

bizwomen

NASHVILLE BUSINESS JOURNAL

MENTORING **MONDAY**

Presented by



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A speed mentoring coaching and networking event
powered by bizwomen.

Keynote Speaker



Catherine P. Bessant | Chief Operations and Technology Officer, Bank of America

Catherine P. Bessant is chief operations and technology officer at Bank of America, and is a member of the company's executive management team. Since 2010, Bessant has led Global Technology and Operations (GT&O) and delivered end-to-end technology and operating services across the company through nearly 95,000 employees and contractors in more than 35 countries.

GT&O provides the platforms and fulfillment services that enable the company's consumer banking, wealth management, commercial banking, treasury services, sales and trading, and investment banking businesses, as well as risk management, finance and other critical support functions. Bessant's team also oversees the company's business continuity and information security strategies and policies.

Bessant has held a number of senior leadership roles for the company. Most recently, she was president of Global Corporate Banking. Previously, she was president of Global Product Solutions and Global Treasury Services; chief marketing officer; president of Consumer Real Estate and Community Development Banking; national Small Business Segment executive; and president of the Florida market. She joined the bank as a corporate banker in 1982.

Bessant represents the company on a number of important topics, including diversity and inclusion, serving as executive sponsor for the company's Lesbian, Gay, Bisexual and Transgender (LGBT) Pride executive board and the LGBT Ally program and executive management team sponsor for the company's disability advocacy initiatives.

Active in the community, Bessant was awarded the Order of the Long Leaf Pine for her civic and business contributions to the State of North Carolina, and received the Women in Business Lifetime Achievement Award from the Charlotte Business Journal. She serves as chairperson of the North Tryon Vision Plan Advisory Committee.

Bessant serves on the board of directors of Zurich Insurance Group as well as Florida Blue (formerly Blue Cross and Blue Shield of Florida) and on the advisory board for the Ross School of Business at the University of Michigan. She previously served on the boards of directors for the Export-Import Bank of the United States, the University of North Carolina at Charlotte, and The Foundation for the Carolinas. She formerly chaired the Charlotte Chamber of Commerce.

Bessant is ranked No. 1 among the "25 Most Powerful Women in Banking" on American Banker's 2017 ranking and previously was ranked No. 1 on Institutional Investor magazine's Tech 50 list of financial technology leaders. She also appears on Working Mother magazine's "50 Most Powerful Working Moms" list of 2017.

Mentors



1 | Patricia Brown James | Founder/Consultant, PB&J Consulting

Over a three-decade career in key management and leadership roles in three global corporations, Patricia James has developed and executed successful strategies for sustainable change in human resources and shared services. Her extensive experience in human resources and shared services in global companies includes leadership and talent development, coaching, performance management, training and development, career strategies, teambuilding, workforce planning, compensation and benefits planning. Recognized as an inspirational leader, coach, and mentor, James has advised leaders at every level, from CEO to emerging leader. She has a passion for mentoring, coaching, and lifelong learning. Patti's career began as an HR analyst at Shell Oil, followed by time with Schlumberger Limited, before joining part of what is now Bridgestone Americas from 1992 to 2013. Following retirement from Bridgestone Americas, James revitalized a regional nonprofit leadership program by applying business expertise and experience to an organization focused on developing stronger and more-informed leaders for organizations in Middle Tennessee. She is currently is a consultant with clients including a global relocation firm, several consulting firms, the State of Tennessee Department of Human Resources, and private career coaching clients.



2 | Teresa Broyles-Aplin | Executive Vice President and CFO, Nashville Electric Service

Ms. Broyles-Aplin serves in the role of Executive Vice President and Chief Financial Officer at Nashville Electric Service. Her responsibilities include the formulation and control of an annual operating budget in excess of \$1.2 billion and a capital budget of \$100 million annually. As the treasurer, she manages the investment assets for NES, including \$300 million in cash and investments and \$500 million in pension and other trust assets. Her other responsibilities include financial planning, financial reporting, accounting, budgeting, rate-setting, fleet operations, procurement, materials management, insurance contracting, billing, and remittance. Ms. Broyles-Aplin spent many years in public accounting with most of that time being in the assurance and advisory practice of Deloitte. She has extensive merger and acquisition experience and was the team lead for many due diligence projects. She has broad experience with Securities and Exchange Commission filings and has also led the internal audit departments of two publicly-traded companies. Ms. Broyles-Aplin graduated from Belmont University with a Master of Accountancy and from Austin Peay State University with a Bachelor of Business Administration. She has acted as a subject matter expert and guest speaker for educational seminars on the topic of Sarbanes-Oxley compliance and risk management.



3 | Michelle Burgess | CEO, Select Impact, LLC

Michelle Burgess, Founder and CEO of Select Impact was also Co-Founder and Co-Owner of Middle Tennessee's leading IT Managed Services firm – Guidant Partners (Nov/1988 – Nov/2016). Her extensive experience in business management and innate passion to serve and help others led her to create Select Impact, LLC. Mentoring has always been an important part of Michelle's life. Whether as the mother of two children (now grown) or working extensively with college students and young adults for over twenty years, the spiritual and mental growth of individuals has always been her passion. Michelle is a very driven and motivated individual. She has taken the biblical principle of Colossians 3:23-24 and applied it to the way she approaches life and business. Michelle engages her clients on multiple levels. Her 30-plus years of experience in business operations and management provide her a competitive advantage with leadership, strategy, operations, and more. She is highly trained and certified in the use of assessment tools that allow her greater insight into the people and organizations she is serving. Michelle is a problem solver by nature. She enjoys mentoring senior executives and assisting them in recruiting the best employees, providing those employees focused guidance and training, and ultimately creating a greater team and work environment for her clients.



4 | Lucy Carter | Member and Practice Leader Healthcare Industry Team, KraftCPAs LLC

Lucy R. Carter is a member and practice leader of the healthcare industry at KraftCPAs. Prior to joining Kraft in 2015, Lucy was the president of Carter Lankford, CPAs, PC. Lucy has more than 35 years experience in providing tax, litigations support, audit, compliance, management consulting, reimbursement, and compensation services to healthcare providers.



5 | LaShonda J. Daniels | Vice President, Small Business Banker, Bank of America

I grew up in a military family. My father is a retired lieutenant colonel in the U.S. Air Force who believes in following strict rules and adhering to the motto "nothing is free in this world. If you want success, go out and get it yourself". I took that philosophy and used it to shape my banking career. With over 20 years of banking experience, I currently work with businesses in the Nashville, Mount Juliet, and Lebanon areas. I am committed to understanding what makes a business unique so I can deliver financial solutions that help that businesses grow and to manage and protect my clients' businesses while planning for their futures. I am a graduate of Alabama State University with BS in Finance. I am a wife to a supportive husband, Alton and a mother to a beautiful daughter, Meredith. In my spare time, I enjoy football, music, reading, and spending time with my family. I am a supporter of the Girl Scouts of Middle Tennessee, March of Dimes Foundation, Susan G. Komen Breast Cancer Foundation, and the United Way.



6 | Jaynee Day | President & CEO, Second Harvest Food Bank of Middle Tennessee

Jaynee K. Day joined Second Harvest Food Bank of Middle Tennessee as President and CEO in July 1988. As President and CEO, Ms. Day oversees the daily operation of the entire food bank, while providing leadership and vision in conquering the issue of hunger in our community. Ms. Day has served on the Board of Directors of Feeding America and is currently a board member for the Global Foodbanking Network, Nashville Sports Council and Leadership Music. She is a graduate of Leadership Tennessee (Class of 2015), Leadership Nashville (Class of 1994), Leadership Middle Tennessee (Class of 2008) and Leadership Music (Class of 2012). She is a member of the Nashville Area Chamber of Commerce and the Downtown Nashville Rotary Club, and she has served on the Mayor's Metropolitan Homelessness Commission. Ms. Day has conducted various workshops for Feeding America's national and regional conferences as well as for the Center for Non-Profit Management in Nashville. She is frequently called upon to address hunger awareness issues and is a prevalent speaker in the community. Ms. Day has over 40+ years experience in non profit management and administration.



7 | Marjorie Feltus Hawkins | Principal, FH Design

Marjorie Feltus Hawkins is an award-winning designer with more than 30 years of interior architecture and design experience in the hospitality industry with a focus on 4 and 5 star hotels, boutique hotels, country clubs and luxury multi-family. Her portfolio is a study in the blending of classic and modern elements to deliver interior spaces supporting each client's vision for their property. Originally from Natchez, Mississippi, Marjorie leads a talented team of designers with her husband, David Hawkins, a licensed architect and MBA. Marjorie prides herself on creating unforgettable, brand-focused spaces, and each project demonstrates her commitment to the business philosophy of building customer relationships through communication, leadership, teamwork, and trust. She and her

team develop brand stories through design in a way that improves Client's bottom line and gets results. A frequent speaker at industry events, she is also involved in various professional and community organizations on a local and national level, including her current service as the Chair on the board of the Nashville Wine Auction, which raises money to fight cancer and a National Advisory Board Member for the Boutique & Lifestyle Lodging Association (BLLA). Marjorie has Principal involvement in all of FH Design's portfolio.



8 | Lisa Ferrelli | Senior VP/Senior Relationship Manager, Bank of America Merrill Lynch

Lisa Ferrelli is a Senior Vice President with the TN/KY/MS Middle Market Banking team at Bank of America Merrill Lynch. In this role, she is responsible for client relationships and business development in the middle Tennessee area focused on private and public companies with revenues of \$50 million to \$2 billion. Prior to joining Global Commercial Banking in May, 2015 she served as the national Sales Performance Manager for the Enterprise Business and Community Engagement team for Bank of America supporting the development and execution of strategies to support business integration across the company. Ferrelli has over 30 years of experience in the financial services industry, including fifteen years in commercial real estate banking followed by various sales performance roles focused on business integration with commercial banking, institutional investments and wealth management.



9 | Mignon Francois | Founder & CEO, The Cupcake Collection

Mignon Francois is the Founder and CEO of The Cupcake Collection (TCC). While crunching numbers and creating the craze are amongst her job requirements, her favorite responsibilities within this role are giving hugs, listening, and mentoring her team and other up and coming entrepreneurs who seek after her grass roots experience. Using her "Follow Your Spirit" approach, Mignon developed an iconic flavor that drew lines and attention to the hip nature of her Historic Germantown neighborhood that hadn't seen this concept developed prior. The success of TCC thereby became icing on the cake amongst the existing North Nashville restauranteurs that would ignite a new movement to the area for other business concepts that might not otherwise have considered doing business in North Nashville. Since planting its roots in 2008, Mignon's business savvy has earned her the titles of "Woman of Legend and Merit" by Tennessee State University, "Emerging Business Leader of the Year" and Black Enterprise Magazine "Family Business of the Year Award". Prior to her career at TCC, Mignon was a Household Manager and mother of 6 plus 1. A NOLA girl from the core and die hard Charter School enthusiast, she lends her talent as a Nashville community cheerleader and entrepreneur to the Nashville Convention and Visitors Corporation, Watkins College of Art, Design & Film, and to Republic Charter Schools as a board member. Mignon is an alumnus of Xavier University in New Orleans and received her Bachelor of Science Degree from Houston Baptist University in 1999. While she obtained her M.B.A. from the School of Hard Knocks, she is currently working on an accredited one from Lipscomb University.



10 | Leisa Gill | Director - Client Experience, LBMC

Client Relationships are the priority and passion for me. This is what drives my excitement working with privately owned companies and their families. Whether it is helping them discover tax savings, planning for their future business transition, keeping the business secure from threats or finding a more efficient way to do business or processes that saves time and money, it is my passion. From the time a client enter the door to the fulfillment of the work and the anticipation of future needs, what the client "experiences" impacts how they feel about our firm. We take client experience seriously and make it a priority. Why? Because clients are a priority! What is Client Experience? A Client Experience is what is created from the interaction between an organization and a client over the duration of the relationship. This interaction includes our services and/or product, service level and quality of work, communication with the company, timeliness of delivery, and the overall relationship of the teams and

those that interact with the client regularly. So many variables impact a client's experience, but in the end, the thing that matters the most is relationship and knowing that they matter.



11 | Sharon Greaves | CEO, The Stanton Group, Inc.

As CEO of The Stanton Group, Inc. Sharon is responsible for leading the development and execution of the Company's long term strategy. Her primary responsibility includes managing the overall operations of all management, accounting and administration functions for 46 properties including general office, medical, retail and industrial properties (1.2 million square feet). Since 1998 she have been involved in over 4 million square feet of sales and leasing transactions with a total consideration in excess of \$43 million. She began her career as an affiliate broker with Industrial Real Estate Solutions, a brokerage firm focusing on Industrial Real Estate and prior to employment with The Stanton Group, she was an affiliate broker with Market Land Company, a development company of Kroger shopping centers in Tennessee, Kentucky, Mississippi and Alabama markets. She is an active member of the following organizations: WCRE – Women in Commercial Real Estate Local Chapter of CCIM (Certified Commercial Investment Member) Local Chapter of NAIOP (National Association of Industrial and Office Properties) Local Chapter of ICSC (International Council of Shopping Centers) She also serve on the Board of Directors of: The Fountains of Musical Foundation The Alternative Board



12 | Cordia Harrington | CEO, The Bakery Cos.

Cordia Harrington is CEO and founder of The Bakery Cos., a highly-automated, high-speed baking company that bakes over 7 million baked goods daily and employs more than 500 people, serving elite customers in the United States, South America and the Caribbean. As CEO, Ms. Harrington guides the executive team to successful planning, business development, sales and marketing, and brand management. Ms. Harrington serves on the Zoës Kitchen Board of Directors and the Tennessee Lottery Board. She is a member of the Chief Executives Organization Board of Directors (President-Elect), American Bakers Association Board of Directors (President-Elect) and the Nashville Entrepreneur Center Board of Trustees. Ms. Harrington attended Kansai Gaidai University in Osaka, Japan; she graduated from the University of Arkansas with a Bachelor of Science degree. She currently resides in Franklin, Tennessee, with her husband Tom.



13 | Paula Harris | Chief Marketing Officer/Executive Vice President, Barge Design Solutions, Inc.

Paula E. Harris is Executive Vice President and Chief Marketing Officer for Barge Design Solutions, Inc. She is on the Board of Directors for the firm and serves as the Corporate Secretary. She has been with the firm since 2001, guiding efforts in civic activities, strategic initiatives, business development strategies, proposal development, marketing materials, and public relations activities. She was a Founding Member of the Nashville Chapter of the Society for Marketing Professional Services (SMPS). She was recognized with a Lifetime Achievement Award. She is a member of the Rotary Club of Nashville. She is a graduate of Leadership Middle Tennessee, Leadership Rutherford, and Leadership Franklin. She is the Executive Director for Leadership Franklin. She is a member of the board for Franklin Tomorrow. She is a member of the Board of Trustees for Lipscomb University. The Nashville Business Journal recognized Paula as a Woman of Influence for the Executive Category in 2009. In 2013, she was a finalist for the Chief Marketing Officer of the year for Medium and Large Private Companies for the Nashville Business Journal. In 2014 and 2016, she was recognized by the Nashville Business Journal with a community impact award for Williamson County.



14 | Karol Hernandez | Marketing Director, Lee Company

Karol Hernandez was born in South America and grew up in Miami, Florida. She graduated from Florida Atlantic University in 2007 with a B.A. in Marketing and from Nova Southeastern University in 2011 with a Master's in Business Administration. Karol has worked for organizations in the nonprofit sector, housing and development, transportation and logistics, and most recently mechanical contracting. Karol joined Lee Company in 2013 bringing a customer focused approach to communications and marketing activities. She is responsible for marketing strategy and execution including digital communications, social media, direct marketing, media planning, online reputation management, sponsorships and promotions. She currently resides in Murfreesboro with her husband Garrett, her kids Ava and Elliott and her dogs Enzo and Garepito.



15 | Vanessa Hickman | AVP Information Technology, Metropolitan Nashville Airport Authority

Vanessa Hickman, Asst. Vice President Information Technology is responsible for procuring, managing and supporting information technology and telecommunications systems for BNA and JWN airports. Ms. Hickman is a certified member of the American Association of Airport Executives. Prior to joining MNAA, she served more than a decade as director of application development and support for Gaylord Entertainment and nearly 20 years at IBM in a variety of roles including marketing, technical marketing support and technical systems management. She holds a bachelor's degree in business management from East Tennessee State University and a master's degree in healthcare informatics from Lipscomb University. She is an adjunct professor at Trevecca Nazarene University.



16 | Ann Hollis-Young | Financial Advisor, Merrill Lynch

Ann Hollis-Young joined Bank of America-Merrill Lynch in 2007 following her graduation from Vanderbilt University where she majored in Economics and minored in Finance. Ann's focus is to help clients establish their financial goals and objectives and assist in developing an appropriate overall investment strategy. At the core of her philosophy is a desire to build long-lasting relationships. She has a genuine desire to help clients achieve their goals, and finds the personal element within her role as an advisor particularly rewarding. Ann has earned the Accredited Asset Management Specialist® (AAMS) designation. She was born and raised in Murfreesboro, TN. Ann and her husband, Donnie, reside in Davidson County. Ann is a member of the Brentwood Noon Rotary Club, and a Big Sister in the Big Brothers Big Sisters of Middle Tennessee program.



17 | Beverly Keel | Chair, Department of Recording Industry, MTSU

Beverly Keel is a professor and chair of MTSU's Department of Recording Industry. She is also an award-winning journalist and music industry consultant who has worked with Alison Krauss, Jamey Johnson, Lionel Richie, Scotty McCreery and others. She is co-founder of Change the Conversation, which fights gender inequality in country music.



18 | Nancy Leach | President | CEO, Facility Planners

Nancy has over 30 years of experience in interior design, office furniture and operations management. A graduate of O'More College of Design, Nancy has been instrumental in the design and project management of numerous facilities. She holds an MBA from Belmont University, is a founding member of the Center for Business Ethics at Belmont, and is the recipient of their Distinguished Alumni Award. She is a registered interior designer in the state of Tennessee and is past President of the TN Chapter of IIDA. Nancy currently volunteers as a Mentor at Nashville's Entrepreneur Center through EO (Entrepreneurs Organization) and is member of the Middle Tennessee Boy Scouts Executive Board.



19 | Dr. Millicent Lownes-Jackson | Dean, Tennessee State University, College of Business

Dr. Millicent Lownes-Jackson is the Dean of the College of Business at Tennessee State University and has over 40 years of experience in higher education administration, research, teaching and entrepreneurial endeavors. Previously, Dr. Lownes-Jackson served as the Interim Provost and Executive Vice President for Tennessee State University and the Associate Dean for the College of Business at Tennessee State University. Dr. Lownes-Jackson has dedicated her life to providing leadership in academia and the community. A recipient of numerous awards and honors for service to society, she is the Founder of The Interdenominational Services Organization of America, Inc. (ISOA), the Business Exchange for the Entrepreneurially Minded (BEEM) Program, and The World Institute for Sustainable Education and Research (The WISER Group). Dr. Lownes-Jackson is also a founding member of the Historically Black College and Universities (HBCU) Business Deans Roundtable. Internationally recognized as a small business expert, Dr. Lownes-Jackson is author of 15 books, numerous refereed journal articles, proceedings, and book chapters, and has made over 200 academic and professional presentations. Dr. Lownes-Jackson holds a B.A. from Fisk University. She also holds masters degrees and the doctorate degree from Vanderbilt University where she became the first African American woman awarded the MBA by the institution.



20 | Lucia Mar | SVP, Market Manager, Bank of America Merrill Lynch

Lucia J. Mar, CFA, CPA, is a senior vice president and Market Manager for Business Banking at Bank of America Merrill Lynch (BAML) and has been leading a focused market share expansion strategy in Nashville, TN. BAML has the #1 market share in FDIC deposits in Nashville and the Business Banking team grew its year over year revenue significantly in a highly competitive market. Her stellar work as a corporate executive has garnered her the respect of her clients and peers in the greater Nashville community. Lucia has a MBA from the University of Georgia and is a CPA and a CFA charter holder. She is Series 7 and 63 licensed and bilingual – English and Mandarin Chinese. Lucia is passionate about helping businesses grow and empowering women through economic independence. Some of her civic involvement include: – Board member of Thistle Farms and a key member of its business affairs committee. – Mentor at the Nashville Entrepreneur Center and Pathway Women's Business Center, helping early stage entrepreneurs scale their businesses. – Mentor at the Cherie Blair Foundation Mentoring Women in Business Program, offering cross-border support to women entrepreneurs in developing and emerging markets around business skills, technology, networks, and finance.



21 | Rhonda Marko | President & CEO, Destination Nashville

Recognizing the need for a destination management company in Nashville, Rhonda founded Destination Nashville in 1994. Today, Destination Nashville enjoys one of the most distinguished and preeminent reputations in the meetings and hospitality industry. Since 2005, Destination Nashville has been named by Special Events Magazine as one of the “Top 25 Destination Management Companies” worldwide. In 2007, Women’s Business Enterprise Council named Rhonda as Nashville’s Woman Entrepreneur of the Year and The Nashville Business Journal named Rhonda “2012 Woman of Influence.” Rhonda led Destination Nashville to be ranked on the Nashville Business Journal’s list of “25 Largest Women Owned Businesses in Nashville” since 2008 and list of “Best Places to Work in Nashville” since 2010. In 2015 Destination Nashville was named to the Nashville Business Journal “Best Places to Work in Nashville Hall of Fame.” The Association for Destination Management Executives (ADMEI) named Rhonda as “2009 Destination Management Professional of the Year” and presented her with the “Lifetime Achievement Award” in 2015.



22 | Janet Miller | CEO and Market Leader, Colliers International – Nashville

Janet Miller has been a key player in Nashville’s development community for over 30 years. She joined Colliers Nashville as CEO and Market Leader in September of 2014, following 21 years as the Chief Economic Development Officer for the Nashville Area Chamber of Commerce. During that time period, Miller led the ten-county region’s top agency for recruiting new companies and worked with existing companies on retention and expansion projects. Miller led a team that was named one of America’s top ten economic development groups for 4 of the last 5 years of her tenure. She successfully worked on major job-creation projects with over 400 corporations including Asurion, HCA, Beretta, Mars Pet Care, Nissan, Bridgestone, Dell Inc., BNY Mellon and UBS. At Colliers, Miller is responsible for talent development, business and brand development, and all operations for the Colliers Nashville office. The Colliers office has 40 brokers and a 2016 transaction volume exceeding \$685M. Miller also serves on Colliers International’s North American Board of Advisors.



23 | Mekesha Montgomery | Member in Charge, Frost Brown Todd LLC

I am an attorney and Member-in-Charge of the Nashville office of Frost Brown Todd. I specialize in Labor and Employment law.



24 | Rebecca W. Munn | Author and Mentor, Self-Employed

Rebecca is a Healthcare Change Agent, Value Creator, and Author. Her strengths include always seeking to transform something strong into something superb, spotting relevant patterns and issues as she creates alternative ways to proceed, and relating to others with a keen ability to reduce difficult-to-understand ideas, processes, or plans to more basic elements. Functionally, she has achieved success with leading innovation of new business models, prototyping emergent community-based delivery models, and segmenting consumer delivery approaches yielding growth and client satisfaction. Her diverse healthcare experience includes for-profit and not-for-profit provider and

delivery systems, national health plans, growth-oriented solutions companies, group purchasing and specialty wellness and care management. She leverages her expertise as a certified HBDI professional through all of her interactions to inform expectations and guide communications. Her debut memoir, *The Gift of Goodbye: A Story of Agape Love* was released July 18, 2017 and currently has a 4.8 review rating on Amazon.



25 | Linda Peek Schacht | Leader in Residence, Lipscomb University College of Leadership and Public Service

For four decades, Linda Peek Schacht has advised leaders from top communications and public affairs positions in government, media, corporate America and education. A veteran of the Carter White House, she was the first woman to head communications for a national Presidential campaign and for the Majority Leader of the US Senate and the Senate Democratic Policy Committee. She was a member of the launch team for USA Today and a board elected Vice President of the Coca-Cola Company, where she represented the company at the World Economic Forum and helped shape the modern corporate social responsibility movement. She was a senior fellow at the Harvard Kennedy School of Government affiliated with the Center for Public Leadership and the Center for Business in Government. In Nashville, she is the founding director of Lipscomb's Nelson and Sue Andrews Institute for Civic Leadership. Its programs reflect her lifelong commitment to cross-sector collaboration for the common good. Her passion for developing leadership in women and girls is evident in Music City Girls Lead!, a high school leadership program, and the Cable Executive Leadership Academy. She is the 2014 Athena Award recipient and a 2015 inductee into the Academy of Women of Achievement. Linda is the widow of baseball artist and writer Mike Schacht.



26 | Renée Peets | Vice President, Supply, Pet Nutrition North America, a division of Mars Petcare

Renée Peets is vice president of supply for Mars' North American Pet Nutrition business. In this role, she leads the strategic direction and operations for company's 20+ manufacturing sites. Her team manufactures some of the world's best loved pet food brands, including PEDIGREE®, IAMS®, SHEBA®, CESAR®, NUTRO®, and GREENIES®. Renée joined Mars Petcare in June of 2015 as vice president of Commercial, where she provided strategic leadership for the procurement and sourcing activities of over \$1 billion in materials. Renée enjoys helping Associates achieve their personal development and career aspirations and is an executive sponsor for the Women of Mars Associate network group. Before Mars, Renée held supply chain and procurement leadership roles at Kraft Foods, Le Pain Quotidien, and Friendly Ice Cream. Earlier in her career, she held several audit roles at Deloitte & Touche. Renée graduated magna cum laude with a Bachelor of Science in Business Administration from Western New England University. She has been a Certified Public Accountant since 1997, and became a Chartered Global Management Accountant in 2015. Renée and her husband, John, live in the Nashville area with their Boston Terrier, Beans.



27 | Jill Robinson | Director of External Relations, and Executive Learning Networks, Jack C. Massey College of Business, Belmont University

In 1995, Jill's career started in Nashville with various nonprofits in marketing, outreach, and programs including Tennessee 200, the non-profit managing Tennessee's 200th birthday, TACA, an organization supporting statewide artists, and LifeWay, the national Baptist organization. Concurrently, she joined Charter Resource, a change management and CEO coaching consulting firm. In 1999, she managed TPAC's first volunteer department, eventually moving to Director of Development supporting fundraising and event goals for their education programs. Finding a passion for organizational

development, she obtained an M.A. in Organizational Management in 2002, and completed her M.B.A. in 2004. February 2005, she joined Belmont University's Office of the President focusing on presidential initiatives, donor relations, and cross-functional team management. Summer 2007, she moved to the Center for Executive Education as the Director of Executive Learning and Marketing combining her love for learning and marketing. Jill's current role as Director of External Relations of the Jack C. Massey College of Business started in January 2014, expands her role to include strategic initiatives, community outreach, and leadership development. In 2009, she received the inaugural NBJ 40 Under 40 award, in 2010 the Nashville Chamber NEL Education award, and recently, in 2016 the NBJ Women of Influence non-profit award.



28 | Nancy Schultz | Vice President, North Highland Consulting

Nancy Schultz is a Vice President of North Highland, a global consulting firm. Nancy has over 30 years of experience in the consulting industry and currently leads the North Highland's Nashville office. Nancy is one of the initial founders of North Highland's Nashville office and specializes in Project Management, Program Management, Packaged Systems Design and Implementation, and Process Reengineering, including Healthcare, Manufacturing, Distribution, and Financials. Since joining North Highland in 1999, Nancy has played an instrumental role in the growth of a company, specifically in healthcare.



29 | Joycelyn Stevenson | Executive Director, Tennessee Bar Association

Joycelyn received her law degree from Vanderbilt University Law School in 2001. Joycelyn is the new Executive Director of the Tennessee Bar Association where she manages the affairs of the state bar (serving 13,000 members). Most recently she was a shareholder at Littler Mendelson, P.C., where she practiced labor and employment and immigration law. Prior to her work at Littler, she served as a partner at Bradley Arant Boult Cummings. Joycelyn is a past president of the Nashville Bar Association, the Lawyers' Association for Women - Marion Griffin Chapter and the Council on Aging of Middle Tennessee. She is the 2017 recipient of the Napier Looby Bar Association's J.C. Napier Trailblazer Award. She was also recently selected by her peers for inclusion in The Best Lawyers in America® 2016, 2017 in the field of Litigation - Labor and Employment. She has been included in the 2016 and 2017 listings of Mid-South Super Lawyers, and named a "Mid-South Rising Star" in both 2014 and 2015. Joycelyn received the Nashville Chamber's 2015 Nashville Emerging Leader Award in the legal services category. She is a Nashville Business Journal Best of the Bar honoree and a recipient of the Nashville Athena Young Professionals Award.



30 | Laquita Stribling | Sr Vice President, Randstad USA

Laquita Stribling is Senior Vice President with Randstad USA. She is responsible for four districts and nine offices across three states, approximately 1,500 employees, and over \$40 million in revenue. Laquita earned her Bachelor of Arts degree from the University of Arkansas at Pine Bluff. She continued her education at the University of Memphis, where she obtained her Master of Public Administration degree with a concentration in human resources. She is currently enrolled at Trevecca Nazarene University, where she will graduate with a doctorate degree in Leadership and Professional Practices in May 2018.



31 | Lizabeth Theiss | VP Business Development, Crain Construction, Inc.

Lizabeth Theiss got her start in the construction industry as a teenager helping her father on small construction projects by tearing off shingles and cutting trim wood. Today, she is vice president of business development and a member of the executive board for Crain Construction, an 85-year-old Nashville, TN-based company that provides design/build, construction management and general contracting services throughout the Southeast. Theiss joined Crain Construction in 2004 and is instrumental in identifying opportunities and building Crain's business across the region. She focuses on developing long-term relationships with clients in the hospitality, industrial, retail, telecom and logistics industries. Her success in relationship building, coupled with the company's strong work ethic and quality services, has resulted in more than 80 percent of Crain's work coming from repeat customers. Theiss received her bachelor's of science degree in agriculture/animal science from Texas State University and worked in the cattle industry prior to relocating to Nashville in 1996. Active in the construction and commercial real estate industry, she is Past President of the Nashville Chapter of NAIOP and she was named NAIOP member of the year in 2013. She serves on the Nashville Chamber's Partnership 2020 existing industry committee. She is a member of Urban Land Institute, the International Council of Shopping Centers and the Tennessee Economic Development Council.



32 | Beth Torres | President & CEO, Make-A-Wish Middle Tennessee

Beth Torres is the president and CEO of Make-A-Wish Middle Tennessee. The organization has seen growth in revenue, mission delivery, and engagement under her leadership. Prior to joining Make-A-Wish in 2012, Beth served as Vice President of Development for Junior Achievement of Middle Tennessee. She began her career in corporate America working in sales and marketing for Reebok International and for two minor league sports teams in Chicago. She is an alumna of the University of Illinois at Urbana-Champaign where she received a Bachelor of Arts in History. Beth has also earned her MBA from Vanderbilt University where she was honored with the Martin S. Geisel Leadership Award. In 2017 she was named as Nashville Lifestyle's Women in Business and Nashville Business Journal's Most Admired CEO's and their companies. She contributes to numerous causes as an alumni board member of Owen Graduate School of Management at Vanderbilt.



33 | Deborah Varallo | President, Varallo Public Relations

Deborah Varallo, Nashville native and graduate of Baylor University, founded Varallo Public Relations, a marketing, public relations and crisis management firm in 1991. VPR provides support to professional firms such as architects, engineers and to the legal, financial and healthcare industry. She has been named to Nashville Post's InCharge list and named to their All-Star Board. She was recently named a Society of Fellows for TEDxNashville and recognized by the YWCA of Middle Tennessee as Woman of Achievement. Deborah is president-elect of the International Women's Forum - Tennessee Chapter. She is past board chair for Leadership Middle Tennessee and its Alumni Board. She co-chaired Leadership Nashville Program and chaired its alumni board. She was president of LMT's 2004 class and is a graduate of Leadership Music. She served as Community Chair for Legal Aid Society of Middle Tennessee, co-chaired the Celebration of Mission to Service for Catholic Charities; co-chaired the Girl Scouts major fundraiser and is active at St. Stephen Catholic Community. She was honored by the Women's Political Collaborative of Tennessee for her community service. Deborah is married to Jim Varallo, owner of Varallo Investment Properties. They have a daughter, Mary Kathleen Varallo, with the Girl Scouts of Southwest Texas.



34 | Betsy Wills | Director of Marketing, Diversified Trust

Betsy is the Director of Marketing and Branding and is responsible for the development and execution of a comprehensive marketing and branding strategy for the company in all markets. Prior to joining Diversified Trust, Betsy was the Director of Marketing and Investor Relations for Courage Capital Management where she led all marketing efforts, including client relations and new business development functions. She co-founded YouScience.com during this time. She has over 13 years of experience developing fundraising strategies for a technology startup, implementing training and leadership development programs for public/private companies and municipalities and as a Development Officer with Vanderbilt University, Nashville, TN. Betsy has served on numerous Boards such as YouScience, LLC., EMDiscovery, Turkish-T, Nashville Public Radio, Cheekwood Estate & Gardens, Nashville Symphony, and Nashville Chapter American Red Cross. She has also chaired many fundraising events for local charities. Betsy received her Bachelor of Arts and Master of Education degrees from Vanderbilt University. She is an avid art lover and collector and writes for her blog www.artstormer.com.



35 | Christie Wilson | President/Owner, The Wilson Group Real Estate Services

President and Owner of The Wilson Group Real Estate Services in Nashville. The Wilson Group is a residential real estate firm specializing in listing and sales of homes, condos, land and investment property with 25 agents and a full service property management division, specializing in Davidson, Williamson, Sumner, Wilson and Cheatham Counties. Graduate of Father Ryan High School in Nashville and The University of TN, Knoxville. A past president of The Greater Nashville Association of Realtors and the recipient of the GNAR "Realtor of the Year", and the Tennessee "Realtor of the Year". She is a recipient of the President's Award from the Tennessee Association of Realtors. (only 4 Realtors in the state of TN have ever been awarded both the Local and State Realtor of the Year) Professional designations include the ABR (Accredited Buyers Representative); CRS (Certified Residential Specialist); CRB (Certified Residential Broker); GRI (Graduate Realtor Institute). Former host of "Real Estate Real Talk" on Channel 5+, which is Nashville's only live real estate call-in talk show. Current Boards: Nashville Area Habitat for Humanity; The YWCA; Women's President's Organization; Nashville Wine Auction; Leadership Nashville Alumni Board, Charter Member of the YWCA's Fulcrum Society. Former Boards on which she has served: Greater Nashville Association of Realtors; Realtracs Board; Metro Sports Authority Board, Metro Board of Equalization; The New Beginnings Center; Tennessee Housing and Development Agency Realtor Advisory Board; The Housing Fund of Nashville; TN Assoc of Realtors; The National Assn of Realtors, Chairman of the Board of Equalization of Metro/Davidson County (Tax Appeals Board); Governmental Affairs of The TN Association of Realtors Recent Professional Awards: Best Places to Work 2016; Most Admired CEO 2014; Best in Business 2013, all from the Nashville Business Journal; Most Admired CEO 2014; 40 Under 40 in 2006; Nashville Leukemia Lymphoma Society Woman of the Year. The Wilson Group is the Title Sponsor for Greenways of Nashville Richland Creek Run. She is an Alumnae of Leadership Nashville Class of 2008. She enjoys boating, exercising, traveling, reading, playing with dogs, and her favorite activity is that of people collector, where she loves to meet and enjoy new people, and cherish and love her life friends.



36 | Dr.Tameka Winston | Department Chair and Professor, Tennessee State University

Dr. Tameka Winston is the Department Chair and an award-winning Professor in the Department of Communications at Tennessee State University. She is also a national radio show host on Sirius XM and an accomplished author. Winston has been working at the collegiate level for 16 years in various roles. She was recently described by Nashville Mayor Megan Barry as a true powerhouse in the field of higher education. Winston serves a mentor and role model to many in the Nashville community. Powerful testimonials from Winston's mentees and many others reveal that she is truly an inspiration. Because of Dr. Winston's passion for the mentoring process, she has also implemented 3 mentoring programs. Winston's passion for education and community service has helped her earn several recent accolades. A highly sought-after speaker, she also facilitates numerous workshops on various topics. Dr. Winston was recently awarded the prestigious 2017 Athena Young Professional Leadership Award. She was also the recipient of the 2017 Nashville Business Journal's Women of Influence Award in the category of "Mentoring/ Inspiration". Not only was she chosen as one of the Nashville Business Journal's Top 40 Under 40 but she was also selected as one of the Network Journal's 2015 "40 Under Forty" Dynamic Achievers in the United States. She also received the 2015 Woman of Achievement Award in Higher Education.