

OHIO DIVERSITY COUNCIL PRESENTS



WHEN WOMEN SUCCEED, AMERICA SUCCEEDS

Thursday, May 30, 2013

University of Cincinnati
Cincinnati, Ohio

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WELCOME FROM THE NATIONAL DIVERSITY COUNCIL



DENNIS KENNEDY
Founder & CEO, National Diversity Council

Greetings,

I would like to welcome you to the Fourth Annual Ohio Women's Conference. This year's theme is "When Women Succeed, America Succeeds." Our goal is to not only focus on the achievement of women in leadership positions, but to discuss the challenges they've overcome and the opportunities they've capitalized on in order to be successful. As we move toward the future, it is clear that women will be a cornerstone to how successful business is conducted. It is my hope that the Ohio Women's Conference can be a place for women to learn essential skills necessary to achieve greatness. The conference is a statewide event focusing on professional development, community, networking, entrepreneurship and women's health. This event gives women a tremendous opportunity to grow, develop, learn and make connections. Additionally, the conference lends itself to be a statewide dialogue for Women in Ohio.

Each community is unique. Creating dialogue that is centered on diversity and inclusion is both healthy and important to issues specific to the Cincinnati community. I would like to thank our Board members and sponsors for their support. I would also like to thank our speakers who have provided their insight and wisdom so our audience can leave equipped to succeed.

Sincerely,

A handwritten signature in black ink that reads "D. Kennedy". The signature is fluid and cursive.

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DENISE STUMP
*Executive Vice President- Global
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WELCOME FROM THE CHAIR

Welcome to the 4th Annual Ohio Conference for Women!

On behalf of the Conference organizers, committees and volunteers, we proudly present one of the most dynamic events of the year – the Fourth Annual Ohio Women’s Conference. This year’s theme is “When Women Succeed, America Succeeds!”

The mission and purpose of the Ohio Conference is to advance and empower women. We do this by addressing social, cultural, economic and political challenges that women experience through an engaging and interactive agenda.

In order to deliver on the promise of this conference, the agenda is designed around three key characteristics:

- Empowerment through relevant information and practical ideas
- Motivation through lively and unique interactions and experiences
- Inspiration and growth through opportunities for self reflection

Whether your goal is to build your network, impact your community, achieve work-life balance, advance your career, improve your health, or market yourself, the Ohio Women’s Conference will provide you with the inspiration, information, connection and motivation you need to write your next chapter.

Again Welcome!

Sincerely,



KARINA KOGAN
Manager, Workforce Solutions
University of Phoenix
Chair of Ohio Women’s Conference

KEYNOTE SPEAKER



HEATHER WHALING

President, Geben Communication

As president of Geben Communication, Heather leads new business development, client relations and strategic planning for the firm. Plus, she is heavily involved in implementation, helping clients integrate traditional and digital PR strategies to excel in today's social world.

An avid Twitter user, Heather can trace 75% of Geben's business back to relationships that began online. This ability to turn social networking into business outcomes has helped Geben evolve into a highly respected, sought-after, award-winning PR firm. In addition to helping clients secure coverage in a range of high-profile media outlets – from the New York Times and Wall Street Journal ... to Huffington Post and TechCrunch – Heather has been quoted in Inc.com, Entrepreneur and BusinessWeek about technology's impact on communication and business.

Heather was selected as one of Columbus Business First's "Forty Under 40" and named one of Columbus's top 10 entrepreneurs by The Metropreneur. In addition to authoring her own public-relations blog (www.prTini.com), Heather contributes a monthly column on digital PR and social media to Mashable and AmericanExpress Open Forum. She also co-moderates the popular PR 2.0 chat (#pr20chat on Twitter), a weekly live discussion exploring social media trends and best practices.

Heather was one of five women bloggers to join Fairwinds Trading and Macy's in Haiti in March, 2010 to learn about the "Heart of Haiti" economic development initiative. She was also one of three social media correspondents selected by Outback Steakhouse to document the 2012 Outback Bowl via social media.

MISTRESS OF CEREMONY



LA FERN K. BATIE, MBA, SPHR
Business Strategist, Executive Coach

LaFern Batie, MBA is the CEO of The Batie Group, LLC, a business consulting and leadership development firm serving organizations around the globe. With extensive Fortune 500 corporate leadership experience and widely recognized expertise, LaFern works with international organizations and leaders across diverse industries to maximize their collective and individual performance. Business leaders rave about her high business acumen, ability to quickly connect with teams, thorough and efficient approach to identifying challenges and commitment to helping them achieve results that exceed their expectations. She designs and facilitates leadership development and learning seminars, as well as organizational effectiveness and personal skills enhancement initiatives.

Drawing from her community and corporate learning experiences, LaFern developed comprehensive, powerful and practical programs for business owners, leaders and professionals that transformed their path to extraordinary performance. From strategic planning and execution, to organizational development and effectiveness, LaFern is committed to helping businesses clarify, plan and achieve optimal success.

For the past 25 years, LaFern has partnered with global corporations and civic organizations to deliver tangible results in the most challenging circumstances. As a business strategist, executive coach, professional speaker and author, she launched her own company in order to partner with a broader range of organizations seeking to improve their operations, sustainability, client attraction and retention and profitability.

As a well-known and highly regarded business leader, LaFern's vast professional experiences include accounting, operations management and human resources leadership. A member of the National Speakers Association and the International Coach Federation, LaFern serves in various leadership roles within business, professional and community organizations. She earned a Bachelor of Science degree in Accounting from Salisbury University, a Master of Business Administration from the University of Maryland and is a certified Senior Professional in Human Resources. Her professional corporate coach training was obtained from Coach University, the Lore Institute and the CaPP Institute.

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MARY BRANDSTETTER
Chief Executive Officer
TAC Enterprises



LARA FORSMAN
Senior Vice President of
Operations
RockBridge Capital



SHARON SOBOL JORDAN
President and CEO
The Centers (for Families
and Children)



ELOISE BRONER
President & Chief
Executive Officer
Good Samaritan Hospital



SHARON FULOP
Partner
Shumaker, Loop &
Kendrick, LLP



MARY ANNE STANGBY
Sr. Vice President &
General Manager,
Sears Optical
Luxottica



ALFREDA BROWN
Vice President of
Diversity, Equity
and Inclusion
Kent State University



BETH NAYLOR
Partner
Frost Brown Todd LLC



DEVENA STEWART
Business Manager
Varo Engineers, Inc.



KAREN CARNAHAN
President & COO,
Document Management
Cintas Corporation



DEBORAH READ
Managing Partner
Thompson Hine LLP



ROBIN THROCKMORTON
President
strategic HR, inc.



MISSY CRAIG
Sr. Director, Regional
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Sam's Club in the
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AUDREY DAVIS
Chief General Counsel
Cuyahoga Metropolitan
Housing Authority



CATHY SHANKLIN
Executive Director
Dayton Area Dialogue On Race
Relations



DARLENE WHITE
Deputy Director
Cuyahoga County
Department of Law



TRACI DUNN
SVP, Inclusion, Talent
and Organizational
Effectiveness Director
Huntington Bank

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AMY BRADY - *CIO, KeyBank*

Amy G. Brady is Key's Chief Information Officer, leading Key Enterprise Technology and Enterprise Operations functions. She also serves on the company's Executive Leadership Team.

Previous to joining Key, Brady served as Chief Information Officer, Enterprise Technology and Operations, at Bank of America. In this CIO role, Brady was accountable for technology and operations delivery to critical enterprise functions including Finance, Risk, Human Resources, Marketing, Legal and Audit. She was accountable for ensuring application performance, availability and currency as well as building and driving technology strategies and roadmaps to enable these enterprise functions. In addition, Brady's organization was responsible for managing priority initiatives and ensuring effective design, improvement and implementation across people, process and technology change.

Brady has 25 years of experience in financial services, holding various leadership roles in Global Technology & Operations and Consumer and Small Business Banking at Bank of America. Brady began her career with Bank of America in 1987 as a banking center manager and, over the next decade, expanded into a variety of positions of increasing leadership accountability and scope within the retail bank. After shifting from the retail bank to Bank of America's Global Technology and Operations division, Brady held a variety of technology leadership positions including accountability for Production Support, build-out and management of the Enterprise Testing facility and leadership of Software Engineering Performance and Enterprise Release Management. Brady also held the role of Customer Experience and Operations executive for Bank of America's Consumer and Small Business Bank Technology team. In another role, Brady directed an innovative research and development program that designed and tested products, services and delivery methods that significantly enhanced the customer experience.

Brady is active in professional associations as well as her community. She has served on the Executive Board of the Metro Atlanta YMCA, sits on the National Center for Women & Information Technology Board. She was a 2009 winner of the Women of the Year in Technology Award in Atlanta and a finalist for the Georgia CIO of the Year Award in 2011.

Brady received a Bachelor of Arts degree in Psychology and Music from Rollins College in Winter Park, Fla.



MARY BRANDSTETTER - *Chief Executive Officer, TAC Enterprises*

Mary C. Brandstetter is Chief Executive Officer, TAC Industries, Inc., Springfield, Ohio, a nonprofit organization that provides life skills, meaningful employment and housing connections to enhance the lives of over 300 people with disabilities. Ms. Brandstetter was selected by the TAC Board of Directors in 2011 to lead the diverse company to heightened mission fulfillment through the expansion of services, jobs and products.

Ms. Brandstetter brings over 30 years of experience with individuals with disabilities. She began her career at Ohio Valley Goodwill Industries, Cincinnati, Ohio, as a Work Evaluator/Work Adjustment Counselor for individuals with disabilities. A year later, Ms. Brandstetter joined the Clark County Board of Developmental Disabilities where she held a variety of positions from Vocational Evaluator to Director of Adult Services. TAC Industries, Inc. was established as a nonprofit during her early tenure with the Board of DD to carry out the contract business which employed individuals with disabilities. Ms. Brandstetter developed and later refined the non-profit policies and procedures which governed its' operation. Additionally, Ms. Brandstetter laid the groundwork for TAC Industries to attain national accreditation for its services and supports.

As Director of Adult Services for the Clark County Board of Developmental Disability Services, Ms. Brandstetter managed the transition of TAC Industries, Inc. from a component of the Board of DD to a stand-alone non-profit entity.

Ms. Brandstetter served as a Division Manager for the Montgomery County Board of Developmental Disabilities from July, 2010, through August, 2011.

Education

1976 Bachelor of Science in Social Work/Criminal Justice, University of Cincinnati
1981 Masters of Rehabilitation Counseling, Wright State University

2013 GLASS CEILING AWARD WINNERS



ELOISE BRONER - *President & Chief Executive Officer, Good Samaritan Hospital*

Eloise Broner was named as the president and chief executive officer (CEO) at Good Samaritan Hospital in June 2012. Since 2008, she had served as chief operating officer for the hospital.

With more than 20 years of executive healthcare experience, she has held leadership positions at PHP, including vice president of operations at Miami Valley Hospital for 17 years and as the chief purchasing officer for the Premier Health system.

A fellow of the American College of Healthcare Executives (ACHE), Eloise received her bachelor's degree from Indiana University (Bloomington, Indiana) and her master's degree in Public Health from Meharry Medical College (Nashville, Tenn.).

Eloise has served on various community and county boards and is currently a Wright State University board member.

In 2009 Eloise was recognized as one of Dayton's Ten Top Women, Dayton's Top 10 African American Women and was a finalist for the Stevie Awards for Women in Business.

Eloise lives in the Dayton area with her husband and two daughters.



ALFREDA BROWN - *Vice President of Diversity, Equity and Inclusion, Kent State University*

In the fall of 2009, Dr. Alfreda Brown was appointed as the first vice president for the division of diversity, equity and inclusion for Kent State University. The new division was created as an integral part of the excellence agenda at Kent. Its mission is to promote diversity, equity and inclusion across all eight Kent State campuses. Dr. Brown joined Kent State after serving 21 years in various positions at Rochester Institute of Technology including Chair of the Commission for Promoting Pluralism, Assistant Dean and Interim Chief Diversity Officer. She served as a senior staff member to the institution's president to implement and coordinate efforts that led toward a multicultural and inclusive campus.

Alfreda's experience ranges from grassroots mentoring of individuals and underrepresented groups to teaching classes abroad, and leading university and community wide diversity initiatives. She is a strong advocate for strategic planning and results-oriented assessments to facilitate fact-based decision making and the continuous improvement of diversity initiatives. Alfreda currently serves on the Steering Committee for Black Women's Leadership Forum (Rochester New York), The Board of Trustees for Our Lady of the Elms, (Akron, OH), a member of the Strategic Planning Committee for the Kent School Board, and a member of The League of Women Voters in Kent, OH. Alfreda is also an Institutional Representative for the American Council on Education, Ohio Women's Network (ACE/OWN).

Alfreda has responsibility for the executive leadership and management of Kent State University's diversity and inclusion matters, leading strategic diversity planning for the university and ensuring successful implementation of related policies, programs, and projects. Dr. Brown holds a bachelor's degree from Roberts Wesleyan College, a master's degree from Rochester Institute of Technology and a doctorate degree from Nova Southeastern University.

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KAREN CARNAHAN - *President & COO, Document Management, Cintas Corporation*

In her role as President and Chief Operating Officer of the Document Management Division, Karen has a team of 2,000 employee-partners, in over 90 locations throughout North America. During her 33 years at Cintas, Karen has held the positions of Vice President and Treasurer, and Vice President of Corporate Development (Mergers and Acquisitions). In 2008, Karen assumed the role of President & COO of the Document Management Division, which includes Document Destruction and Document Storage and Imaging solutions to more than 200,000 Customers.

Karen holds a Bachelor of Science in Business Administration from The Ohio State University (Columbus, Ohio). She has received numerous awards, such as the Cintas Excalibur Award. The purpose of this award is to recognize excellence in attitude, performance, and loyalty. Karen has also received numerous community awards including the 2009 YWCA Career Woman of Achievement, and being named the 2008 Woman of Excellence by the West Chester (OH) Chamber Alliance.

Karen has a passion and commitment for philanthropy in the local community. She and her family are proud to be a Founding Family of the Community Foundation of West Chester / Liberty, (CFWCL) which seeks to carry on the works of charitable giving and improve the quality of life in the West Chester / Liberty area. Karen was also a founding member of the Women's Giving Circle of the CFWCL.

Karen is very dedicated to her work and to employee-partners and spends many hours mentoring men and women to help them succeed. From joining the company as a staff accountant in 1979 to becoming President & COO of the Document Management Division, Karen has dedicated her life along the way to serving others at work and in the community.



MISSY CRAIG - *Sr. Director, Regional General Manager, Sam's Club in the Mid-Atlantic region*

Missy Craig currently serves as Sr. Director, Regional General Manager for Sam's Club in the Mid Atlantic region. She manages 44 Sam's Clubs with more than 7,000 associates and generates multi-billion sales annually. Missy began her career with Walmart in 1995 as an hourly associate in Walmart Store 1354, Washington, NC. Throughout her 17 year career, Missy has demonstrated leadership excellence by maintaining proven records of accomplishments in the areas she has been responsible for. She has held various positions in Walmart Store Operations including Sales Associate, Assistant Manager, Co-Manager, and Store Manager prior to joining Sam's Club.

Missy joined Sam's Club in 2006 as a Senior Inventory Manager in replenishment where she led teams that managed inventory flow and in-stock levels for cooler, floral, and produce. In 2009 she was promoted to Divisional Inventory Director in replenishment.

Missy is passionate about diversity and inclusion. She's committed in developing and growing our associates and youth to realize their full potential through dedicated mentoring and sponsorship efforts. She currently serves on the business advisory board for the NWACC Enactus chapter and vice chair for the Workforce Committee on the Women's Resource Council. Missy received her Bachelor of Science in Organizational Management from John Brown University and is currently working towards her Masters' degree at the University of Arkansas.

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AUDREY DAVIS - *Chief General Counsel, Cuyahoga Metropolitan Housing Authority*

Audrey H. Davis, Esquire, Chief General Counsel, has over 32 years of broad-based legal experience. She has worked both in the public and private sectors. She commenced employment with the Cuyahoga Metropolitan Housing Authority in December, 2000 as a Senior Staff Attorney, and in June 2004 was appointed to the position of Chief General Counsel. She is currently in charge of CMHA's Office of Legal Affairs, which includes the Risk Management and Environmental Affairs Departments. She handles all phases of legal matters necessary to CMHA's business operations, including but not limited to the responsibility for major and minor litigation filed by or against CMHA in areas of personal injury, housing, labor and employment, insurance, construction, workers' compensation, labor arbitrations, and matters pending before administrative legal tribunals, etc. She also renders legal advice and opinions to agency client.

Attorney Davis received her undergraduate Bachelor of Arts degree from Virginia State University, and her Juris Doctorate from the University of Cincinnati. She is a member of numerous professional, community and social organizations. She is admitted to the Ohio State Bar, the Federal District Court, and to practice in the Court of Appeals, Sixth Circuit.



TRACI DUNN - *SVP, Inclusion, Talent and Organizational Effectiveness Director, Huntington Bank*

Traci Dunn is the Senior Vice President - Inclusion, Talent and Organizational Effectiveness Director; responsible for the strategy and implementation of diversity and inclusion, talent management, leadership development and organizational effectiveness processes at Huntington, the \$54 billion regional bank holding company headquartered in Columbus, Ohio. Prior to joining Huntington in January 2011, Traci was the Director, Global Inclusion and Talent Acquisition for Timken, a global manufacturer headquartered in Canton Ohio.

Traci has more than seventeen years of Human Resources experience with fourteen of those years specializing as a Diversity and Inclusion Practitioner. She was President of her own diversity strategy consultancy, Dunn and Associates, where she worked with clients across multiple industries delivering human capital and diversity strategy solutions. Additionally, Traci served as the Director of Diversity for Compass Group, North American Division; Diversity Specialist for Accenture and began her human resources career as a generalist at Four Seasons Hotels and Resorts as a Human Resources Manager and Employment Manager. Traci received her Bachelor of Science degree from the University of North Texas.

Traci's expertise has been sought for multiple speaking engagements and featured in publications such as Business Week, DiversityInc and Essence Magazine. She is an active community volunteer and serves on the board of directors for the Girl Scouts Ohio's Heartland Council, Columbus Urban League and the Salvation Army Advisory Board. Traci was also recognized as a Top Woman in Finance by Women of Color Magazine and a Top 40 Under 40 by the Charlotte Business Journal for her business accomplishments and community involvement.

2013 GLASS CEILING AWARD WINNERS



STACEY EDELMAN - *VP Client Services, Group Management Services Inc.*

Stacey Edelman currently is the Vice President of Client Services at Group Management Services. In this position, she oversees the Human Resource Account Management team. She is responsible for recruiting and training all new GMS Human Resources Account Managers internally, while also developing the human resource services that GMS offers to clients. Her team is responsible for maintaining the relationship with over 650 clients throughout Ohio while also implementing cutting edge human resource initiatives.

Since joining GMS in 2003, Stacey has worked tirelessly to implement key metrics in the area of HR, both internally and externally. As a Professional Employer Organization (PEO), GMS provides risk management, benefits administration, payroll services and HR consultation to small and mid-sized businesses. In her recent promotion to Vice President of Client Services, Stacey is now responsible for executing these strategic HR consultation services while ensuring overall client satisfaction and retention.

Stacey has demonstrated her dedication to, and knowledge of, the industry by preparing for and passing the PHR this year. But that's just the beginning. In addition to the design, development, and execution of a new training program, Stacey has also implemented new metrics to track and analyze client retention data. From the inception of a new client, through a revamped needs analysis, to ongoing commitment to HR compliance and client services, retention is now being measured at every customer touch point.

While becoming a leader in the HR industry, Stacey also takes pride in her personal relationships. She currently resides in Columbus, OH with her husband Joe and dog Barkley. She remains close with her parents and siblings that live in Cleveland, OH. She enjoys traveling and coaching.



LARA FORSMAN - *Senior Vice President of Operations, RockBridge Capital*

Lara Forsman is a Senior Vice President of Operations at RockBridge Capital. In this role, Ms. Forsman is responsible for the oversight of RockBridge's IT strategy and business processes.

Ms. Forsman has over 20 years of diverse experience in Operations, Transformational Initiatives, Finance, Investments and Mergers & Acquisitions. Prior to joining RockBridge, Ms. Forsman was Vice President of Personal Lines Processing, the Office of Customer Billing and the Direct sales and Service Initiative at Nationwide Insurance. During this time Ms. Forsman led two strategic programs for Nationwide which enabled exceptional, personalized customer experiences, increased customer satisfaction and reduced expenses.

Prior to that, Ms. Forsman served as International Controller, Financial Reporting Leader and Assistant Vice President with GE Mortgage Corporation, where she helped to lead the IPO spin-off of Genworth Financial.

Ms. Forsman received a Bachelor of Science in Accounting from the University of Rhode Island.

2013 GLASS CEILING AWARD WINNERS



SHARON FULOP - *Partner, Shumaker, Loop & Kendrick, LLP*

Ms. Fulop joined Shumaker, Loop & Kendrick as an associate attorney in 1997, making partner in 2005. She has been named an “Ohio Rising Star” by Super Lawyers Magazine and listed in the “Who’s Who in Toledo Area Law” by the Toledo Business Journal.

Ms. Fulop served on the firm’s Professional Development Committee for approximately 13 years and chaired the committee for three years. She advocated for the institution of a separate Diversity & Inclusion Committee for the firm so that additional focus could be added to this important endeavor. The Committee was officially established at the end of 2012 and Ms. Fulop currently chairs this committee and is fully-committed to advancing diversity and inclusion efforts in the firm’s multiple offices. Ms. Fulop is the Chair of the firm’s Toledo-based real estate practice group.

Throughout her time at Shumaker, Ms. Fulop has focused on the development of younger attorneys and has served as a mentor to numerous individuals. Outside of her excellent record of leadership in the firm, Ms. Fulop has been a trustee of the board of the Boys & Girls Clubs of Toledo for approximately 13 years and currently serves on their executive committee.

She recently completed her term as board member of a local private golf club where she chaired the membership committee and played a large role in updating the bylaws to address needed changes in club membership categories, among other things, resulting in the club becoming more accessible and affordable to younger individuals with diverse backgrounds. In addition, she spearheaded a move to change the previously men-only grill to a mixed grill in an effort to promote inclusion at the club and advance diversity initiatives.



BETH NAYLOR - *Partner, Frost Brown Todd LLC*

Beth provides national litigation management and preventive product safety counseling to U.S. and foreign manufacturers and distributors in diverse industry sectors including consumer products, power tools, juvenile products, food and flavorings, chemicals and industrial equipment. She works with clients to strategically and tactically manage claims and litigation based on each client’s business objectives. She develops and audits preventive product safety programs for manufacturers to insure regulatory compliance, proper product development processes and quality assurance programs, and designs instructions and warnings geared towards preventing product-related accidents.

Understanding her client’s business objectives, Beth implements efficient and focused case management using her national network of attorneys. Beth’s innovative client development and proactive litigation management strategies allow her to provide the highest-quality service to her clients and has made her a valuable counselor to them.

Over the last 20 years, Beth has consistently emphasized the importance of an appropriate work/life balance within the Firm and larger legal community. As the active mother of four, Beth founded and chaired Frost Brown Todd’s Women’s Initiative from 1999-2003. Under Beth’s leadership, The Women’s Initiative established programs aimed at improving the retention, promotion and visibility of women in the Firm including firm-wide education of the unique challenges facing women in the legal profession and the creation of a mentoring program to encourage open communication and supportive relationships. Beth also championed work flexibility for support staff in the Firm resulting in her being named one of Cincinnati’s “Top 10 Women Bosses” in 2006. She was named Frost Brown Todd “Mentor of the Year” in 2011. Beth’s office is filled with thank you notes, mementos, and as many birth announcements as partnership announcements from attorneys around the country with whom she has worked and mentored.

2013 GLASS CEILING AWARD WINNERS



DEBORAH READ - *Managing Partner, Thompson Hine LLP*

Deborah has held several key leadership positions during her distinguished career with Thompson Hine, culminating in her election as Managing Partner in May 2012, the first woman to lead the firm in its 100-year history. Deborah joins a small group of female firm-wide managing partners, as only 4% of the United States' 200 largest firms (by revenue) are led by women. In her role as Managing Partner, she oversees the Executive Committee, of which she has been a member for 12 years. She formerly served as firmwide hiring partner, developing a nationally recognized lateral integration program during her tenure. Her other past management roles include chair of the Lawyer Personnel Committee and leader of the firm's Tax, Benefits and Planning Department.

In addition to serving as Managing Partner, Deborah maintains her practice in the firm's Tax and Health Care groups, providing counsel to foundations and nonprofit organizations including The Rock and Roll Hall of Fame and Museum, the Cleveland Foundation and The Cleveland Orchestra.

Deborah supported the creation of Thompson Hine's women's initiative, Spotlight on Women®, which is committed to advancing and promoting professional women, within and outside the firm. She remains an active member, mentoring female lawyers and participating in in-house and community and professional leadership development programs and networking events.

Passionate about community service, Deborah has for more than 20 years served in various leadership roles for United Way of Greater Cleveland. She also serves on the boards of PlayhouseSquare and Business Volunteers Unlimited: The Center for Nonprofit Excellence. In addition, she is a member of In Counsel with Women, an invitation-only organization of accomplished Northeast Ohio executive-level women.

Deborah's numerous honors for leadership and community service include being named to the 2013 Inside Business Power 100 list, chosen by Profiles in Diversity Journal as one of its 2013 Women Worth Watching, selected by Crain's Cleveland Business as one of its 2012 Women of Note and named by Kaleidoscope magazine as one of its 2012 Women Who Give Back.



RENEE ROBERTSON - *General Manager, Cost Planning & Cost Analysis, Accounting & Finance, Toyota Motor Engineering & Manufacturing North America*

Renee Robertson is general manager of accounting and finance at Toyota Motor Engineering & Manufacturing North America, Inc. (TEMA), located in Erlanger, Ky. She has held that role since January 2012. TEMA supports Toyota's engineering and manufacturing operations in North America. She is responsible for overseeing cost planning and cost accounting for North American designed and produced vehicles.

Ms. Robertson joined Toyota in 1991 and progressed through a series of positions in the accounting division at Toyota Motor Manufacturing, Kentucky in Georgetown as well as in TEMA in Erlanger. She was a purchasing manager in 2008-09 where she led the project management group. In 2010-11, she returned to Accounting as manager working across the North American finance manufacturing and sales areas to drive the collaboration and improvement of finance processes.

Prior to her career at Toyota, Ms. Robertson worked for Bank One as an accounting officer.

She earned her Bachelor of Science degree in accounting from the University of Kentucky in Lexington and is a Certified Managerial Accountant (CMA). While at Toyota, Ms. Robertson initiated an annual Toyota Women's conference, attended by representatives of all Toyota affiliates across North America. She is a member of Northern Kentucky Chamber of Commerce Women's Peer to Peer Roundtable and a board member of TEMA Women's Leadership Forum, an internal business partnering group.

2013 GLASS CEILING AWARD WINNERS



CATHY SHANKLIN - *Executive Director, Dayton Area Dialogue On Race Relations*

Cathy Shanklin is the Executive Director of the Dayton Area Dialogue on Race Relations (DDRR) whose mission is to create trust between diverse racial and ethnic groups so that people can move forward in a positive fashion in their businesses, schools, and neighborhoods. The mission is accomplished through a series of facilitated small group conversations or dialogues which foster reconciliation, understanding and action. Unlike debate, mediation and diversity training, The Dayton Dialogue focuses on personal responsibility and self-awareness.

Cathy has facilitated dialogues among diverse groups throughout the Dayton/ Miami Valley Region since 2001. She retired from the City of Dayton after 35 years of public service before becoming Executive Director for the Dayton Dialogue.

During her tenure with the City of Dayton, she served in several executive positions. She began her career with the City in 1974 as a Youth Opportunity Program Developer in the Department of Human Resources. She moved to the position of Administrator of Youth Services for the Department in 1976. In 1981, Cathy was named Superintendent of Administrative Services in the Department of Job Development and Training. She served as Assistant Director of the Dayton Human Relations Council from 1988 until her appointment as Director of Parks, Recreation and Culture in 2002. She retired from the City in 2008.

Cathy is a graduate of the University of Dayton. She has been married for 44 years to Rev. W.O. Shanklin. They have a son, W.E. Shanklin; a daughter, Shanese Higgins and four grandchildren.



ERIN SHARP - *VP of Manufacturing and Corporate Brands Sourcing and Planning, The Kroger Co.*

Erin has spent most of her 25+ year career working in and supporting the food manufacturing and retail industry.

Currently the VP of Manufacturing and Corporate Brands Sourcing and Planning for The Kroger Co., Erin is responsible for Kroger's 32 manufacturing plants and the Sales Planning for Corporate Brands Grocery products. The Kroger Co. Manufacturing Network is very diverse, producing products in many food categories such as fresh and frozen bakery, deli, fresh and frozen dairy, carbonated soft drinks, pet food, cookie/cracker and snacks, peanut butter and more. Erin joined Kroger in 2011.

Prior to her role at Kroger, Erin was a Vice President of Manufacturing for Sara Lee Corporation where she led the Manufacturing and Logistics Operations for the Central Region of their US Fresh Bakery Division. She has held leadership positions at Albertsons/SuperValu where she was the CFO of their Intermountain West Division, Dreyers Grand Ice Cream where she was General Manager of Operations and PepsiCo/Frito Lay where she was Plant Operations Manager.

Erin earned her Bachelor's degree from the University of Western Ontario and her MBA from the University of Texas. She also earned her CPA in the state of Texas.

2013 GLASS CEILING AWARD WINNERS



SHARON SOBOL JORDAN - *President and CEO, The Centers (for Families and Children)*

Sharon Sobol Jordan is the President and CEO of the Centers for Families and Children (The Centers), one of Northeast Ohio's oldest and largest non-profit human service organizations serving more than 20,000 people in our community each year. The Centers offers a wide range of health, education and supportive services to give people access to the opportunities, relationships, resources and networks they need to be successful. Jordan was appointed to this role in September 2006 after serving as The Centers' Chief Operating Officer and General Counsel for more than 5 years.

Jordan previously served in an eight-year public career with the City of Cleveland as Law Director and special counsel to Mayor Michael R. White, playing a key role in many critical issues including the effort to keep the Cleveland Browns team, name and colors from leaving town; the dispute over development of the Chagrin Highlands; and protecting the community from the adverse impacts of the acquisition of Conrail by Norfolk Southern and CSX railroads. Prior to that, Jordan worked in the private sector as a partner in the Cleveland law firm of Schneider Smeltz Ranney & LaFond.

Jordan's commitment to the community is shown through her volunteer service and activism. She currently serves on the Board of Directors of Metrohealth Hospital, the Cleveland Transformation Alliance, The City Club of Cleveland Foundation, Medical Mutual of Ohio Charitable Foundation, Ohio Legal Assistance Foundation, and PolicyBridge. Jordan also holds leadership roles in many civic initiatives, including the Fund for our Economic Future, Mental Health Advocacy Coalition, CEOs for Cities, and United Way of Greater Cleveland. She is a member of In Counsel with Women and the Leadership Cleveland Class of 2003. She was recognized as a Woman of Achievement by the YWCA in 2012 and has recently been named one of Crain's Women of Note for 2013.

A Cleveland native, Jordan earned her Bachelor's of Science degree in Public Administration from Indiana University and law degree from the Ohio State University College of Law. She is married to Cleveland attorney, David Wallace, a partner with Taft Stettinius & Hollister. They have three children.



MARY ANNE STANGBY - *Sr. Vice President & General Manager, Sears Optical, Luxottica*

Mary Anne Stangby is the Senior Vice President and General Manager of Sears Optical, a Luxottica Retail Optical North America brand. Prior to leading Sears Optical, Mary Anne was the Vice President, Business and Segment Development for Sunglass Hut, also a Luxottica brand.

While with Sunglass Hut, Mary Anne led the expansion of Sunglass Hut (SGH) into Macy's stores in 2005. Her keen negotiating and relationship-building skills, along with her inspiring leadership style, resulted in SGH entering all Macy's locations throughout North America. Mary Anne was also instrumental in leading the SGH outlet stores to record sales and profits, as well as developing the next business opportunities for SGH North America.

Mary Anne started her journey with Luxottica in 1994 as a Regional Trainer of Operations and grew through the Training & Development organization, ultimately leading the training strategy for Luxottica's retail brands.

Mary Anne lives with her husband Larry and her daughter Luci in the Cincinnati area.

2013 GLASS CEILING AWARD WINNERS



DEVENA STEWART - *Business Manager, Varo Engineers, Inc.*

Devena Stewart is the Business Manager for Varo Engineers Inc., overseeing Varo's business activities in the USA and Brazil. Varo is a full service design firm with over 60 years experience serving the industrial, manufacturing and power generation markets.

Prior to her current position with Varo, Devena was the Director of Finance for Analitico Consultants in Harrison, OH and previous to that was the Accounts and Financial Manager of Qual-Econ Commercial Cleaning in Florence, KY. Devena moved to the Greater Cincinnati area from San Antonio, Texas in 2003.

Devena Completed her Bachelor's coursework in Accounting with a concentration on Business Management at the University of the Incarnate Word and earned Associate Degrees of Applied Science from St. Philip's College in both Accounting and Business Management. She is currently a candidate for the CMA (Certified Managerial Accountant) certification designation provided by the IMA (Institute of Management Accountants).

Devena is active in her congregation volunteering an average of 15 hours per month to teach a free Bible study course. She is renewing her participation in dance performance arts, is an avid reader, and loves to travel internationally. Devena and her husband, Joshua, live in Northern Kentucky and have three sons and two Guinea Pigs.



ROBIN THROCKMORTON - *President, strategic HR, inc.*

Robin Throckmorton, MA, SPHR is the President with strategic HR, inc., a human resources management firm located in Cincinnati, OH. Strategic HR, inc. was a winner in 2008, 2009 and 2012 of the Regional Cincinnati Chamber of Commerce Small Business Excellence 10 under 10 Award and finalist in 2010 for the Small Business Excellence and Woman of the Year Entrepreneur Awards. Robin has been a generalist and consultant for over 20 years with healthcare, manufacturing, service, and non-profit organizations creating solutions to help them recruit and retain the best and the brightest employees.

Robin is the co-author of Bridging the Generations Gap. She is a frequent speaker for professional associations and conferences on the topics of generational differences, retention, recruitment strategies, and labor trends. Robin has been an adjunct faculty member of the University of Cincinnati and Xavier University. She was also recognized as an Enterprising Women of the Year Finalist.

Robin holds a BS from Purdue University in Management and a Master of Arts in Labor and Employment Relations from the University of Cincinnati. Robin is also certified as a Senior Professional Human Resources (SPHR) by the national Human Resources Certification Institute. She regularly volunteers for advisory and leadership roles to help serve the human resources profession and community. In addition, she is a member of the Board of Trustees and Personnel Committee for the Council on Aging and Southwest Ohio Region Workforce Investment Board.

2013 GLASS CEILING AWARD WINNERS



REA WALDON - *Chief Operating Officer, Urban League of Greater Cincinnati*

Rea N. Waldon, Ph.D. is Chief Operating Officer for the Urban League of Greater Cincinnati. She also serves as Executive Director of the Ohio River Valley Women's Business Council, a certifying entity for the Women's Business Enterprise National Council (WBENC).

Dr. Waldon has a solid background in strategic planning as well as work experience in banking, education, workforce development, healthcare, business and community development. Prior to joining the Urban League of Greater Cincinnati she was as a community development officer for PNC Bank. Dr. Waldon has been recognized as a Cincinnati Business Courier Mentor of the Year and is the recipient of the Women of Color Foundation's ISIS Award. She is also one of Fifth Third Bank's Profiles in Courage recipients. She is a coach and mentor to business owners

and students.

Dr. Waldon received her Ph.D. from the Union Institute and University where her studies focused on public policy and urban economics. She also holds a M.A. from Antioch College in Management Information Systems and a Bachelor B.S. in Accounting from the Union Institute and University.

Dr. Waldon has served on numerous boards and committees including the American Red Cross – Cincinnati Chapter, Cincinnati - Hamilton County Community Action Agency, Cincinnati and Over-The-Rhine Community Housing. She currently serves on the national WBENC Board and the Avondale Comprehensive Development Corporation.



DARLENE WHITE - *Deputy Director, Cuyahoga County Department of Law*

Darlene White is the epitome of two admirable concepts, "pulling yourself up by your bootstraps" and "reaching back to help others." As a Cleveland attorney, well-known for her integrity, perseverance and work ethic, Ms. White has successfully navigated her way from humble beginnings up through the ranks of the legal profession while being actively committed to pulling others up behind her.

Ms. White is currently the Deputy Director- Risk Management for Cuyahoga County's Department of Law where she has been charged with the responsibility of developing and implementing a new comprehensive risk management program under the new County administration. She is also responsible for the procurement of all necessary insurance on behalf of the County, as well as the management of insurance requirements for outside vendors. Finally, she is responsible for the oversight of all claims handling within the County's Law Department.

Prior to joining the County, she was a partner at the law firm of Gallagher Sharp where she practiced law in the areas of general liability, insurance and professional liability. She was a member of the firm's Hiring and Diversity Committees.

She is active in the community and has served on boards of the following organizations: Cleveland Metropolitan Bar Association; Norman S. Minor Bar Association; and Cleveland-Marshall College of Law Alumni Association "CMLAA". As the Co-Chair for the CMLAA's Minority Outreach Committee, she supports its mission to identify and address areas of concern for minority law students.

Ms. White's dedication to helping advance the lives of others is not limited to the legal profession. It is also evidenced by her efforts in mentoring underrepresented populations within the local public schools. Also, for 10 years she served as the Executive Director for "In Focus of Cleveland, Inc.", a non-profit agency servicing at-risk youth.

In 2012 she was a recipient of the Ohio Multicultural Leadership Award for her leadership role and support for diversity in the community. In 2013 she was recognized by the Cleveland-Marshall College of Law's Black Law Students' Association for her support of the organization, its mission and its students since 1996.

Ms. White obtained her B.A. from John Carroll University, her J.D. from Cleveland-Marshall College of Law, and is licensed to practice law in Ohio. She is the proud mother of three beautiful daughters.

AGENDA

7:00 a.m. -8:30 a.m.	REGISTRATION	4th Floor Space
8:30 a.m. -9:00 a.m.	CONTINENTAL BREAKFAST & NETWORKING	4th Floor Space
9:15 a.m. -10:15 a.m.	CONCURRENT SESSION I	Breakout Rooms
10:30 a.m. -11:30 a.m.	CONCURRENT SESSION II	Breakout Rooms
11:30 a.m. -12:00 p.m.	EXHIBITORS & NETWORKING	4th Floor Space
12:00 p.m. -1:30 p.m.	GLASS CEILING AWARD LUNCHEON KEYNOTE SPEAKER HEATHER WHALING	Great Hall
1:45 p.m. -2:45 p.m.	CONCURRENT SESSION III	Breakout Rooms
2:45 p.m. -3:15 p.m.	CLOSING RECEPTION	4th Floor Space

CONCURRENT SESSIONS

9:15 a.m. -10:15 a.m.

MEN TAKE CHARGE AND WOMEN TAKE CARE

Room 400B

Most women are taught that taking care of family and the home is the picture of womanhood. From birth, girls are groomed to be sugar, spice and everything nice while boys are raised under the assumption that boys will be boys. This session discusses the prevalent stereotypes that still plague women in the workplace.

Moderator: Christine Schnur, Cintas Corporation

Speakers:

Barbara Johnson, COO, Miami Valley Hospital

Robin Everhart, Group Vice President of North Central Operations, Cintas

Vanessa Sandarussi, Director, Rehab Institute of Ohio Medicine

Bobbie Hartman, Director of Marketing, First Group

WORK-LIFE BALANCE IN THE 21ST CENTURY

Room 400A

We continue to hear, read and see that as women leaders we have to be able to “do it all” and do it all at the same time ... be an effective career professional, wife, mother, sister, friend and the list goes on. Recent studies and surveys have reported that, as women, we do not and should not feel guilty about not having to accomplish everything at the same time.

Moderator: Jackie Coleman, First Group

Speakers:

Debbie Mandell, Vice President, Performance Improvement & Program Management, US Bank

Gina Cuffari, Campus Director, University of Phoenix

Laura Morrow, Manager in Production Control, Toyota

Carrie A. Shufflebarger, Partner, Thompson Hine

CAREER PATH IN 2013: DEFINING SUCCESS ON YOUR OWN TERMS

Room 400C

It's a new world and Gen Y professionals are approaching careers very differently than their parents. They are no longer staying at an organization for 20+ years and climbing the ranks-rather they are moving and evolving rapidly. In 2013, feeling successful professionally goes well beyond having a stable position and financial security. Young Professionals are building career paths that align with their values, morals and passions. This interactive discussion brings together a mix of corporate, nonprofit, and entrepreneurial women to share their perspectives and journeys. Attendees will learn how to identify your unique priorities, create a plan that integrates these priorities and take action to meet your goals.

Moderator: Linda Parsons, Cintas Corporation

Speakers:

Erin Sharp, VP Operations, Manufacturing, The Kroger Co.

Lisa Smith, Director, Corporate Human Resources and Diversity, Premier Health Partners

Lisa Price, SVP, Talent and Performance Management, CITI Bank

Jule Kucera, VP, Director-Performance & Talent Management, 5/3 Bank

CONCURRENT SESSIONS

10:30 a.m. -11:30 a.m.

SHATTERING THE GLASS CEILING: STRATEGIES TO REDEFINE POWER AND LEAD WITH INTENTION

Room 400B

Top executives will discuss how to advance within your career, providing strategies and insight on how to move forward and not get “stuck” or content in a position. Advancement is essential to professional growth and the panelists will detail essential points in their success and how to build an effective professional network.

Moderator: Emma Woeste, The Kroger Co.

Speakers:

Detries Miller, *Director, Human Resources, Fidelity*

Lisa Gallagher, *Senior Vice President of Corporate Marketing and Strategic Accounts, AdvancePierre Foods*

Helena Lawson Brooks, *Senior Vice President, Enterprise Strategy and Asset Management, Convergys*

TAKE CONTROL OF YOUR FINANCIAL FUTURE: A FINANCIAL SEMINAR FOR WOMEN

Room 400A

In today’s world, a strong financial strategy is important for women of all ages. Your potential for success is limitless — especially when you have a financial strategy that fits your lifestyle. Join us and bring your sister, mother, daughter or friends to our free seminar “A Woman’s Guide to Money Matters” to learn more about:

- What you can do now to prepare for retirement
- Your options to pay for a child’s or grandchild’s education
- Developing a strategy to help achieve your financial goals

Speakers:

Jan Rinkle, *Financial Advisor, Edward Jones*

ENTREPRENEURSHIP 101

Room 400C

This session will focus on the basic elements of Entrepreneurship, both in starting your own business venture, and in taking the first steps towards building an initiative. Topics will range from how to start your own business and what challenges lie ahead, to confidence building and what it takes to be a true Entrepreneur.

Moderator: Elisha Hill, Macy’s Credit and Customer Services

Speakers:

Jenny White, *Owner, BOOST*

Linda Burrs, *President and Principal Consultant, Step Up to Success*

Donna Drury, *Owner/Founder, Life Quest Coaching and Consulting*

CONCURRENT SESSIONS

1:45 p.m. -2:45 p.m.

TOOLS FOR MAXIMIZING YOUR LEADERSHIP POTENTIAL

Room 400B

Studies show that as an employee of your company you are more likely to be promoted than an outside candidate. However, there are many employees who are looking to be elevated to a position of leadership. How do you increase your chances of receiving that opportunity? As many already know, leadership is coveted by many people; but is attained by a select few. In this session, find out how to become one of the few that stand out among your peers and gain access to leadership.

Moderator: Laura Antrim, 5/3 Bank

Speakers:

Barbara Johnson, COO, Miami Valley Hospital

Jaclyn Smith, Vice President, CareSource

Monica Posey, Vice President of Academics, Cincinnati State

Lisette Davis, Director of Diversity Services, Tri Health

WHAT WOMEN SHOULD KNOW ABOUT THEIR HEALTH

Room 400A

Most women strive to balance a busy schedule that includes work, family and themselves. This may lead to over-commitments which can result in health issues that go undetected until they become chronic conditions. In this session, the panel will discuss what women should know about their health.

Moderator: Karen Bankston, PhD, College of Nursing, University of Cincinnati

Speakers:

Dr. Kellie Flood-Shaffer, Associate Professor, Division Director, General Obstetrics and Gynecology Residency Program Director, University of Cincinnati College of Medicine

Pam Shannon, Vice President of Population Management, Tri Health

Anita Scott Jones, Doctoral Candidate, Hospital Relations Manager, Atrium Medical Center

LIFE AT A CROSSROADS: FINDING THE COURAGE TO CHOOSE A DIFFERENT PATH

Room 400C

Explore the crossroads of life, and hear insight by individuals who have found their inner courage, and imagination to take a different path. With humor and grace, these panelists will teach you what you can run from and what is just part of life.

Moderator: Kimberly Hasselfield, University of Cincinnati

Speakers:

Robin Everhart, Group Vice President of North Central Operations, Cintas

Dr. Stephanie Capell, Sr. Research Associate – Director of Resource Development, University of Cincinnati

Jessie Fleetwood, Divisional Vice President Corporate Human Resources, American Financial Group, Inc.

Ann Johnston, Business Learning Leader, GE Aviation



EXCELLENCE. DEDICATION. INTEGRITY.

We salute the outstanding accomplishments and success of Karen Carnahan on receiving the 2013 Ohio Glass Ceiling Award.

With 34 years at Cintas, Karen is President & COO of the fastest growing division in the company. Karen consistently demonstrates the excellence, dedication and integrity that make her the outstanding leader she is today. We're proud of her achievements and the way she exemplifies the Cintas spirit.

Karen Carnahan
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LaFern K. Batie, MBA, SPHR
 Business Strategist, Certified Executive Coach, Professional Speaker and Author



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The Ohio Diversity Council is committed to enhancing the appreciation for and the understanding of the value of diversity and inclusion in today's global society. We strive to transform our workplace communities into environments where people are valued for their uniqueness and differences, and are confident that their contributions matter.



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