



CHIEF HUMAN
RESOURCES OFFICER
ACADEMY

XIX

Participant Directory

Elizabeth Adefioye

SVP and Chief Human Resources Officer
Ingredion

Email: elizabeth.adebioye@ingredion.com

Jamie Allen

Chief Human Resources Officer
Cornerstone Chemical Company

Email: jamie.allen@cornerstonechemco.com

Terry Arnold

SVP and Chief Human Resources Officer
Southern Glazer's Wine & Spirits

Email: terry.arnold@sgws.com

Janice Baker

Chief Human Resources Officer
OneOncology

Email: janice.baker@oneoncology.com

Gentry Brann

SVP, People, Culture and Communications
McDermott International

Email: gentry.brann@mcdermott.com

David Churchill

EVP, Chief Human Resources Officer
CoreCivic

Email: david.churchill@corecivic.com

Mandy Clark

Chief Human Resources Officer
CentralSquare

Email: mandy.clark@centralsquare.com

Vivian Farris

Chief People Officer
Symend

Email: vivian.farris@symend.com

Tracey Franklin

Chief Human Resources Officer
Moderna, Inc.

Email: tracey.franklin@modernatx.com

Debra Howard

Corporate VP and Chief Human Resources Officer
Qorvo

Email: debra.howard@qorvo.com

Laura Inniss

Chief Operating Officer and Human Capital Officer
The Northridge Group

Email: laura.inniss@northridgegroup.com

Cheryl James

Chief Human Resources Officer
Hill-Rom Holdings, Inc.

Email: cheryl.james@hillrom.com

Kenneth Julian

SVP of Administration and Human Resources
Thor Industries, Inc.

Email: kjulian@thorindustries.com

Jeff Krautkramer

Chief Human Resources Officer
Starkey

Email: jeff_krautkramer@starkey.com

Stephanie Lilak

SVP, Chief Human Resources Officer
Dunkin Brands, Inc.

Email: Stephanie.Lilak@dunkinbrands.com

Holly May

Chief Human Resources Officer
Abercrombie & Fitch

Email: Holly_may@anfcorp.com

Michele Meyer-Shipp

Chief People and Culture Officer
Major League Baseball

Email: mcs1025@aol.com

Tamla Oates-Forney

SVP and Chief People Officer
Waste Management, Inc.

Email: tforney@wm.com

Coley O'Brien

Chief People Officer

The Wendy's Company

Email: coley.obrien@wendys.com

Dave Osswald

Chief People and Diversity Officer

Molson Coors Brewing Company

Email: David.Osswald@millercoors.com

Cate Prescott

Chief People Officer and SVP

NI

Email: cate.prescott@ni.com

Heather Ray

Chief People and Talent Officer

Mark Anthony Group

Email: hray@markanthony.com

Sherry Sides

SVP and Chief Human Resources Officer

Team, Inc.

Email: sherri.sides@TeamInc.com

Lisa Simeon

Chief Operations Officer

ABT Associates

Email: Lisa_Simeon@abtassoc.com

Les Thompson

Chief Human Resources Officer

ProMedica

Email: les.thompson@promedica.org

Lisa Tyree

Chief Human Resources Officer

MiTek, Inc.

Email: lttyree@mii.com

Phil Ulrich

Chief Human Resources Officer

American Electric Power

Email: prulrich@aep.com

Daniel Viens

SVP, Chief Human Resources Officer

FactSet Research Systems

Email: dviens@factset.com

John Wallis

VP, Human Resources

Precision ADM

Email: jwallis@precisionadm.com

Sabrina Williams

Chief Inclusion Officer

Curriculum Associates, Inc.

Email: robree2004@gmail.com

Tanisa Williams

SVP, Director of Human Resources

Amalgamated Bank

Email: tawilli123@gmail.com

Lina Young

VP of Human Resources, Strategic Initiatives

Dentsply Sirona

Email: lina.young@dentsplysirona.com



Elizabeth Adefioye **Resources Officer, Ingredion Incorporated**

Elizabeth Adefioye is the Senior Vice President and Chief Human Resources Officer, for Ingredion Inc., a Fortune 500 company, based in Chicago's suburbs with more than 12,000 employees. In this role, Adefioye is focused on delivering people strategies that achieve a high-performance culture by attracting and developing world-class talent.

As a member of Ingredion's Executive Leadership Team, Adefioye is a passionate, forward-thinking leader committed to driving meaningful change that delivers tangible business outcomes. Most recently, Adefioye led the company's culture and business transformation and the development of a new purpose statement and contemporized values, built around three simple words: Make Life Better.

Adefioye joined Ingredion in 2016 as Vice President of Human Resources for North America and Global Specialties. Prior to that, Adefioye served in HR leadership roles at Janssen Pharmaceuticals, a Johnson & Johnson company leading a commercial business of \$21B, held positions of increasing responsibilities at Novartis Consumer Health, Medtronic, and Bristol-Myers Squibb.

Adefioye holds a bachelor's degree in chemistry from Lagos State University and a postgraduate degree in Human Resources Management from University of Westminster in London. Adefioye also earned a Diploma in Building Leadership Capability and Leadership in Action from Glasgow Caledonian University.

Through Adefioye's advocacy for Diversity, Equity and Inclusion, she is an ambassador for the Network of Executive Women (NEW) and executive sponsor for Ingredion's largest Business Resource Group (WIN – Women in Ingredion).

Among her accomplishments, Adefioye was named to the "2021 Elite100 Extraordinary Black Women" changing the face of Corporate America. This is in recognition of her role in leading complex transformations by addressing systemic racism in the workplace, building morale through innovative programs and sustaining profitable bottom lines. In 2019, she was listed among the "Most Powerful Women in Corporate America" by Black Enterprise and in 2018, she was a recipient of the "Women Worth Watching Awards" by Profiles in Diversity Journal.

Currently based in Chicago, Adefioye considers herself a global citizen, having lived and worked throughout the U.S., Emerging Markets, Asia and Europe.



Jamie Allen
Chief Human Resources Officer

Jamie is the Chief Human Resources Officer of Cornerstone Chemical Company (CCC). This includes being the CHRO for Belle Chemical Company (BCC) an affiliate of CCC. She has more than 25 years of experience in human resources. Jamie has overall responsibility for developing and implementing the people strategy delivering the company's overall business strategy. She oversees corporate and governmental affairs, communications, human resources, labor relations; employee health and welfare; organizational development; and training, health and wellness systems, policies, programs and practices at Cornerstone. She leads the strategic human resources planning to provide the organization with the best talent available and to position the organization for meeting strategic business growth and expansion plans.

Prior to joining Cornerstone, Jamie worked for Shell Oil and Motiva Enterprises in various human resources senior leadership roles global, regional and domestic. Jamie received her Bachelor of Science in Human Resource Management with a minor in psychology from Louisiana State University (LSU) in Baton Rouge. She received her Professional in Human Resources (PHR) certification shortly after graduating LSU. Jamie is also an Alumnus of the Cornell Top Seat Program and served in multiple roles on the boards for United Way, SELA and St. Charles, and The National Charity.

Terry Arnold



Senior Vice President and Chief Human Resources Officer Southern Glazer's Wine and Spirits

Terry is a dynamic and engaging human resources professional that exhibits a winning blend of team leadership, strategic talent management, and business acumen. Skilled in managing large and complex enterprise human resources functions, his main objective is to produce exemplary results via proactive involvement and cross functional collaboration.

Today, Terry is responsible for providing leadership, development and execution of Southern Glazer's Wine & Spirits human resources initiatives in support of the overall business and strategic objectives, including organizational design, talent management, talent acquisition, learning and development, total rewards, diversity and inclusion, human capital management, people analytics, labor relations and compliance, policies and procedures.

He engages a unique combination of strategic agility, analytical expertise and commercial and operations focus to consistently exceed performance goals by aligning staff talents and efforts with organizational objectives.

Terry is a military veteran, having served eight years in the U.S. Army as an Infantry Officer with 3rd Ranger Battalion, 75th Ranger Regiment and 4th Infantry Division and is a proud Army Ranger. He holds a Bachelor of Science in Marketing from Florida A&M University, a Master of Science in Human Resources Management from Troy University, and executive education from GE's Crotonville Leadership Institute, University of Michigan and Harvard Business School. Terry is also a certified Six Sigma Black Belt.

Terry is married to Denise Arnold, retired U.S. Army Colonel, and they have two sons, Lance and Langston.



Janice Baker, Chief Human Resources Officer

Janice Baker is OneOncology's Chief Human Resources Officer (CHRO) and part of the executive team. As CHRO, Ms. Baker directs OneOncology's human resources strategy in support of the company's mission to improve the lives of everyone living with cancer. Ms. Baker leads the company's culture, employee, talent acquisition and development initiatives across a distributed workforce that supports oncology practices from New York to Los Angeles.

Ms. Baker had been the Senior Vice President of Human Resources at Envision Healthcare since 2019 and served in human resources roles at Envision, which has more than 30,000 employees, since 2011. Previously, she was the Human Resources Director for Accuray, a radiation surgery medical device company. In addition to her healthcare experience, Ms. Baker worked in human resources for Flextronics, a multinational electronics manufacturer and HSBC, a global bank and credit card issuer.

A graduate of Kansas State University with a Bachelor of Science degree, Baker completed the prestigious Executive Human Resources Program from the University of Michigan in 2019. She also received her PHR certification in 1999 and a Certificate in Human Resources Management from Chapman University.



Gentry Brann

Senior Vice President, People, Culture and Communications

Gentry Brann is Senior Vice President, People, Culture and Communications for McDermott. She is responsible for leading the company's human resources, communications & marketing, real estate & facilities and global travel teams. Additionally, she oversees McDermott's focus on culture, diversity, equity and inclusion as well as corporate partnerships & philanthropy.

Gentry brings more than 25 years of experience to her role. She joined McDermott through the company's combination with CB&I in 2018, where she served as Senior Vice President of Communications and Brand Management. Prior to CB&I's acquisition of The Shaw Group, Gentry served as Vice President of Investor Relations and Corporate Communications for Shaw. Previously, Gentry was Vice President of External Affairs at ICF International, where she was responsible for all communications, marketing, media relations, community relations and legislative affairs for the state of Louisiana's Hurricane Katrina recovery program. She also has held senior communications, marketing, strategy and management positions with ALSAC/St. Jude Children's Research Hospital and with Archer Malmo Advertising and Public Relations Agency.

Gentry earned a master of business administration degree from Duke University's Fuqua School of Business and a bachelor's degree in English literature and history from Louisiana State University. She is also a graduate of the Advanced Leadership Program at Rice University's Jones School of Business.



**David Churchill, Ed. D.,
Executive Vice President, Chief Human Resources Officer
CoreCivic of Tennessee**

David Churchill was named Executive Vice President and Chief Human Resources Officer in May 2019, after having served as vice president of Human Resources for five years. Churchill joined CoreCivic in August 2012 as senior director of Organizational Development. He has over 30 years of experience in human resources, talent management, and organizational development, since having served before in various senior-level roles at Bank of America, Ingersoll Rand, and Tractor Supply Company.

Churchill holds a bachelor's degree in business management from Eastern Illinois University, a master's of business administration from Aurora University, and a doctorate in organizational behavior from The George Washington University.



Mandy Clark

Chief Human Resources Officer

Mandy is a down-to-earth, no nonsense, practical leader who has spent her career creating engaging workplaces and helping organizations to find their highest level of success through their people. She is currently the Chief Human Resources Officer for Sierra Nevada Corporation (SNC), a multi-billion dollar aerospace and defense company based in Sparks, NV. She is passionate about taking her 20+ years of experience as an HR executive in Fortune 100 organizations, and helping this extremely fast growing company to implement some of the basic building blocks of best-in-class people strategy, while creating scalable solutions that will allow the company to achieve its aspirational growth targets. She brings with her a strong process orientation, an ability to drive cultural change, as well as the capability to manage large scale change implementations and to influence at all levels in the organization.

Mandy is an avid believer in the role HR can play as both a true strategic business partner as well as an employee advocate. She has transformed many groups into high-performance teams by creating environments that are empowering to leadership and engaging to employees. She learned this by working at several world class organizations throughout her career, such as GE, Pepsi, Cargill and CoreLogic. Most of her experience was supporting leaders of frontline workforces, and she developed a sincere appreciation that these are the people who drive business success. She has strategically led multi-billion dollar businesses with manufacturing, engineering, warehouse, distribution, sales and corporate functional employees. This has given her a breadth of experience that is second to none. She has led large teams of HR professionals and truly has a passion for developing emerging talent into strong future leaders both on her own teams as well as within the client groups she supported.

Prior to joining SNC, Mandy took a detour from the traditional corporate career path to start-up two very successful business ventures. With her husband of nearly 20 years, Mike, they built a real estate investment company in Reno, NV that has experienced exponential growth in the three years it has operated. She also became the President of the independent consulting firm, Optimizing You, and worked with numerous clients including Nike, La-Z-Boy, NorthSails, IGT and others to provide people-focused strategies for their organizations as well as individualized executive coaching. Mandy values the partnership and coaching role that a strong HR function can provide, and brought that strength with her into her executive coaching and consulting practice. She also created the Women's Leadership Forum in Reno, NV, bringing almost 200 women together from across the country to discuss the unique challenges women face as they grow into leadership roles, attracting keynote speaker Marshall Goldsmith in year one, and Sally Helgesen in year two.

Outside of work, Mandy is a proud mother of two beautiful young girls, who keep her and Mike very busy playing basketball and soccer and downhill skiing in the winter. She loves spending time with her family, including her parents, who followed her to Reno to bring the family back together after many years apart. Mandy donates her time to the Nevada Discovery Museum, providing HR expertise to the Executive Board's Compliance Committee. She enjoys everything outdoors including hiking, bike riding and going to the lake.

Vivian Farris
Chief People Officer
Symend



Bio:

Short form:

Vivian is a people and culture expert with 20+ years of experience building high growth teams with offices dispersed across Canada, the US and Europe.

Long form:

Vivian is the Chief People Officer at Symend. She is a people and culture expert with over 20 years of experience building high performance teams with offices dispersed across Canada, the US and Europe. Before joining Symend, Vivian held senior leadership roles at some of Calgary's first and fastest growing tech companies including Image Club Graphics, Eyewire, Veer and, most recently, Benevity. Vivian is passionate about helping build a culture where people can do their best work, feel valued and see opportunity for growth.

Symend is experiencing a period of hyper-growth which is a massive undertaking and a rare opportunity, especially when it comes to building teams. Vivian's expertise in rapid recruitment and international expansion will support Symend, as its hiring surge is projected to continue through the end of 2021, to keep up with customer demand. Vivian will guide the evolution of the culture so that Symend becomes the employer of choice for the best talent in the industry.



Tracey Franklin

As Chief Human Resources Officer, Tracey Franklin leads Moderna's talent and organizational strategy.

Ms. Franklin joins Moderna following 15 years at Merck & Co., Inc. where she most recently led Merck's global talent strategy as Vice President, HR Chief Talent and Strategy Officer and served on Merck's HR Leadership Team. In this role, Ms. Franklin was responsible for leading the vision, development and execution of the company's Talent and Workforce Strategy with a focus on evolving the organizational culture and talent for the future. Ms. Franklin's previous leadership roles included responsibility for HR for all divisions in the European region, head of HR for the U.K. and Ireland subsidiaries of Merck, and HR Operations leader responsible for HR program implementation across Merck's global footprint. She was based in Switzerland, the U.K. and the U.S.

Ms. Franklin holds a bachelor's in communication arts and sciences from Pennsylvania State University and a master's in industrial and organizational psychology from Fairleigh Dickinson University.



Debra Howard is Qorvo's corporate vice president and chief human resources officer, responsible for developing and implementing the people strategy that supports the company's overall business strategy. She has a broad background in business and corporate HR functions and significant global human resource experience, including an expatriate assignment in Asia.

Ms. Howard was previously with NXP where she was senior vice president of human resources for Technology and Operations, and successfully created and implemented talent strategies while leading complex cultural change initiatives. Her semiconductor industry experience includes 15 years with Texas Instruments in several HR leadership roles.

Ms. Howard earned a Masters in Human Resources and Industrial Relations from the University of Illinois, and a BA in Psychology and Human Resources from Michigan State University.



Laura D. Inniss

Chief Operating Officer/Chief Human Capital Officer
The Northridge Group

Laura is an accomplished senior executive with 40+ years of experience in Telecommunications, Financial Operations, and Strategic Consulting. Laura is currently serving as the Chief Operating Officer of The Northridge Group, a leading Management Consulting firm, specializing in Customer Experience solutions and Operational Excellence initiatives; achieving results through the utilization of advanced data analytics and business process redesign to deliver results. Laura's career highlights reflect her earned reputation for strategic thinking, a commitment to clients, relationship-building, and a results-oriented, revenue impacting operational focus.

Prior to joining The Northridge Group, Laura founded Parker Dean Associates, providing strategic consulting services to telecommunications clients. Laura built a successful company by delivering results to her clients which were sustainable, on-going business improvements that directly impacted clients P&L.

The telecommunication expertise Laura used in her business was acquired in her multiple roles with MCI and XO Communications. Laura formed a Global Project Management Office (GPMO) that transformed the contracting process for services between telecommunications companies. The GPMO facilitated a strategic end-to-end review of all deals, which included rigorous financial analysis processes and metrics that supported a \$3B revenue stream that ultimately contributed \$100M annually to the XO Communications P&L.

Laura also served as the Senior Vice President, Strategy for XM Satellite Radio. She was responsible for outlining and assigning implementation responsibility to company task teams to ensure all FCC mandated operational and merger requirements were met. Laura reported status, results, and risk analysis directly to the CEO and Board of Directors.

Early in her career, Laura's financial services experience with Coopers and Lybrand provided the foundation for her expertise in company asset valuation for use in both Mergers and Acquisitions and tax preparation.

Laura served a three year term on the board of the Girl Scout Council of the nation's Capital and a two year term on the board of Capital Hospice. Laura holds a Masters Degree in Business Administration and a Bachelor of Arts in Electrical Engineering, both from Howard University.



Cheryl James

Chief Human Resources Officer

Cheryl James was appointed chief human resources officer in December 2020, having previously served as vice president, Human Resources, since 2015, overseeing HR for the company's international and surgical businesses, and corporate functions. Ms. James previously held executive-level roles at Baxter and Pfizer. She earned her master's in management from Indiana Wesleyan University, and bachelor's in communications from Indiana State University.



Ken Julian

With more than thirty years of experience in Human Resources, Ken Julian has served in both administrative and operational management roles. Mr. Julian currently serves as Senior Vice President of Administration and Human Resources for Thor Industries, Inc., a NYSE-listed company and the sole owner of operating companies which, combined, represent the world's largest recreational vehicles manufacturer. Thor's combined companies have more than 31,000 employees and revenues in excess of \$12 billion.

Mr. Julian joined the Thor group in 2004, serving in progressive leadership roles at Keystone RV, before moving to the Corporate Headquarters in 2009. Prior to joining Thor, Mr. Julian served as Director of Operations and Human Resources, as well as Corporate Secretary, for Ascot Enterprises, Inc., an Indiana-based supplier for the recreational vehicle and housing industries.

Mr. Julian currently serves on the Community Foundation of Elkhart County Board and is a member of the Board of Directors for the Horizon Education Alliance in Elkhart, IN. Mr. Julian holds a Bachelor of Arts degree from Bethel College.



JEFF KRAUTKRAMER, Chief Human Resources Office

Jeffrey Krautkramer holds more than 20 years of experience in human resource leadership, spanning across the industries of manufacturing, financial services, healthcare and consumer food and beverage. As Chief Human Resources Officer, he is responsible for developing and executing strategies to support Starkey Hearing Technologies' success in the areas of talent management, training and development, and organizational performance.

Prior to joining Starkey Hearing Technologies, Jeffrey Krautkramer served as Vice President of Human Resources at IDEX Corporation (Illinois), where he built and implemented a global human resource strategy focused on company growth and employee development. Additional leadership roles in human resources include service at Dunkin' Brands, Bank of America and General Electric.

Jeffrey Krautkramer is actively involved in the human resources community through service on the alumni board of directors for Michigan State University's School of Human Resources and Labor Relations. In addition, he serves as the vice chair on the St. Hubert Catholic School Advisor Committee. He obtained his bachelor's degree from the University of Minnesota and his master's degree in human resources and labor relations from Michigan State University.



Stephanie Lilak is Senior Vice President and Chief Human Resources Officer for Dunkin' Brands.

Stephanie joined Dunkin' Brands in July 2019 as Chief Human Resources Officer, overseeing global employee recruitment, training, leadership development, succession planning, compensation, benefits, and organizational effectiveness. She will also serve as co-chair of the Dunkin' People Systems Subcommittee where she will work with franchisees to create tools and programs designed to recruit, train, and develop restaurant managers and crewmembers.

Prior to joining Dunkin' Brands, Stephanie spent 23 years at General Mills in executive-level human resource positions as well as serving as the operations leader for the company's largest U.S. manufacturing plant. While there, she served as Vice President of Human Relations for the U.S. foodservice and convenience stores segments, and provided human resource leadership for the International and Manufacturing Divisions. Prior to General Mills, Stephanie worked in human resources for Cooper Industries.

She earned a B.S. in Psychology and an M.S. in Industrial Relations from the University of Wisconsin, Madison.

Stephanie is drinkin' a Nitro Cold Brew and scooping Mint Chocolate Chip.



HOLLY MAY has been Chief Human Resources Officer of Abercrombie & Fitch Co. since January 2021. Ms. May joined the company from Starbucks, where she served as the Senior Vice President of Global Total Rewards and Service Delivery. In that role, she was responsible for consulting with both the Starbucks Board of Directors and the executive leadership team on the strategic direction of Starbucks' global compensation and benefits portfolio. She also managed 100+ associates across the company's global rewards, executive performance management, global mobility and immigration, university recruiting, HR transformation, policy and governance, HR technology, PMO/portfolio delivery, and payroll and tax teams.

Prior to her time at Starbucks, Ms. May served in human resources leadership roles of increasing responsibility at ING, Voya Financial, and Visa Inc., including in the areas of HR strategy, HR business partner, diversity and inclusion, and compensation and benefits.

Additionally, Ms. May serves on the board of the Nationwide Children's Hospital Foundation and is a member of the Board of Trustees of Seattle Children's Hospital and Research Foundation.

Michele C. Meyer-Shipp

Chief People & Culture Officer, Major League Baseball



Education/Professional Certifications

- Seton Hall University, School of Law, Juris Doctor of Law (J.D.)
- Rutgers University Bachelors of Science
- Society of Human Resources, Senior Certified H.R. Professional
- The Wharton School Global Strategic Leadership Program

Selected Awards and Accolades

- 2020, *Business Insider's 38 Power Players of Consulting*
- 2020, Rutgers Law School, *Dr. Martin Luther King Jr. Champions of Social Justice and Equality Award*
- 2019, Black Enterprise, *Top Executive in Corporate Diversity*
- 2019, Seton Hall Law School, *Exemplary Service Award*
- 2017, The Forum on Workplace Inclusion, *Winds of Change Award*
- 2017, Diversity MBA as a *Top 100 Under 50 Executive Leader*
- 2016, Rutgers University induction, *Rutgers African-American Alumni Alliance Hall of Fame*
- 2013-2016, Black Enterprise, *Top Executive in Corporate Diversity*

Michele joined Major League Baseball in October 2020 as its first Chief People & Culture Officer. She reports directly to Baseball Commissioner Robert D. Manfred Jr. and sits on both MLB's Executive Committee. In her role, Michele leads human resources; diversity, inclusion and culture; and off-field operations for the League supporting the Central League Office and all 30 Clubs.

Professional Experience

Before joining MLB, Michele served as Principal and Chief Diversity & Inclusion Officer for KPMG. In this role, she led the National Inclusion and Diversity team and was a member of the Human Resources Leadership Team. Michele worked with KPMG's senior leaders to advance the firm's strategy and objectives as related to the recruitment, retention, development and advancement of a diverse workforce. As a leader, she also role modeled engaging with others to inspire broad perspectives, drive innovative client solutions, and foster a welcoming and inclusive culture. During her tenure at KPMG, the firm was recognized as a top workplace by numerous organizations, including FORTUNE's 100 Best Companies to Work, DiversityInc, Working Mother, and The Human Rights Campaign.

Prior to KPMG, Michele served as Global Chief Diversity & Inclusion Officer at the law firm of Akin Gump Strauss Hauer & Feld LLP. From 2010 to 2017, she served as Employment Counsel at Prudential Financial Inc. and was later appointed Global Chief Diversity Officer responsible for leading and furthering the company's diversity and inclusion efforts. Prior to her employment at Prudential, Michele served in gubernatorial appointments as General Counsel of the Waterfront Commission of New York Harbor, and as Director of the New Jersey Division of Equal Employment Opportunity and Affirmative Action. She also served as Employment Counsel, then as Northeast Regional Diversity Lead, at Merrill Lynch. Michele started her career in private practice as an employment litigator at the law firms of Lowenstein Sandler LLP and Collier, Jacob & Mills, P.C., after serving as a law clerk for Justice James H. Coleman, Jr. of the New Jersey Supreme Court.

Media & Speaking Engagements

Michele is a sought after thought leader and strategist. In addition to her role as a regular *Yahoo! Finance News* Contributor, Michele has been featured in top media outlets including *The Economist*, *Forbes*, *Fortune*, *Business Insider*, *CNN*, *Quartz, Inc.*, and more. In recognition of her professional accomplishments, Michele has received numerous awards and accolades including being named a "Power Player in Consulting" by *Business Insider* and being featured in Black Enterprise's "Portraits of Power" series spotlighting exceptional women leaders.

External Engagement & Boards

- Member, New Jersey Gubernatorial Restart and Recovery Advisory Council 2020
- Member, Diversity Advisory Council, Twitter
- Member, Multicultural Women's Advisory Board, Working Mother Media
- Member, Student Affairs Executive Advisory Council, Rutgers University – New Brunswick
- *Past Member*, New Jersey Gubernatorial Transition Counsel Committee 2018
- *Past Member*, National Organization Disability Board of Directors
- *Past Member*, the Gay, Lesbian, & Straight Education Network (GLSEN, Inc.) Board of Directors
- *Past Member*, Women Presidents' Organization Board of Directors



Tamla Oates-Forney

Senior Vice President and Chief People Officer

Since December 2018, Tamla Oates-Forney has served as Senior Vice President and Chief People Officer of Waste Management. She drives an innovative, people-first strategy aiming to make the company of nearly 50,000 employees an employer of choice and great place to work while building a career.

Reporting directly to the CEO, Ms. Oates-Forney uses her significant human resources expertise to oversee people operations, employee relations, labor relations, HR technology and information systems, compensation, benefits, culture, learning, talent acquisition, leadership and talent development. She also actively works with Waste Management's board of directors, specifically related to the Management Development & Compensation Committee.

Prior to Waste Management, the award-winning Ms. Oates-Forney served at General Electric (NYSE: GE) for 20 years in a series of Human Resources leadership roles with increasing levels of responsibility including I&D, start-ups and emerging markets (GE Africa).

Ms. Oates-Forney holds a Bachelor of Science in Business Administration from the University of North Carolina, Chapel Hill. A noted philanthropist and investor, she is dedicated to her life's mission of supporting and mentoring women and girls of color.

Waste Management, Inc., based in Houston, Texas, is the leading provider of comprehensive waste management services in North America. Through its subsidiaries, the company provides collection, transfer, recycling and resource recovery, and disposal services. It is also a leading developer, operator and owner of landfill gas-to-energy facilities in the United States. Visit www.wm.com or www.thinkgreen.com.





Coley O'Brien joined Wendy's in 2007 and has served as Wendy's Chief People Officer since March 2018.

He's passionate about making Wendy's a great place to start, build or spend a career – a vision he implements through focused leadership of our company culture, talent development, and diversity and inclusion efforts.

Coley leads the HR strategy, innovation, integration, and execution of people systems and programs. He has overall accountability for Talent Acquisition, Employee Experience, Diversity, Equity & Inclusion, Talent & Organization Effectiveness, Change Management, Total Rewards, Training and Corporate Services.

During his time at Wendy's, Coley is most proud of being recognized for top quartile performance in employee retention and engagement relative to QSR peers, implementing a new employment branding strategy leveraging an extensive digital recruitment campaign, establishing an Office of Diversity, Equity and Inclusion, implementing our Top 200 General Manager program to recognize the best of the best GMs across the Wendy's system, and creating an HR Forum for corporate and franchise HR leaders to connect and share best practices for achieving great cultures.

Coley has served on the board of directors for the Women's Foodservice Forum since January 2021, and serves as a trustee of the Dave Thomas Foundation for Adoption. He also oversees all of the Company's Employee Resource Groups in partnership with their executive sponsors.

Prior to his tenure with the Company, Coley worked at Sears Holdings Corporation for five years, where he served as Director of Retail Training. He began his career with Arthur Andersen LLP, as a Senior Consultant specializing in global learning strategies and training development for large organizations in the retail, telecommunications, energy and pharmaceutical industries.

Coley earned a Bachelor of Science in Education and a Master's in Instructional Systems Technology from Indiana University. He is certified as a Senior Professional in Human Resources from HRCI, has completed the CHRO Executive Education Program through Cornell University, and is an active member of the HR Policy Association.

Dave Osswald

Chief People & Diversity Officer



As chief people and diversity officer at Molson Coors Beverage Company, Dave is responsible for driving the growth and development of the Molson Coors team. That includes cultivating a diverse and inclusive culture to help employees better connect with and understand each other, as well as our consumers, business partners and the people in the communities where we live and work.

Prior to his current role, Dave served as chief people and diversity officer for MillerCoors, the U.S. division of Molson Coors. Prior to entering that role, Dave served as associate general counsel supporting the human resources and integrated supply chain organizations at MillerCoors. He was also responsible for the company's ethics and compliance program, crisis management team and corporate security.

Before joining Molson Coors in 2005, Dave was in-house counsel for The Marcus Corporation and worked in the labor and employment and civil litigation departments as an attorney in the law firm of Reinhart Boerner Van Deuren.

Dave is on the board of directors for multiple non-profit organizations, including the Near West Side Partners, which is dedicated to improving the neighborhood near the Molson Coors Milwaukee campus, and the Coalition for Children, Youth and Families, which provides support to families through the foster care and adoption process.

Education:

Dave earned a bachelor's degree from the University of Wisconsin-Madison and a law degree from the University of Virginia School of Law.



Cate Prescott

Chief People Officer and Senior Vice President

As chief people officer and senior vice president, Cate Prescott partners with the rest of the executive team to position HR as a strategic change agent that collaborates with the business in delivering its results. With a strong commitment to drive philosophies and programs that bring NI's culture to life, she and her global team use the company's People Platform as a foundation to ensure employees remain core to NI's success.

One of the programs Cate leads at NI is our Diversity and Inclusion team (D&I). Our company's mission, strategies, and practices to support a diverse workplace and leverage the effects of diversity to achieve a competitive business advantage.

Prior to this role, Cate served as HR director of NI's global sales and marketing organizations in EMEA, APAC, and the Americas from 2013 to 2016.

Before joining NI, Cate was head of HR for BAE Systems—Military Air and Information Sector (2005–2013) and head of HR for MVC, a subsidiary of Woolworths Group (2002–2005).

Cate holds bachelor's and master's degrees in strategic HR and an advanced diploma in coaching from Oxford. She is a fellow of the Chartered Institute of Personnel and Development, member of the European Mentoring and Coaching Council, and former UK regional government ambassador for Engage for Success.

Board member of the Boys and Girls Club Austin Area, Chair of the Operations Committee, First Executive Advisory Board, and Girlstart, Governance Committee member

Outside of work, she enjoys spending time with her family, hitting the hiking trails, and discovering all the fun and "weird" things to do in Austin.



Heather Ray is the Chief People & Talent Officer at the *Mark Anthony Group of Companies* based in Vancouver, Canada. Mark Anthony is one of North America's most diversified and successful private companies focused on the beverage alcohol sector, creating world class brands such as *White Claw Hard Seltzer*, *Mike's Hard Lemonade* and *Mission Hill Family Estate Winery* to name a few. Heather leads the People Operations & Communications function across multiple businesses and international geographies partnering with business unit and subsidiary leadership; ensuring programs that attract, retain and develop top talent; and driving a high performance, highly engaged culture. A seasoned project leader, she has also led various major organizational evolutions including creating new business entities and routes to market; and has been a key change agent in mergers, acquisitions, and divestitures. Heather is a passionate champion for developing women across the organization, including hosting regular panel discussions, and mentoring of high potential female leaders.

Prior to her role at Mark Anthony Group, Heather built a progressive HR career with *PepsiCo* in both Calgary and Vancouver. She has a Bachelor of Commerce in Organizational Development and Labour Relations from the University of British Columbia and is a Certified Human Resources Professional.

Heather is a mother of two amazing children with her husband Justin. A member of *Sweet Scarlet*, an award-winning, self-directed a cappella vocal group, she can often be found rehearsing and performing across British Columbia. Heather thrives on getting things done, performing, entertaining friends, travelling with family, and making the absolute most out of life.



Sherri Sides was appointed Senior Vice President, Chief Human Resources Officer in May 2018. Prior to joining Team, Ms. Sides served as Vice President - Human Resources for Air Liquide's U.S. operations. Ms. Sides has more than 20-years of human resources and talent development experience from leadership roles with Memorial Hermann Healthcare System, Dell, Inc. and Applied Materials, Inc.

Ms. Sides holds an M.A. in Human Studies from St. Edward's University and a B.A. in Psychology from The University of Texas at Austin.



Lisa Simeon

Chief Operations Officer

Lisa Simeon is Abt Associates' Chief Operations Officer. In this role, Simeon is establishing a global operations function to cover all aspects of project management. It will include continuous improvement and scalability of Abt's standards, processes, and digital platforms for project start-up and closeout, workforce planning, risk management, and quality review to achieve strong financial performance and ensure client satisfaction across the company. She will continue to oversee Human Resources and will add responsibility for global security operations and emergency response to her portfolio.

Simeon joined Abt Simeon joined Abt in March, 2019 as Chief Human Resources Officer and was promoted to COO in September, 2020. She has more than 20 years of experience in all aspects of human resources, including talent management, compensation, HR technology, organizational design/change management, leadership development and strategic planning. Her global experience includes projects and assignments in China, India and Sweden.

Prior to joining Abt, Simeon served as VP of HR Operations and Programs at Engility-SAIC a publicly traded, \$2B professional services company with 7,000 employees. She was responsible for enterprise compensation, HRIS, HR compliance, learning and development, employee relations and organizational development.

Prior to this, she was VP of HR with ITT/Exelis--now Harris--where she was responsible for a \$1.2B division that had more than 4,000 employees across the United States, Middle East, Germany and Australia. During her tenure, she also led the enterprise talent management function, which included responsibility for the company talent review process and facilitated succession and leadership development plans across the top 200 high potentials and successor candidates within the company.

A native New Yorker, Simeon holds a B.S. in Curriculum and Instruction from Long Island University, an M.S. in Organizational Development from Manhattanville College and an MBA in Global Human Resources Leadership from Rutgers University.



Les Thompson

Chief Human Resources Officer
ProMedica

Les Thompson was named Chief Human Resources Officer for ProMedica, a national health and well-being organization in April 2019, and as a member of the Executive System Leadership Team, is accountable to develop and execute the ProMedica system HR strategy. Additionally, Thompson serves as a strategic business partner to lead and support matters related to talent management, succession planning, organizational effectiveness, total rewards, diversity, equity and inclusion, HR shared services, and all programs and practices that enable organizational performance.

Prior to ProMedica, Thompson worked at Grainger in a variety of roles and as a member of the Grainger HR Leadership Team, he was responsible for leading and supporting Grainger's strategic growth initiatives. As HR Director for Specialty Brands, Mergers & Acquisitions (M&A) and Brazil, he was responsible for developing and executing a strategy for acquired companies, fully integrating acquisitions into core Grainger, and divesting or exiting businesses not core to Grainger's strategy. As Sr. Director, HR – Corporate Functions, HR Shared Services and M&A, Thompson was accountable for supporting various senior executive leaders, all HR operational processes and M&A for HR. Subsequently, he rose to Vice President, HR – International Businesses, Online Businesses, Global Product Management and M&A, and Vice President, HR – Talent Acquisition, Inclusion & Diversity, International Businesses, and Corporate Functions.

Thompson also worked at Owens Corning (OC), where he started as Plant HR Leader in Amarillo, Texas before being named Global HR Leader. He was later promoted to Asia Pacific HR Leader - CSB and then served as HR Director for the Corporate Functions, which included Global Innovations, Sustainability, Safety, Legal, External Affairs and Human Resources.

Before joining Owens Corning, Thompson worked at Target Corporation for more than 10 years in various key positions in HR and as a General Manager.

Thompson holds an M.B.A. Degree at University of Phoenix and a double bachelor's degree in Human Resources & International Business at Indiana University - Kelley School of Business.

ProMedica is a mission-based, not-for-profit health and well-being organization headquartered in Toledo, Ohio. It serves communities in 28 states. The organization offers acute and ambulatory care, an insurance company with a dental plan, and post-acute and academic business lines. The organization has more than 49,000 employees, 13 hospitals, 2,500+ physicians and advanced practice providers with privileges, 1,000+ healthcare providers employed by ProMedica Physicians, a health plan, and 330+ assisted living facilities, skilled nursing and rehabilitation centers, memory care communities, and hospice and home health care agencies. Driven by its Mission to improve your health and well-being, ProMedica has been nationally recognized for its advocacy programs and efforts to address social determinants of health. For more information about ProMedica, please visit www.promedica.org/aboutus.



Lisa Tyree

Lisa Tyree is the SVP and Chief Human Resource Officer at MiTek a Berkshire Hathaway company in St. Louis. She has over 20 years of progressive, public company Human Resources experience. During her career, Lisa has served as a strategic executive team member and HR business partner across multiple industries including Motorola, PepsiCo and Advance Auto Parts. She has successfully led talent development, cross-functional succession planning, organizational design, university relations, compensation and incentive plans, and reward and recognition programs. Lisa lives in St. Louis with her husband Eric and has two teenage daughters.



Phil Ulrich

Chief Human
Resources Officer

Phil Ulrich is the chief human resources officer at Flex, the manufacturing partner of choice that helps a diverse customer base design and build products to improve the world.

Mr. Ulrich is responsible for the global human resources organization, including talent management and development, compensation and benefits, culture, employee engagement, and diversity and inclusion programs, among others. In his role, he is focused on cultivating a collaborative, high-performing culture and creating an inclusive workplace where every employee is empowered to do their best work.

Prior to joining Flex in 2019, Mr. Ulrich was senior vice president, Human Resources, Electrical Sector for Eaton, a global power management company, and responsible for leading talent management and development, building functional capability in the sector and driving standardized processes to support growth.

In 2012, Mr. Ulrich joined Eaton as part of the Cooper Industries acquisition and was later named the human resources leader for the integration team. Prior to Eaton, he held a series of leadership positions at Cooper Industries and Honeywell International.

Mr. Ulrich holds a bachelor's degree in psychology from Presbyterian College, and a master's degree in industrial/organization psychology from Clemson University.



DANIEL VIENS

Mr. Daniel Viens is Senior Vice President, Chief Human Resources Officer at FactSet. He joined FactSet in 1998 and in this role, his responsibilities include human capital management, workforce planning, talent acquisition and development, total rewards, HR operations and shared services, as well as corporate social responsibility, diversity & inclusion, and internal communication. Prior to joining FactSet, Mr. Viens was the Director of Human Resources for First Data Solutions and Donnelley Marketing. He has significant global experience leading all functions of Human Resources. Mr. Viens graduated from Boston University and earned both a master's degree in Clinical Psychology from Eastern Illinois University and an M.B.A. from Columbia University.



John Wallis

Vice President, Human Resources
Precision ADM

John Wallis builds and leads the Precision ADM team as Vice President of Human Resources. Mr. Wallis is registered with the Society for Human Resource Management as a Senior Certified Professional (SHRM) and joins Precision ADM with over 13 years of Senior Human Resource experience in different sectors including pharmaceuticals, transport and logistics, and manufacturing.



Sabrina Williams serves as Chief Inclusion Officer at leading education technology and publishing company Curriculum Associates, has over two decades of experience in human resources.

Throughout her career, she has worked as a powerful change agent, laying the foundation for long-term success through the implementation of comprehensive strategies that put in place people, systems, and organizations that enable new business capabilities and revenue opportunities, cost savings, leadership development, and pipelines, succession planning, cultural transformations, and best-in-class internal service delivery. In heading up HR departments for companies such as Brigham Health, Tufts University, Hill Holiday, and more.

Her transformative efforts have been rewarded with numerous awards, including the Boston Business Journal's Best Companies to Work list, The Rosoff Awards, and the YWCA Women Achievers Award.



Tanisa Williams

Senior Vice President
Director of Human Resources

Tanisa Williams serves as Senior Vice President, Director of Human Resources of the Company.

Tanisa came to Amalgamated Bank in 2019 from American Express. In her 18 years at American Express, she held various roles partnering with global organizations in Finance, Commercial Services and Publishing. She was responsible for leading the organization's people strategy and creating winning talent strategy solutions.

Prior to that she worked at Kings Borough Community College as the Affirmative Action and Judicial Affairs Officer.



Lina Young
Vice President of Human Resources, Strategic Initiatives

Lina Young is an authentic human resources leader known for her pragmatic approach to driving business, leading with people-focused vision & strategy, and encouraging results through flawless execution. She strikes the delicate balance between business objectives and employee advocacy and inspires others to achieve peak levels of performance. Known as a trusted advisor, she is committed to professional and personal excellence.

Lina is the Vice President of Strategic Initiatives at Dentsply Sirona, where she is focused on transforming and modernizing the Human Resources function. She has worked with Dentsply Sirona since January 2020, and prior to her current role, she served as Vice President of Human Resources for all Corporate Functions, including Finance, IT, HR, Communications, Legal, Risk, Compliance, Digital Marketing and Business Development. Lina works in Charlotte, NC.

Prior to Dentsply Sirona, Lina worked for more than 20 years in a variety of human resources leadership positions at General Electric, Bank of America, and Wells Fargo. She also obtained her Master Black Belt certification through General Electric's Six Sigma curriculum.

Lina has a B.S. in Psychology from the University of North Carolina at Chapel Hill and a M.A. in Industrial & Organizational Psychology from the University of North Carolina at Charlotte.

Lina lives in Cornelius, NC with her husband Bill, two daughters Katelyn (7) and Madison (6), and pup Shade.