FWA of New York, Inc.
2018-2019 Annual Report

Section I: Letter from the President 1
Section II: Executive Director’s Report 4
Section III: Treasurer’s Report 6
Section IV: Committee Reports 10

Directorships and Corporate Governance 11
Emerging Leaders 13
Entrepreneurs 15
Executive Leaders 16
Financial Literacy (Financial Backpack Program) 18
FinTech (Financial Technology) 20
Fund Raising 22
    President’s Circle
Global Agenda & Outreach 24
Graduate School Partnership 27
International Business Conference (India) 29
Member2Member Mentoring 31
Membership 32
Men’s Alliance 34
Mentoring 35
    Baruch College, CUNY
    High School 37
President’s Circle Programs 39
    Back2Business
    Pacesetters 41
Regional 43
    FWA – New Jersey
    FWA – WestCon (Westchester and Southern Connecticut) 45
Scholarships 47
Signature Events 48
    Annual Awards Ceremony
    Annual Summit 49
Strategic Marketing and Communications 50
Wall Street Exchange 52

Section V: Membership 54

FWA – New/Reinstated Members 2018-2019 55
MESSAGE FROM THE PRESIDENT

Dear Members, Sponsors and Supporters,

One hundred year ago this month, women won the right to vote from Congress after over seven decades of challenges and setbacks, including the Civil War. It stands as a milestone to be celebrated. And, a reminder that the advancement of women does not come easily or quickly.

Likewise, this past year for the FWA has been one of celebration of our victories and the recognition that there is more to be done. Vision, Volunteers, Grit, Allies, and Leadership were critical to moving forward then and still are to this day.

I like to think that the FWA provides that critical support to women in finance today.

I am so impressed by all of you who have committed so passionately to foster the FWA mission. Not for a paycheck or accolades. Your commitment to the mission to serve is palpable and inspiring, and, oh so necessary to our continuing advancement.

This past year was one of new initiatives and of bolstering existing ones to build on our 63-year tradition of advancing women. It was also a year of taking stock and developing a roadmap to ensure our continued relevancy and sustainability in the coming years.

My priorities for this year included the expansion of our “next generation” and financial literacy philanthropic programs; a deep dive into the significant impact of the rising tide of corporate citizenship; a survey on the importance of inclusion in the financial services industry; and a focus on the phenomenon of the “Me Too” backlash as extensively reported on by Bloomberg; a review of the current and evolving state of the FWA and development of a three-year plan to ensure its sustainability and relevancy for the future.

- Corporate Citizenship has been the substantive theme of my tenure as President and I am proud of our recognition of the growing significance it plays throughout the globe in supporting community and market resiliency. That impulse is the underpinning of the FWA’s ability to provide its strong and varied programming that has touched thousands of lives throughout our history. FWA Corporate Sponsors have played fundamental roles in tackling and addressing community, national and global socioeconomic issues of the day. With the recognition that government cannot solve all of the world’s problems, and an eye on inclusion, innovation, and philanthropy, our corporate partners are at the forefront of creating a way forward for all of us as global citizens.

- We expanded our Education Initiatives for high school and college students. Once again, we owe a debt of gratitude to BMO Capital Markets for continuing to fund many of our FWA Education Initiatives because of their generous Equity Through Education Program. And, MUFG’s continues philanthropic support for the Scholarship Program at Seton Hall University. We continued our mentoring programs at Baruch College, the Stillman School of Business at Seton Hall University
and the High School of Economics and Finance. We also are indebted to our Mentoring Leaders – Betsy Werly at the college level and Beth Dorfman with high school level students. Our Member2Member mentoring program, connecting senior women to junior level mentees, has also continued to grow and thrive through the leadership of Marietta Bottero and Joan Shapiro Green.

**Congratulations to all of our talented young mentees and Pacesetters!**

- This year, as all successful organizations must, the FWA has embarked on a re-examination of its mission, priorities and strategies in order to fortify our value proposition to members, Corporate Sponsors and other stakeholders. The goal is to remain in the forefront of advancing women in finance through dynamic programming and cutting edge thought leadership while fostering the next generation. This effort, led by Lee Wood and Peggy Decker, entailed many board member women hours in identifying our development needs and room for growth. We have started the implementation of the strategic plan which will continue as we move into the next fiscal year. The roadmap will serve to provide us guidance on key decisions and priorities.

  - Among our first steps is examining and revamping our governance structure. I am very pleased to report that we have engaged Sidley Austin LLP to serve as outside counsel to the FWA on governance and other matters. We are so fortunate to be working with Sidley’s Global Corporate Governance Partner & Co-Chair of its Executive Compensation Practice Holly Gregory, and, Audry Casusol. I am so grateful that Sidley has engaged with us, an esteemed corporate sponsor to the FWA for many years.

This year we presented many content-rich and career development programs arranged by members of our various Programing Committees (including the case for gender inclusion, emerging trends in risk-management, women on boards, a half-marathon event, “Me Too” panel discussion) to name a few, which were led by our Leadership Council Chair Nina Batson who has undertaken a revamping of our process for putting on events.

Nina was also instrumental in helping us to stage signature events including:

- **Our Indian-themed Holiday Benefit** at Utsav, complete with traditional Indian food and drinks; an Indian themed auction and fashion show with our own FWA models.

- **Our International Business Conference to India** was an astounding week of high level business meetings and opportunities to sample some of the cultural uniqueness of India. Our corporate sponsors provided speakers, panelists who provided in-country insights into this remarkable growing economic market and the center of the world’s largest democracy at the height of its election season.

- **Our Third Annual Summit**, graciously sponsored by BNP Paribas and Sidley, was a thought-provoking, high level success. With the theme: “A Rising Tide: Corporate Citizenship”, the event featured panels of: Bank CEOs; C-Suite Women; leaders of the United Nations Corporate Foundation; experts on Climate Financing and Sustainability Strategies: a discussion on the latest findings about the importance of inclusion by Aleria Research; innovative entrepreneurship driving inclusion and philanthropy; and, an announcement by our keynote speaker, Michelle Greene, of the launch of the SEC approved Long Term Stock Exchange (LTSE).
Our new take on the **Annual Awards Ceremony** showcased the achievements of our award recipients, the inauguration of new awardee categories, along with hearing their words of inspiration. This year the reception was generously hosted by Microsoft in their Times Square location. We honored our Public Sector Woman of the Year NYS Lt. Kathy Hochul; our private Sector Woman of the Year Microsoft COS, Financial Services Operations Pavalli Sebastian; and this year our inaugural Entrepreneur of the Year Chaya Pamula, Co-Founder of PamTen, and Founder of SheTek and SOFKIN; and our first ever Male Ally of the Year Stephen Zweig, Executive Compensation Partner, Ford Harrison. It was also a special opportunity to recognize our President Circle Pacesetters and College and High School mentees.

Over the past year, we offered new amplified benefits to our President Circle corporate sponsors. We expanded the class size of our Pacesetters program; we offered significant opportunities to employees to attend and participate in events; we are developing a Speakers’ Bureau for our events and referrals which will be launching soon; and

- This year, with the support our President’s Circle Strategic Advisory Council and our partnership with Aleria, we conducted an Inclusion Survey focused on women in the financial services industry workplace, and reported on their satisfaction levels and insights into how to increase retention.

We continue to advance the mission in so many ways.

In closing, I thank our members, volunteers, sponsors and friends, for their support and guidance. I want to express my deep appreciation for the dedication of the members of our Board and Leadership Council who have set a high bar in advancing the mission of the FWA. And, to acknowledge the hard work and commitment of our Executive Director, Ria Davis; and FWA team members: Lisa Buddenhagen, Robert Brown, Michael Taylor, Kelly Barahona, and Emily Plisic.

My tenure as president of the FWA has been truly challenging and awe inspiring. Despite my years as a member, volunteer, leader and member of the board, this role gave me a deeper appreciation of the FWA’s impact and legacy.

The FWA could not be in better hands as I pass the gavel to my talented and enthusiastic successor, Simone Vinocour. And, Nina Batson as our President-Elect, will be a bold and trustworthy partner. I worked closely with these two women throughout my term, which was a personally gratifying partnership. I look forward to continuing as an active member of the Board.

Finally, I wish Simone all best wishes as the incoming President of the FWA and hope that she enjoys the year ahead as much as I did.

Karen Elinski
President 2018-19
FWA of New York
EXECUTIVE DIRECTOR’S REPORT

We made substantial progress in fully staffing the FWA office this year.

In November, Michael Taylor joined the FWA as our new Educational Initiatives Manager. Michael has over 15 years of educational programming experience and incredible energy and creativity for our students. Under his leadership, our Educational Programs have expanded exponentially to add incredible value to our student stakeholders. We added annual stipends to our Undergraduate Scholarships for our former High School mentees, provided professional coaching so that these young women can successfully transition to college life and even started providing scholarships for study abroad. Our mentoring and scholarship programs at Baruch and Seton Hall are as robust as ever, and with Michael’s efforts, we are integrating our high school mentees and former mentees into our undergraduate programs at Baruch and Seton Hall.

In January, we expanded the FWA office team by welcoming Kelly Barahona as our new Administrative Support Assistant. Kelly is young, eager, very smart and, a whiz with excel spreadsheets.

The FWA Office team wouldn’t function, of course, without Lisa Buddenhagen, the FWA’s Chief Technology Officer and Director of Operations. Lisa is a 15-year veteran of the FWA. In addition to her technology and systems expertise, she is an exceptional project manager and event planner, an incredibly hard worker (she doesn’t seem to know what the word “vacation” means), and a superb designer with a keen eye for presenting the FWA in the best light. Lisa is currently working with YourMembership on a complete overhaul of the FWA website that will result in better functionality and a more appealing design.

Robert Brown, our Associate Director of Marketing, also works tirelessly to promote the FWA. Robert is our social media guru, an expert in effective communications and marketing and a constant guide star to keep us all focused on the FWA mission. Robert has greatly expanded the FWA’s social media presence, even now posting on Instagram. When the FWA website redesign is complete, Robert and I will be working on an FWA blog to bring the FWA message to an even broader audience.

Emily Plisic, our Accounting Coordinator, joined the FWA last year and quickly whipped our books and records into shape. Emily is not only a skilled accounting expert, she provides financial leadership by continually refining our processes and procedures and recommending upgrades and best practices. Over the past year, Emily successfully transitioned the FWA from a cumbersome, expensive accounting platform to QuickBooks, saving enormous amounts of time and money.

These talented and dedicated individuals supported approximately 30 Programming Committee Events, several Signature Events and a number of Presidential Initiatives last year. These include the Pacesetters Program, the Back2Business™ Program, several Resume Books, the Holiday Benefit in December, a full-day Annual Summit in May, the Annual Awards Ceremony on June 17th and the Annual Meeting of Members and Annual Board meeting on June 27th.
Lisa, Robert, Michael, Emily, Kelly and I worked closely with the Finance Committee, under the leadership of FWA Treasurer Marie Arrigo, with the Board, under the leadership of President Karen Elinski, with the Member Programming Committees and Co-Chairs under the leadership of Nina Batson, and with the Operations Resource Committee (ORC), under the leadership of Katrin Dambrot.

The FWA team supports both sides of the FWA’s mission:

The “Membership FWA”, which encompasses Member Engagement and Programming activities, and seeks to advance the mission of the FWA to “advance women and accelerate the leadership and success of women across the financial community” by creating opportunities for members to connect and build their networks, expand their knowledge of the financial industry and hone their leadership and professional skills.

And the “Educational Initiatives” programs, which include all of our high school and college mentoring programs, the Wall Street Exchange Program and the Financial Backpack Program. These Educational Initiatives, which are very generously supported by our President’s Circle corporate sponsors, grants from BMO Equity Through Education Program, the MUFG Union Bank Foundation, the Crowell & Moring Foundation, the U.S. Bank Foundation and the National Mah Jongg League Foundation, are dedicated to advancing the FWA’s mission to “prepare the next generation of professionals” for careers in the financial services industry. While financially supported by corporate and foundation sponsors, these programs are also 100% dependent on volunteer mentors. I therefore encourage each and every FWA member to consider mentoring a high school or undergraduate student, a Pacesetter, a Back2Business intern or a fellow FWA Member. Or volunteer to serve on the Wall Street Exchange Committee, the Financial Backpack Committee or the Back2Business Committee.

I will close with a recent quote from Diane Von Furstenberg:

“After coming to New York City, I was lucky and privileged to become the woman I wanted to be. Now that I am older, I would like to spend the rest of my life using my voice, my knowledge, my connections – anything I have – to help all women become the women they want to be.”

That also describes me, too, and I know that it also describes many of our Members. I also came to New York City many years ago, full of aspirations ambitions, hopes and goals and, like Diane, I have been lucky and privileged to become the woman I wanted to be – a lawyer, a businesswoman, a wife, a mentor, a leader and, now, the Executive Director of the FWA. I get to devote my time and energy, every day, to working with the FWA office team to help other women become the women they want to be. For this, I am very grateful!

The FWA Office team and I look forward to working with the FWA Board and Leadership team, Member Programming Committees and Members in 2019 – 2020!

Ria Davis
Executive Director
To the Board of Directors and FWA Members:

It is with great pleasure that I present the preliminary unaudited financial statements as of May 31, 2019.

These financial statements reflect transactions accounted for from July 1, 2018 through May 31, 2019. This report presents an interim unaudited analysis and is not the final outcome for the FWA’s fiscal year ending June 30, 2019. Transactions accounted for in June will affect the FWA’s final financial performance for the 2018 – 2019 fiscal year and will be reflected in the audited financial statements as of June 30, 2019. These financial statements will be audited by the FWA’s independent auditors, Condon O’Meara McGinty & Donnelly LLP.

The FWA’s financial results for the fiscal year ending June 30, 2018 received an unqualified opinion from Condon O’Meara.

Financial Results: Statement of Financial Position

I am pleased to report that the FWA has had a positive year for the eleven months ended May 31, 2019.

Starting with the Statement of Financial Position, the FWA’s Total Assets held steady at just under $5 million. As of May 31, 2019, Total Assets were $4,875,894, compared to $4,850,352 as of May 31, 2018.

Investments as of May 31, 2019 were $4,426,836, compared to Investments of $4,572,870 at May 31, 2018, a decline of $146,034. Investments were negatively impacted resulting from market declines in late 2018, but have rebounded since.

Deferred revenue reflect membership dues paid during the current year for the following year.

Total Net Assets were $4,812,416 at May 31, 2019, compared to Total Net Assets of $4,788,368 as of May 31, 2018. Total Assets Without Donor Restrictions were $3,992,751 (as compared to $3,924,992 as of May 31, 2018). Total Assets With Donor Restrictions were $819,665 (as compared to $863,376 as of May 31, 2018). Total Assets Without Donor Restrictions include membership dues, programming event revenue and President’s Circle sponsorship and are primarily used to cover operating expenses. Total Assets With Restrictions are designated as “restricted” by the donor to a particular program or purpose, in particular Educational Initiatives such as High School and College Mentoring, Scholarships and related programs consistent with the FWA’s mission.

Statement of Activities

Turning to the Statement of Activities, Total Revenue was $952,840 at May 31, 2019, compared to Total Revenue of $973,893 at May 31, 2018. While Individual, Foundation and Corporation Contributions has increased significantly year over year, President’s Circle sponsorship has declined due to some firms moving out of the New York City geographic area as well as internal policy changes. The FWA leadership has introduced additional sponsorship geographic areas as a means to counter this decline. Additionally, membership dues has declined resulting from members not renewing.
Total Administrative and Direct Program Expenses were $934,652, compared to $847,833 for the prior year. This increase was primarily due to a significant increase in the FWA’s Direct Program Expenses ($377,673 as of May 2019 as compared to $301,515 in the prior year). This was due to (1) the increase in the amount of most scholarships from $2,000 per year to $5,000 per year; and (2) the implementation of stipends to undergraduate scholars of $1,500 per year. Scholarships are paid directly to the Financial Aid office for each student. Stipends are paid directly to the students and can be used to pay for expenses not covered by financial aid, such as books, supplies and other incidental expenses. Scholarships and stipends are paid from BMO Equity through Education grant funds.

Direct Program Expenses support various programs, including undergraduate scholarships for high school mentees; undergraduate scholarships for FWA mentees at Seton Hall; the FWA’s high school mentoring program at the High School of Economics and Finance; an undergraduate mentoring program at Seton Hall; the Financial Backpack Program; the Wall Street Exchange Program and various programs at Baruch College.

For the eleven month period ended May 31, 2019, the FWA incurred several extraordinary expenses:

- **D & I Survey--$16,633**
  - Surveys conducted in connection with FWA thought leadership on trends on diversity and retention levels in the workplace. The FWA will ultimately prepare a white paper on these relevant topics.
- **Strategic Review--$30,447**
  - Planning by the Board of Directors for the future growth of the FWA and sustainability
- **Website Design--$6,997**
  - Improved and more secure platform, a fresh look, and reduced costs

The excess or (Deficiency) of Revenue Over Expenses Before Investments for the eleven month period ended May 31, 2019 was $(35,889), compared to a $126,060 for the same period in the prior year.

### Revenue from Investments

Revenue from Investments was $131,404 at May 31, 2019, compared to Revenue from Investments of $298,838 for the same period last year. As discussed earlier, the decline was largely due to adverse market conditions in late 2018, which impacted Unrealized Gain/Loss.

### Summary

At May 31, 2019, the FWA had an Excess of Revenue Over Expenses of $95,515, compared to an Excess of Revenue Over Expenses of $424,898 for the same period the prior year.

The breakdown of Net Income With and Without Donor Restrictions is noted as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Eleven Month Period ended May 31, 2019</th>
<th>Eleven Month Period ended May 31, 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Income Without Donor Restrictions</td>
<td>$(22,659)</td>
<td>$301,676</td>
</tr>
<tr>
<td>Net Income With Donor Restrictions</td>
<td>118,174</td>
<td>123,222</td>
</tr>
<tr>
<td>Total</td>
<td>$ 95,515</td>
<td>$424,898</td>
</tr>
</tbody>
</table>
Accomplishments in Finance and Goals for the 2019-2020 Year

• Accomplishments in Finance for the 2018-2019 Year
  ➢ Improved Budgetary processes and procedures—The FWA budget for the 2019-2020 year was approved by the Board of Directors in May 2019, which is before the start of the new fiscal year.
  ➢ Improved Financial Statement presentations for increased transparency—Providing relevant information for FWA leaders so that they can make informed decisions
  ➢ Completion of changeover in accounting systems from Fund-EZ to Quickbooks—provides improved accounting processes and efficiencies; reduced costs

• Goals for 2019-2020 Year
  ➢ Continue to streamline and improve upon financial processes
  ➢ Continue to improve budgetary processes and procedures
  ➢ Review and update Accounting Standards Manual and other accounting procedures and policies

FWA of NY Finance Team 2018-2019

Finance Committee: The mission of the Finance Committee is to provide strategic financial oversight, review the monthly financial statements, work with management on the annual budget, and review accounting and tax processes and procedures.

For the 2018 – 2019 fiscal year, the members of the Finance Committee are as follows:

<table>
<thead>
<tr>
<th>Finance Committee Member</th>
<th>FWA Capacity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marie Arrigo</td>
<td>Board Director, Treasurer, Chair--Finance Committee</td>
</tr>
<tr>
<td>Stephanie Hague</td>
<td>Board Director, Chair--Development</td>
</tr>
<tr>
<td>Merrie Frankel</td>
<td>Board Director, Chair—Investment Policy Committee</td>
</tr>
<tr>
<td>Alice Globus</td>
<td>Board Director</td>
</tr>
<tr>
<td>Erica Rubin</td>
<td>Assistant Treasurer</td>
</tr>
<tr>
<td>Marlene Regalado</td>
<td>Assistant Treasurer</td>
</tr>
<tr>
<td>Ria Davis</td>
<td>Executive Director</td>
</tr>
<tr>
<td>Emily Plisic</td>
<td>Accountant</td>
</tr>
</tbody>
</table>

Conclusion

It takes a team of dedicated professionals and volunteers to adhere to budgeted goals and sustain consistent financial oversight. I would like to thank this year’s Assistant Treasurers, Erica Rubin and Marlene Regalado, for their immense contribution to the financial oversight of the FWA.

I would like to thank all of the members of the Finance Committee, especially Board Directors Stephanie Hague, Merrie Frankel and Alice Globus for their contributions as Finance Committee members. I would also like to thank the FWA office, especially Ria Davis our Executive Director, Lisa Buddenhagen, our Chief Technology Officer and Director of Operations and Technology, and Emily Plisic, our Accountant.
Finally, I would like to thank the FWA Board for their strategic oversight and dedication to sustaining the FWA’s financial strength, which is key to the FWA mission.

Marie Arrigo

Marie Arrigo, FWA Treasurer
June 27, 2019
Committee Reports
DIRECTORSHIPS AND CORPORATE GOVERNANCE

Co-Chairs: Laurie Harris, PWC, Retired Partner
Jacqueline Linden, Citigroup, Retired

Vice-Chairs: Marjorie Kaufman, CFA, Undercover Colors, Inc, Chairman
Meghan Lamar, Dynasty Financial Partners

Committee Purpose and 2018–2019 Objectives

The Directorships and Corporate Governance Committee (DCGC) advocates for diverse corporate boardrooms in the US and globally. It sponsors training sessions for FWA members interested in seeking executive or corporate board positions and forums that focus on how to present persuasively their qualifications as board-ready candidates. The committee’s well-attended public events host leading governance experts and sitting corporate board directors, promoting animated and focused discussions of current issues affecting board best practices.

Accomplishments/Highlights

“The National Conversation on Board Diversity” was held on November 15, 2018 by the NY Chapter of 2020 Women on Boards as part of a national campaign to increase the percentage of women on U.S. public company boards. The event was co-sponsored by the FWA through efforts of the DCGC. The event was held at New York Institute of Technology with many FWA members in attendance. Key topics covered included: How to prepare yourself and find board opportunities; how government, companies and women can collaborate to increase diversity in boards and executive management; and California’s new law mandating publicly listed CA companies to have at least one woman on their boards of directors by end of 2019. Panelists included: Melissa DeRosa, Secretary to New York State Governor Andrew M. Cuomo and Chairwoman, NYS Council on Women and Girls; Vicki Fuller, Board Director, Williams Companies, a premium provider of large-scale infrastructure for natural gas products; Mary Hartman Morris, Investment Officer within Corporate Governance, Investments for the California State Teachers’ Retirement System (CalSTRS); Molly Campbell, former Director of Port Commerce, Port Authority of New York/New Jersey, 2019 Fellow - Harvard University Advanced Leadership Initiative, Corporate Board Member; Tara Giunta, Partner, Paul Hastings Janofsky & Walker LLC and Editor of Breaking the Glass Ceiling -- Women in the Boardroom; and Tanuja Dehne, Independent Director, Senior Advisor, Net-Zero, the B Team.

The Annual Directors’ Reception, titled “Savvy Financial Services Boards Employ the Compliance Edge,” was held on April 3, 2019 at the offices of the sponsor, the law firm of Sidley Austin LLP. Holly Gregory, partner at Sidley Austin and international governance expert, moderated a distinguished panel with Beth Haddock, Managing Partner of Warburton Advisors where she is committed to delivering sustainable governance and compliances services; Shelley Leibowitz, who serves on the Board of directors of E*Trade Financial Corporation, Alliance Bernstein Holding LP, and Endgame; Robin F. Lenna, senior executive in financial services and former executive vice president of MetLife’s Retirement and Income Solutions business; and Mary Ann Picciotto, Chief Compliance Officer of Oppenheimer Funds. The panel provided their personal insights on how company management and boards can use a strong compliance function as a strategic advantage to shape the future of business, and drive strategy and
decision-making. The elegant networking reception and well-received panel discussion was well attended.

**Other Activities** in addition to the public events sponsored by the DCGC consisted of regular Committee meetings including expert presentations by Committee members, updates from FWA officers, and a presentation by Marc Panucci, who is the Deputy Chief Accountant in the Office of the Chief Accountant (OCA) at U.S. Securities and Exchange Commission.

**Recommendations for the Future**

As the issue of board diversity continues to draw attention from investors and others, the DCGC should continue to deepen its outreach to other organizations. FWA is a member of InterOrganizationNetwork (ION), which has sponsored informative conference calls with organizations with similar missions across the US. Participation with organizations with a common purpose allows for sharing best practices for getting women on boards and creating a nationwide network of talent to draw upon for our President’s Circle supporters and other companies, which seek to diversify their boards with qualified talent. In addition to two public events each year, the Committee will continue to hold in-person meetings featuring speakers on current governance topics, circulate descriptions and requirements of active board searches, and share corporate governance knowledge. The Committee will also continue to seek opportunities to work with other FWA committees, such as the Entrepreneurs and Not for Profit Committees, to share information and sponsor events.

**Special Thanks**

Special thanks to our sponsors: Sidley Austin LLP and Eversheds Sutherland (US) LLP.

**Participating Committee Members**

Maureen Adolf  
Pawneet Abramowski  
Christina Boris  
Julie DiMauro  
Andrea Esposito  
Merrie Frankel  
Dale Fredston  
Elaine Gilde  
Laurie Harris  

Stephanie Hauge  
Marjorie Kaufman  
Deepa Keswani  
Meghan Lamar  
Gail Lieberman  
Jacqueline Linden  
Mary Metz  
Diana Merenda  
Pat Morrill  

Marian Olah  
Jane Pedreira  
Ellen Perlstein  
Grace Schalkwyk  
Laurie Shahon  
Cynthia Shoss  
Deedee Sklar  
Kimberly Wiehl
EMERGING LEADERS

Co-Chairs: Jacqueline Lee, Pinebridge Investments
           Yai Vargas, The Latinista

Committee Purpose and 2018 – 2019 Objectives

To offer skill enhancement seminars that focus on the development and practice of a professional skill set through lecture, role playing and other interactive procedures. Additionally, to supplement this primary goal with networking opportunities for our members.

Accomplishments/Highlights

Overall, we hosted three career coaching workshops focused on executive presence, career navigation and embracing change. Additionally, we hosted three thematic events in collaboration with other FWA leadership council members. Each of these events incorporated a networking portion among event participants. Below are the key takeaways for each event by event code.

- **Stop Blending In, Start Standing Out, 9/24/18:** Participants learned how to identify and leverage their distinctive uniqueness that allow them to stand out and distinguish themselves in the workplace
- **Imposter Syndrome - Defining, Diagnosing and Dealing, 1/05/18:** Participants learned how to diagnose, define and deal with the imposter syndrome
- **5 Critical Keys That Will Create a Blueprint for Your Career Goals in the Digital Age, 1/29/19:** Participants learned how to build a blueprint for their career in the digital age, with a particular focus on the importance of social media (i.e. LinkedIn)
- **FWA Career Coaching Group: Reinventing, Reinvigorating and Recharging Your Career, 2/12/19:** Participants learned how to maximize their current position and create a powerful action
- **From Trials to Triumph - How to Rebuild After a Setback, 3/12/19:** Participants learned how to rebuild after a career setback; additionally, participants engaged in an interactive dialogue around conquering personal challenges in the workplace
- **Embracing and Growing From Change, 6/4/19:** Participants will learn in this career coaching workshop how to embrace change, whether this is the context of changing jobs or progressing one’s current role in the workplace

Recommendations for the Future

We recommend incorporating more committee meetings and ways to empower members to host the events in order to gain stability in membership.
Special Thanks

Special thanks to SMBC (Mike Sebring) for hosting three of our six events this fiscal year. Additionally, thanks to Jim Arnoff who has hosted two career coaching workshops. Thanks to Lauren Leipold (BOLD Division Chair), Mary Gilmartin (WestCon co-chair) and Ellen Perlstein (Business, Govt & Regional Affairs Vice Chair), all of whom we collaborated with to sponsor events; also, Regina Huber (Executive Leaders Co-Chair) for hosting one of our workshops.

Participating Committee Members

Melissa Barall
Qing Chen
Christine Grande
Jennifer Luo
Felicia Spangehl
ENTREPRENEURS

Co-Chairs:  
Alana McNichol, Linda Hamilton CPA PLLC  
Diana Merenda, Alpha Consulting & Project Management LLC

Committee Purpose and 2018 – 2019 Objectives

In the 2018-2019 season, the Entrepreneurs committee shifted focus to exclusively managing the FWA’s relationship with New York Women in Business (NYWIB.) NYWIB is a coalition of organizations dedicated to furthering women entrepreneurs and is spearheaded by SCORE NYC, a SBA mentorship organization. Current members include National Association of Women Business Owners, What Now What Next, Women in Insurance and Financial Services, Women Entrepreneurs NYC, Business Center for New Americans, New York Women in Communications, and The Transition Network.

Accomplishments/Highlights

FWA partnered with NYWIB on the following events:

- Webinar: What High Earning Service Professionals Do Differently (July 19)
- Night of the Round Tables: Discover the Latest Marketing, Media and Communications Trends (September 20)
- Webinar: How to Get More Prospects to Say “Yes” (November 29)
- Write Your Own Playbook – Take Charge of Your Future (December 11)
- Reinventing Yourself and Your Live (April 24)

Additionally, we were able to provide more events through the FWA newsletter that were either free or sponsored by one of the coalition organizations, which was reciprocated by the other members.

Recommendations for the Future

Continue to foster relationships with other organizations to leverage each other’s resources and memberships.

Special Thanks

Mary Tan, SCORE
EXECUTIVE LEADERS

Co-Chairs: Jill Epstein, CFP®, UBS Financial Services Inc.
Regina Huber, Transform Your Performance

Committee Purpose and 2018 – 2019 Objectives

Executive Leaders was established to provide senior level and C-suite executives invitation-only events and networking opportunities. The objective for 2018-2019 was to create intimate events in unique venues and with important and interesting speakers and topics.

Accomplishments/Highlights

On April 1st we had a fabulous event – Matching Impact and Purpose through Personal Philanthropy. We had a panel discussion with Cary Carbonaro, CFP®, Managing Director and Partner at United Capital Financial Advisors, LLC; Jenna Mulhall-Brereton, Chief Philanthropic Services Officer of National Philanthropic Trust; Phyllis Costanza, CEO UBS Optimus Foundation... all moderated by Lauren Young – Wealth Editor at Reuters. Our intimate setting and the panel's depth of knowledge inspired an active discussion between the panelists and participants. Highlights:

- Manage philanthropic gifts and personal budgeting by establishing an annual budget for donations and give slices throughout the year;
- There is no right way to give, but there is a wrong way. While donations are made with good intentions, the impact of giving can be positive, neutral, or negative. Ensure your gift has the impact you desire vs. a negative or intermediate impact by asking yourself "What is the change I want to see?"
- Studies have shown the power of giving by women...is driven by women’s incomes rising and their longer life expectancy; which all results in women increasingly becoming the influencers and directors of cash flow in later years.

We're very excited about our second event planned for the first week of August at a private art gallery. A panel of art experts will share their insights into connoisseurship – how to collect and enjoy fine art, learning how to measure unmeasurable results – including quality of life, and what it's like to collect.
**Recommendations for the Future**

– Remembering to keep and update our invitee lists with appropriate people. That is, these events are for C-suite and high level executive women who are interested in meeting others like themselves. In order to entice them and keep them interested, we need to make sure we continue to have relevant and exclusive events with people like themselves.
– At the same time we should also have committee members who are equally interested...especially in sourcing new invitees and willing to do the work.
– Need to plan events WELL in advance – several months out at least.

**Special Thanks**

Thank you, Pat Morrill for all of your help, patience and expertise. Further, we'd like to thank BNY Mellon for hosting our first event this year and to Yinka Madden for securing that opportunity! Lastly, we’re so thankful to Stephanie Clark of Findlay Galleries for her can-do attitude and generosity for our event.

**Participating Committee Members**

Naghmeh Hashemifard
Marian Olah
Barbara Stallworth
Erica Valestin
Simone Vinocour
FINANCIAL LITERACY – FINANCIAL BACKPACK PROGRAM

Co-Chairs:  
**Suzanne Matthews** Director, Center for Financial and Economic Education, Westchester Community College  
**Lindsay Starr** Executive Director, Head of the Prospect Management and Client Coverage Group, Morgan Stanley

Committee Purpose and 2018 – 2019 Objectives

The Financial Literacy Program is designed to prepare students in the areas of personal financial management and help them develop life skills to succeed. The volunteer members on the Financial Backpack Committee deliver a curriculum at a variety of locations in partnership with NYC schools, community organizations and FWA mentees.

During the 2018-19 school year, the Committee had a two-fold purpose:
  – To provide workshops to previous clients;
  – To add new partnership organizations

Among the organizations it worked with were Virtual Enterprise International, Hunter College HS, Seeds Scholars, Working in Support of Education, Baruch College, Notre Dame HS, and Magen David Yeshiva HS.

Accomplishments/Highlights

This year, the Financial Backpack Committee conducted 15 workshops for over 300 students in partnership with 7 different organizations. The content presented drew on a Curriculum the committee has developed.

When students were asked to assess the benefits of attending, a vast majority rated the Committee’s teaching as 9 or better on a scale of 1 to 10. Typical comments read:

  “I gained a lot of info for the future.”
  “The slideshow was well put together, and the presenters thoroughly explained the information.”
  “It was clear and detailed.”
  The program also gained special recognition when one of its members was given a community service award by a participating organization.

Recommendations for the Future

Having been awarded a sizable grant from Wells Fargo, the Committee will be significantly updating its curriculum materials, expanding the number of programs into college and graduate student offerings and taking on additional partnership organizations.
Special Thanks

Among the educational leaders who facilitated the Committee’s work this year were:

Tyshawn Davis- Virtual Enterprise International
Gina Pol-Virtual Enterprise International
Tony Fisher-Hunter College High School
Jennifer Rodgers-Baruch College Starr Career Program
Nitiya Walker-Seeds of Fortune
Phyllis Perillo-WISE

From the Baruch mentoring program, Urgan Chodon was an especially dedicated volunteer.

The Committee is also grateful for the professional help of teacher-consultants Anne Kornfeld, Steve Winn, and Blanca Izaguirre.

We are especially grateful to our President, Karen Elinski, for her leadership and involvement in winning the $25,000 grant from Wells Fargo, which will enable us to continue our important work of providing personal finance education to high school students. We want to thank Ria Davis, who provided valuable support for Financial Backpack, and who assisted in the grant application, as well as Lisa Buddenhagen and Robert Brown who helped us with our publicity efforts throughout the year.

Participating Committee Members

Patricia Addeo  Anne Halpern  *Lindsay Starr
Cecilia Beirne  Jennifer Kusa
Simone Garcon  *Suzanne Matthews

*Co-Chairs
Co-Chairs:  
- **Janet Handal**, Handal Associates  
- **Cornelia Levy-Bencheton**, CLB Strategic Consulting  
- **Aly Liu**, Goldman Sachs & Co.

**Committee Purpose and 2018 – 2019 Objectives**

This committee develops and shares programs on technology subjects of interest to those in financial services: technology, big data, analytics, blockchain, regulatory and compliance issues, start ups, and entrepreneurs.

**Accomplishments/Highlights**

- Event title: Maintaining Competitiveness as Mega Forces Are Changing the Workforce of the Future, March 28, 2019


  Event Panelists:

  - **Stefanie Coleman**, Moderator, a Director in the Financial Services Advisory People and Organization Group at PricewaterhouseCoopers
  - **Charles Centrelli**, Director of Intelligent Automation in the Financial Services Advisory Practice at PwC,
  - **Dr. Steven J. Rennie**, the Director of Research at Fusemachines and an expert in AI, speech recognition, and natural language processing
  - **Michelle Lee**, a PwC Partner in the National Finance and Tax Digital Labor Platform Practice
  - **Cheryl Whaley**, a Managing Director for Paradox Strategies

- Committee attracted many new members and inquiries this year as technology-related issues are forefront.

- Committee held numerous meetings and an offsite dinner.
**Recommendations for the Future**

Implement the dynamic ideas of appeal to Millennials and Gen Z FWA prospects that surfaced from this year’s members. These include a “Shark Tank” type activity to promote entrepreneurial and tech activity, only ours would be a kinder, gentler “Dolphin Tank.” We are exploring collaborating with Springboard Enterprises.

**Special Thanks**

Special thanks to PricewaterhouseCoopers for generously underwriting and partnering with the FWA on this event. Special thanks to PwC’s Lauren Leipold, Megdha Sachdeva, and Gabriella Almeida.

**Participating Committee Members**

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<th>Sifan Chen</th>
<th>Jennifer Luo</th>
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<td>Julie Kim</td>
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<td>Suzanne Ley</td>
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Co-Chairs:  Lee F. Wood, Prudential Financial (Retired)  
Peggy Decker, KnowledgeSources Consulting

Committee Purpose and 2018-2019 Objectives

Formed in 1998, the FWA President’s Circle serves as the official corporate sponsorship program of the Financial Women’s Association. Through these strategic partnerships, the FWA and its top corporate sponsors jointly focus on the FWA’s core mission to promote professionalism in the financial industry and leadership roles for women. This is accomplished by exchanging best practices regarding women in business; showcasing industry thought leaders; creating interesting programmatic content; and enhancing the mentoring, scholarship, and professional development initiatives offered to young women and men.

Accomplishments/Highlights

The PC Committee meets annually with each PC firm to optimize their relationship with the FWA. We try to ascertain the interests of each firm, activities or executives they might want to showcase and events they would like to sponsor, including participation in the International Business Conference.

This year, the PC Committee assisted Maureen Adolph, chair of the PC Strategic Advisory Council (PCSAC), with a Thought Leadership project that looked at the role of inclusion in retention of women in financial services. FWA worked with Aleria to conduct a series of workshops to clarify the meaning and impact of inclusion and to create a unique survey to help quantify the nature of inclusion in general. Aleria is in the process of drafting a White Paper outlining the thinking and methodology behind the project, which will provide insights based on their analysis of the industry-wide benchmark created from the initial data collection phase. It is hoped that this work will serve as the foundation for continued exploration and analysis.

Working with Stacy Musi, we also created a 3-tier approach to sponsorship that will allow for firms to participate with the FWA at various levels. We have added additional benefits to the PC Sponsorship level and are also offering ways for firms to be involved where that same level of participation is not possible.

Recommendations for the Future

Our value proposition must meet the needs of the PC firms, while fulfilling the mission of the FWA. We review and update the benefits offered for the various tiers of sponsorship. Valuable feedback is gained at the annual meeting with each firm and at the PC Strategic Advisory Council meetings. The Committee shares that input with other areas of the organization – making every effort to be responsive to the needs and interests of our sponsors. We are also assisting our liaisons in finding ways to market the FWA across the organization. In addition, we are looking for additional volunteers to manage the new sponsorship levels from a marketing perspective.
**Special Thanks**

We would like to extend a very special thank you to all of the Liaisons at our PC firms and to our committee members for their hard work.

**Participating Committee Members**

We would like to thank the PC Committee who serve as our dedicated PC firm relationship managers:

<table>
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<tr>
<th>Stephanie Ackler</th>
<th>Joan Green</th>
<th>Susan Ganz</th>
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<td>Maureen Adolf</td>
<td>Kim Hanson</td>
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<td>Christine Birnbaum</td>
<td>Jackie Linden</td>
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<td>Debra Curran</td>
<td>Simone Vinocour</td>
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<td>Martha Wood</td>
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GLOBAL AGENDA

Co-Chairs:  
Donna La Spina, BNP Paribas  
Janet Zagorin, Opal Strategy LLP

Committee Purpose and 2018-2019 Objectives

The objective of the Global Agenda & Outreach Committee is to “Bring the World to the FWA” by exploring issues that have a current impact on the economies and markets in both the developing and developed world. Our focus is to present programs which offer a dialogue on political, economic or financial issues that are important for FWA members and guests to understand to be better versed on international themes and their interconnection with US-oriented financial topics. We also use our committee meetings to discuss global issues in a smaller format.

Accomplishments/Highlights

On January 24, 2019 we held our 2019 kick-off Breakfast Committee meeting hosted by Sidley Austin, to welcome new members, provide an update of FWA leadership topics and discuss plans and topics of interest for the year.

On March 26th, we held a committee meeting at Sidley designed to present the highlights of the International Conference to India. Simone Vinocour, incoming FWA president, along with Jackie Linden and other attendees, led an extensive discussion, accompanied by slides. Our committee members found it fascinating and we hope that it will spark their interest in participating in next year’s trip. The Global Agenda & Outreach Committee will be a cosponsor of the 2020 International Conference as well.

April 3, 2019: The Global Agenda Committee cosponsored with the Directors Committee, the Annual Directors Reception. The program was entitled:

"Savvy Financial Services Boards Employ the Compliance Edge”

The program focused on addressing issues in current headlines dealing with high profile compliance failures, especially in financial services, resulting in significant associated fines and penalties, as well as disrupted mergers and acquisitions, delays in regulatory approvals, and serious damage to corporate financial results and reputation. However, the once derided “cost center” of compliance is evolving to a “consequential tool” of decision makers with proactive and value-added information.

The panel was designed to be of value to corporate directors interested in a closed-door session with governance experts, seasoned directors, senior business leaders, and financial executives working in complex compliance environments, in any industry, board ready candidates preparing for a board service and interested in high-stakes challenges facing today’s directors, investors evaluating the role and performance of boards in overseeing compliance, overall and in crisis, and senior executives working with boards who would benefit from listening to experienced speakers sharing their view from the top.
Sidley Austin partner Holly Gregory moderated the panel of experienced corporate directors and chief compliance officers who examined the evolving and demanding challenges facing boards of directors and the compliance function. Topics included: How does a board determine its responsibilities and the appropriate level of oversight? What does management need to communicate effectively to the board to evaluate and mitigate compliance risk? How should new and increased risks be monitored and managed such as cybersecurity, cryptocurrency, and global economic events? Join us for a compelling and incisive discussion on how boards and management can create and maintain a corporate culture that makes effective compliance a strategic advantage.

PANELISTS:
Holly J. Gregory, (moderator) Co-chair of Sidley’s global Corporate Governance and Executive Compensation practice.

Beth Haddock, Managing Partner of Warburton Advisers and former Chief Compliance Officer at AXA, Brown Brothers Harriman and Guggenheim.

Shelley Leibowitz, Member of the Board of Directors of E*Trade Financial Corporation, Alliance Bernstein Holding LP and Endgame.

Robin F. Lenna, Senior executive in financial services and former chairman, president & CEO of General Life Insurance Company and Metropolitan Tower Life Insurance Company.

Mary Ann Picciotto, Chief Compliance Officer of Oppenheimer Funds; previously Managing Director, Global Head of Compliance for Morgan Stanley Investment Management and CCO for the Morgan Stanley Funds. The program was underwritten and hosted by Sidley Austin LLP.

On May 14th, 2019, the Global Agenda & Outreach Committee was a cosponsor of the 3rd Annual Summit, A Rising Tide: Corporate Citizenship. BNP Paribas again was the main sponsor, and Sidley Austin sponsored the lunch. The full day conference explored how companies optimize corporate citizenship initiatives in today’s rapidly changing social, cultural and global business landscape.

The Committee arranged for Holly Gregory to moderate an exclusive CEO panel. The event was very well attended and afforded participants the opportunity to hear from industry leaders and subject-matter experts and network throughout the day and at a cocktail reception with FWA membership and industry colleagues.

2019: As part of our goal to expand awareness of the global business environment, members of our committee participated in and sponsored programs during the Annual Conference in India.

**Recommendations for the Future**

We continue to have our “hot topics” featured during each committee meeting and will continue to rely on our members’ areas of both interest and expertise to help guide and shape the programming and will occasionally open our meetings to FWA members outside of the Global Agenda & Outreach Committee.

We also would like to form a working group within the committee dedicated to the outreach portion of our mission. This would best help us connect and guide local women whom the FWA has met through its various recent international conferences. It is our hope that some International Conference Delegates will be willing to join Global Agenda and spearhead this important effort.
We especially would like to thank our key sponsors who hosted not only the main events for this year, but also the committee meetings and conference calls:

BNP Paribas
Sidley Austin LLP

We thank the following individuals for their support:

Dan Cozine, BNP Paribas
Eileen Isola, BNP Paribas
Vinay Kapoor, BNP Paribas
Jackie Linden, Citigroup
Simone Vinocour, Morgan Stanley
Michelle Achong-Bailey, Sidley Austin LLP
Racquel Dean, Sidley Austin LLP
Gloria Gordon, Sidley Austin LLP

We also would like to thank Karen Elinski, Simone Vinocour, Ria Davis, and Patricia Morrill for their unceasing support of all our endeavors.

Finally, we would like to thank our dedicated members who have worked hard to help us gather information for our various events for this year, and the next. It is a pleasure to work with you all!
GRADUATE SCHOOL PARTNERSHIP

Chair: Christine Li-Auyeung, COO, Elevoro

Committee Purpose and 2018 – 2019 Objectives

The Graduate School Partnership committee offers an opportunity for graduate level students to jumpstart their professional careers through a series of on-campus workshops on professional skills training and leadership development. Networking opportunities with the business community will be provided to help students build a professional network while they complete their graduate studies.

Through the FWA’s long-standing partnership with BMO Capital Markets’ Equity Through Education Program, we hope to provide students with new opportunities to help realize their educational ambition. While students pursue a specific course of study, it is very important that they are exposed to other areas in business to expand their knowledge base and excel in today’s dynamic and global business environment.

Accomplishments/Highlights

For the 2018-2019 academic year, the Financial Women’s Association (FWA) Graduate School Partnership committee, with the support from BMO Capital Markets’ Equity Through Education Program, offered 20 women graduate students from Baruch College Zicklin School of Business awards to attend various professional conferences ranging from impact investing to accounting. With 60% of the students coming from households with income of less than $40,000[1], Baruch College students often cannot afford to participate in extracurricular activities including professional conferences, which offer development and networking opportunities outside of the classroom that are crucial for career advancement.

The Graduate School Partnership committee is proud to lead this initiative and to continue the FWA’s mission to contribute to our communities and prepare the next generation of professionals.

Recommendations for the Future

We strive to offer professional development opportunities to more students at different university campuses in the years to come.
Special Thanks

Special thanks to BMO Capital Markets’ Equity Through Education Program for their support.

Participating Committee Members

Marietta Bottero

INTERNATIONAL BUSINESS CONFERENCE TO INDIA

Mee Warren
Co-Chairs: Yujuan Jennifer Zhu, Moody’s Corporation
Liz Fischer, Goldman Sachs

Committee Purpose and 2018-2019 Objectives

Collaboration with IBC Conference Committee and FWA President Karen Elinski ... Why India?
– World’s largest Democracy
– Thriving, growing economy
– Growing recognition of the value and contributions of women to the economy
– Exotic, ancient and modern culture
– Diversity mecca

Accomplishments/Highlights
– Net profit to FWA including sponsorships
– Program that presented the opportunities and complexities of India
– 4 sponsors supported the conference (Goldman, Credit Suisse, Markets Media, Kashmir Moon)
– High caliber speakers including: CEO, chief economists, senior executives, government officials, philanthropists including women presenters
– Delegates: 25 with diverse backgrounds and varied experiences with the FWA (first timers, mid-level executives, retired industry veterans)
– Two pre-conference events: (India Consulate Discussion on Investment Opportunities in India, and Holiday Benefit (with Indian cuisine, Indian Jewelry and Fashion Theme

Recommendations for the Future

Below are some best practices that can help conferences be successful:

– Set dates up to a year in advance and an “ideal agenda” up front to focus efforts and communicate with potential sponsors
– Position the private FWA conference as a platform for women to demonstrate their expertise, and for members/supporters to network - most members/supporters respond well to do this, as opposed to the commercial type of conferences.
– Start as soon as possible to reach out to PC firms for sponsors and speakers. Develop list of top multinational companies in the conference country to broaden potential sponsorship opportunities with an emphasis on advancing women.
– Inclusion of local delegates should be explored to engage sponsoring firms on a deeper level and to broaden networking opportunities.
– Develop a checklist for conferees, sponsoring firms and speakers (SMBC has offered to develop for future conferences)
– Digitize the agenda and the program book. Also provide a 3-4 page hard copy agenda to be distributed upon check in.
– Organize pre- and post- conference events to generate enthusiasm and networking.
— Provide prep for the FWA presenters for Run of Show, along with bios of speakers and sponsors to be acknowledged.

Special Thanks

IBC India and its dynamic agenda would not have been possible without the support of many individuals and companies. We are deeply grateful. Please refer to the Program Book for a list of sponsoring firms, organizations, individuals and their companies and unnamed colleagues, who helped to make the conference a success.

We are also grateful for the tremendous support of the following FWA Committees:

Global Agenda Committee, with special thanks to Co-Chairs: Donna La Spina and Janet Zagorin
President’s Circle Committee with special thanks to Co-Chairs: Lee Wood and Peggy Decker

We would also like to acknowledge the vision and support of Karen Elinski, Ria Davis and Lisa Buddenhagen.

ACKNOWLEDGEMENTS

Participating Committee Members:

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<th>Linda Lerner</th>
<th>Chenjing Wang</th>
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<tr>
<td>Elizabeth Fisher, Goldman Sachs &amp; Co.</td>
<td>Patricia Morrill</td>
<td>Nelun d. Wijeyeratne</td>
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<td>Patti Domm, CNBC</td>
<td>Ellen Perlstein</td>
<td>Isha Srivastava</td>
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Special Thanks To Individuals & Friends:

Monel Amin
Lavanya Ashok, Goldman Sachs & Co.
Olivia Carangi
Nikki Davies, Credit Suisse
Ankita Gupta
Sameer Gupta
Arun Jain
Rebecca McCaughin
Kartik Raghavan
Maria Ranirez
Rohit Saxena
Gayatri Shah, Credit Suisse
Madhur Tatwadi, Credit Suisse
Mitali Tewari, Goldman Sachs & Co.
Sarah Teves, Credit Suisse
Consulate General of India – NY
Credit Suisse
Wells Fargo
Goldman Sachs & Co.

Special Thanks to the FWA Staff:

Ria Davis
Lisa Buddenhagen
Robert Brown
Michael Taylor
Kelly Barahona
Emily Plisic
MEMBER2MEMBER MENTORING

Co-Chairs: Marietta Bottero, Baruch College
          Joan Shapiro Green, Central Park Group Registered Funds

Committee Purpose and 2018 - 2019 Objectives

The objective of the M2M Program is to offer FWA members in early stages of their careers the opportunity to have a senior FWA member as mentor.

Accomplishments/Highlights

- Introduced program in August 2018 FWA News and Events weekly e-mail; provided link for Mentee applicants. Followed up with FWA website posting and mentions by Karen Elinski.
- Separately recruited Mentors based on referrals and career experience.
- Narrowed group of mentee applicants (27) by reviewing applications and interviewing candidates. Eliminated students and non-members. Selected final group of 15 mentees.
- Kicked off program in October 2018 with presentation by Marietta Bottero about mentoring goals, approaches, and techniques
- Recommended mentor/mentee pairs meet monthly with additional meetings as needed.
- Held midyear check in meeting in January 2019 to share progress, issues, and recommendations; group requested sharing e-mail addresses of mentors and mentees.
- Celebrated end of second year of program in April 2019 with social gathering to review year and suggest changes. Some ideas included scheduling a 4th group meeting.

Recommendations for the Future

- Clarify mentee application requirements – no students; must be an FWA member.
- Expectation is one in person meeting per month + occasional group meetings.
- Consider scheduling a meeting of last two cohorts of mentors and mentees.

Special Thanks

- Kim Hanson, BMO for hosting the opening meeting in October 2018
- Maureen Adolf, Eversheds Sutherland for hosting the mid-year meeting in January 2019 and the closing meeting in April 2019

Participating Committee Members

- Marietta Bottero, Baruch
- Joan Shapiro Green, Central Park Group Registered Funds
MEMBERSHIP

Co-Chairs: Marie-Helene Kennedy-Payen, Ascend, Inc.
Susan Strong, Strong Accounting and Procurement Specialist

Committee Purpose and 2018 – 2019 Objectives

The Membership Committee’s main 2018-2019 objectives were to:

- build a stronger sense of community among existing FWA members with the ultimate objective to retain members.
- actively work with other committees, represent the FWA at their events and proactively engage with prospective members.

Accomplishments/Highlights

From a communication standpoint:

1. Since July 2018, all 239 new members received a personalized welcome message from the membership chair which was followed by a personal welcome call (33% of them agreed to a call). The objective of the call is:
   - learn about their personal motivations to join the FWA and guide them accordingly.
   - introduce them to committee chairs so that they get further connected and engage actively with the FWA early in their membership.

2. As new members were learning about the FWA through our website, Membership decided to launch a ‘Member of the Month’ interview where active members’ stories were highlighted.

3. The team worked closely with the Member2Member Mentoring Program Committee and proactively reached out to applicants who needed to become members in order to join the program.

From an engagement standpoint:

1. Membership hosted its traditional New Members Welcome event at Capital Grille in January 2019 to kick off the new year and gathered over 60 new and existing members.

2. Membership organized for the first time in FWA history a running team to complete the Women’s Shape Half Marathon organized by New York Road Runners. This event gathered a team of volunteers and runners representing the life cycle characteristic of the organization.
Recommendations for the Future

Moving forward, Membership recommends continuing in heavy communication with members, including existing members whose memberships are about to expire. In addition, Membership wishes to integrate podcasts as part of some existing initiatives such as member of the month interviews.

From an events perspective, Membership recommends working closer with other committees, particularly those where participants need to be an FWA member. In addition, Membership recommends continuing to drive initiatives that engage our members at a community level.

Special Thanks

Special thanks to the Capital Grille team and Nina Batson for spearheading this event.

Thank you to New York Road Runners, especially Berty Ramos.

Thank you to Regina Huber, Ichun Lai, Yinka Madden, Irene Xu, Lourdes Manent, Katherina Ansink, Kirti Badal and Karmen Yap for volunteering at the Half Marathon. Thank you to Rachel Leone from Leone Marketing for your support in creating our FWA T-shirts and delivering them on time! Thank you to Lisa Buddenhagen for your support in featuring our runners’ stories and helping us form the running team through our website.

Thank you to all the FWA members who volunteered their time at FWA events to talk to prospective members and share your FWA story.

Participating Committee Members

Qing Chen  Lourdes Manent  Susan Strong
Lu Han  Lisa Robertson  Chenjing Wang
Irene Leventis  Stephanie Schneider
**MEN’S ALLIANCE**

Co-Chairs:  
**Deborah Kaye,** D Kaye LLC  
**Stephen Zweig,** Ford & Harrison LLP

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**Committee Purpose and 2018 – 2019 Objectives**

The purpose and objective of the Men’s Alliance is to further the advancement of women in the financial industry by bringing men and women together to present programs for the Association on critical cultural issues and to present other programs of interest to the Association.

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**Accomplishments/Highlights**

Past accomplishments include programs on “Negotiating for Yourself,” “Negotiating With Bullies,” “Outing Sexual Harassment – Bubble, Boundaries? Backlash?” and “Outing Sexual Harassment 2.0 Financial Industry Women (And Men) Speak Out!” In conjunction with this last program, in addition to planning meetings, in Fall 2018, the Committee also conducted a written sexual harassment survey of over 500 individuals.

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**Recommendations for the Future**

*Future Plans/Programs of Men’s Alliance Committee:*

In conjunction with the Security Traders Association of New York, the Committee is about to issue a survey on Male Backlash to the #MeToo Movement. It is expected that the Committee will present a program on the results of this survey in September 2019.

---

**Special Thanks**

Special thanks to Ford & Harrison for hosting each of the above events sponsored by the Men’s Alliance that were held over the last four years.

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**Participating Committee Members**

Chris Becker  
Bruce Fritch  
Melissa Hancock  
Deborah Kaye  

Lorna Leibowitz  
Aly Liu  
Nicole Martin  
Matthew Pilkington  

Simone Vinocour  
Albina Zaripova  
Stephen Zweig
MENTORING – BARUCH COLLEGE

Chair  Betsy Werley, Encore.org

Committee Purpose and 2019 – 2019 Objectives

The Baruch College mentoring committee supports high-potential women business majors in their junior and senior years in launching their professional lives as interns and entry-level employees. That support includes one-to-one mentoring, on-campus programs building their presence and soft skills, women’s leadership conference participation, study abroad and engagement with FWA programs. Since our 2002 launch the program has graduated more than 250 students, who represent the FWA and Baruch at virtually every major financial service firm.

Accomplishments/Highlights

This year’s cohort included 38 students and 37 mentors. Finance and accounting continue to be the top majors, with other students in actuarial science, communications, marketing and computer science.

– President’s Circle members BMO Capital Markets and SMBC hosted students in get-to-know-each-other receptions.
– Nine students studied abroad in China, Germany, Italy, South Korea and Taiwan.
– Our 250+ program graduates give back to current students through informational interviews, a popular alumnae panel event and rejoining as mentors.
– We supported the Financial Backpack committee with 6 student volunteers.
– We added a third leadership conference opportunity, bringing students to the Columbia Women in Business conference as well as a total of five students to Simmons College and the National Conference for College Women Student Leaders (NCCWSL) events.
– Partnering with other FWA programs, we held an interactive holiday event with the high school mentoring program, connected our students with Seton Hall mentees for the Simmons and NCCWSL conferences and held a Pacesetter panel discussion.

Recommendations for the Future

Continue sharing stories of mentors, mentees and alumnae; partner with President’s Circle committee to recruit mentors and connect students with our corporate sponsors; engage students in program planning.
Special Thanks

Special thanks to BMO Capital Markets, whose financial support makes a huge impact on our students’ ability to focus on their courses and expand their horizons through study abroad and women’s leadership conferences. We also thank Deloitte, always interested in our accounting majors, and SMBC, whose onsite programs have demonstrated their deep commitment to recruiting entry-level women.

Olga Barskaya is our superhuman Baruch program director, who makes everyone’s lives easy. We greatly appreciate the support of Janet Rossbach and the Office of Volunteer Engagement and Alumni Relations and Donna Haggarty, Executive Director, Strategic Partnerships. We treasure Alyce Mayo’s warmth, energy and support as the program’s godmother and ongoing cheerleader.

Michael Taylor has been a creative, reliable partner in supporting our programs – a great addition to the FWA team. Robert Brown and Lisa Buddenhagen have been our partners in showcasing our talented students and mentors on the FWA website and newsletters.

Participating Committee Members

Our mentors go above and beyond in supporting our students and developing lifelong friendships. Most have been mentors multiple times, and those highlighted in bold are program alums or Pacesetters. The circle continues to expand!

They include:

Marline Alexander
Ellen Auster
Laleh Basshirad
Barbara Bergman
Marietta Bottero
Peggy Decker
Laura Smith-Dunaief
Simone Garcon
Kathy Garramone
Maria Giraldo
Anna Gitelman
Mary Greenebaum
Phyllis Haberman

Rhonda Halpern
Stephanie Hauge
Amy Hertenstein
Cathy Huang
Susan Hume
Pat Jaquay
Anik Lapointe
Karen Lavi
Stephanie Lew
Christine Li-Auyeung
Christine Loomis
Pat Lucey
Kimm Maugeri

Maureen McCarthy
Allison Reed
Fran Riemer
Ellen Sills-Levy
Raj Shiva
Ora Shtull
Donna Stein
Kit Turner
Yai Vargas
Trish Weber
Betsy Werley
MENTORING- HIGH SCHOOL FOR ECONOMICS AND FINANCE (HSEF)

Co-Chairs: Beth Dorfman, Bank of America
Chemda (Mindy) Kipness

Committee Purpose and 2018 – 2019 Objectives

The Mentoring Committee brings to life the FWA’s mission of advancing women and preparing the next generation of women leaders. Since 1986 the committee has provided 1x1 mentoring first at Murry Bergtraum and most recently at HSEF. (We still have MBHS graduates who are receiving undergraduate scholarships from the FWA). During the 2018-19 school year the committee mentored 21 students including 7 seniors. Our seniors this year had great improvements on their SAT scores as well as access to an intensive college essay writing workshop, making them competitive college applicants. Our seniors will be attending Babson College, Baruch College (4) Georgia State and John Jay.

Mentors continue to share their professional knowledge and experience with mentees helping them to develop confidence, self-esteem, time management skills and a vision for the future. The programming has been focused on making the mentees more competitive college applicants and cultural events also serve to broaden the mentoring experience.

Accomplishments/Highlights

- Exclusively for HS
- Increased scholarship amount to $5,000 per student
- Established additional support for HS students now in college including funding for stipends, assistance with study abroad, coaching services, and a resume book
- Recruited 3 new mentors
- November 2018- kick off dinner for program
- Fall 2018 – spring 2019- PSAT/SAT prep
- Fall 2018- Write for the Future essay writing workshop
- Fall 2018- Spring 2019- run weekly meetings for students focusing on elevator speeches, time management, resume writing, career opportunities
- April 2018- funded an overnight college visit to colleges in Connecticut and Massachusetts - (Wesleyan, Mt. Holyoke, Simmons, Quinnipiac)
- Closing dinner and awards ceremony
- Joint events
- Holiday Event
- International Womens’ Day Event

Recommendations for the Future

We will continue our focus on recruiting more mentors to expand the number of students we can support
Special Thanks

Special thanks to BMO Capital Markets, Crowell and Moring, US Bancorp and The Mah Jhong Foundation for their generous support of our programs. Special thanks to all our mentors listed below for giving of themselves to advance the next generation of women leaders.

Participating Committee Members

Kim Copeland
Nicole Cunningham
Leslie Hecht
Donna Held
Françoise Jeanpierre
Mindy Kipness
Stephanie Lew
Maribeth Martorana
Lori Ann Trezza
Carolyn Reiter
Anna Zalan
PRESIDENT’S CIRCLE PROGRAM — BACK2BUSINESS

Chair: Patti Mittelman
Co-Chair: Sharon Lewis, Ross, Dale & Associates LLC

Committee Purpose and 2018 – 2019 Objectives

Back2Business was established as a pilot program during 2016-2017 to provide opportunities for talented individuals who have left financial services for a prolonged period of time and want a path to return to the industry.

Accomplishments/Highlights

In its third successful year, four companies, BMO, BNY Mellon, New York Life and PGIM the Global Investment Management Business of Prudential Financial, partnered with the FWA to adapt the program to their particular needs, provide re-training opportunities for selected individuals, and support them with internal and external mentoring. While there are currently many return-ship programs, Back2Business is special in that candidates can meet with each of the sponsoring partners at our two comprehensive workshops. In addition, their applications will be shared with up to three of the partners that they select.

83 qualified applications to the Program are in the review stage by the President’s Circle partners, and interviews are being held with select candidates. Offers will be extended in the coming months. Our participating sponsors are proud to be a part of this diversity event and pleased with the expertise and level of accomplishments that many of these candidates bring to the table.

Great interest has been expressed by additional President’s Circle firms in joining the next round of Back2Business recruiting.

Recommendations for the Future

The program will be reviewed by the participating organizations during July/August and any adjustments based on the third-round promotion and recruitment will be discussed and adjusted prior to the next round.

Special Thanks

Our immense gratitude to BMO, BNY Mellon, New York Life and PGIM and to all the individuals at each organization involved in developing and promoting the Program and in hosting the Workshops.

Our thanks to Amy Kosh for providing professional career advice to workshop attendees. Credit also goes to Ellen Perlstein who helped to make this happen.
### Participating Committee Members

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<thead>
<tr>
<th>Katrin Dambrot</th>
<th>Sharon Lewis</th>
<th>Paula Modugno Tepper</th>
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<td>Patricia Gomez-Garcia</td>
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The Pacesetter Program is a continuing partnership with the President’s Circle organizations that recognizes outstanding women within those companies who exemplify the character, achievement, passion and leadership that is critical to organizational success. The objective is to support the professional and personal development of these talented leaders through exposure to FWA mentors and leaders, and training/development from external thought leaders, leadership experts, authors and coaches.

**Accomplishments/Highlights**

The 2018-19 Pacesetter calendar included the following events, in addition to monthly 1:1 mentoring sessions and group coaching:

- Color Q Workshop
  Presenter: Marian Olah, Learning & OD expert
- Mentoring Magic
  FWA Mentors
- Group Coaching Kickoff
  Helen Dayen & 5 Exec Coaches
- Pacesetters Mentor Baruch Mentees
  Betsy Werley & Olga Barskaya
- Leading with Gravitas
  Raleigh Mayer, Raleigh Mayer Consulting
- Reinventing Your Career
  Jim Arnoff, The Arnoff Company
- Negotiating & Influencing with Impact
  Chip Massey, Plowshare Communications
- Managing Conflict at Work
  Amy Gallo, Contributing Editor, Harvard Business Review
- Shatter Your Inner & Outer Glass Ceiling
  Lois Barth, Motivational Speaker and Author
- Part I: FWA Leadership Breakfast
  Former FWA Presidents Katrin Dambrot & Betsy Werley
  Executive Director, Ria Davis
  Part II: Banking on Your Health
  Former Pacesetter Deon Hall-Garriques
- Diversity & Inclusion
  Michelle Gadsden-Williams, Managing Director, Accenture
- Practicing Mindfulness & Desk Yoga
  Patrice Keitt, Clear Path Consulting

**Recommendations for the Future**

- Continue to invite former Pacesetters to meet with each cohort and/or serve as presenters on relevant areas of expertise.
- Involve Pacesetters in FWA events early in the fiscal year and host the FWA leaders meeting in the Fall.
- Recruit more mentors for the Pacesetters and additional committee members as the numbers have increased to 2 Pacesetters per PC firm. We had 22 Pacesetters in 2018, up from 11 in 2017.
Special Thanks

Special thanks to the President’s Circle firms that hosted the Pacesetter events, and a very special thank you to Kathleen Navarro at New York Life and Maureen Adolf at Eversheds-Sutherland for each hosting two of our sessions. The ongoing support of Lee Wood was instrumental in helping us to secure venues for our workshops and meetings. As in past years, the administrative support from Lisa Buddenhagen, FWA Operations Director, was extremely efficient and beyond expectations.

Sincere appreciation to the FWA Mentors for lending their time and tremendous talents to the Pacesetters that they voluntarily mentored on a monthly basis. These include Annette Stewart, Deon Hall-Garriques, Diane Gelman, Ellen Auster, Ichun Lai, Jayne Latz, Kathryn Mayer, Lovie Jackson, Marian Olah, Maureen Adolf, Patricia Raufer, Raleigh Mayer, Randi Brosterman, and Robin Matza.

Our program would not have been complete without the skilled group coaching that our coaches so generously donated. Many thanks to Helen Dayen for coordinating this effort with 5 other coaches: Antonia Bowring, Crista Salvatore, Jamie Levinson, Ora Shtull and Stephanie Sebag.

Finally, the helping hand we received from FWA member Ichun Lai and two FWA Relationship Managers, Jackie Linden and Susan Ganz, was invaluable and extremely generous.

Participating Committee Members

Gerri Bostick
Christine Loomis
Seyda Pirinccioğlu
Committee Purpose and 2018 – 2019 Objectives

- Engage FWA members in providing a robust program of events in NJ to attract and retain membership. In order to do this the Committee plans at least 7-8 annual events.
- Successfully implement a balanced program of events in a variety of locales and exploring where possible new geographical areas.
- Engage firms here in NJ to support events, particularly through partnerships with their internal Women’s Group.
- Continue the NJ based FWA mentoring group sponsored by our committee at Seton Hall University Stillman School of Business, South Orange, NJ with the scholarship support of MUFG.
- Support the FWA 2018-2019 themes as articulated by the President.

Accomplishments/Highlights

Eight program events were held as follows:

- 8/7/18 – Summer Dinner at Park Avenue Club, Florham Park, NJ
- 9/20/18 – Eating Healthy While on the Go, Shop Rite Nutritionist at Interfaith Pantry, Morris Plains, NJ
- 1/31/2019– Annual Meet & Mingle – at Grain and Cane, Berkely Heights, NJ
- 5/7/2019 - The Results Formula: Why Goals Don’t Work and Results Do! With Jean Oursler as presenter. At RGP in Parsippany, NJ.

Committee events were:

- 12/12/2018 – Committee Holiday gathering at Delicious Heights Outpost, Basking Ridge, NJ
Mentoring Program events:

- 10/3/2018: Kick-off event for 20 mentors and 21 mentees at Stillman School of Business Seton Hall University, South Orange, NJ
- 12/9/2018: Mentors/mentees attend supper event prior to attendance of presentation of Holiday Inn at Papermill Playhouse in Millburn, NJ
- 4/23/18: Closing event: Panel of mentors/mentees at SHU.
- MUFG funded scholarship of $30,000 were awarded to nine students; awards ranged from $2500 to $4500.
- Two students attended conference at the University of Maryland
- Mentee, Caroline Weeks, to speak at the FWA Annual Awards event, June 17.
- Rachel Peddle is stepping down from being co-chair. New co-chair to be selected.

Recommendations for the Future

The Committee is actively engaged in planning the Annual Summer Dinner for August TBD date. Fall planning is also underway. An event focused on best practice sharing regarding Internal Women’s Groups is in progress for September. We will be meeting with the leadership at Stillman School of Business at Seton Hall University at the end of June to plan the mentoring program schedule for the 2019-20 year and are actively recruiting mentors now.

Special Thanks

We are especially grateful to Seton Hall University Stillman School of Business in South Orange, Sobel & Co., Gensler, RGP and Interfaith Pantry for hosting and underwriting event costs.

Participating Committee Members

Mary Tanasovic Bitting (retired) BNY Mellon
Christine Birnbaum (retired) NY Life (mentor)
Madhumita Chakrabartti (mentor)
Maryanne Cioffari (mentor)
Liz Crystal, The LC Group
Melinda DiBenedetto – PNC Wealth Management
Carol Doyle (mentor & co-chair of mentoring) – Merrill Lynch

Elizabeth Harper – Sobel & Co., LLC.
Patricia Haverland – Siemens (retired)
Laura Lannin – Homeless Solutions
Andrea Lillard – KPMG
Rachel Rena Peddle – Fidelity (mentor & co-chair of mentoring)
Marina Shah – Anchin, Bloch and Anchin
Jeanne Waldman - Eisner Amper (mentor)
REGIONAL – FWA IN WESTCHESTER AND SOUTHERN CONNECTICUT (WESTCON)

Co-Chairs: F. Brenda Griebert, The State University of New York
Mary Gilmartin, Well Fargo

Committee Purpose and 2018 – 2019 Objectives

FWA – WestCon was started in 2009 to provide a forum to network with peers in the growing financial communities located in Westchester and Southern Connecticut. Working with the FWA headquarters, this Committee offers both professional and social development programs to help women in finance reach their full potential such as resiliency in the workplace, women’s health, and financial guidelines for the challenging economy.

FWA – Westchester/CT Committee puts equal emphasis on small, local and privately-owned businesses which help to support the communities in their own backyards. Our objective for 2018-2019 was to increase members and networking opportunities with other FWA committees. Also to determine the viability of West-Con in its current form to serve FWA.

Accomplishments/Highlights

FWA-WestCon: Stamford Symphony – Reception and Bernstein Concert

FWA members enjoyed an afternoon of excellent music and networking. “Bernstein at 100” consisted of Bernstein’s Symphonic Dances from West Side Story; Gershwin’s American in Paris, Clarinet Concerto by Aaron Copland and a new work, Tambor, by Joan Tower. Stamford Symphony hosted and provided cocktail hour for FWA members and discounted tickets to a performance. We engaged with the community and encouraged families to attend. Russell Jones, CEO and President of the Stamford Symphony provided a small talk about nonprofit institutions and the challenges for those of our members interested in nonprofit work. While we had a smaller attendance than expected the quality of the venue and the engagement we had with the members who came provided an opportunity to learn more about our community and support a wonderful orchestra.

5 Critical Keys That Will Create a Blueprint for Your Career Goals in the Digital Age

Career strategist Linda Hannett founder of Linda Hannett Coaching, a Life and Executive Coaching conglomerate presented on 5 critical keys to creating a blueprint for your career goals in the digital age. She discussed:

– Mindset & clarity
– Creating a functional resume
– Elevator pitch strategies
– LinkedIn strategy & tips
– Interviewing techniques

We worked with the Emerging Leaders Committee to coordinate topics that we felt would be interesting to FWA members. Over 70 attendees enjoyed an evening of networking over cocktails. Stephanie Ackler from Wells Fargo Advisors opened the event as well as hosted the event.
Recommendations for the Future

The West-Con committee has been in place for the past 9 years under the primary leadership of Mary Gilmartin. At that time there was a larger contingent of members who were based in Westchester and Connecticut who saw a need to have events located in the region. Currently the members residing in Westchester and Connecticut has decreased in number and many of them do not work in Westchester or Connecticut but work in NYC and find the events in NYC easier to attend than local events. We have chosen to disband the formal West-Con committee to pursue a more informal style to allow for more informal networking in Westchester and Connecticut. We believe as the FWA moves to a more web based interaction with members that we can provide additional events to FWA members who reside in West-Con but the current NY events serve these women needs.

Special Thanks

Special thanks to Mary Gilmartin for her leadership, creativity, and tenacity to create and produce such worthwhile events. She has introduced many women to the benefits of FWA and embodies the best of the FWA to nurture and foster greater awareness of women in the financial services field while also promoting the best of what our local communities offer. Thank you Mary for your leadership and guidance of FWA West-Con

Participating Committee Members

Dale Fredston
Mary Gilmartin
Brenda Griebert
Suzanne Matthews
SCHOLARSHIPS

Chair  
Beth Dorfman, Bank of America

Committee Purpose and 2019 – 2019 Objectives

To provide scholarships to graduating high school mentees and undergraduate students during their college careers.

Accomplishments/Highlights

Since the inception of the FWA’s high school mentoring program in 1986, approximately 800 low income and middle-income female high school students have participated in the program and 100% of these mentees have graduated on time and enrolled in college, which is considerably better than the average school-wide graduation rate in New York City of 74.3% (in 2017).

In 2005, at the inception of the BMO Equity Through Education grant program with the FWA, we expanded our scholarship program; to date, over 250 FWA high school mentees have graduated and received over $750,000 in scholarships sponsored by BMO Capital Markets. In 2018 – 2019, 23 high school mentees received scholarships of up to $5,000 each for a total of $91,000 of scholarship funding from the FWA.

For the first time this year the FWA also provided expanded support for the Undergraduate Scholars, including Professional Coaching sessions by Jim Arnoff, stipends to help offset school related expenses that are not covered by scholarships or financial aid, free business cards for networking, study abroad scholarships, attend multiple leadership conferences, and continuous support by a full time FWA Educational Programs Manager.

Special Thanks

Special thanks to BMO Capital Markets, whose financial support expanded our scholarship program with increase awards for the students.
SIGNATURE EVENTS - ANNUAL AWARDS CEREMONY

Chair:  
Katherina Ansink, MetLife

Committee Purpose and 2018 – 2019 Objectives

To build on last year’s new Signature Event dedicated to Award Recipients and partner with PC or Friends of FWA firms to host the event. To raise funds.

Accomplishments/Highlights

- 4 Awardees (Public Sector Woman of the Year, Private Sector Woman of the Year, Entrepreneur of the Year and Male Ally of the Year)
- 22 Pacesetters (From our President’s Circle members)
- 3 Student mentees (High School of Economics and Finance, Baruch College, CUNY, and Seton Hall University)

Recommendations for the Future

- Schedule venue a year in advance
- If we are using a corporate space, use one where we can charge a ticket fee
- Selection of Awardees and acceptance 6 months in advance
- Sponsorship efforts for tiered sponsorship and sway bag items.
- Have a central marketing plan that involves the committee, the office and the marketing team.
- Create a plan for how the Pacesetters go up to receive their awards.

Special Thanks

Special thanks to hosts, underwriters and recognition to members that lead events, etc.

- BNP Paribas
- FWA office team
- Ria Davis
- FWA Executive Board
- Eventfull Catering (woman owned)
- Inkies.co (woman owned – marketing swag – Pacesetter Awards)

Participating Committee Members

Jackie Gold
SIGNATURE EVENTS - ANNUAL SUMMIT

Chair: Katherina Ansink, MetLife

Committee Purpose and 2018 – 2019 Objectives

To further grow the Annual Summit into a Signature Event that addresses the PC firms’ request for topical events and the membership need for educational and networking events.

Accomplishments/Highlights

We had diverse topics throughout the afternoon all staying within theme of the Corporate Citizenship. Our CEO panel and Women on the Move panels were highly rated by our registrants.

Our general survey feedback was positive, and attendees are looking forward to next year’s Summit.

Recommendations for the Future

– Schedule venue a year in advance
– Book keynote and other top bill speakers 6 to 9 months in advance
– Involve PC firms in sponsorship efforts
– Have a central marketing plan that involves the committee, the office and the marketing team.
– Print photo of thank you note, and send within a week to all speakers
– Provide more networking.
– Too many FWA speeches at the end of the day.

Special Thanks

Special thanks to hosts, underwriters and recognition to members that lead events, etc.
– BNP Paribas
– FWA office team
– Ria Davis
– FWA Executive Board

Participating Committee Members

Jackie Gold
Committee Purpose and Objectives

Help increase awareness and understanding of the FWA’s mission across key partner firms, Membership and the Financial Industry, and amplify the President’s key themes, messages and mainstage programs, by collaborating with the FWA office and Leadership.

Accomplishments/Highlights

Building on the vision of President Karen Elinski, we examined the communication channels of the FWA and enhanced these offerings:

- **Revised the FWA mentoring brochure** to include targeted copy and a refreshed design that showcased financial literacy, community service and mentoring success stories in a compelling format to promote PC firm sponsorship of the mentoring program.

- **Created New Corporate Sponsorship Chart** to clearly present the new tiered sponsorship opportunities and benefits for corporate sponsors.

- **Revise Corporate Sponsorship Presentation**: Updating the presentation to corporate sponsors capturing the benefits the FWA brings to each stakeholder audience – C-suite, human resources and marketing. The presentation will present key benefits of sponsorship for each audience in order to gain a more complete understanding of why they should choose the FWA over other member organizations.

- **Support: Womens Half Marathon** Connect committee members with a women-owned premium company to provide T-shirts and FWA branded items for the event.

- **Misc Support**: Member database review with Lisa Buddenhagen. Review and revise letters and releases as requested through the year.

Recommendations for the Future

- **Outreach efforts.** Review materials and update with new relevant information and content
- **Strategic roadmap**: Discuss roadmap and determine how the marketing committee can assist with
  - Branding initiatives
  - Marketing plan
- **Social channels.** This continues to be an engine for growth and awareness for the FWA. Examine potential improvements to drive engagement.
- **Search engine marketing.** Review keywords around organic search and consider AdWords program to drive awareness of the FWA in online searches.
Special Thanks

Mentoring / Lee Wood + Stacy Musi, President (2017 – 2018)

Corporate Sponsorship / Stacy Musi, Simone Vinocour, President-Elect (2018 – 2019)

FWA Office: Special thanks to Ria Davis for her steady hand and guidance throughout the year, Lisa Buddenhagen for her design and production skills, Robert Brown for his awesome social skills.
WALL STREET EXCHANGE (WSE) PROGRAM

Co-Chairs:  
Marline Alexander, BHI USA  
Pia Matthes, JP Morgan

Committee Purpose and 2018 – 2019 Objectives

The Wall Street Exchange (WSE) – The Wall Street Exchange program is designed to augment and coincide with paid summer internship experience of select qualified students who are between their junior and senior years of college and employed in the New York metropolitan area. The goal is to provide program participants with the tools necessary to conduct a successful job search and to think strategically about career choices, while also learning how to develop career and leadership skills.

Our main committee objective involves planning, managing, and executing six to eight consecutive weekly program sessions that occur each summer from early June through end of month July/early August. Additional committee objectives include enhancing the scope of our corporate sponsors’ engagement with the WSE program and the FWA, working continually to strengthen and enrich program contents, while also exploring how innovation and technology are reshaping career paths in finance. We also participate in FWA meetings to develop synergies among the organization’s next generation programs such as mentoring and financial literacy.

Continuing objectives of the committee include expanding awareness of the WSE program among internships and sponsors not currently represented, establishing alliances with local business school programs, recruiting top candidates with diverse backgrounds and experiences, while fostering an ongoing “Alumni Network” of WSE graduates who are also engaged in the FWA.

Accomplishments/Highlights

- Accepted 35 students into the program from more than 25 different colleges with paid internships at 15 firms in the New York City area.
- Continued to transform the program’s focus beyond conducting a successful job search with career options to include a focus on career development and learning about leadership skills.
- Partnered with the FWA President’s Circle Committee and other corporate sponsors in securing sponsorship for weekly sessions hosting career panels and keynote speakers on various career development and leadership topics.
- Continued to expand college marketing and recruiting efforts, targeting additional schools not previously marketed to, along with additional outreach to internship program managers at firms.
- Continued our ongoing Partnership with other FWA committees including The Graduate Partnership Program, Strategic Marketing and Communications Committee, President’s Circle Committee and others.
Recommendations for the Future

– Determine a feasible promotion or media plan across 6 to 8 weekly events that meets both the needs of the FWA as well as the requirements of sponsors which mainly consists of President’s Circle firms.
– Continue to leverage established WSE participant and sponsor surveys, ensuring surveys are performed annually to obtain and track program feedback on an on-going basis.
– Review the potential value in surveying schools who continually support the program each year and have students successfully complete the WSE program.
– Add WSE alumni to on-line distribution list for receipt of the FWA Newsletter, so they become increasingly familiar with the organization, FWA membership, and upcoming events.
– Further partner with WSE program sponsors and other FWA committees on delivery of content and networking that continually improves the program experience for participants.
– Expand the diversity of firms who sponsor the WSE program, with particular focus on those that support STEM (Science, Technology, Engineering and Mathematics) initiatives.
– Continue to strengthen our partnership with the President’s Circle firms. Hopefully the WSE program can be a talent pool from which PC firms can source great hires. We are in the process of creating a data base to track WSE graduates hired by the various PC firms.

Special Thanks

Special thanks to each of our WSE program sponsors for their commitment and the invaluable resources they provide in making each Wall Street Exchange session possible and the entire program so successful.

Thank you to Marietta Bottero, Staci Musi, Beth Dorfman, Lee Wood, Peggy Decker and the rest of the President’s Circle Committee for all of their support and dedication in helping us to secure the sponsorship necessary to execute the WSE program.

A special thank you to the FWA office, including, Lisa Buddenhagen, and Amanda Grace for all of their tremendous efforts and seamless collaboration with our Committee to help us coordinate the many program details, such as website updates, tracking the on-line applications, and marketing outreach to the various colleges and universities.

Special thanks to our WSE committee members for volunteering their precious time and sharing their expertise with WSE program participants.

Thank you to all of the FWA members, session speakers and panelists, for their engagement and partnership in enlightening Wall Street Exchange participants about the value of networking and in sharing their career development and leadership experiences.

Participating Committee Members

Marline Alexander  Caroline Delanoy  Geraldine Sciolto
Oleksandre Arkhangelska  Pia Matthes  Laura Smith Dunaiief
Marietta Bottero  Chen Rao  Albina Zaripova
FWA New/Reinstated Members as of June 30, 2019
Hilary Conway Gething
CEO
Asterlab Advisors LLC

Chantel Gheerawo
New York Life

Tefta Ghilaga
MUFG

Maria Giraldo
Guggenheim Partners

Cristina Givelechian
VP
HSBC Bank USA

Anat Goldstein

Michelle Goldstein
Director
MetLife

Gina Goodenow
CFO
United Way of NYC

Sofia Gottret
East Wind Advisors

Mayuko Hamazaki
Vice President
Sumitomo Mitsui Banking Corporation

Katherin Harcum
S&P Global

Lindsey Gresham
Investment Banking Analyst
TD Securities (USA) LLC

D'Anna Harper
Bresser, Amery & Ross

Christine Grande
Managing Partner
Roffe & Green, Inc.

Maisie Heiken
SVP, Wealth Management Advisor
Merrill Lynch, a Bank of America Corp.

Leah Haverkos
Vice President
BMO Capital Markets

Elizabeth Hill
Bright Bay Advisors, LLC

Kristin Hespos Burns
Counsel
Eversheds Sutherland (US) LLP

Justina Hilbert

Katherine T. Hill
Head of Financial Service Sector
Prenax Inc.

Liubov Holfelner

Sooyun Hong

Sabrina Hou
VP
Citigroup

Siyuan Huang
MUFG

Kate A. Hudson
Senior Financial Advisor
Foresters Financial

Rachel Huemer
Marketing/Communications Consultant
Charity Hutchings

Julia Hyland
Associate
Lord, Abbett & Co. LLC
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<th>Name</th>
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<td>Allison Lee</td>
<td>Analyst</td>
<td>Wells Fargo Securities</td>
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<td>Rongrong Leenabanchong</td>
<td>Program Director</td>
<td>Transition Management Consulting, Inc.</td>
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<td>Herman Max Leibowitz</td>
<td>Attorney</td>
<td>Law Office of Herman Max Leibowitz, Esq.</td>
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<td>Diane Lennon</td>
<td>Compliance Officer</td>
<td>National Bank of Canada</td>
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<td>IRENE LEVENTIS</td>
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<td>Beryl Lewis</td>
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<td>Rockefeller Capital Management</td>
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<td>Christine Lim</td>
<td>Vice President, Corporate Banking</td>
<td>BMO Capital Markets</td>
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<td>Terrie Liu</td>
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<td>Christy Lin</td>
<td>Associate</td>
<td>Citibank, N.A.</td>
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<td>Aviva Lipkin</td>
<td>MD - Chief AML Officer</td>
<td>Rockefeller Capital Management</td>
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<td>Anamika Madan</td>
<td>Financial Consultant</td>
<td>Charles Schwab &amp; Co.</td>
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<td>Priyanka Mahajan</td>
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<td>ThinkEquity</td>
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Janet M. Siegenthaler
Women's Business Development Council

Alba Silston
Senior Business Systems Analyst
MetLife Investments

Anjali Singh
Senior Business Systems Analyst
MetLife Investments

Felicia Spangehl
Wealth Advisor Associate
Morgan Stanley Wealth Management

Teodora Spasova
Credit Agricole CIB

Mariana Spiridon
Cash Management Associate
Salomon Page (consultant)

Isha Srivastava

Pamela Steigmeyer
Chief of Staff
MagrinoPR

Susan Stickler-Hale
Stickler Hale Consulting Group

Michele Stocker
Co-Chair, Financial Services Litigation
Greenberg Traurig

Nezha Tahri
Head for human capital communication
Bmce Bank International Plc

Caroline Tanis

Julia Tao
New York Life

Gabriella Taubman
New York Life

Leza Tellam
CEO
Flower District Companies

Sarah Tenenbaum
AVP Valuation and Risk Control
BNP Paribas

Megan Walsh Thompson
Mission Investment Officer
Ford Foundation

Diana Tokar

Valentina Toranzos
Israel Discount Bank of New York

Elizabeth Torres
MUFG

Lori Trezza
Depository Trust & Clearing Corporation

Elizabeth Trifonopoulos
Senior Finance Analyst
Unilever United States, Inc.

Lisa Tripi
Marks Paneth LLP

Karin Gloistein Tsokanos
Unilever

Nazlie Ullah
AVP, Compliance
BNP Paribas

Yassmin Urena
Unilever

Olga Van Put

Sabina Veksler
Director
BNP Paribas

Valerie Vermette
Vice President - Fixed Income
National Bank of Canada

Clare Verrochi