

2016

Making an Impact

By the Numbers

Increasing the Number of Women in
Executive Leadership and on Corporate Boards

ONTM
BOARD

President's Message



OnBoard Members, Advocates, and Friends,

Last year, we introduced you to the Power of 3 – the idea that when three or more women serve on a corporate board and make up at least 25% of the board, it results in a critical mass that shifts the board dynamic. We are pleased to report that since last year, five more Georgia public companies have joined the ranks of boards reflecting the Power of 3. We are also pleased to report for the first time that 60% of Georgia public companies now have at least one woman on their board. When we first started our annual study 24 years ago, that number was only 27%. We believe that we are gaining momentum, but we also know we have a long way to go.

OnBoard is dedicated to making a greater impact on the number of women in executive leadership and on boards of directors by focusing on three strategic pillars: Advocate, Inspire and Connect. This year, we are expanding beyond OnBoard's traditional annual study report to also provide you with a broader picture of OnBoard – our impact, progress, and programs. We understand that the value of OnBoard comes not only by creating a benchmark for measuring progress through our annual study, but also in the active role we play in driving the mission. We hope that this report provides you with a better understanding of OnBoard's initiatives and programs, as well as the impact we're making.

If you, whether as an individual or as a representative of a company, would like to discuss our efforts or participate in one of our programs, I encourage you to contact me at president@onboardnow.org or (404) 881-4940. As research has consistently proven, it is a business imperative to increase the number of women in executive leadership and on corporate boards. Please join us in that effort.

Sarah Ernst
OnBoard Inc. President

By the Numbers

OnBoard Impact | By the Numbers



Georgia Public Company | By the Numbers | 2016

GEORGIA PUBLIC COMPANY BOARD SEATS HELD BY WOMEN

12.9%

UP FROM 12.1% IN 2015

WOMEN OF COLOR BOARD MEMBERS IN GEORGIA PUBLIC COMPANIES

2.2%

SAME AS 2.2% IN 2015

WOMEN EXECUTIVE OFFICERS IN GEORGIA PUBLIC COMPANIES

12.1%

DOWN FROM 12.4% IN 2015

GEORGIA PUBLIC COMPANIES WITH WOMEN ON THEIR BOARDS

60%

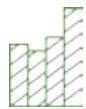
UP FROM 56% IN 2015

Programs and Initiatives



Get On Board!

Finding candidates is said to be one of the major barriers companies face in increasing representation of women on their boards. This exclusive, invitation-only event is designed to connect board-ready women to companies who are looking for female representation on their boards.



Track Progress

Our annual study, published consistently since 1993, tracks the trends of women on Georgia public company boards and in executive leadership. The often-cited study was the first of its kind.



Next OnBoard

As an OnBoard affinity group, Next OnBoard provides early-career professionals the opportunity to connect with senior executive women and men interested in OnBoard's mission, learn about board governance, and expand their professional networks.



Prepare Women for Board Candidacy

The OnBoard Development Group (OBDG) helps executive women rapidly accelerate their development as candidates for directors of for-profit companies. The six-month program helps them articulate their value, raise visibility, and take action on their own behalf.



Educate and Connect

OnBoard offers 6-8 stellar events each year with knowledgeable speakers, executives, leaders, and board members who inform but also provoke our thinking. OnBoard also holds networking receptions that make connecting informally to a deep and broad network of women and men easy and rewarding.



Recognize Achievement

OnBoard's Lettie Pate Whitehead Evans Award recognizes one woman each year who is an exemplar of outstanding board service. OnBoard's Executive Leadership Honor Roll recognizes up to three women executives, each of whom plays a significant role in her organization, is a role model for others, and is a likely future candidate for corporate board service.



A Matching Service for Companies and Qualified Women

Our matching service speeds the introduction of qualified women to companies seeking a new director. OnBoard connects a company with women who meet the specific qualifications for the given company.



Collaborate at a National Level

The InterOrganization Network (ION) is an alliance of 12 prestigious women's business organizations across the U.S. combining efforts to help advance women to boards of directors and executive suites. ION gives OnBoard a national voice, a network to broaden advocacy efforts, an expanded pool of qualified candidates to recommend to companies, and the ability to combine resources to achieve the common goal. OnBoard is a founding member of ION. (ionwomen.org)

Our Strategies

ADVOCATE

OnBoard raises awareness of women's under-representation on corporate boards and in executive leadership. We provide a means for women and men who support this mission to use their collective influence to make a difference in the gender diversity of boards.

INSPIRE

OnBoard uses inspiration as a powerful tool in motivating people to achieve what they thought they could not. We present successful examples through speakers and award recipients. And, for early career professionals in Next OnBoard, we provide mentors.

CONNECT

OnBoard is one of the few organizations that provides the types of informed, influential, and committed activities and relationships for those interested in increasing the number of women in executive leadership and board seats. Those participating with us expand their networks through connecting with peers who share their interests in business and in expanding diversity at the executive and board levels.

Mission:

Increasing the Number of Women in Executive Leadership
and on Corporate Boards

Advocates List 2016-2017

Women and men who have accepted the invitation to financially support OnBoard at a leadership level because they are passionate about our mission.

Cathy Callaway Adams EVP & COO Federal Home Loan Bank Atlanta	Kristin R. Adams Executive Vice President Aon Risk Services South	Maryam Alavi Dean Georgia Tech Scheller College of Business	Peggy Allumbaugh Retired Partner Deloitte	Andrea Arena CEO Time Squared Concierge, LLC	Claire (Yum) Lewis Arnold CEO Leapfrog Services, Inc.	Jim Balkcom Lead Director State Bank Financial Corporation
Michael Baroody Partner Harvard Group International	Kelly Barrett Senior Vice President, Home Services The Home Depot	Susan R. Bell Partner Ernst & Young LLP	Tim Bentsen Director Synovus Financial Corp.	Kathy T. Betty Director Aaron's Inc.	Becky Blalock Managing Partner Advisory Capital	Susan L. Boehlke
L. Celeste Bottorff Hire Dynamics	Wayne N. Bradley Partner Dentons	Rosalind G. Brewer President & CEO Sam's Club	Martha Finn Brooks Director Jabil Circuit Inc.	Janine Brown Partner Alston & Bird LLP	Suzanne E. Burks President The Burks Companies, Inc.	Elizabeth Camp Corporate Board Member
Ann-Marie Campbell EVP US Stores The Home Depot	Laurie J. Champion Managing Director Aon	Lea Clingman Vice President Opentext	Shan Cooper Chief Supply Chain and Technology Officer WestRock Company	Karen Robinson Cope NanoLumens	Frank Dalton Partner Fulcrum Equity Partners	Nancy D'Amico SVP and CIO LeasePlan
Steven Deaton Executive Vice President State Bank & Trust Company	Juliet Denise Consultant FranNet	Neeti Dewan, CPA Managing Director KPMG LLP	Constance Dierickx, PhD Founder/President CD Consulting Group	Michael Dierickx, CFP® Financial Advisor Lincoln Financial Advisors	Khristi Doss Driver Compliance & Concerns Director Southern Nuclear Operating Company	Roxanne Douglas Chief Counsel McKesson Corporation
Bonita Dozier, MD Peachtree Women's Specialists, PC	Sandra P. Edwards VP, Wealth Management Advisor Merrill Lynch	Cassie Elder Managing Partner DataCraft Partners	Jane Elliott EVP and Chief Administrative Officer Global Payments Inc.	Sarah Ernst Partner Alston & Bird LLP	Lee Esler Partner Spencer Stuart	Joe Evans Chairman and CEO State Bank Financial Corporation
Howard Feinsand	Dave Ferguson Retired CEO WalMart Europe	Ellyn W. Foltz Founder FlexExec LLC	Zora R. Foote	Mary Ford Director, Sales Strategy and Operations SecureWorks	Dr. Rutledge Forney Dermatology Affiliates	Shirley C. Franklin
David L. Gamsey Chief Financial Officer & EVP First Advantage Corporation	Kelly Gay CEO & Board Member	Heather Generes SVP and SMO, International Equifax	Bonnie-Jeanne Gerety CFO North Plains LLC	Julie Gerlach Managing Director KPMG LLP	Beth Gibbs General Counsel The Woodruff Arts Center	Mary C. Gill Partner Alston & Bird LLP
Stephanie Hall Partner Aon Hewitt	Nancy D. Halwig Senior Vice President PNC Bank	Richard Hays Partner Alston & Bird LLP	Virginia Hepner Director, State Bank & Trust Company & Oxford Industries, Inc. CEO, The Woodruff Arts Center	Meredith Hodges VP, Human Resources & External Affairs Gas South	Charles T. Huddleston Of Counsel Nelson Mullins Riley & Scarborough LLP	Tammy Hunter Partner KPMG LLP
Cheri Husney Executive Director KPMG LLP	Rebecca Johnson Principal Extend Marketing	Terri Jondahl CEO CAB Incorporated	Terrie Jones Partner AGSI	Trish Jones Principal eMentorConnect LLC	John Jordak Partner Alston & Bird LLP	Robbin Jorgensen, CPCC, PCC Founder and CEO Women Igniting Change

Tasia T. Katapodis Regional President United Community Bank	James Y. Kerr, II Executive Vice President, General Counsel, Chief Compliance Officer Southern Company	Linda A. Klein Senior Managing Shareholder Baker, Donelson, Bearman, Caldwell & Berkowitz, PC	Josh Kohnstamm President/CEO Kohnstamm Communications	Danica Kombol CEO Everywhere Agency	Nancy Kumar Lead Attorney Georgia Power
Lisa LaFave President, Enterprise Account Sales UPS®	Fran H. Levine, CFP® CRPC® Vice President Morgan Stanley Wealth Management	Helene Lollis CEO Pathbuilders, Inc.	Jeanne Mandoza VP Finance for Marketing UPS®	Erica V. Mason Co-Chair Hispanic National Bar Association Latina Commission	Cynthia Masters Principal CMastersHealth
Cheryl McAfee, LEED AP BD+C CEO McAfee3 Architects, Inc.	Mary McCoy Partner McCoy Advisory LLC	Scott McCune Founder McCune Ventures	Myra McElhaney Speaker/Author	Ann-Marie McGaughey Partner Dentons	Milford McGuirt Office Managing Partner KPMG LLP
Teri McMahon Partner Alston & Bird LLP	Amy W. Medendorp Board Member Piedmont Healthcare	Heather Miller VP Global IT Strategy InterContinental Hotels Group (IHG)	Hala Moddelmog President and CEO Metro Atlanta Chamber	Katherine D. Morris Partner Morris Consulting	Jeffrey Neppi Partner The Koblenz Group
Susan Nethero Managing Director GoldenSeeds Angel Investments for Women	Joan Netzel Board Member Financial Executives International, Atlanta	Judi North Corporate Board Member	Sarah O'Brien	Ann O'Connell Board Member BPV Family of Funds	Barbara J. O'Connell Vice President & Associate General Counsel Southwire Company, LLC
Shannon Offen Director SunTrust Robinson Humphrey	Elba Pareja-Gallagher Founder ShowMe50.org	Jackie Parker President, GM Foundation; Director, GM Global Philanthropy and Corporate Giving General Motors	Zach Parker President DLH Corp	Laura Patterson Vice President and Chief Audit Executive Southern Company	Suzanne D. Patterson Retired Controller, Chief Accounting Officer Coca-Cola Enterprises
Stefanie Paulos VP Strategic Initiatives The Coca-Cola Company	Ryanne Pennington Senior Associate Jones Lang LaSalle	Sloane Perras Chief Legal Officer The Krystal Company & On The Border Mexican Grill & Cantina	Rachel Perry Regional Managing Director Aon Risk Solutions	Alison Rand EVP and CFO Primerica, Inc.	Sheila Ray Chief Financial Officer State Bank & Trust Company
Jina Sanone Managing Director Delta Air Lines, Inc.	Joellyn Sargent CEO Claravon Group LLC.	Michele Sarkisian President P3 Advisors, LLC	Mike Schall Managing Director Schall Consulting Group, Inc.	Beth P. Schiavo Chief Financial Officer Managing Director North Highland Worldwide Consulting	Deborah Schwartz Griffin Founder/CEO DSG & Associates, LLC
Veronica Sheehan Founder and Principal OCNavigators, LLC	Susan Spencer Shareholder Carlton Fields Jordan Burt, P.A.	Christine St. Clare Founder & President, St. Clare Advisors, LLC (retired KPMG Partner)	Ricky Steele Chief Executive Officer Steele Technology Partners	Mimi Thigpen Director AchieveIT	Lisa Bigazzi Tilt President Full Tilt Consulting
Annette Tirabasso Managing Partner Tirabasso Transformation Group	Lyn Turknett Turknett Leadership Group	Steven Voorhees CEO WestRock	Kathy Waller EVP and CFO The Coca-Cola Company	Kathleen A. Walters Executive Vice President - Consumer Products Group Georgia-Pacific	Charmaine Ward Director, Community Affairs Georgia-Pacific
Liz Ward Chief Marketing Officer United Way of Greater Atlanta	Jodi Weintraub SVP of Human Resources Vesta Corporation	Ken Welch Advisory Global Head of Sales and Strategic Pursuits KPMG LLP	Rona L. Wells President Wells Holdings	Linda Welty Board Director	Kerry Wenzel Alston & Bird LLP
Amy Whitley Vice President (retired) UPS®	Michelle A. Williams Partner Alston & Bird LLP	Phoebe A. Wood Principal CompaniesWood	Jam Yap Assurance Senior Manager BDO USA, LLP		

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GP
Georgia-Pacific

"Such a very small percentage of people running companies and on boards are women and there is so much sophisticated talent sitting by the wayside. We should not be leaving so much talent behind."

Hala Modellmog
Metro Atlanta Chamber of Commerce

"You really do an awesome job on (OBDG)... What a wonderful service you are providing for aspiring women board members. "

Terri Jondahl
CAB Incorporated

"OnBoard attracts a cross-section of business leaders. There is a culture of continuous improvement and they keep C-Suite executives up to speed."

Zach Parker
DLH Holdings

"I would not have had the opportunity for my recent board seat without OnBoard. "

Becky Blalock
Aspen Aerogels Inc.

Contact OnBoard

OnBoard, Inc.
PO Box 550627
Atlanta, GA 30355
Tel. 770-489-6689
Fax. 770-726-4635

Learn more at OnBoardNow.org

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