2019-2020
Annual Report
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MESSAGE FROM THE PRESIDENT

Dear Members, Sponsors and Supporters,

I made a promise to myself regarding this recap of the FWA’s year: I absolutely would avoid uttering one very overused word: Unprecedented. While it easily could be the title of this part of our Annual Meeting presentation, I personally prefer the word Unexpected.

Last June, as she was about to hand over the gavel to me, President Karen Elinski reminded us that in 1919, women won the right to vote from Congress after nearly a century of struggling, prejudice, petitioning and protesting. However, it wasn’t until August 18, 1920 that the 19th Amendment was passed. It took over a year for the approval to become a reality. I am sure that at the time, this delay was unexpected.

Last summer, we entered the FWA’s fiscal year with this historical milestone as our guide and inspiration. We entered it with confidence in our 64-year old mission of supporting women in finance through education, programming, and mentorship. We entered it as we enter every new year in the FWA: with the passion, hard work, and dedication which you – our amazing volunteers & leaders - bring, with the support of our President Circle corporate sponsors and the eagerness of our mentees. We entered it with a return to our decades long “theme” of “Accelerating the Leadership and Success of Women across the financial community in all industries.” We entered it with a calendar of events which was rapidly filling up, when we were hit by the unexpected.

Before the world changed, we accomplished so much. From an organizational perspective, this past year was expected to be a Bridge year – a continuance of the strategic implementation work developed by the Board under the leadership of Karen Elinski, Lee Wood and Peggy Decker. An ad hoc committee of the Board was formed to strengthen our governance, which is the foundation for all future change. This work is continuing as the committee and the Board guide us to be a model of best practices, sustainable revenue generation and expertise in our industry. Thank you, Nina Batson, for your incredible leadership of this group!

We have not done this work alone. We have been fortunate to have the expertise of Sidley Austin LLP, a long-time supporter of the FWA, as our outside counsel on governance. We are immensely grateful to be working with Holly Gregory, Sidley’s Global Corporate Governance Partner & Co-Chair of its Executive Compensation Practice, Partner Audry Casusol and Associate Jessica Wood – what a powerhouse team of women! We look forward to their continued guidance in the year ahead.
In addition to the internal work we have been doing, we also began aligning our programming to better reflect our industry focus. Yes, we continued to offer career development and networking events, but we worked hard to balance them with industry content. For example:

- Our inaugural event in September was an outlook for the markets in the 3Q and into 2020 by MUFG’s Chief Financial Economist, Chris Rupkey.

- In October, we explored the ethical, regulatory and leadership trends affecting compliance.

- To commemorate Veteran’s Day, we were honored to hear from a true leader, General Maryanne Miller – the only female 4-star general in the US military. Her message of leadership through service was inspirational for each of us who volunteer in this great organization.

- In December, our Annual Holiday Benefit, chaired by Yinka Madden, had an Israeli theme in keeping with our International Conference destination. Green Fig’s Israeli chef and fun atmosphere (plus “human bingo”) made it a night to remember and one that supported our mission.

- In January, we were immersed in the cutting edge of Israeli fintech in a panel discussion, led by Inon Elroy, Israel’s Economic Minister to North America.

- In February, our delegation of 34 went to Israel for an International Business conference like no other – under the leadership of Janet Zagorin and Marline Alexander.

I have to take a moment and talk about this conference. Not only was it the first time the FWA went to Israel, but also it was unique in that we attended a conference-within-a-conference as guests of OurCrowd, a leading equity crowdfunding platform for investing in global startups. In addition to one-of-a-kind experiences like gathering in Shimon Peres’ private office – normally reserved for heads of state, and meeting with the Deputy Mayor of Jerusalem, we were VIP guests at OurCrowd’s annual Investor Summit – drawing well over 10,000 attendees to Jerusalem from around the globe. To say we learned a lot is a gross understatement. Here are a few photos from the conference.

- In late February, we had an amazing conversation with Helima Croft, RBC’s Global Head of Commodity Strategy and CNBC contributor, and investigative reporter, Robert Windrem. This was right before the Russian/Saudi oil standoff, which was.... Unexpected.

Within about a week, the whole world was hit by the unexpected. COVID-19 changed the landscape of our industry and our lives, but before this, over 26 physical events were held for members and that doesn’t even count the number of events we held at the committee and mentee levels.

As you know, the FWA prides itself on its “high touch” approach to advancing women: our programs and mentoring have always been in person. However, this unexpected quarantine led to one of the most dramatic transformations in the FWA’s history: a total shift to virtual.
Through the incredible work of our committee leaders, and especially our President-elect Nina Batson, and our amazing staff led by Ria Davis, with support from Lisa Buddenhagen, Robert Brown, Michael Taylor, Kelly Barahona and Emily Plisic, the FWA has run over 19 virtual events to date.

This amazing feat excludes the shift to virtual in our mentoring programs:

- Our mentees at the High School of Economics and Finance received not only virtual support from their mentors, but also a special COVID emergency grant from the FWA to help lessen the financial impact on our students – many of whom are first generation. Thank you to Beth Dorfman and especially Michael Taylor for all your work on this!

- I recently attended a virtual graduation ceremony for our Baruch College mentees and grateful to BMO Capital Markets for continuing to fund many of our FWA Educational Initiatives through their generous Equity Through Education Program. Thank you, Betsy Werley for your leadership on this program!

- We also continued to support our Seton Hall mentees, thanks to MUFG’s continued support for the Program at the Stillman School of Business at Seton Hall University.

- Our financial literacy (Backpack) program also continued this year, led by Lindsay Starr and Suzanne Matthews. Thank you to the Wells Fargo Foundation and MUFG for your support of these initiatives, and to Karen Elinski and Nina Batson who were tireless advocates of the FWA within these respective Firms.

- Our Member2Member mentoring program also held a virtual graduation and it was impressive hearing the impact it has had on our own membership. Thank you, Marietta Bottero and Joan Green for your leadership.

- I want to acknowledge our graduating Pacesetters, who have spent the year working on their career and development skills under the guidance of Amy Hertenstein and Marian Olah.

- Finally, I want to welcome this summer’s Wall Street Exchange participants. Led by the 4-woman team of Laura Smith Dunief, Madeline Pacific, Gerri Bostick and Michelle Harlan, the WSE program has truly benefitted from going virtual – we have been able to more than double the size of the program to over 100 participants!

    One participant in particular, Sophie Pleva, bears mentioning. She comes to the FWA through the generous support of the Biden Institute Summer Fellowship Program of the University of Delaware and is working with Marietta Bottero to analyze competitive trends in our industry.

The programming we have run has helped support our members as they too transitioned to work from home and managing their careers virtually. We have covered technical topics on impact investing, global investments and personal finances. I want to especially thank David Morris of Stifel – our new President’s Circle member firm, for kicking off the first of our finance-focused virtual event. Another success was a joint discussion on the shift away from LIBOR – which we held with the FWA San Francisco and the support of MUFG. We never could have done such a bi-coastal event were it not for our digital platform!
While our virtual events have had record attendance from members and non-members across the country and around the world, we are still faced with challenges:

All of our virtual events have been free for members, which impacts our revenue stream.

- Our Annual Summit, scheduled for May, has been postponed to 2021, but will continue to be supported by BNP Paribas.

- Our Annual Awards ceremony, targeted for earlier this month, has been postponed until the Fall, assuming we can hold it physically at Wells Fargo’s Hudson Yards office. Thank you, Wells Fargo Advisors, for your continued support as well.

We have missed hearing from our amazing high school and college mentees this Spring, but hope they can return to be a part of this event.

These are important revenue streams for our organization and the Board and Leadership are working hard to determine the best way forward for them. No matter the format, I encourage you all to support them. I want to thank all of you - our members, volunteers, sponsors and friends for your support this past year.

Like Presidents before me, I would like to say that we have launched a number of new initiatives. However, transforming the FWA to an all-virtual platform in just a few weeks WAS this year’s grand initiative, and that, my friends, was truly unexpected.

Simone G. Vinocour
President 2019-2021
FWA of New York, Inc.
Dear FWA Members, Friends and Supporters:

Greetings from my home office, which I share with 5 cats! Although I haven’t seen the FWA office team in person in several weeks, I wish to acknowledge their extraordinary efforts and commitment in what has, quite unexpectedly, become an extraordinary year in so many ways:

- Lisa Buddengen – Chief Technology Officer & Director of Operations
- Robert Brown – Associate Director of Marketing & Membership
- Michael Taylor – Educational Programs Manager
- Emily Plsic – Accounting Coordinator
- Kelly Barahona – Administrative Assistant & President’s Circle Support

The 2019 – 2020 FWA year had started out as many have in the past, with high expectations and excitement around new programs, new initiatives and new challenges. There was the Holiday Benefit at a trendy boutique hotel in Midtown Manhattan, the International Business Conference to Israel, the Annual Summit, the Annual Awards Ceremony and numerous Committee events and programs to help plan and support.

The year is ending very differently than prior years, however, with all of the FWA office team abruptly working from home full-time and indefinitely.

As unexpected as the sudden “WFH” mandate was, though, the FWA team was ready for it. In preparation for moving to a flex-space office arrangement after our current office lease expires (in October), Lisa had already set up the technology infrastructure and processes needed to allow staff members to work from home regularly. The entire team was therefore able to provide seamless support for the FWA’s day-to-day operations.

Lisa had also already set up a comprehensive system of online platforms and tools to host online events, So, as all of FWA programs swiftly moved from in-person to online, the FWA team was able to seamlessly provide extensive logistical and creative support for online events and meetings, including providing real-time technical support for participants who have trouble registering, using the Zoom platform, turning on their audio and video, etc.

Robert very quickly pivoted the FWA’s social media and marketing efforts to address COVID-19 topics that are relevant to the organization’s stakeholders and to support new fundraising activities, such as our successful #GivingTuesdayNOW campaign in May. In particular, we have received a great deal of positive feedback on the concise, relevant and (to the extent possible) positive tone of the FWA’s messaging, particularly in the News & Events weekly newsletter, which Lisa and Robert collaborate on to produce every week.
Michael rapidly transitioned Educational Program events that have historically been held in person to virtual events. Recognizing that, in addition to the stress of transitioning abruptly from being at school to a 100% online education experience, many of our students lacked the technology, family support and/or social infrastructure so critical to successfully learning online, Michael launched a series of Lunch & Learn webinars for students. He also spearheaded the creation of a FWA COVID-19 Student Emergency Grant Program to provide emergency grants to students to help with unexpected expenses due to the impact of COVID-19.

Emily very quickly transitioned manual accounting and bookkeeping processes online, while maintaining proper internal controls and audit standards and Kelly effortlessly transitioned from managing day-to-day office functions manually to managing everything online.

Despite the challenges of COVID-19, the FWA office team has been unwavering in its support of the FWA’s mission to advance the leadership of women in the financial industry and thereby promoting gender diversity across all businesses. This has been the FWA’s mission for over 60 years – through market crashes, financial crises and the economic and social consequences of tragedies such as 9/11. While COVID-19 challenged everyone to work and live in unusual circumstances for now, we at the FWA believe that advancing women and gender diversity should not be left behind.

Looking forward to 2020 – 2021, I am keenly aware of the fact that our industry – and the FWA itself – are at a critical juncture in their respective evolutions. Broad market trends are changing the way people interact, experience their workplace and colleagues, leverage their knowledge and experience, make connections and help each other.

The FWA Office team and I look forward to working with the FWA Board and Leadership team, Member Programming Committees and Members in 2020 – 2021!

Ria Davis
Executive Director
TREASURER’S REPORT FOR
FY 2019-2020

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, 2020. These financial statements reflect transactions accounted for from July 1, 2019 through May 31, 2020. This report presents an interim unaudited analysis and is not the final outcome for the FWA’s fiscal year ending June 30, 2020. Transactions accounted for in June will affect the FWA’s final financial performance for the 2019-2020 fiscal year and will be reflected in the audited financial statements as of June 30, 2020. These financial statements will be audited by the FWA’s independent auditors, Grassi & Co.

The FWA’s financial statements for the fiscal year ended June 30, 2019 received an unqualified opinion from Condon O’Meara McGinty & Donnelly LLP.

Financial Results: Impact of COVID-19

The effect of the COVID-19 pandemic and related shutdown of businesses in the NYC area and across the country has negatively impacted the FWA. It is anticipated that these conditions will continue into the foreseeable future. It is likely that the FWA will need to use unrestricted funds in its investment accounts to fund ongoing operations for the balance of the fiscal year as well as the 2020-2021 fiscal year. The incoming finance team as well as the Board of Directors will be closely monitoring the financial position of the FWA in the upcoming year.

Notwithstanding the negative impact of COVID-19 on the financial results for this year, the FWA has a strong and stable balance sheet, and is prepared to withstand the downturn.

As members of the FWA, we can all help out. I encourage members to contribute in excess of annual dues, recruit new members and identify corporate sponsors.

Statement of Financial Position

The FWA’s total assets held steady at just under $5 million year over year. As of May 31, 2020, total assets were $4,679,327, compared to $4,875,894 as of May 31, 2019.

Investments as of May 31, 2020 were $4,461,311, compared to investments of $4,426,836 at May 31, 2019. Investments were negatively impacted as a result of COVID-19, but has since rebounded.

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

Total Net Assets were $4,637,545 at May 31, 2020, compared to Total Net Assets of $4,812,416 as of May 31, 2019. Total Assets Without Donor Restrictions were $3,940,856 (as compared to $3,992,751 as of May 31, 2019). Total Assets With Donor Restrictions were $696,689 (as compared to $819,665 as of May 31, 2019). 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, Education Initiatives such as High School and College Mentoring, Scholarships and related programs consistent with the FWA’s mission.

Statement of Activities
Total Revenue was $766,123 at May 31, 2020, compared to Total Revenue of $952,840 at May 31, 2019. Contributions from Foundations have declined due to COVID-19. 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 as introduced additional sponsorship tiers as a means to counter this decline. Additionally, membership dues has declined resulting from members not renewing.

I am pleased to report that this year marks the first year that there were contributions from 100% of the FWA’s Board of Directors.

Total Administrative and Direct Program Expenses were $1,013,395, compared to $934,652 for the prior year. This increase was primarily due to a significant increase in the FWA’s Direct Program Expenses ($478,730 as of May 31, 2020, as compared to $377,673 as of May 31, 2019). 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 Programming Expense support various programs, including undergraduate scholarships for high school mentees, undergraduate scholarships for FWA members 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.

In addition, emergency funds were made available to eligible students in need due to COVID-19.

For the eleven month period ended May 31, 2020, the FWA incurred $2,640 for Cyber Vulnerability Testing.

The Excess or (Deficiency) of Revenue Over Expenses Before Investments for the eleven months ended May 31, 2020 was $(249,912), as compared to $(35,891) for the same period in the prior year.

Revenue from Investments
Revenue from Investments was $(14,407), compared to Revenue from Investments of $131,404 at May 31, 2019. As discussed earlier, the decline was largely due to adverse market conditions resulting from COVID-19, which impacted Unrealized Gain/Loss.

Summary
At May 31, 2020, the FWA had a Deficiency of Expenses Over Revenue of $(264,319), compared to an Excess of Revenue Over Expenses of $95,513 for the same period in the prior year.
The breakdown of Net Income With and Without Donor Restrictions is as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Eleven Month Period ended May 31, 2020</th>
<th>Eleven Month Period ended May 31, 2019</th>
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<tbody>
<tr>
<td>Net Income Without Donor Restrictions</td>
<td>$(180,426)</td>
<td>$(22,660)</td>
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<tr>
<td>Net Income With Donor Restrictions</td>
<td>( 83,893)</td>
<td>118,173</td>
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<tr>
<td>Total</td>
<td>$(264,319)</td>
<td>$ 95,513</td>
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**Accomplishments in Finance for the 2019-2020 Year**

- Improved Budgetary processes and procedures—The FWA budget for the 2020-2021 year was approved by the Board of Directors in May 2020, which is before the start of the new fiscal year.
- Improved Financial Statement presentation for increased transparency—Providing relevant information to the FWA Board of Directors so that they can make informed decisions
- Streamlined and improved financial processes
- Updating Accounting Standard Manual and other procedures and policies
- Assisted the Investment Policy Committee with hiring an Investment Advisor (First Republic Bank)

**FWA of NY Finance Team 2019-2020**

**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 2019-2020 fiscal year, the members of the Finance Committee are as follows:

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

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

I would also 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 Emily Plisic, our Accountant.

I would also like to thank the FWA Board of Directors for their strategic oversight and dedication to sustaining the FWA’s financial strength, which is key to the FWA mission.

A final word: It has been a pleasure to serve this wonderful organization as Treasurer these past three years. As I pass the baton to incoming Treasurer, Teresa Jankovic, I leave this organization with a strong financial position, processes and standard to deal with the challenges of the upcoming year.

Stay well and stay safe!

Marie Arrigo, MBA, CPA
FWA Treasurer
June 29, 2020
Committee Reports
DIRECTORSHIPS AND CORPORATE GOVERNANCE

Co-Chairs: Pawneet Abramowski, Community Federal Savings Bank, Chief Compliance Officer
Deepa Keswani, The Mizen Group, Inc., Director, Compliance Advisory
Vice-Chair Julie DiMauro, Thomson Reuters, Regulatory Intelligence Expert

Committee Purpose and 2019 – 2020 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 hosts well-attended public events with leading governance experts and sitting corporate board directors, promoting animated and focused discussions of current issues affecting board best practices.

Accomplishments/Highlights

The Annual Directors’ Reception – The highly anticipated annual event with the topic “Getting Personal: Responsibility of Boards for Executive Behavior” planned for March 31, 2020 was put ON HOLD due to COVID-19. Topic: In the current corporate, environment companies are increasingly accountable to a broad base of stakeholders beyond their respective shareholders, including employees, consumers, and even the general public. There is a heightened focus on executive behavior, paired with a sense that disreputable behavior by an executive—even when not directly related to the business of the company—should be policed by the company. This environment raises questions for boards, which are eager to follow best practices. Directors may grapple with what fiduciary responsibility they have to ensure their company’s culture is consistent with contemporary expectations, what tools they have to effect change and how to balance their duty to the expanded stakeholder group. The goal is to reschedule dependent on the evolving environment and our sponsor’s (Sidley Austin) availability and cooperation.

Banking Culture & Behaviors – Where Compliance, Ethics & Leadership Meet to Create Positive Change – was held on October 16, 2019. Across the global financial world, ethics have been in crisis and there’s a need for a different type of compliance culture. Topics covered included Incentives for Change, Implementation Pitfalls, Developing Talent, and How is the Media and Mass Communication Shaping Ethics and Compliance. The event was moderated by Catherine Flax, MD, CRA, Inc., and the panel included Krisztina Anspach, Leader, Admired Leadership, Asia and Terri Austin, Legal Analyst and Adjunct Professor, University of Southern California.

Other Activities - The DCG held regular Committee meetings including virtual meetings during the COVID-19 crisis, which included expert presentations by Committee members, updates from FWA officers, and presentations by committee members including Julie DiMauro of Thomson Reuters on Board Interaction, RegTech and Personal Liability and Linda Dunbar on Crisis Communications. Both were well-received with members agreeing that they learned from the events.
In addition, DCGC members participated in the Speed Networking event on October 30, 2019, which gained DCGC several new members and Pacesetters event to meet FWA Leadership and Committee Chairs on January 14, 2020.

**Recommendations for the Future**

Board involvement and composition of the board members are still areas of concern and the DCGC will continue to drive the dialogue to get organizations to recognize the importance of having more women on their boards. Few areas under consideration by DCGC are the following:

- COVID-19 and its Impact on best practices for Boards and Corporate Governance in a crisis
- Ethics
- New Technology used by Boards,
- What information Boards need to know and are they getting it?
- Panel on Gender Equality/ Bloomberg Gender Equality Index
- Governance, ESG Investing, Shareholder Activism

Additionally, the Committee will continue to find ways to collaborate with other FWA committees on joint events i.e., Emerging Leaders and sharing ways for young women to chart a career path to get on a Board and the Entrepreneurial Committee by providing experience of DCGC members on starting their own ventures.

**Special Thanks**

Special thanks to our sponsors: Sidley Austin LLP (planned Director’s Reception) and Eversheds Sutherland (US) LLP for their unfailing support for FWA events and activities.

**Participating Committee Members**

<table>
<thead>
<tr>
<th>Pawneet Abramowski, Co-Chair</th>
<th>Jackie Linden, Division Head</th>
<th>Cynthia Shoss</th>
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<tr>
<td>Julie DiMauro, Vice-Chair</td>
<td>Monica McCartan</td>
<td>Dee Dee Sklar</td>
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<tr>
<td>Linda Dunbar</td>
<td>Maureen McCarthy</td>
<td>Kim Wiehl</td>
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<tr>
<td>Dale Fredston</td>
<td>Mary Metz</td>
<td>Arlene Wiener</td>
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<tr>
<td>Laurie Harris</td>
<td>Cathy Oberlander, Secretary</td>
<td>Marla Willner</td>
</tr>
<tr>
<td>Deepa Keswani, Co-Chair</td>
<td>Grace Schalkwyk</td>
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<td></td>
<td>Laurie Shahon</td>
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EMERGING LEADERS

Chair: Chen Rao, BNP Paribas

Committee Purpose and 2019 – 2020 Objectives

The Emerging Leaders Committee’s two primary objectives include enhancing FWA members’ skill sets in networking with their peers. These “horizontal” relationships are then supplemented by the Committee’s second objective: skill enhancement seminars that focus on the development and practice of a professional skill set through lecture, role playing and other interactive procedures.

Accomplishments/Highlights

On October 29th, 2019, more than 40 attendees braved the storm to attend the “Vision Lab: Empowering Yourself for Exponential Success” workshop at BNP Paribas’ office at 787 7th Avenue, NYC, NY. This event featured executive Kate Gardner, who coached attendees at various career levels to take a strategic view of what they want to achieve, share knowledge on avoiding common pitfalls, and network with like-minded women.

The Committee was finalizing the details for the second signature event in the year “FORE! YOU - an FWA of New York golf event” at Five Irons Indoor Golf Simulation, when COVID-19 hit. The event will be re-visited as social-distancing measures gradually subside.

Recommendations for the Future

Continue to engage aspiring junior members early in their careers to bring forth ideas, content creation, and events to the broader FWA community.

Special Thanks

Thanks to BNP Paribas for graciously hosting our career workshop. Thanks to MUFG for providing the venue for one of our quarterly committee meetings. Special thanks to Nina Batson (FWA Leadership Council Chair), and Lauren Leipold (FWA “BOLD” Division Chair) for coordinating events planning and committee affairs.

Participating Committee Members

Melissa Barall
Kelsey Hopkins
Jenny Mu
Felicia Spangehl

Nazlie Ullah
Patricia Wood
Yao Wu
FINANCIAL LITERACY - FINANCIAL BACKPACK PROGRAM

Co-Chairs:

Suzanne Matthews, Director, Center for Financial and Economic Education, Westchester Community College

Lindsay Starr, Managing Director, Head of the Prospect Management and Client Coverage Group, Morgan Stanley

Committee Purpose and 2019 – 2020 Objectives

The Financial Literacy Program consists of a curriculum designed and taught by volunteers to prepare students in the area of personal financial management and help them develop financial skills to succeed in life. The volunteer members and FWA mentees who make up the Financial Backpack Committee deliver these workshops at a variety of locations in partnership with NYC schools and community organizations.

During the 2019-2020 school year, the Committee’s goals included:

- To provide workshops to current clients;
- To add new partnership organizations;
- To initiate a revision of its curriculum.

The Committee worked with several key organizations this year, including Virtual Enterprise International, Seeds Scholars, W!SE (Working in Support of Education), Baruch College, and the Women in Energy Program at Columbia University.

Accomplishments/Highlights

This year, the Financial Backpack Committee organized 20 workshops for over 200 students in partnership with 7 different organizations. The content presented drew on a Curriculum the committee has developed.

When a large number of our high school workshops were cancelled this spring as a result of COVID-19, the Committee moved quickly to adapt its format of in-person workshops to remote platforms using Zoom and Google Meetings. In addition, revisions to the curriculum were introduced to address the effects of a changing economic environment and the adjustments facing today’s students. Tips on how to apply for federal funds and special grants were added, along with information on the financial aid and information provided by each of the clients.

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
And one of the teachers who partnered with us wrote,

“Thank you so much for access to this treasure of knowledge that is presented so well and will really help the students learn during these challenging times.”

--Andy Horowitz
VEI Teacher

Recommendations for the Future

Given the ongoing uncertainty, the Committee plans to continue adapting the Financial Backpack curriculum to account for the effects of changed economic conditions. To adapt to all the other demands on schools that are anticipated for the Fall, a continuation of online classes will be implemented also, and more programs will be offered to community organizations that feature extracurricular classes.

Special Thanks

We want to give special thanks to the members of our Advisory Committee, who have been instrumental in helping us to carry out our programs this year. They are enthusiastic advocates for our financial literacy curriculum, and they are also inspirational role models for the high school and college students who participate in our workshops.

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


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

We are especially grateful to our President-Elect, Nina Batson, for her leadership and involvement in winning the $20,000 grant from MUFG, 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 Advisory Committee Members

Patricia Addeo
Simone Garcon
Anne Halpern

Jennifer Kusa
Suzanne Matthews
Lindsay Starr
FWA PRESIDENT’S CIRCLE COMMITTEE

Co-Chairs:  
Lee F. Wood, Prudential Financial (Retired)  
Peggy Decker, KnowledgeSources Consulting

Committee Purpose and 2019-2020 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.

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:

Stephanie Ackler  
Maureen Adolf  
Nina Batson  
Christine Birnbaum  
Debra Curran  
Katrin Dambrot  
Joan Green  
Kim Hanson  
Jackie Linden  
Simone Vinocour  
Martha Wood  
Susan Ganz  
Janet Zagorin  
Stacy Lauren Musi  
Nelun deS.  
Wijeraratne
GRADUATE SCHOOL PARTNERSHIP

Chair: Christine Li-Auyeung, COO Advisor, AdvisoryCloud

Committee Purpose and 2019 – 2020 Objectives

The Graduate School Partnership committee offers an opportunity for graduate level students to jumpstart their professional careers through 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 2019-2020 academic year, the Financial Women’s Association (FWA) Graduate School Partnership committee, with the support from BMO Capital Markets’ Equity Through Education Program, sponsored seven women graduate students from Baruch College Zicklin School of Business to participate in an intensive study abroad program, “International Business Practices and Policies: A European Perspective,” in Lyon, France. The program was designed by the Baruch College Weissman Center for International Business in collaboration with the School of Management (IAE-Institut d’Administration des Entreprises) at Jean Moulin University in Lyon. 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 study abroad, which offers an opportunity for students to gain an international perspective that is crucial for today’s dynamic and global business environment.

Special Thanks

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

Participating Committee Members

Marietta Bottero

IMPACT INVESTING

Co-Chairs: Nelun de S. Wijeyeratne
Ellen Mo, Sumitomo Mitsui Banking Corp.

Committee Purpose and 2019 - 2020 Objectives

The FWA Impact Investing Committee’s primary role is to build awareness about impact investing and to mobilize new ideas and networks in this space. To this end, the FWA organizes panel discussions and conversations featuring distinguished speakers from financial institutions, double bottom line investors, innovative social enterprises and academia.

This year thus far, we have primarily focused on recalibrating and improving member engagement in addition to creating high impact events. As a result, we have engaged several highly active committee members in developing an upcoming webinar (see Accomplishments/Highlights).

Accomplishments/Highlights

1. November 7, 2019: Fireside Chat & Workshop
   Topic: A ‘Why To and How To’… for Adding Impact Investments to Your Portfolio.

   Venue: SMBC (277 Park Avenue, between 47-48th street, in Manhattan)

   We brought a luminary in the Impact Investing arena, Luisamaria Ruiz Carlile, to the committee members and their colleagues to share her deep knowledge, expertise and enthusiasm on the how to’s of Impact Investing. This workshop provided guidance and tools on how to invest with purpose in a secure and thoughtful manner. Luisamaria walked us through examples of specific impact investment funds and discuss their performance, return profiles and the do’s and don’ts. Attendees came away with a better understanding of how to integrate impact investments into their personal portfolios.

   Topic: Many consider 2020 a tipping point for Impact Investing due to the heightened awareness and demand from investors for double/triple bottom line return options. The panelists will provide insights and share stories from the field and present what they expect to see in 2020 and beyond. Finally, in light of the recent global public health crisis, the panel will share their perspectives on the effect of COVID-19 on the Impact Investing space and the role of responsible investing in such a worldwide crisis.

   Speakers:
   Sarah Greenberg, Executive Director, ESG Client Coverage, MSCI
   Keiko Honda, Adjunct Professor and Adjunct Senior Research Scholar Columbia | SIPA
   Leslie Samuelrich, President, Green Century Funds
   Rachael Camargo, (Moderator), Investment Strategies and Product Solutions team at HSBC Private Bank.
Recommendations for the Future

Follow-on webinars/events focused on mainstream integration of impact investing in the aftermath of COVID-19. Organize regular updates with SMEs in the Impact Investing space to track changes and developments as they unfold.

Special Thanks

Co-Chairs Nelun and Ellen would like to give our special thanks and gratitude to SMBC, who provided the hosting space for the November 7th Fireside Chat with Luisamaria Ruiz Carlile. We would also like to recognize all the committee members who have demonstrated enthusiasm and commitment in our event planning, especially during this unprecedented time.

Participating Committee Members

Rachael Camargo  Christine Chang
Maud Schmitt    Allison Eng
Teo Spasova    Jacqueline Linden
Janet Siegenthaler    Nelun Wijeyeratne (Co-Chair)
Estefania Palomino    Ellen Mo (Co-Chair)
MEMBER2MEMBER MENTORING

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

Committee Purpose and 2019 - 2020 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 2019 FWA News and Events weekly e-mail; provided link for Mentee applicants. Followed up with FWA website posting and mentions by President Simone Vinocour.
- Separately recruited Mentors based on referrals and career experience.
- Narrowed group of mentee applicants (28) by reviewing applications and interviewing candidates. Eliminated students, non-members, Pacesetters, and those not serious about program. Selected final group of 13 mentees.
- Kicked off program in October 2019 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 2020 to share progress, issues, and recommendations. Distributed e-mail addresses of mentors and mentees to full group.

Recommendations for the Future

- Clarify mentee application requirements – no students; must be an FWA member; must be seriously interested in M2M program.
- 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

Maureen Adolf, Eversheds Sutherland for hosting opening meeting in October 2019, and the mid-year meeting in January 2020.

Participating Committee Members

Marietta Bottero, Baruch College
Joan Shapiro Green, Central Park Group Registered Funds
MEMBERSHIP & ENGAGEMENT

Chair: Marie-Helene Kennedy-Payen

Committee Purpose and 2019 – 2020 Objectives

The Membership Committee is responsible for recommending membership policies and overseeing member development, selection and integration. The committee also assists with the engagement of Members and the review of prospective candidates’ applications.

The Committee’s 2019-2020 objectives were to engage and retain members by:

1. Building further on the objectives set in 2018-2019
2. Creating an overall positive FWA membership experience
3. Working with our FWA leaders to encourage members to join Committees and thereby strengthen a pipeline of future leaders for the organization
4. Proactively market the organization and seek out new members

Accomplishments/Highlights

From a communication standpoint:
1. Similar to the previous fiscal year: new members continue to receive a personalized welcome message from the Membership Chair, followed by a personalized onboarding call. The objective is to:
   - learn about their personal motivations to join the FWA and guide them on the best resources for them
   - introduce them to Committees so that they further network and engage actively with the FWA

2. While the previous fiscal year highlighted a ‘Member of the Month’ interview where active members’ stories were highlighted, Membership added a ‘Committee of the Month’ feature on the new and refreshed website.

3. As the organization moved to an online platform, Membership is developing a recorded guide entitled ‘How to navigate the FWA website’ which is dedicated to members.

4. Membership has initiated a ‘Member outreach initiative’ for those members with memberships expiring in June/July as this represents a large proportion of total membership. The Committee has engaged the Leadership Council and Board on this effort.

From an engagement standpoint:

1. In the Fall 2019, Membership organized a Speed Networking Committee Fair. The objective was to connect recent new members to Committee Co-Chairs in person and allow our members to learn about the committees in one evening.

2. In April 2020, Membership organized a virtual cocktail which was the first of its kind in FWA history. The objective was to bring together our members in an open forum setting and share any challenges faced under COVID-19.
**Recommendations for the Future**

Moving forward, Membership recommends continuing to communicate more frequently with members, ideally initiating three touch points throughout membership. From an events perspective, Membership recommends working closer with other committees, and building engaging strategies for existing members and prospective sponsor firms.

**Special Thanks**

Special thanks to Andy Muscato from Skadden, Arps, Slate, Meagher & Flom LLP for hosting our in-person Speed Networking Committee Fair. Thank you to Regina Huber for co-hosting our virtual cocktail. Special thanks to Lisa Buddenhagen and Robert Brown for your support with Membership-related queries and for featuring our member-related communications on the FWA website.

**Participating Committee Members**

Dew Mekto  
Ivone Salimin  
Isha Srivastava
Committee Purpose and 2019 – 2020 Objectives

The Baruch College mentoring committee supports high-potential women business majors in their junior and senior years in launching their professional lives. That support includes 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 270 students, who represent the FWA and Baruch at virtually every major financial service firm.

Accomplishments/Highlights

This year’s cohort included 40 students and 40 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, Deloitte and SMBC hosted students in get-to-know-each-other receptions.
- Eight students studied abroad in Germany, Egypt, South Korea, and Spain.
- Our 270+ 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 a student volunteer, who helped design a virtual course.
- We sent 12 students to the Columbia Women in Business conference as well as six students to the Columbia Women in Business Society event. As a result of Covid-19, our mentees had virtual access to the Simmons College leadership conference.
- Partnering with other FWA programs, we held a holiday event with the high school mentoring program, connected our students with Seton Hall mentees and held a Pacesetter panel to connect young and younger women leaders.

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 PC firms; 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 are serial mentors; those in **bold** are program alums or Pacesetters. The circle continues to expand!

They include:

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<th>Marlene Alexander</th>
<th>Anna Gitelman</th>
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<td>Ellen Auster</td>
<td>Phyllis Haberman</td>
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<td>Laleh Basshirad</td>
<td>Rhonda Halpern</td>
<td><strong>Juliya Rozenfeld Margolin</strong></td>
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MENTORING – HIGH SCHOOL FOR ECONOMICS AND FINANCE (HSEF)

Co-Chairs: Beth Dorfman, Bank of America
Anna Zalan Held, AXA XL

Committee Purpose and 2019 - 2020 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 2019-20 school year the committee mentored 21 students including 8 seniors. Unfortunately, due to the COVID-19 pandemic many of our programs were unable to take place. Our seniors this year were in the process of taking SAT preparation classes, having transitioned to online classes when schools closed, but all the Spring SAT testing dates were cancelled. The students took part in an intensive college essay writing workshop, making them competitive college applicants. Our seniors will be attending Babson College (on a Posse Scholarship), John Jay College of Criminal Justice, SUNY Plattsburgh, Syracuse University, St. John’s University, Quinnipiac University, Brooklyn College, and the College of Staten Island.

Mentors continue to share their professional knowledge and experience with mentees, often through virtual interactions, 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 High School of Economics & Finance students
- Scholarship amount of up to $5,000 per graduating HSEF mentee
- Established additional support for HS students now in college including funding for stipends, study abroad scholarships, coaching services, a resume book, and a COVID-19 Emergency Fund
- Recruited 4 new mentors
- October 2019 - Kick off dinner for program participants
- Fall 2019 – Spring 2020 - PSAT/SAT Prep Classes with Zinc Test Prep
- Fall 2019 – Write for the Future essay writing workshop
- Fall 2019 – Spring 2020 - Ran weekly meetings for students focusing on elevator speeches, time management, resume writing, career opportunities – transitioned to Zoom Meetings due to COVID-19
- Overnight college trip was cancelled due to COVID-19; If conditions allow, we will conduct a trip in the Fall
- Closing dinner and awards ceremony held on Zoom
- Joint events with the FWA
- Holiday Celebration – Brunch at Buca di Beppo and Broadway production of “To Kill a Mockingbird”
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.
PRESIDENT’S CIRCLE PROGRAM – BACK2BUSINESS

Chair: Patti Mittelman
Co-Chair: Robin Nack, New York Life

Committee Purpose and 2019 – 2020 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

Due to the COVID pandemic, the scheduled workshops and subsequent program that was to begin in March 2020 the program was cancelled. The program is planned to resume in the second quarter of 2021.

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.
**PRESIDENT CIRCLE PROGRAM: PACESETTERS**

*Co-Chairs:*

Amy Hertenstein, Director, Financial Sponsors Group, Stifel | Investment Banking

Marian Olah, Leadership & Organization Development Consultant, Executive Coach, The Center for Reflective Leadership

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**Committee Purpose and 2019 - 2020 Objectives**

The Pacesetter Program is a continuing partnership with 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 of the Program is to support the professional and personal development of these talented leaders through participation in workshops and presentations from external thought leaders, leadership experts, authors, as well as mentoring and group coaching.

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**Accomplishments/Highlights**

The 2019-20 Pacesetter calendar included the following events, in addition to monthly 1:1 mentoring and group coaching sessions:

- Getting to Know Each Other – Marian Olah and Amy Hertenstein
- Color Q Workshop – Marian Olah | The Center for Reflective Leadership
- Mentoring Magic – Amy Hertenstein and FWA Mentors
- Group Coaching Kickoff – Marian Olah and 4 Executive Coaches
- Pacesetters Mentor Baruch Mentees – Betsy Werley and Olga Barskaya
- Leading with Gravitas – Raleigh Mayer | Raleigh Mayer Consulting
- Negotiating with the Bully – Stephen E. Zweig | FordHarrison LLP
- Getting to Know the Work of the FWA – Committee Chairs Meet with Pacesetters
- Reinventing Your Career – Jim Arnoff | The Arnoff Company
- Demystifying Your Career Advancement – Catherine Flax | CRA, Inc.
- Emotional Intelligence and Resilience – Gerri Bostick | GFB Enterprises
- Paths to success in private equity and banking – Caroline Young | Hammond, Kennedy, Whitney

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**Recommendations for the Future**

- In an effort to further enhance the impact of the Program, we will offer 1:1 executive coaching and 1:3 group mentoring next year. We will recruit more coaches to meet this need.
- Involve Pacesetters in FWA events early in the fiscal year and host an FWA leaders and committee chairs’ meeting in the fall.
Special Thanks

Special thanks to the President’s Circle firms that hosted Pacesetter events this year: BNY Mellon, Wells Fargo Advisors, SMBC, New York Life, Deloitte, BMO Capital Markets. Mike Sebring at SMBC deserves special mention for generously hosting us on two occasions. We also truly appreciate the support of Stifel and Mayer Brown who stepped in to host us.

Sincere appreciation goes to our Mentors who volunteered their time and tremendous talents to mentor Pacesetters on a monthly basis, including 7 continuing mentors and 16 new mentors. Our mentors included: Justine Mannering, Randi Brosterman Hutchens, Maureen Adolf, Ellen Auster, Seyda Pirinccioglu, Kathryn Mayer, Susan Ganz, Brenda McGinley, Melissa Ruttner, Karin Kovacic, Catherine O’Donnell, Bina Patel, Monique Murphy, Leslie Green, Jane Pedreira, Anna Pinedo, Judy Elkin, Lydia Sklar, Sarah Kim, Andrea Cinkovic, Annette Stewart, Selina Ip, Robin Matza.

Our Program would not have been complete without our Executive Coaches who so generously donated their time and expertise to develop 3-4 Pacesetters at a time in monthly group coaching sessions. Many thanks to Marian Olah for coordinating this effort and coaching with 4 other Executive Coaches: Angela Durham, Christine Birnbaum, Ellen Auster, and Jane Malone.

The ongoing support of Lee Wood and Peggy Decker was instrumental in securing venues for our events. As in past years, the administrative support from Lisa Buddenhagen, FWA Operations Director, was extremely efficient and beyond expectations. The helping hand we received from FWA member Selina Ip is also sincerely appreciated.

Participating Committee Members

Amy Hertenstein
Marian Olah
FWA IN NEW JERSEY

Co-Chairs:  
Stephanie Hauge, Non-Profit Helper  
Arminda Youse-Warde

Mentoring  
Carol Doyle, Merrill Lynch  
Co-Chairs:  
Donna Harris, Prudential

Committee Purpose and 2019-2020 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 2019-2020 themes as articulated by the President.

In order to accomplish these objectives, the committee meets monthly via teleconference. It is usually the third or fourth Thursday of the month at 7:45 a.m., along with special meetings.

Accomplishments/Highlights

The following program events were held as follows:

- 8/7/2019; 11/13/2019; 2/13/20; 5/13/20 – Virtual Book Club sessions via ZOOM, moderated by Liz Crystal.
- 8/13/19 – Summer Dinner At Bistro SevenThree in Bernardsville, NJ.
- 10/17/19 – Invite Only Breakfast event: Roundtable with leaders of firms' internal women's group; hosted and underwritten by Prudential's WINGS (internal women's group).
- 10/29/19 – Meet & Mingle, at Hotel Deltas in Basking Ridge, NJ.
- 12/12/2019 – Breakfast Workshop on Negotiating with Jim Arnoff at Willis Towers Watson, Parsippany, NJ.
- 1/31/2020– Meet & Mingle – at Blue Morel in the Westin Gov. Morris Hotel, Morristown, NJ.
- 4/29/2020 – A Career and A Life with Ellen Goldman via ZOOM.
- 5/28/2020 – ZOOM event with Casey Carpenter, From Worried to WOW: Own the Virtual Room and Deliver Standout Presentations.
- 6/10/2020 – ZOOM event with Liz Crystal, Managing Personal Finances During Troubling Times: Getting Back to the Basics.

Committee events were:

- 12/17/2019 – Committee Holiday gathering at Trattoria Mediterranean in Bedminster, NJ.
Mentoring Program events:

- 10/2/2019: Kick off event for mentors and mentees at Stillman School of Business Seton Hall University, South Orange, NJ with Jim Arnoff
- 11/12/2019: Workshop with Yai Vargas on Optimizing LinkedIn.
- 12/4/2019: Mentors/mentees attend supper at La Strada prior to attendance of presentation of Cinderella at Papermill Playhouse in Millburn, NJ
- 4/22/20: Closing event: Jim Arnoff workshop, Embracing What You Can Control In Your Career via ZOOM
- MUFG funded scholarships totaling $30,000 were awarded to ten students; awards ranged from $1500 to $4500.
- Two students were selected to attend conference (virtually) at Simmons University. It has now been opened up to all mentees.

The Mentoring program is completing its 5th year and currently has 23 mentors and 26 mentees.
Note: A scheduled March 11th mentoring event sponsored by the Prudential women mentors to be held at their firm, had to be canceled due to the shutdowns of the pandemic. We are hopeful that an event like this can be scheduled in the next year.

Recommendations for the Future

The Committee is actively engaged in planning future events, including using virtual technology. Some events planned are going forward as ZOOM offerings and others are being deferred until we can gather again. It is our intent to follow up on the event held with leaders of various firms' internal women's groups. MUFG is no longer going to support the scholarship for the mentoring program. FWA has committed to fund it for the upcoming year, but we are looking for a sponsor.

Special Thanks

We are especially grateful to Seton Hall University Stillman School of Business in South Orange, Investors Bank, Prudential, Willis Towers Watson, Sobel & Co., RGP for engaging with us to plan, host and underwrite events.

Participating Committee Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Company</th>
<th>Role/Committee</th>
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<tbody>
<tr>
<td>Mary Tanasovic Bitting (retired)</td>
<td>BNY Mellon</td>
<td>Moderator, Committee Member</td>
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<tr>
<td>Christine Birnbaum (retired)</td>
<td>NY Life</td>
<td>Mentor</td>
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<tr>
<td>Madhumita Chakrabartti (mentor)</td>
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<td>Maryanne Cioffari, (mentor)</td>
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<td>Liz Crystal, The LC Group, moderator of the</td>
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<td>FWA in NJ Virtual Book Club</td>
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<td>Melinda DiBenedetto – (mentor)</td>
<td>PNC Wealth Management</td>
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<tr>
<td>Carol Doyle (mentor &amp; co-chair of mentoring)</td>
<td>Merrill Lynch</td>
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<td>Mary Beth Dunn – BMO Capital</td>
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<td>Donna Harris(mentor &amp; co-chair of mentoring) – Prudential</td>
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<td>Elizabeth Harper – Sobel &amp; Co., LLC. (mentor)</td>
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<td>Patricia Haverland – Siemens (retired)</td>
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<td>Laura Lannin – Homeless Solutions</td>
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<td>Andrea Lillard – KPMG</td>
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<td>Marina Shah – Anchin, Bloch and Anchin</td>
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<td>Caroline Tanis – Merrill Lynch</td>
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<td>Jeanne Marie Waldman – Eisner Amper</td>
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**SCHOLARSHIPS**

*Co-Chairs: Beth Dorfman, Bank of America*

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**Committee Purpose and 2019 - 2020 Objectives**

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

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**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 77.3% (in 2019).

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 2019 – 2020, 23 high school mentees received scholarships of up to $5,000 each for a total of $109,000 of scholarship funding from the FWA.

FWA continued to provide expanded support for the Undergraduate Scholars, including Professional Coaching sessions by Jim Arnoff which was particularly helpful during COVID-19, stipends to help offset school related expenses that are not covered by scholarships or financial aid, free business cards for networking, study abroad scholarships, opportunities to attend multiple leadership conferences, and continuous support by a full time FWA Educational Programs Manager. In response to the challenges being faced by the Scholars during these difficult times the FWA Educational Programs Manager began holding weekly Zoom meetings with the scholars to provide additional support to the students.

Since many of the opportunities for conferences were cancelled, the FWA created a series of virtual Lunch & Learn workshops to provide opportunities for learning and networking.

The FWA created a COVID-19 Emergency Fund to provide much needed financial support to the families of our Mentees who have been very hard hit by the economic crisis caused by the Coronavirus Pandemic.

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**Special Thanks**

Special thanks to BMO Capital Markets, whose financial support expanded our scholarship program with increase awards for the students.
SIGNATURE EVENTS – HOLIDAY BENEFIT

Chair: Name, Yinka Madden, BNY Mellon

Committee Purpose and 2019 – 2020 Objectives

Signature Events provides yearly fundraising events to support The FWA of New York, Inc.’s educational programs.

Accomplishments/Highlights

The Holiday Benefit is an annual tradition where industry professionals gather to network and raise funds to support The FWA of New York, Inc.’s vast educational, mentoring and programming initiatives.

The Financial Women’s Association 2019 Holiday Benefit was entitled “We ATE, We CELEBRATED, We GAVE!” and was held on December 11, 2019.

The theme for the 2019 Holiday Benefit theme (“EAT, CELEBRATE, GIVE!”) allowed for a fun-filled event that also supported a worthy cause. In recognition of the FWA’s upcoming International Business Conference to Israel, the Holiday Benefit was hosted at Green Fig in New York. Green Fig features modern Israeli cuisine with influences from North Africa’s Maghreb region, the Middle East and southern Europe, combining unique flavors and spices with local, seasonal ingredients.

FWA members, partners, friends and allies enjoyed an evening of networking and fundraising accompanied by an Israeli-themed buffet dinner along with a selection of signature cocktails and specialty Israeli beers.

The evening’s events included an informal networking game, a personal testimonial from a beneficiary of the FWA’s educational, mentoring and programming initiatives, and a raffle drawing to support the event’s fundraising efforts.

Recommendations for the Future

Keep hosting the event at a spacious restaurant, have more food, maybe a DJ, get more sponsors, limit the raffles so that they sell. Showcase the prizes earlier on in the evening. Less speeches.

Special Thanks

Special thanks and acknowledgements to:

- Our Holiday Benefit Sponsors (EisnerAmper, PNC Bank, SMBC and Maureen Adolf, Past FWA President) for their commitment and support.
- Our host, Green Fig, for the beautiful space, good food, great music and overall ambiance.
- The FWA Office Staff (Lisa Buddenhagen, Robert Brown, Ria Davis, Michael Taylor, Kelly Barahona, Emily Plisic) who worked behind the scenes to support logistics and execution of the event.
The FWA Signature Events Committee members included:

- Olga Barskaya
- Hermina “Nina” Batson
- Lorna Leibowitz
- Yinka Madden
- Susan Parker
- Brianna Perez
- Simone Vinocour
STRATEGIC MARKETING & COMMUNICATIONS

Chair: Jason Dodd, Tiziani Whitmyre
Co-Chair: Mike Walton, MW Creative Services

Committee Purpose and 2019 – 2020 Objectives

Play a central role in furthering the mission of the FWA and work to increase public awareness of the organization, its Members and its activities. Through initiating programs, provide the marketing, communications and promotional support to other FWA Committees and the FWA President on both a strategic and tactical level. Support the FWA’s continued mission throughout this unique and challenging year by collaborating on innovative ways to best serve members and partner firms at this time.

Accomplishments/Highlights

We have taken President Simone Vinocour’s focus on returning to the FWA’s core mission to: “Accelerate the Leadership and Success of Women across the financial community in all industries.” as our guiding principle in this unique year:

- **Developed an Expanded #GivingTuesday Campaign** in collaboration with Stephanie Hauge, (Chair of the Development Committee) and her team to drive increased support for all FWA programs and events exceeding the ambitious new goal of $10,000 by over 20%. Campaign included development of an FWA Marketing Template applicable to various organizational initiatives.

- **Revised the FWA Presidents Circle Corporate Sponsorship Presentation** to include new tiered sponsorship offerings, streamlined messaging and refreshed marketing content to more effectively engage PC firms.

- **Developed Giving Tuesday Valentines Thank You Letter** as part of donor stewarding campaign thanking FWA supporters via detailed personal stories highlighting the FWA mentees and program members who benefitted from their generosity.

- **Developed a Video Content Gathering Guide** to support the Leadership Council in easily recording video content of members, program participants, speakers and/or FWA leadership to help share success of FWA events and drive support for future programming in social media. Additionally, provided new process for closed captioning all FWA digital video content.

- **Supported FWA’s Nasdaq Closing Bell Ceremony Event** timed to International Women’s Month & Women’s History Month by capturing video content from FWA Leadership and PC Firm executives and provided with embedded captions for social media/digital use.

- **Supported the continuing FWA mission throughout the COVID19 disruption** by helping in the evolution to virtual programming strategies and the development of new methods for providing support to members & mentees during this challenge time. Help advise leadership in the appropriate communication of that support and value to member firms.
Developed a #GivingTuesdayNow campaign in collaboration with Stephanie Hauge, (Chair of the Development Committee) and her team to drive additional awareness & support for FWA’s efforts to continue their mission throughout the disruption of COVID-19 by leveraging the global GivingTuesdayNow initiative. Efforts included gathering personal messages from FWA members and mentees for use in social media leading up and during the May 5th event.

MISC. support: Member Survey Review with Lisa Buddenhagen. Review and revise letters and releases through the year

Recommendations for the Future

Strategic roadmap: Discuss roadmap and determine how the marketing committee can assist with
- Branding initiatives
- Marketing plan

Search engine marketing: Review keywords around organic search and consider AdWords program to drive awareness of the FWA in online searches.

Video Content Creation: Increase commitment to video content gathering throughout the program year for use in digital and social campaigns.
- Define & Rollout Video Content Gathering Guidelines
- Establish close captioning & graphics package to increase video engagement

Virtual Program marketing: Recommend best practices to support new virtual offerings including Podcasts, Webinars and Virtual Lunch & Learns for students.

Special Thanks

Development/ Stephanie Hauge (Committee Chair)
Corporate Sponsorship / Stacy Musi, President (2017-2018), Simone Vinocour, President
FWA Office: Special thanks to Ria Davis’s steady guidance and insight throughout the year, Lisa Buddenhagen for her design and production skills, Robert Brown for his marketing and social media skills.

Participating Committee Members

Stephanie Dilorio
Jason Dodd
Patti Domm
Dew Mekto
Lori Schwebel
Mike Walton
Kimberly Weinrick
The Wall Street Exchange (WSE) – The program is designed to augment the experience of selected students who are between their junior and senior years of college and have a paid summer internship in the New York, New Jersey, & Connecticut area. The goal is to provide program participants with the tools necessary 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 up to six consecutive weekly program sessions that occur each summer from June through August. Additional committee objectives include 1) enhancing the scope of our corporate sponsors’ engagement with the WSE program and the FWA, 2) working continually to strengthen the interns, 3) enriching program content, and 4) 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 students and sponsors not currently represented, establishing alliances with local business school programs, recruiting top candidates with diverse backgrounds and experiences, and fostering an ongoing “Alumni Network” of WSE graduates who are also engaged in the FWA.

Accomplishments/Highlights

- Accepted 44 students into the program from more than 25 different colleges with paid internships at 21 firms in the New York City area.
- Worked with the FWA President’s Circle Committee to organize 6 weekly sessions that were hosted by corporate sponsors with informative panels and keynote speakers on various career development and leadership topics.
- Continued to transform the program to include career development with a session focused on navigating the workplace in the digital age as well as leadership skills during a fireside chat with senior executives focused on being persistent and actively pursuing opportunities.
- Continued to expand college marketing and recruiting efforts by reaching out to additional schools and internship program managers at firms.
- Continued to partner with other FWA committees including the Graduate Partnership Program, the Strategic Marketing & Communications Committee, and the President Circle Committee.


**Recommendations for the Future**

- Partnering with WSE program sponsors and other FWA committees in planning the weekly sessions with a focus on content and networking to improve the program experience.
- Expand the sectors represented in the WSE program, to include STEM (Science, Technology, Engineering and Mathematics) initiatives.
- Memorialize each weekly session with a write-up of the event including pictures as well as posts to social media including tags for FWA of NY, sponsoring firms, & committee members.
- Track the permanent employment of WSE graduates following their school graduation with a focus on positions with the President Circle firms to strengthen our partnership with firms.
- Reach out to WSE alumni periodically with the FWA Newsletter and invitations to upcoming FWA events.
- Ensure surveys are performed annually on an on-going basis as well as review the WSE participant and sponsor surveys to track issues and implement best practices.
- Assess the potential value in surveying universities and schools that connect prospective interns with the WSE program.

**Special Thanks**

Special thanks to each of our WSE program sponsors for their commitment and the invaluable resources they provide to make each Wall Street Exchange session possible and the entire program so successful. Thank you to Lee Wood, Peggy Decker and the rest of the President’s Circle Committee for their support and dedication.

A special thank you to the FWA office, particularly Lisa Buddenhagen and Michael Taylor, for their tremendous efforts and seamless collaboration with the many program details, such as website updates, tracking the applications, and marketing 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 the FWA members, session speakers, and panelists for their engagement and partnership in enlightening Wall Street Exchange participants by sharing their career development and leadership experiences.

**Participating Committee Members**

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<thead>
<tr>
<th>Marline Alexander</th>
<th>Pia Matthes</th>
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<tr>
<td>Sasha Arkhangelska</td>
<td>Chen Rao</td>
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<td>Marietta Bottero</td>
<td>Haley Thompson</td>
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<td>Laura Smith Dunaief</td>
<td>Albina Zaripova</td>
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FWA New/Reinstated Members

as of June 30, 2020
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<tr>
<th>Name</th>
<th>Title/Role</th>
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<tr>
<td>Nada Elreedy</td>
<td>Director</td>
<td>BMO Capital Markets</td>
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<td>Marina Engelhardt</td>
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<td>Meryem Erzi</td>
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<td>Susan Fanning</td>
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<td>Sidley Austin LLP</td>
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<tr>
<td>Leigh Ferst</td>
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<td>HighTower Advisors</td>
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<td>Angela Fontana</td>
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<td>Elizabeth Shea Fries</td>
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<td>Stephanie Garland</td>
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<td>SRGM Ventures</td>
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<tr>
<td>Kate Gervits</td>
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<td>Vice President</td>
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<tr>
<td>Karen Gettys</td>
<td>CSA</td>
<td>KG's House Of Fashion, LLC</td>
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<tr>
<td>Tanya Gill</td>
<td>CFO, Specialty &amp; Strategic Solutions</td>
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<td>Athina Giouvalakis</td>
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<td>Amanda H. Grant</td>
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<td>Dionne Green</td>
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<td>Holly Gregory</td>
<td>Partner &amp; Co-Head of Corporate</td>
<td>Sidley Austin LLP</td>
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<td>Stacey Haggerty O'Connor</td>
<td>Capital Program-Contract Manager</td>
<td>PSEG Long Island</td>
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<td>Janet Halecky</td>
<td>Managing Director</td>
<td>Wells Fargo</td>
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<td>Katy Hallberg</td>
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<td>Elizabeth Haney</td>
<td>Treasurer</td>
<td>Goochland County Vol. Fire-Rescue Assoc., Inc.</td>
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<td>Olena Hauser</td>
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<td>Vanessa Holmes</td>
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<td>Kelsey Hopkins</td>
<td>Director</td>
<td>FTI Consulting, Inc.</td>
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<td>May Huang</td>
<td>IT Audit Senior Manager</td>
<td>Friedman LLP</td>
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<tr>
<td>Judeth Jarrett - Dickson</td>
<td>Principal, Compliance Monitoring Officer</td>
<td>BNY Mellon</td>
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<td>Molly Jobe</td>
<td>Senior Manager</td>
<td>CohnReznick</td>
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<td>Joyeeta Imam Joyee</td>
<td>Business Systems Analyst</td>
<td>The Vanguard Group</td>
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<td>Christina A. Karas</td>
<td>Vice President/Investments</td>
<td>Stifel, Nicolaus &amp; Company, Inc.</td>
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<tr>
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<tr>
<td>Maria Keeler</td>
<td>Vice President- Financial Advisor</td>
<td>Morgan Stanley Wealth Management</td>
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<td>Adiba Khan</td>
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<td>Marketa Lindt</td>
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<td>Maria E. Lykos</td>
<td>Finance Business Partner Manager</td>
<td>National Grid</td>
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<td>Umadevi Manorama</td>
<td>Director of Technology</td>
<td>Metife Investment Management</td>
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<td>Leann Maurice</td>
<td>Vice President</td>
<td>GlobeTax Services</td>
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<td>Dew Mekto</td>
<td>Quantitative Portfolio Analyst</td>
<td>Ernst &amp; Young</td>
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<td>Renee Milbrad</td>
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<td>Janet Kelly</td>
<td>Dir, Head of Practice Mgmt Consulting</td>
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<td>Kristal Lohr</td>
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<td>The Bank of Nova Scotia</td>
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<td>Caroline Longacre</td>
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<td>Zahra Metghalchi</td>
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<td>Qandeel Munawar Haq</td>
<td>Post-Graduate Student</td>
<td>Columbia University</td>
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<td>Mai Le Nguyen</td>
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Daniele Nicotra
BMO Capital Markets

Mary Kate O’Connell
Senior Administrative Assistant
Deloitte

Yvette Ostolaza
Sidley Austin LLP

Alkmini Eleni Panagopoulou

Lisa M. Patton
Associate Wealth Advisor
AlphaCore Wealth Advisory

Chriss Paul

Brianna Perez
Wealth Management Rotational Analyst
Morgan Stanley

Ellen Pesch
Sidley Austin LLP

Sylvana Pietromonaco
BNY Mellon

Leslie Plaskon
Sidley Austin LLP

Martha Post
Principal
Growth Catalytics

Alexandra Prostamo
Commercial Associate
S&P Global

Bonnie Quach
Equity Research Associate
Stifel Financial Corp.

Catalina Rajlai
Investor Relations, Vice President
Rhone Group

Ashley Reed
Regional Vice President
Equitable

Mithul Roy

Jacqueline Samuel
Analyst
Wells Fargo Asset Management

Victoria Sapraicone

Arantxa Sarmiento

Maria Scherbakova

Yangjee Sherpa

Irene Sirota-Gekman
Director
BNY Mellon

Molly Slowe
Market Development Representative
Vistra

Lauren Srou

Nicole Stefanakos
Commercial Banker
Chase Bank

Nithilam Subbaian

Neslinur Tarhan
BNY Mellon

Rie Tezuka
President/CEO
Tokai Tokyo Securities (USA), Inc

Albana Z. Theka
Director of Finance
NYU Langone Health

Ann Eberle Thomas