

SUMMER 2021 EDITION

THE TOP 50 WOMEN OF 2021

FEATURING DONNA C. PURCELL





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The staff of *The Top 100 Magazine* would like to express their gratitude for having the privilege of working with the brightest, most accomplished, and esteemed women in the world.

Through the combined efforts of our account directors, writers, production staff, and artists, as well as the cooperation of everyone who is featured in this extraordinary edition, I believe we have presented an inspiring look into the lives of women who have demonstrated such excellence within their careers and community.

I know that our readers will be equally impressed by these stories and appreciate the tremendous fortitude, dedication, and perseverance of these individuals, along with the many sacrifices they have made in the pursuit of their dreams.

It is my sincere wish that each and every one of these amazing professionals continue to experience success and my pleasure to present *The Top 50 Women of 2021 Magazine*.

Joseph Nunziato
CEO, Redwood Media

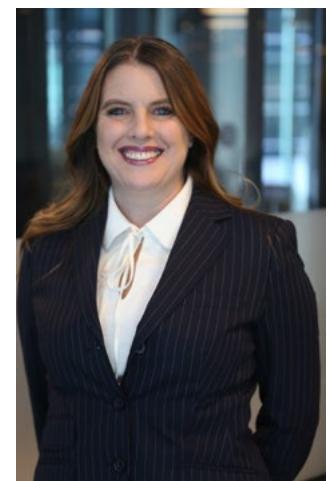
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THE TOP 50 WOMEN OF 2021

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TERISE E. PAULSEN



Owner, The Paulsen Group LLC



The powerhouse behind The Paulsen Group, LLC, Terise Paulsen pioneered the niche of affordable housing real estate recruitment long before it became a trendy sector and has led the industry—and her clients—through its evolution every step of the way. Over three decades, Terise has successfully completed over 800 searches, placing qualified candidates in various roles for their clients across the nation. These clients include syndicators, developers, NPOs, housing authorities, contractors, pension funds, and property management companies, among others, and many of the placements have gone on to become C-level executives.

“It is rare to be able to work in an industry you are passionate about and have the opportunity to change peoples’ lives. We are all so grateful for this opportunity and continue to pay it forward by remaining engaged, continually building relationships, and collaborating with the next generation of leaders,” Terise exclaims.

Rewind. The year is 1984. Ronald Reagan is president, the Boston Celtics have won *the NBA Championship*, the average cost of a home is \$80,000, and Terise Paulsen has just launched a new career in executive recruitment. The transition would prove to be especially insightful for several reasons, not the least of which is a booming housing market. Terise was already a successful and savvy businesswoman, having managed a telemarketing company and owned an accounting service, which specialized in real estate. It was, therefore, a clever strategy to focus on executive recruitment within the same arena.



I’m often told by my clients and candidates that they’ve never encountered a ‘headhunter’ like me and that’s because I know my industry and I actually care about people. I fully embrace and respect the fiduciary responsibility I have to shape careers and cultivate effective teams.



Terise fully immersed herself in the fledgling business, building her client roster one phone call at a time, initially using phone books to generate leads. This was a time without mobile devices, internet, or even fax machines, so her only resources were perseverance, intelligence, and motivation. In a short amount of time, Terise had developed relationships with over 20 loyal clients and continued to gain momentum over the next four years. In 1988, she founded The Paulsen Group LLC and, at the same time discovered an unmet need, and a promising niche, within the industry—affordable housing.

At the time, the majority of real estate recruiters were focused on the office, retail, single family and market rate clients. Terise recognized a critical sector of the real estate market that needed attention. She notes, “The affordable housing market appealed to me greatly because it presented new challenges and addressed issues that were important—low income housing, housing for vets, the homeless, the elderly, and the blue-collar workforce. I knew that it would be hard work, but it would also be rewarding.” Terise also knew that to bring affordable housing to the market, there would be an upsurge in the need for specialized talent in development, asset management, underwriting, finance, as well as consultants, and other real estate executives, which inevitably led to her increased value as a recruiter.

Thirty years later, Terise remains a formidable presence in the field, fully entrenched in the business of recruiting and placing a high priority on bringing value to her clients as well as the community. “I’m often told by my clients and candidates that they’ve never encountered a ‘headhunter’ like me and that’s because I know

Over three decades, Terise has successfully completed over 800 searches, placing qualified candidates in various roles for their clients across the nation.

my industry and I actually care about people. I fully embrace and respect the fiduciary responsibility I have to shape careers and cultivate effective teams,” Terise asserts.

To that end, Terise is especially mindful of the need for her company to evolve and grow along with changes in the marketplace, as well as the latest job requirements and hiring processes. She expounds, “We must adapt to the changing landscape of affordable housing. This is more than just staying abreast of market trends. It means we have to remain strategic, versus reactive. We are working with all generations, from Boomers to Gen Z, sharing information and building upon the past, while preparing for the future. We are infusing the traditional, personalized client care standards of the Baby Boomers with the technology of Gen Y and Z, combining conventional work ethics with relationship building. I believe that this could very possibly lead to a new generation of skilled problem solvers and exceptional producers.”

To forward her mission, Terise not only finds candidates with affordable housing experience, but recruits from other real estate sectors as well. With the importance of affordable housing growing, she is finding more people who share her ideals and interest in making a difference and aspiring candidates who are seeking to pursue this personally and financially gratifying vocation. Terise adds, “It’s important to mention that my business has exceeded my five- and ten-year averages in 2020. The affordable housing industry is not recession proof, but it is certainly *recession resistant*. In addition to the unpredictable stability of our economy, the COVID-19 pandemic has presented new challenges, so we are seeing eligibility requirements change and need grow. Affordable housing is not just a program for low-income individuals anymore.”

With her knowledge of the industry and forward thinking, Terise has made a quantifiable impact on affordable housing, while steering her company toward a place among the top recruiting firms. Although she has been chronicled in *Cosmo* magazine, participated on numerous panels, and appeared on television and radio broadcasts, she remains a humble practitioner whose motivation is wholly humanitarian.



With her knowledge of the industry and forward thinking, Terise has made a quantifiable impact on affordable housing, while steering her company toward a place among the top recruiting firms.



The Paulsen Group

powered by **TAX CREDIT JOBS**



If anyone were to assemble a list of the most fierce, indomitable women who are redefining conventional standards and instigating change, Jotaka Eaddy would be at the top. With a reputation as “The Olivia Pope of Silicon Valley,” she is a mover and shaker, a Washington insider, and a successful businesswoman with a contact list that reads like a *Who’s Who* of some of the most powerful people in America. Armed with more than 20 years of experience as an organizer, a strategist, and a changemaker, Jotaka is bringing it all together with the launch of her own firm, Full Circle Strategies, LLC, leveraging her power and skill to reshape the future of society—and industry—for the greater good of all.

Like the inspiring influencers who came before her, such as Dr. Hazel Dukes, Donna Brazile, and Minyon Moore, Jotaka Eaddy has established herself as a formidable civil activist, Silicon Valley power player, and master strategist with a sphere of influence and the dedication to incite change and transform outdated cultural narratives. In fact, her quantifiable impact was instrumental in Oprah Winfrey’s award-winning, *Own Your Vote* initiative, for which Jotaka served as an architect and advisor. In this challenging but compelling endeavor, she along with partners worked to create target-specific strategies that would engage voters and design a campaign specifically to engage and elevate black women. And, this is not the only empowerment venture for women of color that Jotaka has contributed to. She supported and advised Goldman Sachs in their recent announcement of a historic \$10B dollar investment in black women, helped several tech companies expand their diversity, equity, and inclusion policies, and founded *#WinWithBlackWomen* - a network of Black women leaders that have been credited with making significant impact in the 2020 election and specifically with advocating for a Black woman vice president, assisted a venture firm with its 2020 election strategy, advising on the distribution of nearly \$1M in grants and resources. Put simply, Jotaka is an unrelenting force with the skills, experience, and courage to address the nation’s most intractable issues.

JOTAKA EADDY

FOUNDER & CEO

**From the C-Suite in Silicon Valley
to the Policy Boardrooms in
Washington, D.C.—How this Female
Power Player is Bringing it all
Together to Serve the Greater Good**

It’s not surprising that Jotaka has been featured in *Fortune*, *Forbes*, *Newsweek*, the *Wall Street Journal*, and *Essence*, among others. Her career history is nothing short of remarkable, with key roles within the NAACP and a stellar record for advising tech companies, achieving regulatory, legislative, and social change—and as one of the few Black women who has served in the C-suite of a Silicon Valley-based company, and leading a strategy that resulted in a landmark Supreme Court victory. Add to that, her access to members of Congress, corporate execs, Hollywood moguls, and world leaders, and you start to see the scope of her power. This level of influence might be mishandled by someone without Jotaka’s integrity and benevolence, but she remains grounded and fully focused on her agenda. The obvious question is, with so many triumphs already under her belt, what exactly is her “agenda?”

In her own words, Jotaka explains, “I always wanted to have my own firm and the time came when I felt like I was ready for the next challenge. Oddly enough, this happened when so much was going on in the country; we were witnessing the murders and aftermath of George Floyd and Breonna Taylor, COVID was happening. I had a lot of offers to join very powerful companies, which would have been the safer bet, but I decided that the best move for me was to position myself where I could make the most impact. It was time to step into my own power and leverage everything I had done in my life for justice, political, and social reform and use that to help drive industries, communities, and society forward, but most importantly, doing it on my own terms.”

Jotaka is an unrelenting force with the skills, experience, and courage to address the nation’s most intractable issues.

Founded in 2018, Full Circle Strategies is a social impact consulting firm specializing in strategy development, management consulting, public affairs, and community engagement that has helped develop public affairs strategies for some of the world’s largest companies. It is the culmination of everything she has learned, everything she’s done, and all the people she has worked with. Indeed, Jotaka has created a vehicle for change that better serves communities and provides global enterprises with a purpose that is far greater than profits. Using her voice and her vision, she has succeeded in her quest to bring about and drive a substantial, transformative change across industries, cultures, and politics. “My success is not measured by the number of clients I have. It’s about how I change the lives of those who are marginalized. It’s about pushing forward, breaking boundaries, and using everything I’ve been blessed with to create substantive change,” Jotaka explains. “That, for me, is the true measure of success.”

Whether it’s providing *pro bono* support to George Floyd’s legal team, uniting black women, promoting the importance and power of women in the election cycle, or facilitating a connection between a major civil rights organization and a global company, Jotaka is prepared for, and skilled at, shaking things up. Under her direction, Full Circle Strategies has successfully executed numerous strategies, not the least of which was to provide a client with advice, training, ultimately enabling them to foster democracy through nonpartisan voter engagement and to reexamine/restructure their corporate and social responsibilities or advising a fortune 100 company on \$10Billion dollar investment strategy. “I know what is needed to engage a client and support the fulfillment of their goals. I’ve been a business executive, so I know their limitations and the opportunities. I’m going to make sure they have concrete, viable options to become diverse, socially responsible, and impactful entities.”

Developing public affairs strategies and helping companies build stronger relationships with advocates and elected officials is both an admirable and achievable goal; one which Jotaka has prioritized and improved. “I don’t take on clients unless I feel that my work will make an impact and have a positive effect on marginalized



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communities,” Jotaka states. “I will work with nonprofits, small businesses, or Fortune 500 companies, as long as the common goal is for the greater good. I’m at my best when I’m working with people who wake up every day focused on impact.”

The altruistic motivation behind her business philosophy has been well-received and business has grown exponentially in a short time. Looking at her thriving career and flourishing company, one can only wonder what drives Jotaka to continue her crusade. Obviously, she wants to make the world a better place, and it’s apparent that she wants to touch people’s lives, but what is the personal gain from all of this? Well, this is an answer best given by Jotaka herself: “It’s ultimately about lifting as I’m climbing. I want to live in a world where equity and justice and freedom of all people is not something of the imagination, but something that is real and tangible.”

Marlo Greer

As an accomplished personal injury trial lawyer, Marlo Greer has been providing clients with aggressive and compassionate representation for over 19 years. Her practice is centered around those who have suffered injuries as a result of motor vehicle collisions, sexual abuse, nursing home negligence, medical malpractice, and hospital negligence. According to her team as well as her former clients, one of Marlo's most renowned qualities is her ability to understand the needs of those she represents. For instance, she never uses the term "accident" when referring to the hardships of clients because she believes that hurting another individual, whether intentional or not, is never a simple mishap. Recently, we had the pleasure of speaking with Marlo as she shared with us the responsibilities of her role as an advocate, counselor, and trial attorney.

Let's start with your firm. Tell us about The Greer Law Group.

I started The Greer Law Group in 2015 with my partner, Kevin Van Donselaar. The idea was to provide a different type of service to clients. Instead of a mass law firm with a case manager, we envisioned a small firm that specialized in automobile collisions and sexual harassment cases. However, it has grown a bit since 2015. We've also made a few changes. Kevin's wife decided she wanted to be in warmer weather, so he moved to California. So, although he's on counsel, it's primarily my firm now. Kevin still takes on cases in the Denver area but only takes on a handful in order to provide specialized attention.

Have the changes at the firm affected the way you manage your cases?

Not at all. Even though I now handle most of the cases, I still handle the practice the same way I always have by making sure I'm there whenever a client needs me. Since starting the firm, I've consistently been selective about the cases I take in order to make sure the client is a good fit for me and for the firm, so clients are

still receiving the same personal, specialized attention. I also have an amazing staff who makes sure they are available to help clients, even if that means working after business hours. It's all a matter of knowing our clients and what they need.

Why did you decide to become an injury lawyer?

I actually started out practicing criminal defense in 2001, but the reason why I went into law is because I have always wanted to help people. So, when I was given the opportunity to defend clients who had dealt with issues such as racism, I saw that I could make a difference and give back to society, and that was really important to me. That's why I ultimately decided to become a plaintiff personal injury attorney. I wanted to be an advocate for people who have been discriminated against due to their race or sexual orientation. The problem is so prevalent that I have never met a woman who doesn't have a story, and plenty of men have them, too. In fact, I currently have a client who was at work, and a female coworker followed him out to his car and harassed him both verbally and physically.

 Her practice is centered around those who have suffered injuries as a result of motor vehicle collisions, sexual abuse, nursing home negligence, medical malpractice, and hospital negligence.

You once suffered a personal injury that gave you first-hand experience in dealing with greedy insurance companies and inept medical care. Will you share what happened?

Of course. When I was still in law school, I obtained a spinal injury during a horseback riding incident. As a result, I had to undergo several invasive medical procedures, including a 5-level fusion in my back. Although that was one of the most difficult times in my life, I firmly believe what makes every individual unique is how they apply their past experiences to their current life and work. Therefore, I'm grateful that I can use my personal perspective as someone who has been injured to not only provide legal advice to my clients but to show them genuine understanding and compassion. I've been there, so I know how difficult and frightening it is to transition from being in perfect health to being injured and in need of constant medical attention. In fact, many of the procedures my clients are facing, I've gone through myself. I specialize in representing clients with serious brain and spinal injuries because I understand their need for an advocate.

In 2018, you were named one of the Top 10 Verdicts in Colorado. Would you tell us about that case?

That case was extremely challenging, but, fortunately, we still came out on top. It involved an automobile collision, and it was a tough situation because my client was a passenger in a vehicle being driven by a friend. The friend turned left, and an oncoming vehicle went through the light and hit the passenger side backseat where my client was sitting. The case was filed because there was a disagreement over who was at fault: the driver who was the friend of my client or the driver of the car who ran the light. Well, of course, the other driver said it wasn't his fault; he didn't run the light. So, they were not able to settle the case because each driver said it was the other person's fault. However, one thing was for certain; it was definitely not my client's fault as a passenger.

I specialize in representing clients with serious brain and spinal injuries because I understand their need for an advocate.



The friend driving had her insurance company settle her portion of the case, but they didn't cover my client's medical bills, which included lower spinal surgery. We ended up going to mediation in an attempt to resolve the case, but the offer was only \$100,000, which I could not accept. We knew that someone saw the other driver run the red light, but no one could locate the witness. At one point, my client was ready to give up and settle, but I knew I had to keep fighting until we found that witness. Once the witness was finally located, we went to trial, and the verdict was \$1.5 million. The other part that was interesting is that the insurance company, State Farm, knew the witness was a 911 caller who had nothing at risk, but they were counting on us not being able to find the witness. They knew my client was injured and that their client was either wholly or partially at fault. State Farm's decision to offer \$100,000 was strategic, and it is a perfect example of an insurance company trying to take advantage of an innocent person in order to save money instead of doing what is right. The case is also a perfect example of why I chose this profession. I fight for the rights of the individual, and that is what drives the firm and the decisions I make.



Attorney and
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ANDE FRAZIER

CEO, Editor in Chief, myWorth

Ande is one of the highest-ranking women in the financial industry, having risen to the top of the primarily male-dominated insurance world as the former head of a multi-million-dollar fintech company and a VP at Penn Mutual.

And she's done it on her own terms.

Ande began her career as a financial adviser more than 25 years ago, but quickly realized that traditional planning methods didn't account for how emotions factor into financial decision making. Wanting to do things differently, she left her practice and developed an expertise in behavioral finance.

In subsequent years, she constantly witnessed how conventional wisdom about women and money was flawed: It's not women's finances that determine their self-worth. It's women's sense of self-worth that determines their finances.

Fast forward to today. She's now made it her mission to use her platform to break down the emotional, behavioral and societal barriers that stand between women and strong financial foundations.

In late 2018, Ande quietly launched myWorth, a media community that's now inspiring a financial awakening among more than 85,000 women who are eager to take control of their financial journeys.

This year, Ande is expanding myWorth's reach even more, through the introduction of daily editorial content, in-person events, and a video and podcast series dedicated to telling the stories of "self-rising" women.

According to Ande, "myWorth comes at a pivotal time. We have women running for president, the Women's National Soccer Team making headlines for paving the way to equal pay in sports, and an overall sea shift in the dynamics between women and men. It's imperative that women's relationships with money evolve to keep up with their unprecedented social progress."

“We're not just offering women tips and tricks for improving their financial literacy. We're helping them understand where their emotions and beliefs about money originate. And how those beliefs influence their underlying financial foundations.”

”



Ande is widely recognized as a driving force in the financial community, holding more designations than she can count, including **CFP®**, **CLU**, **ChFC**, **RICP**, **BFA™** and **ChSNC**.

She's a prominent speaker, respected thought leader and an active member of Women in Insurance & Financial Services (WIFS), GAMA International, Leadership for Advanced Life Underwriting (AALU) and the National Association of Insurance & Financial Advisors (NAIFA). She additionally sits on the Board of Vantis Life of NY and formerly served as Secretary on the Board of Directors at WIFS.

Ande will release her first book in early 2020, published by *ForbesBooks*, about the 11 conversations women should have with themselves about their life, money and worth.

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DEBORAH TROPP

Deborah Tropp is a founding partner and esteemed litigation attorney at McNeil Tropp & Braun, LLP, a prominent, California-based firm that specializes in high quality, personalized legal services.

Deborah recognized her passion for law at a very early age. She recalls, "Even as a child, I would imagine mock trials and how I would play the part of a savvy defense attorney. All throughout my school years, that inclination remained and I knew that my future would be in the legal field."

Upon graduation from high school, Deborah immediately matriculated to the prestigious UCLA (University of California, Los Angeles) in pursuit of a Bachelor of Science degree in political science. After achieving that, she continued on to McGeorge University School of Law, where she received her Juris Doctor degree.

Deborah explains, "Once I had my law degree, I wanted to get into a courtroom as soon as possible. I gravitated toward insurance-related defense and by my second year as an attorney, I had tried my first case."

Deborah continued to focus on insurance defense and was soon offered a managing partner position with the law firm of Ericksen Arbuthnot. In 2000, she and her longtime friend from law school, Jeff Braun, partnered with Joe McNeil, a former colleague and expert in the medical malpractice industry, to form McNeil Tropp & Braun, LLP. Since that time, Deborah has represented numerous clients in complex trials and established herself as a prominent and proficient litigator.

Deborah's defense cases include personal injury cases related to auto and truck accidents, medical malpractice, elder abuse, and products/premises liability. She also represents clients in employment litigation, business proceedings, and healthcare law. Deborah states, "Over the years, the Firm has grown consistently. In addition to the partners, we have eight lawyers on staff, all committed to the service of a large and diverse client base."

Deborah credits the success of the Firm to the work ethic, mutual trust, and dedication of the entire staff. This is evidenced by the accolades of their clients and through formal recognitions such as Deborah being named to the *Top 50 Lawyers in California* and her recent admission to the International Society of Barristers.

Outside of the courtroom, Deborah maintains an equally active agenda as a volunteer for the Constitutional Rights Foundation's *Mock Trial Program* and as a high school mock trial judge and coach. She is a national representative for the Orange County chapter of the American Board of Trial Advocates and a member of both the American Bar of Trial Advocates Foundation and the Orange County Women Lawyers Association. Deborah has also served as an adjunct professor for Western State College of Law, where she taught *Pre Trial Litigation and Trial Practices* to graduating law students.

Beyond her professional accomplishments, Deborah is passionate about giving back to the community and mentoring young women to reach their full potential.

In her spare time, Deborah enjoys being with her husband and their four sons. She explains, "I am very proud of my career but my favorite job has always been as a mom."

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"Once I had my law degree, I wanted to get into a courtroom as soon as possible. I gravitated toward insurance-related defense and by my second year as an attorney, I had tried my first case."





DR. LISA WEBB

FOUNDER & CEO: EXECUTIVE RELATIONSHIP CONSULTANTS
FOUNDER & CEO: BODY & MIND CONSULTING

Dr. Lisa M. Webb is an entrepreneur, executive relationship advisor, organizational development consultant and licensed clinical psychologist with over 20 years of experience advising corporate executives and their partners in the pursuit of more successful relationships. Over her tenure she has had the good fortune to work with CEOs and other C-suite leaders and their executive management teams within technology, telecommunications, manufacturing, health care, and not-for-profit sectors. She owes her success as a trusted advisor with industry thought leaders to her ability to speak “business” with a “human” perspective.

Through her decades of work with executives, it was apparent that many of Dr. Webb’s clients’ successes in the boardroom did not translate to happiness at home. Many C-suite colleagues on their A-game at work lacked the same fervor when it came to their marriage or partner relationship. “A breakdown in relationships is not an absolute; rather, by applying corporate strategy to the context of a marriage, spouses can sustain a healthier long-term partnership and recognize that divorce is not the only option,” she explains. Using the tools that Dr.

Webb’s relationship consulting services provide, couples can shift their perspective, eliminate dissonance, and communicate more effectively. Making the bridge between the boardroom and the bedroom was the impetus for the publication of her book, *The Executive Marriage Solution, Translating Boardroom Success to Bedroom Bliss*.

In addition to her executive relationship consultation services, Dr. Webb is also CEO of Body & Mind Consulting Associates Group, a wellness company she founded with her business partner about 21 years ago. Body & Mind Consulting is a health care practice that integrates body and mind health interventions in an effort to assist clients with achieving optimal wellness. Her practice primarily focuses on interventions that bridge mind health and work effectiveness of C-suite executives in corporate environments. She has particular expertise in assisting executives with recognizing and decreasing the impact of life changes, burnout, and stress upon marital, family, and professional relationships. According to Dr. Webb, clients who take personal responsibility for their health find the approach refreshing and empowering. One client noted:



WHEN ONE OR BOTH MEMBERS OF A COUPLE OCCUPY THE C SUITE THERE IS A PERCEPTION THAT A BREAKDOWN IN THE RELATIONSHIP OVER TIME IS EXPECTED. DIVORCE IS NOT THE ONLY OPTION.



“BMC [Body & Mind Consulting] does not look for the ‘quick fix’ or ‘Band-Aid.’ If you want to take control of your health and learn new strategies that go beyond a prescription, then this [Body & Mind Consulting] is the place for you.”

Dr. Webb has been recognized for her valuable assets, knowledge, and experience and as an influencer for her many varied accomplishments. She has been acknowledged as a leader in both business and health care by The International Association of Women, was selected for inclusion in *Trademark Top Doctors of America 2020 Honors Edition*, and was featured in two *CUTV News Radio* interviews, both of which can be found on *BlogTalkRadio*. In the past, she was nominated for a TED Talk on her knowledge and methodology detailed in the *Executive Marriage Solution*. Celebrating almost 25 years of marriage with her husband, she brings both professional expertise and personal experience to her relationship consultation.

Dr. Webb’s years of consulting experience have also been augmented with academic accomplishments. She holds several advanced degrees, including a doctorate in clinical psychology, a Master of Business Administration degree with emphasis in international business, a Master of Public Health degree with concentration in global health and epidemiology, and a Master of Environmental Science degree in global public health. Formal education and training, along with corporate and personal experiences, make her an expert on both relationships and wellness.

Beyond these achievements, Dr. Webb is also involved in domestic and international community service. Having a passion for the integration and nexus of human and animal health she began volunteering with One Health Commission (OHC). In collaboration with the OHC, she and colleagues launched the One Health and Social Sciences Initiative in an effort to foster the collective knowledge of social science researchers and



Dr. Webb's executive relationship consulting allows for a shift in how couples think and communicate.

practitioners to share their utilization of the One Health approach to facilitate achievement of the United Nations Strategic Development Goals of ecosystem sustainability, global food security, and equitable health.

Working internationally, she was fortunate to collaborate with researchers and clinicians in South Africa and the Dominican Republic to conduct community research surrounding HIV/AIDS to determine impediments to change in care at the grassroots level. Locally, Dr. Webb was also honored to be chosen to assist and become one of the founding members of the of the Southern Automotive Women’s Forum, a nonprofit dedicated to the personal and professional advancement of women in the automotive industry.

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 Southern Automotive Women’s Forum: <http://southernautomotivewomen.org>
 Executive Relationship Consultation: www.executiverelationshipadvisor.com
 Integrated Wellness Practice: www.bodymindtn.com



Book: *The Executive Marriage Solution: Transforming Boardroom Success into Bedroom Bliss*
 Available at Amazon: <https://tinyurl.com/executive-marriage-solution>

Kerry Boulton

Founder and CEO



With a master's degree in entrepreneurship and innovation as well as two decades of experience as an entrepreneur, business coach, and consultant, Kerry Boulton has become Australia's most respected exit strategy advisor. As founder and CEO of The Exit Strategy Group, she won the 1992 *Telstra Business Award for Total Quality Management* and was named *Innovator of the Year* by the Australian Graduate School of Entrepreneurship in 1999. With the goal of creating strong, positive businesses that provide real value, Kerry equips business owners with essential steps for overcoming challenges and ensuring their financial freedom. A professional EOS (Entrepreneurial Operating System) implementer, she taught business for six years at Swinburne University and has authored two books, *The Uncensored Truth about Exit Strategies* and *Million Dollar Pay Day*.

Why is an exit strategy so important?

Because we're human. Whether we like it or not, we are not immortal, and one day everyone will exit their business—so you can never be too prepared. Now, I'm not saying

you need to exit your business at a particular time, but it's important to think about how to build value and make your business transferable to the next person, as well as having buy-sell agreements and business succession agreements in place. In my case, everything was going swimmingly with our second real estate business until 2018 when my husband's bowel cancer returned. Fortunately, I knew what to do, and we applied the strategies I teach. We were ready to exit, and when he passed away, the documents we had in place were invoked in terms of business succession.

It's also important to think of yourself. Everyone needs to have a sense of purpose after moving on from a business, because a life without purpose is no life at all. This has been proven by the sad statistics involving people who retire – most often, men – who pass away within a few short years. Of course, there's also the benefit of being able to cash out or cash in at any time when you have your business ready, as was the case with our first businesses and particularly, our real estate company.

When should people start thinking about an exit strategy?

Ideally, when they start their businesses, but it's never too late. You're the most important investor in your own business. For example, if you were to look at buying shares in a company on the stock market, you would have an opportunity to sell those shares at some point down the road. So, as the most important investor in your own business, you need to give yourself that option.

When did you start The Exit Strategy Group?

In 2011, I realized there was a gap in the market, and no one was talking about exit strategies. It was not only a great niche, but there was also a significant need for people to learn these strategies, especially baby boomers like myself. Many people don't want to face their mortality, and some just don't know where to start.

What kinds of businesses do you work with?

Usually, businesses of reasonable sizes with between five and 200 employees. My biggest client was \$50 million, but I do a minimum of around \$1 million in sales turnover. I primarily work with service businesses, but I have manufacturing clients as well.

Has your entire career been in business coaching?

No. In fact, I am currently in my fifth reinvention. I first learned the importance of giving business investors exit strategies in 1987 when I bought a division of the public company I'd been working in as general manager. We had 83 staff in five locations around Australia and 120 international agents,

and my plan was to grow the business and sell it to an international group within five to 10 years. I was there for nine years before retiring the first time, in 1996.

What made you decide to come out of retirement?

I'd been retired for two weeks, and I was already bored. Although I love my children, I was not cut out to be a stay-at-home mum. A friend approached me about starting a business coaching company, and I remained in that role for nine years before retiring again to spend more time with my children and to help my husband with the real estate business. It became highly profitable, and in 2007 someone made us an offer we couldn't refuse. Like I tell my clients, having a business ready at any time puts you in a good position. So, when the opportunity arose, we took it, and the financial crisis occurred the very next year. My husband was then diagnosed with bowel cancer, and I looked after him while he recovered. A year later, I returned to my passion; working with business owners, and my husband became involved in growing another real estate business at the same time.

What do you think shaped you into the person you are today?

I've always believed it's important to know where your passions and strengths lie, and my strengths come from my personal education. I left school at age 15 because my father was ill, and I cared for him at home before he passed away. As a result, I had to teach myself or learn by working alongside people who mentored me. That's why I call my education QBE-qualified by experience.

Tell us a bit about the books you've published.

The Uncensored Truth About Exit Strategies covers 10 myths every business owner must know before creating their exit plan. Hard copies are available for free on my website or at <http://www.FreeExitStrategyBook.com.au>. My second book, *Million Dollar Pay Day*, is a how-to book about all the do's and don'ts involved in getting your business ready for your exit. This one is also available from my website for the cost of postage and handling.

How do you spend your time outside of work?

I'm actively involved in a local community sports club called South Melbourne Districts. I've been secretary for 15 years, and I also run the Cricket Blast Program, which I helped implement 24 years ago to teach little kids how to play cricket. The club now has over 2,000 members. In winter I become a short-order cook as "Queen of the Canteen" for our senior football games.

Where do you see yourself in the future?

I see myself continuing what I'm doing now; working with business owners and nurturing them through the process of creating valuable businesses. I love working with business owners and seeing the results they get, so I will continue advising for as long as I can.



With the goal of creating strong, positive businesses that provide real value, Kerry equips business owners with essential steps for overcoming challenges and ensuring their financial freedom.



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Donna Purcell

President & Founder



A Queen's Counsel attorney trained in the mediation of civil disputes, Donna Purcell has successfully appeared at all levels of court within the province of Alberta and before a variety of administrative tribunals. Donna believes in serving society's most vulnerable citizens and has always held a passion for defending the underdog. Today, as the founder and president of the Donna C. Purcell Professional Corporation, her practice areas include personal injury and accident law, insurance, employment law, human rights, COVID-19 issues, civil litigation, and mediation.

Known as a natural innovator, Donna's creativity and generosity are renowned throughout Alberta. She is especially vehement about promoting equality, diversity, and inclusivity (EDI) within her practice, within her home, and within society as a whole. Donna comes from an indigenous background; her husband is black; and their children are biracial. The family is also assisted by a nanny who is a native of the Philippines. She and her four children are also honorary members of Donna's family, and everyone works together to demonstrate a peaceful, multicultural environment, which supports organizations such as the United Way. In fact, Donna is the coproducer of the newly created *Lawyers vs Talent A2J: Virtual Edition*, an upcoming virtual fundraiser to support Access to Justice in Alberta.

Donna is also involved in both her local and legal communities, including volunteering with a range of organizations. She currently spends half her professional time as a volunteer for various not-for-

profit organizations in the legal community as well as for the arts community. For instance, she and a group of parents founded a performing arts academy that has since competed at the international level. Her two daughters, ages 18 and 21, are talented dancers. Donna also cofounded the first pro bono clinic outside of a major center in their area. Today, it is ranked the third largest of its kind in Alberta.

Donna believes in serving society's most vulnerable citizens and has always held a passion for defending the underdog.

In addition to her volunteer work for the arts, Donna has been working on a fundraising initiative with Alberta's United Way to raise funds for vulnerable populations, which would allow them to access legal assistance during Covid-19. The individuals impacted most by the recession are domestic violence cases and at-risk youth, so the situation is urgent. Local child advocacy centers are seeing a decline in attendance because families are staying hidden due to Covid-19. Donna explains, "It is tragic what is happening, and because of the recession, more stress is being placed upon families. I'm concerned what will happen if things get swamped with bankruptcies and foreclosures and how it will burden the courts."

DONNA PURCELL, QC
LAW

Another vital area that Donna works to address is the environment. She argues that it is a best practice to utilize available technology instead of traveling due to rising environmental issues. As a result, she strives to live by example, holding meetings via *Zoom* and *Skype*. "I practice in two cities, so virtual meetings not only save travel, but it helps us to save the environment," says Donna. Therefore, as she looks toward the future of legal practice, one of the most important factors she will consider is how to create a cleaner environment.

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Dana Friesen Smith, Founder & Co-Owner

As co-owner of StilHavn Real Estate Services Whistler and Squamish and founder of The Sea to Sky Dream Team, Dana Friesen Smith is well-known for her steadfast integrity as well as for her determination to deliver the best customer service possible. Since establishing the Sea to Sky exclusive real estate agency in 2019, Dana has led her team of top-performing agents in making the brokerage one of the most successful residential real estate agencies in the Sea to Sky area. In addition to Whistler and Squamish, StilHavn as a collective group of agencies serving Vancouver, North and West Vancouver and all surrounding areas, helping clients fall in love with the Sea to Sky and finding the perfect homes for their families. “My clients deserve nothing less than top service and results,” says Dana. “I experience great joy each time I help to make their dreams of homeownership come true.” It’s no wonder she was voted *Whistler’s Favorite Realtor* five out of eight years by readers of the *Pique Newsmagazine*.

A native of British Columbia, Dana, an eight-year real estate veteran, was drawn to Sea to Sky by the stunning mountains, endless recreation, and tight-knit community. Now, over a decade later, she continues to call Whistler her home. She feels fortunate to live in a place that inspires her to do better. “The Sea to Sky is full of people who don’t hold back and who get the absolute most out of every day, so it’s important to me to share that drive and philosophy of working hard and seizing the moments,” Dana says. She and her team members at the Dream Team strive to build lifelong relationships based upon trust and always have their clients’ best interests at heart, whether or not it results in a sale.

In fact, Dana’s hard work and dedication to clients have been the driving forces behind StilHavn and The Dream Team’s rise to the top of the Sea to Sky real estate game. Having created one of the most successful teams in the area as well as having produced impressive overall career sales, Dana was inducted into the *RE/MAX Hall of Fame* for career high sales. She also won the *RE/MAX Spirit Award* in recognition of her integrity, honesty, and drive to deliver customer service excellence, and consistently ranks among the *Top 1% of Realtors in British Columbia*, giving her President’s Medallion Club status.

Only eight years ago, in 2012, Dana was a real estate rookie working with a major international real estate brokerage, armed with a passion for helping people and the drive to succeed. Two years later, in 2014, she started to build her team, a strategy-led and results-driven real estate group now called The Dream Team. Five years later, she helped launch StilHavn Real Estate Services in the Sea to Sky so that she could better serve her clients with a more localized, specialized brokerage. With a rising trajectory culminating this year, the team continues to grow, already selling 88 properties despite the global pandemic—the highest amount sold by any team in Sea to Sky.

Dana holds a triple-major degree in psychology, sociology, and kinesiology from the University of Manitoba, which she considers the most predominant of the skillsets she uses. “Having a background in psychology and sociology especially helps my clients because I am very good at understanding them and truly getting what they need beyond just a two-bedroom or three-bedroom in a certain area,” says Dana. Her education has also equipped her to guide clients through the emotional



Dana Friesen Smith is well-known for her steadfast integrity as well as for her determination to deliver the best customer service possible.

process of buying a home, which she considers one of her greatest attributes. “I’m the center of calm for my clients even when everything feels a bit crazy,” she explains.

Dana also credits her competitive nature as a driving force for her success. “I love winning, negotiating, finding deals, and constantly improving my marketing for my clients,” she says. As a result of her efforts, the Dream Team’s client base is predominantly referrals or repeat business. “Not only do our current clients have a fantastic experience, but agents in other areas also know we are the best in the Sea to Sky. Both groups know we take really good care of our clients, and that’s why they refer their friends and families to us,” Dana explains.



stilhavn
REAL ESTATE SERVICES

Claire Drage



Chief Executive Officer

Claire Drage is the CEO of The Windrose Group, a mortgage company headquartered in Waterdown, Ontario, with agents working across Canada to bring clients top-tier mortgage services and education. Claire has been in the mortgage industry for 20 years. After leaving a corporate job in 2007, Claire moved to Tenerife from the UK, managing properties there before coming to Canada. Living in different places with different markets and needs has allowed her to be nimble and adaptive as an entrepreneur. But wherever she may be, helping clients is what drives her. Claire became an independent mortgage broker, working out of her bedroom during the subprime crash. Despite the economy, she managed to close some 400% above the average broker.

Over the years, the growth continued with Claire under the banner, The Windrose Group – A Mortgage Alliance Team, while adding staff and agents over time. Today, The Windrose Group employs 78 agents from Ontario to British Columbia, all of whom Claire mentors and coaches. Since going solo in 2007, Claire has provided service for 6,000 clients, and The Windrose Group is one of Canada's Top 3 Mortgage Alliance Teams, ranking within the top 1%.

Currently, with the COVID-19 pandemic causing unprecedented financial issues for many, Claire has been



I really want to help our clients understand their relationship with their money and how to make it an ongoing part of their regular maintenance.

focused on helping her clients maintain and improve their finances. "In order to be successful in real estate, you need time, money, expertise," she says. "What COVID has done is given us more time, and if we have the money, and we can help them with the expertise; even a first-time homebuyer with budgeting and which price is right for them," she explains.

To reach as many clients as possible, Claire trained an elite group of agents to focus on client education. She and her team employ a deep-dive strategy to get to know her clients, asking specific questions to find the core of each client's unique goals—and even sometimes dispel illusions. She often says, "You need to be prepared that I'm going to tell you what you need to hear and not what you want to hear. Lip-service won't help them. Honesty helps them, and they appreciate it," Claire says. "I really want to help our clients understand their relationship with their money and how to make it an ongoing part of their regular maintenance."

As she leads a thriving firm that shows no signs of slowing, she does so with infectious enthusiasm for helping her clients and her staff succeed. "No matter how successful I am, my goal is to remain humble," she says. "It's about that authenticity and doing to others what they do for you. That's why I plan to help other agents do the same thing. We're not taught this. We're taught how to do mortgages, not how to help people discover the 'why' behind investment."

And her strategies have paid off, earning her a number of awards, including being named one of *Canadian Mortgage Professionals Women of Influence* for 2020, namely for her work in an advocacy and empowerment series, which helps women gain control of their financial future. But the real reward is achieving success with a client. "One of the best parts of what we do is being able to tell a client that they can quit their job, as we have created enough cash flow for them to meet their goals!" she says.



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Q: Tell us a little bit about what you do.

I help busy people find stillness – so they can get back to their lives with more open-hearted presence. I work with crystal alchemy bowls, which are a really powerful way to do that, in a format often referred to as a sound bath. There’s plenty of science that’s starting to explain why it works so well to bring our minds and bodies back into harmony, but on a most basic level, you can think of it as deeply relaxing.

Q: Why and how does it work?

You just lie back and take in the sounds. At the end of the day, we’re all vibrating matter. As we deal with regular life stresses, we just get out of whack—sound work helps us recalibrate. (Read more at <https://www.wearegoodvibrations.co>)

Q: Who can benefit?

Literally anyone. I’ve worked with Facebook execs, to high-profile people, to individual families, at big events, and low-key private settings. But what I’m really passionate about is making it accessible and inclusive for everyone – people who haven’t had exposure because of where they live or who may think it sounds too “out there.”

Q: How are you making sound work available to the mainstream?

First, through online content for people without access to live classes and events. Second, more generally, by softening the experience and reframing it with an approachability, so it is seen as something that works in anyone’s daily life. When I was first drawn to sound baths as a participant, I was intimidated by a lot of the people I saw facilitating them. If I didn’t have such a fearless, I-do-what-I-want kind of attitude, I don’t know if I would have stepped into those spaces the first time. It made me wonder how many people were missing out on this because they couldn’t relate to any of the teachers out there.

Q: How did you get here?

Over the last 12 years living a busy life in major cities (ATL/LA/NYC), where meditation and sound baths are much more common, I’d also been on this inner journey, seeking

a deeper connection to self and just a richer life experience. It was in this space I discovered sound work, eventually getting pulled deeper and deeper. It shifted how I was showing up in my own life so much that I felt like I had to share it. Intertwined with all of that, my career over those years took me from grassroots community development to the fast-paced life of a lawyer. I’ve evolved through a unique mix of experiences and perspectives that allow me to connect, not only with people on similar journeys (who I call recovering doers/strivers/achievers), but with people from all walks of life.

“ I want to bring this to the masses - to reach people who have not yet experienced the benefits of sound baths. ”

Q: What are your next big projects?

I’m NYC-based, but I don’t think there’s a geographical limit here. Big dreaming-wise, think big sold out events in public spaces, and global streaming platforms (the energy of a crowd gives me life!). Project-wise, in addition to more virtual content, I’ve also got a major airport installation to help ease traveler anxiety post-pandemic, and a NYC studio for busy go-getters in the works.



Natasha Mohan

Founder and CEO

As a mother, a wife, and a daughter, Natasha Mohan is a natural nurturer and a multitasking dynamo. As an entrepreneur, these same characteristics underlie her belief in personally “sweating the small stuff” so that her clients have the freedom to focus on bigger ideas. Today, as the founder and chief executive officer of WorkSocial, Natasha strives to unite people, to drive creativity, and to serve both work and community environments. Guided by her anthem to “bring elegance, peace, and happiness to the world,” she leads the company on its mission to create a movement driven by the fundamental spirit of entrepreneurship. In fulfilling its promise, WorkSocial has grown its real estate nearly four times over in just five years. “It’s been an amazing journey,” she shares.

“ Our mission is to connect entrepreneurs who aspire to change the world and to destroy scarcity through happiness, wellness, leadership, love, and self-care.

Natasha founded WorkSocial in Jersey City in 2015, bringing with her three decades of diverse experience across industries. She entered the workforce as a teenager in the hospitality field, helping with her mother’s catering company and assisting with the opening of several restaurants throughout Michigan. At 19, Natasha accepted a position as officer manager, where she remained for the next three years. At 22, she married and worked at a bank in New York until 2001, when she became pregnant with her first child. The family relocated to New Jersey, this is where Natasha invested in real estate both there and in New York. She juggled raising her daughter while being pregnant with her second and managing their properties and handling tenant relations.

In 2010, Natasha started a small workspace, and she learned how to design, equip, and manage shared space. At the same time, she worked as a makeup artist taking it to runway, bridal, and e-commerce shoots, giving her valuable

As CEO, Natasha’s main priority is helping her clients grow their businesses by taking care of amenities and reducing operating costs. She is also readily available to help them devise plans and to provide whatever resources are necessary, including connections, vendors, additional workspace, technology, and cryptocurrency.

insight into production, which she now applies to WorkSocial. Five years later, she decided to take the office space concept to a whole new level and launched WorkSocial.

With “Connect. Create. Grow.” as its motto, WorkSocial is a coworking, shared office, private office, and meeting room space founded upon the principle of connecting businesses and entrepreneurs. It is a place where creativity and inspiration flourish. “Our mission is to connect entrepreneurs who aspire to change the world and to destroy scarcity through happiness, wellness, leadership, love, and self-care,” says Natasha. With clients now in nearly a dozen countries, she is fulfilling her goal.

As CEO, Natasha’s main priority is helping her clients grow their businesses by taking care of amenities and reducing operating costs. She is also readily available to help them devise plans and to provide whatever resources are necessary, including connections, vendors, additional workspace, technology, and cryptocurrency. “Lumping all of my experience together to develop WorkSocial has given me the strength to make it past the difficult hoops and grow myself as a person, an entrepreneur, and a businesswoman.”

She and her husband love Jersey City, their home of 17 years, and they actively work to make a positive impact on the local community. They work with the York Street Project at St. Joseph’s Home to help feed single women and children, and they’re planning an initiative to plant trees so that WorkSocial operates with a negative carbon footprint.



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Jill McKibbin

President

Dubbed “the queen of Pittsburgh networking,” Jill McKibbin is an expert business development consultant with over 35 years of sales experience. In 2010, she became the owner and president of McKibbin Consulting, a Pennsylvania-based firm where she implements her own signature approach to connect businesses across diverse backgrounds. With the help of a highly dedicated team of skilled professionals, Jill provides numerous companies with the tools necessary for growing their businesses, building sales teams, reaching different markets, and using new networking strategies. She credits her success to the long-term relationships she has maintained with a plethora of customers: architects, general contractors, surveyors, and construction managers as well as audio visual, civil, environmental, geotechnical, structural, and MEP engineers. As testimony to her accomplishments, Jill was the recipient of the *2014 Women in Business Award* and is a multi-year nominee of the *Athena Award*.

Jill’s multifaceted background makes it easy for her to connect with clients. Nothing has ever been freely handed to her, and she is a survivor having overcome countless obstacles and hardships. “Early in my career, I did all kinds of jobs,” Jill says. “I even toured as a professional singer for a number of years.” As the mother of an ailing child who required extensive medical attention, she was also forced to hold her fair share of difficult roles. However, each job introduced her to a vast network of people, taught her the importance of teamwork, and enabled her to personally relate to the challenges of her clients.

Jill provides numerous companies with the tools necessary for growing their businesses, building sales teams, reaching different markets, and using new networking strategies.

Jill’s career took a positive turn in 2005 when she accepted a position at a mechanical contracting company. She was involved with several organizations in her city and knew that meeting more people would be key to building sales and procuring larger industrial accounts, so that same year, she founded a networking organization called Commercial Industrial Service Trade (CIST). Over the years, as Jill transitioned into other companies and moved into different roles, her network continued to grow.

In 2010, an architect recommended that she take all her skills and experience—and her special brand of relation building—and branch out on her own, and McKibbin Consulting was born. Now, for more than a decade, Jill and her team have been serving as a one-stop shop—connecting clients with property owners and managers, directors of operation, purchasing agents, architects, and facilities directors. The private consulting firm has also been a conduit for those interested in working with local universities, women, veterans, and minority-owned companies. No matter what kind of company Jill looks at—



from the billion-dollar, publicly traded to the small, privately owned—she identifies ways to connect them to the right people, whether local, national, or international.

During COVID 19, Jill never turned away her clients when some of them had an inability to pay. “That’s what makes both my firm and the CIST network unique—we are all from different backgrounds and industries; we are transparent; and we go above and beyond for each other and for our clients,” she explains. “At McKibbin Consulting, people come first, and the money is secondary.”

Part of Jill’s determination to serve others stems from her own past struggles. She learned firsthand how daunting it is to battle seemingly insurmountable difficulties. Therefore, in the midst of the COVID-19 pandemic, Jill not only recommended strategies to help other companies survive, but she also drew upon her experience to expand McKibbin Consulting.

Jill gives thanks to God and would like to include a special thank you to Autumn Edmiston, the CEO and owner of The Edmiston Group based in Allison Park, PA. Autumn has been instrumental in helping Jill to reach her current level of success and to become the versatile businesswoman she is today.



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LAURA J. LOFARO



Founder & CEO

As the founder and chief executive officer of Sterling Resources International, LLC, Laura Lofaro has led the business for over 30 years. In addition to specializing in finance and retained executive search, the New York firm has worked in all industry sectors of investment banking. They also act as a management consultant firm and have been successful in transforming struggling companies into leaders of their endeavors. Today, Laura continues to differentiate herself and her company by maintaining an honorable reputation and by building candid and deep relationships with all clients.

Founded in 1988, Sterling Resources International is a small boutique international executive search and compensation consulting firm consisting of an all-female staff. Because every team member takes pride in sitting side-by-side with clients and providing them with a unique, personalized experience, they have been hired to work in corporate finance and sales worldwide. In fact, the firm has been recognized for their transformative search work as they have made significant placements throughout North America, South America, Europe, Latin America, and Asia.

From the beginning, Laura has also been recognized for recruiting women. She was young when she started, and at the time, it was difficult to find male employees in the field. However, she quickly discovered that the women she hired were instinctively gifted at executive search because it involves a combination of executive and intuitive decision making. For example, during the firm's first years in business, Laura placed a woman from Merrill Lynch at Morgan Stanley, and she became the head of their asset backed securities business. "A lot of the time, women getting into these roles do not fully understand that it takes a team effort for everyone to win, and they face a variety of challenges," explains Laura. In order to assist with this issue, Laura helps mentor the women she places as well as those she interviews—even if they do not work out in the positions she presents to them.

In addition to specializing in finance and retained executive search, the New York firm has worked in all industry sectors of investment banking. They also act as a management consultant firm and have been successful in transforming struggling companies into leaders of their endeavors.

Sterling Resources has also exhibited its diversity through their placements in both small and large companies and by recruiting the right people for available positions. For instance, they recruited 30 people from Merrill Lynch to be placed at SVB Leerink Swan, and they were featured on the first page of *The Wall Street Journal*. They also worked for a bulge bracket firm in 2010 when the firm wanted to increase their market share in a natural resources group. When they recruited a team of 35 people out of a competing firm, that feat made the cover of *The Wall Street Journal*. At the time, Laura's firm was ranked 25th in natural resources, but after two years, they moved up to third place and have been ranked first since 2014.

In addition to her responsibilities as CEO, Laura does a lot of philanthropic work. She is a former trustee of the Museum of the City of New York, and she currently serves as a trustee of Southampton Hospital. Laura comes from a family of physicians and knows that the government often fails to properly support the medical industry, so supporting hospitals is particularly important to her.

Laura also works to fundraise for The Seeing Eye, the primary guide dog organization; The Lighthouse for the Blind; and the American Society for the Prevention of Cruelty to Animals (ASCPA). Additionally, she has been a guest speaker at the Columbia Business School for second year students. Since she has worked for many large firms and since she built the Bank of America's health care division earlier in her career, she is properly equipped to help new classes of associates by impressing upon them what to expect after they graduate.



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HEIDI PETERSON

CEO, Fund Momentum LLC

Heidi Peterson is passionate about helping others, especially women and girls that live in marginalized or underserved communities around the world. With over 20 years of experience working with nonprofit and community outreach organizations, she is a strong advocate for social justice and protecting the rights of all people.

Recently, Heidi served as the executive director of Mobility Outreach International (MOI), an organization which restores mobility to children and adults affected by limb loss and deformity in poor countries. Founded in 1989 by a Seattle-based orthopedist, MOI provided artificial limbs and braces to Vietnamese land mine victims. Today, it offers nonsurgical clubfoot treatment, orthopedic surgery, and training to improve the local availability and repair of prosthetics and orthotics. MOI's global programs and partnerships reach underserved communities in Vietnam, Haiti, Sierra Leone and Senegal.

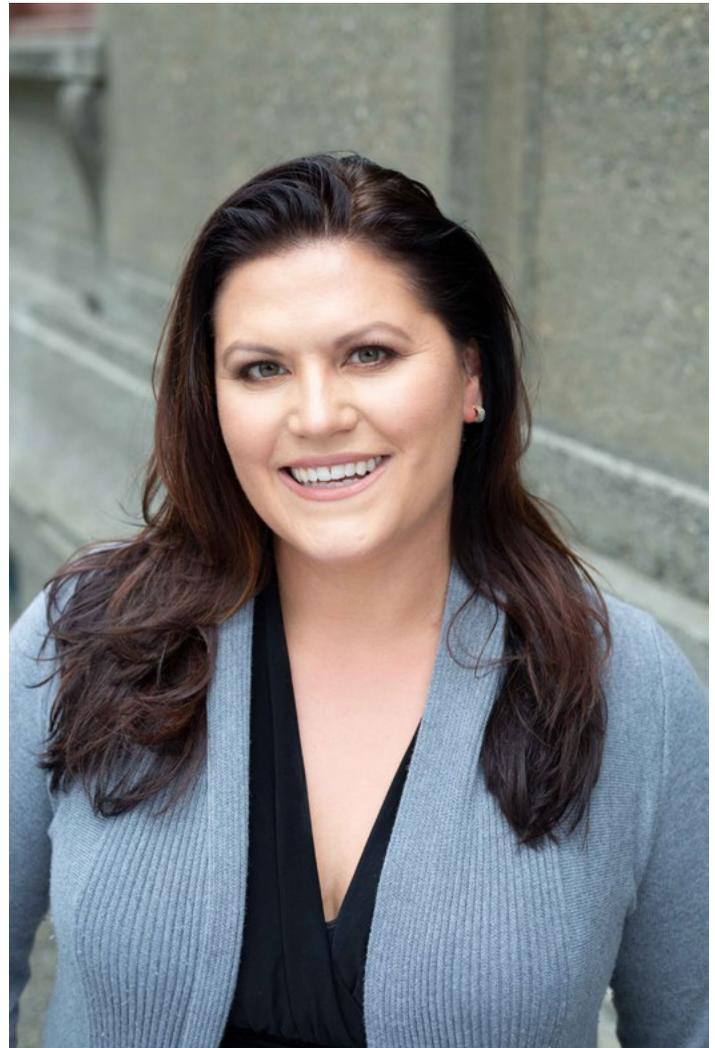
Heidi explains that most importantly, sustainable programs are a result of a reliable and growing pipeline of passionate donors and prospects who believe in changing the world. Over the course of her career, she has successfully identified and tapped into the deeply held values and motivations of her donors and helped bring the mission to life so that they become more inspired advocates themselves.

She explains, "I once had a major donor who funded an elementary school in Afghanistan in honor of her grandchildren. While she wanted to have us place their names on the building, my colleagues in-country explained that any text in English would draw undesirable attention. I asked her young grandchildren to draw pictures we could place on the wall instead." She concluded, "It was so meaningful to the kids to know they made a difference for girls so far away and in the years that followed, the family continued to upgrade their giving as a result."

Heidi spent over 15 years as a fundraising professional with several international nonprofit organizations including CARE USA and India, Room to Read, PATH and JDRF. In these roles, she focused on magnifying the effects of her fundraising teams and colleagues by building tailored relationships with key stakeholders. Heidi sums up her experiences and adds, "It is not about empowering a single individual to perform their best work, instead it's about activating the entire team to reach new heights."

Heidi's passion for helping others grew out of her own personal experiences. Raised by a single mother and schoolteacher in Boise Idaho, she came to understand the profound importance played by her faith community in her upbringing. "The ripple effect stemming from these people helped my family succeed with their acts of kindness and financial assistance all throughout my youth. It forever changed my life trajectory. The power of holy spirit makes great things possible." she says.

In her continued work as global humanitarian, Heidi recently launched her own fundraising consulting firm, Fund Momentum LLC. The company will cater to small- and medium-sized nonprofit



organizations that need help with strategies and campaigns that deliver increased revenue and greater programmatic impact. She feels proud of her successful track record which has resulted in transformative social change. She adds however, "In 2018, Giving USA shows that only five percent of all charitable support given in the United States, went to international aid." This huge disparity is what compels Heidi to continue to fight for social justice across the spectrum.

To recharge when away from the office, Heidi enjoys outdoor activities such as hiking with her dog, Jazzy. She is a competitive sailor and can often be found racing on Seattle's Lake Union or on the Puget Sound. In the winter she enjoys teaching children to ski with Fiorini Ski School at Snoqualmie Pass.



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Heidi Solomon-Orlick

While many professionals are driven by wealth, Heidi Solomon-Orlick has dedicated her life's work to making an impact on the world. Over her remarkably successful 30-year career in B2B sales, she has helped to create thousands of jobs (both nationally and internationally), closed over \$1B in recognized revenue, and achieved top 1% status within the male dominated Business Process Outsourcing (BPO) industry. In 2019, Heidi was the recipient of HCL's *Red Ladder Unstoppable Women Award*, and in 2021, she received two *Gold Stevie Awards* for the 2020 revenue year, including *Woman of the Year in Sales* and *Worldwide Sales Executive of the Year*. Throughout her career, Heidi has won numerous company awards including *Employee of the Year*, *Top Sales Performer*, and *President's Club*.

In October of 2020, Heidi combined her passion for mentoring young women and her expertise in sales and founded GirlzWhoSell— a training and mentoring organization with the mission of closing the gender gap in B2B sales, and creating the largest pipeline of diverse, early-stage female sales talent. As the passionate founder and CEO of this growing women owned business that Heidi describes as “a movement not a company,” Heidi's responsibilities are vast and

rich. From devising company strategies, developing training programs, forging corporate sponsorships and university partnerships to marketing and public speaking engagements, Heidi is quickly mobilizing to meet the needs of companies seeking opportunities to invest in women. In the few short months since its official launch in January 2021, GirlzWhoSell has been breaking barriers, building women's confidence, tackling the challenges of bias and antiquated hiring practices, and amplifying the innate strengths of women! And, if anyone knows how to shatter the glass ceiling in this field, it's Heidi. In tandem with GirlzWhoSell, Heidi serves as vice president of global sales for VXI Global Solutions, a \$625 million, multi-national, technology and business process outsourcing company, where she is responsible for generating new logo revenue with *Fortune 500* corporations.

As the driving force behind GirlzWhoSell, Heidi is leading other women to intentional careers in sales. “We are currently doing a lot of professional webinars that parallel with the development of our training programs. We're also in the process of soliciting corporate sponsorships, which are the backbone of our organization,” says Heidi. “We invite companies who are committed to hiring women in sales roles to partner with us.” These sponsorships not only subsidize the company's training and marketing but provide scholarships and create employment and internship opportunities for GWS graduates. In turn, corporate sponsors benefit by receiving early-stage talent trained and mentored by a sales professional who truly understands what it takes to reach 1% status.

GirlzWhoSell will soon unveil its first training course, featured as a part of the GirlzWhoSell Academy. #ExploreSales will target college-aged women and recent graduates. The introductory course examines why women should consider a career in sales, available career options, introduces basic sales concepts, and offers a sales personality assessment, which categorizes an individual's innate personality archetype. “The goal is to help participants decide if they're interested in a career in sales, and if so, encourage them to learn more.” Two additional training programs are planned by the end of the year— the #SalesbyChoice Workshop and the #Sales4Success Mastermind. Heidi's long-term vision is to enable women to launch their own GWS franchise and to create a robust mentoring and job placement network. By 2022, Heidi hopes to propel the movement globally. Heidi also has interest in investing in other women, minority and LBGTQ+ owned businesses. She is a venture investor in the Portfolio Rising America and Active Aging funds, is a SheEO activator, and recently founded the Women's Impact Network (WIN)—an empowerment and networking organization focused on women over 50. WIN is home to the *Wisdom Warrior Summit*, a virtual event launching in October 2021.

In her free time, Heidi continues to drive DE&I initiatives. She is an active member of Modern Sales Pro's DE&I committee and is an executive sponsor and thought leader driving VXI's global diversity strategy. As a former member of the national organizing team for the *Women's March on Washington*, and as the founder and co-chair of the *Women's March Pennsylvania*, Heidi recognizes her privilege and is committed to being a staunch ally. With a degree in journalism and speech communications from California State University, Northridge, she is also a published author. Heidi recently contributed to *Upward: Leadership Lesson's for Women on the Rise*—a compilation of stories from a diverse group of accomplished women. Her chapter, *Fail Fast and Take More Risk*, discusses some of the pivotal moments that influenced her leadership journey and offers advice for emerging leaders starting on their own leadership path.



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Sharon Dinh

What do you get when you combine an extensive background in financial management, high-end hospitality experience, and many years of assisting high-profile CEOs? You get Sharon Dinh and her Vancouver-based business consultancy and project management agency, D'Agency.

Taking her knowledge in the hospitality industry, with a focus on complete customer service, as well as her 10-year role as an assistant to CEOs, Sharon has created a high-level one-stop-shop for the modern business owner. Sharon implemented the Five AAA Diamond model used in the travel and tourism industry to rate luxury and hospitality, and translated it into a full-service business support offering, while also educating clients on the importance of having a savvy, virtual executive assistant (VEA).

"I wanted to take away the pre-existing notions of what a VEA really is," she says. "There are assumptions that VEAs are 'just' assistants, and I wanted to change that to make people see that they're much more with D'Agency. Experienced VEAs, especially those who have grown with a company, are more like project managers, in a sense. They know the ins and outs of the business, make all the network connections, and are able to put together a team and spearhead a task end-to-end."

That belief became the foundation of D'Agency, which was founded in 2018. Sharon has shown her clients time and time again that VEAs are an invaluable resource to any business — in fact, in all her time in operation, she's never done any marketing. Her model is so impressive, that her reputation has spread solely through word of mouth.

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Today, D'Agency offers 24-hour, seven-day support for small and medium businesses and start-ups. Sharon employs an impressive roster of seasoned VEAs who each have at least five years of experience working with high-profile CEOs and corporations. "D'Agency VEAs, apart from the years of experience, are also extremely tech-savvy, highly intuitive, and are proactive in troubleshooting, and really catering to our clients' needs -- they're top-notch," says Sharon.

D'Agency also provides additional services such as bookkeeping, copywriting, human resource, and web development services — and being virtual, they also work with clients overseas. To date, D'Agency has worked with clients in Asia, Germany, and the U.K. "The sudden shift in seeing more and more freelancers offer their



services remotely, made me realize an opportunity to provide the best service network, by pivoting and expanding my offering, virtually," says Sharon.

Aside from running D'Agency, Sharon is also co-owner of PINKARAT, an eCommerce business selling all-in-one home-manicure kits, but her personal mission is to change the way the world sees VEAs. "We need to recognize the true value and skills modern VEAs are offering. They're not just your typical assistant anymore as roles and responsibilities have evolved in what's needed of them -- they need a place of recognition in the industry."

Sharon is confident that the market for services will remain strong as the global pandemic has forced many offices to work from home. As she continues to grow D'Agency to develop a wider variety of service offerings, Sharon's goal is for D'Agency to set an industry standard while becoming the leading hub for virtual services.

"This is the future of businesses everywhere," Sharon says. "We've simply been helping those ahead of the game."

D'Agency |

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BLW
B. Lawrence Watkins
& ASSOCIATES, PC

Bernie Lawrence-Watkins fell in love with music and the arts at a young age, while attending a performing arts high school in New York City. When she was in college at Howard University in Washington DC, her brother, a talented musician received a recording contract that unfortunately fell through because it was not a reputable deal. It was at that point in her life that Bernie became determined to go to law school and become an entertainment lawyer so she could get the best deals for artists and entertainers. After graduating from Howard University with a BBA in marketing, Bernie went on to attend the University of Baltimore Law School and received her Juris Doctorate in 1995.

After graduating from law school, in 1996 Bernie moved to Atlanta to live and work in a geographical area where the entertainment industry was prominent. At that time, the entertainment industry was rapidly growing in the Atlanta region. She began working for Kilpatrick Stockton LLP as a litigation coordinator, eventually

moving into a role as a contract attorney, while beginning her entertainment representation career on the side.

In 1999, Bernie acquired an entertainment client who was working with the artist Ludacris in the early years of his career. She explained, "This client ended up composing and producing six records for Ludacris and that was the start of building a name for myself in the industry." She eventually began representing more clients working with additional famous names in the industry, including Puffy and Luther Vandross. While she was establishing her career and building a name for herself in the music and entertainment world, Bernie was still working full time for a local governmental agency. She explains, "I felt like I was working two full time jobs between the entertainment work and the agency. At the end of 2002, I finally left the government and began focusing solely on entertainment matters."

In October 2002, Bernie founded her own firm, B. Lawrence Watkins & Associates, PC; a boutique law firm that specializes in entertainment, corporate, and intellectual property matters. Using her expertise in the music and entertainment business, the firm focuses on representing clients and legal matters in the areas of music, trademark and copyright law, film and television rights, media technology, licensing and corporate transactions. Through her expertise and experience, Bernie has established a niche practice working with platinum selling producers and song writers including producers for Drake, Beyoncé, and 21 Savage. Her brother is also a successful music producer who has referred many successful clients her way. Bernie works diligently to continue to expand her practice by always striving for the best and networking and adds, "My goal is to always try to negotiate deals that can transform my clients' lives by putting them in a better position."

In addition to her professional accomplishments, Bernie is very active in her community and other charitable causes. In 2007, along with three of colleagues, Bernie co-founded "Gather for Good" - an annual networking and fundraising event that seeks to raise funds for local nonprofit organizations. Bernie also sits on the board of several nonprofit organizations, including:

- CHOICES: The Center Helping Obesity in Children End Successfully, Inc.
- SCDA: Sickle Cell Disease Association of America
- Georgia Music Partners
- Empower the Change

Bernie has also received numerous prestigious awards over the years including:

- 2012: *Entertainment Lawyer of the Year* by *Women of Wealth Magazine*
- Honored by ASCAP as one of the *Women Behind the Music*
- 2014: *Chairman's Award* from *Entertainments, Sports and Art Law Section* of the National Bar Association
- 2015: *Top 25 Women of Atlanta List*; *Rolling Out Magazine*
- 2018: *Rising in Community and Excellence Award*

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Nathaliah Naipaul

From her beginnings in the development industry at age 21, Nathaliah Naipaul became a master of balancing a successful career and family. She was an instrumental piece in building the property development division in her family's business, securing both regional and multinational tenants such as Courts, Starbucks, KFC, and Ashley furniture.

On moving to Texas, Nathaliah continued as an Advisor for her family while virtually owning and managing two fitness centers in Trinidad, operating her UPS franchise in Houston and raising her young children. Her passion for real estate and commitment to client satisfaction inspired her to become a certified real estate agent and Certified Commercial Investment Member (CCIM).

In doing so, Nathaliah aimed to formally learn every aspect of the industry, to build upon the knowledge acquired in her native country and deliver a novel experience to her clients. This became a motivating factor when she realized the challenge faced by women in the commercial real estate sector, and helped shaped her vision of providing a knowledgeable, interactive and personal experience for her clientele and how that would be the differentiator in the industry.

Today, Nathaliah is the CEO and partner of XAG Group, one of Houston's leading development and private equity firms. As a fundamental pillar of the group, she employs her extensive work experience to uphold the company's mission to create value and sustainability for their clients with humility and integrity. This value system is especially evident in the newest division of the company portfolio, XAG Properties.

Nathaliah and her partner created XAG Group in 2017, where she currently manages a portfolio above \$70M and has closed over \$25M in assets. Her firm's highly qualified agents can assist with sourcing lenders, contractors, property acquisitions, closings, and management, as well as commercial development. Nathaliah explains that "All agents at XAG Properties are dedicated to going the extra mile for clients, where every aspect of the business and environment is considered, to ensure our investments and developments offer a high ROI while fostering a long-lasting relationship and providing superior services to everyone we work with."



Her firm's highly qualified agents can assist with sourcing lenders, contractors, property acquisitions, closings, and management, as well as commercial development.



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REBECCA R. RUBIN

President and CEO Marstel-Day, LLC

Rebecca Rubin is dedicated both personally and professionally to preserving the natural environment. As the founder, president, and CEO of Marstel-Day, an international environmental consulting firm, Rebecca explains, “If you can’t lead with the environment in this day and age, you cannot lead at all.”

Founded in 2002, Marstel-Day provides innovative strategies and plans of action for addressing environmental challenges. The firm has three locations in Fredericksburg and Alexandria, Virginia, and Oceanside, California.

As founder of the firm, Rebecca manages an experienced and elite team of environmental professionals who are experts in environmental policy and strategy. This diverse team is comprised of researchers, analysts, planners, scientists, natural resources managers, real estate experts, and GIS professionals that work collaboratively to bring innovative solutions to clients in both the public and private sector. They assist and guide clients with environmental issues relating to climate change, resiliency, sustainability, habitat, open space, water, energy, land use and natural resource conservation.

Rebecca explains that the core of their business is “Teaching people how to create real world business strategies and new business paradigms that can successfully connect and support the environment.”

In addition to cultivating new ideas and working closely with clients to help them create strategies that support the environment, Rebecca is also the voice of the company and speaks often at environmental conferences and events. She has been a featured speaker at the *Earthx Expo and Conference*, the *100 Resilient Cities Conference*, Children and Nature Network, and more.

Rebecca received a BA in history from Harvard University and an MA in international security from Columbia University’s School of International and Public Affairs. Before she founded Marstel-Day, Rebecca was the director of the Army’s Environmental Policy Institute and also led a variety of environmental studies and analyses at the Institute for Defense Analyses, a not-for-profit corporation.

She was named a *White House Champion of Change for Community Resilience* by President Obama and she currently leads a 5-locality initiative on Climate, Environment, and Resilience (CLEAR). In addition to her professional accomplishments, Rebecca is personally committed to her community and the environment. She served as chairman of the board for the National Wildlife Refuge Association, and currently serves on the board of The Nature Conservancy of Virginia and as a general board member of Virginia Forever, an organization that advocates for increased funding for water quality improvements and land conservation across the state.

Sonali Sambhus

VP-level Technology Executive

Sonali Sambhus is a technology executive, an entrepreneur, and a women's leadership advocate. With 25 years of expertise in setting vision, developing product strategies, and mastering tech execution, she has served as VP and head roles for large organizations and launched two tech startups. As a women's champion, through her volunteer efforts, she has coached hundreds of women in senior leadership positions to maximize their professional potential and personal growth. She currently serves as head of developer platform for Square, a renowned fintech company based in San Francisco, California.

In Square, she is responsible for helping the company scale via building powerful tools and platforms for developers. She leads developer platforms for mobile, server, and machine learning/AI.

Sonali has a passion for developing compelling tech products. In Square, she is responsible for helping the company scale via building powerful tools and platforms for developers. She leads developer platforms for mobile, server, and machine learning/AI. Previously, she served as head of consumer engineering for Realtor.com, the nation's number two realty site. There she drove the creation and execution of Realtor's mobile product differentiation strategy and launched user experiences enabling the company's stellar mobile growth.

Sonali is also adept at global expansion and internationalization. As head of engineering for Vuclip, an entertainment giant with 100M+ monthly active users, she built a global team. Sonali also co-founded two tech startups, one of which was 10jumps, a Silicon Valley-based data analytics product and services company, which had a successful exit and acquisition in 2014.



As a women's champion, through her volunteer efforts, she has coached hundreds of women in senior leadership positions to maximize their professional potential and personal growth.

Along her journey, she realized that there was a huge gender gap in leadership. "I decided to not just be a spectator, but do something about it," Sonali explains. "There are so many capable women who find it difficult to balance their professional ambitions and personal lives." She published her book, *Ellevate—Achieving Career Rise with a Balanced Life*, to address this very issue, and she volunteers and coaches women in leadership positions to maximize their potential.

Sonali came to the U.S. from India with high aspirations of making her mark on the world. She undoubtedly is doing exactly that—and she's bringing the industry and the sisterhood of female leaders with her.



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Kinh “KC” DeMaree

KC DeMaree is a licensed Realtor® for eXp Realty, an innovative technology brokerage boasting a fully immersive, 3-D cloud office environment. With in-depth experience in technology, business, and real estate, she boasts a proven history of not only rising to challenges but of also seeking them out. Today, KC continues to thrive as a result of her relentless drive to help others succeed.

At eXp, KC partners with clients and advises them on real estate decisions (including but not limited to the luxury market and relocating professionals)

With in-depth experience in technology, business, and real estate, she boasts a proven history of not only rising to challenges but of also seeking them out. Today, KC continues to thrive as a result of her relentless drive to help others succeed.



and works to expand the team through recruiting and mentoring other realtors. “I’m licensed in AZ and CA, but as a member of an international brokerage, I’m not constrained by the local market because I have colleagues whom I can partner with to make sure my clients and their referrals are well taken care of,” she explains.

Prior to joining the brokerage earlier this year, KC garnered a vast range of knowledge and first-hand experience in the business, technology, and real estate industries. While she learned to make data-driven decisions in business school, her previous positions at Facebook and Google in Silicon Valley refined her technical aptitude while working in human resources and recruiting equipped her to become a skilled negotiator. Since becoming a real estate professional 10 years ago, KC has become a thought leader and has been featured in numerous well-known publications. “I’ve had the honor of working for some of the world’s top companies, and eXp is my pick in terms of limitless opportunities,” KC says.

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NANCY KOWALIK

Broker/Owner, Nancy Kowalik Real Estate Group
46 North Main Street, Mullica Hill, NJ 08062

With over 14 years of experience in the real estate industry, **Nancy Kowalik** has perfected the art of customer service.

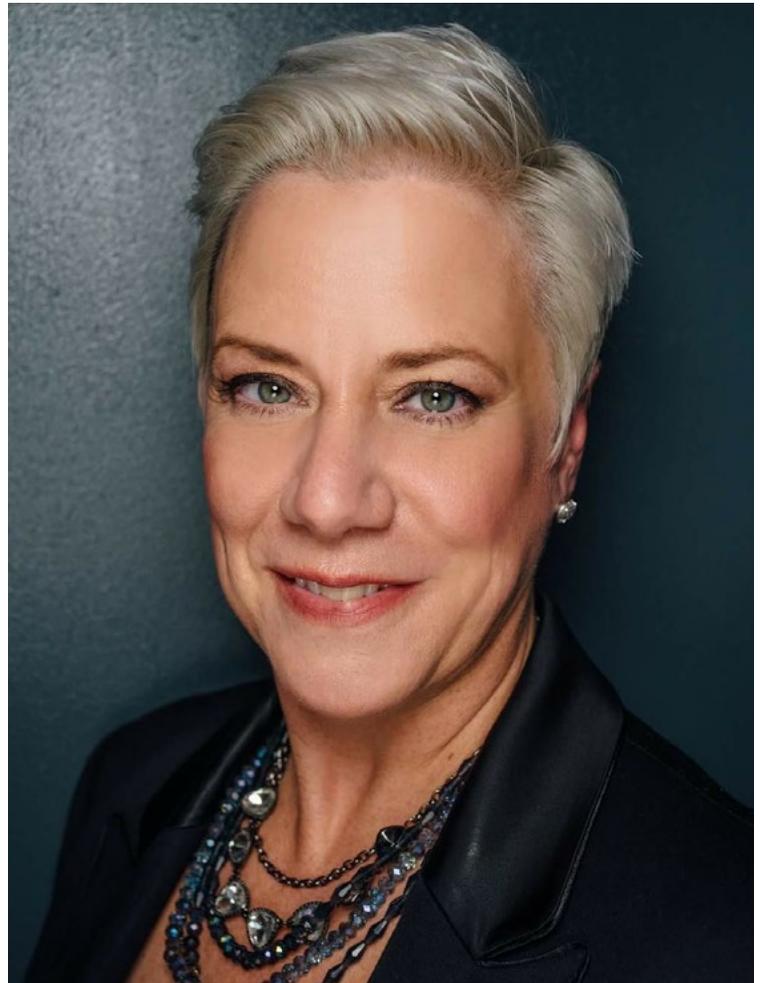
Nancy is a successful real estate broker and the owner of the Nancy Kowalik Real Estate Group, a boutique real estate brokerage with a dedicated, award-winning team of agents, who expertly transact residential, commercial, and luxury real estate sales/acquisitions throughout southern New Jersey.

Nancy started her career in real estate as an agent more than 14 years ago. In 2011, she opened her own satellite office in Mullica Hill and in 2015, she followed that success by starting her own brokerage. In just under 5 years, it has already become one of the area's top independent agencies, achieving close to \$57 million in sales last year. Nancy explains that her primary goal is to create "clients for life" through 5-Star Service and building strong, lasting relationships with her clients. She proves this commitment through an uncommon pledge: "I guarantee the sale of your home, or I will buy it, as long as we both agree to price and timing."

Nancy fosters a dynamic team environment, with specialists who excel in different aspects of the business. Their collective goal is to provide an unrivaled client experience. "For instance," Nancy adds, "We never make people wait for a call back. All calls are answered immediately, and we offer hours on Saturdays for added convenience."

As a resident of South New Jersey for over 20 years, Nancy has the familiarity and knowledge of the local market and, as a chairperson for the Joint Land Use Board, she is equally well-versed in planning and zoning.

Prior to her career in real estate, Nancy worked in the marketing industry, which allows her to develop effective campaigns that will grow her real estate business. As a result of her impressive sales figures, Nancy was listed in the Top 10% of American



Professionals and is an active participant in the exclusive Million Dollar Craig Proctor Platinum Elite Coaching Program, where she frequently speaks on her renowned, Open House Success Formula and her Luxury Real Estate Marketing Strategies.

Nancy is involved in several outreach and charitable organizations, including Acenda, a program that finds permanent homes for teenagers who have grown out of foster care. In 2018, she donated a portion of her commissions, which, combined with additional donations from partners and clients, amounted to over \$23,000.

NANCY KOWALIK REAL ESTATE GROUP HAS BEEN THE RECIPIENT OF NUMEROUS AWARDS INCLUDING:

- *Top Rated Real Estate Agent Award*
by *Philadelphia Top Rated Real Estate Agents*
- *NJ 5 Star Real Estate Agent*
Highest in Service & Overall Satisfaction (8 years)
- *Top Realtors (7 years)*
Selected by *Peers & Realtors of South Jersey Magazine*
- *Top Real Estate Agents in NJ Award*
by *New Jersey Monthly (6 years)*
- *America's Most Honored Professionals Award*
by *Top 10% of American Professionals*
- *Million Dollar Craig Proctor Platinum Elite Coaching Program*
- *NJ Realtor's Circle of Excellence Platinum Sales Award (4 years)*
- *MAME Awards (Major Achievement in Marketing Excellence):*
Best Special Event or Promotion 2017
Best Marketing or Branding Campaign 2017
Best Realtor Promotion 2017
- *Real Estate: Leaders in the Field 2018/2019*
by *South Jersey Magazine*
- *America's Top 100: Top 1% Real Estate Agents 2019*



Yael Choukroun is the co-founder of The Frenchway Travel, a renowned, full service, corporate and luxury travel agency. Yael has developed an expertise at creating an elite and exclusive travel experience for her clients.

Originally from France, Yael and her sister, Esther Tavor, moved to the United States and founded The Frenchway Travel over thirty-five years ago. At a time when few women were opening their own businesses, they have found great success in meeting their client's demand. The Frenchway Travel has grown exponentially and expanded in France ten years ago. The two sisters, with the French touch, have successfully run and managed The Frenchway Travel from its inception, acquiring an elite clientele. Their team handles every aspect and all of the accommodations for people traveling around the world, from start to finish. The Frenchway Travel motto expresses well the mindset of the company:

Travel is our Passion

“At Frenchway, we do it best, but most importantly, we do it... with passion”

Frenchway caters to high end, corporate travel service with offices in New York and Paris, offering personalized, concierge travel services to VIP clients including modeling agencies, fashion models, celebrities, productions companies, public relations teams, actors, photographers, sports figures and other notable travelers. Yael notes that The Frenchway Travel is the number one travel service for high profile clients attending fashion week globally every year.

The Frenchway Travel prides itself in creating tailor-made travel solutions for corporate luxury travel by delivering world-class creative and strategic solutions for travel management. When you ask Yael her recipe for success, she will explain that The Frenchway Travel's philosophy is a “Client First” approach.

The Frenchway Travel, thanks to its strong relationships and exclusive partnerships with travel related services, can adeptly negotiate and offer their clients the best service at the best price. The Frenchway Travel's services include 24 hour assistance, online booking platforms to seamlessly book business travel, personal agent availability, travel policy management, and extensive travel experience insights.

In addition to Yael's professional accomplishments as a successful business owner and trend setter in the travel industry, Yael is also a prosperous real estate investor and has a passion for design. Yael currently resides in Chelsea with her beloved dog, Max.



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PARAND JALALI

Co-Founder and Sales Consultant at Bellator Holdings LLC

From a young age, Parand Jalali knew that she wanted to own her own business and become an entrepreneur. Her father immigrated to this country from Iran and worked diligently to build and run his own chiropractic office. While working with her father, she watched him create a successful business and knew that one day she would follow in his footsteps.

As an academically focused young woman, after tenth grade, Parand attended Richland Collegiate High School, a junior-senior dual credit charter high school where students could take college courses and earn college credits. She attended community college after graduating and intended to continue her education in psychology. Her focus changed however when she attended some training classes and was introduced to the forex market and the investment industry. Parand explains that this changed her life and she followed a path to entrepreneurship. She moved to the Houston area and along with her husband, she founded Bellator Holdings LLC – a full service brokerage and consulting firm. They wanted to name their firm after something strong and powerful and decided on Bellator, which means warrior in Latin.

As the owner and top sales consultant for Bellator CRE, the real estate segment of the business, Parand works closely with both buyers and sellers to create an ideal pathway to the perfect residential or commercial property. She strives to achieve the perfect balance for clients on both sides of the real estate coin by using her knowledge and experience throughout the entire process. She is diligent in her research of available properties, in establishing contacts and making new connections, and in building strong relationships with all of her clients.

Parand explains that as a consultant, she works closely with buyers to determine all of the criteria that they desire in a property. She then reaches out directly to sellers or even potential sellers to see if they can strike a deal that is extremely amicable to both parties. Today, as the real estate market in Houston is growing rapidly and commercial and residential property values continue to rise, Parand prides herself in working closely with her buyers to get them “the best deals under market value.” Parand feels extremely proud that her clients really trust her and as a result of her diligence and dedication, she has created a loyal client following.



Emilie Mazzacurati is the founder and chief executive officer of Four Twenty Seven, Inc., an award-winning market research firm that provides data and economic analysis on the impacts of climate change.

In layman's terms, Four Twenty Seven brings together climate and financial data to help investors and corporations understand the economic effects of climate change on their assets. Under Emilie's skillful guidance, the talented staff of experts on climate science, computer engineering, macroeconomics, finance, natural resources management, policy analysis, and international development work with financial institutions, corporations, and government entities to enable the integration of climate science into business and policy decisions and foster climate adaptation and resilience investments.

While this may seem like a fairly novel niche within the financial sector, the demand for this data has grown exponentially over the past two years. Inundated with requests from wealth managers and financial advisors, who seek advanced knowledge of potential risks to their clients' portfolios, Four Twenty Seven offers climate risk scores for a wide range of listed instruments in equities and fixed income markets. Their analysis leverages best-in-class climate data at the most granular level, and scores assets based on their precise geographic location. This provides the financial industry with the most comprehensive overview of investment outcomes related to present and future climate changes.

Emilie founded Four Twenty Seven in 2012, just after Hurricane Sandy devastated the Atlantic Coast. Inflicting nearly \$70 billion in damages, the storm provided the world with a vivid demonstration of how climate change affects the financial markets. She elaborates, "Climate risk and vulnerability assessments have been proven crucial to long-term economic security. By developing and implementing effective strategies to navigate our changing climate, we are essentially safeguarding our economy for future generations."

In the six years since Four Twenty Seven was incorporated, it has accumulated numerous accolades including the *Berkeley Visionary Award*, a *Risk Markets Technology Award*, an *ESRI Award*, *ISAR Honors* from the UN Commission on Trade, and the *EBJ Business Achievement Award*, among numerous others.

Emilie received a master's degree in development studies and European affairs from Sciences Po and a Master of Public Policy from the University of California at Berkeley. Prior to founding Four Twenty Seven, she held several roles for local and national governments. Emilie also served as head of carbon analysis for global markets with Thomson Reuters Point Carbon. Since 2013, she has lectured at University of California, Davis Graduate School of Management, teaching MBA students about climate risks and opportunities for the private sector.

Emilie has authored over a dozen widely commended publications, is a frequent speaker at industry events, and is a member of Women Entrepreneurs of Berkeley and the American Society of Adaptation Professionals.



Learn more about Four Twenty Seven here:
<http://427mt.com/our-story/>
<http://427mt.com/insights/>

Watch Emilie accept the *Visionary Award* from Berkeley Chamber here: <https://youtube/7ZpayN9zXCU>

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Krystle Gomez, Esq. is an Ivy League trained, skilled negotiator and advisor, known for her expertise in the high-tech sector. Krystle started her career in mergers, acquisitions, and finance in New York with Troutman Sanders LLP and relocated with the firm to California where she continued focusing her deal work on M&A and solar power project sale-leasebacks.

Krystle founded CIMI Ventures P.C. in 2014, where she continues to serve as corporate legal counsel and business advisor to public and private clients, ranging from startups to companies with yearly revenue in excess of \$1 billion. Holding both a J.D. and an MBA, Krystle acts as a problem solver and a growth strategist for her clients. She explains that she loves “working with individuals who are passionate about what they do. It is so rewarding to work in this field because your end result is a positive impact to someone’s business and life.”

In addition to her professional achievements, Krystle is also very involved in her community. She is an active board member and the governance committee co-chair of the Seattle Animal Shelter Foundation, a 501(c)(3) organization. She is also a public speaker on a variety of topics including technology, corporate strategy, policy, ethics, and entrepreneurship. Krystle has most recently spoken for *Wonder Women Tech* and *The Creative Coalition Speaker Series*.

Krystle has also served in numerous roles outside of law, including being a fellow with the World Affairs Council and an adjunct professor at Marymount California University.

Krystle graduated first in her class in 2006 from the W.P. Carey School of Business and the Barrett Honors College at Arizona State University, receiving her B.S. in marketing, with a focus on international business, and a minor in English literature. In 2009, she obtained her J.D. from the University of Pennsylvania Law School, together with a concentration in business and public policy from Wharton Business School. In 2010, she obtained her M.B.A. from Webster University via a global traveling program in Europe and Asia.

Krystle attributes her success to hard work and a passion for helping her clients develop and execute a plan to accomplish their business goals. She shares that she absolutely loves what she does. “I am privileged to offer the support and strategies that my clients need so that their businesses can continue to grow.”

When she is not practicing law, Krystle enjoys exploring the outdoors with her dog, Ginger. She also loves adrenaline activities and is currently a student pilot working to obtain her private pilot’s license.



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Meet **MARY GEHR**

Founder/Chief Executive Officer
Talent Platform Solutions

Mary Gehr is the founder and chief executive officer of Talent Platform Solutions, a modern full-service talent acquisition consulting firm offering game-changing talent solutions that will reform the way organizations recruit, hire, and retain talent.

Mary is recognized as a global business executive and expert thought leader in worldwide talent acquisition. In addition to her university education in business management, marketing, and project management, Mary has earned a *Lean Six Sigma Black Belt Certification* as well as various industry specific and technology certifications. Her professional business acumen extends to over 20+ years. Mary is also a professional public speaker, career coach, and influencer.

Since the establishment of Talent Platform Solutions in 2006, Mary and her team have been trusted advisors and business partners, with a history of building proactive talent platforms from the ground up, centralizing multi-location processes, and introducing excellence to corporate recruitment programs in the US and International markets. Their commitment is to provide best practices in attracting, hiring, and nourishing talent for any size organization, whether it be a start-up, mergers & acquisitions, private equity, public sector, or non/not-for-profit.

What sets TPS apart from other talent acquisition consulting firms? Mary states, "It is the distinctive way that we approach each and every project. We will help the organization successfully attract their industries top diverse talent by introducing innovative but effective tools and technology that will set them apart from their competitors. We are very passionate about helping organizations grow. Big or small, TPS will provide the appropriate solution to meet your needs."

We are very passionate about helping organizations grow. Big or small, TPS provides the appropriate solution to meet our clients' needs."



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ARIANA MANGUM

Cofounder, Nummata

With her wealth of experience and expertise in financial and retirement planning, Ariana Mangum founded an investment firm that focuses on clients who want a sophisticated automated approach to investing. Established in 2017, her company, Nummata was developed to expertly assist each individual client with creating and ultimately achieving their financial goals.

The experienced advisors at Nummata take complex risk analysis, investment strategy and advisory services and combine them into a simple, easy to understand platform. Their goal is to help ensure that clients are invested in a low-cost, tax-efficient portfolio that gives them peace of mind while accelerating their financial retirement goals. The greatest advantage of this platform is the extremely low fee of .35%. This allows investors of all account sizes to take advantage of expert advice without the hefty price tag of a traditional financial advisor. Someone with \$10,000 may keep their money in a savings account to avoid investment costs, but when its only \$35/year it becomes more attractive.

Ariana credits her journey into the world of finance and investments with an experience that she had when she was back in college. She explained that while in the middle of a conversation with a friend, she realized that she did not know the difference between a traditional IRA and a Roth IRA. Overhearing the conversation, the friend's mother chimed in and starting giving investment advice, however the advice was geared towards a person in their late fifties, not someone in their early twenties. She felt that there should be investment portfolios for a younger generation. She took that passion and experience with her throughout her financial and business education and her journey into a role as an advisor and wealth planning manager. When Nummata was founded, the business focused on offering professionally developed portfolios geared to younger investors. This philosophy of small, disciplined behavior can help a younger client to save and invest over a long period of time.

Ariana recently tapped into her experience and deep understanding of investments and financial planning to write a book titled, *She Cult*. The book is focused on helping a younger generation understand and plan



for retirement and future financial security. She felt strongly that today, younger professionals are not getting the proper financial planning advice that is age or risk appropriate. Ariana explains, "Whether you are getting married, starting your own business or climbing the corporate ladder – you need to know the best financial options available and what obstacles you will face." She emphasizes that this book also focuses on women; it takes them through every life stage and gives them confidence in the financial world. She hopes that after reading this book, "Women will feel empowered and not leave all of the financial decisions in their life to their spouse."

Ariana has a Bachelor of Applied Science (BASc) degree in economics from California State Polytechnic University and also received *Series 7* and *Series 66* certifications from the Financial Industry Regulatory Authority (FINRA). Ariana proudly received a *Certificate for Special Congressional Recognition* from congress for her commitment to women in Orange County. Her book, *Girl Talk: Money*, will soon be available at Barnes & Noble and Amazon.

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Annette Ermshar, Ph.D., MSCP, ABPP



Annette Ermshar, Ph.D., MSCP, ABPP is a licensed clinical psychologist, with specialization in neuropsychology and board certification in forensic psychology. She is one of 300 ABPP diplomates in forensic psychology in the United States. She is also a fellow of the American Academy of Forensic Psychology (AAFP).

Dr. Ermshar specializes in neuropsychology and clinical/diagnostic psychological assessment and evaluation. She is on medical staff at Las Encinas Hospital and has served as an expert witness in over 100 court cases within Federal Court, California Superior Courts, and California Juvenile Courts, and provides litigation consultation in civil cases. Her consultation and expert testimony experience includes addressing legal questions pertinent to mental disability, competence to stand trial, mental state at the time of offense, risk assessment, developmental disorders, neuropsychological functioning, cognitive ability, psychological/emotional damages, sex offenses, syndrome evidence, memory and suggestibility, and various other criminal and civil forensic evaluations. She has given numerous invited addresses, seminars, and workshops

to psychologists and attorneys and has a number of publications in the areas of neuropsychology and forensic psychology.

Dr. Ermshar also provides outpatient psychotherapy and specializes in the treatment of individuals in the corporate and entertainment industries, and those with mood spectrum disorders, anxiety disorders, substance abuse disorders, gambling, and other behavioral addictions, personality disorders, autism spectrum disorders, and adolescent development and is an expert on the topic of optimizing individual success. As a neuropsychologist, she conducts both adult and child/adolescent neuropsychological, educational, and cognitive evaluations, neuropsychological treatment, and diagnostic clarification of neurodevelopmental issues.

Dr. Ermshar has been an expert consultant in television and media with guest appearances for *Warner Bros.* television and CU@USC. She has also served as a consultant/expert for *Fox News Television* and provides consultation to screenwriters and producers in motion picture and television on the topics of mental health, the criminal mind, and neuropsychology. She has consistently been voted by her peers as a *Top Doctor by Pasadena Magazine* and has received many other professional awards and recognition.

Dr. Ermshar served as associate professor at the California School of Forensic Studies at Alliant International University for over 7 years, where she taught doctoral level students studying clinical forensic psychology. Dr. Ermshar was also the clerkship/practicum training director at Patton State Hospital for over 12 years, where she trained and supervised over 100 doctoral students in clinical and forensic psychology. She was on medical staff at Patton State Hospital for 15 years, providing clinical treatment for severe psychiatric illnesses as well as psycholegal treatment and assessment for issues such as restoration of competency to stand trial, restoration of sanity, and reduction of risk for recidivism. Dr. Ermshar was also on the panel of medical experts for San Bernardino County Juvenile Court and San Bernardino Superior Court for many years.

Dr. Ermshar currently is the founder and CEO at Dr. Ermshar and Associates, Specialized Psychological Services, a group practice in the Los Angeles area.

Dr. Ermshar grew up in La-Canada/Flintridge, in a family that was very involved in community philanthropy, which served as a foundation for her commitment to philanthropic support of the arts in LA. She has lived abroad, in both Moscow and Russia, as well as in Florence, Italy, studying language, music, and the arts. Currently, she sits on a number of non-for-profit boards, which include the board of directors for the Los Angeles Master Chorale/LA Music Center, Pepperdine University, Glendale Adventist Medical Center, the Pasadena Symphony and Pops, and the Blue Ribbon at the LA Music Center. She is also a member of Pasadena's Twilight Club and has chaired a number of galas over the last several years, including *LAMC 50th Anniversary Gala* at the Los Angeles Music Center, *Glendale Adventist Medical Center Gala*, and the *Hillsides' Annual Gala*. In blending her personal and professional interests, she regularly speaks on the topic of the mental and physical health benefits of generosity.

Annette Ermshar, Ph.D., MSCP, ABPP

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BARBIE LI

Principal Real Estate Broker and Founder
B Square Realty Inc.

Licensed Real Estate Broker

Member: MLSLI, LIBOR, NYSAR, NAR

Certified Buyer Representative (CBR)

Commercial and Investment Real Estate Certified (CIREC)

In the ultra-competitive New York real estate market, an innovative real estate firm just opened in downtown Flushing and is grabbing headlines in the market for its breakneck growth and success. In less than five months from its grand opening, B Square Realty Inc. has hired more than 80 real estate agents, exclusively listed over \$200 million worth of properties, and placed more than \$30 million worth of properties under contracts. Barbie Li, founder of B Square Realty and licensed real estate broker, spearheaded these phenomenal achievements at this new rising star company.

Barbie Li, born to a loving family in Chongqing, China, emigrated to the United States at the age of ten. Over the years, she has cultivated a strong and independent personality widely recognized in her community and industry. Hardened by more than a decade of sales experience, Barbie developed an unparalleled set of skills that allows her gain deep insight into her clients' needs and build a vast network of win-win partners. Over the last three years, Barbie has been able to navigate the ups and downs of the New York real estate market and individually account for over \$200M in sales. Even with that success, she has not rested on her laurels and has continued to look for ways to provide value to her clients.

In 2018, leveraging her wealth of experience, vast network, and prior success, Barbie ventured into building her own real estate brokerage firm. Her persistent need to strive for the betterment of herself, her team, and her clients is her drive and inspiration. She saw an opportunity to combine the American and Chinese cultures to create a unique all-in-one real estate sales platform to provide end-to-end services to her clients.

As a strong believer in team work and stewardship of talents, Barbie also leveraged this opportunity to build a team of agents that can achieve their own success in their careers. She hired a national coach to help her create a systematic management process to springboard new agents into top producers in short period of time. She also utilizes her connections with local real estate experts to coach her agents on skillset, market knowledge, and career objectives. Her unique success model of combining high performances in the market and steadfast mentorship to her staff has been the main driving force to her brand gaining monumental level of market recognition in five months.

Barbie is confident that the real estate market will remain strong in 2019 and she looks forward to every agent at B Square Realty sharing the fruit of that success. While the company is continuing to develop different service offerings to achieve the goal of being a one-stop-shop for real estate needs, Barbie is setting a personal goal for B Square Realty; to become the leading real estate brand in New York City.



B · S Q U A R E
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Kelly Fox is an entrepreneur and professional network marketer. Kelly has worked as a freelance creative director and digital strategist helping companies and solo-preneurs shape their brands to attract their dream clients for the past three years. She has led the planning, styling, and creative direction of ad campaign shoots for multi-million dollar companies as well as worked with several small businesses. Most recently, she has taken on a role within USA Cycling as they look toward the *2020 Olympics*.

In addition to creative consulting, Kelly is also a founding member of the wine tasting club, Direct Cellars. When they transitioned from traditional marketing channels to a network marketing business model in October of 2016, she was asked to help launch and become a founding member. Within two months of joining Direct Cellars, Kelly earned the title of Master Cellar, which is their highest paid rank. Kelly now leads a team of over 100 people that she trains as they expand into Canada, Australia and the United Kingdom in the next year.

Kelly also volunteers as FRG leader for her husband's military unit. Well respected for her ambition and success, Kelly attributes her accomplishments to her family as well as to her team and to her belief that "Your only limit on your success in the industry is you. The resources, training, personal development...that stuff is all out there for the taking, but you have to want success more than you hate the feeling of failure and push through that daily."

When she is not building her businesses, Kelly enjoys being with her husband, a captain in the United States Army and toddler, Luke. Kelly and her husband are currently stationed in Colorado and they enjoy hiking at least once a week.



Arleane Merheb is a licensed real estate broker and president of The Realty Agency, a thriving Puerto Rico-based company that provides a full suite of amenities for buyers and sellers of residential and commercial properties. Arleane recently expanded her business, and she now has a real estate license for Texas, specializing in the North Texas area.

Since 2015, Arleane has confidently directed all of the day-to-day operations of the firm, while providing superb service to an impressive roster of clients that includes realtors, buyers, sellers, developers, and lenders. Her extensive practical experience was built upon a background in finance, which began in Puerto Rico over a decade ago.

In her first career achievement, Arleane served as a sales liaison between Doral Financial Corporation and their largest client, an investment company with a \$160M portfolio of construction loans and housing projects in Puerto Rico.

Arleane is highly regarded by clients, colleagues, and the real estate community. She credits this success to her commitment to providing service that exceeds her clients' expectations. Arleane also acknowledges the benefit of her education, which culminated in a Master of Business Administration degree in marketing from Universidad Interamericana.

When she is not engaged with professional obligations, Arleane enjoys spending time with her family, reading, and travel, especially to her favorite destination, Madrid, Spain.

Sania Ansari is the CEO and chairperson for the Ansari Group LTD., a global consulting firm that she founded in 2017. Her ancestors came from Saudi Arabia, but she was born in Pakistan and raised in Canada. Through her successful global consulting business, she works with multinational companies around the world to expand into the Middle Eastern market.

In addition to her role as chairperson for the Ansari Group Ltd, Sania serves as a consultant for the private royal offices in United Arab Emirates (UAE) and she has worked directly with the royal families for almost four years, providing economic and political insights into business developments and trends regarding countries of interest.

Sania also acts as the primary point of contact and a bridge for global partners and the UAE and works closely with her clients to help them identify and analyze any legal or regulatory factors that may affect their ability to successfully enter the UAE markets. By assisting them in creating and enhancing effective business, communications, political, and financial networks, she is able to build strong relationships within the UAE market.

Sania is a passionate humanitarian. She is involved in many philanthropic efforts and charitable organizations, especially those focused on women, youth, and refugees. Sania is the chairperson for the United Refugee Green Council of Canada, ambassador for the Global Tolerance Faces, goodwill ambassador for youth and women empowerment for the International Human Rights Commission, goodwill ambassador for Wonder Women Association of Pakistan, and youth ambassador for International Youth Ambassadors Foundation.



Lis Silveira is the VP of finance at Just Salad, a multinational fast casual concept committed to cultivating healthier lifestyles by serving real food at an affordable price. Just Salad launched in 2006 with one location in midtown Manhattan and now employs over 1,000 people across 34 locations throughout New York, New Jersey, Philadelphia, Chicago, Hong Kong, and Dubai.

Lis joined the Just Salad team in 2017, following a decade-long career in restaurant finance that began while she was pursuing a degree in accounting from City University of New York-Hunter College. Prior to graduation, she had already worked with the Altamarea Group for nearly five years, transitioning from a part-time role in accounts payable to finance manager, and then to head of restaurant finance. In 2016, she accepted an appointment as director of finance with Dos Toros Taqueria, where among many other achievements, she directed all aspects of finance and accounting for all taquerias.

In her present role, Lis works closely with Nick Kenner, CEO and founder of Just Salad, to implement strategic initiatives, create financial models, and conduct feasibility studies on the company's long-term goals.

Originally from Brazil, Lis moved to the US to attend college. She did not initially intend to enter the hospitality market, but after working in it, she discovered a flair and passion for the industry. Nowadays, her enviable career seems to be on a steady incline and if history provides any outlook for the future, Just Salad can look forward to exponential growth under the astute financial guidance that Lis provides.





Jackie Kingston is a commercial real estate specialist and business manager for the Ryan Flint Team at Colliers International, a leading global real estate services and investment management company with more than 13,000 skilled professionals operating in 69 countries.

Jackie joined the staff of Colliers in 2016, following a successful twelve-year career with CPMS, where she started as a property manager and worked her way up to vice president of operations and managed a very large portfolio of office, warehouse, retail, and multifamily projects. Before leaving CPMS, Jackie had put systems in place that contributed to the company's turnaround in revenue, which went from negative to a quarter of a million dollars during her tenure.

Jackie is focused on representing tenants for site selection and managing listings for sale and lease on behalf of landlords in Davis County, Utah. Her experience in the real estate industry, grasp on the Davis County market, and ability to get creative with each project, makes Jackie the optimal choice for her clients.

Jackie did not plan to pursue real estate as a vocation initially. Her family owned several properties and it was her proven ability on other business ventures that led to a job offer as a property manager. After accepting that role, she discovered her flair and fondness for the field and never looked back.

Jackie and her husband have lived in Salt Lake City for more than twenty years and enjoy spending their time with their ten children.



Mara Shultz is a successful serial entrepreneur who takes pride in helping small businesses grow. She is the co-founder and vice president of Market Share Consultants, the owner and president of Ardrel-Architectural Drafting and Elevations, and the founder of the non-profit organization, The Redefiners.

Following years of cold calling, B2B and B2C sales, marketing, and management positions, Mara focused on forming her own businesses, utilizing past experiences to continue a steady trend of growth. Mara is responsible for the strategic direction of her businesses as well as management decisions, and implementing both short and long-term goals.

Mara has been recognized for consistently increasing sales, exceeding quotas, and generating new business. Before establishing her own businesses, she sold multi-millions for Remodel Works, while simultaneously starting a new division of the company.

Ultimately, management is what Mara loves best, inspiring others to achieve their own level of greatness. Mara lives by the quotes "She believed she could so she did" and "A limiting belief is just that... a limiting belief." In addition to her non-profit organization, The Redefiners, she supports the Safe House Foundation in Boulder, Colorado, which houses victims of domestic violence. In her spare time, she enjoys Olympic lifting, reading, and travel. Mara was also a singer and songwriter in LA and Texas and loves anything to do with singing, song writing and composing.

Ok-Hue Cho is the chief executive officer of InfiniteVisual, a leader in the interactive digital contents, motion graphics, hologram, VR, and AR. Doosan Heavy Industries & Construction, PETAMICE, and Korea Institute of Industrial Technology are Cooperative firms of InfiniteVisual.

As CEO, Ok-Hue is responsible for the strategic direction of the company as well as managing all day-to-day operations. She is also an adjunct professor of Seoul Cyber University and a digital artist and content developer.

Ok-Hue is also vice president of the International Cooperation of the Korean Society for Computer Games and planning director of the Korean Society for Computer Games. She is a former professor of Korea University, and Koomin University Chung-Ang University and Sungkonghoe University. She is well respected for her dedication and vast-ranging knowledge and has been the recipient of several prestigious accolades including listings in *Marquis Who's Who* in 2016 and 2017.

Ok-Hue attributes her success to ambition, tenacity, and solid analytical, time management, and problem solving skills. A firm believer in the importance of education, she attended the Graduate School of Advanced Imaging Science, Multimedia and Film at Chung-Ang University, obtaining a master's degree in art and technology in 2007 and a PhD in art and technology in 2012.

In her spare time, Ok-Hue enjoys outdoor activities such as golf, tennis, and swimming as well as traveling.



Aleksandra Michalik, DO, is a board certified ophthalmologist and glaucoma specialist currently in practice at SightMD. Dr. Michalik specializes in the medical and surgical treatment of cataracts and glaucoma. She graduated *cum laude* with a Bachelor of Science degree in biological sciences from Cornell University.

Dr. Michalik worked as an analytical chemist at Estée Lauder and obtained her *Holistic Health Practitioner License* from the Institute for Integrative Nutrition, affiliate to the Teachers College of Columbia University. She received her medical degree, with honors, from the New York College of Osteopathic Medicine of NYIT and completed her ophthalmology residency at St. John's Episcopal Hospital, Interfaith Medical Center, Brookdale University Hospital and Medical Center, and So. Nassau Community Hospital.

Dr. Michalik completed her glaucoma fellowship at the University of Wisconsin School of Medicine and Public Health, where she continued her research involvement, with Yao Liu, MD, in a multi-center study evaluating the potential effect of increased carotenoid intake on lowering the risk and progression of glaucoma.

Dr. Michalik continues to be a proponent of continuing research and optimization of techniques in the field of ophthalmology. She is a proud member of the American Glaucoma Society, American Academy of Ophthalmology, and the American Osteopathic College of Ophthalmology & Otolaryngology. In her spare time, her interests include traveling, outdoor activities, art, nutrition, and being with family and friends.





Erin Drake is the president and co-founder of Patriot Commercial Lending Solutions (PCLS), a private, veteran-owned, commercial loan brokerage that specializes in equipment financing, working capital, lines of credit, consumer financing, commercial real estate, factoring, and franchise financing.

Established in 2017, PCLS offers alternative solutions to business owners who have been unsuccessful in acquiring capital through traditional funding sources. Through their signature “gold-star client service” and network of over 100 private lenders, the company has established itself as a venerable rival amid a competitive market.

Erin can be credited for the swift success that PCLS has already realized but humbly acknowledges the value of the support she has received from her staff. She elaborates, “As a veteran-owned company, we focus on small businesses because they are the backbone of this country. We understand that borrowers with credit or revenue challenges can still afford loans and could greatly benefit by an infusion of capital. We don’t look at the client on paper; we view the whole scenario and find the right program, with the right lender, so that businesses can sustain, grow, and prosper.”

Erin’s lengthy experience within the finance sector encompasses commercial real estate, land acquisition and development, and portfolio management. While fostering her company’s growth and tending to the operational obligations that her role as president demands, she is also engaged with client relations and enjoys meeting new people.



Dr. Shamecca M. Scott is a board certified clinical psychologist and the founder and chief executive officer of Mindset, LLC, a business dedicated to optimizing human potential by providing psychological services as well as personal and executive coaching services both domestically and internationally. Mindset is a company dedicated to providing top quality service designed to educate, empower, and encourage the pursuit of personal and professional development.

Dr. Scott founded Mindset, LLC in 2011, bringing vast experience in behavior modification, crisis intervention, and the treatment of trauma related disorders. As a coach, she works with a variety of individuals ranging from healthcare professionals, law enforcement professionals, and senior business leaders.

In 2007, Dr. Scott was commissioned into the United States Army as a clinical psychologist. In 2010, she deployed to Iraq where she independently established and operated a behavioral health clinic that provided oversight to 3500 service members across seven locations. Dr. Scott was the recipient of a *Bronze Star* as well as a number of other military accolades.

Dr. Scott attended Virginia State University, from which she obtained a Bachelor of Science degree and Master of Science degree in psychology. She went on to earn a doctorate degree in clinical psychology from Argosy University. After completing her doctoral studies, Dr. Scott obtained a post-graduate Master of Science degree in clinical psychopharmacology from Alliant International University-San Francisco Bay.

Delilah Panio is a capital markets expert with over 17 years of experience, who has advised many companies on the complex process of going public. She provides expertise and understanding of private and public financing options in the United States and Canada.

As the VP of capital formation for Toronto Stock Exchange and TSX Venture Exchange, based in Southern California, Delilah educates companies within the U.S. about the benefits of listing on Canada's premier equity exchanges. She is passionate about and extremely committed to helping entrepreneurs and management teams access the growth capital they need to create and build great companies.

She states, "In Canada, U.S. companies can go public at an earlier stage than in the U.S. markets and access public venture capital. I often speak about this topic at industry events through the country."

Delilah is also a frequent speaker and mentor for accelerators such as the *Stubbs Alderton Markiles LLP Preccelerator® Program*, and a pitch coach for several organizations including Women Founders Network. She is the former co-chair of Women in LAVA (Los Angeles Venture Association) and is a super activator for SheEO, an innovative funding model that encourages women to contribute \$1,000 each into a perpetual fund to invest in women-led ventures.

Delilah has an MBA in enterprise development from the University of Calgary and a BA in English from the University of Regina. She is also certified as a Neuro-Linguistic Programming (NLP) Master Practitioner.



Lucille DiLorenzo is a licensed real estate sales agent, presently on staff with Realty Connect, a leading, full-service brokerage and advisory firm that specializes in the purchase, sale, rental, and marketing of residential and commercial properties.

Lucille found her passion for real estate in 2010, after being told by friends and family members that she had an innate proclivity for the field. Over the course of her career, she has established herself as a frontrunner in the Long Island property market, having accumulated an impressive total of sales and a sizeable client network. Lucille credits this success to hard work, dedication, and the support of her mentor, Victoria Halberson. Under her tutelage, Lucille learned to do her best for clients and always go the extra mile. This often translates to providing amenities such as staging a home, hosting 'open house' events, and attending closings.

Recently, Lucille has experimented with purchasing and reselling foreclosed or derelict single family homes. In just under one year, she renovated and resold several properties for a profit exceeding thirty percent. Lucille often partners with private investors and developers for large-scale projects and hopes to soon include multi-family residences in her investment portfolio.

Lucille maintains an active profile within the industry through membership in the Long Island Board of Realtors. She stays abreast of developing trends in real estate by reading and listening to podcasts. Additionally, she is active within the community as a member of the Screen Actors Guild and through support of her alma mater, Old Westbury College, where she obtained a bachelor's degree in communications.





Beatrice Bijoux, Esq. is the managing partner and head of litigation at The Bijoux Law Firm. Attorney Bijoux concentrates her practice on personal injury, civil litigation, business law, and estate planning. She has had a number of successful verdicts including recently settling a case for \$250,000 for a client after a \$10,000 pre-suit offer from their insurance company. Well respected for her integrity, dedication, and solid track record of success, she attributes her accomplishments to her parents, faith, and amazing mentors. Attorney Beatrice Bijoux has offices in Miami, Boca Raton, Fort Lauderdale and Stuart, however she services the entire state of Florida. Email: AttorneyBB@BijouxInjuryLaw.com



Roxana K. Chamouillé is a partner of Freeman Freeman & Smiley LLP, a full-service law firm with offices in Los Angeles and Orange County. The firm serves clients ranging from Fortune 500 companies to start-up businesses and individuals in the areas of real estate, trusts and estates, bankruptcy, business and tax, charitable organizations, fashion, intellectual property, international, labor and employment, securities regulation, and litigation and alternative dispute resolution. She handles sophisticated commercial real estate transactions, with an emphasis on financing and acquisitions and dispositions. Her clients include borrowers, property owners, developers, and institutional lenders. Email: roxana.chamouille@ffslaw.com



Tracy Sanders is an accomplished attorney, entrepreneur, and speaker. She is employed at the Institute for Multicultural Counseling & Educational Services, a non-profit that cultivates healthy, resilient individuals and families through the provision of culturally competent mental health, primary care, substance abuse, and supportive services. In 2016, Ms. Sanders established Natural Hair and the Law, an organization formed to provide publications, workshops, and events addressing legal issues related to natural hair in the workplace and schools. Ms. Sanders has received a number of prestigious accolades and awards. She was honored with a *Certificate of Special Recognition* from Congresswoman Karen Bass.



Lauren Wood is a partner at the Law Offices of Schurmer and Wood, a California-based firm with offices in Santa Barbara and Oxnard that specializes in serious injury and wrongful death matters. Ms. Wood joined the firm in 2011 and has both trial and arbitration experience, as well as extensive experience settling cases through mediation and other methods of alternative dispute resolution. Ms. Wood obtained a bachelor's degree in political science and global peace and security from the University of California, Santa Barbara and a JD degree from Golden Gate University. While in law school, she also studied at the Université Paris Ouest Nanterre La Défense in Paris, France.



McCall Baugh is an attorney at Ernest Brown & Company. Ms. Baugh has handled more than 2,000 personal injury cases throughout her combined career as a legal assistant and lawyer. She is best known for her work on *Aguilar v. Southward*, an automobile vs. pedestrian case in which her efforts helped secure a winning verdict of over \$343,000 after the insurance company had offered only \$30,000 before trial. Ms. Baugh graduated cum laude with a bachelor's degree in International Security and Conflict Resolution (ISCOR) and Spanish from San Diego State University and received her Juris Doctor degree from Golden Gate University School of Law.



Hilary Rowland is a digital influencer and the driving force behind Urbanette.com, a popular women's lifestyle publication focusing on lifestyle tips, feminism, empowerment, and organic living. Hilary is an expert in all things related to healthy lifestyle and luxury travel. She is the holder of three patents, many trademarks and hundreds of premium domain names. Hilary is always on the move and travels extensively around the world looking for hot new topics, destinations, and brands to bring to *Urbanette* readers. She has been featured by a number of media outlets and publications including *PopCrunch*, *Wired Magazine*, *Business Insider*, *AOL*, and *CEO World Magazine*.



Samira Panah is the co-founder of Bridge2Act. Guided by an innovative digital platform that makes charitable giving easier and faster, Bridge2Act connects readers with opportunities to create impact the moment they feel compelled. The company partners with audited nonprofits and leading media outlets to enable everyday people - the social influencers, the political crusaders, the global thinkers, the local leaders - to get involved in real time, right as news and need breaks. B2A has partnered with esteemed publications, influencers, and not-for-profit organizations like Sama Group, TogetherIHeart, She's The First, and Action Against Hunger for contextual donation opportunities to a reach of millions of unique viewers.



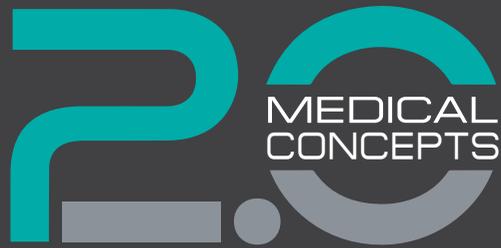
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