



**DISABILITY
MATTERS**

A SPRINGBOARD CONSULTING EVENT

Educate

Innovate

Celebrate

6TH ANNUAL
**DISABILITY
MATTERS**
CONFERENCE

April 18–19, 2012
Newark, NJ

Sponsored and hosted by

SPRINGBOARDCONSULTINGLLC[®]
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Prudential
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The 2012 Honorees

MARKETPLACE



WORKFORCE



WORKPLACE



DISABILITY CHAMPION



We Celebrate Our 2012 Award Winners:

MARKETPLACE AWARD

Best Buy Co., Inc.
EMC Corporation
Toys“R”Us, Inc.

WORKFORCE AWARD

AMC Entertainment, Inc.
CSX Corporation, Inc.
The Procter & Gamble Company
UPMC

WORKPLACE AWARD

Army and Air Force Exchange Service
Cisco Systems, Inc.
Prudential Financial, Inc.

DISABILITY CHAMPION AWARD

Miguel Garcia, The Procter & Gamble Company
CDR Erik Neal, U.S. Navy
Bernita Thigpen, KPMG, LLP

Welcome

Welcome to Springboard Consulting's Sixth Annual Disability Matters Awards Banquet & Conference. We are so pleased to offer this most important event that focuses on the inspiration, education, celebration and networking of/for those companies that aim to become employers and suppliers of choice of individuals with disabilities and their families.

We are incredibly honored to be celebrating with our 2012 award winners, all of whom are dedicated to changing their organizations' perspective about people with disabilities and their families as employees and consumers. We are especially pleased to be honoring, for the very first time, our Disability Champions—individuals whose advocacy, commitment and action in support of mainstreaming disability in the workforce, workplace and marketplace has greatly contributed to their organization's success in these endeavors. The passion and dedication of all our honorees to high standards for this most important work inspires employees and consumers alike.

Throughout this conference, you will hear from our esteemed presenters representing corporate America, the U.S. federal government, academia, and the non-profit sector, including this year's two keynote speakers:

Chai Feldblum—U.S. EEOC Commissioner

John Crowley—Founder of several biotech companies devoted to curing genetic diseases, and the subject of both a book, *The Cure: How a Father Raised \$100 Million—and Bucked the Medical Establishment—in a Quest to Save His Children*, and the movie, *Extraordinary Measures*.

An event of this magnitude could not happen without our terrific Host, Prudential Financial, and all of our sponsors. In supporting this event, our sponsors have truly become our partners and our friends on this most important journey. A heartfelt thank you goes out to each and every one of you.



Nadine O. Vogel

Founder & President

Springboard Consulting, LLC

Agenda

WEDNESDAY | April 18, 2012

| Time | Topic | Location |
|------------------------|---|------------------------|
| 12:00 p.m. - 1:00 p.m. | Registration (Boxed Lunch Served) | Outer Area–Dryden Hall |
| 1:00 p.m. - 1:30 p.m. | Welcome & Opening Remarks | Dryden Hall |
| 1:30 p.m. - 3:15 p.m. | Workforce Panel | Dryden Hall |
| 3:15 p.m. - 3:30 p.m. | Break | |
| 3:30 p.m. - 4:30 p.m. | Legislation Specialty Session | Dryden Hall |
| 4:30 p.m. - 5:00 p.m. | Disability Champion Panel | Dryden Hall |
| 6:00 p.m. - 7:00 p.m. | Cocktail Reception | NJPAC–Chase Room |
| | Senior Executive Reception | NJPAC–Parsonnet Room |
| 7:00 p.m. - 9:30 p.m. | Dinner & Award Presentations Special Announcement: Disability Matters U.S. 2013 | NJPAC–Lobby |

THURSDAY | April 19, 2012

| Time | Topic | Location |
|-------------------------|---|------------------------|
| 7:30 a.m. - 8:30 a.m. | Continental Breakfast | Outer Area–Dryden Hall |
| 8:30 a.m. - 9:00 a.m. | Welcome & Opening Remarks | Dryden Hall |
| 9:00 a.m. - 10:45 a.m. | Workplace Panel | Dryden Hall |
| 10:45 a.m. - 11:00 a.m. | Break | |
| 11:00 a.m. - 11:40 a.m. | Veterans Specialty Session | Dryden Hall |
| 11:45 a.m. - 12:15 p.m. | Keynote Speaker | Dryden Hall |
| 12:15 p.m. - 1:30 p.m. | Buffet Lunch | Outer Area–Dryden Hall |
| 1:30 p.m. - 3:00 p.m. | Marketplace Panel | Dryden Hall |
| 3:00 p.m. - 3:45 p.m. | Idea Exchange/Networking Session | Dryden Hall |
| 3:45 p.m. - 4:00 p.m. | Disability Matters Europe 2012 Highlights | Dryden Hall |
| 4:00 p.m. - 4:30 p.m. | Closing Remarks, Survey Completion, & Departures | Dryden Hall |

Speakers

CONFERENCE WELCOME & OPENING REMARKS

OPENING

Nadine O. Vogel

Founder & President, Springboard Consulting, LLC

Emilio G. Egea

Vice President and Chief Diversity Officer, Human Resources, Prudential Financial, Inc.

John R. Strangfeld

Chairman and Chief Executive Officer, Prudential Financial, Inc.

WORKFORCE PANEL

MODERATOR

Lisa Tealer

Senior Diversity Manager, Corporate Diversity & Inclusion, Genentech

HONOREE PRESENTERS

Andy Traub

Director, Recruitment, AMC Entertainment, Inc.

Susan Hamilton

Chief Diversity Officer, CSX Corporation, Inc.

Felicia Coney

Plant Manager, The Procter & Gamble Company

Shannon M. Williams

Program Director, Inclusion Initiatives, UPMC

PANELISTS

Sherlynn Bessick

Director, Office of Learning Services, Millersville University

Shelley Kaplan

Manager, ADA Services, Springboard Consulting, LLC

Speakers *(CONTINUED)*

LEGISLATIVE SPECIALTY SESSION

MODERATOR

Nadine O. Vogel

Founder & President, Springboard Consulting, LLC

PANELISTS

Claudia L. Gordon

Special Assistant, U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP)

Kathy Martinez

Assistant Secretary, U.S. Department of Labor, Office of Disability Employment Policy (ODEP)

Corrado Gigante

Area Director, Newark Office, U.S. Equal Employment Opportunity Commission (EEOC)

Veronica Villalobos

Director, Office of Diversity and Inclusion, U.S. Office of Personnel Management (OPM)

DISABILITY CHAMPION PANEL

MODERATOR

Bob Feiner

Vice President, Global Deployment and Field Services, Dell, Inc.

HONOREE PRESENTERS

Miguel Garcia

Associate Director, Product Supply Finance, The Procter & Gamble Company

CDR Erik Neal

Chief Staff Officer, U.S. Navy

Bernita Thigpen

Managing Director, Tax, KPMG, LLP

Speakers *(CONTINUED)*

DINNER & AWARDS PRESENTATION

WELCOME & OPENING REMARKS

Nadine O. Vogel

Founder & President, Springboard Consulting, LLC

KEYNOTE INTRODUCTION

Dana Foote

Partner, KPMG, LLP

KEYNOTE SPEAKER

Chai Feldblum

Commissioner of the EEOC

DAY 2 WELCOME & OPENING REMARKS

OPENING

Nadine O. Vogel

Founder & President, Springboard Consulting, LLC

Steve Pelletier

President, Prudential Annuities, Prudential Financial, Inc.

BENCHMARKING DISABILITY

Pam McElvane

Chief Executive Officer, Diversity MBA Magazine

Speakers *(CONTINUED)*

WORKPLACE PANEL

MODERATOR

Kathryn Komsa

Vice President, Chief Diversity Officer, Marsh & McLennan Companies

HONOREE PRESENTERS

Herbertina Johnson

Senior Diversity Manager, Army and Air Force Exchange Service

Gregory Akers

Senior Vice President, Advanced Security Initiatives Global Government Solutions Group, Cisco Systems, Inc.

Maryellen Reardon

Vice President, Learning, Prudential Financial, Inc.

PANELISTS

Barbara Geiger-Parker

President & Chief Executive Officer, The Brain Injury Alliance of New Jersey

Marsha Gewirtzman

Senior Director, Springboard Consulting, LLC

VETERANS SPECIALTY SESSION

MODERATOR

Raymond Weeks

Vice President, Veterans Initiative, Prudential Financial, Inc.

PANELISTS

John Campbell

Deputy Under Secretary of Defense for Wounded Warrior Care and Transition Policy, U.S. Department of Defense

Brooks Hulitt

Treasurer, Wall Street Warfighters Foundation

Speakers *(CONTINUED)*

KEYNOTE PRESENTATION

INTRODUCTION

Joan H. Cleveland

Vice President, Business Development, Individual Life Insurance, Prudential Financial, Inc.

KEYNOTE SPEAKER

John Crowley

Chairman & Chief Executive Officer, Amicus Therapeutics

MARKETPLACE PANEL

MODERATOR

Eugene Kelly

Worldwide Director, Global Diversity & Inclusion, Colgate-Palmolive Company

HONOREE PRESENTERS

Julie St. Marie

Executive Sponsor, Include, Best Buy Co., Inc.

Yvette Lopez Adams

Diversity Manager, EMC Corporation

Sloane Lucas

Director, Corporate Philanthropy, Toys “R” Us, Inc.

PANELISTS

Julie Cevallos

Vice President, Marketing, National Down Syndrome Society

DISABILITY MATTERS EUROPE 2012 HIGHLIGHTS

Lois Cooper

Vice President, Corporate Social Responsibility and Inclusion, Adecco Group North America

Antoinette Hamilton

Assistant Vice President, Diversity & Inclusion, L’Oréal USA

Accepting For

MARKETPLACE AWARD

BEST BUY CO., INC.

Julie St. Marie

Executive Sponsor, Include

EMC CORPORATION

Donald Potter

Senior Director, Human Resources & Executive Sponsor EMC Disability Employee Resource Group

TOYS “R” US, INC.

Sloane Lucas

Director, Corporate Philanthropy

WORKFORCE AWARD

AMC ENTERTAINMENT, INC.

Andy Traub

Director, Recruitment

CSX CORPORATION, INC.

Stephanie Noel

Director, Diversity and Inclusion

THE PROCTER & GAMBLE COMPANY

Felicia Coney

Plant Manager

UPMC

Shannon M. Williams

Program Director, Inclusion Initiatives

Accepting For *(CONTINUED)*

WORKPLACE AWARD

ARMY AND AIR FORCE EXCHANGE SERVICE

Herbertina Johnson

Senior Diversity Manager

CISCO SYSTEMS, INC.

Gregory Akers

Senior Vice President, Advanced Security Initiatives Global Government Solutions Group

PRUDENTIAL FINANCIAL, INC.

Maryellen Reardon

Vice President, Learning

Co-Chair, ADAPT (Able and disAble Associates Partnering Together)

Marisol Eisner

Co-Chair, ADAPT (Able and disAble Associates Partnering Together)

DISABILITY CHAMPION AWARD

KPMG, LLP

Bernita Thigpen

Managing Director, Tax

THE PROCTER & GAMBLE COMPANY

Miguel Garcia

Associate Director Product Supply Finance

U.S. NAVY

CDR Erik Neal

Chief Staff Officer

2012 Conference Presenters



GREGORY AKERS

Senior Vice President of Advanced Security Initiatives, Global Government Solutions Group, CISCO

Greg Akers is the Senior Vice President of Advanced Security Initiatives and Chief Technology Officer within the Global Governments Solutions Group at Cisco. With more than two decades of executive experience, Akers brings a wide range of technical and security knowledge to his current role. A major focus of his group is to expand security awareness and launch product resiliency initiatives throughout Cisco's development organization to deliver high-quality and secure products to customers. He also serves as executive sponsor of the Cisco Disability Awareness Network.

Akers joined Cisco in 1993. He has held a variety of technical, managerial and executive roles at Cisco. These have included networking engineer, Vice President for the Worldwide Technical Assistance Center, Senior Vice President-CTO Services and Senior Vice President-Global Governments Solutions Group. He also holds the CCIE certification.

In addition to his primary role, Akers is an internet security and critical infrastructure protection advisor to Cisco customers and to the U.S. government. He regularly advises and directs activities relative to technology and security matters of domestic and international importance. In this capacity he has held leadership roles, such as serving as President of the IT-Information Sharing and Analysis Center (ISAC) organization in 2002 and Vice President in 2001. Akers has also advised the U.S. Department of Defense and the federal intelligence community for more than fifteen years. Akers is a member of the National White-Collar Crime Board and the Board of Directors of the East Carolina Infraguard. Presently he leads and serves on various boards, panels and task forces within the U.S. Department of Defense.

Before joining Cisco, Akers' career included more than 15 years of designing, building and running large networks for Fortune 100 companies. He has held senior technical and leadership roles at Fechheimer Brothers, a holding of Berkshire Hathaway, and Procter and Gamble.

Akers holds a Bachelor of Science degree in chemical engineering from the University of Akron.



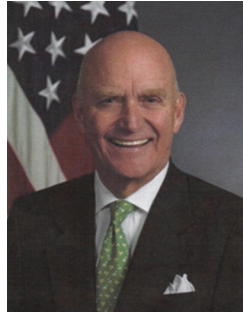
SHERLYNN C. BESSICK, D.ED.

Director, Office of Learning Services, Millersville University

Dr. Sherlynn Bessick is a native of Lancaster County Pennsylvania. She graduated from the University of Pittsburgh with a Bachelors Degree in Psychology, Millersville University with a Masters Degree in Clinical Psychology, Millersville University with PA Certification in School Psychology, and Indiana University of Pennsylvania with a Doctor of Education Degree with specialization in School Psychology and Neuropsychology. Dr. Bessick is currently completing a post-doctorate in School Neuropsychology and is a Diplomate Candidate with the American Board of School Neuropsychology.

Following years of working as a School Psychologist in the K-12 system, Dr. Bessick transitioned to the post-secondary system where she is currently employed by Millersville University as the Director of the Office Learning Services. The Office of Learning Services provides academic accommodations and auxiliary aids to students with disabilities and academic tutoring for all Millersville University students. At Millersville University, Dr. Bessick serves on the Judicial Board, the President's Commission on Cultural Diversity, the ADA Task Force and presents to faculty and staff regarding the impact of ADA 2008 for post-secondary institutions. Dr. Bessick is also a consulting psychologist and reviewer for one of the high-stakes testing companies and conducts bi-lingual psychological evaluations of K-12 Arabic-speaking children. She presents annually at the Lancaster-Lebanon IU-13 Transition Fair for students with disabilities who plan to continue their education at post-secondary institutions. The presentation focuses on the rights and responsibilities of students and post-secondary institutions regarding ADA accommodations for students with disabilities.

2012 Conference Presenters *(CONTINUED)*



JOHN R. CAMPBELL

Deputy Under Secretary of Defense for Wounded Warrior Care and Transition Policy

In 2010, Mr. John R. Campbell was appointed by the Secretary of Defense as the Deputy Under Secretary of Defense for Wounded Warrior Care and Transition Policy, where he will be responsible for ensuring wounded, ill, injured and transitioning Service members receive high quality services and experience a seamless transition to civilian life.

In 2007, Campbell founded and served as Chief Executive Officer of MyVetwork, LLC, which is a novel online community utilized to connect our service men and women to job opportunities and to one another for trusted mutual support. His community is predicated on the belief that Americans have a sacred trust with the military personnel who serve this nation.

From 1997- 2007, Mr. Campbell served as Chief Financial Advisor and Senior Advisor for Wf360, where he helped create transformative conversations that achieve a variety of specific goals for large organizations with dispersed workforces, as well as companies interested in leveraging customer relationships. Wf360 Global Conservationalists have included Meg Whitman, CEO of eBay, General James Jones, Supreme Allied Commander of NATO Forces, amongst several other notables.

Prior to his service with Wf360, Mr. Campbell co-owned S.W. Bird & Company, Inc., where he managed an entrepreneurial real estate brokerage and investment company. He has held a variety of high-ranking leadership positions within the top financial institutions in the world. This includes his service as Managing Director Senior Advisor for Credit Suisse First Boston, where he served in the capacity of Chief of Staff, implementing strategic planning, budgeting, financial analysis, and resource management. Before serving in this capacity, Mr. Campbell served in several roles in senior management for Credit Suisse including: Managing Director Senior Advisor and Head of Commercial Banking – North America.

His tenure within the financial sector also encompassed positions of high leadership within J.P. Morgan and Company, Inc., such as Vice President and Head of Administration for the Corporate Finance and Treasury Operations Support Group. In this capacity, he was responsible for a diverse series of activities including profit and global planning for Corporate Finance Technology and Facilities needs. Before this position, he served as Vice President and General Manager and Vice President and Department Head. In both capacities, he managed a budget of \$1.5 billion and \$1 billion dollars respectively and served as Head of the Latin American Group. Mr. Campbell played a key role in merging National and International Banking Division and his accomplishments included initiating standardized banker workstation, consolidating dual expense reporting system, monitoring cost structure in foreign branches, and designing Annual Management Meeting.

Mr. Campbell served in Vietnam with the United States Marine Corps as a Platoon Commander from 1967-1970, where he received two purple hearts. Mr. Campbell holds a Bachelors of Science in Business Administration (B.S.B.A.) from Georgetown University and a Masters of Business Administration (M.B.A.) from Columbia University.



JULIE CEVALLOS

Vice President, Marketing, National Down Syndrome Society

Julie Cevallos joined the National Down Syndrome Society as the Vice President of Marketing in August of 2011. She worked most recently at Brooks Brothers, and prior to that Macy's. Her background is in all aspects of marketing, including: communications, direct mail, social media, online marketing and CRM. Julie made the career change to non-profit and specifically to NDSS to devote more time to the cause of raising awareness about Down Syndrome in light of her daughter being born with the condition in 2008. You can read her story in the My Great Story campaign at www.ndss.org/stories.

2012 Conference Presenters *(CONTINUED)*



JOAN H. CLEVELAND

Vice President, Business Development, Individual Life Insurance, Prudential Financial, Inc.

Joan Cleveland is Vice President, Business Development, Individual Life Insurance at Prudential. She is responsible for identifying and implementing opportunities within new markets to expand life insurance distribution and product offerings. She led the development of an Internet-based term product that employs a real-time simplified issue underwriting process, enabling individuals to buy life insurance in an amount that fits within their monthly budget. From a marketing perspective, Cleveland has created a robust program to deliver financial services to the special needs community and is researching and identifying financial literacy opportunities in the Gen Y community and women's market. In addition, she has responsibility for all proactive and reactive customer retention activities. To round out her Business

Development department, she also leads a unit that optimizes direct sales opportunities and campaigns along with building and managing strategic affinity programs for life policy holders.

Prior to Cleveland's move to Prudential Financial, she was Senior Vice President, National Sales Leader at Genworth Financial (previously GE Financial). She began her career with an M Financial member firm and took that valuable field experience into the home office environment. After successfully managing producer group distribution at Security Life of Denver, she moved to New York as Managing Director, Marketing for Van Eck Global, a boutique mutual fund company. Cleveland then transitioned to AXA Financial to develop their high-end, internal producer group and managed their agent-owned reinsurance company. As GE Financial began building its reputation as one of the powerhouses in the industry, she was tapped to bring her leadership skills to the distribution of life, annuity and long-term care insurance products to the brokerage and producer group markets. Cleveland was a member of the leadership team when Genworth Financial went public, spinning off from General Electric/GE Financial.

Throughout her career, Cleveland has provided her expertise and creativity to distribution, marketing and product development for the benefit of the consumer, the producer and the company. She leverages her experience in the field to bridge the home office with their customers through product development advocacy, advanced marketing, new business and policyholder services.

Cleveland is active in multiple industry committees within AALU and LIMRA, and holds numerous securities licenses. She holds a B.S. in Business Administration as well as the Chartered Life Underwriter, Chartered Financial Consultant, Registered Employee Benefits Consultant and Certified Long-term Care Professional designations. She is a Board Member of Prudential's Political Action Committee and has most recently been elected to the Board of Directors of the American Bankers Insurance Association (ABIA).



FELICA W. CONEY

Plant Manager, P&G Tambrands Manufacturing – Auburn, ME

Felica W. Coney, Procter & Gamble Auburn Plant Manager, was born in Portland, OR and raised in Delhi, LA. She attended Southern University A&M graduating with a BS in Civil Engineering. As a Procter & Gamble (P&G) manager for 19 years, Felica has worked in various areas and sites for P&G. Felica's current role is Plant Manager of P&G's Tambrands Manufacturing facility in Auburn, ME. As Plant Manger, Felica helped lead the work to launch the new Flexi-Center at her plant. This initiative seamlessly fits into P&G's Diversity Strategy where at P&G: Everyone is Valued, Everyone is Included and Everyone is able to perform at their peak. It is instrumental in creating employment opportunities for People with Disabilities and is an example on leveraging diversity to create a competitive advantage in the communities in which we live and work.

Felica's interests include motivational speaking, coaching youth basketball, writing and reading music and spending time with family and friends. Felica is on the Board of Directors of the Lewiston auburn Economic Development, a member of the Auburn Business Association and active in the Auburn/Lewiston Rotary.

2012 Conference Presenters (CONTINUED)



LOIS COOPER

Vice President, Corporate Social Responsibility and Inclusion, Adecco Group North America

As Vice President, Corporate Social Responsibility and Inclusion for Adecco Group North America, Lois Cooper is responsible for developing strategic corporate social responsibility and diversity/inclusion initiatives that support the organization's business strategies and positively impact the bottom line.

Ms. Cooper has more than 20 years of human resources experience in organizations across a variety of industries. Her career has included positions in the advertising, financial services and entertainment industries. In these positions she developed expertise in a number of areas, including change management, organizational design and development, and recruitment.

Ms. Cooper has been selected as a 2009 Black Achiever in Industry by the YMCA of Greater New York. She is also a 2006 honoree of the Network Journal's 25 Influential Black Women in Business Awards. She has been featured as Diversity Journal's "Front-Runners" in Diversity Leadership Series 2006 and honored as one of Diversity Journal's Women Worth Watching in 2007. Ms. Cooper is a featured speaker for the World Diversity Leadership Summit, and has spoken at various Conferences in the United States and globally. She has also been quoted in Diversity Spectrum, Diversity Best Practices' Chief Diversity Officer (CDO) Insights and other publications.

Ms. Cooper received her BA from American University in Washington, D.C and her MBA from Baruch College in New York City.

Adecco Group respects, values and practices effective diversity management to capitalize on the strengths of a diverse workforce and continue to be a human resource industry leader. Working with a diverse group of employees with various backgrounds and perspectives creates a competitive advantage, and ultimately, global success.



JOHN F. CROWLEY

Chairman, President and Chief Executive Officer of Amicus Therapeutics, Inc.

John F. Crowley is the Chairman, President and CEO of Amicus Therapeutics, Inc., a biotechnology company focused on the development of novel treatments for human genetic diseases. John's involvement with biotech stems from the 1998 diagnosis of two of his children with Pompe disease—a severe and often fatal neuromuscular disorder. In his drive to find a cure for them, he left his position at Bristol-Myers Squibb and became an entrepreneur as the co-founder, President and CEO of Novazyme Pharmaceuticals, a biotech start-up conducting research on a new experimental treatment for Pompe disease (which he credits as ultimately saving his children's lives.) In 2001, Novazyme merged into Genzyme Corporation and John continued to play a lead role in the development of a drug for Pompe disease as Senior Vice

President, Genzyme Therapeutics. John and his family have been profiled in The Wall Street Journal and are the subjects of a book by Pulitzer prize-winning journalist Geeta Anand, "The Cure: How a Father Raised \$100 Million—And Bucked the Medical Establishment—In a Quest to Save His Children." The major motion picture, Extraordinary Measures, starring Brendan Fraser and Harrison Ford, is inspired by the Crowley family journey. John is the author of a personal memoir: Chasing Miracles: The Crowley Family Journey of Strength, Hope and Joy. John is also a commissioned officer in the U.S. Navy Reserve, assigned to the United States Special Operations Command, and is a veteran of the global war on terrorism, with service in Afghanistan. He graduated with a B.S. in Foreign Service from Georgetown University, and earned a J.D. from the University of Notre Dame Law School and an M.B.A. from Harvard. John is a Henry Crown Fellow at the Aspen Institute. He lives in Princeton, NJ with his wife, Aileen and their three children, John, Megan and Patrick. John serves on the Board of Directors of the National Make-A-Wish Foundation of America.

2012 Conference Presenters (CONTINUED)



EMILIO G. EGEA

Vice President and Chief Diversity Officer, Human Resources, Prudential Financial, Inc.

Emilio Egea is Prudential Financial's Vice President of Human Resources and Chief Diversity Officer who is a nationally recognized expert and leader in the field of diversity. He is responsible for the development of strategies, tools and interventions including a strategic data capability to leverage equal opportunity, diversity and employee surveys ensuring this work is an integral part of business planning and implementation.

Egea began his career with New Jersey Bell. He later moved to AT&T where he worked in various sales, marketing, operations, information systems, labor relations and human resources assignments, including Director of Equal Opportunity, Affirmative Action and Diversity. He joined Prudential in 1998 as Vice President, Human Resources and has over 20 years of experience in management.

An experienced lecturer, he has been featured in *The New York Times*, *Advertising Age*, *Hispanic Business*, *Diversity Factor*, *Workforce Diversity*, *HR Executive*, and *Diversity Inc.*, as well as domestic and global network news. He has lectured at colleges and is a frequent speaker at professional association meetings.

Egea earned degrees in both Business and Economics, and Spanish from Moravian College in Bethlehem, PA. He is currently Vice Chair of the Board of the American Conference on Diversity, on the Editorial Board of *The Diversity Factor*, a member of the Diversity Collegium and is a member of the Conference Board's Council on Workforce Diversity. He has also served on a U.S. Senate Task Force on Education and Employment, as Chairperson of the Board of Directors for the Equal Employment Advisory Council, on Catalyst's Taskforce on Women of Color in Corporate Management and as Chairperson of the Eastern Business Council for Service Employment Redevelopment Jobs for Progress. He was recognized in 2005 with a National Eagle Leadership Institute (NELI) Award for his contributions to the profession and the community.



BOB FEINER

Vice President, Dell Global Deployment and Field Services

Bob joined Dell in April 1999 and is the Vice President of the Dell Global Deployment and Field Services organization. His team includes multiple functional organizations:

- Global Field Services—responsible for Dell's onsite service and 15,000 onsite engineers.
- Global TakeBack—oversees Dell's environmental responsibilities for both Dell and Dell's customers.
- Global Configuration Service—responsible for customer specific hardware and software installation, as well as asset management services.
- Installation Services—responsible for new system setup and installation at Dell customer sites.
- Dell Technician Direct—responsible for implementation and administration of Dell's self-service parts portal.
- Global Storage Services—responsible for complex enterprise system installation and deployment, as well as critical enterprise response, storage consulting, and the technical solutions group.

His previous experience at Dell includes leading Global Field Services (2010), managing the Americas Enterprise technical support (2007), growing Enterprise Field Delivery (2004) and building the first of what would become five global Enterprise Command Centers (2001).

Prior to Dell, Bob was a management consultant in Ernst & Young's Supply Chain management practice. He also held a variety of roles in the energy industry. Bob graduated with a MBA from the University of Texas-Austin in 1997 and has a BS-Mechanical Engineering from Tulane University, 1991.

2012 Conference Presenters *(CONTINUED)*



CHAI FELDBLUM
Commissioner, EEOC

Chai Feldblum was nominated to serve as a Commissioner of the EEOC by President Barack Obama, and was confirmed by the Senate, for a term ending on July 1, 2013.

Prior to her appointment to the EEOC, Commissioner Feldblum was a Professor of Law at the Georgetown University Law Center where she has taught since 1991. At Georgetown, she founded the Law Center's Federal Legislation and Administrative Clinic, which represented clients such as Catholic Charities USA, the National Disability Rights Network, and the Bazelon Center for Mental Health Law. She also founded and co-directed Workplace Flexibility 2010, a policy enterprise focused on finding common ground between employers and employees on workplace flexibility issues.

As Legislative Counsel at the American Civil Liberties Union from 1988 to 1991, Commissioner Feldblum played a leading role in helping to draft and negotiate the ground-breaking Americans with Disabilities Act of 1990. Later, as a law professor representing the Epilepsy Foundation, she was equally instrumental in the drafting and negotiating of the ADA Amendments Act of 2008.

Commissioner Feldblum has also worked to advance lesbian, gay, bisexual and transgender rights, has been one of the drafters of the Employment Nondiscrimination Act, and is the first openly lesbian Commissioner of the EEOC. She clerked for Judge Frank Coffin of the First Circuit Court of Appeals and for Supreme Court Justice Harry A. Blackmun after receiving her J.D. from Harvard Law School. She received her B.A. degree from Barnard College.



DANA M. FOOTE
Partner, KPMG, LLP

Dana is an Audit Partner in KPMG's National office in New York City, NY. She has 16 years of experience performing financial statement audit services and providing technical accounting support to audit engagement teams.

Dana currently serves in KPMG's Department of Professional Practice (the National Office), where her responsibilities include assisting audit engagement teams in the resolution of complex accounting issues, writing interpretive guidance in KPMG publications, and instructing technical accounting topics at training events and webcasts for KPMG professionals and external participants. She also has served as KPMG's representative on a Center for Audit Quality task force for a proposed auditing standard.

Prior to joining the National Office in 2010, Dana provided professional audit services to publicly-held and multi-national SEC registrants as well as private companies. Her audit experience includes complex accounting and auditing issues such as revenue recognition, stock-based compensation, business combinations, carve-out audits, and has been involved in IPOs and other SEC transactions.

2012 Conference Presenters *(CONTINUED)*



MIGUEL GARCIA
Associate Director Product Supply Finance, P&G

I have been involved in the support of people with disabilities for some time now as I have "learn my way" of being the parent of a beautiful daughter with Down Syndrome (Natalia, 16). Her love for others and her determination to succeed and give the best of her in everything she does have been my inspiration to do the same in my daily work and to help open opportunities for others who like her want to succeed regardless of the challenges. As a family we have been involved in the Down Syndrome Association of Greater Cincinnati (DSAGC) since we arrived to Cincinnati in 1997 and we have evolved from initially receiving the support/help of the organization when our daughter was younger to now actively helping out by leading the Hispanic Outreach effort together with my wife and serving on the Board of Directors for the

DSAGC since 2010. Similarly at P&G I became involved with the People with Disabilities network and have for the last couple years taken an increasingly visible role, leading the effort to create meaningful employment opportunities for people with developmental or physical disabilities within P&G's supply chain. I really believe this can be done in a way in which all parties benefit, and is a sustainable business choice rather than something we do "because it is the right thing to do." Our current pilots will help us develop this vision for P&G.



BARBARA GEIGER-PARKER
President and Chief Executive Officer, Brain Injury Alliance of New Jersey

Barbara Geiger-Parker has served as President and CEO of the Brain Injury Alliance of New Jersey for 25 years. Her areas of expertise include disability advocacy, injury prevention promotion, and non-profit management. Barbara is trained as a planner and recently was elected as the Founding Board Chairperson of the newly formed United States Brain Injury Alliance. She came to the area of disability by staffing the New Jersey Governor's Council on Prevention of Mental Retardation and Developmental Disabilities following work as a research associate at Rutgers University's Eagleton Institute of Politics.

2012 Conference Presenters (CONTINUED)



MARSHA GEWIRTZMAN

Senior Director, Springboard Consulting

Marsha Gewirtzman is an accomplished diversity and inclusion leader and speaker. She joined Springboard Consulting in 2011. Her passion is to accelerate all dimensions of diversity, but particularly corporate cultures that propel the success of people with disabilities. Focusing on diversity and inclusion as a business imperative, Marsha has successfully taken the D&I message to corporate and academic audiences throughout the US, Europe and Asia.

As the leader of global inclusion and diversity for Cisco Services for five years, Marsha and her team developed and executed inclusion and diversity programs, training and communications for 12,000 employees. Through a robust network of grass roots Ambassadors, committed executives, and compelling, cadenced messaging, she effectively positioned D&I as a core

value. Since integrating diversity expectations into business processes and scorecards, accountability accelerated as did results.

Prior to her D&I position, Marsha was a proven senior marketing and sales leader. Her positions included Vice President of Marketing Strategy for AT&T, Senior Vice President Marketing for Global Crossing and Senior Vice President—Corporate Division for Tiffany & Co. Her expertise in developing leaders and sales force transformation were underpinnings of her success.

Marsha was a dynamic force in the growth and eventual sale of Teleport Communications Group (TCG), a 5,000 person Competitive Local Exchange Company (CLEC). While at TCG, Marsha built the telecommunication industry's first "People Services Organization," leading all Human Resources functions, as well as corporate philanthropy, real estate, diversity and corporate culture.

Marsha holds a BA degree in sociology from the College of William & Mary and an MBA from Fairleigh Dickinson University. She has served on the Board of the Mason Business School at the College of William & Mary for 12 years.

She and her husband divide their time between South Carolina and New Jersey. Their son is a mergers and acquisitions attorney in New York City.



CORRADO GIGANTE

Director of the Newark Area Office of the U.S. Equal Employment Opportunity Commission

Corrado Gigante serves as the Director of the Newark Area Office of the U.S. Equal Employment Opportunity Commission. Mr. Gigante has been in this capacity since 1989. From May 2011 to January 2012, he served as the Acting Deputy District Director of the New York District Office. From 1984 through 1989, he served as Director of the Fair Housing and Equal Opportunity Division in the Newark office of the U.S. Department of Housing and Urban Development enforcing Title VI of the Civil Rights Act of 1964 and Title VIII of the Fair Housing Act of 1968. He is also an adjunct faculty member at the Rutgers University School of Public Affairs and Administration in Newark, NJ, teaching graduate-level courses.

In 1997 and 2002, the Newark Area Office was awarded the U.S. Equal Employment Opportunity Chair's Organizational Performance Award. He is a graduate of Rutgers University, where he received a BA and a MPA.

2012 Conference Presenters (CONTINUED)



CLAUDIA L. GORDON

Special Assistant to the Director of the U.S. Department of Labor's Office of Federal Contract Compliance Programs

Claudia L. Gordon is currently a political appointee with the Obama administration, serving as Special Assistant to the Director of the U.S. Department of Labor's (DOL) Office of Federal Contract Compliance Programs (OFCCP). Prior to DOL she was a senior policy advisor with the U.S. Department of Homeland Security's (DHS) Office for Civil Rights and Civil Liberties (CRCL). In this role, she provided legal and policy advice on the full breadth of civil rights and civil liberties issues the Department must address. These issues included, but were not limited to, ensuring compliance with Federal civil rights laws relating to the rights of people with disabilities in DHS programs and activities.

While at DHS, Ms. Gordon managed the CRCL Disability Policy Team and the Interagency Coordinating Council on Emergency Preparedness and Individuals with Disabilities (ICC). The ICC comprises 25 Federal departments and agencies and was established in 2004 by Executive Order 13347, *Individuals with Disabilities in Emergency Preparedness*. Notably, Ms. Gordon was the primary author of this Executive Order and in 2006 she received the Secretary's Gold Medal Award from then-DHS Secretary Michael Chertoff. This honor highlights her leadership efforts on behalf of people with disabilities during and after Hurricane Katrina in 2005.

In 2000, Ms. Gordon received the prestigious Skadden Fellowship to work as a staff attorney with the National Association of the Deaf Law Center. While there, she provided legal advocacy to individuals experiencing discrimination on the basis of deafness through direct legal representation in civil cases, technical assistance, training and outreach. She also has worked as a consulting attorney with the National Council on Disability. Ms. Gordon is very active in the disability civil rights community and sits on the boards of Gallaudet University and Lexington School and Center for the Deaf.

Ms. Gordon, a native of Jamaica W.I., graduated from Howard University, *cum laude*, with a Bachelor of Arts degree in Political Science. She also graduated from American University Washington College of Law, *cum laude*, with a Juris Doctorate.



ANTOINETTE HAMILTON

Assistant Vice President, Diversity & Inclusion, L'Oréal, USA

Currently Antoinette works for L'Oréal USA as the Assistant Vice President of Diversity & Inclusion. Prior to joining L'Oréal she worked for the Japan Exchange and Teaching Program where she taught culture and communication in Osaka, Japan. Additionally, Antoinette worked at INROADS where she served as Manager of recruitment and corporate consumer package goods accounts. Her personal time is dedicated to working with two special organizations: the New York Women's Foundation's Special Projects Committee and Best Buddies New York. She has also served on the Board of Directors for Habitat for Humanity in Westchester. Antoinette is a graduate of Hampton University, where she earned a BA in History.

Prudential is proud to be the host sponsor for the
6TH ANNUAL DISABILITY MATTERS CONFERENCE

At Prudential, we believe that eliminating barriers generates opportunities for everyone: our customers, our shareholders and our associates. That's why we're committed to individuals with disabilities—both at Prudential and in our communities.



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2012 Conference Presenters *(CONTINUED)*



SUSAN HAMILTON

Chief Diversity Officer, CSX Corporation, Inc.

Susan Hamilton is Chief Diversity Officer for CSX, the largest freight railroad in the Eastern U.S. An attorney, Susan has had a diverse career with CSX and its predecessor companies, including House Counsel specializing in tort work, heading both General and Freight Claims departments, founding the Administrative Services Department, and serving as General Counsel and Corporate Officer of the CSX logistics unit, General Manager of the Crew Management Department and Assistant Vice President-Labor Relations.

She has been heavily involved in the Jacksonville, Florida, community, being the first woman to chair the Gator Bowl on New Year's Day, having served previously as Chairman of the United Way Board, Chairing Go Red for Women for the American Heart Association and chairing the Diversity Task Force for the Jacksonville Regional Chamber of Commerce. Susan has served several charity boards and is a past President of the Uptown Civitan Club. She teaches her adult church school class and sings in the choir.

Susan is married to Ray, who is Chief Commercial Officer of Capris Furniture Industries, loves music, football and golf.



KATHY HASKINS

Vice President, Human Resources, Blue Cross and Blue Shield

Kathy Haskins is Blue Cross and Blue Shield of Florida's Vice President, Human Resources. In this role, Haskins is responsible for the development of strategy, programs and policies for selection, performance management, reward and recognition, compensation and benefits and workforce planning.

Prior to joining BCBSF, Haskins served as Vice President of Human Resources for Bombardier Transportation Group where she was responsible for talent development, leadership, succession planning and strategic human resources support for executive and management colleagues in 23 countries. Haskins also served as Group Vice President of Human Resources for the

Bombardier Capital Group in Jacksonville, FL., where she developed leadership and management development programs, Six Sigma training curriculum, global succession planning for North America, Canada and France, and directed the implementation of an HRIS system. Haskins also is on the Board of Directors for INROADS.

Haskins holds a Bachelor of Arts in Political Science from Rosemount College, a Master of Arts in Education from Arcadia University and a Master of Business Administration in Industrial Relations from Temple University.



BROOKS HULITT

Treasurer, Wall Street Warfighters Foundation

Brooks Hulitt is the Founder of Strategic Contracting Inc, a Philadelphia / Washington D.C.-based consulting and contracting firm. His duties include: Sales, Client Acquisition, Compliance, Marketing, and Corporate Growth. He is also Co-founder of Drexel Hamilton, an Institutional Financial Services Firm.

Mr. Hulitt enlisted in the US Air Force at age 17. He was awarded Honor Graduate from Basic Training and Technical School, and he served tours in the Middle East in a combat communications role. He was selected to serve out the remainder of his enlistment in the US Air Force Presidential Honor Guard serving Arlington National Cemetery, the White House, Pentagon and various Presidential functions. He was honorably discharged in 1996.

In 2004 Mr. Hulitt enlisted in the Pennsylvania Army National Guard, where he served until 2010. He remains active in the First Troop Philadelphia City Cavalry as platoon leader for its color guard, performing military honors at the funerals of Veterans.

Mr. Hulitt was appointed Chairman and continues to serve on the Small Business Administrations' Region III Small Business Regulatory and Fairness Board of Directors. Mr. Hulitt is the co-founder and Treasurer of the Wall Street Warfighters Foundation, which recruits, trains and places Service Disabled Veterans in the financial services industry. He resides in Chestnut Hill, Pennsylvania with his wife Maria and son Alexander.

2012 Conference Presenters *(CONTINUED)*



HERBERTINA JOHNSON

Senior Diversity Manager the Exchange, Army & Air Force Exchange Service

Ms. Johnson is the Sr. Diversity Manager the Exchange, Army & Air Force Exchange Service (AAFES) Dallas, Texas since March 2010. While working for the Marine Corps, Morale, Welfare and Recreation (MWR) in Okinawa, Japan, Ms. Johnson joined the Exchange and began her career as the Human Resources Manager at Camp Zama Exchange, Japan in April 1993. Her various assignments outside of the United States includes Puerto Rico, Bitburg, Germany, Belgium and the Netherlands. Ms. Johnson was promoted into the Executive Grade as EEO Counseling and Affirmative Employment Manager, Dallas, Texas in February 2007.

Ms. Johnson holds a B.S. in Education from St. Paul's College in Lawrenceville, Ga. and a Masters in Human Relations from the University of Oklahoma. She also hold a Certification in Diversity (CCDP, AP) from Cornell University ILR School and a Certification in Supplier Diversity (CSDP) from the Alliance of Supplier Diversity Professional.



SHELLEY A. KAPLAN, MSCCC

Manager, ADA Services, Springboard Consulting, LLC

Shelley Kaplan is the Manager of the ADA Hotline and Corporate Trainer on ADA-related issues for Springboard Consulting, LLC®. In this role, she oversees all ADA/ADAAA matters as they relate to supporting individuals with disabilities in the workforce, workplace and marketplace.

Prior to working for Springboard, Shelley was the Co-Principal Investigator and Project Director for the Southeast ADA Center, a project of the Burton Blatt Institute of Syracuse University, where she was responsible for establishing effective ADA networks across eight southeastern states to ensure the availability of accurate ADA information and technical assistance to facilitate voluntary and effective ADA compliance efforts.

Shelley has authored many accessible web-based tutorials, including, "At Your Service: Welcoming Customers with Disabilities to the One Stop Center", "ADA Basic Building Blocks" and "Title II for ADA Coordinators." These courses build awareness and knowledge about the benefits of full inclusion of individuals with disabilities into all aspects of society. To date, over 20,000 people have taken these courses to rave reviews. She is also a frequent speaker at national, regional and state conferences on a wide range of topics including the Americans with Disabilities Act, accessible technology, systems change, innovative information dissemination and technical assistance and training methodologies.

Shelley holds a Master's of Science degree in Communication Disorders, is a licensed Speech and Language Pathologist and holds a Certificate of Clinical Competence in Speech and Language Pathology from the American Association of Speech-Hearing-Language Association (ASHA). She resides with her husband in Atlanta, GA.

2012 Conference Presenters *(CONTINUED)*



EUGENE KELLY

Worldwide Director, Global Diversity & Inclusion, Colgate-Palmolive Company

Eugene Kelly is Worldwide Director, Global Diversity & Inclusion for Colgate-Palmolive, a \$16.7 billion consumer products company serving people in more than 200 countries and territories. In this role, Eugene's focus is on furthering Colgate's efforts to attract and retain the best people from a diverse and broad base of global talent. In addition, Eugene actively supports the Corporation's ongoing efforts to live its values of Managing with Respect and continuing the drive to ensure that Colgate is a most inclusive work environment for all people.

Eugene joined Colgate in 2001 as Human Resources Director, Global Finance & Legal. There, he provided HR leadership in the areas of succession planning, competencies/career tracks, staff development, performance management strategies and organizational change management.

He was later named Human Resources Director, Colgate Oral Pharmaceuticals, where Eugene led all Human Resources initiatives for business with particular emphasis on people development.

Prior to Colgate, Eugene spent four years with AOL/Time Warner where he served as Associate Director, Human Resources for Money, Mutual Funds, and Fortune Small Business Magazines.

During his career, Eugene has also held Human Resources leadership positions with PepsiCo, Wendy's International and Hyatt Hotels Corporation.

Eugene is a graduate of Cornell University with a Bachelor of Science degree in Industrial and Labor Relations. He also serves on the US North Operating Board for the National Hispanic Corporate Achievers and is an Operating Committee member for the Corporate Achievers Awards for Individuals with Disabilities. Eugene also serves on the Board of Directors for The Children of Promise non-profit organization and is a member of The Asia Society Corporate Diversity Council.



KATHRYN KOMSA

Vice President, Chief Diversity Officer, Marsh & McLennan Companies

Kathryn Komsa is Vice President and Chief Diversity Officer at Marsh and McLennan Companies, a global professional services firm providing advice and solutions in the areas of risk, strategy and human capital. In this role, created in January 2009, she is responsible for setting and implementing the company's enterprise-wide diversity and inclusion strategy, including facilitating the enterprise-wide Diversity Council comprised of business leaders across the company, developing and implementing an internal and external communication strategy, implementing senior level education and learning, coordinating the work of employee resource groups, and reporting to leadership on progress.

Prior to her current role Ms. Komsa held Senior Human Resources and Talent Development roles at Marsh & McLennan, Bankers Trust (now Deutsche Bank) and Chemical Bank (now JPMorganChase).

She has been a contributor to and quoted in articles on diversity and inclusion, a speaker and instructor at diversity events, and was named one of Black Enterprise's Top Executives in Diversity (2011). As a member of the board of the New York City YWCA, she served as Steering Committee Co-Chair for their annual Salute to Women Leaders from 2008 to 2011 and on the YW's CEO search committee. She is also on the Advisory Board of Paterson Habitat for Humanity.

Ms. Komsa holds a B.A. degree in Liberal Arts and M.A. in English from NYU, and an M.B.A. in Management from NYU's Stern School of Business.

2012 Conference Presenters *(CONTINUED)*



YVETTE LÓPEZ ADAMS

Diversity Manager, Office of Global Workforce Inclusion at EMC² Corporation

Yvette López Adams is currently a Diversity Manager for EMC Corporation. In this position, she is responsible for providing strategic support to EMC Corporation's Office of Global Workforce Inclusion, collaborating with internal and external key leaders, and managing EMC's employee affinity groups to drive building a fully inclusive and diverse organization as a key business imperative.

On a day-to-day basis, Yve has responsibility over all of EMC's employee affinity or resource groups, known as Employee Circles, who help drive EMC's Diversity and Inclusion strategy from a grassroots level with Executive support. EMC has 10 core circles with 28 total chapters globally. In addition to this role, she is also responsible for developing

EMC's Library of Diversity and Inclusion Resources for Human Resources Business Partners, managing the office's budget, overseeing EMC's Mother's Rooms, and proposing, developing and implementing other large-scale projects and programs.

Yve is a certified Professional in Human Resources with a proven track record of partnering with business managers and teams to deliver HR strategies, programs, and initiatives that enable the objectives of the business. She has HR Business Partnering experience with multiple functions including Sales, Finance, Shared Services, Account Management, Business Operations and Customer Support. Yve is also a strong and seasoned project and program manager, having built and executed several global initiatives to support EMC's HR Transformation and driving consistency in HR program roll-out utilizing HR Operational expertise.

Yve joined EMC in 2007 as an HR Generalist. Prior to EMC, she was an HR Business Partner with a subsidiary of CVS and has experience in the non-profit sector in Recruiting, Training, Program Management, and Research. Yve holds a Bachelor's Degree in Sociology from Hamilton College and a Master's degree from Northeastern University. She received her PHR from the Human Resources Certification Institute in 2008. She is also in the 2012 cohort of Conexión, a non-profit organization, which is committed to developing visionary leaders within emerging communities.

Yve is known for following the African Proverb: "Care more than others think is wise, Risk more than others think is safe, Dream more than others think is practical, and Expect more than others think is possible."

A native of New York City, Yve enjoys a full and multi-cultural life. In her spare time, she practices tap dancing and is involved in her community's schools. She resides with her husband, Steve, and their two children, Ryan and Charlotte, in North Attleboro, Massachusetts.

2012 Conference Presenters (CONTINUED)



SLOANE LUCAS

Director, Corporate Philanthropy, Toys“R”Us, Inc.

As Director, Corporate Philanthropy, Toys“R”Us, Inc., Sloane Lucas steers and develops philanthropic programs across the company’s family of brands, including Toys“R”Us, Babies“R”Us and FAO Schwarz.

Ms. Lucas is the primary administrator for the multi-million dollar Toys“R”Us Children’s Fund, which supports national partnerships with leading charitable entities such as Make-A-Wish Foundation, Marine Toys for Tots Foundation, Save the Children, Autism Speaks, Special Olympics and National Down Syndrome Society, among others.

She has served as a guest speaker and panelist for a variety of organizations, including the Support Center for Nonprofit Management, Seton Hall’s Stillman School of Business, Montclair State’s Graduate School of Communication Studies and the Disability Matters annual conference.

Prior to Toys“R”Us, Inc., she worked for more than a decade in both public relations and journalism.

From 2003 through 2006 Ms. Lucas served as Vice President, Associate Director of Corporate Communications for DraftFCB, a global advertising agency network within Interpublic Group. Previous to that she was Vice President, Marketing Manager for Bates Worldwide and Communications Manager for Euro RSCG Worldwide.

Before migrating to public relations, she held editorial positions at several publications, including Adweek, Travel Agent Magazine and The Toy Book.

Ms. Lucas graduated Phi Beta Kappa from Georgetown University with a Bachelor’s degree in English and holds a Master’s degree in Journalism from New York University.



KATHLEEN MARTINEZ

Assistant Secretary for Disability Employment Policy

Kathleen Martinez was nominated by President Barack Obama to be the third Assistant Secretary for Disability Employment Policy and was confirmed by the U.S. Senate on June 25, 2009. As head of the U.S. Department of Labor’s Office of Disability Employment Policy (ODEP), Ms. Martinez advises the Secretary of Labor and works with all DOL agencies to lead a comprehensive and coordinated national policy regarding the employment of people with disabilities.

Blind since birth, Ms. Martinez comes to ODEP with a background as an internationally recognized disability rights leader specializing in employment, asset building, independent living, international development, diversity and gender issues.

She was appointed Executive Director of the World Institute on Disability (WID), based in Oakland, California, in 2005. Ms. Martinez directed Proyecto Visión, WID’s National Technical Assistance Center to increase employment opportunities for Latinos with disabilities in the United States, and Access to Assets, an asset-building project to help reduce poverty among people with disabilities. At WID, she also led the team that produced the acclaimed international webzine DisabilityWorld (www.disabilityworld.org) in English and Spanish.

In 2007 she was appointed a member of the board of the U.S. Institute of Peace, a Congressionally-created agency dedicated to research and projects in conflict management. In 2005 Secretary of State Condoleezza Rice appointed her as one of eight public members of the newly-established State Department advisory committee on disability and foreign policy.

In 2002 she was appointed by President Bush as one of 15 members of the National Council on Disability, an independent federal agency advising the President and Congress on disability policy.

2012 Conference Presenters (CONTINUED)



PAMELA McELVANE, M.B.A., M.A.

Chief Executive Officer, Diversity MBA

Pamela McElvane is CEO of Diversity MBA, a P&L Group, Ltd Company. This Chicago-based business offers innovative approaches to diversity business solutions, serving Fortune 1000 companies. Pam believes people and inclusion are an organization’s most valued assets.

Diversity MBA has four (4) Strategic Business Units that provide global assets for leadership through leveraging technology. Diversity MBA Magazine publication, serving 1.5 million online, is the flagship product of Diversity MBA. Diversity MBA’s Business Leaders Awards Gala and Leadership Forum has proven to be one of the top executive multicultural leadership B2B events in the country; other key services include branded services DMBA Consulting, DMBA Publishing and DMBA Benchmarking. These products and services are designed to

recognize diverse leadership and women among corporate America’s emerging and executive leaders for their outstanding contributions and companies for their commitment to diversity. The Leadership forum and publication is being cited as one of the most intellectually stimulating diverse executive leadership forums and publications today.

DiversityMBA Magazine ranks the 50 Out Front companies for the Best Places for Diverse Managers to Work—one of the most noted rankings by Corporate America. She also the only brand that recognizes the Top 100 leaders who hold advanced degrees while achieving excellence. Her company also publishes Minority Executive Leadership Online Journal, a thought leadership-reviewed publication, and www.diversitymbamagazine.com, cited as one of the best social media connected websites. She has received a host of awards and frequently speaks on radio talk shows, seminars, and conferences. She sits on 5 Boards serving companies, communities, and educational institutions. Pam holds an MBA in Finance and International Marketing from the Haas School of Business, University of California, Berkeley. Pam is a mother of two boys, Joshua (12) and Cameron (9), who are bilingual.



CDR ERIK NEAL

Chief Staff Officer, USN, NUWC Division Keyport

Commander Erik J. Neal, a native of Fairborn, Ohio, enlisted in the Navy in 1984. His first sea tour was aboard USS *New Orleans* (LPH 11) homeported in San Diego. His second and last sea tour as an enlisted sailor was on USS *Nimitz* (CVN 68) homeported in Bremerton, WA., where he was promoted to Chief Petty Officer. Additionally, he applied and was accepted into the Enlisted Education Advancement Program (EEAP), where he earned an Associates of Arts and Science from Olympic College. While in EEAP, he was accepted for the Enlisted Commissioning Program and earned his commission through the Naval Reserve Officer Training Corps (NROTC) at the University of Washington. CDR Neal is a 1996 graduate of Seattle University.

His first sea tour as a commissioned officer was aboard USS *Rushmore* (LSD 47) as the Auxiliaries and Main Propulsion Division Officer. Subsequent sea duty tours included Weapons Officer aboard USS *Hurricane* (PC 3), Operations Officer aboard USS *Rushmore* (LSD 47), Operations Officer for Commander, Amphibious Squadron ONE and Executive Officer aboard USS *Constitution*—the oldest commissioned warship afloat in the world.

Ashore, he served as the Officer in Charge of the Naval Support Activity, Gaeta, Italy.

CDR Neal graduated from the Naval Post Graduate School in 2002 and holds a Master of Science Degree in Financial Management.

He has deployed in support of Operations *Desert Shield*, *Desert Storm*, *Iraqi Freedom* and *Enduring Freedom*.

His personal decorations include the Meritorious Service Medal (2), Navy and Marine Corps Commendation Medal (4), Navy Achievement Medal (3) and various service campaign and unit decorations.

2012 Conference Presenters *(CONTINUED)*



STEPHEN PELLETIER

President, Prudential Annuities, Prudential Financial, Inc.

Steve Pelletier is President of Prudential Annuities, the fully integrated domestic annuity business of Prudential Financial. Prudential Annuities manufactures variable and fixed annuities and distributes them through independent financial planners, banks, wirehouses, regional firms and insurance agents.

Prior to his current position, Steve served as Chairman and CEO of Prudential International Investments, responsible for Prudential's investment management business in international markets, including China, Japan, Korea, Taiwan, Mexico, Germany and Italy. He was also responsible for the company's offshore investment product.

Steve joined Prudential in 1992 as Director of the Corporate Planning and Consulting Group at Prudential Securities. From 1996 to 1997, he served as Prudential Securities' Regional Director for Asia-Pacific, with responsibility for Prudential Securities' offices throughout the region.

Prior to joining Prudential, Steve headed the Retail Strategic Planning group for Chemical Bank. Before that, he led the Corporate Planning Unit for Manufacturers Hanover Trust from 1989 to 1991 and managed several businesses in the bank's International Division beginning in 1978, including four years in Singapore as General Manager.

Steve received a B.A. from Northwestern University and an M.A. from Yale University. He is a member of the Board of Directors for the Insured Retirement Institute (IRI, formerly NAVA). He currently serves on the board of St. Luke's Lifeworks based out of Stamford, CT, and is also a member of the National Advisory Board of Johns Hopkins University's Center for Talented Youth.



MARYELLEN REARDON, PH.D., CLU

Vice President, Learning, Recruiting and Professional Development Department, Prudential Financial, Inc.

Maryellen Reardon, Ph.D., CLU, joined Prudential in 1989 and is currently Vice President, Learning, in the Recruiting and Professional Development Department of Agency Distribution. Her team is responsible for all core functions that support the recruiting and training teams such as budgeting, contracts, and industry study. She also serves as Chief of Staff to the Department's Senior Vice President.

In 1995, during her Prudential career, Maryellen lost most of her hearing. In addition to her other responsibilities, Maryellen has served for several years as the co-chair of one of Prudential's business resources groups, ADAPT (Able and disAbled Associates Partnering Together).

Maryellen has also worked at Avon Products, Inc. at their New York City headquarters and was instrumental in the design of their initial quality service research program. She has also been employed by the New York City Department of Personnel, where she designed cognitive and physical ability examinations to select individuals for entry-level and promotional Fire Department positions.

Prior to her corporate experience, Maryellen was a professor of Organizational Psychology at Lafayette College in Easton, PA.

She holds a Doctoral Degree from Ohio University in the field of Organizational Psychology and a CLU designation from the American College. Maryellen lives in Rumson, New Jersey and is the proud mother of two children, Michael and Elena.

2012 Conference Presenters *(CONTINUED)*



JULIE ST. MARIE

Senior Director, New Format at Best Buy, Best Buy Company, Inc.

Julie St. Marie has 26 years retail experience in areas of Merchandising, Loss Prevention, and Training. Julie's position at Best Buy as the Senior Director New Format provides strategic leadership of new business and retail concepts to develop new formats that meet long-range goals, strategies, plans and policies. A life-long advocate to empower individuals for better outcomes, she is grounded in the community as a volunteer and holds numerous leadership roles with the Spina Bifida Association, PACER Parent Advocacy, Inter City Youth, and Charity House. Julie obtained her Bachelor of Arts in Human Resource Development/Special Education Teaching/Elementary Education Teaching at the University of Northern Colorado.

Within Best Buy's Employee Business Network INCLUDE (Focus on Abilities, not Disabilities) Julie's catalyst and role model approach leads others to 'higher purpose' by creating the foundational discipline to make ideas happen. Julie has made an impact to the culture at Best Buy, from developing new positions for INCLUDE members, igniting growth initiatives, assisting in policy change for health and accommodation programs, initiating consortiums with retail competitors, and ultimately recognition with the 2008 Department of Labor's New Freedom Initiative Award.



JOHN R. STRANGFELD

Chairman and Chief Executive Officer, Prudential Financial, Inc.

John Strangfeld is Chairman and Chief Executive Officer of Prudential Financial, Inc. (NYSE: PRU), a financial services leader with operations in the United States, Asia, Europe, and Latin America.

With over 135 years of life insurance and asset management expertise, Prudential is focused on helping its 50 million individual and institutional customers grow and protect their wealth. Prudential businesses offer a variety of products and services, including life insurance, annuities, retirement-related services, mutual funds, investment management, and real estate services.

In addition to its financial strength, Prudential has a strong reputation in social responsibility, and a long-standing commitment to diversity and workplace inclusion. In fact, FORTUNE magazine recently named Prudential one of the most admired companies in the world in the life/health insurance category.

Before Strangfeld was named Chairman and CEO in 2008, he was Vice Chairman responsible for Prudential's U.S. Businesses, which include both the Investment and the Insurance Divisions. Prior to his position as Vice Chairman, Strangfeld held a variety of senior investment positions at Prudential Financial, both within the United States and abroad, including six years in London.

Strangfeld received a BS in Business Administration from Susquehanna University, and an MBA from the Darden School of Business at the University of Virginia where he is a member of the Raven Society, UVA's oldest honorary society. Strangfeld also holds the Chartered Financial Analyst (CFA) designation.

Strangfeld is very involved with both his alma maters. He is Chairman of the Board of Trustees of Susquehanna University and a member of the Board of Trustees of The Darden Foundation. In 2005, Strangfeld initiated, and is an ongoing sponsor of, a recruitment and scholarship program for military officers seeking to transition into leadership roles in civilian life via an MBA at Darden. He is actively exploring additional ways for Prudential and other corporations to support returning Veterans as they reenter civilian life.

Strangfeld is a member of the Financial Services Forum, the Financial Services Roundtable, the Business Roundtable, the Geneva Association, and the American Council of Life Insurers. He is also a member of the Executive Committee of the Board of Directors of the New Jersey Performing Arts Center in Newark, New Jersey.

2012 Conference Presenters *(CONTINUED)*



LISA TEALER

Senior Diversity Manager, Corporate Diversity & Inclusion, Genentech, member of Roche Group

Lisa Tealer is a Senior Manager of Diversity & Inclusion at Genentech and chair of the company's Diversity Council. She manages all 17 of Genentech's Employee Resource Groups across 4 sites. She has over 26 years of experience in the biotechnology industry. She spent over 15 years in a variety of technical and managerial positions. Lisa became a charter member and first chair of Genentech's first Employee Resource Group, African Americans in Biotechnology (AAB). She transitioned to Human Resources, where she has partnered with colleagues and leaders to develop and support Genentech's diversity and inclusion strategies and initiatives focused on recruitment, development and engagement.

Lisa is the Project Lead for Genentech's People With Disabilities Strategy Taskforce, chartered with developing and designing a strategic plan and road map to ensure Genentech is inclusive to People with Disabilities. She also serves on Genentech's community investment committee at its South San Francisco site, which is responsible for philanthropic investments supporting the company's focus on Health Science Education, Patient Education & Advocacy and Community needs.

Lisa is a native of San Francisco, California. She holds a BA in Biology and a Diversity Management Certificate from the University of Houston, C.T. Bauer College of Business.



BERNITA L. THIGPEN

Tax Managing Director, KPMG, LLP

Bernita consults on corporate tax matters, including corporate restructurings such as mergers and acquisitions, spin-offs and other distributions or divestitures and liquidations. She also assists clients on matters relating to attribute carryovers, consolidated returns and troubled company workout issues.

Bernita frequently speaks on the taxation of corporate reorganizations and consolidated returns and teaches internal and external continuing professional education courses.

Bernita joined KPMG's Washington National Tax practice in April 2000 and joined the Chicago Mergers and Acquisition practice in 2002. Prior to that time, she served as Deputy Assistant Chief Counsel (Corporate) in the Office of the Chief Counsel, Internal Revenue Service. In that position, she had technical responsibility for Subchapter C, consolidated return matters, and some bankruptcy issues. Bernita reviewed published guidance, such as regulations, revenue rulings and procedures, notices, and announcements. She also resolved substantive tax issues in taxpayer-specific guidance, such as private letter rulings and technical advice memoranda. Bernita previously served as a Branch Chief in the Office of Assistant Chief Counsel (Financial Institutions & Products) and as the National Office Coordinator for the Industry Specialization Program for the Banking and Savings & Loan Industries.

2012 Conference Presenters *(CONTINUED)*



ANDY TRAUB, SPHR

Director of Recruitment, AMC Entertainment, Inc.

Andy Traub, SPHR is the Director of Recruitment for AMC Entertainment, Inc. (AMC). Traub has worked in human resources with an emphasis in recruitment for the past 15 years. His vast range of recruitment experience includes recruiting the full spectrum of associates from part-time hourly individuals to executive-level talent for medium and large corporations. During his tenure at AMC, Traub has implemented a wide variety of strategic recruitment initiatives, including the establishment of an employment brand, award winning staff and management recruitment campaigns, customized assessments, a robust applicant tracking system, a streamlined on-boarding process and co-creator of the AMC FOCUS (Further Opportunities and Cultivating Untapped Strengths) program, an award-winning recruitment and diversity program

that promotes greater access to competitive employment at AMC for individuals with disabilities. Mr. Traub has presented regionally, nationally and internationally about the AMC FOCUS journey from its inception to execution.

Mr. Traub has a degree in Elementary Education from Kansas State University and has held his SPHR (Senior Professional in Human Resources) certification for the last several years.



NADINE O. VOGEL

Founder and President, Springboard Consulting, LLC

Nadine O. Vogel is the Founder and President of Springboard Consulting, LLC. Springboard collaborates with multinational corporations, federal governments and national agencies on initiatives to successfully mainstream disability in the global workforce, workplace and marketplace. Springboard also produces the Disability Matters Awards Banquet and Conference which honors those firms that are making great strides in supporting this segment of the population, now the largest minority segment in the world, through diversity, work-life, human resource and marketing/branding initiatives.

Prior to founding Springboard, Nadine held a variety of executive positions in both Corporate America and the non-profit sectors.

Vogel is the author of *DIVE IN*, Springboard into the Profitability, Productivity and Potential of the Special Needs Workforce, a highly acclaimed must-read business book. She is a regular contributor to *Profiles in Diversity Journal*, *Diversity MBA Magazine* and *Diversity Executive Magazine*, and has authored articles for many other professional, industry and consumer publications. Nadine is also recognized as a powerful informational, motivational and inspirational speaker. Recognized for her civic and professional activities, Vogel has received many awards and accolades including:

Selected by *Diversity Journal* as a 2012 Diversity Leader Award recipient, as one of *Diversity MBA's* 2011 Top 100 under 50 Executive Leaders, a 2011 recipient of the American Association for Affirmative Action Edward M. Kennedy Community Service Award, the Inaugural M2Moms 2010 MomFirst Award, One Mom's Idea That Made a Difference, The YAI, Business Advisory Council 2010 Advocacy Award, NJ BIZ Magazine's 2008 Best 50 Women in Business Award, The Count Me In, 2008 Make Mine a Million \$ Business Program Award, The 2007 Howard L. Green Humanitarian Award from the NJ Broadcasters Association, The College of Charleston's 2003 Distinguished Alumni Award, The Voices Award 2003 - individuals who have made a difference in the community, The Golden Gate University's 2002 Alumni Community Service Award, The Fast Company Magazine's 2002 debut list of "Fast 50" innovators -- individuals whose achievements helped change their companies or society, The Working Mother Magazine's Mothers We Love Top 25 List in 2000 and the magazine's 2000 Mothering That Works Award, and numerous elections to a variety of editions to *Who's Who*.

Vogel has been featured on NBC News, CNNfn, Lifetime Live on the Lifetime Channel, Good Day NY and Oxygen Television's Pure Oxygen program. She is the founder and past president of the board of SNAP, Special Needs Advocate for Parents, a member of the College of Charleston Department of Communications Professional Advisory Council, a member of the New Jersey State Employment & Training Commission Disability Issues Committee, a Founding Board Member of the Society for Diversity and a member of the SHRM Workplace Diversity Special Expertise Panel.

Vogel received an MBA from Golden Gate University in San Francisco, CA and a BS in Industrial Psychology from the College of Charleston in Charleston, SC. She resides in New Jersey with her husband and two daughters, both of whom have special needs.

2012 Conference Presenters *(CONTINUED)*



VERONICA E. VILLALOBOS

Director, Office of Diversity & Inclusion, U.S. Office of Personnel Management

Ms. Villalobos was appointed to the Senior Executive Service in October 2010. She currently holds the position of Director, Office of Diversity and Inclusion, with the U.S. Office of Personnel Management (OPM). In that capacity, she manages OPM's government-wide diversity effort to develop, drive and monitor strategies and initiatives designed to create a more diverse and inclusive Federal workforce.

Prior to her current position, Ms. Villalobos was employed at the U.S. Equal Employment Opportunity Commission (EEOC or Commission), as one of the agency's first Honor Program Attorneys. From 2008 through 2010, she served as the Director of the Office of Equal Opportunity where she was responsible for EEOC's EEO Complaint Processing and Affirmative Employment Programs. In spring of 2010, she detailed to OPM as Special Counsel to Christine Griffin, OPM Deputy Director and Chair of the Inter-Agency Work Group on Diversity (Work Group). She coordinated the Work Group's efforts to develop a government-wide Strategic Plan to create a Federal workplace that represents all segments of society.

In 2008, she served as the Chair of the Federal Hispanic Work Group, which was charged by the EEOC Chair with examining the Hispanic community's systemic concerns about federal sector employment and executive development. From 2000 through 2008, Ms. Villalobos was assigned to the Office of Federal Operations where she issued decisions in cases covering the entire spectrum of legal bases of alleged discrimination, including race, color, sex, national origin, age, disability, religion, and reprisal. In 2006 and 2008, she served as a supervisory attorney and was responsible for reviewing the appellate decisions drafted by attorneys on appeals from agency and EEOC Administrative Judge decisions issued on federal sector discrimination complaints. During a detail in 2002, Ms. Villalobos worked in the EEOC's Office of Legal Counsel, where she litigated Equal Employment Opportunity and Merit System Protection Board cases on behalf of the Commission and provided legal advice to the Chair and Commissioners regarding complex disability cases, as well as administrative and union matters. In 2003, she detailed to the National Labor Relations Board, where she worked in both the Chairman's Office, drafting Board decisions, and the General Counsel's Contempt Litigation Division.

Ms. Villalobos was born and raised in El Paso, Texas. She graduated from Saint Mary's College in South Bend, Indiana in 1996 with a Bachelor of Arts degree in Political Science and Psychology. After graduation, she received the Telecommunications Fellowship with the Congressional Hispanic Caucus Institute, through which she gained hands-on experience at the non-profit Public Technology, Inc. From 1997 to 2000, she attended American University's Washington College of Law in Washington, D.C., where she earned her law degree. Ms. Villalobos is a member of the Maryland and Michigan Bars.

2012 Conference Presenters *(CONTINUED)*



RAYMOND WEEKS

Vice President Veterans Initiative, Prudential Financial, Inc.

As Vice President for Prudential's Veterans Initiatives, Ray is responsible for coordinating companywide efforts to create sustainable programs for transitioning Veterans, as well as for advocating and collaborating with corporate peers to support similar programs. Ray works closely with the Vice President External Veterans Affairs whose primary responsibility is to foster and build the network outside of the company with military and Veteran service organizations, and related governmental agencies.

Ray has been with Prudential since 1998. Prior to being named to his current role in October 2010, Ray served as the Senior Privacy Compliance Officer for Prudential's Insurance businesses. Ray's work experience includes various operational and leadership positions with Aspect Communications, Citibank, Continental Airlines, and Rockwell International.

Ray was commissioned a Marine Lieutenant in 1978 following his graduation from Washington State University. Ray's 20-year career as a Commissioned Officer and member of the Marine Corps Reserves includes tours of active duty during the post-Vietnam and the Gulf War eras.

Following his initial tour of active duty he transitioned to the Reserve Forces where he had a number of assignments, and attended additional professional level schools. Ray was recalled to active duty during Operation Desert Shield/Operation Desert Storm where he served until the end of hostilities in April 1991. Ray served several more years with the Marine Corps Reserve until his retirement in 1998.

Ray is from a family of military veterans including his father who served with the Marine Corps from 1940 until 1947, most of that with the 1st Division in the South Pacific. Ray considers among his closest friends those that are veterans, some whose children are currently serving in the military.



SHANNON WILLIAMS

Program Director, Inclusion Initiatives and Community Workforce Development, UPMC

Shannon Williams is currently UPMC's Program Director, Inclusion Initiatives, and Community Workforce Development. Shannon has been with UPMC since 2006 in various recruitment and human resources roles. She started with the Corporate Services team as a Recruiter and was promoted to a Senior Recruiter, Campus Programs Lead and most recently, Program Manager, Corporate HR. In her current role, as Program Director, Inclusion Initiatives, Community Workforce Development, Shannon is responsible for managing workforce readiness and retention programs designed to assist adults in the Pittsburgh Area to overcome their barriers (such as being unemployed, underemployed, having a disability or being a veteran) while preparing them for long-term careers at UPMC.

Prior to UPMC, Shannon was employed by various recruitment and consulting companies around Pittsburgh as a recruiter. Her main responsibility was to recruit candidates in the fields of Information Technology, Healthcare and Business Management. Shannon graduated from Gannon University with a bachelors degree in Communication Arts and a minor in Marketing.

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| Organizational Readiness Programs | ■ | ■ | ■ |
| Compliance and Accessibility Guidance | ■ | ■ | ■ |
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Please contact Ivette Lopez at E: ivette@consultspringboard.com or T: 973-813-7260 x. 102



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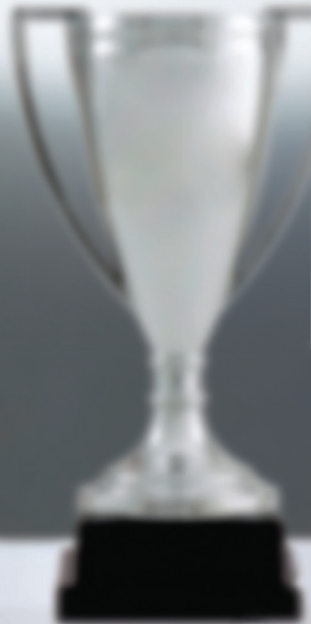
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We welcome all attendees and congratulate the 2012 award recipients.

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