

THE
BIO BOOK
– 2021–

Greetings,

In the year since George Floyd's murder, U.S. companies large and small have pledged to improve diversity within their workforce, procure goods and services from a wider network of vendors, and expand their corporate social responsibility efforts to include investment in businesses and venture funds with diverse leaders at the helm.

These efforts also extend to seeking diverse perspectives inside the boardroom. For the past year, I've been asked multiple times whether I knew of a senior executive with a certain skillset who might be interested in serving on a corporate board. After sharing the same list of LinkedIn profiles over and over again, I asked a few people whether they would be interested in creating a board bio book to share with interested parties. Each of those people recommended others, and the cumulative result is the 16 executives listed here.

There are thousands of talented executives in the United States who are able to add value in the boardroom. In compiling this book, I simply wanted to create a platform to showcase a few people whose backgrounds might be interesting to late-stage private or public company CEOs, board chairs, recruiters, and talent partners at investment banks, venture funds and private equity firms who are looking for talented people to add to their boards. Each of the executives profiled here are free to share this book with their networks as well.

One important note: if you would like to contact any person in this book, please feel free to contact them directly – we have phone, email and LinkedIn contact information for everyone. Of course, if you would like a warm introduction, I am happy to make one.

Finally, this book is meant to be evergreen. My goal is to update this book on an annual basis to highlight 15-25 executives. Some of the people in this year's book will join boards and won't be in the market any longer; new people will be added going forward. If you would like to be included in next year's edition, please drop me a line at joe@katamagroup.com.

Go forth and spread good karma,

A handwritten signature in black ink that reads "Joe". The signature is stylized with a large, looped "J" and a cursive "oe".

Joe Hurd

Skills Matrix

Qualifications	Anderson	Beckwith	Berlew	Clark	East	Hackett	Hurd	Jackson	Johnson	Molotsi	Murray	Pendarvis	Primus	Toney	Vaughn	Walsh
Competencies & Expertise																
Activist shareholder / hostile takeover														•		
Cybersecurity	•							•			•			•	•	•
Data science			•										•	•		•
Digital / e-commerce / tech transformation	•		•		•	•	•		•	•	•	•	•	•	•	•
ESG		•		•			•									•
Finance				•					•		•				•	
General management / P&L	•	•	•		•	•	•		•	•	•	•			•	•
Human resources / Talent		•				•		•				•			•	•
International experience	•	•	•		•	•	•			•	•	•	•		•	•
IPO experience				•					•						•	
Legal / regulatory							•				•				•	
M&A				•		•	•		•	•	•					•
Manufacturing / Operations												•	•			•
Marketing		•	•					•			•	•	•	•		•
Other public company BOD experience	•	•	•	•		•	•			•						•
Risk assessment								•			•				•	•
Sales	•		•	•		•	•					•			•	•
Strategy development	•	•	•	•		•	•	•	•		•	•	•	•	•	•
Technical acumen	•	•			•					•	•		•	•		•
Board Committees																
Audit						•	•		•	•					•	
Nominating & Governance	•			•	•		•	•	•	•	•		•	•		
Compensation			•	•		•	•			•	•			•	•	
Risk			•				•	•		•	•			•		



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As an Executive on Google's Cloud team and a board member for Altair (NASDAQ:ALTR), **Jim Anderson** has more than 25 years of experience with some of the world's leading technology companies including Hewlett Packard, Dell and Cisco. Jim works with customers to leverage emerging Cloud, AI/ML and Data Analytics technologies to drive data-powered innovation and accelerate Digital Transformation.

Jim is known for his experience in helping businesses, at an inflection point, take advantage of market transitions. He has been described as a thought leader with the agility to always make an impact that matters. Throughout his career (including 6 years with Global responsibility), Jim has been consistently successful running businesses that help customers leverage digital technologies to drive efficiencies and enter new markets. He has been selected as one of the "Most Influential Black Americans in Corporate America" (2020 Savoy Magazine) as well as a "Best of Biz 2015" awards winner in the Executive of the year category.

Prior to Google, Jim served as the Vice President of Hewlett Packard Enterprise's (HPE's) Cloud Service Provider business. In this role he was able to double profit while transforming their sales and marketing strategy. Jim was also the President of the Americas for BAE Systems Applied Intelligence where he provided the leadership and go-to-market strategies to help BAE launch its America's Cyber Security and Financial Crime software business. Before joining BAE, Jim spent 7 years at Cisco where he developed and executed Cisco's go to market strategy for its entry into the Server business. This business grew from \$0 to \$1B in annual revenue within 3 years, making it one of the fastest Cisco market entries ever. Jim has also held the position of Vice President, Enterprise Sales for Dell's Public Sector (Government, Education & Healthcare) and has spent 10 years in various sales and management positions for Hewlett-Packard.

Jim is also a member of the GTM Advisory Board for CapitalG (Alphabet's independent growth fund) where he helps transformational companies with their go to market strategies for transitioning from start-up to scale-up. He holds an MBA from The Wharton School, University of Pennsylvania, and a BS in Electrical Engineering and Computer Science from Princeton University. He is also an All-Ivy athlete. He previously served as an Independent Board Director for the U.S. Olympic Synchronized Swimming as well as the Chairman of the Board for Make-a-Wish of Central Texas. Currently, he is a board member for the Education Reform Network and a member of the Executive Leadership Council.



Ebony Beckwith

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Ebony Beckwith is the CEO of the Salesforce Foundation and Chief Philanthropy Officer at Salesforce where she applies a data-driven approach to efforts in Philanthropy; Corporate Social Responsibility (CSR); Environmental, Social, and Corporate Governance (ESG) and Diversity, Equity, and Inclusion (DE&I). In August 2020, she joined the board of Poshmark, Inc. (NASDAQ: POSH).

Ebony is responsible for the company's global philanthropic investment strategy, directing hundreds of millions of dollars in grants focused on education and workforce development programs that close the opportunity gap for underrepresented youth. She oversees a global team that fosters a culture of giving back, inspiring 65,000+ employees to collectively give more than 6 million volunteer hours, and the company to donate nearly \$450 million in strategic grants to date. Additionally, she leads Salesforce's community response to relevant issues, including COVID-19, and heads a task force committed to racial equality and justice.

Ebony extends her leadership through her service on the boards of Poshmark (NASDAQ: POSH), Warriors Community Foundation, and Hamilton Families and as an advisory board member for PagerDuty.org and Year Up Bay Area. She has been recognized as one of the San Francisco Business Times' Most Influential Women in Bay Area Business and has been honored with Powerful Women of the Bay and Culture Shifting awards. Her work has been featured in high-profile media outlets, including The Atlantic, CNBC, CNN, Fortune, San Francisco Chronicle, and TechCrunch.

Ebony holds a bachelor's degree in Computer Information Systems and an honorary doctorate of Humane Letters from Golden Gate University.



Adam Berlew

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Adam Berlew has over 25 years of experience in technology go-to-market development and execution. He has held senior executive roles in marketing, sales, business development and partner management. He has worked the majority of his career for global leaders in enterprise technology.

Adam manages strategic commercial relationships, strategy and operations for Google Cloud AI and Industry Solutions. In addition, he leads the development and management of custom products for strategic customers, product inclusion and DEI initiatives. Prior to this role, Adam was the Director of Global Enterprise Demand Marketing for Google Cloud. In this role he managed demand generation programs creating +\$2B of sales. Adam is currently an Advisory member for marketing and AI product management for Capital G, Alphabet's independent growth fund with \$3B under management.

Prior to Google, Adam served as Vice President of Global Marketing and Customer Engagement with Brocade a Broadcom company. He oversaw all direct, channel, OEM marketing and global campaigns. In this role, Adam created programs generating +\$1B on new customer programs. Prior to Broadcom, Adam served as Vice President of Global Demand Generation & Americas Marketing with the world's largest data center company Equinix Inc. At Equinix, Adam led the creation of integrated global marketing resulting in +\$1.5B of new revenue. Adam has also been a tenured marketing and sales leader with Dell Inc. He began his career working at the Boston Consulting Group where he became a manager focused on creating market and operations strategy for leading brands in the technology and telecommunications industries.

Adam is a member of the Board of Directors of Stifel Financial Corporation (NASDAQ:SF). He is also an Independent Board Member of the US Olympic Luge Committee. He was featured in Savoy Magazine as one of the 2020 Most Influential Black Executives in Corporate America.

Adam obtained his MBA (marketing and finance) from the Wharton School of Business, University of Pennsylvania, and he obtained his BA (economics and political science) from Brown University.



Ralph Clark

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Ralph Clark serves as the President and CEO of ShotSpotter, Inc. a publicly traded (NASDAQ: SSTI) SaaS based acoustic surveillance and precision policing solutions company. The company is focused on serving law enforcement agencies globally and includes over 120 municipalities and their respective LE agencies as clients. Ralph joined ShotSpotter in 2010 and led the business model and technology transformation resulting in ShotSpotter's category leading platform expansion, sustained revenue growth and GAAP profitability. Ralph successfully orchestrated ShotSpotter's initial public offering in 2017 securing anchor institutional investors Gilder Gagnon and Federated. The company's market capitalization has grown since going public and is a recognized as market pioneer and leader in precision policing solutions.

Ralph is a passionate advocate a purpose- oriented solution selling and Net Promoter Score strategies. The company's adoption and execution on those two critical initiatives have led to impressive revenue growth with low customer acquisition costs. The company is designated as a "Great Places to Work" company and was recognized as a Deloitte 2019 Technology Fast 500 Winner for its sustained high revenue growth.

Ralph was recently honored by the San Francisco Business Times as one of the Most Admired CEO's for 2019 and separately was the recipient of EY's NorCal Entrepreneur of the Year for 2019. Given his time as an investment banker post business school and early CFO roles, Ralph is qualified to serve as a financial expert under SEC/NYSE/NASDAQ rules.

Prior to joining ShotSpotter, Ralph was the CEO of GuardianEdge Technologies a leading end-point data protection company that he joined in 2005 which was acquired by Symantec in 2010 for approximately \$100 million. Ralph is proud to have started his career as an IBM large systems marketing representative in the early 80's working in Seattle with primary responsibility for large systems sales to Boeing Computer Services.

Community service is a core tenant for Ralph who has served on numerous non-profit boards such as the Oakland Boys and Girls Club where he served as board chair. Ralph was also a trustee and vice chair of the Oakland Museum of California. Currently, Ralph is a trustee of the American Conservatory Theater and is serving on the Harvard Business School CRC Advisory Board and is a member of the board of directors of TriNet Group, Inc. (TNET) a leading PEO solutions company for small and midsized businesses in the United States.

The Clark family numbers seven, including Ralph's life partner Rebecca and their four children, Taylor, Dylan, Carson and Spencer plus Cinco "the fifth child" Chocolate Lab.

Ralph graduated with a BS in Economics from University of the Pacific, Stockton, CA in 1981 and with an MBA from Harvard Business School in 1993.



Marcus East

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Marcus East is a digital technology and product leader with a passion for driving positive change through the use of technology — a love affair that started when he was taught to program in elementary school at the age of nine.

Since then, he has built a reputation for being a ‘creative technologist,’ someone who enjoys solving difficult problems in innovative ways, whether they are complex business challenges or life-changing social issues.

He has spent one half of his career working for top technology companies building world-class technology (Apple, Google & IBM) and the other half helping brands to harness the power of technology to drive business value — including Comic Relief, Marks and Spencer, and National Geographic.

Today he is SVP & Chief Digital Officer at T-Mobile USA, America’s supercharged “Un-carrier” delivering an advanced 4G LTE and transformative nationwide 5G network that offers reliable connectivity for all.

Marcus attended The Latymer Grammar School in London and subsequently read for an honors degree at the London Metropolitan University majoring in Management & Information Technology, and a Master’s in Management (major in Social Enterprise) from the University of Cambridge.

He is a Fellow of the BCS (British Computer Society) Chartered Institute for Information Technology (FBCS) and a Member of the Chartered Management Institute (MCMI). He is an Expert in Residence for the University of Oxford Foundry.

Before moving to the United States he was an elected councillor for the London Borough of Enfield, representing Chase Ward. Today, he lives in San Francisco with his wife and their cat, Cesaré and puppy, Bella. In his spare time, he enjoys watching soccer, building computers, investigating tech for social good, artificial intelligence and traveling to unusual and exotic places around the world.



Darrel Hackett

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Darrel Hackett has served as President, BMO Wealth Management – U.S. since 2014. In this role he leads BMO Financial Group’s private wealth management businesses in the United States, including BMO Private Bank, BMO Family Office and BMO Investment Services. The U.S. wealth management business accounts for over \$130 billion in AUM/AUA and provides the full complement of wealth management and family office services, delivered by a team of 1,000 professionals.

Darrel has held a variety of leadership roles since joining BMO in 2004. He formerly served as Senior Vice President & Head of North American Integrated Channels, where he was accountable for developing and executing BMO Financial Group’s multichannel strategy to optimize digital and physical distribution channel performance across North America. Other key roles include Senior Vice President & Head, US Business Banking; Regional President - Chicago Metro; and Head, Acquisition and Integration Group where he led the integration of 7 bank acquisitions.

Before joining BMO, Darrel was a management consultant at McKinsey & Company. During this time, he led strategic engagements with Fortune 500 companies, with an emphasis on Financial Institutions. Darrel also held a variety of roles at the General Electric Company and Eastman Chemical Company, where he began his career.

Darrel has a Masters of Business Administration (MBA) from Stanford University’s Graduate School of Business and a Bachelor of Science (Cum Laude) in Mechanical Engineering from the University of Tennessee, Knoxville.

Darrel serves as an independent board director for Glatfelter (NYSE: GLT), a global B2B engineered materials supplier. He also is on the board of directors of BMO Harris Bank N.A., the board that governs BMO Financial Group’s principal banking subsidiary in the United States. Darrel’s civic involvement includes serving on the Board of Directors for the Art Institute of Chicago, Rush University Medical Center, the Children First Fund (the Chicago Public Schools Foundation), and Chicago United. He is a member of the Commercial Club of Chicago (Membership Committee), Economic Club of Chicago, and the Executive Leadership Council. Some of Darrel’s recognitions include 2020 Champion of Change by Women In Capital Markets, 2018 and 2016 Savoy Magazine’s “100 Most Influential Blacks in Corporate America”, and 2009 Crain’s Chicago Business “40 Under 40”.



Joe Hurd

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Joe Hurd is an experienced public company board director and tech executive. Over 20 years, he has created value for high-growth digital/social media, technology, and consumer companies and helped disrupt the media, advertising, and insurance industries.

Joe is a Non-Executive Director of Trustpilot Group plc (LSE: TRST; Audit, Nominations, Trust & Transparency), and an Independent Director of SilverBox Engaged Merger Corp I (NASDAQ: SBEAU; Audit, Compensation). He spent three years as a Non-Executive Director of GoCo Group plc (Remuneration, Nominations) until its successful acquisition in March 2021. Joe is seeking additional opportunities to work with collaborative boards and engaged CEOs to increase enterprise value and grow global businesses.

Joe's broad experience, judgment and comfort with ambiguity have fueled his success in digital transformation, strategic growth through partnerships and M&A, international expansion, informed risk-taking, and balancing multiple stakeholder interests - critical elements of long-term shareholder returns. As an Operating Partner at SOSV, LLC, an \$850M early-stage venture fund, Joe works with the fund's top-performing life sciences and hardware CEOs to drive revenue growth, go-to-market strategy and partnerships. Previously, Joe focused on digital transformation across content distribution and brand advertising at two public companies: Gannett Broadcasting (NYSE: TGNA), where he transformed digital advertising across 46 TV stations and launched a new network, and Facebook (NASDAQ: FB), where he led end-to-end business planning for Facebook Video, Messenger and Marketplaces.

Joe's earlier career started after law school, clerking for a federal judge in Boston and practicing securities law in London at Linklaters. He then built business development teams in Japan and Australia for AOL/Time Warner before moving to Silicon Valley to lead international expansion at two venture-backed companies, Friendster and VideoEgg, where he owned the non-US P&Ls at both companies and ran global cross-functional teams across sales, business development, marketing, and product. In 2009, he joined the Obama Administration as a political appointee at the Commerce Department, where he implemented the National Export Initiative across 18 agencies and served on the White House Business Council.

Currently, he serves his community as a Trustee of Menlo College (Development) and the Computer History Museum (Audit). He is a Life Member of the Council on Foreign Relations (Membership, Co-Chair of the Diversity and Inclusion Subcommittee), the Trilateral Commission and the National Association of Corporate Directors.

Joe graduated from Harvard Law School (J.D.), Columbia University (Master of International Affairs), and Harvard College (A.B. cum laude, East Asian Studies / Government). He is a member of the New York Bar and a Solicitor of the Senior Courts of England and Wales. Married with one daughter (15), two sons (13 & 5) and one Cavachon (7 mo.), Joe enjoys running (15 mi/wk), traveling (50 states & 62 countries), and reading historical biographies (currently Say Nothing by P. R. Keefe).



Janice K. Jackson, EdD

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As the Chief Executive Officer of the Chicago Public Schools (CPS), **Dr. Janice K. Jackson** leads the nation's third largest school district. With over 16 years of executive experience, Dr. Jackson is a transformational leader with a documented history in improving academic success in urban school systems, new school design, leadership and organizational change. Dr. Jackson has extensive skills and expertise in organizational management, communications, crisis management, labor management and negotiations, risk management and mitigation. Adept in leading and managing through crisis and dynamic change, in 2018 Dr. Jackson led the first of its kind Enterprise Risk Management assessment for CPS leading to dramatic improvements in daily operations, audit reviews, public relations and overall performance.

Dr. Jackson is a 2007 Fellow of Leadership Greater Chicago. She serves on the boards of the Council of Great City Schools, Collaborative for Academic, Social, and Emotional Learning (CASEL), Junior Achievement and Thrive Chicago. In these roles, Dr. Jackson has served on several committees including Audit Committees, Recruitment and Selection Committees and a Volunteer Committee.

Dr. Jackson has strong operational experience as demonstrated in her role as CEO for CPS, she oversees a \$7 billion budget and manages the entire operations for an organization with over 45K employees. Jackson has negotiated several contracts with multi-labor unions totaling ~\$2B during her tenure. Dr. Jackson is a leader in innovation and possesses a gift for vision and strategy. Dr. Jackson created a progressive five-year strategic plan with ambitious organizational goals. As CEO, she has led several major enterprise information system overhauls to ensure efficiency, increase productivity and accountability while also protecting the organization by implementing the leading best practices in cybersecurity.

Most recently, Dr. Jackson worked in partnership with the City of Chicago, the Chicago Teachers Union, local elected officials, Chicago Department of Public Health, and a host of city agencies in response to the global pandemic. Dr. Jackson launched a comprehensive reopening framework that included health and safety protocols, remote learning guidelines, and support resources. Her collaborative efforts and forward-thinking has positioned the school district to navigate smartly through the human and educational challenges associated with the COVID-19 pandemic.

Dr. Jackson is a highly regarded public speaker and thought-leader in the field of education policy and leadership, testifying regarding the negative impact of gun violence and poverty on children's ability to learn on Capitol Hill. As district leader she has been hugely instrumental in advocating for evidence-based funding for CPS, and worked closely with elected officials to sign into law the landmark Evidence-Based Funding for the Student Success Act.

Prior to her recent executive roles, she founded and led two successful Chicago public high schools. She holds two degrees from Chicago State University and advanced degrees from University of Illinois at Chicago which include a Master's in Leadership and Administration and a Doctorate in Education in Policy Studies in Urban School Leadership.



Arthur P. Johnson, Jr.

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Arthur Johnson is a visionary leader with nearly 30 years of broad-based experience across a diverse set of corporate functions including Operations, Strategy, Mergers & Acquisitions, Alliances and Finance. He has a uniquely successful track record in hyper-growth companies (i.e. Twilio, Andreessen Horowitz) and large global multinational corporations (i.e. Cisco, Hewlett-Packard) with change-intensive environments where he leverages strategic problem-solving and partnership-building skills to drive lasting improvements and critical transformations. He has the intellectual agility to apply critical thought, creative problem solving and lateral thinking skills to many issues from providing strategic advice to sharing key insights on specific operational matters. Arthur has extensive knowledge of the technology industry including Software, APIs, Developers, SaaS, AI/ML, Collaboration, Big Data, Mobile, Security.

In his current position, Arthur is the Chief Strategy Officer at Pure Storage. In this role, he is chartered with driving the company's overall corporate strategy, M&A and strategic planning activities to accelerate the company's growth.

Prior to joining Pure Storage, Arthur was the Founding Vice President of Strategy, Corporate Development and Global Partnerships at Twilio. Arthur helped to craft Twilio's growth strategy from developer-first to enterprise GTM and expand beyond communication APIs. In addition Arthur led 5 successful acquisitions and developed partnerships with Facebook, Amazon and Microsoft (among several other companies).

Before joining Twilio, Arthur was an Operating Partner at Andreessen Horowitz where he advised over 40 high-growth portfolio companies on topics ranging from strategy, customer acquisition, growth & scaling, alliances and M&A (note: Twilio was part of Andreessen Horowitz's network programs).

Prior to joining Andreessen Horowitz, Arthur was the Chief Operating Officer for Cisco WebEx, a \$1B revenue division with over 3,000 employees. His responsibilities included leading the Big Data team, driving portfolio strategy, establishing a new sales & marketing strategy for SaaS, executing strategic business improvement initiatives, allocating and prioritizing G&A investments and developing governance and cadence (i.e. quarterly operating reviews, leadership staff meetings, strategy offsites, executive scorecards/metrics, etc.).

Other roles include Vice President, Corporate Development at Intuit and leading Hewlett Packard's Software Division's Strategic Planning group. Arthur began his career in investment banking at Goldman Sachs.

Arthur has also been an avid real estate investor since 2004. He now has 29 properties with 53 doors across New Mexico, Texas, Indiana and Wisconsin.

Arthur currently serves on the Board of Directors of Quick Base, Inc., a Vista Equity Partners owned company, and Genesys, a Hellman & Friedman and Primera owned company.

Arthur holds a Bachelor of Science from California State University, Los Angeles (where he was a scholarship athlete in baseball) and a Master of Business Administration from the Stanford Graduate School of Business.



Hugh Molotsi

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Hugh Molotsi is the founder and CEO of Ujama, a messaging platform for communities that makes it easy for people to help each other. Hugh is a seasoned product and technology leader with over 30 years of experience developing global solutions for small businesses and consumers. Hugh is an accomplished innovator and has helped launch several disruptive products. He has expertise in leadership development and digital transformation and has led diversity and inclusion initiatives.

Hugh had a 22-year career at Intuit where his last position was Engineering Fellow and Vice President of Innovation. During his Intuit tenure, Hugh worked on QuickBooks and several other small business offerings. Hugh led the launch of several new businesses at Intuit including QuickBooks Enterprise and Intuit Payments which deliver over \$1B in annual revenue today. In 2011, Hugh became the only recipient to date of Intuit's Founders Innovation Award for his contributions on Intuit Payments.

Among other achievements at Intuit, Hugh was an inaugural member of Intuit's Diversity Council leading to the formation of a dozen employee networks including Intuit's faith-based networks, where he was the executive sponsor. Hugh has been a dedicated supporter of early career development and helped develop Intuit's Rotational Development Program and has been an active recruiter. He served on North Carolina A&T's Engineering Advisory Board.

Hugh serves on the boards of Barloworld (BAW:SJ) and the Mozilla Corporation.

Hugh is the co-author of *The Intrapreneur's Journey*, a book on how to develop a culture of innovation at large companies. He is passionate about fostering grassroots innovation and giving voice to good ideas wherever those ideas may come from.

Hugh holds a Master of Science degree in Computer Engineering from Santa Clara University and a Bachelor of Science degree in Computer Engineering Technology from the University of Southern Mississippi. Hugh is also an American Leadership Forum senior fellow and a certified leadership development trainer.

Outside work, Hugh is committed to helping social entrepreneurs and underserved youth. Hugh serves on the board of Echoing Green, an organization that discovers and invests in emerging social entrepreneurs. He is past president of the Board of Directors of Fresh Lifelines for Youth (FLY), a nonprofit agency that runs programs for at-risk youth. At FLY, Hugh contributed to their strategy and organizational development as they grew from a \$1M to a \$4M agency.

Hugh is married to Michelle and is the proud father of two daughters. Hugh is a dual citizen of the United States and South Africa.



John Murray

Chairman of the Board

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John Murray is an operating executive and board member who helps organizations achieve transformational outcomes by adopting new technologies and processes, restructuring operations, and adding or shedding business units. He has led design and development for new software products and implementation at scale for 3rd party software. He has experience designing and implementing digital marketing programs to drive customer acquisition online and through sales organizations. He has managed global delivery organizations supporting 24x7 service mandates. He has been accountable for organization-wide information security, SOC compliance and Sarbanes-Oxley reporting requirements.

For the past ten years he has been a valued advisor to private equity investors supporting pre-acquisition due-diligence and developing strategies to achieve target exit multiples with predictable capital investments and minimal risk.

John is now the board chair for CreditIQ, a high-growth fintech software business delivering an end-to-end solution for online and in-store car sales. Prior to CreditIQ, John was the CEO of Paypro, a privately owned payroll and benefits company. On behalf of The Riverside Companies, John has served on the board of DentalPlans.com and as a board member and interim executive at Paradigm Tax Services. He was also an interim executive at N2Y.com. Earlier, John was the CIO of Assetmark (NYSE:AMK) and the CTO of Brigade Solutions. He began his career in investment banking at Credit Suisse and Stifel in New York and San Francisco.

John has a bachelor's degree in Finance from the Marshall School of Business at the University of Southern California and an MBA from the Haas School of Business at UC Berkeley. He has served on many non-profit boards and local and state-wide commissions by political appointment. He is married to Gail Covington, and they have two sons.



Christiane Pendarvis

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Christiane Pendarvis is a customer centric, global C-suite executive with over 25 years of experience leading direct-to-consumer and omni-channel retail businesses. Her career focus has been in retail merchandising and general management, running \$250M to \$1B operating businesses with Fortune 500 brands such as Old Navy and Victoria's Secret. Known for her ability to translate insights into business strategies, she has extensive strategic planning, assortment development, digital commerce and retail operations experience; and has driven large scale technology infrastructure projects including e-commerce re-platforms. Ms. Pendarvis approaches all her roles with compassion, humility and empathy, driving profitable growth and shareholder value by unlocking the power of people and diverse teams. She sits on Savage x Fenty's board of directors and Techstyle Fashion Group's 12-member Executive Committee.

Ms. Pendarvis is Co-President / Chief Merchandising and Design Officer for Savage x Fenty. Under her leadership, the company delivered 200% revenue growth in 2020 and successfully closed a \$115M Series B financing round in 2021. She is accountable for revenue, profit and customer retention and reports directly into the co-founders of Techstyle Fashion Group. Previously, Ms. Pendarvis was with FullBeauty Brands, a leading direct to consumer multi brand apparel company, where, as SVP E-commerce and Marketplaces, she had P&L responsibility for 80% of the company's \$800M in annual revenue. She drove rapid growth of the marketplace channel, doubling the business in less than two years. Her scope of experience is wide, having managed businesses across women's and men's apparel, intimate apparel, beauty, consumer electronics and consumer packaged goods.

Energized by high growth environments, Ms. Pendarvis also has experience in start-ups and mid-tier companies. She excels in helping brands, teams and individuals grow and succeed in the face of rapidly changing industry dynamics. She currently sits on the National Retail Federation's (NRF) Digital Council, the NRF NXT Conference Content Advisory Board, Women of Color in Retail board and was previously a member of the Salesforce Commerce Cloud's Client Advisory Board. She also has a long history of non-profit board service (National Black MBA Association Cincinnati Chapter, Dallas Symphony Orchestra and Episcopal Community Services of San Francisco).

Ms. Pendarvis earned a BA in Economics from Harvard University and an MBA from the Kenan-Flagler Business School at the University of North Carolina (Consortium for Graduate Study in Management fellowship program). She is passionate about increasing diversity and representation in the fashion industry and dedicates her time to mentoring women of color specifically. She currently resides in Los Angeles, CA with her husband and identical twin daughters.



Guy Primus

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Guy Primus is a technology executive with over 20 years of experience operating at the intersection of media and innovation. Throughout his career, Guy has demonstrated the ability to combine technology and popular culture to create aggressive organic growth for companies from early-stage startups to Fortune 100. He is also lead inventor on two patents in the digital media/Ad Tech space.

Guy currently serves as CEO and board member at Valence, a venture-backed company whose mission is to create new paths to success for Black professionals. Guy's vision for Valence helped secure investors including GGV, Silicon Valley Bank, and Softbank.

In addition to his board role at Valence, Guy serves on the boards of The Virtual Reality Company (VRC), and of Southern California Public Radio, where he is a member of the nominating & governance committee and chairperson of the strategic planning committee. Guy served as chairperson of the advisory board of Georgia Tech's top-ranked School of Industrial Engineering, and as a member of Georgia Tech's College of Engineering and President's advisory boards. Additionally, Guy serves as an advisor to growth-stage companies including Haptx, (haptic feedback gloves); Lasso, (performance compression apparel); and Blacksmith, an entertainment company with operations in artist management (Dave Chappelle, Vince Staples, Jay Versace), music recording (Capitol/Motown), and media production (Sonos, Viacom). Guy is also co-founder of The Board Challenge, a movement that aims to improve the representation of Black directors in boardrooms.

As CEO of VRC, Guy led the creation of Jurassic World VR Expedition, an experience released through Dave & Buster's, where it became the most successful attraction launch in the company's 38-year history. D&B share price increased 33% on announcement of the release of the Jurassic experience, and 59% (cumulative) on announcement of quarterly results. VRC also partnered with Apple to showcase Augmented Reality through VRC's Follow Me Dragon app, which was part of the iPhone X launch and featured in Apple stores nationwide before being named "Best of 2017" by Apple. Guy's other notable projects include the Starbucks/Apple "Pick of the Week" program, then iTunes' largest customer acquisition program, and The Scenario, an experience developed for Sprite that established the framework for Microsoft's music-based advertising. He was also part of the founding team of Sean "Diddy" Combs' marketing agency, Blue Flame, where he led strategic marketing.

Guy was recognized by Black Enterprise as one of the most influential Blacks in technology, and is an Ebony Power 100 honoree. Guy holds BS and MS degrees in Industrial Engineering from Georgia Tech, and an MBA from Harvard Business School. A native of Pittsburgh, Guy resides in Los Angeles' View Park community, the largest district in the U.S. designated for its association with African American history.



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Lo Toney is the Founding Managing Partner of Plexo Capital, which he incubated and spun out from GV (Google Ventures), based on a strategy to increase access to early-stage deal flow. Plexo Capital invests in emerging seed-stage VCs and invests directly into companies sourced from the portfolios of VCs where Plexo Capital has an investment. Investors in Plexo Capital include Alphabet (holding company of Google), Intel Capital, Cisco Investment, the Royal Bank of Canada, Kapor Capital, the Hampton University Endowment (Cambridge Associates client), the Ford Foundation, family offices, and technology executives.

Prior to founding Plexo Capital, Lo was a Partner on the investing team at GV, where he focused on marketplaces, mobile, and consumer products. Before GV, Lo was a Partner with Comcast Ventures, leading the Catalyst Fund and worked with the main fund focusing on mobile messaging marketplaces.

He also worked with Zynga as the GM of Zynga Poker with full P+L responsibility For Zynga's largest franchise at the time. During his leadership, web bookings increased by over 150% with margin expansion. Lo has also held executive roles with Nike + eBay as a startup funded by top tier investors.

Lo received his M.B.A from the Haas School of Business (University of California at Berkeley), where he completed the Management of Technology program, a joint curriculum program with the College of Engineering. Lo received his B.S from Hampton University in Virginia.



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Issac Vaughn is a Board Director and Senior Executive with 20+ years of experience working for, investing in, and advising high-growth technology companies. He is recognized as a natural leader who ascends organizations quickly based on his ability to deliver results and effectively lead and manage multiple teams and functions.

Issac currently serves as the Chief Operating Officer of Zenefits, a leading provider of HR, Payroll and Benefits Administration software to small and medium sized businesses. Before joining Zenefits, Issac served in various senior executive roles at Ooyala, a company that provided video workflow management systems to enterprises. The roles he served in included General Counsel, SVP Corporate Development, and CEO.

Prior to Ooyala, Issac was a founding partner of Bennu Venture Group, a stage-agnostic venture capital firm that invests in disruptive and rapidly growing enterprises. Earlier in his career, Issac was a partner at Wilson Sonsini Goodrich & Rosati, where he practiced for 14 years in this renowned law firm that has represented the technology pioneers associated with virtually every milestone innovation.

Issac currently serves on several non-profit and a for-profit board, including All Stars Helping Kids, the Silicon Valley Community Foundation and RocketLawyer.



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Paul J. Walsh is a leader in the technology space with more than 20 years of experience in both scale and scope with some of the most respected tech brands in the industry including Lenovo, Visa, Dell, Amazon, and Microsoft. He has C-Suite appointments in multiple companies with greater than \$50Bn in revenue. Walsh is dedicated to delivering on digital transformation and driving outcomes through richer customer experience, greater asset reliability, lower operating costs, reduction in risk, and acceleration in operational performance. Paul brings a strong commercial, technology, infosec, cybersecurity and digital pedigree; he is a strategic thinker with an omnichannel, customer centric approach and is a respected leader in my field, with experience of growth and transformation.

As SVP and Global Chief Digital Officer (CDO) with Lenovo, a \$51Bn in revenue. Paul was responsible for definition and delivery of five specific themes, firstly, enabling business innovation by defining new business offerings, delivery models, and ecosystem partners. Second, building the technical stack to engage customers and partners with more intelligent, data-driven, contextually relevant interactions with Lenovo. Third, delivery of the digital operations to make Lenovo's supply chain and manufacturing more efficient and achieve more accuracy in Lenovo's data and financials. Fourth, empowering Lenovo's employees with more self-service tools and digitized training opportunities - evolving the way Lenovo works, from the factory floor linear process to a much more collaborative model that extends across business units and geographies. Finally, the definition and delivery of solid digital foundation—the right infrastructure and data sources, models, and governance.

Walsh also served as the Global Chief Information Officer (CIO) at Dell. As Dell CIO, Walsh was the steward of a \$1.2Bn budget, transforming Dell IT, to move beyond just operations and infrastructure, to become a valued part of the business creating and sustaining value through simple, agile and innovative solutions. His role at Dell drove profitable growth, effective transition, and predictive delivery through a four-part strategy; 1) Unified Omnichannel Commerce Journey, 2) Back-office Standardization, 3) Infrastructure efficiency, and 4) Organization effectiveness. Under his leadership, his team grew Dell's Online properties to north of \$15.7 billion in 2015 web sales, No. 3 in the Internet Retailer 2016 Top 500.

Paul served Senior Vice President, Platform Strategy & Innovation for Visa Inc., responsible for leading Visa's transformation to an open platform initiative. In this role, Walsh oversaw the definition, delivery and operations of the Visa Platform that provides open access to Visa technology, products and services and allows developers at merchants, financial institutions, technology companies and startups in over 200 countries to build unique commerce experiences. In 2018, this platform has had tens of thousands of applications built on it and the API usage has increased by north of 15,000%.

Thank You!



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