2022

EWA Impact Report

EXCEPTIONAL WOMEN AWARDEES

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The Value of The EWA Network

Throughout the years, the women in the growing EWA Network have developed bonds that will last a lifetime. Whether it be supporting one another as they reach their monthly Milestones and Annual Big Goals or celebrating each other's successes, each EWA shares in a dynamic & collaborative sisterhood of exceptional women.

This year the network was invaluable to many women in so many ways - here are just a few - women who:

- Changed jobs and leaned on their sisters for Employment Law, Executive Search, C level Compensation and Positioning, and Negotiations
- Were enabled by one-on-one counseling from the sisterhood to reframe their Bios
- Referrals were made to EWAs for appointments onto Boards (Advisory, Private and Public)
- Some received advice and support with family illnesses - to the extent of being a Zoom partner to Medical Rounds for an EWA's ill spouse, so as to provide Medical Translation;
- EWAs made referrals to Private Equity companies for potential company sales
- Others made referrals to those who could invest capital in companies that needed it
- EWAs who needed support from and were referred to a variety of consultants
- We referred each other legal support when needed
- Sometimes the press was needed for an EWA's difficult situation with a local government - and we provided introductions
- And so much more - the network is always at work supporting each other - the more we give the happier we are - we are a network of givers from the heart

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Strategic Highlights

EWA has achieved some impressive accomplishments since Larraine created The Larraine Segil Scholars (LSS) in 2012 and organized EWA as a 501c3 in August 2017. Through your generous support, EWA is Changing Lives, One Woman, At A Time.

12

COHORTS LAUNCHED

Between June 2018 and September 2022 we have successfully launched 12 Cohorts. By the end of 2022 we will be 100 women in our network. Cohort 12 (September 2022) is full, with a waiting list for January 2023. The quality of our EWA candidates is consistently high.

Multiple

DEFERRED DONATIONS

We have successfully secured funding to defer program donations for a number of EWAs in 2018, 2019, 2020, 2021 & 2022 whose companies would not or could not sponsor them, or who could not sponsor themselves. This includes three Public Sector women with more in the interview process. We continue to raise Donations to reach our fundraising goals which include sustainability for EWA by 2027 to support an Executive Director and staff.



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Strategic Highlights

63%/30%/7%

WOMEN WHO HAVE REALIZED A CAREER ADVANCEMENT/ CHANGE/ BOARD APPOINTMENT -OR SATISFACTION W/ STATUS QUO - OR IN TRANSITION

63% of the women in our network have realized a career advancement, beneficial change, or advisory, public or private board appointment. Through the mentorship and coaching of our unique program, the women of EWA are rising in their careers and reaching their dreams. The numbers speak for themselves and account for greater career opportunities, higher compensation, and personal fulfillment.

30% of the women in the network are happy with their current positions, and are growing their businesses with EWA support and input.

7% are in transition

100%

OF OUR NEW CANDIDATES IN COHORT 12 ARE FROM INTERNAL REFERRAL

The proof of our success is clear when we total the numbers of candidates for EWA who come from internal referral. In our latest Cohort September 2022, 100% of the accepted candidates are from referrals by EWAs.



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EWA's Rising in their Careers



Aileen Alexander of Cohort 3 has been appointed **Chief Executive Officer** at **Diversified Search Group**, one of the fastest-growing executive search firms and an industry leader in diversifying leadership. Prior to this role, Aileen served as **Vice-Chair, Diversified Search Group | Board Member, Alto Partners, Global Corporate Practice Leader. Aileen** joined Diversified Search this past year after having served as Managing Partner and Senior Client Partner-Technology Officers Private Practice and Co-Leader Global Cyber Security at **Korn Ferry.**



Alma Derricks, Cohort 8, Advisory Board Member Pepperdine Graziadio Business School - in interviews for her first public board



Amy Towner, LSS, has **DOUBLED** the size of her Foundation, **Healthcare Foundation for Ventura County**, since 2018.



Amy Hanlon-Rodemich (aka Amy H-R), Cohort 6, Chief People Officer of GlobalLogic, a Hitachi Group Company, has been busy managing the integration of GlobalLogic with Hitachi, who purchased them for $9.6 billion in July of 2021. She was also appointed as an Advisory Board Member to BrightPlan and won the global Hitachi Innovation contest for their app “Success Paths”, giving her and her team 20M yen and full support to create their app, to be rolled out across all 370,000 employees in 2022.

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EWA's Rising in their Careers



Ana Henwood, Cohort 1, moved to the position of Lead Counsel, Product at Meta from her role at **White & Case** LLP and after a year, has now returned to **White & Case**



Breanna Stott, LSS, Chair of Finwell Benefits, Honored as Investment News "40 Under 40"



Bridgette Windham, LSS, appointed to the **Business Legal Affairs Dept** at **Netflix** from her role in Contracts Administration at Lionsgate



Dr. Charlotte Farmer, Cohort 9, has been named **Senior Vice President & Chief Operating Officer at Underwriters Laboratories.** Charlotte will guide strategic growth & drive enterprise excellence by leading operations & building out a global infrastructure of partners.

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EWA's Rising in their Careers



Christine King, Cohort 4, was promoted twice this past year, first to **VP, Chief of Staff to the CEO and Sales Ops at Quantcast** in October. She has now announced that she is joining **Google as Director, Go-to-Market Strategy and Operations, YouTube, Video Ads.** Her previous company, **Innovid** went public on 12/1 with a unicorn status. Christine was one of the first executive team members at **Innovid** (**SVP of Operations**) and was there when it went from a team of 20 to a team of 250.



Danette Andley, Cohort 9, CMO 3M Medical, has been selected as one of the rising Executives at 3M to meet the Board



Debbie McClure, Cohort 5, Appointed **Vice President of Sales**, Americas at **Dropbox** from her position as North America Sales Leader at Cisco



Diana Hoff, Cohort 9, was awarded the **"Regional Drilling Engineer Award" by the Society of Petroleum Engineers Rocky Mountain North America Region.** Diana serves on the Executive Board of the Colorado Oil & Gas Association where she previously served o the Advisory Board. She also served on the **"Women in Energy Panel"** at the Enercom The Oil and Gas Conference. Further, In 2021, her team set the US 24-hour horizontal footage drilling record with 12, 118'. which is also believed to be the **world record**.

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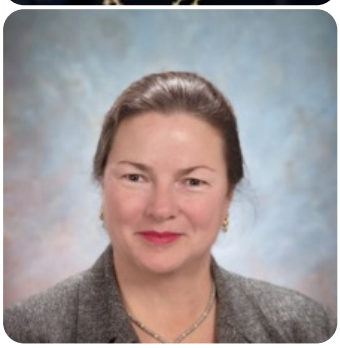
EWA's Rising in their Careers



Dymeka Harrison, Cohort 10, Chief Commercial Officer Foundation Health, **named one of 2022 Most influential Black Executives by Savoy Network**



Elizabeth Stephenson, Cohort 6, Appointed **Managing Director and Chief Marketing Officer at AlixPartners** from her role as President of Fiji Water



Gail Edwards, Cohort 9, was appointed a **Director and Audit Chair of Victory Holdco LLC**, a private company based in New York which owns Vantage Elevator Solutions. Vantage is a leading North American designer, manufacturer, and distributor of elevator components and systems.



Hindi Stohl, LSS, an OBGYN, and Maternal-Fetal Care Specialist, and Professor at UCLA, with a JD, was appointed **Director of Perinatology and Medicolegal Chair at Harbor-UCLA Medical System**



Janelle Bieler, Cohort 1, appointed as **President/ Country Head of Canada** from her role as SVP at Adecco

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EWA's Rising in their Careers



Janna Ronert, Cohort 7, Creator, Founder, and CEO at Image Skincare has been appointed **Chairwoman of the Board.** Named the #1 Spa and Salon Professional Skincare brand in the US in 2021 by Kline & Company**, IMAGE skincare propelled to the top thanks to Janna's leadership and people-driven philosophy. Janna has recently been featured in Forbes and Glamour for her business leadership initiatives and skincare expertise.



Jannies Burlingame, Cohort 10, CFO of Aptera Motors was named Private Small Company **CFO of the Year 2022** by the San Diego Business Journal



Jennifer Cooper, Cohort 6, has announced her new role as **Vice President, Industry Strategy & Marketing for Zuora**, the leading cloud-based subscription management firm. In this role, Jennifer w leads a global team of Industry Strategy & Marketing experts to provide Zuora customers with solutions and outcomes that drive growth and profitability. Prior to joining Zuora, Jennifer served as Global Head, Media & Communications Industry Strategy & Solutions for Microsoft.



Jennifer Povlitz, Cohort 4, Western Managing Director of UBS Wealth Management, joined the private **Board of Graceada Partners**

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EWA's Rising in their Careers



Jeri Harman, Cohort 11, just closed her third fund for **Avante Capital Partners,** one of only a few 100% women and minority owned private credit and structured equity funds, at their hard cap of $450mm. That brings Avante to $918 million of assets under management.



Judy Schrecker, Cohort 5, has been appointed to the public board of **ClearSign Technologies Corporation (Nasdaq: CLIR)** and as **Chair of their Audit Committee.** Her appointment appeared in Yahoo!Finance



Julia Stamberger's, Cohort 7, Hope and Sesame sesame milk has been recognized by Global Vegan Awards as **Most Impactful Sustainable Food & Beverage Company 2021 – North America**. in addition to being named one of Progressive Grocer's **Best New Products of 2021!** Further, Julia was featured in Crain's Private Intelligence about her latest startup journey, taking her **Planting Hope** company public via the TSX Venture Exchange in Toronto. Julia's all female board included those introduced to her by **EWA** members.



Kari Jean Glosser, Cohort 2, appointed to **Director of Innovation** at **Abacus Wealth** from Financial Advisor/ Planner, Partner, and Board Member. Kari is simultaneously an Executive MBA Candidate at Northwestern University Kellogg School of Management

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EWA's Rising in their Careers



Kathy Ross, Cohort 6, appointed to **Division Vice President Global Toxicology & Occupational Healthcare** from Division Vice President, North America Workplace Solutions at **Abbott** where she was part of the leadership team that manufactured and rolled out the BINAX ANTIGEN TEST during the Pandemic



Kim Hans, Cohort 2, appointed as **Vice President, Services at TrueBlue (NYSE: TBI), a leading staffing, recruiting, and workforce management company.** from Vice President, Enterprise at Addecco



Kim Kross, Cohort 11, has accepted the role of **COO at Big Blue Marble Academy,** an exclusive childcare company that focuses on a unique curriculum to promote global learning for the next generation, from her position as COO at Elevate K-12



Kimberlee Reese, Cohort 3, maintained her role as **President & Board Member at Total Care Auto** after its acquisition by Asbury Automotive Group, Inc. (NYSE: ABG), one of the largest automotive retail and service companies in the U.S.,

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EWA's Rising in their Careers



Kirsten Curtis Hochberg, Cohort 4, launched her own consulting practice: **Omega Partner Solutions,** focusing on taking companies from friction to function. Kirsten serves as **Managing Partner**, solving operational challenges and providing business solutions, from alpha to omega. In addition to this role, Kirsten has been appointed to a **Board of Directors role** at **Felbro Foods,** a market leader in custom food & beverage manufacturing. and as **Member Board of Directors** at **KIIT Company.**



Lauren Cox, LSS, has stepped away from practicing construction law and is **building a real estate development company**



Linda Black, DVM, Ph.D., Cohort 3, was appointed **CEO,** while also retaining her present roles as **President and Chief Scientific Officer of Gallant,** a Pet Genomics Biotech Company.



Linda LoRe, LSS, is raising the **second round** for her technology platform company, **InJoy Global**

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EWA's Rising in their Careers



Mary Zappone, Cohort 7, appointed as **CEO & Board Director at Sundyne** from CEO & Board Director at BRACE Industrial Group



Melinda Yee Franklin, Cohort 1, was named one of the **most influential women** in Bay Area Business by the **San Francisco Business Times** for 2021. Melinda has previously been recognized for her influence in Bay Area Business in 2019 as Chair of the San Francisco Chamber of Commerce. Melinda was also recognized in an article by **JPMorgan Chase** where she moved from her role in public affairs at United Airlines, in which she shares the wisdom imparted to her by her 98 year old Dad.



Meredith Kohler, LSS, moved to her role as Attorney at Elam & Burke, P.A. from Attorney at Eberle, Berlin, Kading, Turnbow & McKlveen, Chtd **taking with her, her client Arbonne** where she was formerly IP counsel



Michelle Westfort, Cohort 5, was appointed to her role as **Chief University Officer** from SVP of Academic Partnerships role at **Instride**

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EWA's Rising in their Careers



Nancy Asakura, Cohort 4, transitioned to her new role **as Tax Managing Director at KPMG US** while at the same time growing her family to include a third child.



Nicole Galil, Cohort 5, has been appointed **Audit Partner at KPMG US.**



Pamela Irwin, LSS, formerly global director of sales for Kempinski Hotels, has **established her own travel company.**



Papia Gambelin, Cohort 4, was appointed **Managing Director State and Local Government Affairs at United Airlines.** This role is the very role her **ML, Melinda Yee Franklin of Cohort 1,** previously held before she left to join JPMorgan Chase & Co. **Melinda** was influential in enabling **Papia** when she wished to apply for the role, and in mentoring her through the hiring process. **Papia** has further been appointed to the **Board of the San Francisco Chamber of Commerce, also nominated by her EWA Mentor Liaison Melinda Yee Franklin,** who is the past Chair

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EWA's Rising in their Careers



Rachel Barger, Cohort 9, was promoted to Senior Vice President, Americas Sales from Senior Vice President Global Enterprise Sales at **Cisco. Rachel now is responsible for 60% of Cisco's sales, a $37 billion revenue responsibility.**



Rocio Chatham, LSS, accepted a new role as **Director of Human Resources at Follow Your Heart/ Earth Island a subsidiary of Danone** from Group Vice President HR at H-D Aerospace



Sally Drexler, Cohort 4, became **Senior Managing Director** of **Global Advisory Firm Teneo.** Working exclusively with the CEOs and senior executives of the world's leading companies, Teneo provides strategic counsel across their full range of key objectives and issues.



Shannon Leininger, Cohort 10, recently relocated to Toronto in her role as **President of Cisco Canada.** She proudly leads a diverse and innovative organization that consistently ranks among Cisco's top markets globally and acts as a proving ground for some of the company's most advanced and leading-edge technologies.

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EWA's Rising in their Careers



Shirin Behzadi, Cohort 9, has become a sought-after advisor to private equity, their portfolio companies and rapidly growing companies navigating capital markets.



Shruti Miyashiro, Cohort 9, has been appointed to **CEO** of **Digital Federal Credit Union** a $10 billion Credit Union, from her most recent role as CEO of Orange County's Credit Union



Subash Samuels Cohort 1, was appointed the **Pacific Southwest Advisory Tech Risk Management Leader** at **KPMG** and was also promoted to the **Partnership in 2021.**



Sunny Webb, Cohort 8 has been appointed **Chief Technology Officer** at **Veris Health a subsidiary of PAVmed Digital Health** where her work will impact millions of cancer patients, their families and their doctors.

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EWA's Rising in their Careers



Susan Holliday, Cohort 9, joined the board of **Tangerine Financial,** a PE-backed group investing in financial services in Africa. Susan has been appointed Chair of the Audit Committee and will serve on the Risk and Finance and Strategy Committees.



Tabassum Zalotrawala, Cohort 6, Global Chief Development Officer at Chipotle, was appointed to her first public board, **Diamond Rock Hospitality Company (NYSE)** as well as onto the **2020 Board of Trustees, International Council of Shopping Centers (ICSC).**



Tina Robinson, LSS, Attorney and Licensed Physical Therapist, at Wingert, Grebing, Brubaker, & Juskie LLP from Associate Attorney role at Pettit Kohn Ingrassia Lutz & Dolin PC She also provides consulting on ergonomic and healthy ways to work productively.



Trish Kinane, Cohort 6, successfully transitioned from her roles as Executive Producer and Showrunner of American Idol, Executive Producer America's Got Talent and President of Entertainment Programming Fremantle North America to Consultant and Executive Producer on American Idol which is in alignment with her goals for her future.

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EWA's Rising in their Careers



Venessa Drake, LSS, moved from her position at Lewis Brisbois to be appointed as **Associate Attorney** at Akerman Law



Victoria Lynden, Cohort 11, sold the company she founded and grew, Kohana Coffee and moved to **Executive Chairman and Executive President** of her group of companies called **Alliance Strategies**



Voviette Morgan, Cohort 4, SAIC of the FBI Los Angeles, has been appointed the **Assistant Director of the FBI,** and has moved to Washington DC to take up this position.



Xochitl Monteon of Cohort 3 moved from her role as Managing Director-Global Technology at JPMorgan Chase to **Vice President Software and Advanced Technologies, Chief Privacy Officer (CPO) for Information Technology at Intel** where she previously served as Vice President, Information Technology Governance, and Chief Privacy Officer

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What is EWA's Secret Sauce?

- Mentoring Support for each EWA, by Peer EWAs, for life - both personal and professional
    - EWAs convene Volunteer SWAT Teams as needed for EWA's who need professional and personal counsel and support. This adds up to at least one Volunteer SWAT team at work within the network weekly.
- Support akin to engaging a Personal Board of Directors of experienced women leaders to confidentially advise, consult, add value, expand networks, provide screened, valued resources and share mistakes made and recovered from
- Happiness - 90% of the women in EWA state that they are HAPPIER after entering the program than before.

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EXCEPTIONAL WOMEN AWARDEES CASE EXAMPLES OF EWAS SHARING CONTACTS AND EXPERTISE

EWA **S**upporting, **W**omen, **A**ction **T**eaming (SWAT)

Sharing Cultural Expertise

One EWA, a C level executive with a global company which sold to an even larger global company from Asia – realized that there were many culture and scale issues that were new to her – and her Mentor convened a group of EWAs who had global experience especially in Asia and within a few weeks they had surrounded her with those with the kinds of expertise that she needed. In addition she wanted to become more facile in the financial aspect of her company and so a number of public company CFO's from EWA gave her one on one coaching to bring her up to speed in that arena. She is now well integrated into a huge promotion in a massive company and feeling confident in that new role.

Sharing High Level Contacts (Wealth Management)

- An EWA who had recently increased her net worth needed to ensure that she was managing her estate with a view to the future and making sure her spouse and children of multiple marriages would be taken care of with no dissension after her passing. An EWA in Wealth management, volunteered to educate her with a personal financial plan – after seeing the improvement that she could make in her lifestyle, and that of her family with the correct planning, she made very different decisions, with much better outcomes.

Hiring new C level team members

- One of our EWAs had recently taken over as CEO of a company. She needed a lot of support – she wanted to change the culture of the company, to fire her CFO and find another one, and to find a President who could be a successor to her in several years. In addition, she and her spouse with a growing family needed some personal counseling as well as financial management of their growing estate. The sisterhood pulled together and within hours she had all the resources that she was looking for. It was done confidentially and fast. She now has a new CFO and is interviewing candidates for a new President. The network introduced her to a Business Manager for her personal affairs which are now under control

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EXCEPTIONAL WOMEN AWARDEES CASE EXAMPLES OF EWAS SHARING CONTACTS AND EXPERTISE

EWA **S**upporting, **W**omen, **A**ction **T**eaming (SWAT)

Sharing Legal & Investment banking Contacts to resolve a Pre IPO Options valuation and sale

One EWA, a C level executive with a Pre IPO company, was downsized in a reorganization. She had millions of dollars in Pre IPO Stock and was not sure how to liquidate that. Her Mentor convened a group of EWAs who had connections with major investment banking firms as well as legal talent who could help her develop a strategy to liquidate her options before a certain date. They also counseled her on her legal rights regarding the termination.

Dealing with a divorce and business valuation in the midst of doing a capital raise

- An EWA who has built a sizeable company was faced with an unexpected divorce situation which could seriously affect her business, her ability to raise more capital as well as the personal stresses around being the sole wage earner in the family, and the challenges for her children. Her EWA Mentor rallied a number of EWA resources around her - women who had gone through similar situations, consultants to help with valuation, emotional support to help her deal with the shock and pain of the situation while still growing and managing her company.

Dealing with a diagnosis of cancer and its impact on her family

- One of our EWAs was recently diagnosed with cancer that required a serious surgery with a long term recuperation and chemotherapy. Her Mentor rallied her cohort and others who lived in her geographical area, to support her and her family with food, transportation, and ongoing support as the family reeled from the shock of the diagnosis and the challenges of the post surgical recovery and the marathon of treatment that lies ahead. The love and support from the whole network gives great solace to the EWA and her family, and will continue as the situation unfolds.

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