

bizwomen

CHARLOTTE BUSINESS JOURNAL

MENTORING MONDAY

Monday,
February 24

3:30-5:30 p.m.

Omni Charlotte
Hotel

132 E. Trade St.



SCHEDULE

3:30-4 p.m. | Registration and networking

4-4:05 p.m. | Welcome remarks and instructions for mentoring session

4:05-5:15 p.m. | Speed coaching mentoring program

5:15-5:30 p.m. | Networking continues

#mentoringmonday

#cbjevents

A Word from our Sponsor

GIRL SCOUTS OF THE USA

We're 2.5 million strong — more than 1.7 million girls and 750,000 adults who believe in the power of every G.I.R.L. (Go-getter, Innovator, Risk-taker, Leader)™ to change the world.

Our extraordinary journey began more than 100 years ago with the original G.I.R.L., Juliette Gordon “Daisy” Low. On March 12, 1912, in Savannah, Georgia, she organized the very first Girl Scout troop, and every year since, we've honored her vision and legacy, building girls of courage, confidence, and character who make the world a better place.

We're the preeminent leadership development organization for girls. And with programs from coast to coast and across the globe, Girl Scouts offers every girl a chance to practice a lifetime of leadership, adventure and success.



Sylvia Acevedo | CEO

GIRLS SCOUTS OF THE USA



Mentors

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1  **JESSICA ANTLE** | VP BRAND MARKETING AND COMMUNICATIONS, AVIDXCHANGE

Antle has been transforming organizations, building communications capabilities and revitalizing brands — from Fortune 500 companies to start-ups — for 20 years. During her seven years at Mastercard, she was instrumental in ensuring the success of significant corporate events including Mastercard's IPO and global brand relaunch. Following Mastercard, she served as VP of global communications for Dorel Sports, a billion-dollar company with operations in more than 16 countries around the world. Now, as the VP of brand marketing and communications for AvidXchange, a top 30 global unicorn and fintech leader, Antle leads a team spanning across content strategy, PR, social media, brand management, creative, customer communications and marketing, customer references, events, CSR and community engagement, and teammate communication.

2  **CAROLINA APONTE** | CEO | ACCOUNTANT, CAJA HOLDINGS LLC

Aponte is a seasoned professional with more than 25 years of experience serving clients both large and small. As CEO of Caja Holdings, she divides her time between business development, client services, consulting and analysis. In a span of eight years, Aponte has grown Caja Holdings' revenue an average of 35 percent over the past 5 years. Her business provides outsource bookkeeping and fractional CFO services to multi-million dollar companies, law firms and diverse small businesses including local accounting firms. Aponte began her accounting career working on manual ledgers for a Miami law firm. She graduated from Nova Southeastern University with a degree in business management. Afterwards, she climbed the corporate ladder at a thriving accounting software company until she moved to North Carolina with her family. Here, she used her extensive understanding of tax code, accounting and business management to start a small consulting company to provide clients practical and effective internal accounting and tax-reporting solutions. Aponte is the recipient of the Latin American Businesswoman 2012 Award in Charlotte and the 2017 NAWBO Rising Star Award. She is also 2019-2020 president-elect of the National Association of Women Business Owners Charlotte.

3  **ELIZABETH AUSTIN** | CIO, CURVATURE

Curvature Inc. is an IT Services provider offering third-party maintenance, IT professional services, and IT hardware sales. The company is headquartered in Charlotte. Austin was previously vice president of IT application services at Family Dollar. She was a *Charlotte Business Journal* Women in Business Award winner in 2018. She was awarded the SIM (Society of Information Management) Women in Service award in 2018. Austin serves as the SIM Charlotte Board STEM advisor and the treasurer for the Charlotte Area Technology Collaborative (CATC) which hosts the Blue Diamond IT Awards. She is a graduate of UNC Charlotte.

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**CARRIE BARKER** | COFOUNDER, GIRL TRIBE

Barker is a creative force who lives for iced coffee and a good face mask. She is a Charlotte native who graduated from Virginia Tech in 2007 with a bachelors degree in architecture — and an eye for design. Barker practiced architecture for six years, rising to the level of lead designer at Charlotte-based Overcash Demmitt Architects. In 2011, she left the architecture industry to build something entirely fresh — Pink Toast, a full-service design studio with industry expertise to create branded identities through graphic design. In 2014, she partnered with Sarah Baucom to build Girl Tribe, a female-focused entrepreneurial platform and retailer that allows Barker to blend her graphic design eye with her business expertise. She currently resides in Charlotte with her husband and 4-year-old son Pearce.

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**SARAH BAUCOM** | COFOUNDER, GIRL TRIBE

Charlotte natives Baucom and Carrie Barker formed Girl Tribe in 2014 as a women-positive t-shirt company and brand. Since then, the two have hosted over 25 large-scale pop-up shops featuring thousand of women-led businesses called Girl Tribe Pop Up in Charlotte, Nashville, Atlanta, Raleigh, Charleston and Jacksonville. In 2017, the two opened up their first brick and mortar in the South End neighborhood and have been growing their business, brand and team.

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**CYNTHIA BEILER** | CEO, LEVERAGED MIND CONSULTING

Two and half years ago, after 26 years leading sales and marketing teams in corporate America, Beiler opened the doors of Leveraged Mind Consulting. Her corporate work as a sales and marketing leader was mainly in the technology, banking, media and consulting industries. She has had the pleasure of successfully rebuilding multiple teams and organizations. Through this work she has developed a knack for identifying and leveraging the potential in anyone. Her coaching and consulting are rooted belief that an integration of improved mindset, leadership, structure and process will create an engaged sales culture that stimulates profitable growth. Leveraged Mind Consulting is dedicated to helping under-performing organizations find the power within to fuel profitable growth, specifically working with clients to develop and implement an overall strategy to accelerate profitable growth. This is inclusive of, but not limited to, development in the areas of culture, leadership, structure and process. While Beiler coaches and consults with various leaders and companies, she has a personal passion and dedication to developing women leaders and business owners.

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LATANYA BOWMAN | CHIROPRACTIC PHYSICIAN AND OWNER, DISCOVERY CHIROPRACTIC AND WELLNESS CENTER PLLC

Dr. Bowman is a chiropractic physician and owner of Discovery Chiropractic and Wellness Center PLLC. She attended North Carolina Central University in Durham and received her BS degree for athletic training in 2000. She was exposed to different branches of sports medicine during her tenure with both the Duke University athletic/physical therapy department and Wake Forest athletic football department. Throughout her training with athletes, she discovered the benefits of chiropractic treatment. Dr. Bowman continued her education at Parker College of Chiropractic in Dallas and received a second BS in anatomy and a doctoral degree in chiropractic in 2005. She opened the doors to her own practice in 2016. Discovery Chiropractic and Wellness Center has been named one of the top 20 chiropractic offices out of 167 in Charlotte every year since then. In addition, Dr. Bowman has received numerous awards and recognitions. The most recent award was the 2019 Crowns of Enterprise Award (Certified Small Business Enterprise of the year) from The City of Charlotte and Mecklenburg County. The office specializes in treating athletes, children and the general public. You can visit her office website at discoverychirowellness.com.

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LYNN BOWSER | MANAGING DIRECTOR, NORTHWESTERN MUTUAL

Bowser attended Syracuse University's Whitman School of Management. She has been an advisor with Northwestern Mutual since 2014. She has been a speaker at the annual meeting as well as the Women's Affinity Summit. She is on a national field committee, a part of Women's Leadership Study Group and a member of diversity and inclusion committee. She qualified for The Million Dollar Round Table in the 2nd year of her career. Bowser was on the board of directors for The Women's Fund of CNY. She is active in Alex's Lemonade Stand, Catholic Charities as well as volunteering at her children's schools. She lives near Freedom Park with her husband Ryan and their three children Caitlyn, Michael and Emily along with their dogs. She enjoys running, kickboxing, being outdoors, traveling and reading.

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COLLEEN BRANNAN | OWNER/PRESIDENT, BRANSTORM PR & MARKETING

Brannan's 30-year public relations career includes national firms, large corporations, niche consultancies, integrated shops and her own company. She got her start at Ketchum PR in Washington. Since then, her career has taken her on top of the Olympic stadium, back stage at the CMA Awards, on the field for the inaugural WUSA match, in stores as a secret shopper, on the local campaign trails and into the world of entrepreneurship. Branstorm PR, which she founded in 2006, is thriving 14 years later with clients ranging from commercial real estate and consumer product to hospitality and entertainment companies. Brannan has been named one of the 50 Most Influential Women in Charlotte by *The Mecklenburg Times* twice and one of the top 25 Women in Business by the *Charlotte Business Journal*. In the community, Brannan serves on the boards of Share Charlotte, Uptown Rotary and Providence Day School Charger Club. A native of Springfield, VA, she is a graduate of the University of South Carolina with a BA in journalism. She and her Clemson Tiger husband Scott have been married for 20 years. They live in South Charlotte with their son Nick (18), daughter Phoebe (16) and rescue pup Violet.

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STACY CASSIO | FOUNDER AND CEO, THE PINK MENTOR NETWORK

Cassio understands the importance of mentorship because her own career and business have been built on the opportunities introduced to her by mentors. She has worked in many different industries including insurance investigation, engineering management, manufacturing new product development, and operations for an employee assistance program. The vast exposure to many industries proved to her the importance of great mentors as a career development tool that can help connect professional “dots.” In 2017, Cassio founded the Pink Mentor Network, Charlotte’s first female mentorship community. She is dedicating her life to reshaping how women seek and obtain mentorship. Her model has embraced and empowered hundreds of Charlotte women by teaching them there has “never been a woman we couldn’t learn from.”

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SARAH CHERNE | PRESIDENT AND CEO, JUNIOR ACHIEVEMENT OF CENTRAL CAROLINAS

Junior Achievement of Central Carolina is a nonprofit whose mission empowers young people to own their economic success. The volunteer-delivered, K-12 programs foster work-readiness, entrepreneurship and financial literacy skills, and use experiential learning to inspire kids to dream big and reach their potential. Cherne is considered a visionary and strategic leader who is committed to casting positive change. Utilizing her entrepreneurial spirit and business background, she has been successful in achieving increased revenue, branding and overall program performance for the American Red Cross, Big Brothers Big Sisters and currently with Junior Achievement. She is the current chair of the Privatization/ Competition Advisory Committee for the City of Charlotte, a 2019 winner of the Most Admired CEO, a 2018 Women in Business Awardee, the past chair of the NC Financial Literacy Council, past chair of Finance for the Mecklenburg GOP, and past appointed member of the bond oversight committee for CMS. Cherne has run for public office as well as served on other various boards both for nonprofit and professional development organizations. She and her husband Damon have two boys and live in Charlotte.




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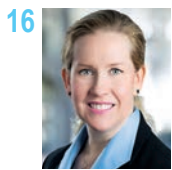
CHICCORRA CONNOR | PRESIDENT, OCCUPANCY HEROES INCORPORATED

Connor has been in the multifamily industry for over 20 years, founding her company Occupancy Heroes in 2003. It grossed \$1 million in profit the first year despite the market being at an all-time low. Occupancy Heroes provides a carefully selected suite of services designed to help multifamily owners and their team manage, maintain and optimize their properties nationwide. Services include accelerated leasing, marketing, talent placement and more. Maintenance Heroes, a division of Occupancy Heroes, focuses on all things maintenance. Connor is happily married with nine children. While both parents are accomplished entrepreneurs, they’ve overcome challenges that come along with managing a large household. She gives to the community by volunteering with various organizations and championing affordable housing. Her passion for family, business and empowering women drives her. Her high standards for excellence are the force behind the success of Occupancy Heroes, her career and her various projects.

BIOGRAPHIES

- 13**  **REBECCA EDWARDS SPHR SCP** | DIRECTOR OF HUMAN RESOURCES, CITY OF CONCORD, NC
- Edwards is a seasoned human resources professional and self-proclaimed HR geek. Having worked in small, medium and large organizations including private, public, nonprofit and government sectors from coast to coast, her knowledge and skill in all aspects of HR is workplace-tested and proven. At her core is a commitment to industry best practices and keeping the balance between the best interest of her organization and its employees. Edwards has the honor and privilege of leading a team of amazing, hardworking HR professionals every day in support of the city of Concord. Originally from Gulfport, MS, Edwards is a magna cum laude graduate of Xavier University of Louisiana. In 2019, her department's outstanding HR practices garnered the NCIPMA-HR Award for innovative training and career development, their third consecutive annual ranking among the Charlotte region's healthiest employers, and the *Charlotte Business Journal's* Best in HR Award. Edwards also recently accepted membership in the distinguished Forbes Human Resources Council of executive level HR professionals nationwide.
- 14**  **ALISSA FARROW** | VICE PRESIDENT OF STAFFING AND SEARCH, ACCRUEPARTNERS
- AccruePartners is a women-owned firm at the forefront of talent solutions and the source for today's top talent-providing excellence in staffing, search and project solutions. She quickly became a pivotal member of the AccruePartners team after her graduation from UNC Wilmington in 2011 when she joined the team as a recruiter for their flagship finance and accounting division. Due to her diligence and success within the company, Farrow has seen four promotions and is now seated as the vice president of staffing and search. In this new role, she has taken full responsibility of overseeing hiring and development, compliance, candidate experience and consultant care. She has been able to lead through mentorship and apply her leadership skills both internally and externally. In addition to the great impact Farrow has made at AccruePartners, she also has mentored 216 women on campus at Wingate University over the last nine years helping with resume-building and coaching, interviewing skills and preparing graduates for the real world.
- 15**  **TARA FOSTER** | TALENT ACTIVATION AND ENGAGEMENT LEADER, DHG
- In her role at DHG, Foster is responsible for defining, developing and strengthening the company's coaching culture and engagement initiatives as well as managing and enhancing the Performance Enrichment Program (PEP). She has extensive experience in coaching, consulting and change management. A former executive in several roles within the financial services industry, Foster is a veteran of the corporate and consulting worlds. After many years in the corporate world, she took the risk to shift career directions and founded a business speaking and coaching company with an emphasis on areas of confidence we can tap into every day. Regardless of where she is or with whom she is working, she enjoys helping others discover what makes them great and to use that knowledge to push past barriers toward increasing success and satisfaction.

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16 **JESSICA GRAHAM** | PRESIDENT, FIONIX CONSULTING LLC
Graham started Fionix Consulting LLC in 2017. Bringing her expertise from the intersection of public relations, internal communications, community affairs, customer care and corporate responsibility, she provides corporate communications services to corporations, small businesses and nonprofit organizations. Prior to founding Fionix Consulting, she served as vice president, chief communications and community officer for Belk Inc. where she handled public relations, community outreach, corporate, community, fashion and store events, internal communications and diversity and inclusion. Her prior positions include public information officer and assistant to the president for Community Relations & Marketing Services for Central Piedmont Community College, director of public affairs for Time Warner Cable, corporate relations manager for Harris Teeter Inc. and program director for the Charlotte Mecklenburg Library. Graham is active in the community, currently serving as secretary of Dress for Success Charlotte Board, chair-elect of the American Lung Association in North Carolina and inaugural chair of Mitchell's Fund. She is a graduate of Leadership North Carolina Class XXI, Leadership Charlotte Class XIX and is an active member of the Public Relations Society of America and Women Executives. Graham holds a BA in journalism and mass communication from UNC Chapel Hill.



17 **STACY GRAY** | SVP AND GENERAL COUNSEL, BELK INC.
Prior to joining Belk, Gray practiced at Alston & Bird LLP and was a judicial clerk for The Honorable Joseph R. Goodwin, United States District Court for the Southern District of West Virginia. She is on the board of managers and executive committee of the Harris YMCA. She is also on the board of the NC Retail Merchants Association and the president elect of the Charlotte Chapter of the Association of Corporate Counsel (ACC). She graduated as a member of Class 35 of Leadership Charlotte. Gray was named by the *Charlotte Business Journal* as the winner of the 2019 Corporate Counsel Outstanding General Counsel award, the 2016 40 Under 40 Awards, the 2015 Corporate Counsel Rising Star award and the 2015 Women In Business Award. The Belk legal team was named by the *CBJ* as the 2018 Outstanding In-House Legal Department. Stacy obtained a BA in English and Spanish from Duke University and received her JD from Washington & Lee School of Law. Gray enjoys spending her free time with her husband Brett, her daughter Reynolds (4 years) and her Australian labradoodle Monty (7 years).



18 **PAULA GUILFOYLE** | FOUNDER AND PRESIDENT, CLAIM LEADERSHIP
Guilfoyle is a keynote speaker, transformational leader and well-recognized expert in *The Mindset for Change Management* — transforming the way people achieve success. Her work has been shown to improve engagement, teamwork, morale and productivity, lowering turnover and building a more positive culture. Guilfoyle's speaking and training with industry leaders such as Coca-Cola Bottling Company of Charlotte, Lowe's, Microsoft and Compass Group has been transformative. Teams report achieving better results at work, feeling less stress and enjoying more quality time with their families. Before founding Claim Leadership, she spent 20 years at Fortune 500 companies GE and Aventis in HR and sales management, winning GE's managerial award and Aventis's highest sales award The President's Club.

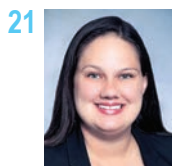
BIOGRAPHIES

**19 HEATHER J. HAGAN | CEO, GROW LOCAL**

Hagan is a native of New York City and has lived in Charlotte since 2007. Since 2009, she has been the pioneering executive of the business architecture discipline at Bank of America. In 2011, she became one of the inaugural mentors in the Hispanic Latino Leadership Council. Her bi-cultural background and her focus on community collaboration and furthering women in technology leadership have led to a number of volunteer opportunities and community leadership roles. She has served as both treasurer and president of her homeowner's association for more than five years and was asked to play a leadership role in the Women in Technology and Operations Charlotte chapter at Bank of America. Hagan has recently joined local company Grow Local as their CEO. She was recruited by the founder to take an aquaponics product from start-up phase to an internationally recognized company. Hagan resides in the Biddleville neighborhood in west Charlotte. In her free time, she practices interior design, enjoys running, spending time with her dog and exploring the city for delicious eats.

**20 BRENDA HARRIS | PRESIDENT, BPN STAFFING SOLUTIONS**

Harris is a small business owner and entrepreneur whose primary goal is helping people. She started her staffing business in 2011 to help organizations and clinicians maneuver through the difficulties of profitable onboarding by offering a complete staffing solution. The mission is to help unemployed or underemployed health care clinicians find employment via contracts, permanent placements or temporary work. As an African American woman, Brenda has faced and continues to face a multitude of obstacles to owning a successful business in Charlotte. However, Harris overcame many of those obstacles and was acknowledged in 2017 as a Smart CEO/Bravo award recipient, acknowledged in the City of Charlotte's 2018 31 Days of Business and completing the 2017 Global Ambassadors program sponsored by Bank of American and Vital Voices. Today Harris offers a wide range of services through her staffing company. Her work in the community holds a special place in her heart. She has served on numerous boards of directors, currently the President of National Association of Women Business Owners (NAWBO) Charlotte. She has mentored and encouraged women in various stages of the entrepreneurial journey. Her focus is to be a liaison and advocate for women in business.

**21 SARAH HARTLEY | DIVISION PORTFOLIO EXECUTIVE, WELLS FARGO**

Hartley is the division portfolio executive for commercial banking in the Carolinas. She manages the commercial banking portfolio and the credit teams across North and South Carolina. Prior to this role, she spent 15 years in investment banking for Wells Fargo Securities. She lives in Charlotte with her husband and two daughters and enjoys playing tennis and golf in her spare time.

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ERIN ILLMAN | PARTNER AND COCHAIR OF CYBERSECURITY AND PRIVACY PRACTICE, BRADLEY ARANT BOULT CUMMINGS LLP

A board-certified specialist in privacy and information security law, Illman is a partner at Bradley Arant Boult Cummings LLP, co-chair of Bradley's cybersecurity and privacy practice group and leader of the firm's fintech team. She is an experienced thought leader in privacy, data security and the integration of technology into business practices. She is a dynamic problem-solver with a strong understanding of U.S. and international private-sector privacy laws and regulations and the legal requirements for the transfer of sensitive personal data to/from the United States, the European Union and other jurisdictions. In addition to providing proactive privacy and information security compliance and legal advice, Illman manages privacy-related enforcement actions and litigation. Her practice includes representing companies in reactive incident response situations, including insider cybersecurity threats, electronic and physical theft of trade secrets and investigation, analysis and notification efforts with respect to security incidents and breaches. She was listed in *NC Lawyers Weekly* Leaders in the Law in 2018 and in *The Mecklenburg Times* 50 Most Influential Women in 2019. Illman recently joined a *Charlotte Business Journal* Table of Experts discussion on data privacy laws.

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SALLIE JAROSZ | SENIOR VICE PRESIDENT - COMMERCIAL REAL ESTATE, NEWDOMINION BANK

Jarosz is a veteran of the commercial real estate industry both in mortgage banking and lending. She was the cofounder of what is now known as Grandbridge Real Estate Capital which she helped form in 1994 as Laureate Capital. Her firm grew the portfolio from \$1 billion in assets to a multi-billion dollar portfolio with offices operating in 23 states. Jarosz entered the commercial real estate industry in 1983, a time when women weren't in professional or leadership positions. She quickly rose in her career and utilized the mentoring support of both men and women to help her rise to leadership. She created value through intimate, authentic relationships rooted in trust and integrity. She has executed business with some of the most powerful developers in the city and was a part of the transformation and growth of Charlotte. Currently, she is one of our more prominent leaders in the state of North Carolina. She is the commercial real estate director for an \$8 billion bank in the southeast United States. She is the quintessential female leader in a largely male-dominated commercial real estate industry.

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DONNA JULIAN | EXECUTIVE VICE PRESIDENT AND SPECTRUM CENTER GENERAL MANAGER, HORNETS SPORTS & ENTERTAINMENT

Julian serves as the lead executive for all aspects of the day-to-day operations of Spectrum Center including event booking, public safety, arena marketing and guest services. She directs and oversees the preparation, production and execution of all arena events. She was recently named one of *Venues Today's* 2017 Women of Influence. She has placed a high priority on maximizing the customer experience, promoting and instilling a team-wide commitment to creating a service-driven culture for the benefit of all guests who visit Spectrum Center. Julian, who joined the organization in 2005, has directed the management of a variety of events including performances by showcase acts such as The Rolling Stones, U2, Beyoncé and Paul McCartney. Spectrum Center has established its industry reputation as a favored site to host an impressive catalog of collegiate basketball championship tournaments on behalf of the NCAA, ACC and CIAA. In addition, Julian is proud to have led arena operational logistics as Charlotte served as host for the 2012 Democratic Convention.

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BETSY KAUFFMAN | LEADERSHIP AND ORGANIZATIONAL AGILITY COACH, CROSS IMPACT COACHING

Kauffman is a globally recognized leadership and organizational coach with more than 20 years' experience working with high-performing individuals and teams. As a leadership coach, she is responsible for supporting individuals and teams at the executive, portfolio and team levels for several Fortune 500 organizations. She loves coaching and helping others discover the impact they want to have individually within their teams/organizations and globally. She started her own coaching and consulting firm Cross Impact Coaching over five years ago when she realized the work she loved to do and the impact it made was desperately needed in corporate America. Cross Impact Coaching specializes in 360 feedback surveys, 1:1 leadership coaching, group coaching and facilitated workshops. Kauffman is actively involved in the community and is often asked to be a keynote speaker where she enjoys presenting on a range of topics regarding values discovery, navigating complexity, organizational culture and implementing change.

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KIM LANPHEAR | CHIEF EXECUTIVE OFFICER, APPARO

Apparo is a nonprofit connecting local nonprofits to technology expertise and resources that amplify their impact. Under Lanphear's leadership, the company has partnered with more than 500 area nonprofits and more than 100 companies to drive skilled volunteering that delivers \$1.60 of value for every dollar donated. She has a diverse career with more than 20 years of expertise in strategy development, international business, marketing, fundraising and P&L management as well as board governance and leadership. Prior to Apparo, Apparo was at the helm of business lines within Citibank domestically and internationally and the MD of Chicago's third-largest professional theater company. She has consulted in the areas of strategy and marketing and is recognized for her ability to build consensus and collaborative partnerships. Apparo received the *Charlotte Business Journal's* Most Admired CEO Award in 2018, *The Mecklenburg Times* Most Influential Women Award in 2016, and has received recognition in *Scoop Charlotte* and *SouthPark Magazine*. She received a BA in public policy from Duke University and her MBA and masters of arts administration from Southern Methodist University. She is married to Tom Lanphear, a technology and banking sales expert, and the mother of two wonderful young women.

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ERIN LENTZ | PARTNER, RISK ADVISORY SERVICES, GRANT THORNTON LLP

Lentz is responsible for leading the risk and regulatory compliance practice at Grant Thornton LLP. She has significant experience assisting organizations with matters involving corporate compliance programs, regulatory matters, internal investigations, conduct risk, root cause analysis, allegations of fraud and financial statement irregularities. She is a strategic account leader with a proven track record of leading significant engagements and building valued client relationships. Outside of her client and practice responsibilities, Lentz is passionate about serving as a mentor and leader in her community. She leads the Charlotte Women @ GT program, acts as a sponsor for multiple women through the firm's Advisory Women's Sponsorship and Mentorship Program, and is an advisor for Grant Thornton's Senior Manager Academy. Lentz is passionate about serving the community and is currently on the board of Heart Math Tutoring, an organization which provides math tutoring and mentoring to children throughout the greater Charlotte community. She is also a member of the finance committee of Girls on the Run International and previously spent eight years volunteering with the Humane Society of Charlotte.

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BETSY MACK | EXECUTIVE DIRECTOR OF THE CHARLOTTE HORNETS FOUNDATION AND SENIOR DIRECTOR OF CORPORATE SOCIAL RESPONSIBILITY, CHARLOTTE HORNETS

At the Hornets, Mack leads all community and philanthropic efforts. Annually, she and her team execute over 100 events and activations that engage the team in philanthropic efforts. She helped to coordinate and lead the 2019 NBA All-Star NBA Cares Community efforts, orchestrating over 30 events in three days. She came to the Hornets with experience in public relations, community development, fundraising and marketing. Previously, she was the director of emerging markets for Technology Partners, responsible for leading the company's expansion, focusing on increasing the company's national footprint. Mack also worked at United Way for five campaigns with a sole responsibility of raising over \$15 million annually. She is passionate about community service and is very involved in numerous philanthropic efforts through board roles. Mack is a first-time author with the release of "Mid-Reach: A Book to Inspire, Empower, and Celebrate Failing While in the Midst of Success." She holds a BS in public relations with a minor in sports marketing from Illinois State University.

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KIM MARKS | PRINCIPAL, WORKPLACE PRACTICE LEADER, PROGRESSIVE AE

With over 30 years of experience in her industry, dual training in architecture and interior design and more than 8.5 million square feet of office space shaped by her expertise, Marks is leaving her mark on the commercial office market. In 2003, she cofounded ai Design Group with two colleagues. In her 14 years as principal and owner, Marks played a key role in growing the firm's client list to include national accounts like Barings, Spectrum, JLL and SPX. Her leadership and business successes positioned the firm for a successful merger with Progressive AE in 2016, and she was instrumental in guiding the company and her team through the transition. Today she holds two distinct leadership roles within the firm, principal and workplace practice leader, as well as current board of director for Progressive AE. As the workplace practice leader/principal of the firm, Marks believes in the power of listening to produce the best results. She carries this into every aspect of her work from guiding the vision of a new client to leading the firm-wide workplace practice. Her active participation in projects reflects her desire to deliver high-quality design with personalized service.

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KATIE MCKIEVER | SOCIAL MEDIA AND BRAND JOURNALISM MANAGER, ENTERPRISE COMMUNICATIONS, ATRIUM HEALTH

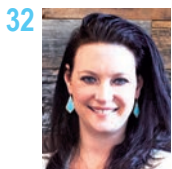
With a master's degree in English, McKiever is a storyteller with a love for people and all things media. She has worked in radio, print, TV news and now in social and digital media where she manages social media and brand journalism for Atrium Health. She's a wife with two young daughters who can't help but to live and laugh loudly. She loves connecting with people in person and online where you can find her on most platforms at @KatieMcKiever.

BIOGRAPHIES



MARIE MCLUCAS CPA CMA | CHIEF FINANCIAL OFFICER, PRIMAX PROPERTIES LLC

McLucas is responsible for oversight of all financial functions at Primax Properties LLC along with strategic and succession planning. Since joining the company in 1995, she has been instrumental in the completion of over 1,000 projects in 34 states including 25 projects under development. She is a repeat mentor for the *Charlotte Business Journal's* Bizwomen Mentoring Monday event, CREW Charlotte's formal mentor program and the NCACPA. McLucas serves on the boards of Girl Scouts, Career Mastered, American Cancer Society (Area) and CREW, holding many chair, officer and co-chair positions. She is a 2020 CREW Network Foundation board member for the national organization. She serves as the audit committee chair for the Girl Scouts and sponsorship chair for Career Mastered Summit. She is involved in Making Strides Against Breast Cancer and the Primax Pink Warriors and chairs the Charlotte Leadership Council for ACS. McLucas was recognized as 2019 NCACPA Public Service Award winner. CREW Network recognized her as 2017 National Impact Award Winner for Career Advancement of Women (chosen from 11,000 members). She earned her accounting degree from NC State University, graduating summa cum laude.



MEGAN MILLER | MARKETING DIRECTOR, OPERA CAROLINA

As director of marketing for Opera Carolina and cohost of the widely popular new podcast series "XM Divas," Miller is recognized in the nonprofit and for-profit worlds for her creativity, drive and leadership. She founded Opera Recycles, an environmental sustainability program that turns old print collateral into couture fashions, in 2015. The program debuted in New York City during NYC Fashion Week in 2016. She returned in 2017, producing her own show with 13 new Opera Recycles Fashions. This program continued to inspire those around the world with its first international appearance during Paris Fashion Week in 2019. In addition to her role with Opera Carolina, Miller is a sought-after creative marketing consultant and motivational speaker. She serves as marketing director for Bagues Consulting Group and is a board member of the the UNC-Charlotte Enactus business team providing insight and mentorship for students. She has also served as a volunteer for The Cystic Fibrosis Foundation for which she currently sits on the communications committee for Brewer's Ball and was a class of 2018 Standout Honoree.



SUMMER MINCHEW | MANAGING PARTNER, ECOIMPACT CONSULTING

Minchew has managed the certification of more than one million square feet of green building space. Her expertise in sustainable design and construction is backed by 15 years of experience in green building rating systems, design guides, building product standards and certifications. She specializes in green building program management including documentation and submission for LEED, Green Globes and Enterprise Green Communities rating systems. She has been named Most Inspiring Individual at Sustain Charlotte's 2019 Charlotte Sustainability Awards and recognized by the *Charlotte Business Journal* as a 2018 40 Under Forty Award recipient. A prominent leader in her industry, Minchew is cochair for the US Green Building Council Carolinas Community Market Leadership Advisory Board and the Health Product Declaration Collaborative Third-party Verification Technical Subcommittee. She serves the City of Charlotte as an appointed member of the Strategic Energy Action Plan Buildings Working Group. She is a proreviewer for education at USGBC, a recognized LEEDuser Expert offering advice to LEED practitioners internationally, and is contributing author of "Sustainable Commercial Interiors," second edition, published by Wiley & Sons.

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AMY NICHOLS | HEAD OF SECURE DEVELOPMENT, WELLS FARGO

Nichols is responsible for providing strategic thought leadership to critical major initiatives. Currently she is driving the Secure Development program to implement cybersecurity requirements for development into the full application portfolio. She previously served as head of Technology Program Delivery and Governance, focused on the overall strategy and management of multiple teams including framework and process oversight, solutions lifecycle, asset and configuration management, cybersecurity initiatives and risk. Outside of work, Nichols supports the local Charlotte tech community in various ways. In 2019, with four other community leaders, she formed CyberHype Charlotte which supports social media and other marketing collaboration for all Charlotte tech meetups and technical sessions across the Charlotte metro area. She graduated from Queens University with a BA in computer science. Nichols also supports Queens in support of the future talent pool through alumni activities and scholarships.

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KERRY BARR O'CONNOR | EXECUTIVE DIRECTOR, DRESS FOR SUCCESS CHARLOTTE

A former newscaster, O'Connor's changed career directions after becoming involved with the AmeriCorp VISTA program. She has since worked with nonprofit organizations in New York, Ohio and North Carolina where she has developed nationally and internationally recognized initiatives. She was named executive director of Dress for Success Charlotte in 2005 and charged with rebuilding the organization which had been shut down due to a lack of sustainable funding. In 2009, Dress for Success Charlotte expanded operations and is now a "hire to retire" women's advancement center providing a continuum of workforce development services including job preparedness, job acquisition, employment retention and career advancement to more than 800 women annually who are seeking employment as a means to achieve economic independence and strengthen their families. O'Connor's awards and recognition include the National Association of Women Business Owners Nonprofit Leader of the Year, Rotarian of the Year, *Charlotte Business Journal* Women in Business Award, and Career Mastered Women's Leadership in Action Award. She is a former member of the Dress for Success Worldwide board of directors and represented more than 150 affiliates in 30 countries.

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BOBBI OVERBY-CURTIS | FOUNDER, CONNEXION SERVICES GROUP

Overby-Curtis is a senior sales executive/recruiter/coach with over 25 years experience in the tech industry. She has a proven track record in developing, managing and executing sales strategies and IT recruiting/executive search. She also provides career, business and life-coaching services one-on-one for individuals going through a career transition or looking to advance their career to the next level. She is able to get faster results using a proven coaching framework with transformational self-confidence boosting techniques and mindset shifts to last a lifetime. Overby-Curtis is passionate about encouraging others to be themselves and trust in their own uniqueness. She was recently chosen to be guest speaker at an executive women's tech event on "How to Bring Your Authentic Self to the Table as an Executive." She is currently in the process of writing a self-development book and launching a blog.

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**FABI PRESLAR** | PRESIDENT AND OWNER, SPARK PUBLICATIONS

SPARK Publications is a national, award-winning, independent publishing firm specializing in the design of niche magazines, special publications and independently published books for print, digital and interactive media. Her clients include national associations, independent publishers and professionals who share their knowledge to educate and enlighten their audiences. The firm was launched in 1998. Preslar has pushed her personal boundaries to accomplish much more than she ever thought possible. She was inducted into the 2019 NC Women Business Owners Hall of Fame and was awarded the 2018 First-Generation Family Business of the Year by the *Charlotte Business Journal*. She was also publisher of *b2bTRIBE* magazine and author of "On Heaven's Couch: My Journey with a Masterful Mentor." Her second book "Fabulous F Words of Business Ownership" shares her strong entrepreneurial passion as well as her journey through fear, failure, faith and a variety of other F words along the way as an introverted business owner. Her days are surrounded by her firm's creativity and a very talented team which includes her husband of 33 years Larry and their daughter Sofi. Visit SPARKpublications.com or FabiPreslar.com to learn more.

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**LISA RUSSELL** | SOLUTIONS ENGAGEMENT MANAGER, HYLAINÉ

Russell graduated from the State University of NY with a BA in computer science and later earned her MS in computer engineering. Her first job upon graduating was working as a computer engineer at AT&T Bell Laboratories. She spent almost ten years at the labs holding positions as an engineer, developer, analyst, project manager and technical architect. She left AT&T to help launch a tech consulting firm where she worked for 17 years in many different roles including architect, sales, CIO and more. She recently joined the leadership team at Hylaine as solutions engagement manager. At her core, Russell is a consultant and enjoys working with clients to fully understand their challenges so that she can recommend and help implement solutions. She is also very passionate about expanding the presence of women in technology. She enjoys and seeks out the opportunities to meet, work with and mentor women. She served on the board for WISE at CATC. She currently serves on the board for Carolina Women in Technology (CWIT) and CyberHypeCLT. She also serves on the advisor board for Fleurix. In addition, she volunteers time each week as the fractional CTO for Amissa, a startup building solutions for Alzheimer.

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**LEEANN SHATTUCK** | OWNER, THE CAR CHICK

Shattuck is an automotive expert, speaker, writer, radio and television host and champion race car driver. She owns a unique car-buying service that helps women (and smart men) get a great deal on the perfect car without all of the crap that comes with traditional car shopping. Shattuck is passionate about educating people about cars and about empowering them to make informed decisions when purchasing, selling and servicing automobiles. Known around the world as "The Car Chick™," Shattuck has been featured on national radio and television programs including the "Cooper Lawrence Show," NPR, "Daily Balance with Kim Jacobs" and is a regular guest on "Good Day Charlotte." She was cohost of the internationally syndicated radio show "America's Garage" and starred in the Speed Channel's reality show "R U Faster Than a Redneck" alongside comedian Jon Reep, NASCAR legend Kenny Wallace, and "Dukes of Hazard" star John Schneider. Shattuck currently hosts and produces "The Straight Shift" podcast, the web series "Shut Up & Drive" and the new reality TV show about restoring classic cars on a budget "Rust Rescue."

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**CORRI SMITH** | OWNER AND EXECUTIVE LEADER, BLACK WEDNESDAY

Black Wednesday is a Charlotte-based creative marketing and PR company. With expertise in marketing and communications, Smith leads a team that creates and executes innovative and thoughtful programming marketing across various platforms (email, social media, website, branding, media) for many brands both local and beyond. Black Wednesday boasts clients Chopt, Esquared Hospitality, Constellation Culinary, Social Venture Partners (Charlotte), The Menagerie Hospitality Group, Protagonist, designbar and more.

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**SHANNAN TOWNSEND** | COMMERCIAL BANKING MARKET EXECUTIVE, AGRIBUSINESS EAST, WELLS FARGO

Townsend is an executive vice president and market executive for Wells Fargo Commercial Banking. Based in Charlotte, she leads teams focused on serving the financial needs of agribusiness customers in 25 states east of the Mississippi River and also in Eastern Canada. Since joining Wells Fargo predecessor First Union in 1987, Townsend has focused on helping clients succeed financially. Her responsibilities have included numerous leadership roles as head of industry-aligned and geographically aligned divisions. She is also a leader for broader initiatives that focus on talent development and talent engagement. In 2010, Townsend was instrumental in the formation of the Corporate Banking Group Team Member Engagement and Diversity Council and provided leadership as the chairperson for its first six years. The collective efforts of the council continue to provide networking, recruiting, mentoring and training opportunities for team members. Townsend's community involvement includes establishing one of the first charter schools in North Carolina and serving on its board of directors for more than ten years. She has also been very active with Wake Forest University, currently serving as a member of the board of trustees, as well as previously serving on both alumni and parent councils.

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**LAURA WARD** | PRINCIPAL, CLA (CLIFTONLARSONALLEN)

Ward is a principal in the private industries assurance service group of CLA's Charlotte office. She provides assurance and consulting services to privately-held businesses which consist primarily of dealerships and real estate clients. With 20 years of public accounting experience in national and regional CPA firms, Ward has experience managing various client projects from financial statement assurance engagements, assisting clients with internal control matters, educating clients and being their primary resource to help with important business decisions. She also has more than 15 years of experience auditing employee benefit plans and can assist with questions related to DOL rules and fiduciary responsibilities.

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ANGELA WOODS | CEO, GIRL SCOUTS, HORNETS' NEST COUNCIL

Woods joined Girl Scouts, Hornets' Nest Council in 2014 as CEO. She brings over 17 years of combined nonprofit and for-profit leadership experience to Girl Scouts. Prior to leading Hornets' Nest Council, she served as CEO for Girl Scouts Heart of the South in Memphis, TN, serving over 17,500 girls and volunteers in 59 counties. Before this appointment, Woods served as the interim chief executive officer and COO of the United Way of the National Capital Area (UWNCA) in Washington, D.C. During her tenure, she led both internal and external operations for UWNCA including finance, resource development, marketing and communications, community impact, information technology and human resources. She also worked for United Way of Central Carolinas where she served as the senior vice president of community building and administration. Preceding that, she worked at Bank of America in the areas of institutional trusts, retirement planning and investments and global finance recruiting. A native of Detroit, Woods grew up in Albany, GA, and earned her BA in psychology from Spelman College in Atlanta. She also earned an MBA in finance from Clark Atlanta University and earned a law degree from the University of Georgia.

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