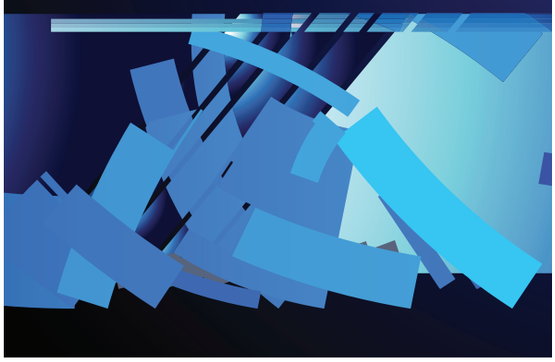
California Diversity Council presents

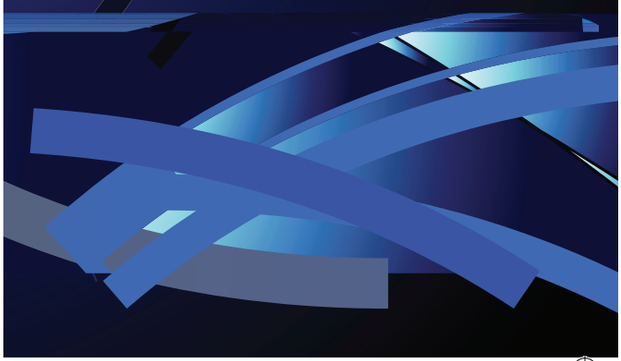
First Annual Orange County



WOMEN

IN

LEADERSHIP



• SYMPOSIUM •

Women in Leadership: Rising Above the Ordinary

Friday, March 1, 2013

Irvine, CA

8:30 a.m. - 11:30 a.m.

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Welcome from the National Diversity Council

Dennis Kennedy
Founder & CEO, National Diversity Council

Dear Participants,

We are excited to welcome you to the First Annual Orange County Women in Leadership Symposium hosted by the California Diversity Council. This great event offers an opportunity for you to observe, learn, network and hear different perspectives from a diverse mix of executives who have made the climb up the "corporate ladder."

Today's symposium will allow you to gather a wealth of knowledge, experience and expertise from some of the best female executives speaking on topics that will address the personal and professional challenged faced while successfully rising to the top in their respective organizations.

I encourage you to take the initiative to meet new colleagues, talk openly about today's topics and exchange ideas. It is my hope that your experience today is rewarding and allows you to gain some insight to reflect on your own goals and status in an effort to help catapult you to the top in your own career development.

We sincerely appreciate your attendance today in support of the Women in Leadership Symposium and the California Diversity Council. I would like to thank all of our corporate sponsors, planning committee members, program participants, and volunteers. Without each of you, this event would not be a success.

Dennis Kennedy

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Moderator

Angeles M. Valenciano
Executive Vice President
National Diversity Council

Ms. Valenciano is a seasoned strategist with over 15 years in Human Resources, ten dedicated to Diversity, Organizational Change and Development. Most recently before accepting the position of Vice President of Development with the NDC Ms. Valenciano was the Director of Diversity and Inclusion for 84 Lumber Company a private organization headquartered in Pittsburgh, PA. There, she provided leadership and direction in the infrastructure, design, formulation, implementation and execution of the organizations overall diversity strategy, including external communications, public relations and community engagement. Ensuring business practices, processes and procedures to support 84 Lumber's commitment to Diversity & Inclusion. Ms. Valenciano was also involved in the company's branching to Mexico and Canada.

Ms. Valenciano was the National Diversity Council's first Executive Director with responsibility to oversee the day-to-day operations of the corporation; implement policies as adopted by Board of Directors. As well as steering the Agenda of then 3 Diversity Council Chapters formed by HR Directors and Executives of various Corporate Member Organizations across Austin, San Antonio, Dallas and Houston. Under her leadership the Women in Leadership Symposium was created and is now a national event in over 12 States.

Prior to the NDC Ms. Valenciano was key in managing the strategic direction and execution of organizational-wide development processes, diversity programs and initiatives to include leadership development, coaching, training and organizational consulting for JPMorgan Chase. As an Assistant Vice President she served in the capacity of Leadership Development consultant across Credit Card Services and Organizational Development consultant to the Customer Service client, as well as subject matter expert on global diversity with responsibility over Latin America and Canada.

Active in charitable and civic affairs, Valenciano is a graduate of the Instituto Tecnologico Y de Estudios Superiores de San Luis Potosi located in the City of San Luis Potosi in Mexico with a Degree in Business and Computer Information Systems. Professional in Human Resources Certificate (PHR) from University of Villanova (Dec. 2003). She has completed various Leadership and Professional Development programs from ongoing continuous studies and associations across the country and abroad.

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Panelists

Lei Lei Wang Ekvall
Partner
Weiland, Golden, Smiley, Wang Ekvall & Strok, LLP

Lei Lei Wang Ekvall received her undergraduate degree in information and computer science in 1988 from the University of California, Irvine and her law degree in 1992 from the University of Southern California. She served a judicial clerkship to the Honorable Alan M. Ahart, William J. Lasarow, Kathleen T. Lax, Kathleen P. March, and Vincent P. Zurzolo, United States Bankruptcy Judges, from October 1992 to September 1993. From September 1993 to September 1994, she served a judicial clerkship to the Honorable Kathleen P. March, United States Bankruptcy Judge. Ms. Wang Ekvall was an associate with Buchalter, Nemer, Fields & Younger before joining Weiland, Golden, Smiley, Wang Ekvall & Strok LLP when it was formed in August 1995.

Ms. Wang Ekvall is a leader of the Southern California legal community. After serving on the board of the Orange County Bar Association for several years, she was elected and served as the 2010 President of the Orange County Bar Association. She currently serves on the board of the Orange County Bar Association Charitable Fund and served as its President in 2011. Ms. Wang Ekvall also chaired various committees and sections of the Orange County Bar Association, including the pro bono committee, the resolutions committee, and the commercial law and bankruptcy section. She is a past president and director of the Orange County Bankruptcy Forum and the Orange County Asian American Bar Association, and has served as a co-chair and member of the Central District of California Lawyer Representatives to the Ninth Circuit Judicial Conference.

Among other recognitions, since 2008, she has been named a Southern California Super Lawyer, representing the top 5% of practicing attorneys in Southern California, and in 2011, she was named one of five Top Bankruptcy Attorneys by O.C. Metro magazine. Ms. Wang Ekvall is a frequent speaker on the topic of bankruptcy law and co-authored Bankruptcy for Businesses, published in April, 2007 by Entrepreneur Media, Inc., and distributed by McGraw-Hill.

Ms. Wang Ekvall concentrates her practice on bankruptcy-related matters including business reorganizations, creditors rights, and trustee representation.

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Panelists

Robyn Tingley
Vice President, Human Resources, Americas
Ingram Micro

Robyn Tingley is Vice President Human Resources for Ingram Micro North America and Latin America, divisions of Ingram Micro Inc., the world's largest technology distributor. She is a certified Global Human Resources professional who has worked internationally in the fields of human resources, communications, corporate social responsibility, public policy and journalism. Previously Robyn was Vice President of HR & Communications for Ingram Micro Europe based in Brussels, Belgium. Prior to joining Ingram Micro, she was Vice President of Communications & Public Affairs for Bell Aliant, a Canadian-based leader in telecommunications.

She has advised governments in Canada on sustainability issues and workforce strategies. She has served on various non-profit boards, including university, museum, theater, and economic development agencies. She co-owns a heritage renewal business focused on the preservation and re-use of Canada's oldest housing stock. Robyn is also the founder of CalChique.com, an online vintage jewelry and accessories site; recycling existing materials for sustainable fashion and using profits to provide microfinance loans to female entrepreneurs in developing economies around the world.

For her contributions to community, in 2011 Robyn was recognized by her alma matter St. F.X. as the Young Alumna of the Year. She holds a degree in psychology from St. Francis Xavier University, a post-graduate degree in journalism from the University of King's College, her GPHR earned in Luxemboug, and she has completed continuing education programs at Oxford University and the Paul Merage School of Business at University of California, Irvine.

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Panelists

Karah Parschauer
Vice President, Assistant General Counsel,
Chief Privacy Officer
Allergan, Inc.

Karah H. Parschauer is the Vice President, Assistant General Counsel and Chief Privacy Officer for Allergan, Inc. Ms. Parschauer serves as lead counsel for Allergan's aesthetic division, Allergan Medical. In such role, Ms. Parschauer assists her clients with all their legal needs including regulatory and compliance issues, human resource matters and contracting. Ms. Parschauer also serves as Chief Privacy Officer and handles all global privacy matters for Allergan. Prior to serving as Vice President, Assistant General Counsel, Ms. Parschauer served as Deputy Compliance Officer and was responsible for the implementation and management of Allergan's Corporate Compliance Program.

Prior to joining Allergan, Ms. Herdman was an Associate Attorney at Latham & Watkins LLP in Orange County and Chicago where she practiced in the areas of mergers and acquisitions, securities offerings, and corporate governance.

Ms. Herdman received her B.A. in Biology, magna cum laude, from Miami University. She received her Juris Doctor from the Harvard Law School.

Ms. Herdman is a member of the State Bars of California and Illinois.

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Panelists

Karen Kahn
Vice President, Corporate Marketing and Communications
Broadcom

Karen Kahn is Broadcom Corporation's Vice President, Corporate Marketing and Communications. In this role she is responsible for leading Broadcom's corporate reputation programs including Corporate Design and Branding, Corporate and Product Communications, Employee and Corporate Events and Digital/Social Media programs.

Ms. Kahn joined Broadcom in April 2011 after serving for eight years as Vice President, Global Communications at Sun Microsystems/Oracle Corporation. In this role she was responsible for strategic communications including Executive and Crisis Programs and directed Industry Analyst and Public Relations, Social Media and Web Publishing. Prior to this she served for more than a decade as Executive Vice President at two of the world's largest global public relations agencies, Weber Shandwick and Fleishman Hillard. Prior to her agency leadership roles, she worked in the editorial community at the award-winning PBS documentary series, FRONTLINE and at Inc. Magazine.

Ms. Kahn earned a B.S. degree from the Newhouse School of Public Communication at Syracuse University and an MBA from Boston University. She is active on a number of boards including the San Francisco Food Bank and the San Francisco Jewish Community Center. She is currently the executive sponsor for Broadcom's Women's Network.

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Schedule of Events

8:00a.m. – 8:30a.m. **REGISTRATION, BREAKFAST, & NETWORKING**

8:30a.m. – 8:35a.m. **WELCOME**
Angeles M. Valenciano - Executive Vice President, National Diversity Council

8:35a.m. – 8:45a.m. **HOST REMARKS**
Terri Timberman - Executive Vice President, Human Resources, Broadcom

8:45a.m. – 9:00a.m. **INTRODUCTION OF PANELISTS AND TOPICS**
Angeles M. Valenciano - Moderator

9:00a.m. – 9:10a.m. **BREAKING THROUGH MIDDLE MANAGEMENT**
Lei Lei Wang Ekvall - Partner, Weiland, Golden, Smiley, Wang Ekvall & Strok, LLP

Introduction:
Have you ever wondered how to energize your career and break through the middle management ranks? We will hear from our panelist who has successfully navigated this process and learn what strategies she utilized to make it happen.
Discussion Questions:
1) What skill sets are truly needed in order to sit in the C-Suites?
2) How would you describe your transition from middle management to senior management? What was your strategy?
3) As one is climbing up the ladder, what are some common pitfalls and how can they be avoided?

9:10a.m. – 9:20a.m. **Panel Responses**

9:20a.m. – 9:30a.m. **SPEAKING UP: BEING YOUR BEST ADVOCATE**
Robyn Tingley- Vice President, Human Resources, Americas, Ingram Micro

Introduction:
Many women often are reluctant to ask for promotions, negotiate a new salary, or even ask for increased responsibilities. But, as the old adage says "You are your best advocate" and men have learned that lesson well. Hear from our panelist who has learned how to ask for what she wants.

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SPEAKING UP: BEING YOUR BEST ADVOCATE (cont.)

Discussion Questions:
1) Why are women reluctant to ask more so than men? How does one become more comfortable in order to make the "ask"?
2) How can young women develop assertive skills that enhance their potential?
3)What are some successful strategies for self-promotion?

9:30a.m. – 9:40a.m. **PANEL RESPONSES**

9:40a.m. – 10:00a.m. **QUESTION & ANSWER SESSION**

10:00a.m. – 10:15a.m. **BREAK**

10:15a.m. – 10:25a.m. **KEEPING THE BALLS IN THE AIR: WORK/LIFE BALANCE**

Karah Parschauer - Vice President, Assistant General Counsel and Chief Privacy Officer, Allergan, Inc.

Introduction:
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.

Discussion Questions:
1) Are women making more of a sacrifice when it comes to work-life balance than their male counterparts?
2) What are some tips for women to employ when striving to maintain a work-life balance without sacrificing their commitment to their career goals?
3) What are the warning signs that there is an imbalance in the work-life issues and how do you carve out more "ME TIME"?

10:25a.m. – 10:35a.m. **PANEL RESPONSES**

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10:35a.m. – 10:45a.m. **WORKPLACE TABOOS FOR WOMEN**

Karen Kahn - Vice President of Corporate Marketing and Communications, Broadcom

Introduction:

Everyone knows that there are certain, general taboos in the workplace, like falling asleep during work hours, spreading rumors about coworkers, and stealing from the office. These actions are condemned by corporate executives at all levels. In some cases, women may sometimes feel that they are held at a different standard, therefore imposing a new line of taboos that is specifically geared towards females in the workplace.

Discussion Questions:

1) What are the top five workplace taboos that will negatively impact one's career opportunities?

2) Are there workplace taboos that are gender-specific? If so, what are they?

3) If I am currently practicing one or more of the taboos mentioned, how do I go about changing the way people perceive me?

10:45a.m. – 10:55a.m. **Panel Responses**

10:55a.m. – 11:15a.m. **Question & Answer Session**

11:15a.m. – 11:25a.m. **Sponsor Recognition & Closing Remarks**

11:25a.m. **Adjourn**

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Join the State Diversity Council

The California 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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Contact: Shreya Ruxmohan
California Coordinator
shreya.ruxmohan@nationaldiversitycouncil.org