grateful beyond words. With that said, I want to thank Kim Deane, Lenora Evans, April Ferguson, Jayant Moghe and Charlene Smith and for their tireless work in making this event, not only a success, but a special 10-year anniversary celebration.

And which brings me to a special thank you to Greg Akers, Senior Vice President & CTO of Advanced Security Research & Government Security & Trust Organization, Cisco Systems; for it has been Greg, who has been the catalyst behind each and every one of the three Cisco hosted events, Springboard's supporter and dear friend.

To all of our 2016 sponsors, and especially our legacy sponsors, who have supported Disability Matters for many years; we are forever grateful for your support and belief in the importance of what we do.

Lastly, a huge thank you to Jill who has managed this event for the past six-years; and to the Springboard team for everything you do to make Disability Matters North America the success it has become.

Wishing everyone a year filled with health, happiness and success.

Nadine O. Vogel

Nadine O. Vogel
Chief Executive Officer
Springboard Consulting, LLC



SPEAKER LISTING

Thursday, April 21 Continued

Special Session: As the OFCCP's World Turns: An (Overly) Dramatic Mock Audit of Disability AAP Compliance

Narrator:
Matthew Camardella, Principal, Jackson Lewis P.C.

Panelist:
Marina Shoemaker, Director-Global Diversity, General Motors

Monica Bell, VP, Secured Lending, US Chair- Ability ERG, HSBC

Marketplace Panel

Moderator:
Nadine Vogel, Springboard Consulting LLC

Honorees:
Carrie Davis, AMPOWER National Coordinator, Hanger, Inc.

Mitch Morgan, Assistant Vice President, Diversity & Inclusion Strategy Manager, Fifth Third Bank

Tobie Hatfield, Athletic Innovation Director- Innovation Kitchen, Nike, Inc.

Panelist:
Kristin Gilger, Associate Dean, Cronkite School of Journalism and Mass Communication, Arizona State University

Keynote Presentation:

Introduction:
Gail Herring, Communications Coordinator- Diversity & Inclusion, Toyota Motor Sales

Keynote Speaker:
Ali Stroker, Actress and Singer

Polling for Prizes:
Susan Hamilton, Legal Counsel, Springboard Consulting LLC

Disability Champion Panel

Moderator:
Marsha Gewirtzman, Senior Director, North America, Springboard Consulting LLC

Honorees:
Gary Harmon, Store Manager, Delhaize America

Stephen Smith, Vice President, EPTS Project Services Team supporting CTS, Wells Fargo & Company

Patrick Romzek, Vice President, Worldwide Cloud Strategy and Operations, Cisco Systems

Government Session:

Speaker:
Charlotte Burrows, EEOC Commissioner



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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.

Disability Champion Award

- Associate Award:** Gary Harmon, Store Manager, Delhaize America
- Management Award:** Stephen Smith, Vice President, EPTS Project Services Team supporting CTS, Wells Fargo & Company
- Executive Award:** Patrick Romzek, Vice President, Worldwide Cloud Strategy and Operations, Cisco Systems

Steps to Success Award

- AT&T** Robert Doreauk, Regional Director of External Affairs
- Wells Fargo & Company** Kathy Martinez, Senior Vice President, Disability Market Segment & Strategy, Enterprise Marketing

Marketplace Award

- Fifth Third Bank** Mary McFarland, Vice President, Diversity & Inclusion Partner
- Hanger, Inc.** Carrie Davis, AMPOWER National Coordinator
- Nike, Inc.** Tobie Hatfield, Athletic Innovation Director, Innovation Kitchen

Workplace Award

- Goldman Sachs** Jennifer Krevitt, Global Head, Human Capital Management (HCM), Investment Management Division
- KPMG** Kristen Piersol-Stockton, Associate Director, Corporate Responsibility & Diversity



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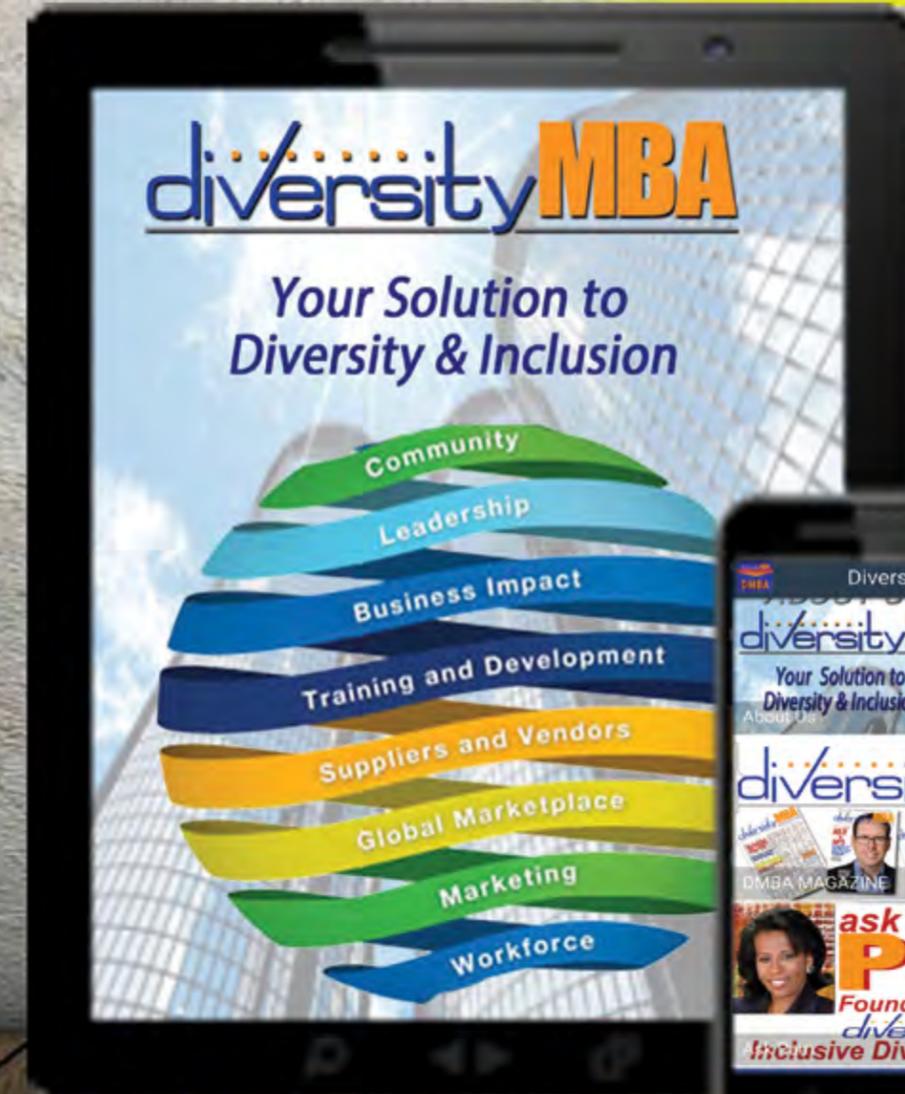
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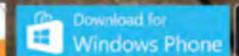


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HSBC is Proud to Support the

2016 Disability Matters Awards Conference

At HSBC, we work hard to leverage the individual talents and insights of each person on our team to make the most of our collective abilities.

We offer a wealth of programs and resources through our Ability Employee Resource Group, providing support to employees who have, or are caregivers of those, with disabilities.

In addition, HSBC features several career enhancement opportunities to promote professional growth and development.

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Gregory Akers

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

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, 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. Akers has also advised the U.S. Department of Defense and the federal intelligence community for more than fifteen years.

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.



Laurie Sayles Artis

Veterans Consultant, Springboard Consulting LLC

Laurie Sayles Artis serves as manager of Springboard's Service Disabled Veteran / Veteran program, and is the President and CEO of Civility Management Solutions (CMS), a professional services small business that provides employment opportunities. Laurie brings to Springboard over 25 years of experience as a successfully transitioned Veteran, who has an invisible disability.

After serving 10 years in the United States Marine Corps during Grenada, Lebanon and Kuwait she has worked within corporate, non-profit and the public sector (contractor). She has been an advocate for hiring Veterans for the past 13 years, and have worked to educate them with the transition from resume review, negotiation skills and adapting to the civilian culture.

However, since establishing CMS she was awarded the Small Business Administration SCORE 2015 Award for Services, awarded the 2015 Resiliency Award with the Women Veteran Campaign of Washington, DC, and joined Mrs. Michelle Obama, Vice President Joe Biden and Dr. Jill Biden for a special Veteran Day Luncheon at the Vice President residence in Washington, DC.

Prior to establishing CMS she was highly regarded as Program / Project Manager that had the ability to provide Business Process Improvements and exceptional customer service. Laurie received her BS in Social Science with a Minor in Strategic Management and Entrepreneurship, and a Business Project Management Certification from University of Maryland University College (UMUC).

Beyond her experience and expertise, Laurie has become an outspoken advocate for Veteran's. As she was sought out to testify at a hearing regarding Veteran Entrepreneur Training to the U.S. Senate Small Business Committee, and she has been elected as the first Woman Officer on the Veteran Entrepreneurship Task Force (VET-Force) Committee, which advocates for legislation, policies and programs that will provide opportunities for Veteran Businesses. Laurie resides in Bowie, Maryland with her husband Lionel D. Artis.



Troy Balthazor

Manager, Physical Accessibility, Springboard Consulting LLC

Troy Balthazor, M.Ed., leads Springboard Consulting's global Physical Accessibility team. In this role, he works on projects related to all aspects of physical accessibility compliance while focusing on the global standards of Universal Design. Troy has worked in the disability field for over 25 years, spending much of his career focused on the utilization of Universal Design in the built environment both in the workplace and in the classroom. He has served as an Americans with Disabilities Act Specialist for the Great Plains ADA Center, a part of the University of Missouri's Architecture Department in the College of Human Environmental Sciences, for over 10 years. Troy's work includes conducting on-site assessments, training and technical assistance. In addition to serving as

a co-organizer of the National ADA Symposium annually, Troy also teaches inclusive recreation courses at the University of Missouri in the Parks and Recreation Department. Troy is active in many local and regional boards and organizations; currently heading the PedNet Coalition Board of Directors, supporting transportation mode shift through accessible and universal design of trail systems that improve safety and usability for those that choose to bike, walk and wheel throughout Columbia. He is also on the Board of Mid-Missouri Legal Services, which provides legal aid to citizens who struggle financially. His passion is teaching and supporting those with diverse abilities in maximizing their potential and getting the most out of life. Troy enjoys fishing and hiking and spending time with his wife and two wonderful children in Columbia, Missouri.





Monica Bell

VP, Secured Lending, US Chair- Ability ERG, HSBC

Monica Bell, Vice President, Back Office Card Operations, and a 25-year employee. Beginning her career by winning a HSBC-sponsored high school essay contest focused on ways to improve her local inner city community, Bell was awarded a summer internship. Since beginning as an input clerk, Bell has been successful in developing professionally and expanding her responsibilities. Today she manages several projects and people and enjoys working with internal customers across the bank's wide footprint.



Danny Best

Director, Diversity & 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 experience, diversity/inclusion, community relations and more.

As an HR/Diversity and Inclusion executive working with multi-national 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 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 Talent Acquisition, Employee Relations/HR Business 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 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 Bank of America (formerly FleetBoston) where he worked for almost 12 years.



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.



Charlotte A. Burrows

EEOC Commissioner

Charlotte A. Burrows was nominated to serve as a Commissioner of the EEOC by President Obama on Sept. 12, 2014, and was confirmed on Dec. 3, 2014 by a Senate vote of 93-2 to serve as Commissioner, for a term expiring July 1, 2019.

Prior to her appointment at the EEOC, Burrows served as associate Deputy Attorney General at the Department of Justice (DOJ), where she worked on a broad range of legal and policy issues, including employment litigation, tribal justice, voting rights, and implementation of the Violence Against Women Act, among others.

Burrows previously served as general counsel for Civil and Constitutional Rights to Senator Edward M. Kennedy on the Senate Committee on Health, Education, Labor and Pensions in 2009, and on the Senate Judiciary Committee from 2007 to 2008, after having served as legal counsel on the Senate Judiciary Committee from 2003 to 2007.

Before working on Capitol Hill, Burrows served in the Civil Rights Division's Employment Litigation Section at DOJ first as a trial attorney, and later as special litigation counsel and then as deputy chief. She served as a judicial clerk for the Honorable Timothy K. Lewis of the U.S. Court of Appeals for the Third Circuit and an associate at Debevoise & Plimpton. Burrows received an A.B. from Princeton University and a J.D. from Yale Law School.





Jason Capilli
Director, Ethics and Compliance, PwC

Jason is a nationally-recognized, progressive compliance/risk management leader and strategist in the intersecting areas of talent management, diversity and government contracting, including 15+ years of industry experience within accounting, auditing and professional services; investment banking, securities, and financial services; human capital and diversity risk/compliance management consulting; insurance; death care; media; and, publishing. In his current role, Jason is a Director at PwC, leading the US firm's AA/EEO strategy and risk management programs. Jason also volunteers his time as a leader in several professional associations, including co-leading the Mercer/Workforce Opportunity Network's Corporate Leaders in Equal Employment Opportunity

(CLEEO); National Labor Exchange (NLX) Operations Committee, a collaboration between state governments and private industry that provides job seekers access to employment opportunities through cutting-edge technologies; and current member and former Chair of the Northeast Region Corporate Industry Liaison Group (NERC ILG). He recently served as the 2015 ILG National Conference Program Co-Chair, and was also a long-time Board of Director at DirectEmployers Association (DEA), creating their first-ever member-driven committee. Jason is also affiliated with the Ethics and Compliance Initiative (ECI), Society for Human Resource Management (SHRM), Human Capital Institute (HCI), and the American Society for Training and Development (ASTD), and various diversity-focused professional associations. He is a proud graduate and alumnus of the Cornell School of Industrial Labor Relations' EEO and Diversity Certification Programs, State University of New York at Geneseo, and the INROADS New York City chapter.

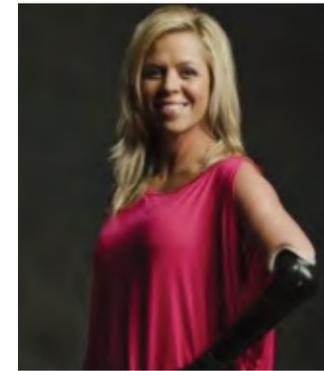


Matthew J. Camardella
Principal, Jackson Lewis P.C.

Matthew J. Camardella is a Principal 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.



Carrie Davis
AMPOWER National Coordinator, Hanger, Inc.

For the past 14 years, Carrie Davis has drawn on her personal experience and education in the area of patient advocacy to help improve patient outcomes in the prosthetics and orthotics field. Carrie was born with a below-elbow congenital limb deficiency and has worn a prosthesis since she was nine months old. She has tried every option available from the cable-operated prosthesis, to the passive prosthesis, to the technologically advanced myoelectric prosthesis, including the most recent addition to the UE market, the iLIMB. Additionally, she uses a variety of specialized terminal devices, like a guitar adapter, weight lifting adapters, and biking and swimming devices to assist her in attaining her goals. She has participated in numerous sporting events like the CAF San Diego

Triathlon Challenge and the NYC Nautica National PC Championship Triathlon and has been awarded First Place National Female Upper Limb Amputee Finisher twice. As part of her position with Hanger Clinic, she travels across the country offering her experience and perspective to patients, therapists, prosthetists and doctors in her committed effort toward improving patient care and is the recipient of the esteemed JE Hanger Excellence Award for Customer Service. She acts as a peer mentor and serves as the support group leader and assistant for Camp No Limits, a national foundation dedicated to helping young amputees realize their potential. She also works with families of children born with congenital anomalies and advocates for all amputees, assisting those in need to find resources for funding, as well as through her participation in the Amputee Coalition's Peer Mentor Program, while serving on the Upper Limb Loss Advisory Council for the AC.

Carrie lives by the motto, "Life is not about finding yourself; it's about creating yourself," and strives to create the best life for herself, her family, and for the people and patients she serves, by taking an active role in life, regardless of limitations. She believes that the only limitations we have for ourselves are the ones that we create in our own minds, and therefore, she chooses "no limits."



Jennifer Demirdjian
Sr. Manager, Office of Diversity, PwC

Jennifer Demirdjian joined PwC in March of 1999. Throughout her tenure with the firm, she has served as the Office of Diversity's policy strategist and developed several high profile initiatives, including the firm's formal flexible work program, suite of dependent care solutions and diversity inclusion training programs. She currently manages the firm's Disability Strategy Partner Council and drives the firmwide disability strategy and implementation. Jennifer holds a B.A. in Organizational Psychology and Women's Studies from DePaul University in Chicago, IL. She currently resides in Ohio with her husband and two sons.



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Robert Doreauk
Regional Director of External Affairs, AT&T

Robert Doreauk is the Regional Director of External Affairs at AT&T. In this role he serves as the face of AT&T in the Triangle and 18 surrounding counties. Robert is responsible for municipal government and business relations support by conducting various community events to bridge relationships between community and elected officials. He serve on the Raleigh Chamber of Commerce Board of Directors, the Triangle Digital Inclusion Task Force and the NC Institute for Emerging Issues' Advisory Committee on Civic Health, as well as other local boards, committees & commissions. Robert is a second generation, 18 year veteran of AT&T with a background in network and engineering. Robert is married with 2 children.



Rubiena Duarte
Manager, Global Events, Springboard Consulting LLC

Rubiena serves as Springboard's Manager of International Events. In this role she is responsible for the organization, promotion, planning, logistics and on-site management of both, the Disability Matters Asia and Disability Matters Europe Conferences and Awards as well as the company's other non-U.S. events.

Rubiena has primarily worked with IT Multinationals in the fields of HR and Diversity for over 15 years with experience that includes working across Africa, the Middle East, Europe, Asia and North America. Her most recent role was at Dell Computers leading their D&I efforts for North America, the Global Services Business and Global Talent Acquisition. Prior to this Rubiena held roles as the HR Director for Dell South Africa, Head of the Dell Development Fund and Black

Economic Empowerment - focusing on community engagement, enterprise development and government affairs. In those roles, Rubiena had participated in Springboard's Disability Matters events as a presenter, sharing her experience and expertise with Disability Employee Resource Groups.

Rubiena holds a Honors degree in International Relations from the University of Johannesburg, South Africa. She and her husband and their 2 children reside in Pittsford, New York.



Jane K. Fernandes
President, Guilford College

Jane K. Fernandes is the ninth president of Guilford College and the first deaf woman to lead an American college or university. She began her work at Guilford July 1, 2014, having served as provost and vice chancellor for academic affairs at the University of North Carolina at Asheville since 2008. At Guilford, she holds the faculty rank of Professor of English.

Recognized as one of the 20 most interesting college presidents by The Best Schools, Jane is leading Guilford College through curricular and administrative innovation to become further distinguished as a "college of excellence known for doing a few things splendidly." Guilford's rigorous liberal arts curriculum emphasizes integrative, active learning leading to 84 percent of its students earning career employment or entrance into prestigious graduate schools within a year of graduation. Founded by the Religious Society of Friends (Quakers) in 1837, the College has about 2,000 traditional-aged and adult students, including students in The Early College at Guilford. Guilford is recognized in Loren Pope's "Colleges that Change Lives" and in Princeton Review's "Guide to Green Colleges."



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.

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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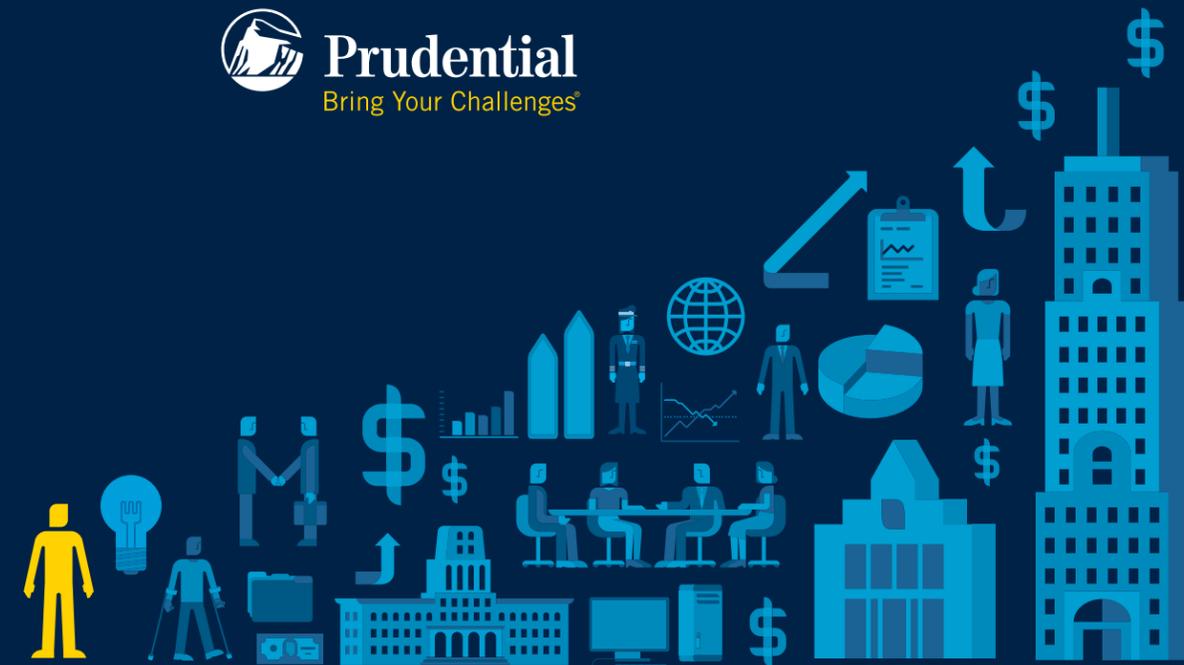
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Jamie Draper, Assurance Partner. When I began my career, I felt uncomfortable talking openly about my disability because I didn't want to stand out. Now, as a partner and leader of our disability network at PwC, I know that different experiences and 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

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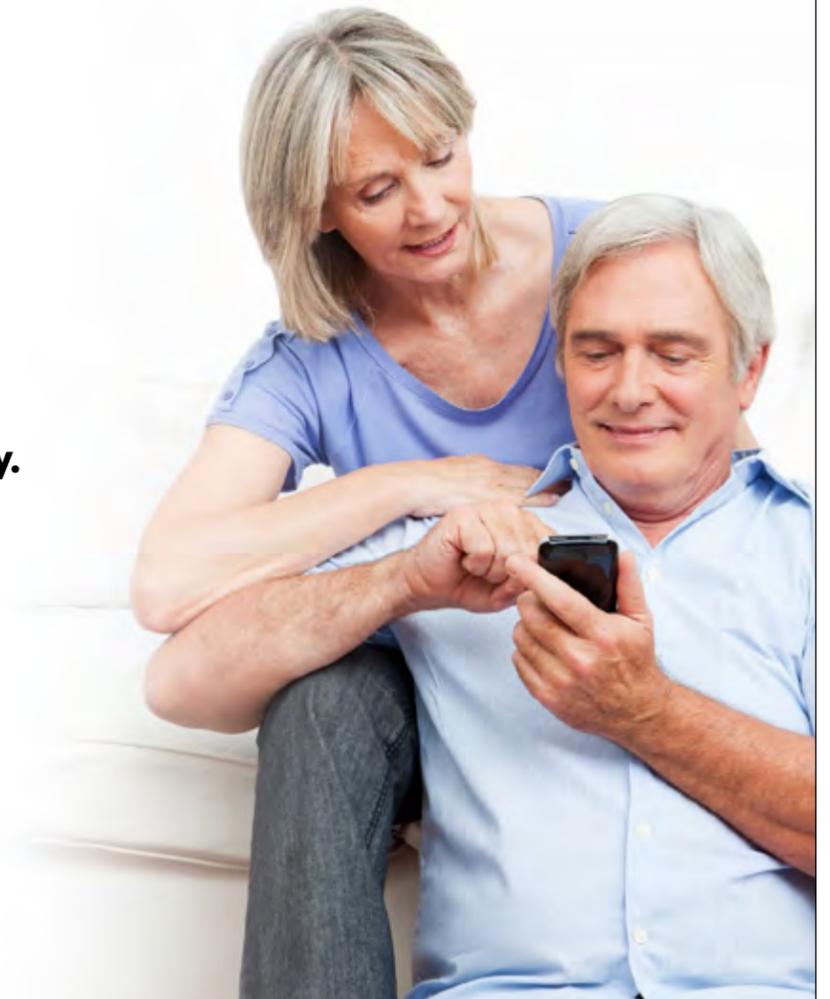
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Kristin Gilger
Director, National Center on Disability and Journalism,
Arizona State University

Kristin Gilger is Associate Dean in charge of professional programs at the Walter Cronkite School of Journalism and Mass Communication at Arizona State University. She also serves as director of the National Center on Disability and Journalism, which is housed at the Cronkite School and supports and educates journalists in the coverage of disabilities. Additionally, she is the director of the Cronkite School's Donald W. Reynolds National Center for Business Journalism, which provides training to business journalists around the country.

Gilger joined ASU in 2002 as Director of Student Media, overseeing student publications. Prior to that, she spent 20 years in various reporting and editing roles at newspapers across the country. She was Deputy Managing Editor for news at The Arizona Republic in Phoenix, managing editor of the Salem (Oregon) Statesman Journal, and served in several editing roles at The Times Picayune newspaper in New Orleans, Louisiana.

Gilger holds a master's and a bachelor's degree in journalism from the University of Nebraska. She is the winner of numerous awards, including the National Headliner Award for a project on race relations in Louisiana. Additionally, she has supervised a number of student projects that have won awards that include a Robert F. Kennedy Journalism Award for reporting on social justice.



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.

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.



Gary Harmon
Food Lion Store Manager, Delhaize America

Gary grew up in a small coal mining town in West Virginia. He attended Fairmont State College. In the fall of 1998, Gary moved to Fayetteville, NC, where he started his career with Food Lion.

Gary is currently the Store Manager of store #816 in Cary, NC, and he is also the Co-chair of the disAbilities BRG for Food Lion/Delhaize America.

As a store manager, Gary has partnered with Monika LaPrad at RHA Howell, an organization that helps individuals with disabilities find sustainable work. Together, over 63 associates have been placed into Food Lion stores around the Raleigh Market. For Gary's work, Food Lion has been recognized for the last 2 years at RHA Howell's awards banquet as Large Employer of the Year.

At Store #816, Gary has hired 5 associates through RHA. He has also partner with Athens Drive High School, and their special needs class visits Gary's store 2 days a week. During these visits, students gain work experience through having a living classroom. Gary and his store team have hired some of these students, post high school graduation, to work in their store, as well.

Gary and his wife Rachel have a beautiful 3-year old daughter, Addison, and they reside in Cary, NC.



Tobie Hatfield
Athlete Innovation Director, Innovation Kitchen, Nike, Inc.

A lifelong athlete, Tobie Hatfield was an Oregon State Champion in the pole vault and then headed south to compete for legendary track college, Mt. SAC. Tobie then went on from Mt. SAC and was part of four National Track & Field teams; 3 as a pole vault athlete and 1 as an assistant coach at Abilene Christian University. During his senior year at South Eugene High School, he wear-tested custom track & field shoes for Bill Bowerman, legendary University of Oregon coach and Nike co-founder.

Tobie joined Nike in 1990 and went on to help launch Nike's first Components and Materials departments. After spending five years honing his engineering skills at Nike's Asian Research & Development Center, he moved back to Nike world headquarters in Beaverton, Oregon where he was promoted to Senior Engineer of Advanced Projects and helped launch Nike's renowned Innovation Kitchen in 2000.

headquarters in Beaverton, Oregon where he was promoted to Senior Engineer of Advanced Projects and helped launch Nike's renowned Innovation Kitchen in 2000.

Maybe Hatfield's biggest contribution to the footwear industry is the revolutionary Nike Free Technology, a new paradigm in athletic shoes that brings to life the concept of barefoot training while wearing a shoe. In addition to working with Michael Johnson, Tobie has designed and engineered specialized products for other top athletic stars around the world including golf icon Tiger Woods, tennis star Maria Sharapova and double Olympic gold medalist, sabre fencing star, Mariel Zagunis...he likens himself as "a friend to the athlete's feet".

Outside of Nike, Tobie spends much of his time with his wife and volunteer coaching the next young track stars of the future. Tobie has two sons including his middle son, a Pro football receiver and his oldest son who is a pastor in Eugene, Oregon, while his youngest daughter is a budding singer/songwriter. Tobie's other hobbies include, stand-up paddle, and music where he is a prolific drummer/percussionist. He has even drummed on albums his wife, Pearl, made back when she was one of Taiwan's best-known singing pop stars.





Chris Hendricks

Co-Founder and CIO (Chief Inspiration Officer), Perfectly Afflicted

Having overcome various obstacles in his life as a result of his Cerebral Palsy, Chris Hendricks speaks and performs all over the country, using his voice through speaking and music to inspire others to create change. Chris, a native of North Carolina, broke away from a flourishing music career as the front runner of the Chris Hendricks Band to follow his voice to a higher calling. As an advocate and promoter of self-love, Chris has recently thrown his music and passion into his for Cause company, Perfectly Afflicted. Using t-shirts and performances to facilitate messages of self-love, Perfectly Afflicted raises awareness and money in support of anti-bullying and the teen suicide epidemic. Chris and his new band, Castle Wild, just released their first EP, Kill the Daydreamers, which is now available on bandcamp.com.



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 PwC's Tax Operations Leader for the New York Metro region, as well as the partner champion of the Firm's Disability Inclusion Employee Resource Groups. Brad is also active in his community and serves 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.



Joe Husman

Consulting Director, Office of Diversity & Inclusion, Prudential Financial

Joe Husman consults across many of Prudential's business units, corporate centers and Business Resource Groups (BRGs) in support of Prudential's 3 Pillar Diversity & Inclusion Strategy, which focuses on People, Market and Community. As the Office of Diversity & Inclusion's liaison to the BRGs, Joe also has frequent interactions with the BRG leadership and sponsors. Joe also manages Prudential's external relationships with a variety of professional and community organizations.

Joe's past experiences at Ford Motor Company, Nissan North American and Toyota USA included roles in marketing, corporate strategy, diversity & inclusion and corporate social responsibility. Before joining Prudential, Joe was the Chief

Diversity Officer and Corporate Social Responsibility leader for Toyota Financial Services. Joe earned an MBA from Northwestern University's Kellogg Graduate School of Management, and completed an MBA exchange program at IESE in Barcelona, Spain, as well as a certificate program in Diversity Management at the University of Houston. In his spare time, Joe enjoys adventure travel and wasting time restoring and maintaining old cars.





Dori S. Hutchinson

Director of Services, Center for Psychiatric Rehabilitation, Boston University

Dori S. Hutchinson, Sc.D. has worked at the Center for Psychiatric Rehabilitation at Boston University for 31 years. She currently serves as the Director of Services Division, which serves women, men and youth with serious psychiatric illnesses who may also be homeless, at risk for homelessness and experience significant co-morbidities. Her programs have included: Boston University Campus Suicide Prevention Program, College Mental Health Niteo Program; Hope and Health: an evidenced-based program of health education and lifestyle interventions for persons with serious mental illness and serious medical issues; the Recovery Center- a Holistic health Adult Education program that helps people develop

readiness to change; and The Training for the Future Computer Program.

She serves as an Associate Professor at Sargent College of Health and Rehabilitation Sciences at Boston University. Dori was the 2000 recipient of the International Association of Psychosocial Rehabilitation Services Association's (IAPSRS) Early Career Research Award for her contributions on health issues for persons with serious psychiatric disabilities and in 2010, received the Armin Loeb Award from the United States Psychiatric Rehabilitation Association (USPRA) for her work in promoting the health of people with mental illness. She served as the chairwoman of the research committee of the International Association of Psychosocial Rehabilitation Services Association (IAPSRS) in 2002-2004. She is also a Board of Director member (served as Treasurer and Secretary) and is currently the Chairwoman of the Psychiatric Rehabilitation Association, a global recovery workforce association. She is also the Chairwoman of the Board of Directors of Employment Options, a recovery oriented clubhouse in Massachusetts. Dori has developed and implemented recovery-oriented service initiatives that assist people who have mental illness assume their rightful roles as students, employees, residents and members of their communities. She provides training nationally to providers and programs who seek to deliver recovery-oriented services and practices. Over the last 30 years, Dori has also developed health service initiatives in community rehabilitation settings, inpatient settings and educational settings that provide health promotion knowledge and skills to empower people with psychiatric disabilities to change their lifestyles and recover their functional health that has resulted from the consequences of living with a serious psychiatric illness.



Michele S. Jones

Director of Training, Civility Management Solutions

Michele S. Jones serves on Springboard's Service Disabled Veteran/Veteran program and is also the Vice President of Training with Civility Management Solutions to provide training in the following areas: 1) Veteran Outreach; 2) Recruitment and Retention; 3) Leadership Development; 4) The Military Transition; 5) PTS and TBI in the Workplace; and 5) Diversity and Inclusion. She is a highly sought after speaker that delivers with motivation, power and audience engagement.

Previously she was appointed under the Obama Administration as a member of the Senior Executive Service from July 2009-December 2012, and served as the Special Assistant and Senior Advisor to both the Under Secretary of Defense

(Personnel and Readiness) and the Principal Deputy under Secretary of Defense (Personnel and Readiness). Her responsibilities included advising on the development of an implementation strategy for organizational efficiency, providing leadership, strategic thinking, and advice on approaches and opportunities to support Veterans, Wounded Warrior Programs and military family employment. During this time, she was selected for a special detail to the United States Office of Personnel Management and served as a Co-Lead for the President's Veteran's Employment Initiative and the First Lady's Military Families Initiative.

She was appointed as the newly created Director of External Veterans/Military Affairs and Community Outreach developing strategies, operational plans, policies and issued pertinent guidelines and instructions for recruiting, hiring, and retaining veterans and military spouses to over 200+ private sector companies in support of the President's Veterans Employment Initiative and the First Lady's Military Families Initiative. She worked in concert with the White House on the President's challenge to the private sector to hire 100,000 Veterans specializing and creating innovative relationships with non-traditional entities educating on the multiple aspects and dimensions of veterans and the military family. Additionally, she served as the United States Office of Personnel Management liaison and representative on the First Lady's Joining Forces Initiative. She worked jointly with other agencies in continuing the progress of implementing the President's Executive Order on Veterans Employment in the federal government.

In her military career, she was the 9th Command Sergeant Major (CSM) of the Army Reserve from October 2002 through August 2006. She retired on March 1, 2007 after 25 years of service in both the active and reserve component.

Ms. Jones has received a multitude of honors and special recognition, inducted in the Army Women's Foundation Hall of Fame, and featured in Time Magazine, USA Today, CNN, and the Washington Post, and was selected to speak at the 2008 Democratic National Convention and a 2005 recipient of the NAACP Meritorious Service Award.

Ms. Jones has a Bachelor of Science Degree (Cum Laude) in Business Administration from Fayetteville State University, a constituent Institution of the University of North Carolina. Additionally, she is a member of numerous advisory boards across the country.





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Veronica Jordan

Manager, Equal Opportunity Office of Diversity & Inclusion, Prudential Financial

Veronica Jordan joined Prudential's Investment Division in July 1998 and transferred to the Corporate EO/Diversity Department in 2000.

In her role as Manager, Equal Opportunity, she assists the businesses in the effective planning, preparation, implementation and monitoring of their Affirmative Action Plans to ensure equal opportunities in employment decisions, along with appropriate proactive measures to address any barriers. She supports the businesses in any audit by the Office of Federal Contract Compliance and provides equal employment opportunity (EEO) consultation for the procurement of business through Requests for Proposals.

In her previous role as EEO Specialist, Veronica analyzed and interpreted EEO data for all Prudential establishments covered by Executive Order 11246. She developed Instructions to help human resource professionals and recruiters investigate and develop appropriate solutions to address issues and properly document legitimate business - related reasons for selection decisions, to ensure the Company's non-discrimination policy is being carried out in accordance with federal regulations and recordkeeping requirements.

As former Chair of the New Jersey Industry Liaison Group (NJ ILG), Veronica frequently interacts and partners with executives in federal and state enforcement agencies, which provide guidance to federal contractors regarding the effective implementation of new and revised laws and regulations designed to ensure equal employment opportunity.

Veronica holds a Bachelor of Science degree in Management from the University of Phoenix.



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.



Jennifer B. Krevitt

Human Capital Management, Goldman Sachs

Jennifer is global head of Human Capital Management (HCM) for the Investment Management Division. She is a member of the HCM Americas Leadership Team, is co-head of the Disability Interest Forum in the Americas and serves as a Lesbian, Gay, Bisexual and Transgender Network Ally. Previously, she was a member of Employee Relations (ER) and worked as the ER advisor for several divisions. Jennifer was the global head of HCM for Legal, Compliance and Internal Audit from 2000 to 2007. Earlier in her career, Jennifer held several roles within HCM, including chief administrative officer for firmwide human resources. She joined Goldman Sachs in 1997 and was named managing director in 2015.

Prior to joining the firm, Jennifer was general counsel and head of Human Resources for CRC, Inc.

Jennifer is a member of the Trustees Council of Penn Women, the Penn Law Alumni Society Board of Managers and the Women's Rights Information Center, and she serves on the Executive Committee of Pipeline Crisis.

Jennifer earned a BA in Economics, with a minor in Mathematics, from the University of Pennsylvania and a JD from the University of Pennsylvania Law School.





Lyn Legere

Peer and Recovery Education Coordinator, Promise Resource Network

Lyn Legere has served in many roles in and around the mental health field for the past 25 years and has been integrally involved in efforts to transform the traditional mental health field. Currently, she is providing professional development for peer and clinical staff within Promise Resource Network as well as training/supporting the Employment Peer Mentors in North Carolina. She also provides recovery training and consultation to agencies across the state and country.

Prior to her work in North Carolina, Lyn coordinated the Massachusetts Certified Peer Specialist training and certification program, enhancing the curriculum, ensuring exam validity and training classes.

She has also consulted nationally and internationally on best practices in peer support services, as well as recovery oriented mental health services and psychiatric rehabilitation. She serves on the BRSS TACS Steering Committee and has served on a variety of BRSS TACS expert panels.

Lyn has an MS from Boston University, a law certificate from the University of Massachusetts, but, most important, the experience and insight that comes from lived experience of mental health and addiction recovery.



Kathy Martinez

Senior Vice President, Disability Market Segment & Strategy, Enterprise Marketing, Wells Fargo & Company

Kathy Martinez is senior vice president, Disability Market Segment & Strategy for Wells Fargo where she works with line of business and channel leaders, a network of Wells Fargo team members with disabilities, as well as customers, and advocacy groups to expand the company’s capabilities and programs dedicated to serving customers with disabilities and their families.

Martinez joined Wells Fargo in March of 2015 from the U.S. Department of Labor where she served as the assistant secretary of the Office of Disability Employment Policy (ODEP). Martinez led ODEP in putting policy priorities into practice through several innovative grant programs. These include Add Us In,

through which a nationwide consortia worked to increase the capacity of small businesses to employ people with disabilities. The grant program also included the Employment First State Leadership Mentor Program, through which several states received support to promote community-based, integrated employment as the primary outcome for people with significant disabilities.

Prior to being nominated by the President in 2009, Martinez was executive director of the World Institute on Disability, where she successfully managed a number of initiatives, among them Proyecto Visión, a national technical assistance center to increase employment opportunities for Latinos with disabilities in the U.S. She has also served on the National Council on Disability, the board of the U.S. Institute of Peace, and the State Department’s advisory committee on disability and foreign policy.

A graduate of San Francisco State University, Martinez speaks and publishes on a wide array of topics related to disability employment, including the emergence of disability as an essential component of workplace diversity and inclusion and the importance of expectation in ensuring youth with disabilities grow up with an assumption of work—a topic on which Martinez, who herself was born blind, offers compelling and personal perspective.



Pam McElvane

CEO, P & L Group, Ltd., Founder DMBA Inclusive Leadership Index

Pam’s business involvement in the diversity space spans more than 20 years. As publisher of Diversity MBA Magazine, Diversity Business Review Journal (DBR), Inclusive Leadership Index (ILI) and the White Paper Series, she has become one of the leading experts and resources on how companies recruit, develop, retain, and advance women and diverse talent.

Pam has spent the past 18 years as an entrepreneur building a business that recognizes and develops women and diverse talent on a national scale. Diversity MBA is a nationally recognized brand that ranks Fortune 500 companies for the Best Places to Work; recognizes Top 100 executive leaders through events and customized platforms. Diversity MBA provides services to more than 100

companies and Universities on a national scale. Pam has her MBA in Finance and International Marketing, and MA in Public Policy, from University of California, at Berkeley. She has several executive certifications and a host of awards recognizing her contributions to leadership. She serves on five national community boards, and is a loving wife and supportive mother of three young men.



Mary McFarland

Vice President and Diversity and Inclusion Partner, Fifth Third Bank

Mary McFarland is the vice president and diversity and inclusion partner at Fifth Third Bank in Cincinnati, Ohio. In her role, Mary leads diversity and inclusion strategies for the Bank. She also is the Inclusion Council and Business Resource Group program manager, responsible for the implementation across the enterprise. Mary has a master’s degree in Human Resource and Development from Xavier University. She has more than 15 years experience in Human Resources with a focus on diversity and inclusion at Fortune 500 companies including Procter & Gamble, Yum! Brands, Inc. (KFC, Pizza Hut and Taco Bell) and Fifth Third Bank. While at Yum! Brands, Mary served on the board of directors for the Business Diversity Network of Kentucky. She is member of The Winters

Group Advisory Board and the Diverse by Design Steering Committee in Cincinnati, Ohio.





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Erin McNamara
Director, Process Management, Continuous Improvement,
Prudential Financial

Erin McNamara is a Director, Process Management on the Continuous Improvement team. In this role, Erin uses Lean Six Sigma methodology and tools to improve processes and increase employee engagement and leadership capability. She consults with different areas throughout the U.S. businesses, providing coaching and change management to organizations, teams and individuals.

Erin began her career with Prudential in the Western Home Office Auditing Department in California and has held a number of leadership roles in multiple areas, with a focus in Human Resources and Marketing. She has worked in various areas of the Company, including Retirement Services, Group Insurance, Individual Insurance and Prudential Advisors, as well as the Corporate Office.

Erin earned a B.S. in business management from Pepperdine University. She has several designations, including Senior Professional, Human Resources (SPHR) from the Society of Human Resource Management (SHRM) and Chartered Financial Consultant (ChFC) from the American College. She also earned a master’s certificate in Project Management from George Washington University.



Maria Medrano
Sr. Manager within the Office of Inclusion and Collaboration, Cisco

As a Sr. Manager within the Office of Inclusion and Collaboration (OIC), Maria leads Cisco’s global strategic initiatives and I&C Community strategy. She leverages Cisco’s collaborative technology to create business-relevant strategies and programs. These include employee-led resource organizations (EROs), business initiated networks, and a global I&C ambassadors program – all designed to add business value by leveraging the unique talents and energy of Cisco’s diverse workforce. Her passion is around programs and technology that drive inclusive behaviors and inspire executives to promote inclusion and collaboration within their own organizations.

Maria serves as a mentor to first-generation college students and works with local schools to engage students who have an interest in technology careers. She is committed to the advancement of women and is a founding member of Cisco’s Connected Women ERO. The YWCA recognized her for business excellence and career achievement with the 2012 Emerging Leader TWIN award. In 2013, Maria was also recognized with the Young Hispanic Corporate Achievers award by the Hispanic Association on Corporate Responsibility.

Maria earned a Bachelor of Science degree in Business from San Jose State, a Masters of Arts in Organizational Development from Sonoma State University, and an MBA from California State University Sacramento. She currently resides in Sacramento with her husband and three children where she enjoys spending time outdoors and supporting a number of community and charitable causes.



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



Marissa Morrison
Experienced Associate, Advisory Services, PwC

Marissa Morrison is a management consultant in PwC’s People & Organizations practice. She specializes in helping technology companies gain the most out of their most valuable asset, their people. She has worked internationally in India and Hong Kong, and enjoys the richness of learning in a diverse culture. In her free time, you can find Marissa hiking the trails of Northern California’s coast, in the kitchen experimenting with new recipes, or testing her limits in a yoga / pilates class in San Francisco. She holds a B.S. in Industrial and Labor Relations from Cornell University with a concentration in Global Disability Studies.





David Ortiz
Senior Diversity and Inclusion Consultant, Oracle

David is a Senior Diversity & Inclusion Consultant working as part of the Oracle Diversity and Inclusion (D&I) team, which manages all aspects of D&I for Oracle US. As part of the D&I team, David delivers integrated solutions to help embed D&I and employee engagement competencies, concepts, thinking, systems, and processes into the business. In this role, David engages individuals as part of the organization's disability inclusion strategy and manages strategic partnerships.

As the past Corporate Diversity Consultant at BlueCross BlueShield of Tennessee, based in Chattanooga, TN, David was responsible for the research, development and implementation of enterprise diversity initiatives. In this role he educated employees on the business case for diversity to help develop a culture of

inclusion. He also provided diversity training, career counseling and community outreach advocacy to address health care disparity.

David has served on the La Paz Chattanooga Board of Directors, the Chattanooga area's Latino advocacy agency. As chairman, he spearheaded efforts to revitalize the agency through an intensive and highly collaborative strategy development session that led to increased funding, growth in staff, a new location, enhanced brand and sought-after expertise. He formerly served as Chair on the Advisory Board for Youth Leadership Chattanooga, a youth development program of the YMCA. He is a past-president and charter member of the BlueCross Toastmasters Club.

David earned his Masters of Management in Human Resources Management from the University of Phoenix and holds a Bachelor's degree in English with a minor in Journalism from Montclair State University.



Edward David Paradise
RTP Site Executive and Vice President of Engineering, Cisco Systems

Ed Paradise is Vice President of Engineering for the Security and Trust Organization. He is also the Site Executive for Cisco's Research Triangle Park Site. As Vice President of Engineering for the Security & Trust Organization, Mr. Paradise leads the engineering and product marketing teams that focus on developing trustworthy systems by developing new tools, processes and technologies that further enhance the security of Cisco product portfolios. This includes work with all engineering groups to ensure secure development processes, compliance to security standards and implementing security modules and technologies to minimize threat within Cisco's products.

Mr. Paradise joined Cisco in April 1993 as an Engineering Manager for CIP technology. He has held various leadership positions in Cisco's engineering organization including Vice President / General Manager of the Mobile Wireless Group and Vice President / General Manager of the IP Communication Business Unit. In July 2008, he was appointed Vice President for Quality and Site Executive for Cisco's North American Connected Sites. In September 2009 he also assumed the position of VP of Development for GGSG. In July 2011, he took on the role of RTP Site Executive, a position he held previously from 2002 to 2009.

Ed is a Trustee, first appointed by NC Governor Beverly Perdue and then reappointed by NC Governor Pat McCrory, of the Wake Technical Community College. Ed serves on the Boards of Directors of Made in Durham, the Advisory Board of Habitat for Humanity of Orange County and Triangle Family Services, and is the past chair of the Regional Transportation Alliance. Mr. Paradise holds a Master's of Science degree in Electrical Engineering from Syracuse University and a Bachelor's of Science degree in Electrical Engineering from the University of Hartford.



Kristen Piersol-Stockton
Associate Director, Corporate Responsibility, Diversity, KPMG

Kristen Stockton is the Associate Director, Corporate Responsibility, Diversity and is responsible for enterprise wide diversity and inclusion strategies at KPMG including gender and disability inclusion initiatives.

With over 25 years of experience in both the private and public sectors, she brings a wide range of perspectives and practioners application to help organizations apply thought leadership to solve critical business issues.

Over her 11 year career at KPMG she developed and facilitated numerous talent develop programs and serves as a speaker and facilitator both internally and externally on topics such as "Cultivating Relationships: A Generational

Perspective", "Employee Engagement" and "Building a Culture of Inclusion".

In 2012 Ms. Stockton received the World and Work/AWLP Rising Star Award which recognizes stellar individuals who exhibit a combination of professional and personal attributes that demonstrate emerging leadership and growing contributions to the work-life community.



Christopher Port
Chief Operating Officer, Dell Boomi

Christopher (Chris) Port is Chief Operating Officer of Dell Boomi, responsible for Support, Services, Success and Strategy functions within the company. Chris led the acquisition of Dell Boomi in 2011 and was responsible for the company's integration and growth post-acquisition.

Previously, Chris was a General Manager within Dell Software's Systems Management Business Unit, where he was one of the first Dell Software team members when the organization was formed. Chris brings to Dell Boomi a diverse background, and his Dell career has spanned software, corporate strategy, corporate development, operations and finance.

Prior to Dell, Chris was a senior manager at Kurt Salmon, a global consultancy focused on the retail and consumer products sectors, and spent a year living abroad in Japan. Chris holds a Bachelor of Science degree in Management from Georgia Tech and an MBA from Duke University.

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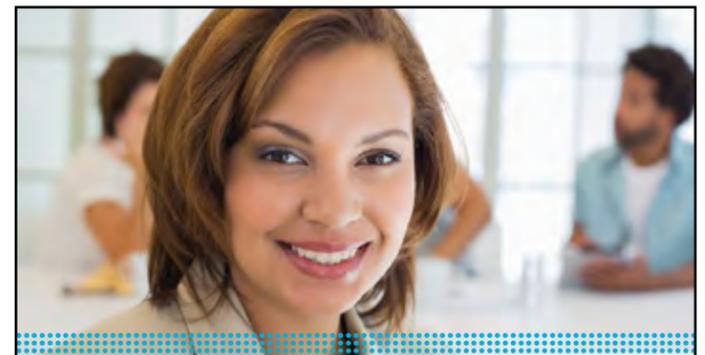
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Patrick J. Romzek
Vice President, Worldwide Sales Cloud Strategy and Operations, Cisco Systems

Patrick J. Romzek is the Vice President of Worldwide Sales Cloud Strategy and Operations at Cisco Systems. In this role Mr. Romzek leads sales strategy, go-to-market acceleration, and sales operations for all of Cisco's cloud solutions worldwide. He works closely with key cloud stakeholders across the company to align Cisco's cloud strategies to optimize its go-to-market, and maximize its cloud market success. He has led multiple teams for over 15 years at Cisco and has driven several very successful disruptive strategies and solutions that have resulted in strong market and financial success for the company.

Mr. Romzek's personal passion is in advocacy for people with disabilities where he has provided innovative leadership across Cisco and in the community. He founded and leads a Special Needs Children's group that provides support and advocacy for hundreds of Cisco families with special needs children. He is a member of the Board of Directors, and Operations Committee Chairman at Abilities United, a nonprofit which supports children and adults with developmental and physical disabilities in the Bay Area of California. He is a member of the Special Needs Leadership Council for in the Archdiocese of Detroit focused on programs and initiatives to foster inclusion throughout the Catholic Church. He also serves as a member of the Board of Directors for FACES, a not for profit group in Michigan developing Special Education within the Catholic School System. Mr. Romzek is the founder, champion and Executive Sponsor for Project LifeChanger, an innovative program that has the potential to transform employment for people with disabilities at Cisco and beyond. This program is being implemented across Cisco and uses technology to enable people with disabilities to work in a way that works best for them. This program was recently recognized as one of the top 3 most innovative opportunities across Cisco out of over 1,600 submitted nominations in a company-wide initiative. It has also gained strong support from several industry groups and is being considered for adoption in other companies.

Mr. Romzek resides in Michigan with his wife, and has two adult sons. He holds a Master's degree in Administration and a Bachelor's degree in Economics from the University of Michigan. He has traveled the world extensively in his role at Cisco and spoken many times to various groups about his experiences and his passion for people with disabilities.



Marina L. Shoemaker
Director - Global Diversity, General Motors

Marina is the director for global diversity for GM—joining the department in 2012. She is charged with working cross functionally to help position GM as a workplace, company and partner of choice with an emphasis on helping grow women in all three sectors. Most immediate is helping build women's councils in all countries where GM does business, connecting the 23 GM women's councils that exist globally, followed by implementing key platforms for developing strategies to find, grow and keep talented women within the company.

A 26-year veteran, she was the first woman national director for the GM Dealer Development Program (2010-2011) with responsibility for overseeing the profitability, growth and retention initiatives for nearly 400 minority and women-owned dealerships with average annual sales of more than \$11B. In 1972, GM became the first domestic automaker to institute a program to identify, recruit, train and place minority dealers. Later in 2001, GM instituted a women's retail program to identify, recruit, and train women to become dealers.

Marina led the Women's Retail Network from 2007-2010. During that tenure she championed a dealer-funded scholarship to encourage women to pursue retail automotive occupations in response to the growing presence/influence of female consumers. The US-based scholarship program, which launched in 2010, received international recognition for its efforts to provide alternative career considerations for women. Since its inception, twenty women have been recognized with scholarships up to \$5000 to pursue careers in automotive retail. That program has now extended into Canada. Also during that tenure, she directed the award-winning dealer communications - WRN LINK which took the 1st place Clarion Award for best online newsletter from the Association for Women in Communications in 2010.

Throughout her career with the company, Marina has held key roles in the areas of Retail Strategy, Product Brand Management and Consumer Research. Marina holds an MBA from The University of Michigan-Ross School of Business. She, and husband Eric Fonville are the proud parents of three daughters.



Stephen Smith
Vice President, Project Services Team, Wells Fargo & Company

Stephen is the former Enterprise President of the Diverse Abilities TMN that he led for 4 + years. He resides in Charlotte, NC and has been with Well Fargo for 17 years. Stephen is the Project Management Manager, responsible for a portfolio of programs and project managers within the Project Portfolio Group (PPG), a division of the Enterprise Transformation Office (ETO) within Enterprise Infrastructure Technology (EIT).

Most recently, and for the third consecutive year, readers of Careers & the DisABLED magazine have ranked Wells Fargo among the "Top 50 Employers" of people with disabilities at number 21. The magazine named Stephen its "Employee of the Year" in 2013

Stephen's connection to the TMN is that he suffered a cycling accident -25 years ago and has become a huge advocate of those reaching their full potential regardless of diverse abilities.

Stephen has been married for 13 years and has a puppy name Mia that they treat as their daughter. For fun, Stephen participates in performance driving schools and has built a customer car specific for track and performance driving and recently started deep sea fishing.





Josh Stoffregen
Vice President and Account Team Lead, Global Communications,
Prudential Financial

Josh Stoffregen is vice president and account team lead for Global Communications at Prudential Financial, Inc. In this role, Stoffregen leads communications and media relations for Prudential Retirement's people, products and services, including defined contribution, defined benefit, guaranteed retirement income, structured settlements, executive benefits and pension risk transfer.

He serves as the project lead for Prudential's groundbreaking "LGBT Financial Experience," an in-depth look at the current financial landscape of LGBT Americans, which launched in November 2012.

Stoffregen is co-chair of Prudential's Abled and disAbled Associates Partnering Together organization as well as the immediate past president and current national advisor of Prudential's Employee Association of Gay Men, Lesbians, Bisexuals and Transgenders. Stoffregen also helps create and execute various national and international press events as well as hosts the Web show "Conversations About Retirement."

Stoffregen joined Prudential in August 2009 after spending several years in financial journalism. Prior to his current position, he held the position of managing editor at Institutional Investor. There, he managed a stable of reporters in New York and Washington, D.C. while also writing and reporting on the retirement beat. Previous to his editorship, he reported on the investment management beat for Compliance Reporter, where he covered hedge funds and other alternative investment vehicles. Stoffregen has also held various contributing writer and columnist positions over the years.



Ali Stroker
Actress and Singer

Ali Stroker is a dynamic New York Actress and Singer with an inspiring story of determination. Paralyzed from the chest down since she was two years of age, the Glee and The Glee Project star is the first actress in a wheelchair on Broadway, currently playing the role of Anna in the beloved and controversial, Tony awarded musical, Spring Awakening. Continuing to push life's limits, Stroker strives to inspire others with disabilities to follow their dreams, just as she did. With the motto "Make your Limitations your Opportunities," Ali is a founding member of "The Walk and Roll Dance Team" and "Be More Heroic", an anti-bullying campaign, as well as a co-chair for "Women Who Care", supporting United Cerebral Palsy. Stroker also enjoys encouraging others to shoot for the stars as a motivational speaker at various events.

stars as a motivational speaker at various events.



Nadine O. Vogel
CEO, Springboard Consulting LLC

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 numerous awards and accolades including:

A 2015 Winner of the DANDI Award in Entrepreneurship for demonstrating an outstanding commitment towards creating a more diverse and inclusive world, a 2015 Brava Award Winner, one of Smart CEO's powerhouse female business leaders, a 2015 Humanitarian Award Honoree from the American Conference on Diversity, 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 a Board member of the Low Country Autism Consortium, the founder and past president of the board of SNAP, Special Needs Advocate for Parents, a member of the College of Charleston's Department of Communications Professional Advisory Council, 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, a member of the National Speakers Association and the Global Speakers Federation . 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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