

INFLUENTIAL EXECUTIVE & BOARD LEADERSHIP

BOARD PROFILE

FORTUNE 500 C-SUITE LEADER AND STRATEGIC PARTNER who transforms business practices, accelerates growth, creates value for stakeholders, and captures synergies across people, processes, and technology. Collaborative and highly energetic, crafting short- and long-term goals and strategies that are sustainable and scalable. Respected thought leader, leveraging experiences across multiple domains, large and small operations, and in highly regulated spaces.

NOTABLE CAREER ACCOMPLISHMENTS

- ✓ **Created and introduced an end-to-end board succession plan.**
- ✓ **Advised Compensation Committee in overhauling executive compensation plans to optimize performance.**
- ✓ **Transformed HR and operational strategies and tactics to lower HR costs 40% and reduce enterprise costs \$245M.**
- ✓ **Partnered in launch of Avnet Innovation Lab at Arizona State University (ASU) and ASU Innovation Open.**

CORE LEADERSHIP COMPETENCIES

- Strategic Planning & Execution
- People-Centric Management
- Enterprise Productivity
- Human Resources Leadership
- Board Governance
- Change Management
- Mergers & Acquisitions
- Transformation

STRATEGIC FOCUS AREAS

- ✓ **Global Human Resources**
- ✓ **Corporate Diversity & Inclusion**
- ✓ **Environmental, Social, Governance (ESG)**
- ✓ **Fiduciary Targets & Responsibility**
- ✓ **Compliance & Risk Management**

AWARDS & ACCOLADES

OUTSTANDING WOMEN IN BUSINESS | Phoenix Business Journal

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY | National Diversity Council

HALL OF FAME AWARD | Arizona State University, W.P. Carey School of Business

DISTINGUISHED SERVICE AWARD | Arizona State University, W.P. Carey School of Business

MEMBERSHIPS

- ✓ **National Association of Corporate Directors**
- ✓ **Society for Human Resource Management**

INDUSTRY AGNOSTIC: Technology Services | Solutions & Distribution | Aerospace & Defense | Medical Device & Orthopedic | Rehabilitation | Wireless Communications | Banking & Insurance

BOARD INVOLVEMENT

AVNET, INC. (NASDAQ: AVT)

Phoenix, AZ | 2009 – 2020

ADVISOR TO BOARD OF DIRECTORS

Served as support and advisor to 11-member board governing this global technology solutions company with an extensive ecosystem that delivers design, product, marketing, and supply chain expertise, with \$17.6B in annual revenues and 15K employees. Ranked at #180 on the Fortune 500 list.

- **Crafted a board succession plan from ground zero** – recruited and onboarded 7 board members over tenure – ensuring balanced representation across skills and domains and emphasizing diversity.
- **Facilitated multiple CEO successions and transitioned top leadership** as the company navigated disruptive external change, internal operational challenges, a significant divestiture, and numerous strategic acquisitions.
- **Partnered with the Compensation Committee** to realign executive compensation plans to increase earnings per share and total shareholder returns, reduce retirement and severance plan costs, introduce stringent criteria for stock awards, and refresh the CD&A to be more easily understood.
- **Advanced board conversations and agendas** on organizational culture, shareholder activism, cybersecurity, and ESG.
- **Trusted voice in agenda planning events for board meetings;** attended all board meetings and served as a partner to internal committees including Compensation and Governance committees.

CERTIVE SOLUTIONS, INC.

2015 – 2017

BOARD OF DIRECTORS

Recruited by the CEO to serve on a 7-member board as the board shifted to position the company for IPO. Set behavioral standards for the company, guiding strategies across HR policies and infrastructure.

EXECUTIVE EXPERIENCE

AVNET, INC. (NASDAQ: AVT)

Phoenix, AZ | 2006 – 2022

SVP, CHIEF ADMINISTRATIVE OFFICER SVP, CHIEF HUMAN RESOURCES OFFICER AND GLOBAL MARKETING & COMMUNICATIONS

Advanced through multiple positions, establishing the HR function as a value-added resource and partner to the complete enterprise. Leadership scope spanned a global team of up to 3.9K with a \$500M budget across Logistics, GIS, Digital, Marketing, and Program Management functions. Partnered with senior executive leadership to achieve bottom-line targets, advocate for people-centric tactics, support global business development and strategy creation, and introduce leading-edge HR practices.

- **Achieved \$48M in revenue, \$1.5B digital channel shift with \$20M in sales productivity savings**, spearheading an omnichannel strategy to enhance the customer experience and accelerate profitable growth.
- **Lowered IT costs \$50M** while also introducing leading cybersecurity and disaster recovery practices.
- **Captured 150% increase in website traffic**, boosted SEO 38%, generated 43% increase in social media followers, and improved NPI 7% by transforming the brand and marketing strategy.
- **Played key role in launch of Avnet Innovation Lab at Arizona State University (ASU) and ASU Innovation Open** that generated \$4.3M in incremental revenue while advancing entrepreneurs' products and services.
- **Initiated transformative change that introduced new HR technologies and service models**, reducing headcount by 40% and cost by 23%; elevated HR to a valued, strategic business partner.

GOODRICH CORPORATION (Acquired by UTX)

Charlotte, NC | 2001 – 2006

VICE PRESIDENT, HUMAN RESOURCES

Headed the human resources and environmental health & safety functions for a \$1B business segment with 7K global employees. Led team of 45. Trusted advisor and partner on the Human Resources Business Advisory Council.

- **Crafted innovative performance management and compensation practices/strategies** to optimize team output and boost engagement and retention.
- **Surfaced pathways to elevate employee engagement worldwide** through introduction of corporate culture survey.
- **Averted unionization attempts** at manufacturing facilities through extensive education and ongoing vigilance.
- **Certified Lean Practitioner and Process Leader** for Goodrich Creative Problem-Solving organization.
- **Thwarted neighborhood campaign to relocate propulsion facility**, deploying leading PR strategy and showcasing stellar safety record to change public perception.

BOARD GOVERNANCE PROGRAMS

Kellogg | *Effectiveness & Accountability in the Boardroom* (attended with Avnet Board & Governance Chair) and *Women's Director Development Program*

NACD | *Position Yourself for Boardroom Service*

EARLY CAREER HISTORY

VICE PRESIDENT, CORPORATE SERVICES | OrthoLogic Corporation – Tempe, AZ

VP & REGIONAL HUMAN RESOURCES DIRECTOR | Firststar Corporation – Milwaukee, WI

REGIONAL GROUP CLAIMS MANAGER | Allstate Insurance – Northbrook, IL

TEACHING EXPERIENCE

EXECUTIVE MBA INSTRUCTOR OF PRACTICE | Arizona State University, W.P. Carey School of Business – Tempe, AZ

EDUCATION & CERTIFICATIONS

MASTER OF BUSINESS ADMINISTRATION | Arizona State University, W. P. Carey School of Business – Tempe, AZ

BACHELOR OF ARTS – POLITICAL SCIENCE (MINOR IN ITALIAN & FRENCH) | University of Illinois – Chicago, IL

CERTIFIED COACH | Hudson Institute of Coaching – Santa Barbara, CA

EXECUTIVE SCHOLAR | Northwestern University, Kellogg School of Management – Evanston, IL