

Creating Opportunities...Recognizing Excellence
2008 annual report



Women's Business Enterprise
National Council
WBENC 

LETTER FROM THE CHAIR AND THE PRESIDENT

PHOTO COURTESY OF WOMEN'S ENTERPRISE PUBLICATIONS AND WE MAGAZINES.



Cheryl Stevens,
WBENC
Board Chair

PHOTO COURTESY OF WOMEN'S ENTERPRISE PUBLICATIONS AND WE MAGAZINES.



Linda J. Denny,
President and
CEO, WBENC

Dear Friends:

The Women's Business Enterprise National Council (WBENC) completed another year providing certification, opportunities, and resources to its Corporate Members and WBENC certified Women's Business Enterprises (WBEs).

In 2008, WBENC and its Regional Partner Organizations (RPOs) created, managed, and implemented the

process and procedures maintaining WBENC's Gold Standard certification, access to markets, and skill-building programs to enable the success of WBENC certified WBEs.

By year-end 2008, more than 8,100 women-owned businesses were granted WBENC certification; and 255 corporations supported WBENC as members. WBENC also named the Ohio River Valley Women's Business Council as its new RPO providing certification and business access opportunities to WBEs in Ohio, Kentucky and West Virginia. These states were previously part of a six state territory managed by the Women's Business Enterprise Council Southeast, which was realigned.

As part of the realignment, the State of Tennessee became part of Women's Business Enterprise Council – South (WBEC-South), an established RPO that covers Louisiana, Mississippi, Alabama, and the northern panhandle of Florida. The States of North and South Carolina were merged under the Georgia Women's Business Council (GWBC).

WBENC also worked to bring life to its new strategic plan focusing on the core values of certification, opportunities, and resources. *The Power of Progress* was the 2008 theme for WBENC's Women in Business National Conference and Business Fair held in Atlanta, Georgia where WBENC had nearly 2,500 attendees and 333 exhibitors. The GWBC set a new attendance standard as the Host Council for this event.

Throughout the year, Michelle Richards and Nancy Williams provided innovation and leadership as Chairs of the Leadership Council and the Women's Enterprise Leadership Forum. Through the leadership of Michelle and Nancy, the RPOs and the Forum help to build infrastructures and implement processes that better serve the needs of WBENC and its constituents. Both, the Leadership Council and the Forum, are key WBENC leadership teams that help to deliver WBENC's commitment to its constituents.

Guided by the Global Business Committee and Quantum Leaps, WBENC continued to expand its global initiatives to include training, resources, and partners. Hosting its second International Day, WBENC provided a series of workshops geared to helping

WBEs increase their capacity to globally grow their businesses. A memo of understanding was signed on that day to launch WEConnect International as the official organization to develop international WBE certification programs.

WBENC also made phenomenal strides in the area of technology, with a datacenter migration, which provided added security to our network and data. These enhancements keep WBENC technologically competitive, and provide the ability to better serve constituents more effectively and efficiently.

In honor and recognition of the outstanding leadership and service of Mr. William J. Alcorn, first and past WBENC Chair, WBENC also established the William J. Alcorn Leadership Award. Mr. Alcorn, Senior Vice President, Controller, and Chief Procurement Officer, retired in May 2008 from JCPenney Company, after 37 years of service. The William J. Alcorn Award recipient is selected and presented by the Chairman of the WBENC Board of Directors, with input from Past Chairs and WBENC Executive Staff.

In short, 2008 was an exceptional year. WBENC built its first decade of accomplishments by continuing to raise awareness of the importance of certification; advocate for women business owners; encourage supplier diversity best practices; strengthen the relationships with our Corporate Members, our WBENC certified WBEs, and our Regional Partner Organizations; and encourage alliances with other organizations that support women business owners.

Finally, thanks to WBENC's Staff, Board of Directors, and leadership teams, WBENC certification continues to retain the Gold Standard prestige and value consistently demanded by Corporate Members and women business owners. In addition, WBENC will continue to provide the highest quality in programs, training and services to its constituents.

With warm regards,



Cheryl Stevens
Vice President Supplier Diversity
Energy Future Holdings
Chair, WBENC Board of Directors



Linda J. Denny
President and CEO
WBENC

AMERICA'S TOP CORPORATIONS FOR WOMEN'S BUSINESS ENTERPRISES



Front Row - Left to Right: Lauventria Robinson, Vice President, Diversity Business Development, The Coca-Cola Company; Tanya Penny, Vice President, Sourcing and Procurement, Verizon; Monica Luechtefeld, Executive Vice President, ECommerce and Direct Marketing, Office Depot; Francene Young, Vice President Diversity, Inclusion and Talent, Shell Oil Company; Kathy Homeyer, Director, Supplier Diversity, UPS; Lisa Martin, Senior Vice President and Chief Procurement Officer, Pfizer Inc; Cynthia Marshall, AT&T State President, AT&T; Martha Artiles, Chief Diversity Officer, Manpower, Inc.; Betsy Hosick, General Manager Midstream Procurement, Chevron Corporation; Martha Rangel, Senior Vice President, Supplier Development, Bank of America Supply Chain Management.

Back row – left to right: Connie Rankin, President of Customized Real Estate Services and Chair of the America's Top Corporations for WBES Selection Panel; Anthony Carter, Vice President, Diversity and Inclusion, Johnson & Johnson; Jens Gruenkemeier, Director, Global Procurement, Dell; John Young, CEO, Energy Future Holdings; Tom Gartland, EVP, Sales & Marketing, Avis Budget Group; Mitchell Adamek, Senior Vice President & Chief Procurement Officer, PepsiCo, Inc.; Kevin Campbell, Group Chief Executive-Outsourcing, Accenture; Nick DeTura, Senior Vice President Quality Assurance and Customer Care, Alcatel-Lucent; Linda Denny, President and CEO, WBENC.

In keeping with its leadership role in advancing the success of both women's business enterprises and the corporations they serve, WBENC announced its ninth annual list of America's Top Corporations for Women's Business Enterprises at a ceremony in Washington, DC.

WBENC President and CEO, Linda Denny and Top Corporations Selection Panel Chair, Connie Rankin, President, Customized Real Estate Services presented the awards during this prestigious ceremony.

The Top Corporations application and review process validates supplier diversity best practices of companies that have:

- Successfully demonstrated substantive commitment, both qualitatively and quantitatively, to enhancing contracting opportunities for women business enterprises (WBES).
- Successfully demonstrated that they continually "raise the bar" with respect to implementing and innovating best practices in purchasing from WBES.

- Accomplished more than others in corporate America, and their industry in particular, to proactively integrate women's business enterprises at all levels within their supply chain.

The 2008 list recognizes 19 corporations that have met these goals and who serve as role models to other companies:

- | | |
|-----------------------------|---------------------------|
| Accenture (1) | Johnson & Johnson (2) |
| Alcatel-Lucent (2) | Manpower Inc. (1) |
| AT&T Inc. (9) | Office Depot (8) |
| Avis Budget Group, Inc. (9) | PepsiCo, Inc. (8) |
| Bank of America (7) | Pfizer Inc (5) |
| Chevron (7) | Shell Oil Company (7) |
| Dell (1) | The Coca-Cola Company (4) |
| Energy Future Holdings (9) | UPS (9) |
| Exxon Mobil Corporation (3) | Verizon (4) |
| IBM (6) | |

Note: "()" indicates number of years companies have received award.

2008 WOMEN'S BUSINESS ENTERPRISE STARS



Left to right: Andra Rush, Owner, Rush Trucking; **Pamela O'Rourke**, President, ICON Information Consultants, LP; **Nancy Williams**, Principal, ASAP; **Linda Denny**, President and CEO, WBENC; **Kathy White**, CEO, Facilitech Inc.; **Michelle Boggs**, Chief Executive Officer, McKinley Marketing Partners; **Carolyn Gable**, President, New Age Transportation, Distribution & Warehousing Inc.; **Lori Davis**, President, RIG-CHEM, Inc.; **Lynne Marie Finn**, President, Superior Staff Resources, Inc.; **Margarita Gonzalez**, CEO, AccuBANKER; **Michele Finn Johnson**, President, Artemis Consulting Group, Inc.; **Roxann Patrick**, President, Designed Solutions Group, Inc.; **Sandy Lish**, Principal/Founder, The Castle Group, Inc.; **Olsa Martini**, President, Olsa Resources, Inc. and **Julie Copeland**, President and CEO, Arbill.

On March 20, 2008, WBENC celebrated its 11th Salute to Women's Business Enterprises: *The Power of Progress*, which was held at the Marriott Wardham Park Hotel in Washington, DC. The 2008 Salute was attended by over 700 Corporate Members, women business enterprises, government officials, and journalists. The black-tie dinner and awards program was chaired by Tim McBride, Chief Procurement Officer, Microsoft.

Designed to recognize the contributions of women's business enterprises (WBEs) to the U.S. economy, the Salute also recognized 14 WBEs as the 2008 Women's Business Enterprise Stars. This elite cadre of WBENC certified women business enterprises were honored for their leadership in their local business communities, their inspiration to other women business owners, and their active roles at the helm of their successful certified businesses.

The 2008 Women Business Enterprise Stars are:

- **Michelle Boggs**, Chief Executive Officer, McKinley Marketing Partners, Representing Women Presidents' Educational Organization – DC – Washington, DC
www.mckinleymarketingpartners.com
- **Julie Copeland**, President and CEO, Arbill Safety Products, Representing Women's Business Enterprise Council – PA-DE-sNJ – Philadelphia, PA
www.arbill.com
- **Lori Davis**, President, RIG-CHEM, Inc., Representing Women's Business Council Gulf Coast – New Orleans, LA
www.rigchem.com
- **Lynne Marie Finn**, President, Superior Staff Resources, Inc., Representing Women Presidents' Educational Organization – NY – New York City, NY
www.superior-sdc.com
- **Carolyn Gable**, President, New Age Transportation, Distribution & Warehousing Inc., Representing Women's Business Development Center – Chicago – Chicago, IL
www.newagetransportation.com
- **Margarita Gonzalez**, CEO, AccuBANKER, Representing Women's Business Development Center – Florida – Miami, FL
www.accubanker.com

2008 WOMEN'S BUSINESS ENTERPRISE STARS (CONTINUED)

2008 Salute Chair Microsoft

2008 Salute Sponsors

Adco Electrical Corporation
Andavo
Arbill
ASAP
Avis Budget Group
Chevron Corporation
Energy Future Holdings (formerly TXU Corp.)
Ford Motor Company
Henegan Construction Co., Inc.
Hollister Construction Company
Johnson & Johnson
KMM Telecommunications
KPMG
Kraft Foods
Matrix Information Consulting, Inc.
MDI
Meadows Office Furniture Co.
Merrill Lynch & Co., Inc.
Office Depot
PepsiCo, Inc.
Pfizer Inc
Plastic Diversity Solutions, LLC
Raytheon Company
RIG-CHEM, Inc.
Shell Oil Company
SPG & Associates, LLC
SSI Global Group, Inc.
Superior Staff Resources, Inc.
TCIM Services, Inc.
Toyota
Tuck Class of '07"
Turner Construction Company
United Airlines, Inc.
UPS
Verizon
Welcome Florida, Inc.
Women's Business Enterprise Council – PA-DE-sNJ

- **Michele Finn Johnson**, President, Artemis Consulting Group, Inc., Representing Women's Business Enterprise Council – West – Phoenix, AZ
www.artemisgroup.net
- **Sandy Lish**, Principal/Founder, The Castle Group, Inc., Representing the Center for Women & Enterprise – Boston, MA
www.thecastlegrp.com
- **Olsa Martini**, President, Olsa Resources, Inc., Representing Astra Women's Business Alliance – Portland, OR
www.olsaresources.com
- **Pamela O'Rourke**, President, ICON Information Consultants, LP, Representing the Women's Business Enterprise Alliance – Houston, TX
www.iconconsultants.com
- **Roxann Patrick**, President, Designed Solutions Group, Inc., Representing Women's Business Enterprise Council – Southeast – Columbus, OH
www.designed-solutions.com
- **Andra Rush**, Owner, Rush Trucking, Representing Michigan Women's Business Council – Ann Arbor, MI
www.rushtrucking.com
- **Nancy Williams**, Principal, ASAP, Representing Georgia Women's Business Council – Atlanta, GA
www.asapstaffingllc.com
- **Kathy White**, CEO, Facilitech Inc., Representing Women's Business Council – Southwest – Arlington, TX
www.businessinteriors.com



Gail Warrior-Lawrence, President and Chief Executive Officer, Warrior Group laughs her way to a winning bid during the Live Auction held at the 2008 Salute to Women's Business Enterprises.



Left to Right: Linda Denny, President and CEO, WBENC; Michelle Richards, President, Women's Business Enterprise Council – Great Lakes; Diane McClelland, President, ASTRA Women's Business Alliance; Linda Paugh, Board Vice Chair and Acting Interim Director, WBEC – West, Debbie Hurst, President, Women's Business Council – Southwest, Geri Swift, President, Women's Business Enterprise Council – PA-DE-sNJ; Carol Dougal, Co-President, WBDC – Chicago; Camille Burns, Vice President, Operations, Women Presidents' Organization; Nancy Allen, President and CEO, Women's Business Development Center – Florida; Susan Repka, Interim Executive Director, WBEA; Blanca Robinson, Executive Director, Women's Business Enterprise Council – South; John D. Harris, II, Vice President, Contracts & Supply Chain, Raytheon Company; and Liz Cullen, Women Presidents' Educational Organization.

Introduced in 1999, the Applause Award recognizes and “applauds” significant accomplishments that further WBENC’s efforts of breaking down barriers that impede the progress and growth of women-owned businesses. In 2008, WBENC bestowed its Applause Award to its 13 Regional Partner

Organizations, the 13 RPOs across the country that implement WBENC’s Gold Standard of certification to women’s business enterprises that are 51 percent woman owned, operated and controlled; and provide business development opportunities:

The organizations and their leaders who were honored in 2008 are:

Michelle Richards, President
Women’s Business Enterprise Council
– Great Lakes

Roz Lewis, Executive Director, Georgia Women’s Business Council and Host Council for the 2008 Women in Business National Conference and Business Fair

Diane McClelland, President
Astra Women’s Business Alliance

Linda Paugh, Board Vice Chair and Acting Interim Director
Women’s Business Enterprise Council – West

Debbie Hurst, President
Women’s Business Council – Southwest

Geri Swift, President
Women’s Business Enterprise Council
– PA-DE-sNJ

Carol Dougal, Co-President
Women’s Business Development Center – Chicago

Marsha Firestone, President
Women Presidents’ Educational Organization – NY

Nancy Allen, President and CEO
Women’s Business Development Center – FL

Susan Repka, Executive Director
Women’s Business Enterprise Alliance

Blanca Robinson, Executive Director
Women’s Business Enterprise Council-South

Donna Mullen Good, CEO
Center for Women & Enterprise

Liz Cullen, Executive Director
Women Presidents’ Educational Organization – DC



Left to Right: Gerri Willis, Anchor, CNN's Open House; Greta Davis, Executive Director, Supplier Diversity, Time Warner Inc.; Tara Abraham, CEO, Accel Inc. and WIB2008 WBE Co-Chair, Lisa Hanlon; Principal, Teltech Communications, Inc.; Laura Reiling, Business Manager, Corporate Procurement, Chevron Corporation; Linda Denny, President and CEO, WBENC; Cheryl Stevens, Vice President Supplier Diversity, Energy Future Holdings and WBENC Board Chair; Bob Bouta, Senior Vice President, Facilities and Properties, Avis Budget Group; Pamela Chambers O'Rourke, President and CEO, ICON Information Consultants, LP; Lisa A. Johnson, Group Manager, Procurement Services, UPS and WIB2008 Corporate Co-Chair; Susan O'Farrell, VP Procurement & Asset Management, The Home Depot and WIB2008 Corporate Co-Chair; Roz Lewis, Executive Director, Georgia Women's Business Council; Kanchana Raman, President and CEO, Avion Systems, Inc. and Honorary Chair Georgia Host Committee; The Honorable Lorely Burt, Member of Parliament, United Kingdom; and Nancy Williams, Principal, ASAP and WIB2008 WBE Co-Chair (Not Pictured - Roz Alford, Principal, ASAP and WIB2008 WBE Co-Chair.)

Host Council

Georgia Women's Business Council

Georgia Host Committee

Avion Systems, Inc. (Honorary Chair
Georgia Host Committee)

All(n)1 Security Services, Inc.

Bennett International Group

BG Strategic Solutions, LLC

Exhibits South Corporation

Hollister Construction

ISHR Group

McPherson, Berry & Associates, Inc.

MDI

Mom Corps

The Brand Coach

The Robart Companies

Transport Global Logistics Inc.

The Power of Progress

Corporate Leaders and Women Business Enterprises convened from June 23rd to June 26th in Atlanta, Georgia for WBENC's ninth Women in Business National Conference and Business Fair (WIB2008) *The Power of Progress*. Held at The Georgia World Congress Center, WIB2008 featured 333 exhibitors and hosted nearly 2,500 attendees.

Conference Corporate Co-Chairs The Home Depot and UPS, and WBE Co-Chairs Accel Inc. and ASAP were joined by dozens of other corporate and WBE sponsors including, among others, BP America, Inc., Dell Inc., and Time Warner.

WIB2008 Corporate kick-off keynote addresses were provided by Lyne Castonguay, Vice President of Multicultural Merchandising and Marketing at The Home Depot; and Amy Whitley, Vice President, Organizational Development, UPS.

WIB2008 keynote speakers included Bernice A. King, internationally-renowned orator, author of *Hard Questions, Heart Answers*, ordained minister, lawyer, and youngest daughter of the late Coretta Scott King and Dr. Martin Luther King, Jr.; Chin-Ning Chu author of the international best-selling books: *Do Less, Achieve More; Thick Face, Black Heart; The Asian Mind Game* and *Working Woman's Art of War* with translations in 17 languages and president of the Strategic Learning Institute and the Asian Marketing Consultants, Inc.; and Nancy Kramer, Founder and CEO, Resource Interactive, an expert in technology marketing, and an early leader in digital marketing and design.

Politics were front and center in 2008 with Barbara Kasoff, President of Women Impacting Public Policy (WIPP) moderating *Setting the Small Business Agenda*. In addition to an up-to-the-minute election update, Kasoff addressed the role of women-owned businesses in the elections, the transition plan for a new administration, and the "Small Business Platform."

Riveting workshops addressed key business issues facing both corporations and WBEs, among them *Why Going Green Equals Gold ; Top 5 Game Changing Ideas for Supplier Diversity; Strategy for High Growth WBEs; Challenges and Solutions in Second Tier, and Expanding Your Supplier Diversity Program Globally*.

WBENC's MatchMaker meetings connected Corporate Purchasing officials and WBEs for approximately 300 private face-to-face 15-minute meetings to discuss potential opportunities. In addition, WBENC's WIB2008 Business Fair gave attendees a first hand look at WBENC certified WBEs exhibiting their companies' capabilities, as well as an opportunity to meet Corporate Supplier Diversity Representatives and Buyers without barriers.

With three days of high-profile keynote speakers, information-rich workshops and business-building opportunities, WIB is a core initiative dedicated to achieving WBENC's mission to advance the success of our Corporate Members and WBENC certified WBEs.

WIB2008 Sponsors

Co-Chairs

The Home Depot
UPS
ASAP
Accel Inc.

Featured Sponsors

BP America
Dell Inc.,
Time Warner

Contributing Partners

Aflac
Altria Group, Inc.
Archer Daniels Midland Company
Avis Budget Group
Bank of America
Chevron Corporation
Exxon Mobil Corporation
Georgia-Pacific
Hollister Construction
IBM
ICON Information Consultants, LP
Kraft Foods
Manpower, Inc.
Parallels
PepsiCo, Inc.
Pfizer Inc
Pitney Bowes, Inc.
Raytheon Company
Shell Oil Company
SMEAD Manufacturing Company
Sprint Nextel Corporation
Superior Staff Resources, Inc.
Target
Teltech Communications, LLC
Verizon
Wal-Mart Stores, Inc.



The Zenith Group
Women of Exceptional Achievement

Joint Program of WBENC and the Women Presidents' Organization

A joint initiative between the Women's Business Enterprise National Council (WBENC) and the Women Presidents' Organization (WPO), The Zenith Group was formally launched in 2005 for women-owned businesses with revenues of \$50 million and above.

As a result of compression in the corporate supply chain, larger women business enterprises were asked to serve as a resource and a dynamic forum to provide business development and sourcing insights to major corporations.

Together, The Zenith Group:

1. Conducts high-level business meetings to promote business development opportunities with Fortune 1,000 companies.
2. Works to change the way women-owned businesses are perceived in corporate America and the media.
3. Develops cutting edge information and strategies for successful and fast growth companies.

Led by Linda Denny, WBENC President and CEO, and Marsha Firestone, Ph.D., WPO President and Founder, The Zenith Group meets three times a year throughout the country. The group is facilitated by Barbara Roberts of Roberts & Company. Meeting topics include growth issues; global expansion; exit strategies and succession planning; finding and developing good people; and economic, demographic, scientific, and political trends that may affect business.

Gina Addeo

Chairman of the Board
ADCO Electrical Corporation

Sarah Bates

CEO/Chairman
Nu Tek Steel, LLC

Gloria Bohan

President & CEO
Omega World Travel

Carmen Castillo

President & CEO
Superior Design International

June Coldren

President
Cenergy International Services

Linda Drake

CEO
TCIM Services

Rosalie Edson

President/Owner
Meadows Office Furniture

Maureen Henegan

CEO
Henegan Construction Co., Inc

Margery Kraus

CEO
APCO Worldwide

Mercedes LaPorta

Mercedes Electric Supply

Brenda Rivers

CEO
Andavo Travel

Andra Rush

Owner
Rush Trucking Corporation

Sandy Solomon

President/CEO/Owner
Sweet Street Desserts, Inc.

THE TUCK-WBENC EXECUTIVE PROGRAM

Brought to you by IBM

For the sixth year, WBENC partnered with the Tuck School of Business at Dartmouth in 2008 to offer a one-week intensive executive education program for WBENC certified women's business enterprises (WBEs). Thirty-six WBEs were taught by top professors from Tuck. Designed to teach women business owners a systematic way of assessing and improving their businesses, the Tuck-WBENC Executive Program provided WBEs with tools to develop and implement strategic initiatives to grow small-to medium-sized enterprises.

The program focuses on achieving maximum impact for WBEs with the primary case study used being that of the WBE's own business. Collaborative learning groups challenge WBEs to creatively use the curriculum tools to assess and improve their businesses, using the same diagnostic and implementation strategies examined in the classroom setting. Participants take away a wealth of knowledge that is immediately applicable, plus a strong network of new professional relationships and peer support.

2008 WBENC Certified WBE Participants

Katrin Antram, PC Network
Julie Auslander, Corporate Subscription Management Services
Lorraine Bergman, Caliente Construction, Inc.
R. Yvonne Campos, Campos, Inc.
Lu Cotta, Annapolis Accommodations, Inc.
Amy Dain Vincelette, The Wellspring Group
Alison Davis, Davis & Company
Mary Glasscock, Glaco Midwest, Inc.
Linda John, Corporate Family Network
Diedria Joseph, Topp Knotch Personnel, Inc.
Catherine Koch, K-Tec Systems, Inc.
Cecelia Lakatos Sullivan, Pinnacle Telecommunications, Inc.
Cheryl Ludwick, Alaron Supply Company
Linda Magnusson-Rosario, InSys Consulting
Patricia May, Precision Language Services
Emily McHugh, Casauri
Michele McKenna, Market Analytics International
Audreya McLean, Qualified Homecare Services, Inc.
Jayne Millard Clark, Turtle & Hughes
Reshma Moorthy, Frontier Technologies, Inc.
Mary Moslander, LiveHealthier
Melissa Peirce, The Wellspring Group
Penny Perez, Malco Contracting, Inc.
Pamela Robinson, Financial Voyages LLC
Darlene Rotch, Panorama Public Relations
Shelli Ryan, Ad Hoc Communication Resources, LLC
Pamela Ryan, Designer Sports LLC
Joanne Santomauro, ISG Office Concepts, Inc.
Valerie Shondel, SelectoFlash, Inc.
Nidhi Sinha, Database Mining Lab
Lisa Somerville, Restor Telecom, Inc.
Carolyn Sutton, Clover Global Solutions, LP
Julie Valdez, Pacific Supply & Safety, LLC
Sandra Webster, Consultants 2 Go
Carol Williams, Trendsetter Electronics
Laura Zekoll, Advantage Computer Age, Inc

2008 Tuck-WBENC Executive Education Sponsors

Underwriter
IBM

Major Sponsor
AT&T

Supporters

MasterCard

Merck & Company

Microsoft

Office Depot

Pfizer

Target

The Home Depot

UPS

DOROTHY B. BROTHERS EXECUTIVE SCHOLARSHIP

Brought to you by Bank of America and its suppliers

2008 Dorothy B. Brothers Executive Scholarship Program Contributors

Alliance One Inc.
BMC Software Inc.
Brinks
CompView
Diebold
Fidelity Investments
First Rate
FMA Alliance
Harland Clarke
Interthixecutivenx, Inc.
Kx Systems
LandAmerica
Lee Hecht Harrison, LLC
Microstrategy, Inc.
National Enterprise Systems
Northstar Location Services, LLC
Paradysz Matera Company, Inc.
Pfizer Inc
Premier Global Services
Regulus Integrated Solutions
Sunrise Credit Services, Inc.
United Guaranty Corporation

Bank of America, its communities and its extended family of suppliers and business partners suffered a great loss in July 2002 with the passing of Dorothy Brothers, Supplier Diversity & Development executive and WBENC board member. Dorothy Brothers founded the Executive Management Scholarship Program in order for women business owners to have access to the same high caliber management education that is available to Fortune 500 companies.

As a tribute to Dorothy's accomplishments in helping diverse suppliers grow and successfully participate in competitive bid opportunities, WBENC, with the support of Bank of America, established the Dorothy B. Brothers Executive Scholarship.

This program provides diverse executive suppliers with the educational development that will help them grow and successfully compete in corporate supply chains.

In 2008, 14 business owners received scholarships of up to \$4,500 each to attend an advanced management program of their choice. The 2008 Dorothy B. Brothers Executive Scholarship awardees are:

2008 Recipients

WBEC – Great Lakes

Bridgette Lemberg,
Forensic Fluids Laboratories Inc.

Southeast Region

Annette Tarver,
Blackwell Consulting Services of Ohio, LLC

Tara Abraham,
Accel Inc.

WBC – Southwest

Deborah Wright,
Phoenix Translations

WBDC – Chicago

Linda Boasmond,
Cedar Concepts Corporation

WBDC – Florida

Tanya Williams,
T.Wynne Art & Design

Ann Duncan,
Vertical Intergration

WBEC – PA, DE, sNJ

Michele McHenry,
Laser Lab

WPEO – DC

Susan Wilson,
The Judgment Group

WBEC – West

Melissa Huang,
Elementi Designs, Inc.

WPEO – NY

Laura Allen,
Vision Education & Media

Eileen Cleary,
Atlas Data Systems

Doreen Gebbia,
eRichards Consulting

Valerie Shondel,
SelectoFlash

The information presented here is derived from financial statements audited by Drolet & Associates, PLLC. Copies of the audited statements may be obtained by sending an e-mail request to controller@wbenc.org.

WOMEN'S BUSINESS ENTERPRISE NATIONAL COUNCIL, INC.
STATEMENT OF FINANCIAL POSITION

December 31, 2008

(With Summarized Financial Information for December 31, 2007)

	2008	2007
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	\$ 236,436	\$ 474,056
Accounts receivable, net of allowance for doubtful accounts of approximately \$40,000 in 2008 and \$30,000 in 2007	1,223,584	1,785,600
Unconditional promises to give	298,075	363,125
Prepaid expenses	304,986	241,537
Other	27,953	17,318
TOTAL CURRENT ASSETS	2,091,034	2,881,636
FIXED ASSETS, net	181,478	124,531
RESTRICTED CASH	825,452	417,382
DEPOSIT	17,104	17,104
CASH SURRENDER VALUE OF LIFE INSURANCE	41,222	21,874
TOTAL ASSETS	\$ 3,156,290	\$ 3,462,527
LIABILITIES AND NET ASSETS (DEFICIT)		
CURRENT LIABILITIES		
Accounts payable and accrued expenses	\$ 350,972	\$ 627,592
Borrowings under line of credit	-0-	300,000
Deferred rent	13,711	4,861
Deferred revenue	2,220,440	2,977,925
TOTAL CURRENT LIABILITIES	2,585,123	3,910,378
DEFERRED COMPENSATION PAYABLE	41,222	21,874
DEFERRED RENT, net of current portion	48,611	62,322
TOTAL LIABILITIES	2,674,956	3,994,574
NET ASSETS (DEFICIT)		
Unrestricted net deficit	(478,671)	(1,193,595)
Temporarily restricted net assets	886,905	588,448
Permanently restricted net assets	73,100	73,100
TOTAL NET ASSETS (DEFICIT)	481,334	(532,047)
TOTAL LIABILITIES AND NET ASSETS (DEFICIT)	\$ 3,156,290	\$ 3,462,527

The information presented here is derived from financial statements audited by Drolet & Associates, PLLC. Copies of the audited statements may be obtained by sending an e-mail request to controller@wbenc.org.

WOMEN'S BUSINESS ENTERPRISE NATIONAL COUNCIL, INC.
STATEMENT OF ACTIVITIES
For the Year Ended December 31, 2008
(With Summarized Financial Information for the Year Ended December 31, 2007)

	Unrestricted	Temporarily Restricted	Permanently Restricted	2008 Total	2007 Total
REVENUE					
Membership dues	\$ 3,333,349			\$ 3,333,349	\$ 3,049,525
Contributions	147,780	\$ 330,970		478,750	815,771
Exhibitor fees	550,980			550,980	366,501
Conference fees	604,949			604,949	492,642
Sponsorships	3,186,686			3,186,686	3,153,938
Grants		16,572		16,572	30,000
Interest income	16,169	9,737		25,906	20,506
Global Business Initiatives	10,834			10,834	177,500
Certification fees	257,200			257,200	-0-
Other income	276,349			276,349	242,579
Net assets released from restrictions	58,822	(58,822)		-0-	-0-
TOTAL REVENUE	8,443,118	298,457	\$ -0-	8,741,575	8,348,962
EXPENSES					
Program services	5,756,006			5,756,006	6,265,546
Management and general	1,439,496			1,439,496	1,932,212
Fundraising	532,692			532,692	558,568
TOTAL EXPENSES	7,728,194	-0-	-0-	7,728,194	8,756,326
CHANGE IN NET ASSETS (DEFICIT)	714,924	298,457	-0-	1,013,381	(407,364)
NET (DEFICIT) ASSETS, BEGINNING OF YEAR	(1,193,595)	588,448	73,100	(532,047)	(124,683)
NET (DEFICIT) ASSETS, END OF YEAR	\$ (478,671)	\$ 886,905	\$ 73,100	\$ 481,334	\$ (532,047)

The information presented here is derived from financial statements audited by Drolet & Associates, PLLC. Copies of the audited statements may be obtained by sending an e-mail request to controller@wbenc.org.

WOMEN'S BUSINESS ENTERPRISE NATIONAL COUNCIL, INC.
STATEMENT OF CASH FLOWS
For the Year Ended December 31, 2008
(With Summarized Financial Information for the Year Ended December 31, 2007)

	2008	2007
CASH FLOWS FROM OPERATING ACTIVITIES:		
CHANGE IN NET ASSETS	\$ 1,013,381	\$ (407,364)
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation and amortization	56,354	41,647
Loss on disposal of fixed assets	4,441	12,613
Decrease in accounts receivable	562,016	643,866
Decrease in unconditional promises to give	65,050	237,725
(Increase) decrease in prepaid expenses	(63,449)	103,695
Increase in other assets	(10,635)	(17,318)
Increase in security deposits	-0-	(1,450)
(Decrease) increase in accounts payable and accrued expenses	(276,620)	362,146
Decrease in deferred revenue	(757,485)	(881,575)
(Decrease) increase in deferred rent	(4,861)	3,647
NET CASH PROVIDED BY OPERATING ACTIVITIES	588,192	97,632
CASH FLOWS FROM INVESTING ACTIVITIES:		
Increase in Dorothy Brothers Scholarship Fund	(408,070)	(83,265)
Purchases of fixed assets	(117,742)	(130,219)
NET CASH USED IN INVESTING ACTIVITIES	(525,812)	(213,484)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Borrowings under line of credit	-0-	300,000
Repayments under line of credit	(300,000)	-0-
NET CASH (USED IN) PROVIDED BY FINANCING ACTIVITIES	(300,000)	300,000
NET (DECREASE) INCREASE IN CASH AND CASH EQUIVALENTS	(237,620)	184,148
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	474,056	289,908
CASH AND CASH EQUIVALENTS, END OF YEAR	\$ 236,436	\$ 474,056
SUPPLEMENTAL DISCLOSURES		
NONCASH INVESTING AND FINANCING ACTIVITIES		
Surrender of life insurance policy for deferred compensation	\$ -0-	\$ 433,043

WBENC BOARD OF DIRECTORS

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Vice President Supplier
Diversity

Energy Future Holdings

Joan Kerr, Vice Chair
Executive Director, Supplier
Diversity Programs

AT&T

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Procurement

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WBENC

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Partner

K & L Gates

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*Women's Business
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Lakes*

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Principal
ASAP

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Manager of Strategy,
Planning & Coordination
for MidStream Operations
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Other Goods & Services
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Senior Director Supplier
Diversity
Alcatel-Lucent

Allocations Review

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Partner in Charge Audit,
Northern California
KPMG

C3 Task Force

Laurie Acreman
Strategic Improvements
Manager, Global
Procurement
ExxonMobil

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(alphabetical by company)

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Diversity
Lynn Scott

Altria

Senior Manager,
Purchasing, Quality &
Compliance
Diane Pinkney

ASAP

Principal
Nancy Williams

Avis Budget Group, Inc.

Vice President Strategic
Business & Diversity
Relations
Lynn Boccio

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Executive Vice President
Strategic Sourcing
Executive, Supplier
Diversity
Joseph Hill

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Debra Jennings-Johnson

Chevron Corporation

Manager of Strategy,
Planning & Coordination
for MidStream Operations
Audrey Goins Brichi

Dell Inc.

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Procurement
Melinda Painter

Ernst & Young, LLP

Director of Supplier
Diversity
Theresa Harrison

ExxonMobil

Strategic Improvements
Manager, Global
Procurement
Laurie Acreman

Ford Motor Company

Director, Supplier Diversity
Development
Armando Ojeda

Georgia Women's Business Council

Executive Director
Roz Lewis

Halliburton

Vice President and Corporate Secretary
Sherry Williams

IBM

Program Director, Global Supplier Diversity Integrated Supply Chain
Michael K. Robinson

ICON Information Consultants

President & CEO
Pamela Chambers O'Rourke

JCPenney Company

Vice President, Acting General Counsel
Mary Tacher

JP Morgan Chase & Co.

Vice President Corporate Business Services
Harvey Butler

Johnson & Johnson

Vacant

KPMG

Partner in Charge Audit, Northern California
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LanguageSpeak, Inc.

President & CEO
Annette Taddeo

Leslie Saunders Insurance

President and CEO
Leslie Saunders

Macy's

Operating Vice President - Purchasing and Supplier Diversity
Howard Thompson

Management Decisions, Inc.

CEO
Ella Kosciak

Manpower, Inc.

Director, Supplier Diversity & Vendor Operations
Kathy Greco

MBE Magazine

Publisher
Ginger Conrad

Metro Home NYC LLC

President
Linda Coughlin

Microsoft

GM, Chief Procurement Officer
Tim McBride

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Vice President, Electrical Procurement
Janet Robinson

Neutral Posture, Inc.

CEO and Chairman of the Board
Rebecca Boenigk

Office Depot

Manager, Vendor Development
Shari Francis

PepsiCo, Inc.

Vice President Worldwide Other Goods & Services Procurement
Scott Buchanan

Pitney Bowes

Vice President Enterprise Procurement Strategy and Operations
Laura Taylor

Raytheon Company

Director, Supplier Diversity
Benita Fortner

SB Services, Inc.

Principal, CPA, CVA
Sharon Castillo

Shell Oil Company

Manager, Corporate Supplier Diversity
Patricia Richards

Superior Staff Resources, Inc.

President
Lynne Marie Finn

TelTech Communications, LLC

Managing Partner
Lisa Hanlon

The Coca-Cola Company

Director of Supplier Diversity
Johnnie Booker

The Home Depot

Director, Supplier Diversity
K. Michelle Sourie Johnson

Time Warner, Inc.

Executive Director of Supplier Diversity
Greta Davis

United Airlines

Director, Supplier Diversity
Ruby McCleary

UPS

Director, Supplier Diversity
Kathy Homeyer

Warrior Group, Inc.

President & CEO
Gail Warrior Lawrence

W. W. Grainger

Manager, Supplier Diversity
Nancy Conner

Wal-Mart Stores

Vice President Global Indirect Sourcing
Tonia Smith

Women's Business Development Center – Florida

President & CEO
Nancy Allen

Women's Business Enterprise Alliance

Executive Director
Susan Repka

Women's Business Enterprise Council – Great Lakes

President
Michelle Richards

Women's Business Enterprise Council – South

President
Blanca Robinson

Women's Business Enterprise Council – PA-DE-sNJ

President
Geri Swift

Women's Business Enterprise Council – Southwest

President
Debbie Hurst

Women Presidents' Educational Organization

President
Marsba Firestone, Ph.D.

REGIONAL PARTNER ORGANIZATIONS

WBENC has 13 Regional Partner Organizations (RPOs), which are responsible for managing and implementing the process and procedures maintaining WBENC's Gold Standard certification at the regional level. In addition, each RPO is also responsible for providing WBENC Corporate Members with access to WBENC certified WBEs in response to the companies' procurement needs and providing skill-building programs to enable the success of WBENC certified WBEs.

ASTRA Women's Business Alliance

Leadership Council Delegate:
Diane J. McClelland
Program Manager: Suzanne Lackman
5 Centerpointe Drive, Suite 400
Lake Oswego, OR, 97035-8620
www.astrawba.org

Center for Women & Enterprise

Leadership Council Delegate:
Susan Rittscher
Program Manager: Ryan Price
24 School Street, 7th floor
Boston, MA, 02108
www.cweonline.org

Georgia Women's Business Council

Leadership Council Delegate:
Roz Lewis
Program Manager: Sharon Judge
1201 Peachtree Street, 400 Colony
Square, Suite 200
Atlanta, GA, 30361
www.gwbc.biz

Women's Business Enterprise Council – Great Lakes

Leadership Council Delegate:
Michelle Richards
Program Manager: Pamela Smith
2002 Hogback Road, Suite 12
Ann Arbor, MI, 48105
www.miceed.org

Women's Business Council – Southwest

Leadership Council Delegate:
Debbie Hurst
Program Manager: Erica Williams
2201 North Collins, Suite 158
Arlington, TX, 76011
www.wbcswsouthwest.org

Women's Business Development Center – Chicago

Leadership Council Delegate:
Carol Dougal
Hedy Ratner, Co-President
Program Manager: Deon Crayton
8 South Michigan, 4th Floor
Chicago, IL, 60603
www.wbdc.org

Women's Business Development Center – Florida

Leadership Council Delegate:
Nancy Allen
Program Manager: Lisa Roblejo
11205 South Dixie Highway, Suite 101
Pinecrest, FL, 33156
www.womensbusiness.info

Women's Business Enterprise Council – PA-DE-sNJ

Leadership Council Delegate:
Geri Swift
Program Manager: Sherri Nacci
1315 Walnut Street, Suite 1116
Philadelphia, PA, 19107-4711
www.womenssbdc.org

Women's Business Enterprise Alliance

Leadership Council Delegate:
Susan Repka
Program Manager:
Mariela Hernández
1900 North Loop West, Suite 270
Houston, TX, 77018-8100
www.wbea-texas.org

Women's Business Enterprise Council – West

Leadership Council Delegate:
Pamela Williamson, Ph.D.
Program Manager: Nicole Davis
840 E. McKellips Road, Suite 107
Mesa, AZ, 85210
www.wbec-west.org

Women's Business Enterprise Council – South

Leadership Council Delegate:
Blanca Robinson
Program Manager: Evelyn King
400 Poydras Street, Suite 1730
New Orleans, LA, 70130
www.wbcGulfCoast.org

Women Presidents' Educational Organization – DC

Leadership Council Delegate:
Liz Cullen
Program Manager: Liza Avruch
1250 Connecticut Avenue, NW, Suite 200
Washington, DC, 20036
www.wpeo.us

Women Presidents' Educational Organization – NY

Leadership Council Delegate:
Marsha Firestone, Ph.D.
Program Manager: Lauren Walker
155 E. 55th Street, Suite 4H
New York, NY, 10022
www.wpeo.us

LEADERSHIP COUNCIL

The Leadership Council is comprised of executives from the 13 Regional Partner Organizations (RPOs). The RPOs are responsible for managing and implementing the process and procedures maintaining WBENC's Gold Standard certification at the regional level. In addition, each RPO is also responsible for providing WBENC Corporate Members with access to WBENC certified WBEs in response to the companies' procurement needs and providing skill-building programs to enable the success of WBENC certified WBEs.

The Leadership Council provides a forum for discussion; serves as a creative hub for sharing ideas; and initiates policy recommendations to be considered by WBENC and the Board of Directors.

Michelle Richards

President
Women's Business Enterprise Council
– Great Lakes

Roz Lewis

Executive Director
Georgia Women's Business Council

Diane McClelland

President
Astra Women's Business Alliance

Pamela Williamson, Ph.D

Executive Director
Women's Business Enterprise Council
– West

Debbie Hurst

President
Women's Business Council
– Southwest

Geri Swift

President
Women's Business Enterprise Council
– PA-DE-sNJ

Carol Dougal

Co-President
Women's Business Development
Center – Chicago

Marsha Firestone, Ph.D.

President
Women Presidents' Educational
Organization – NY

Nancy A. Allen

President & CEO
Women's Business Development
Center – Florida

Susan Repka

Executive Director
Women's Business Enterprise Alliance

Blanca Robinson

Executive Director
Women's Business Enterprise Council
– South

Susan Rittscher

President & CEO
Center for Women & Enterprise

Liz Cullen

Executive Director
Women Presidents' Educational
Organization – DC

WOMEN'S ENTERPRISE LEADERSHIP FORUM

The Women's Enterprise Leadership Forum (Forum) represents women's business enterprises (WBEs) and provides insight into the needs and challenges of the women business owners certified by WBENC. The mission of the Forum is to promote, translate and advocate the national needs, issues and benefits of certification for WBEs. All certified WBEs are considered to be members of the Regional Forum of their Regional Partner Organization and may participate in training classes, regional procurement fairs and other events.

WBEs are appointed to the national Forum by their certifying Regional Partner Organization or a corporation with which they do business. The national Forum has two sections: the Governing Group and the Forum-At-Large.

The Governing Group Forum members serve on WBENC Board committees and provide practical information and policy recommendations to these committees and the Board of Directors. Nine members of the national Forum Governing Group serve on the WBENC Board of Directors, representing all WBEs.

Forum Governing Group Members

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Nancy Williams, Chair
Principal
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Norcross, GA

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CEO
McKinley Marketing
Partners
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Garland, TX

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Growth Expert
WomanBusinessOwner.com
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Exhibits South Corp.
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President & CEO
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Janice Pellar

President
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Sue Pistone & Associates
Houston, TX

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Systems LLC
Cedar Knolls, NJ

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President
Avion Systems
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Secaucus, NJ

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Mesa, AZ

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Miami, FL

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Desoto, TX

Kathy White

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Irving, TX

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Armstrong World Industries	CVS/Caremark RX	Johnson Controls	Pitney Bowes	U.S. Bank
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Avon	Delta Air Lines, Inc.	Kelly Services, Inc.	Procter & Gamble	W.W. Grainger, Inc.
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<u>Burger King Corporation</u>	Express Scripts, Inc.	MassMutual Life Insurance	SAS Institute	Yum Brands!
<u>CA, Inc.</u>	Exxon Mobil Corporation	MasterCard Worldwide	SBTV	
Campbell Soup	Fannie Mae	Mars North America	SC Johnson	
Capital One Financial	FedEx	McAfee, Inc.	Schering-Plough	
<u>Cargill</u>	Ferguson Enterprises	McCain Foods	<u>Schneider Electric</u>	
CB Richard Ellis (formerly Trammel Crow Company)	Fidelity Employer Services Company LLC	McKinsey & Company	Sears Holding Company	
<u>CDW</u>	Fiserv	<u>MWV (MeadWestvaco)</u>	Shell Oil Company	
	Fluor	MedAssets Supply Chain	Smurfit-Stone Container Corp.	
	Ford Motor Company	MEI	<u>Sodexo, Inc.</u>	
	Genentech	Merck & Co.	<u>Sonnenschein Nath &</u>	
	General Electric	Merrill Lynch		

*New 2008
Members are underlined
** WBENC Board
Members are in bold

2008 WBENC STAFF

Linda Denny

President and CEO

Lynn Grossman Quinn

(Pictured on back row)

Chief Operating Officer

Steven Sudler

Acting Chief Information Officer

Susan Prado

Vice President, Alliance Relationships

Cristy McCullough

Assistant Vice President Marketing & Communications

Brad Upham

Controller

Betty Cole

Senior Director of Programs

Heather Herndon Wright

Senior Director, Affiliate Relations

Marjorie Moore *(Not Pictured)*

Sr. Director, Development & Communications

Paige Adams

Director of Development & Corporate Relations

Candace Waterman

Director of Compliance

Alison Roebuck *(Not Pictured)*

Director of Project Administration

Jason Moore

Information Technology Manager

Alice Spears

Office Manager

Kim Jones

Corporate Membership Services Manager

Elsie Gomes *(Not Pictured)*

Program Manager

Taresa McDowell *(Not Pictured)*

Human Resources Administrator

Marjohn Heath

Executive Assistant to Linda Denny

Samantha Stipp

Accounting Assistant

Susan Cates

Affiliate Relations Coordinator

Aditi Dussalt, *(Pictured on 3rd Row)*

Certification Consultant



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for its sponsorship of the 2008 Annual Report.