

The African-American Student Union
of
the Harvard Business School
presents

Celebrating Progress

The 35th Annual H. Naylor Fitzhugh Conference



Honoring Our Past to Empower Our Future



February 23-25, 2007

The Westin Copley Place Hotel, Boston, Massachusetts

A Legacy Bridging Education, Leadership, and Community

The alumni and friends of Harvard Business School established the H. Naylor Fitzhugh Professorship of Business Administration to honor the exceptional career of its eponym— a chief of industry, pioneer in business education, visionary community leader, and mentor of countless African-American women and men. Naylor Fitzhugh graduated from Harvard Business School (HBS) in 1933, one of the first African-Americans to do so. Shunned by recruiters despite his excellent academic performance, Fitzhugh returned to his native Washington, DC, where he became a leader and activist in the African-American business community.



The alumni and friends of Harvard Business School established the H. Naylor Fitzhugh Professorship of Business Administration to honor the exceptional career of its eponym – a chief of industry, pioneer in business education, visionary community leader, and mentor of countless African-American women and men.

Naylor Fitzhugh graduated from Harvard Business School (HBS) in 1933, one of the first African-Americans to do so. Shunned by recruiters despite his excellent academic performance, Fitzhugh returned to his native Washington, DC, where he became a leader and activist in the African-American business community. He was subsequently asked to teach a business course at Howard University, beginning an association spanning three decades during which Fitzhugh left a legendary mark on the school and its business curriculum. One of the many students whose business careers he inspired was Lillian Lincoln (MBA '69), who responded to his encouragement by becoming the first African-American woman to graduate from HBS and one of the five founding members of the African-American Student Union.

In 1965, Fitzhugh accepted a marketing position at the Pepsi-Cola Company, which ultimately led to his history-making work in establishing the African-American community as a lucrative mass market and creating the concept of target marketing in corporate America. He continued to mentor young people, introducing them to business through the development of education programs, and maintained ties to HBS, helping to found the Black Alumni Association and becoming its first chairman in 1978.

Following his retirement from Pepsi, Fitzhugh remained active with the company and in the community, receiving well-deserved honors and recognition for his numerous achievements, including the Heritage award from the Executive Leadership Council and the Distinguished Service Award from Harvard Business School. He passed away at the age of 82 in 1992.

In 2000, Dr. David A. Thomas, was named the first H. Naylor Fitzhugh Professor of Business Administration.

"It was an honor to be named the H. Naylor Fitzhugh Professor of Business Administration because of the interrelated themes that encompassed his life and career. He introduced innovations in business and business education that translated into opportunities and economic benefits for African-Americans. He was a counselor and mentor, and an advocate for building constructive relationships across differences of race and community. I've tried to pursue parallel themes in my own work, and involved myself in helping organizations better understand and successfully manage diversity.

My goals as a teacher include helping my students acquire the capacity to learn from their experiences and become reflective practitioners. In teaching Leadership and Organizational Behavior (LEAD), my colleagues and I guide them toward the development of a rigorous and disciplined way of thinking about human interactions in organizations, about their personal role in those dynamics, and the impact of their choices. We also encourage learning to anticipate and embrace the internal and external changes that affect our lives over time. Understanding yourself and your place in the world makes you a more effective leader, and I believe the process of discovery that leads to such insights can also make you more courageous in acting on your convictions."

Professor Thomas is a recognized authority on mentoring, executive development, and the challenges of creating and effectively managing a diverse workforce. He is co-author of the best-selling Harvard Business Review article "Making Differences Matter: A New Paradigm for Managing Diversity" and the acclaimed book *Breaking Through: The Making of Minority Executives in Corporate America*. A highly respected and popular professor, he is currently the Director of Faculty Recruiting and the Unit Head of Organizational Behavior. Professor Thomas received a Bachelor of Arts, Master of Philosophy, and Doctor of Philosophy degree from Yale University, and holds a Master of Arts in Organizational Psychology from Columbia University.

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35th Annual H. Naylor Fitzhugh Conference Agenda

Friday, February 23 – Sunday, February 25, 2007

Friday, February 23, 2007

TIME	EVENT	LOCATION
4:00 pm–12:00 am	Registration	Convention Office: 3rd Floor
6:00 pm–7:00 pm	Corporate Receptions	St. George B & C
7:00 pm–8:30 pm	Town Hall Meeting	Essex Meeting Room South
9:00 pm–2:00 am	Opening Night Party	Essex Meeting Room North & Center

Saturday, February 24, 2007

TIME	EVENT	LOCATION
7:30 am–9:00 am	Alumni Breakfast	St. George
7:30 am–9:00 am	Continental Breakfast	America Ballroom North
8:00 am–8:30 pm	Registration	Convention Office: 3rd Floor
9:00 am–10:30 am	PANEL SET A	
	Entrepreneurship – The Triumphs and Challenges of Being Your Own Boss	Essex South
	Investing and Managing in Emerging Markets: Rational Exuberance or Market Fad	Essex Center
	Balancing Work and Life: Can You Have It All?	Essex North
10:30 am–10:45 am	Morning Break	Essex Ballroom Foyer
10:45 am–12:15 pm	PANEL SET B	
	The Art of the Deal: Achieving Success in the World of Real Estate	Essex South
	Giving Back: Merging Career and Community	Essex Center
	Four Alumni Under 40: Recognizing the Accomplishments of HBS Alumni Under 40	Essex North

Saturday, February 24, 2007 (continued...)

TIME	EVENT	LOCATION
12:30 pm-2:00 pm	LUNCHEON	American Ballroom North & Center
	PANEL SET C	
2:15 pm-3:45 pm	And Still We Rise: Powerful Strategies for Navigating a Successful Corporate Career	Essex Center
2:15 pm-3:45 pm	Entrepreneurial Ventures Competition	American Ballroom North
2:15 pm-3:45 pm	Personal Financial Management Workshop – Wealth Building After Graduation	Essex South
2:15 pm-3:45 pm	Fireside Chat with Stuart Taylor	Essex North
3:45 pm-4:00 pm	Afternoon Break	Essex Ballroom Foyer
4:00 pm-5:30 pm	Alumni & Students Networking Event	St. George
7:00 pm-8:00 pm	Pre-Gala Reception	America Ballroom Foyer: 4th Floor
8:00 pm-10:30 pm	CLOSING BLACK TIE GALA	America Ballroom Foyer: 4th Floor
10:30 pm-2:00 am	Post-Gala Reception (Live Jazz)	America Ballroom Foyer: 4th Floor

Sunday, February 25, 2007

TIME	EVENT	LOCATION
9:00 am-11:00 am	Gospel Brunch	Essex Center

*"If you're walking down the right path and
you're willing to keep walking, eventually
you'll make progress." –Barack Obama*



The 35th Annual H. Naylor Fitzhugh Conference Committee would like to thank our Corporate Sponsors and Donors for their continued and generous support

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Dear Friends,

It is with great honor that we welcome you to the 35th Annual H. Naylor Fitzhugh Conference. This year's theme- "*Celebrating Progress: Honoring our Past to Empower Our Future*"- reflects the belief that critical analyses of our past accomplishments will allow us to strategically navigate our future success. We believe, as you will find throughout the weekend, that our past successes underscore the need to strengthen the collective ties that bind us so as to promote economic, political, and social empowerment.

This three-pronged approach to "community" empowerment permeates through the various panels and workshops that we have planned. Friday night's Town Hall meeting, featuring current and former Black Mayors will provide attendees the opportunity to engage in a candid conversation about the politics of race and reform. Saturday's luncheon, featuring William E. Strickland, Jr., President and CEO, Manchester Bidwell Corporation, will illustrate the convergence of public and private partnerships as a medium for change. Additionally, Saturday evening's keynote address delivered by Ann M. Fudge, former CEO and Chairman of Young & Rubicam Brands will highlight the successes we have made in Corporate America.

The conference team has worked tirelessly to ensure every aspect of your experience is enjoyable. We truly appreciate the support of our alumni, corporate sponsors, keynote speakers, panelists, AASU members, and conference participants and hope this weekend surpasses your expectations. By leveraging our shared experiences, we will guarantee a future of responsible leaders who make a positive difference in our world.

Once again, welcome and thank you for joining us!

Sincerely,

Marissa Horne, MBA 2007
Conference Co-Chair

Wambui Maina, MBA 2007
Conference Co-Chair



"I have about concluded that wealth is a state of mind, and that anyone can acquire a wealthy state of mind by thinking rich thoughts." -Andrew Young



Dear Friends,

I am pleased to welcome you to the 35th Annual H. Naylor Fitzhugh Conference sponsored by the African-American Student Union (AASU) at Harvard Business School. Each year, this event brings together hundreds of current and prospective students, alumni, faculty, and business leaders for a remarkable weekend of education, networking, and personal development. This year promises to be particularly stimulating, with a truly outstanding program of panels and workshops, keynote addresses, and social events. The conference co-chairs, Marissa Horne and Wambui Maina, as well as the entire planning committee are to be commended.

This year's theme, "Celebrating Progress: Honoring Our Past to Empower Our Future," is especially fitting as Harvard Business School approaches the centennial of its founding. It is a shared understanding of our history that enables us to chart a bold vision for our future, and in the sessions ahead you will find ample opportunity to examine the rich legacy of accomplishment in the African-American community.

I am confident you will be enriched by your participation in the events of the next few days. Enjoy!

Best regards,

Jay Light

Dean, Harvard Business School

"I have learned that success is to be measured not so much by the position that one has reached in life as by the obstacles which he has had to overcome while trying to succeed." -Booker T. Washington



Greetings Conference Attendees,

On behalf of the members and officers of the Harvard Business School's African-American Student Union (AASU) we welcome you to the 35th Annual H. Naylor Fitzhugh Conference. We are very excited that you have chosen to join us in "Celebrating Progress – Honoring Our Past to Empower Our Future."

Most especially on this anniversary year, as we honor the achievements and accomplishments of those that have come before us, we would like to particularly remember those who were the pioneers that blazed

trails, forged paths and created opportunities that we are now able to benefit from as we create new paths of our own. This includes not only AASU's "Founding Five," but all of the AASU alumni that have come before us. On these commemorative years, we particularly would like to take the time to say thank you and express our sincere appreciation for your efforts.

For over 35 years, AASU has had a tradition of being a stellar support system for African-American, Caribbean and African students on the Harvard Business School campus. The Organization has expanded its breadth to touch members of the greater Boston community while also tackling issues of international scope. This encompasses our views of empowering our future. Our goal is to acknowledge, honor and leverage these experiences to have successful individual futures; but more importantly we strongly believe that by reaching out and giving back to our community, we are able to help empower others, which we hope leads to a better overall future for us all.

This echelon of service is also targeted to those who will follow in our footsteps and take advantage of our own efforts during our tenure at the Harvard Business School. Through many different outreach events, AASU has been able to extend its access to prospective students and even high school students aspiring to attend college.

We believe the 35th H. Naylor Fitzhugh conference benefits the wide cross-section of individuals that are in attendance. Alumni - welcome home and we hope you will enjoy seeing your classmates. Admitted students – congratulations on your acceptance! We look forward to meeting you throughout the conference. Prospective students – we hope you take this opportunity to meet alumni, faculty and current students of the Harvard MBA program. Current students – your hard work paid off! Please take the time to enjoy the events you have planned and gain knowledge from the panels and workshops you have organized. Friends of AASU – we are glad you are connecting (or reconnecting) with the AASU community.

We encourage everyone to continue forging relationships that will serve you well in the future.

Once again, we would like to thank you for your attendance and we are excited to spend this weekend celebrating our progress with you. We truly hope you enjoy this memorable event!

Charissa G. Lawrence
Co-President

Alice S. Vilma
Co-President





Dear Friends,

Welcome to the 35th Annual H. Naylor Fitzhugh Conference. On behalf of the entire student body at HBS, we are honored to support this tradition brought to you by the dedicated members of the African-American Student Union.

Over its illustrious history, the conference has become an integral part of the cultural and professional experience of HBS. It helps inform our community about the tremendous opportunities for African Americans and highlights the importance of giving back so that young African Americans can achieve their full potential. In light of this year's conference theme of "Legacy", it is particularly important to reflect on all that the African American community has provided this campus and beyond.

We hope that this year's attendees will perpetuate the conference's own legacy and help ensure that it remains as salient and enlightening for generations to come.

Sincerely,

Justin Hu

Co-President

Keith Melker

Co-President

"It's hard to be the first. It's almost as if I'm subject to a different level of inspection." -Carol Moseley-Braun

Our Mission

The African-American Student Union of the Harvard Business School seeks to enhance the experience for students of the African Diaspora, to increase the matriculation of these students at HBS, and to strengthen the presence of AASU and the HBS African-American Alumni Association inside and outside the HBS community

Conference Co-Chairs

Marissa Horne
Wambui Maina

Conference Planning Committee

Entrepreneurial Ventures Competition

Chris Allen
Tres Watson
Philip Barr
Daniel Osei-Antwi
Rashad Gold
Diarra McKinney

Entertainment

Femi Allen
Amiko Glasford
Michon Pinnix

Food and Beverage

Ashley Allen
Charissa Lawrence
Alice Vilma

Future Leaders Award

Nadia Nelson
Ade Patton
Damany Gibbs
Philip Barr
Constance Jones
Alison Fielder
Asumini Kasule

Logistics

Nathan Norstrud
Lori Bowden
Barbara Iyayi
Nicole Forbes

Marketing

Aaliyah Shafiq
Constance Jones
Aaliyah Richmond
Lamonte Leftenant

Panels/Workshops

Jason Brown
Roberto Young
Shamika Lee
Bruce Ware
Azania Andrews
Earl Gordon
Earl Benson
Anita Lynch
Damany Gibbs
Taneka Francis
Johnita Mizelle

Programs & Website

John Green
Yaa Walker
Abe Ankumah
George Baker
Emmanuel Simon

Registration

Lauren Moses

VIP

Kelly Hatcher
Albert Biketi
Angela Beck
Jeff McCall
Khary Barnes

Corporate Sponsorships

Francine Chew
Martin Gilkes



AASU Co-Presidents

Charissa Lawrence
Alice Vilma

AASU Leadership Team

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Erica Hunt
Erin Strother

Alumni Relations and Speakers

Julia Alexander
Tres Watson

Career Development

John Green

Community Service

Nadia Nelson
Ade Patton

Corporate Relations

Francine Chew
Martin Gilkes

Education

Lauren Moses
Aaliyah Shafiq

External Relations

Tunde Akiode
L'erin Davis

H. Naylor Fitzhugh Conference

Marissa Horne
Wambui Maina

Historian

Walter Frye

Social

Amiko Glasford
Yaa Walker

Student Affairs

Ashley Allen
Roberto Young

Treasurer

McComma Grayson

*"It appears that my worst fears have been realized:
we have made progress in everything yet nothing has
changed."* -Derrick Bell

Congratulations MBA Class of 2007

Aaliyah Shafiq	Khanyisile Dhlomo
Alice Vilma	Kina Beale
Amiko Glasford	Kris Chikelue
Annie Bertrand	Laura Seejattan
Ashley Allen	Lauren Moses
Aziel Rivers	Leo McAfee
Babatunde Akiode	L'erin Davis
Bianca Tabourn	Mariha Gibbs
Bryan Rand	Marissa Horne
Catherine Dial	Martin Gilkes
Chance Cuffe	McComma Grayson
Charissa Lawrence	Melvin Watson
Christopher Allen	Merafe Moloto
Clarence Cash	Mihyar Mohamed
Clint Lawrence	Nadia Nelson
Danielle Anderson	Nathan Norstrud
Danielle Romain	Nick Ndiritu
Derrick Yarbrough	Nolan Townsend
Ebony Cambridge	Omoniyi Omojola
Edward Keith	Paris Wallace
Eric Otoo	Roberto Young
Erica Hunt	Rosy Fynn
Erin Strother	Steven Denny
Femi Allen	Sunaina Sinha
Folabi Ayoola	Terilyn Dumas
Francine Chew	Tijan Watt
Guelmana Rochelin	Vince Ballard
Heather	Vitaliy Pereverzev
McLetchie-Leader	Walter Frye
Jaison Battle	Wambui Maina
Jason Brown	Yaa Walker
Jason Goins	
Jermaine Warren	
John Green	
Jonathan Kelly	
Jonathan Wilkins	
Julia Alexander	
Karamath Adamon	
Kelly Hatcher	

Congratulations MBA Class of 2008

A Lamonte Leftenant	Michon Pinnix
Aaliyah Richmond	Nadia Johnson
Abe Ankumah	Nadine Ngouabe Dlodlo
Albert Biketi	Nana-Araba Quagraine
Alison Fielder	Nicole D Forbes
Angela Beck	Nkechiye Okwumabua
Angella Rainford	Nosakhare Egharevba
Anita Lynch	Philip Barr
Asumini Kasule	Rashad Gold
Azania Andrews	Robert Benson
Barbara O Iyayi	Ronald Funderburk II
Brian Frimpong	Rumbidzayishe Maswoshe
Bruce Ware	Shamika Lee
Christiana Iyasere	Shandi Smith
Ciara Gary	Steven Whittingham
Constance Jones	Taneka Francis
Craig Canton	Tanya Reid
Damany E Gibbs	Zhalisa Clarke
Daniel Osei-Antwi	
David Rawlinson	
Diarra McKinney	
Earl Gordon	
Emmanuel Simon	
Ernest Kwarteng	
George Baker	
Harold Martin	
Helen Trapp	
Jananda Hill	
Janelle James	
Jeffery McCall	
Johnita Mizelle	
Joseph Mutugu	
Kapil Mohabir	
Keisha Adams	
Khary Barnes	
Kuleni Gebisa	
Lori Bowden	
Matthew Brewer	
Melissa Brown	



William E. Strickland, Jr.



Bill Strickland is the President and CEO of Manchester Bidwell Corporation. He established Manchester Craftsmen's Guild in 1968 to help combat the effects of economic and social devastation experienced by the youth of his inner-city Pittsburgh neighborhood. Just as the introduction to art had helped to change the course of his life, Strickland hoped art would inspire similar change in his community. Located in a residential row house, Manchester Craftsmen's Guild initially offered informal ceramics classes and a small exhibition space. The program soon expanded to address the interests of community members and began to gain the notice of Pittsburgh's civic leaders.

Strickland was born in Pittsburgh in 1947, and graduated from David B. Oliver High School in 1965. In 1969, he earned a bachelor's degree in American history and foreign relations from the University of Pittsburgh and graduated cum laude.

In 1986, after leading a \$6.5 million capital campaign, Strickland opened a new 62,000 square foot arts and career training center. This facility offered vastly improved and expanded studios as well as classrooms, workshops, gallery spaces, and a 350-seat auditorium. The center currently provides training in fields as varied as gourmet food preparation, chemical, office, and medical technologies, and education arts programming in ceramics, photography, and digital imaging. In addition, the center presents nationally acclaimed jazz performances, and its own jazz recording label has produced three Grammy-winning CDs out of four nominated for the award.

The contributions of Bill Strickland and Manchester Bidwell to the arts and the community have been well documented and honored with numerous prestigious awards. Strickland has served a six-year Presidential appointment as a Council Member of the National Endowment for the Arts, and received the MacArthur Genius Award for leadership and ingenuity in the arts. In addition, Manchester Craftsmen's Guild has received the "Coming Up Taller" Award and Bidwell Training Center has received the EPIC Award from the U.S. Department of Labor. In 2002, Strickland was sworn in as a member of the Presidents Committee on the Arts and the Humanities.

*"Leadership consists in keeping your eye on the future
and trying to determine, in the midst of that darkness,
where we really ought to be going." -Alan Keyes*

Ann M. Fudge



Ann Fudge is the Former Chairman and CEO of Young & Rubicam Brands, a global network of pre-eminent companies across the full range of marketing communications. Young & Rubicam Brands companies include Y&R (advertising), Burson-Marsteller (public relations/public affairs), Wunderman (direct and database marketing), Landor Associates (brand consulting and creative design), Sudler & Hennessey (strategic healthcare communications) and Cohn & Wolfe (public relations) among others.

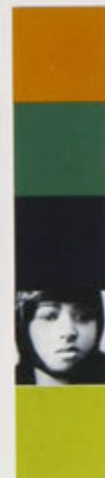
Prior to Young & Rubicam Brands, Ms. Fudge served as President, Beverages, Desserts and Post Division – a \$5 billion unit of Kraft Foods. She served on Kraft's Management Committee and has managed many businesses including Maxwell House Coffee, Gevalia Kaffe, Kool Aid, Crystal Light, Post cereals, Jell-O desserts and Altoids. Before joining General Foods, she spent nine years at General Mills, where she began as a Marketing Assistant and rose to the level of Marketing Director.

She serves on the Board of Directors of General Electric. She also serves on the Harvard Board of Overseers, the Board of Directors of Catalyst and is a trustee of the Brookings Institution. In Fall 2006, Ms. Fudge was appointed to the Boards of the Rockefeller Foundation and the Council on Foreign Relations. In December 2005, Ms. Fudge was a recipient of the NY Executive Council's Ten Awards, given for leadership and innovation in business. The previous year she was named as one of Time Magazine's Global Business Influentials.

Ms. Fudge has received the Matrix Award for Advertising from New York Women in Communication. Among her other honors are Leadership Awards from the Minneapolis and New York City YWCA, an Alumni Achievement Award from Harvard Business School and an Achievement Award from The Executive Leadership Council. She has been profiled in Black Enterprise magazine, Business Week and The New York Times, among others and named by Fortune magazine as one of the 50 most powerful women in American business.

Ms. Fudge received her BA from Simmons College and her MBA from Harvard University Graduate School of Business.

"There are no secrets to success: Don't waste time looking for them. Success is the result of perfection, hard work, learning from failure, loyalty to those for whom you work, and persistence." -Colin Powell



Moderator: Professor David Thomas



Senior Associate Dean, Director of Faculty Recruiting, and H. Naylor Fitzhugh Professor of Business Administration, the Harvard Business School

Thomas joined the HBS faculty in 1990 and became a tenured professor in 1998. David Thomas is a recognized thought leader in the area of strategic human resource management. His research addresses issues related to executive development, cultural diversity in organizations, leadership and organizational change. He is co-author of the Best Selling Harvard Business Review article "Making Differences Matter: A New Paradigm for Managing Diversity." His book Breaking Through: The Making of Minority Executives in Corporate America (with John Gabarro) has met with critical acclaim in reviews by academics and journalists.

Professor Thomas is Course Head for the Harvard Business School's required first-year MBA course, Leadership and Organizational Behavior; and the faculty chair for the HBS Executive Education program, Strategic Human Resource Management. He is a frequent presenter in executive education programs as well as a consultant to private sector corporations, government agencies and not-for-profit organizations.

Professor Thomas received his Bachelor of Arts (1978), Master of Philosophy (1984) and Doctor of Philosophy (1986) degrees from Yale University. He also holds a Master of Arts (1981) in Organizational Psychology from Columbia University.

Prior to joining the faculty of the Harvard Business School, he was on the faculty of the Wharton School of Finance. He is a member of the Academy of Management, National Training Laboratories and the International Society for the Psychoanalytic Study of Organizations. Professor Thomas sits on the boards of several organizations, among them Cambridge Trust Company, Brigham and Women's Hospital, Shady Hill School, Jobs for the Future and the Boston Partnership.

William V. Bell



Bill Bell is the mayor of Durham, N.C. Re-elected in 2003 to serve his city, Mayor Bell describes his political philosophy as follows:

"The basic precepts of my political philosophy about representative government include my strong belief that its elected officials are public servants who are obligated to serve with integrity. As public servants, they must acquire sufficient knowledge and understanding of all matters subject to their jurisdiction; be open to the ideas of others, including especially those of their colleagues, staffs, and constituents. They should be honest and scrupulous in carrying out their duties; and remain ever cognizant of the fact that politics, according to Otto von Bismarck (1867), 'is the art of the possible.' Elected officials should ever remain consistent about the major ends they seek, such as effective and efficient delivery of the services they are

required to provide their constituents. The means chosen to reach those ends may be flexible, but they must always be morally appropriate."

Born in 1941, in Washington, D.C., Bell went on to obtain a BS in Electrical Engineering from Howard University in 1961. After serving as First Lieutenant in the United States Army Signal Corps from 1961-1963, Bell earned a MS of Electrical Engineering from New York University in 1968.

Mayor Bell has received several accolades during his career in public service including the Distinguished Service Award for Outstanding Public Service Benefiting all Citizens of the Durham Community presented by "The Greater Durham Chamber of Commerce" in November 2000, the "Annual Leadership Award" by the North Carolina Black Elected Municipal Officials (NCBEMO) in October 2006, and the "Samuel Dubois Society Distinguished Service Award" presented in February 2006.

Sharon Pratt



The founder and leader of Pratt Consulting, Sharon Pratt, is someone who has substantial private sector experience (having served as Vice President for Public Policy at the Potomac Electric Power Company), as well as someone with unique public sector experience.

Ms. Pratt was sworn in as a mayor of Washington, D.C. on January 2, 1991, having been elected the first African-American woman to serve as mayor of a major American city. During her tenure she advanced and sustained reform across all spheres of government. She was able to achieve unprecedented alliances with neighboring jurisdictions, the federal government and the private sector—a

collaborative approach critical to addressing far reaching challenges—such as an epidemic (HIV/AIDS/TB), youth gangs, or organizing for potential terrorist attacks during the Persian Gulf War.

Sharon Pratt is a native Washingtonian, an honors graduate of Howard University's School of Liberal Arts and Law, a Falk Fellow, a former law professor, a litigator, in house counsel, Of Counsel with a national law firm, a former senior electric utility executive, and the first woman to serve as Treasurer of the National Democratic Committee. Ms. Pratt also served as a Senior Fellow at the Institute of Politics at the Kennedy School (Harvard University). She has attained several honors—including Glamour magazine's Woman of the Year Award, the Congressional Black Caucus' Mary McCleod Bethune-W.E. Dubois award, and the Clean Cities Award.



Mayor Kenneth E. Reeves, Cambridge, MA



Kenneth E. Reeves (Ken) is currently serving his third term as Mayor of the City of Cambridge. Ken previously served consecutive terms as Mayor in 1992-1993 and 1994-1995, becoming the first African American to hold the office in Cambridge.

Ken's years of service to the City of Cambridge have been characterized by energy and innovation. During his prior terms, Ken launched several initiatives that have helped significantly to transform the physical, social, and cultural landscape of the city. His work focused on building consensus for action across various interest groups, both in Cambridge and beyond its borders, with emphasis on preserving housing affordability in the City, stimulating economic development, encouraging

both citizen empowerment and diversity among the City's decision makers.

As an elected official, Ken has further used the stature of his office to raise the profile of and lend support to issues which impact the health, educational attainment, and general quality of life for individuals and families not only in Cambridge, but across the country. Ken has helped to found or served in a leadership capacity with a number of local, statewide and national organizations and initiatives.

Ken is a graduate of Harvard College and the University of Michigan Law School. As an attorney, Ken has served as the Managing Attorney of the General Motors/United Auto Workers legal plan and as an attorney specializing in utility, insurance and banking regulations for the National Consumer Law Center in Boston. Ken has also been in private practice as a principal in the law firm Singleton, Reeves, Bowzer and Huggins.

Mayor Wayne Smith, Township of Irvington, New Jersey



Wayne Smith was elected as the 20th Mayor of Irvington, New Jersey in May 2002 and re-elected in 2006. Mayor Smith's tenure has been defined by bold, innovative leadership that has yielded significant progress for the Township of Irvington. In November 2006, Mayor Smith was installed as the president and chairman of the 22-member NJ Urban Mayors' Association.

His most noted accomplishments as Mayor include: initiating the formation of the Anti-Crime Partnership that includes the NJ State Police, local, county and federal agencies; securing the \$4.4 million agreement to rebuild the Irvington Bus Terminal, which opened in April 2005; demolishing dozens of dilapidated, abandoned properties to pave the way for redevelopment; and drastically increasing code enforcement that has resulted in about \$1.5 million in fines of neglectful property owners.

While Mayor Smith's political and civic careers have been widely praised by media outlets and civic organizations, his greatest reward comes from the heartfelt commitment made every day to improve the quality of life for the citizens of the Township of Irvington.

Phil Thompson



Phil Thompson is an urban planner and political scientist. He is Associate Professor of Urban Planning at MIT. He received a B.A. in Sociology from Harvard University in 1977, a M.U.P. from Hunter College in 1986, and a PhD. in Political Science from the City University of New York Graduate Center in 1990. Phil worked as Deputy General Manager of the New York Housing Authority, and as Director of the Mayor's Office of Housing Coordination. Phil is a frequent advisor to trade unions in their efforts to work with immigrant and community groups across the United States. Phil's most recent academic work includes a 2004 review of public health interventions in poor black communities (written with Arline Geronimus) published in the Du Bois Review entitled "To Denigrate, Ignore, or Disrupt: The Health Impact of Policy-induced Breakdown

of Urban African American Communities of Support," an article entitled "Judging Mayors" in the June, 2005 issue of Perspectives on Politics, and a recent book called Double Trouble: Black Mayors, Black Communities and the Struggle for Deep Democracy published in 2006 by Oxford University Press. Since Hurricane Katrina struck New Orleans in 2005, Phil has worked with the AFL-CIO Investment Trust Corporation and with local community groups to create affordable housing and workforce development initiatives to help rebuild the city of New Orleans. He is also coordinating MIT sponsored projects in New Orleans including work on economic development, planning, and the design of an urban information system to help guide recovery efforts.

Bert King Award: Rena Clark '90



Currently Rena Clark serves as vice president of community affairs and corporate philanthropy for the Boston, Massachusetts Kraft Group and the NFL's New England Patriots. In her first three seasons with the organization, she enjoyed the most successful years in franchise history with three consecutive division titles, including back-to-back 17-win seasons and two Super Bowl championships in 2003 and 2004.

In her role, Clark is responsible for all team-related community affairs and outreach programs. She also oversees all the charitable giving efforts for the New England Patriots Charitable Foundation (NEPCF) and similar activities for the Kraft Group. In her first three years, the foundation contributed over \$3 million in grants, scholarships and in-kind donations to non-profit organizations throughout New England. In addition to charitable donations, the foundation also sponsors the team's community initiatives, corporate community partnerships, youth football programs and player development programs.

Prior to joining the Kraft Group, Clark gained more than 18 years of corporate managerial experience in a wide variety of environments in both the for-profit and not-for-profit sectors. After college, she spent four years at General Electric the initial two years on the Manufacturing Management Program. During the early 1990's she spent a year at Bain & Company in Boston as a management strategy consultant before returning to Harvard University's Graduate School of Business. While there, she served as the managing director of MBA program administration and chief operating officer with responsibility for admissions, financial aid, all student services activities for 1,800 MBA candidates. Prior to joining the Patriots, Clark acquired, built and operated two middle-market sized manufacturing companies.

She actively participates in a variety of community organizations and currently serves on the board of overseers for the Boys and Girls Clubs of Boston, the Boston Symphony Orchestra and on the board of directors for Junior Achievement of Northern New England. She is a community volunteer with the United Way Massachusetts Bay and serves on the Community Impact Committee.

Clark graduated from Lamar University with a bachelor's degree in mechanical engineering with honors and holds a master's degree in business administration from the Harvard University Graduate School of Business.

"Presumption should never make us neglect that which appears easy to us, nor should despair make us lose courage at the sight of difficulties." -Benjamin Banneker



Alumni Achievement Award: Pamela J. Joyner '84



Pamela J. Joyner is the managing partner and founder of Avid Partners, LLC. Ms. Joyner's expertise is advising investment managers and private investment groups in developing and implementing investment strategies in the alternative investment arena. Her primary focus is assisting established investment management firms in the diversification, product positioning and global distribution of their investment programs. Prior to founding Avid Partners in 2000, Ms. Joyner was a Partner at Bowman Capital Management, LLC and worked for a number of years in the marketing and client service group at Capital Guardian Trust Company. Ms. Joyner's other investment experience includes positions at Fidelity Management Trust Company, Kidder Peabody and Merrill Lynch. She is a former director of The Sharper Image and is currently a Trustee of Dartmouth College and is on the College's Nominating and Finance Committees, as well as serving as Chair of the Investment Committee. Additionally, she serves on the board of the Hopkins Center and the Hood Museum. Her other community involvements include serving as a Co-Chair of the San Francisco Ballet and a trustee of the California HealthCare Foundation, as well as a board member of the Harvard Business School Association of Northern California. Ms. Joyner received BA, 1979, Dartmouth College; MBA, 1984, Harvard University; M.A. Honorary Degree, 2001, Dartmouth College.

"I refused to take no for an answer"

-Bessie Coleman

PANEL

Entrepreneurship - The triumphs and challenges of being your own boss

Minority-owned enterprises have increased significantly due to access of capital and opportunity. This panel will explore many facets of entrepreneurship management including funding sources, building sound management teams, and the challenges and opportunities facing today's business owner. The panel will also identify and discuss various entry points of entrepreneurship – acquisitions versus start-ups. Industrial, entertainment and media, and professional services sectors will be represented among a diverse group of panelists who will candidly discuss their experiences.



MODERATOR: RON MITCHELL

Co-Founder and President, CareerCore LLC
Chief Executive Officer, AlumniAthlete Network

Ronald P. Mitchell is the Co-Founder and President of CareerCore LLC and Chief Executive Officer of the AlumniAthlete Network. Through these two enterprises, Ron has developed and managed leading-edge career development programs, technologies and tools for students and professionals across the nation.

Ron is recognized as a leader in the career development industry and has been featured in mainstream and business media for his success in this area including BusinessWeek Magazine, CNBC, BusinessWeek TV, Harvard Business School Bulletin and the New York Post. He is also a regular speaker at major corporations and leading universities including Princeton, Duke, Notre Dame and the University of North Carolina.

Prior to founding CareerCore and the AlumniAthlete Network, Ron was a General Partner of Provender Capital Group, LLC, a merchant banking group which makes principal investments in the areas of media, financial services and specialty retail. While at Provender he closed several transactions in specialty retail and media and served on the boards of PacPizza and Le Gourmet Chef.

Ron was formerly in the investment banking division of Morgan Stanley & Co. At Morgan Stanley, he worked on various valuation and financing assignments in connection with the execution of equity, debt and derivative offerings in the transportation industry. Ron's professional experience also includes Mitchell & Titus LLP, McKinsey & Co. and The Anschutz Corporation.

Ron earned his AB degree from Harvard University and his MBA degree from the Harvard University Graduate School of Business where he served as President of his class and as a member of the Board of Directors of the HBS Alumni Association. Currently, Ron sits on the Boards of Odyssey House and the Odyssey House Foundation.





FRANTZ ALPHONSE
Managing Partner of APCP

Frantz Alphonse is Managing Partner of APCP, a private equity firm specializing in the acquisition and management of middle-market enterprises. He also serves on the board of directors with his firm's portfolio companies, each a leader in its respective industry.

Mr. Alphonse has held operating positions with some of the world's leading enterprises. Prior to forming APCP, Mr. Alphonse served as Project Leader in the European operations of Reebok International, Ltd. In this capacity, he reported directly to the CEO in Europe and led the development of restructuring plans for this \$1 billion business. Most notably, however, Mr. Alphonse has also held significant operating positions with Procter & Gamble in the US and Latin America, particularly as Director of New Initiatives in P&G's Latin American operations. Mr. Alphonse has been a banker with Morgan Stanley and a strategy consultant. It was during his tenure at P&G that he first considered a management buyout of a non-strategic, yet fundamentally sound, packaged goods division in P&G's impressive portfolio of consumer brands.

Mr. Alphonse has spoken at Harvard Business School, the Wharton School of the University of Pennsylvania, and the Kellogg School of Management at Northwestern University. He has also been featured in various business publications. He holds a BA from Duke University, where he was a Phi Eta Sigma Scholar, and an MBA from Harvard Business School.



TERRY COMER
General Partner, J. Devien Capital, LLC

Mr. Comer is a founder and General Partner of J. Devien Capital, LLC, a mid-market private equity firm based on a typical search fund model. Before joining J. Devien, Mr. Comer previously worked for Cox Communications as a Strategy & Development Analyst. From 2000-2004, he worked at Avaya Communications and Lucent Technologies in a variety of field services, business development, and sales positions. Mr. Comer received his Bachelors degree in Mathematics, *summa cum laude*, from Morris Brown College, his Bachelors degree in Industrial Engineering with high honors from the Georgia Institute of Technology, and his M.B.A from Harvard Business School. He currently sits on the board of the Spelman College Museum of Fine Arts.



LINDA SPRADLEY DUNN
CEO/Publisher, Odyssey Media

Linda Spradley Dunn is CEO/Publisher of Odyssey Media, a marketing and communications company headquartered in Singer Island Florida with satellite offices in New York, Detroit and California. In just 8 short years she has brought together a powerful but long-neglected target audience of affluent and influential multicultural women and connected them to a select group of companies that offer the elite products and services that cater to their lifestyles. Odyssey Media has four divisions; Odyssey Couleur Magazine, Odyssey Network Business Retreats, Spa Odyssey Products and Barometer Research.

Linda Spradley Dunn is nationally recognized as a strategic thinker and market strategist. She is a graduate of George Washington University and the Harvard/IBM Executive MBA program. From 1983-1994 she rose through the ranks of IBM and in 1992 she was named IBM Business Unit Manager of the Year. Through out the years she has been featured in Essence, Black Enterprises, Working Women and O Magazine. She has appeared on PBS as a participant in the Women's Forum, discussing issues such as The Glass Ceiling, and Working Women's World of Business. She has also appeared as a travel commentator on CNN.

Particularly noteworthy is Linda Spradley Dunn's commitment to her community. She served as the first African-American and the first female chair of the board of directors of the Essex and Hudson Counties' United Way. As leader she was credited with creating the Night of Miracles Gala, raising over 1 million dollars to benefit the children of Essex County. She serves on the boards of the Essex County Community College and the New Jersey Performing Arts Women's Board. She is a member of the Bergen County, New Jersey Chapter, The Links Incorporated and was recently inducted as an honorary member of Zeta Phi Beta Sorority.

She is married to Dr. Vann Howard Dunn, Chief Medical Officer of the Health and Hospitals Corporation of New York and they reside in Englewood, New Jersey and Singer Island, Florida. They are the proud parents of 2-year-old Alexandra Dunn.

GLEN HENDERSON
Co-Founder and CEO, AFC Worldwide Express

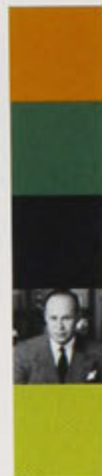


Glenn S. Henderson is Co-Founder and CEO of AFC Worldwide Express, a transportation and logistics company located in Kennesaw, Georgia. Under his leadership, the company has experienced consistent growth over its 18 year history. AFC Worldwide Express had \$60M in sales in 2006.

AFC Worldwide Express, headquartered in Atlanta, Georgia, was established in 1987 to provide domestic and international transportation services of time sensitive materials. Mr. Henderson is charged with providing the strategic leadership, vision and direction of the company, as well as cultivating alliances. As a successful entrepreneur, Mr. Henderson and his company have been recognized for their exceptional commitment to best practice and customer service, including Small Business of the Year from Hallmark Cards.

In addition to his duties as Chairman of AFC Express, Mr. Henderson serves as a board member for the Christian Coalition, Georgia Minority Supplier Development Council (GMSDC), Atlanta Pastor's Fellowship Advisory Board, and the Institute for Organizational Leadership (IOL).

Glenn Henderson is proudly married to Regina Henderson, his wife, friend, confidante and advisor of 20 years. They live in Atlanta, Georgia with their three children, Valerie, Cameron, and Allegra.





SHARON JOSEPH
Co-owner, Harlem Lanes

Sharon Joseph had been a Wall Street executive for nearly a decade (private banking and consulting) when a passion for entrepreneurship and deep family roots in Harlem led to her desire to play a role in the revitalization of the historic neighborhood. Sharon joined forces with her aunt, Gail Richards, to make history by introducing Harlem Lanes, a premier entertainment destination for family and friends to eat, drink and have fun. Harlem Lanes is the country's first black women-built and owned Bowling Alley and the first bowling alley in Harlem in 30 years. Sharon is a graduate of both Tufts University and Columbia Business School and remains active in the Columbia Business School entrepreneurship program. Sharon is very active in the Harlem Business Community. She is an executive board member for the Women's Alliance of Harlem and a member of Pres. Clinton's Urban Initiative Program (On March 11, Pres. Clinton helped Sharon cut the ribbons for Harlem Lane). She is currently working on an initiative to use bowling to teach math and fight obesity in children in Harlem. She lives in Harlem with her five year old daughter Morgan.



JOSEPH MCGHEE
Managing Partner, J. Devien Capital, LLC

Mr. McGhee is a founder and Managing Partner in J. Devien Capital, LLC.; an interim private equity firm based on a typical search fund model. Joe was most recently a Division President at Asurion Insurance Services. His previous work experience includes various senior executive level positions with Cisco Systems, Avaya, IBM, LOTUS software, and Siemens. Mr. McGhee has extensive global operations experience and has conducted business in over 30 countries including leading Cisco Systems' \$400M+ Operations in Korea as Executive Vice President and COO. In addition to his experiences throughout Asia, he has also conducted business in Latin America and the Caribbean, as well as various European countries while working for Siemens. From 2001-2003, Mr. McGhee was responsible for driving over \$2 Billion in total revenue and leading all associated business and strategic initiatives as Vice President of Sales & Operations, Americas East, for Avaya Communications. Mr. McGhee received his Bachelors Degree in Business Management & Marketing with Honors from Jackson State University and his MBA from Harvard Business School with a concentration in marketing and international business.

*"We keep going back, stronger, not weaker,
because we will not allow rejection to beat us down.
It will only strengthen our resolve. To be successful
there is no other way." -*

Earl Graves

PANEL

Investing and Managing in Emerging Markets:
Rational Exuberance or Market Fad

Many emerging market economies are outpacing developed countries in the returns on investments made. In addition, there is a growing need for investors to think globally as competition in developed countries becomes even fiercer. Is this a case of rational exuberance or merely a market fad that will soon come to an end? This panel seeks to explore the challenges and opportunities of investing in emerging markets, especially from a private equity perspective. What are the tradeoffs of investing in emerging markets versus developed economies? What is the social impact of investments in emerging markets? What are the various career paths to investing in emerging markets? What is the outlook on future trends across various emerging markets? How do we better bridge the gap between the developed world and emerging economies?



MODERATOR: PROFESSOR MICHAEL CHU
Senior Lecturer, Harvard Business School

Michael Chu was appointed a Senior Lecturer in the Initiative on Social Enterprise of the General Management Group of the Harvard Business School in July 2003. He continues to serve as Senior Partner and a Founding Partner of Pegasus Capital, a firm dedicated to deploying equity capital in projects originating from Latin America.

Chu teaches the second year elective courses Effective Leadership of Social Enterprise and Business Approaches Serving the Base of the Pyramid. He is Faculty Co-Chair of the Executive Education program Strategic Leadership for Microfinance. In the past, he has taught the course Investing and Managing in Emerging Markets.

Before Pegasus, as President & CEO of ACCION International, a nonprofit corporation dedicated to microfinance, Chu worked to develop financial services for the working poor as a new segment of banking capable of outstanding returns. He participated in the founding of several microcredit financial institutions and regulated banks throughout Latin America, including Banco Solidario, one of the premier microlending institutions in the world, which under his chairmanship has been the most profitable bank in Bolivia.

From 1989 to 1993, as an executive and limited partner in the New York office of Kohlberg Kravis Roberts & Co, Chu was one of sixteen professionals deploying KKR's \$5.7 billion private equity fund and managing an investment portfolio with aggregate annual revenues in excess of \$60 billion. Previously, he held senior management positions in U.S. corporations and was a management consultant with the Boston Consulting Group.

Chu graduated with an A.B.(Honors) from Dartmouth College and received a M.B.A. with highest distinction (Baker Scholar) from Harvard Business School.



EUGENIA ADOFO
Investment Officer
International Finance Corporation

Eugenia is an Investment Officer with the Private Equity Funds group of the International Finance Corporation (the private sector arm of the World Bank). She has worked a variety of private equity funds in emerging markets especially in Africa and Asia. Eugenia has an MBA from the University of Chicago and has worked in the financial industry in Africa, she was also a freelancer for the Economist magazine.

ARJUNA COSTA
Co-Founder
Africa International Financial Holdings

Arjuna Costa was a co-founder of Africa International Financial Holdings, a private equity fund with \$115 million in capital commitments. The fund focused on making control investments in commercial banks in sub-Saharan Africa. Its investors included the commercial banks HSBC and First Rand, and development finance institutions such as IFC and EIB. Prior to founding the fund, Mr. Costa was part of a small team that advised African governments on bank restructuring and privatization, and successfully completed multiple transactions in Uganda and Rwanda.

He has also served as the trade and investment advisor to the African Development Foundation (ADF), an agency of the US Government that is responsible for grassroots level enterprise development in sub-Saharan Africa. While at ADF, Mr. Costa designed and spearheaded the formation of a venture capital fund targeted at indigenous small and medium scale enterprises, with a geographic focus on Zimbabwe and Uganda. In addition, he worked on numerous agribusiness projects aimed at developing export cash crops that could be cultivated by smallholder agriculture.

Mr. Costa started his career at Lehman Brothers in New York. Mr. Costa received a BA from Columbia University and an MBA from the Harvard Business School. While at Harvard, his research interests included privatization and large-scale project investments in transition economies.

"We are a party of innovation. We do not reject our traditions, but we are willing to adapt to changing circumstances, when change we must. We are willing to suffer the discomfort of change in order to achieve a better future." - Barbara Jordan



JERRY L. JOHNSON

Vice President of Corporate Development, American Capital

Mr. Johnson is the Vice President of Corporate Development with American Capital (\$11 Billion Global Private Equity Fund). Mr. Johnson is focused on the launch of international- and sector-specific funds for American Capital, as well as execution responsibility for strategic acquisitions.

Prior to joining American Capital, Mr. Johnson was a Vice President in the Financial Sponsors and Private Equity Group at Bank of America Securities. Mr. Johnson has invested and served on boards of companies in a variety of industries including telecommunications, technology and media. Mr. Johnson began his career as an investment banker with Donaldson, Lufkin, & Jenrette and as a consultant with McKinsey & Company.

Mr. Johnson received his M.B.A. from Harvard Business School and his B.S. in Chemical Engineering, summa cum laude, from the University of Tennessee, Knoxville. In 2004, Mr. Johnson was appointed by President Bush to serve as a White House Fellow and Special Assistant to the Secretary of Defense. Mr. Johnson was awarded the Secretary of Defense Medal for Exceptional Public Service for his work on the Quadrennial Defense Review and the Defense Venture Capital Initiative. He is a Term Member of the Council on Foreign Relations.

Mr. Johnson resides in Washington, DC with his wife Cara Grayer Johnson.



DAVID PANTON

Partner, Navigation Capital Partners

David Panton is a Partner of Navigation Capital Partners, a middle market private equity fund with over \$350 million under management based in Atlanta, Georgia.

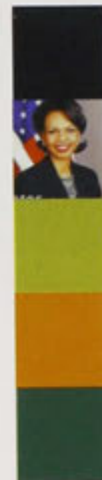
Previously, David was a Vice President of Mellon Ventures, a private equity firm, and a Managing Director of a private equity fund management firm focused on investments in the Caribbean and Latin America. He also acted as interim Chief Executive Officer of CMP Industries Limited, a public diversified manufacturing conglomerate. He has also worked as an Investment Banker at Morgan Stanley & Co. in New York, where he focused on mergers and acquisitions in Latin America.

David received a doctorate in management studies from Oxford University, where he was a Rhodes Scholar, a J.D. from Harvard Law School, where he was President of the Harvard Law Review, and an A.B. in public policy from Princeton University. From 2002-04 he served as a Senator in the Upper House of Parliament in Jamaica.

DEBBIE MCCOY

Vice President, Consumer Finance, Customer Acquisition, Citigroup India

Debbie McCoy is a vice president in Citigroup's Indian consumer finance business based in New Delhi. She previously worked in the office of the CEO and Chairman of Citigroup and in the firm's investment bank. Ms. McCoy began her career at Bain & Company. Her tenure there included extensive work in Johannesburg, South Africa. She received a BA degree, summa cum laude, from Howard University and an MBA degree from Harvard University.



PANEL

Balancing Work and Life: Can you have it all?

Who says achieving professional success and leading a balanced life have to be diametrically opposed? As the number of African Americans engaging in demanding careers has grown, so has the significance of the question, 'can you have a challenging career and a fulfilling life.' This panel will provide insights on this relevant and timely topic through commentary on how successful African Americans are attaining equilibrium.



MODERATOR: KIM BUDD

Director, Community Values Program HBS

Kimberly S. Budd is the Director of the Community Values Program at Harvard Business School where she oversees all aspects of policy enforcement, and develops programs that support and reinforce the HBS shared values of honesty, integrity, personal accountability and respect for others.

She was formerly a University Attorney in the Office of the General Counsel at Harvard University, where her principal areas of practice included litigation, internal investigations, labor and employment as well as counseling on issues related to faculty and student affairs.

Prior to joining Harvard in 1998, she worked as an Assistant United States Attorney with the U.S. Attorney's Office for the District of Massachusetts, prosecuting federal criminal violations. Prior to that she was an associate in the litigation department of Mintz, Levin, Cohn, Ferris, Glovsky & Popeo in Boston. She was also an adjunct faculty member at New England School of Law.

Ms. Budd is a past member of the Massachusetts Judicial Nominating Commission. She has served on the board of Greater Boston Legal Services, and on the Boston Bar Association Council. She currently sits on the Board of the Shady Hill School and serves as Secretary to the Board of Directors of Cambridge Family and Children's Service.

Ms. Budd, a Boston-area native, received her B.A. degree from Georgetown University, and her J.D. degree from Harvard Law School. She resides in Newton, Massachusetts with her husband and two sons.



MOIR DONELSON

Vice President, Business Planning, Winchester Ammunition

Since 2005, Mr. Moir P. Donelson has served as Vice President of Business Planning for Olin Corporation's Winchester Ammunition Division, located in the St. Louis metropolitan community of East Alton, IL, where he is responsible for leading the division's strategic initiatives and planning process.

In 2001, Mr. Donelson joined Alcoa, Inc. as Vice President & General Manager of Excel Extrusions Inc., an Alcoa-owned aluminum extrusions producer located in Warren, Ohio. In 2003, he moved to Chicago as global director of industrial sector marketing for Alcoa, primarily responsible for developing and deploying business and marketing strategies based on customers' needs. Prior to Alcoa, Mr. Donelson spent two years as a consultant in Bain & Company's Chicago office, working with clients in the insurance, telecommunications, professional sports, animal health, automotive and paper industries. Prior to graduate school, Mr. Donelson served in production and engineering assignments for Motorola, Inc., in Austin, Texas. Motorola recognized Mr. Donelson in 1995 as the recipient of its Six Sigma Quality Control Champion Award for manufacturing improvements on the final test floor, and in 1997 with Yield Awards for achieving record yield on silicon wafer product lines for which he maintained engineering responsibility. Mr. Donelson served in the U.S. Army Field Artillery units in Ft. Polk, Louisiana and Ft. Hood, Texas as fire support officer, fire direction officer, executive officer and acting commander from 1990 until 1994.

Mr. Donelson graduated from West Point in 1990 with a Bachelor of Science in Electrical Engineering. While at West Point, he was a member of the Powerlifting Team, Chinese Club, Baptist Student Union and Gospel Choir. Mr. Donelson received his MBA from Harvard Business School in 1999. While at Harvard Mr. Donelson served as Co-Chairman of the Honor Committee, was recommended by the faculty to tutor first-year students and was nominated for the Dean's Award for exceptional leadership.

Mr. Donelson has a passion for the community. He has been active in or has served on the board of several organizations including the United Way, American Red Cross, Junior Achievement, Young Black Men Association, Kappa Alpha Psi Fraternity and an inner-city credit union. He also founded an outreach program for at-risk youth in Leesville, LA. Currently in his spare time, Mr. Donelson reads, exercises, teaches adult bible study and serves on local community boards. Mr. Donelson is married to his beautiful wife of 14 years, Tammie, and has two beautiful daughters and two wonderful sons.

CAMERON JONES

Director, Financial Planning and Analysis, Washington Post



Cameron Jones is a native of Little Rock, Arkansas and a 1996 cum laude graduate of Morehouse College with a degree in Business Administration. Cameron is a 2003 graduate of the Harvard Business School. Upon graduating from HBS, Cameron went to work for The Washington Post as a Director of Financial Planning & Analysis and was recently promoted to Sales Manager of the Business Development Unit.

Cameron and his wife currently reside in Washington, DC with his wife and two-year-old son.





VERLERIA KING-JONES

Vice President
GE Commercial Finance

Verleria is a relationship manager in the Healthcare Financial Services business, specializing in structuring and underwriting cash flow-based leveraged loans for healthcare companies and private equity sponsors to finance working capital, leveraged buyouts, and recapitalizations.

Prior to her current role, Verleria completed GE's Commercial Leadership Program, a 2-year global management-training program, aimed at driving commercial excellence in sales and marketing across GE. Prior to joining GE, Verleria worked as an Associate at JP Morgan in New York in financial risk management, responsible for managing the firm's global credit reserves for loan accounts. In addition, Verleria worked as a Senior Associate at Coopers & Lybrand LLP in New York and Tokyo in the financial assurance and forensic accounting practice areas.

Verleria earned a B.S. in Accountancy from the University of Illinois at Champaign-Urbana and an M.B.A. from Harvard Business School. She is also a certified public accountant and certified Six Sigma Black Belt.

Verleria, a native of Chicago, currently resides in Washington, DC with her husband, Cameron D. Jones, and their 2-year old son, Cameron Earvin Jones.



DAMAUNE JOURNEY

Team Leader, Bead Coating Manufacturing
Eli Lilly

Journey is a team leader in the U.S. Dry Products manufacturing business, specializing in the bead coating operations of the Prozac Weekly®, Cymbalta® and Yentreve® products. This responsibility includes management of the strategy, supply chain, and execution of a business that has produced a market value in excess of \$1.2 billion in drug product during his tenure.

Previously, Journey was a leader of the U.S. Dry Products Packaging Engineering group, which developed and implemented the packaging of over 1 billion drug units annually. Prior to joining Eli Lilly, Journey was a New Products Engineer at Dell Computer Corporation and the National Chairperson of the National Society of Black Engineers (NSBE), the nation's largest student-managed organization, where he led two delegations to various African nations to invest in the engineering & science communities, speaking to thousands of minority students and professionals in the process.

Journey, a native of Flint, Michigan, graduated from the University of Michigan with a Bachelor of Science in Industrial and Operations Engineering degree in 1999 and an M.B.A. from Harvard Business School. As an HBS student, he was active in campus leadership as a Dean's Award committee member, President's Council Representative for the HBS Students Association, a leader in AASU, and elected as the only African-American Section President in the class of 2005.

Journey currently resides in Indianapolis, Indiana.



VERNA MYERS

Principal

Verna Myers Consulting Group

Verna Myers, originally of Baltimore, MD, is the principal of VMCG and a nationally recognized expert in diversity issues within law firms and other legal settings, has been advising law firms about recruitment and retention of attorneys of color since 1992 when she began as The Boston Law Firm Group's first Executive Director. Under her leadership, the Group, a consortium of the largest law firms in Boston, Massachusetts committed to increasing the representation of attorneys of color, made significant progress in minority recruitment and addressing issues of retention.

As Deputy Chief of Staff for the Attorney General of Massachusetts (1997-99), Ms. Myers successfully designed and led a comprehensive diversity initiative, increasing minority recruitment; conducting diversity, anti-discrimination and sexual harassment trainings; and performing outreach to better serve the state's diverse population.

Ms. Myers practiced corporate and real estate law in Boston for six years at Testa, Hurwitz & Thibault, LLP and at Fitch, Wiley, Richlin & Tourse, LLP. She graduated from Harvard Law School and received a Bachelor of Arts, magna cum laude, from Barnard College, Columbia University.



MICHELLE SHELL

Vice President, Asset Management Solutions

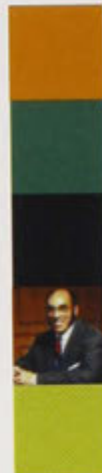
Fidelity Investment

Ms. Shell leads the team that is responsible for the management and development of the product suite for Fidelity Strategic Advisers, a registered investment advisory firm. This product suite includes discretionary mutual fund wrap services and individual account solutions, as well as non-discretionary advice and guidance programs.

Previous experience at Fidelity Investments includes Director of Asset Allocation Mutual Fund Products and Director of Customer Solutions for Stock Plan Services. Before joining Fidelity, Ms. Shell was a Principal at State Street Global Advisors in Strategic Product Development and Competitive Analyst at Forrester Research.

Michelle Shell graduated from the Massachusetts Institute of Technology with an S.B. in Management Science and from the Harvard Business School with an M.B.A. She is a Chartered Financial Analyst.

She lives in Milton, Massachusetts with her husband, Greg, and her two sons, Greg Jr. and Elijah.



"You do what you have to do." - Edward Brooke

PANEL

The Art of the Deal: Achieving Success in the World of Real Estate

In accordance with the conference theme, "Celebrating Progress: Honoring Our Past to Empower Our Future," this panel will highlight and celebrate the accomplishments of the panel members and provide audience members with information about opportunities in real estate. Panelists will share how they became involved in the real estate industry and discuss their personal experiences within the industry from their unique perspective as men and women of African descent. The session will provide participants with an overview of opportunities, best practices and other advice for successful participation within the industry.



MODERATOR: OMOWALE CRENSHAW

Managing Director, Enterprise Heights Real Estate Development Company

Omowale Crenshaw is the Managing Director of Enterprise Heights Real Estate Development Company. In this role, Mr. Crenshaw is responsible for executing Enterprise Heights' vision to pursue market driven mixed-use real estate development activities and commercial corridor revitalization initiatives throughout University City and West Philadelphia. These activities include land use planning, acquisition, budgeting, community engagement, zoning, financial packaging and elected official interface. Omowale manages a staff of six associates and brings over 15 years of both domestic and international economic development experience to the organization.

Prior to joining the Enterprise Heights team, Mr. Crenshaw headed Real Estate and Business Ventures for Universal Companies, a South Philadelphia-based community development corporation. During his tenure at Universal, Mr. Crenshaw directed residential, commercial, and mixed-use development and was also responsible for Universal's restaurant and entertainment-related real estate ventures.

As a consultant to the African Private Sector Development Group of the World Bank in the late 1990's, Omowale provided support to various projects in Mozambique targeting various business development initiatives. Omowale also assisted a Washington, DC based NGO with creating an economic development plan to support micro-enterprises and eco-cultural tourism in the communities of African descent throughout the Americas.

Prior to his entrepreneurial activities, Omowale was an Associate in the mergers and acquisition practice group of McKinsey & Company in their Washington, DC office. During his tenure with McKinsey, Omowale served clients in the shipping, steel, publishing, public radio, and agricultural processing sectors.

Omowale is a member of the Urban Land Institute (ULI). He holds a BBA in International Business from Howard University and a MBA from the Wharton School of the University of Pennsylvania.



THOMAS BALTIMORE

Co-Founder and President, RLJ Development, LLC

Mr. Baltimore is Co-Founder and President of RLJ Development, LLC (RLJ). RLJ is a privately-held real estate investment company founded and led by Robert L. Johnson and Thomas J. Baltimore, Jr. RLJ and its affiliates, including two private equity funds (the RLJ Urban Lodging Fund and the RLJ Lodging Fund II), have in excess of one billion dollars in equity under management and own 117 hotels in major markets in North America valued at approximately \$2.5 billion.

Mr. Baltimore is a seasoned and experienced hospitality executive. Prior to launching RLJ, he was with Hilton Hotels Corporation as a Vice President, Development and Finance (1999 to 2000) and a Vice President, Gaming Development (1997 to 1998). From 1994 to 1996, Mr. Baltimore was Vice President, Business Development for Host Marriott Services (a spinoff entity from Host Marriott Corporation). Mr. Baltimore also worked for Marriott Corporation from 1988 to 1989 and from 1991 to 1993, holding various positions in the company, including Senior Director and Manager.

Mr. Baltimore earned a B.S. degree from the McIntire School of Commerce at the University of Virginia in 1985 and an M.B.A. from the Darden Graduate School of Business Administration at the University of Virginia in 1991. He serves on the Urban Land Institute's Hotel Development Council and the Hilton Hotel Corporation's Owner's Advisory Board, and was recently elected to Marriott's MINA Board. Mr. Baltimore was a recipient of the 1997 Baume & Mercier/Forbes magazine award recognizing "Ten Rising Business Stars of Our Time."



HERMAN E. BULLS

CEO, Public Institutions, Jones Lang LaSalle
CEO & President
Bulls Capital Partners, LLC

Herman Bulls is the founder and CEO of Jones Lang LaSalle's Public Institutions specialty, which focuses on delivering integrated real estate solutions to government entities, nonprofit organizations, transportation facilities, and higher education institutions.

During over 16 years at Jones Lang LaSalle he has worked in the areas of development, investment management and business development/retention. Leading clients include the General Services Administration, VA, Department of the Army, Department of State, University of Pennsylvania, Duke, OSU, Georgia Tech and the Port of Oakland.

Mr. Bulls is also the President and CEO of Bulls Capital Partners, a Joint Venture between Bulls Multi Family and Sun Trust Bank, which provides multi-family financing under the Fannie Mae Delegated Underwriting and Servicing (DUS) program.

Mr. Bulls serves on several boards, including the Executive Leadership Council, West Point Board of Trustees, and the Real Estate Executive Council.

Mr. Bulls received a Bachelor of Science degree in engineering from the United States Military Academy at West Point and a MBA from Harvard Business School.



DOUGLAS P. LAWRENCE

Vice President
JPMorgan Asset Management

Douglas Lawrence is currently responsible for marketing all of JPMorgan Asset Management - Real Estate's capabilities. An employee since July 1997, he was previously a senior asset manager responsible for managing more than four million square feet of real estate assets. He won nine national and regional awards in this role for JPMorgan. Prior to joining the firm, he was a Senior Asset Manager for TIAA-CREF. He also worked in the public sector as the head of Asset Management for the City of Hartford. Prior to that post, he was a residential developer in the Southwest. Douglas obtained a B.A. from Yale University and an M.B.A. from the University of Connecticut in International Business Finance. He is a member of the City of New York's Commission on Mental Health and Developmental Disabilities and is Chairman of the Real Estate Committee of the \$500 million Abyssinian Development Corporation. He is a member of the Pension Real Estate Association, Urban Land Institute, National Association of Securities Professionals, National Association of Real Estate Investment Managers and US Green Building Council. Douglas holds NASD series 7 & 63 licenses.



LESIA BATES MOSS

Vice President for Single-Family Counterparty Management, Fannie Mae

Lesia Bates Moss is Fannie Mae's vice president for Single-Family Counterparty Management. She reports directly to the senior vice president - Credit Risk Management. Bates Moss is responsible for managing all risks related to some 2000 third parties with whom Fannie Mae conducts business. She directs and oversees a team of more than 30 professionals engaged in policy development, credit analysis, and operational risk and compliance.

Bates Moss joined Fannie Mae as vice president for Counterparty Risk Management, Single-Family Mortgage Business in October 2005.

Prior to joining Fannie Mae, Bates Moss was senior vice president for the Real Estate Finance division of Moody's Investors Service, where she was responsible for evaluating corporate credit risk and rating securities of nearly \$4 trillion.

Bates Moss is a member of the Fixed Income Analyst Society, National Association of Real Estate Investment Trusts, the National Black MBA Association, and the Executive Leadership Council. Bates Moss also served as intern for former Congressman Dan Daniel of Virginia.

She has a master of science in real estate investment analysis and finance from New York University (NYU) and a bachelor of arts in American government from the University of Virginia.

"We are trying to bring people together to connect the dots. As a community we need to work together to resolve these issues." - Cathy Hughes



CARL POWELL

President, Investment Management Division
Integral Group LLC

Mr. Powell serves as President and Chief Operating Officer of Integral Urban Investments LLC, the Investment Management Division of The Integral Group. In this role, he is responsible for directing the investment management activities for the firm's Real Estate Equity Fund and New Market Tax Credit funds. Prior to this role, Mr. Powell served as the President and COO of the Commercial Real Estate Division.

He recently spearheaded Integral's initial closing of \$65 million for its Real Estate Equity Fund and two successful New Markets Tax Credit allocation processes with the U.S. Department of Treasury securing \$57 million in allocations. Mr. Powell is also responsible for managing certain components of a number of Integral's signature development projects, including Sweet Auburn Village and Ponce Park ("City Hall East"). He has extensive strategic and operational expertise in corporate development, corporate finance, general management, and mergers and acquisitions.

Mr. Powell has assisted with several billion dollars of acquisition, disposition and investment activities over the past 15 years. In his prior corporate development role with a Fortune 500 consumer products company, Mr. Powell led the efforts of an \$11 billion consumer products acquisition, along with several divestitures of other key business lines.

He holds an MBA from Harvard Business School and is a Hall of Fame Graduate from the University of Mississippi with a B.S. in Accounting. He serves on the boards of the Trust for Public Land, Ole Miss National Alumni Board of Directors, and the Big Bethel Independent Living Facility. He is also a member of Leadership Atlanta.



CAREINA D. WILLIAMS

Principal
Capri Capital Advisors

Careina Williams joined Capri Capital Advisors in 2003 and is a Principal responsible for origination, investment structuring, and asset management of mezzanine and structured equity investments for the Capri Select Income commingled fund investment program. Ms. Williams is currently focused on originating urban projects in targeted major metropolitan areas of the United States. Prior to joining CCA, Ms. Williams specialized in debt, equity and mergers and acquisitions-related transactions as a member of the Retail Practice Group/Corporate Finance Group within the Investment Banking Division of Goldman Sachs. Ms. Williams holds a BA in Economics with Honors from Harvard College and a Masters in Business Administration from the Harvard University Graduate School of Business. She is a member of the Urban Land Institute and the International Council of Shopping Centers (ICSC).

*"Politics is not perfect but it's the best available
nonviolent means of changing how we live."* -

Maynard Jackson.

PANEL

Giving Back: Merging career and community

With the increasing success of each generation in all sectors of public and private industry, African-American leaders face the challenge of balancing individual success and community responsibility. When is the right time to give back? And how can one be most effective? Panelists from the non-profit and corporate sectors will discuss their personal and professional experiences and offer opinions and advice on how to make a living AND make a difference.



DAVID C. BANKS

Principal, The Eagle Academy for Young Men

David Banks graduated from Rutgers University in New Brunswick, New Jersey and received his law degree from St. John's University, School of Law. He earned his Educational Administration and Supervision certification in the Spring of 1995 by attending three colleges: Brooklyn College, City College and Baruch College.

David began his career as a teacher with the New York City Department of Education at Public School 167 in 1986. He left the Department of Education in 1992 to pursue his law career. He worked at the New York City Law Department, Office of the Corporation Counsel, the New York State Law Department, and the Office of the Attorney General and was later appointed Deputy Director of Public Liaison. In 1995, he served as an Assistant Principal at P.S. 191 in Crown Heights.

The Academy was formed in conjunction with the 100 Black Men, Inc.

David recently accepted a new principalship to be the founding administrator of The Eagle Academy for Young Men, the first all-boys public high school in New York City in over 30 years. The Eagle Academy for Young Men is a nurturing institution where students, faculty and community work together to develop academic excellence, ethical behavior, and personal responsibility.



HEIDI BROOKS

Director of Community Relations, John Hancock Financial Services

Heidi Brooks is Director of Community Relations for John Hancock Financial Services. Their community relations focus is to provide the greatest level of support for Boston youth and families most in need through employee volunteer programming, employee matching gifts, and cash and in-kind contributions to local nonprofits.

Ms. Brooks joined John Hancock after three years at the Bridgespan Group, a nonprofit strategy consulting and executive search organization committed to knowledge-sharing. She served as the Associate Director of Strategic Alliances at Bridgestar, an initiative dedicated to attracting, connecting, and developing leadership for the nonprofit sector.

Before business school, Ms. Brooks managed an AIDS education program in Cote d'Ivoire, West Africa, for Africare, and conducted financial and performance evaluations in Africa and Central America as an internal auditor for Catholic Relief Services. She then developed programs for the Mekong Project Development Facility and did independent strategy consulting to the Asian Development Bank and other NGOs.

Ms. Brooks holds a BA in Government and International Studies from the University of South Carolina, an MA in International Affairs from the Johns Hopkins School of Advanced International Studies, and an MBA from Harvard Business School.



REGINALD VAN LEE

Senior Vice President, Booz Allen Hamilton

Mr. Van Lee is a Senior Vice President in the New York office of Booz Allen Hamilton. His expertise lies in how global businesses and economies can build capabilities to make them resilient to any potential shocks to earnings and GDP growth. He has worked extensively with private sector, public sector and NGO clients in the area of strategic transformation and high performance organizational design. His experiences range from redefining business models for global communications, media and technology companies to restructuring the International Telecommunications Union (ITU), to co-leading the Clinton Small Business Initiative with the William Jefferson Clinton Foundation in New York City.

Mr. Van Lee is also a member and supporter of many organizations and activities outside of Booz Allen Hamilton including the Executive Leadership Council, a non-profit organization providing African-American executives with a leadership network, and the National Action Council for Minorities in Engineering. Mr. Van Lee serves on the Governance committee of the board of NACME.

Mr. Van Lee holds BS and MS degrees from the Massachusetts Institute of Technology. He also earned an MBA at the Harvard Business School.



EARL MARTIN PHALEN

Founder and CEO

BELL (Building Educated Leaders for Life)

Earl Martin Phalen is Co-Founder and CEO of BELL, an organization committed to dramatically increasing the academic achievements, self-esteem, and life opportunities of elementary school children through the delivery of nationally recognized, high-impact summer and after-school educational programs.

BELL was founded in 1992 under the direction of Harvard Law School Professor Charles J. Ogletree, Jr. Initially, the group provided mentoring and tutoring to local elementary school children, many of whom had never before stepped foot on a college campus. Since 1992, BELL has educated and mentored nearly 20,000 children throughout the country.

For five consecutive years, 100% of scholars who enter at the "failing" level have advanced to a higher level by the end of the program. In 2004, 100% of BELL's third grade scholars passed the New York State exam for promotion—none were required to attend summer school. Additionally, 100% of BELL's first class of scholars is enrolled in or has graduated from college.

In 2005, Senator Barack Obama cited BELL as a model educational provider in legislation presented to the United States Senate. BELL was also named one of the "top 25 organizations changing the world" by Fast Company and the Monitor Group and is poised to educate hundreds of thousands of scholars in the years ahead.

BELL's programs are transformative for children and can serve as a major solution to some of the nation's most challenging problems. By equipping scholars with the skills to succeed and the confidence to dream, BELL is shaping the next generation of Black and Latino leaders while strengthening communities and helping all children excel. To learn more about BELL's mission, programs, and scholars, please visit www.bellnational.org.



PANEL

Four Alumni Under 40:

Recognizing the Accomplishments of HBS Alumni Under 40

It is often said that when you choose a career path, one should “do something you love.” How exactly do you go about accomplishing this goal? This panel will examine the professional and personal decisions of four HBS alumni who have chosen different roads to success. The value of an MBA is widely touted, but how do real world conditions influence a young MBA graduate’s career path? What about “general management” MBA training -- how did business school prepare them for the real world, and what do HBS alumni wish they had learned? This panel will provide an opportunity for alumni from a variety of industries to tell their stories, share their accomplishments, and discuss the difficult decisions they have made along the way in order to get where they are today.



MODERATOR: DOBBIN BOOKMAN

Director, Harvard Business School

Dobbin Bookman is a Director at Harvard Business School and is integrally involved in Corporate Relations and Market Development initiatives for Executive Programs. In this capacity, he travels extensively in an effort to facilitate and maintain relationships with Harvard’s key corporate partners and executive sponsors throughout the Mid-Atlantic and South Eastern United States. In addition to his responsibilities within Executive Education, Dobbin is also one of a select group of Career Coaches to first and second year students through MBA Career Services.

Mr. Bookman is a Principal at Advanced Wound Technologies - iCostMedical.com, a medical equipment procurement and rental company that he acquired in 2005, after restructuring the company’s Balance Sheet. Preceding his work with Harvard and iCostMedical, Dobbin was a Director at Monster.com. Prior to joining Monster’s Corporate Development and Strategy team, Dobbin was with Bear Stearns in New York and later in Boston. He began his business career at Advest Investment Banking, later transitioning to private equity with Advent International, before attending Harvard Business School where he earned his MBA. He is a proud HBCU graduate of Xavier University of Louisiana, with a B.S. in Chemistry/Biology and is a member of Alpha Phi Alpha Fraternity, Incorporated.

In addition to his degree from Harvard Business School, Dobbin earned a Master’s Degree from the Harvard School of Public Health in Health Policy and Management. He serves his community as a Director on several state and local non-profit boards. Dobbin resides in Brockton, MA with his wife and two children.



TORARIE DURDEN

Director HBCU Group, Russell Athletic

Mr. Durden currently serves as Director of the Historically Black Colleges and Universities (HBCUs) Group for Russell Athletic, serving team sports within 49 schools across 22 states.

Mr. Durden is currently developing a retail product offering across the Russell Athletic, Spalding and Bike brands. This is an unprecedented licensing opportunity and the first structured contract to serve the 4 largest HBCU conferences with exclusive apparel and sports equipment merchandise. He is also General Manager of www.buyhbcu.com, the first official website for licensed apparel with HBCU marks which provides sponsorship and asset management of over 12 football and basketball classics, including nationally televised events such as the Bayou Classic, the Atlanta Football Classic, and the CIAA basketball tournament.

Mr. Durden's career path includes several years as a strategy consultant with McKinsey & Company, based in Chicago and Atlanta, as well as positions with The Coca-Cola Company and Procter & Gamble.

Born in Adel, GA, Mr. Durden graduated from Morehouse College and Georgia Institute of Technology, earning dual BA degrees in Applied Physics and Electrical Engineering and a Master's Degree in Electrical Engineering. Mr. Durden holds an MBA from Harvard Business School. During his time at Harvard, Mr. Durden served as Co-President of the African American Student Union.



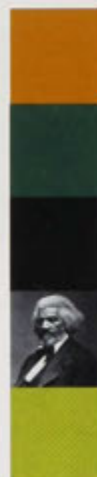
BO KEMP

Business Administrator, City of Newark

Bo Kemp is the Business Administrator of the City of Newark; he oversees the daily operations of the City and its roughly 5,000 employees. Most recently, he played an integral role in the creation and adoption of the City's \$700 million budget, which was the earliest adopted budget in Newark's recent history. His introduction into politics came when he was asked to lead Mayor Cory Booker's Transition Team as the Executive Director. During this time, he engaged the community through public forums and working committees.

Mr. Kemp previously served as the Executive Director of the Institute for Urban Excellence, an independent 501c3 organization dedicated to championing transformative change through actionable initiatives in urban cities. Prior to the Institute, Mr. Kemp was an entrepreneur and executive for Platform Learning, the country's largest supplemental educational services provider, and Vanguard Media, a leading media company specializing in content aimed at the urban audience.

Mr. Kemp earned an economics degree from Yale University and an MBA from Harvard Business School. He also studied business in Paris at the Hautes Etudes de Commerciaux and completed the Stanford University Executive Publishing Program.





TJADA D'OYEN

Program Officer, Bill and Melinda Gates Foundation

Tjada D'Oyen currently serves as a Program Officer in the Global Development division of the Bill and Melinda Gates Foundation. In this role, she is responsible for developing strategies and executing high-impact grants designed to alleviate hunger and rural poverty through agricultural development. For Ms. D'Oyen, this role is a return to her early career path which began at McKinsey and Company where she co-authored the McKinsey Quarterly article "Food for West Africa" and served a variety of agribusiness and financial services clients. Ms. D'Oyen was then recruited by one of her clients, Monsanto Company, to assist in growing its presence in Africa.

Ms. D'Oyen joined the Bill and Melinda Gates Foundation from GE Consumer Finance where she was a Vice President of Business Development for the Americas division. Prior to joining GE, she was at American Express where she spent time in the Strategic Planning Group in the Travelers Cheques and Prepaid Services Division.

Ms. D'Oyen holds a BA cum laude in government from Harvard College and an MBA from the Harvard Business School. She is a 2002 ELC/Goldman Sachs Case Competition winner. In addition, she serves on the National Board of the Girl Scouts of the USA and is an active member of Alpha Kappa Alpha Sorority, Inc.



BRANDI SHIPP

VP Strategic Marketing, Cole Haan

Brandi Shipp currently serves as VP, Strategic Marketing for Cole Haan, a \$500 million multi-channel accessories company (and a subsidiary of Nike Inc.). In her role, she partners with the Chief Marketing Officer to lead the development of cohesive marketing strategies that drive brand awareness and profitable business growth across channels (wholesale, retail, ecommerce, licensing) and product categories (footwear, outerwear, accessories).

Prior to assuming her role in Marketing, Ms. Shipp was the Director of Strategic Planning at Cole Haan; her primary responsibility was to work with the CEO and senior management team to identify, evaluate and prioritize key growth opportunities for the company and lead the development of the corporate 3-year strategic plan.

Prior to joining Cole Haan, Ms. Shipp spent two years as a consultant in the New York office of The Boston Consulting Group (BCG), where she focused on retail and consumer goods clients. Her work at BCG included a 12-month growth strategy and implementation project for a global health and beauty aids company. Ms. Shipp began her career as an Assistant Account Executive at Jordan, McGrath, Case & Taylor advertising agency.

Ms. Shipp has a BA in American Studies from Stanford University and an MBA from the Harvard Business School.

PANEL

And Still We Rise:

Powerful Strategies for Navigating a Successful Corporate Career

Opportunities in today's corporate world are abundant, but only if we are prepared to take advantage of them. What determines whether you will succeed in a corporate environment? Beyond determination and perseverance, what characteristics become important as you gain more responsibility? What types of relationships should you develop both within and outside of your organization? What obstacles should you anticipate facing? This panel offers the wisdom of African American senior executives spanning several industries as they share their views on the most significant factors contributing to their own success, the most important decisions they made in their career and how they made them, how they build professional relationships and then answer your questions on difficulties you currently face or anticipate facing in your future.



MODERATOR: REGGIE GILYARD

Vice President and Director, Boston Consulting Group

Reggie Gilyard is a Vice President and Director in the Los Angeles office of The Boston Consulting Group, having joined BCG in 1996. His casework is primarily focused in the Consumer and Operations practice areas. He has extensive case experience with Media/Entertainment, Retail and Education sector clients.

In addition to traditional client work Reggie is very active, through BCG, in external community building and also internal BCG community enhancement projects. He has led both global and local pro-bono engagements focused on digital divide issues. He has also led public sector education transformation work in California and most recently in New Orleans. In addition Reggie is one of the founders of BCG's internal diversity program, and serves in a continuing leadership role to drive the success of the program's initiatives.

Reggie is a graduate of the U.S. Air Force Academy where he received a BS in Mathematics, the Air Force Institute of Technology where he received an MS in Computer Systems Engineering, and the Harvard Business School where he received an MBA.

Prior to joining BCG, Reggie was a Program Manager in the U.S. Air Force where he led large scale, global projects to design, produce and field computer systems and networks.

His outside interests include entertainment production and real estate development.



WILLIAM MCKNIGHT FARROW III

Executive Vice President and Chief Information Officer, Chicago Board of Trade

William McKnight Farrow III is Executive Vice President and Chief Information Officer for the Chicago Board of Trade (CBOT). He is responsible for all CBOT technology and is a member of the CBOT Office of the President. Bill joined the CBOT in 2001 as the technology leader of the management turnaround team. The objectives were clear: improve CBOT performance and increase value.

In the years since Bill began, the CBOT technology infrastructure has either been re-architected or replaced. In 2001, a CBOT membership was valued at approximately \$280,000. Currently a membership, translated to shares, is worth approximately \$4 million.

Married with three children, Bill Farrow is a third generation Chicagoan born in the Englewood community on the South Side. With 27 years in the Chicago business community, Bill Farrow has held several senior management positions before joining the CBOT. He has had leadership roles in multiple corporate acquisitions, divestitures and mergers.

Farrow received a Master of Management degree from Northwestern University's J.L. Kellogg Graduate School of Management, Evanston, Ill., in 1979, and a Bachelor of Arts degree in 1977 from Augustana College, Rock Island, Ill.



CAROL A. GOSS

Chief Executive Officer, Skillman Foundation

Carol A. Goss is President and Chief Executive Officer of The Skillman Foundation in Detroit, Michigan. The Skillman Foundation is a private independent foundation whose mission is to improve the lives of children by improving their homes, schools and neighborhoods. Prior to The Skillman Foundation, her philanthropic experience included work as Program Officer at The Stuart Foundation in San Francisco, California and as Program Director at the W. K. Kellogg Foundation in Battle Creek, Michigan. Her philanthropic experience spans 18 years.

Ms. Goss' professional career also includes nearly 20 years experience in the human services field as a social worker, social work supervisor and agency administrator with the Detroit Dept. of Public Welfare, Oakland County Family and Children's Services, and The Children's Home Society in Oakland, California.

Ms. Goss is active with numerous area and national service, advocacy and philanthropic organizations, including: Grantmakers for Children Youth and Families; Association of Black Foundation Executives; Women in Philanthropy; and the Council of Michigan Foundations.

Ms. Goss is married to Thomas Goss, chairman of Goss LLC, a Detroit insurance joint venture. They have three daughters, Anika Goss Foster, Fatima Goss Graves and Maloni Goss, and two grandchildren, Gill James and Nena Len.



ANTOINETTE (TONIE) LEATHERBERRY

Firm Director, Strategy and Operations Practice, Deloitte Consulting LLP

Antoinette (Tonie) Leatherberry is a Firm Director in Deloitte Consulting LLP's Strategy and Operations practice. She is in the Northeast regional practice leader for enterprise governance, with a focus on helping clients build their compliance and regulatory capabilities.

Leatherberry joined the organization in 1991 and has focused her career in the strategy and operations area. As a member of the U.S. Firms' national Sarbanes-Oxley ISO and Enterprise Governance leadership teams, Leatherberry has been responsible for solution development focused on sustainable compliance across to meet the requirements for multiple compliance regulations.

She is the Chairperson of Deloitte Consulting's Diversity and Inclusion Committee, a national initiative dedicated to encouraging overall organizational strength through individual and diverse perspectives and equal opportunities and advancement for all. Leatherberry is forging/fostering strategic relationships with organizations such as the National Black MBA, National Society of Hispanic MBAs, League of Black Women, Hispanic Scholarship Fund and the Executive Leadership Council. In addition, she was recently named one of the top 25 consultants by Consulting Magazine and was featured on the cover of the May/June 2006 issue.

She is also a member of the U.S. Firms' Partner and Director Candidacy and Director Advisory Committees.

She holds an MBA in Operations, from Northeastern University, and a B.S.M.E. with a concentration in Manufacturing Engineering, from Boston University.

JOCELYN E. SCOTT

Managing Director, Facilities and Capital Asset Productivity, DuPont



Jocelyn grew up in Harvey, Illinois. She received a B.S. in Chemical Engineering from Stanford University. Jocelyn then pursued graduate studies in chemical engineering at the Massachusetts Institute of Technology where she received a Masters degree in Chemical Engineering Practice and the Degree of Chemical Engineer.

Jocelyn joined DuPont in 1984 where she has held numerous positions in engineering, operations and R&D. Prior to her current position Jocelyn served as Director of DuPont Engineering Research and Technology. Jocelyn has also held the roles of Executive Assistant to the Chairman & CEO, Business Engineering Manager for DuPont Teijin Films joint venture and Planning Manager for DuPont Engineering.

Jocelyn is active in industry organizations including the Construction Users Roundtable. She has served on engineering education advisory boards for the Univ. of Delaware, M.I.T., Penn State, Univ. of Michigan. Jocelyn currently resides in Newark, Delaware and her hobbies include trail running, perennial gardening and reading.





VICTOR WILLIAMS

Director, Mergers & Acquisitions
Wachovia Securities

Mr. Williams is a Director of Mergers and Acquisitions in Wachovia Securities' Corporate and Investment Banking Division, based in Charlotte, North Carolina. He advises clients in the Technology and Service sectors on a broad range of domestic and cross-border financial advisory assignments including mergers, corporate sales and divestitures, acquisitions, joint ventures, buyouts and fairness opinions. Previously, he worked as a Vice President in the Investment Banking Division at Goldman, Sachs & Co. in New York, and as an associate in Goldman's Mergers and Acquisitions department.

Mr. Williams received Bachelor of Science degrees in Applied Math and Economics (honors) from Brown University, where he was a National Scholar and was elected to Sigma Xi, a national scientific research honor society. He received a Master of Business Administration degree from Harvard Business School.

Mr. Williams lives in Charlotte, North Carolina with his wife and three sons.

"If there is no struggle, there is no progress. Those who profess to favor freedom, and deprecate agitation, are men who want crops without plowing up the ground, they want rain without thunder and lightning." - Frederick Douglass

WORKSHOP

Personal Financial Management Workshop – Wealth Building After Graduation

A recent Pew Center study cited that the median wealth (assets minus all debts) for Black families is a paltry \$5,988 compared to the median wealth of a white family of \$88,651. Today more than ever wealth not income is the true measure of economic vitality. The old adage "It's not what you have, but what you do with what you have that counts" has never rang truer. Converting income into wealth will be the focus on this dynamic workshop. This workshop will address foundational wealth building principles like budgeting, credit management and investing.



PRESENTER: DR. STANLEY MORGAN
Founder & CEO, Wealth Building After Graduation

Dr. Stanley Morgan is a graduate of South Carolina State University. His professional career began as an Engineering Manager for the Bath Iron Works Corporation. While working full time, he earned a Master of Business Administration degree from the University of Southern New Hampshire and a second master's degree in Project Management. He also passed the Professional Project Manager and Certified Quality Manager exams.

Still wanting to further his education, Dr. Morgan earned his Doctorate in Business Administration from Nova Southeastern University. While conducting research for a study, Dr. Morgan discovered a need for college students to be more financially astute. To address this concern, he founded Wealth Building After Graduation in 2004 and has conducted numerous financial literacy seminars for students at various institutions.

WORKSHOP

Fireside Chat with Stuart Taylor



STUART TAYLOR
CEO, The Taylor Group L.L.C.

Stuart A. Taylor II is CEO of The Taylor Group L.L.C. He started The Taylor Group in 2001 following a 19-year career on Wall Street. The company focuses its efforts primarily in two areas: advisory services and principal activities. On the advisory side, The Taylor Group provides advice to small and middle market companies in areas such as mergers and acquisitions, capital raising and valuation. On the principal side, The Taylor Group acquires companies in partnership with minority and/or women entrepreneurs. The objective of this activity is to dramatically increase the number of minority/women owned businesses.

Prior to forming The Taylor Group, Mr. Taylor served as Senior Managing Director and head of Bear Stearns' Investment Banking operations in the firm's Chicago office; served as a Managing Director at both the CIBC World Markets and Bankers Trust; and spent a total of ten years at Morgan Stanley & Co. Mr. Taylor serves as the Lead Director on the Board of Directors of Ball Corporation – a publicly traded, Fortune 500 Company based in Denver Colorado. He sits on the HR, Finance and Steering Committee for Ball. He also sits on the board of several small private companies. Mr. Taylor has been featured in Crain's Chicago Business as one of its Top Forty Under Forty business leaders in Chicago, and was named by Black Enterprise Magazine as one of the Top Twenty-Five Blacks on Wall Street.

Mr. Taylor graduated from Yale University with a Major in History and received an MBA from the Harvard Business School with a concentration in Finance. He served as President of AASU during his second year. He and his wife, Evonne, live in Chicago with their two sons, Marc and Stuart III. His interests include sports, hiking, motorcycles, photography and restoring old homes.



The 8th Annual Entrepreneurial Venture Competition

Overview

The Entrepreneurial Ventures Competition is designed to provide an opportunity for entrepreneurs to present business plans before a panel of judges comprised of leading investment professionals and esteemed business leaders. In addition to a cash award, finalists will have the opportunity to develop valuable contacts with venture capital firms and other entrepreneurs, gain visibility at a premier business conference, and potentially secure seed financing for their venture.

Process

Plans will be evaluated on the following criteria: viability of concept, value creation potential, analysis of the market and competition, strength of financial impact, creativity, and management team presentation.

Judges

Daphne Dufresne

Ms. Dufresne has over ten years of business experience in the areas of private equity, structured finance, and management consulting. Currently, she is one of the founding partners and Managing Director of RLJ Equity Partners, a private equity fund in partnership with The Carlyle Group, a global private equity firm with \$46 billion under management. RLJ Equity Partners is an affiliate of The RLJ Companies, an innovative business network that provides strategic capital for a diverse portfolio of companies in the financial services, real estate, hospitality/restaurant, professional sports, film production, gaming and recording industries.

As Managing Director, Ms. Dufresne is responsible for the overall growth and strategy of RLJ Equity Partners, which makes expansion and buy-out investments in middle-market companies. Ms. Dufresne leads RLJ Equity Partners in developing and managing the investment team, while actively identifying strategic investment opportunities to generate superior risk adjusted return to limited partners.

Most recently she was a Venture Partner with Parish Capital Advisors, a fund-of-funds that offers institutional investors exposure to experienced managers focused on niche markets. Ms. Dufresne was recruited to Parish to initiate and lead their direct investment and co-investment program.

Mrs. Dufresne serves on the Board of the City Fellows Program, the Kauffman Fellows Program, and is past-President of the Robert Toigo Foundation Alumni Association. Daphne often returns to her alma mater, Harvard Business School, as an Advisory Board member to the Arthur Rock Center for Entrepreneurship. Daphne earned her B.S. in Engineering from the University of Pennsylvania and her MBA from Harvard Business School.

Ronald P. Mitchell

Mr. Mitchell is the Co-Founder and President of CareerCore LLC and Chief Executive Officer of the AlumniAthlete Network. Through these two enterprises, Ron has developed and managed leading-edge career development programs, technologies and tools for students and professionals across the nation. These programs have led to the successful placement of hundreds of candidates at many of the most prestigious corporations in the world including Bank of America, Citigroup, Deutsche Bank, Eli Lilly, Goldman Sachs, JP Morgan, Raytheon, Target, UBS and Union Pacific. His clients include Fortune 500 companies, top universities and colleges and athletic programs.

Ron is recognized as a leader in the career development industry and has been featured in mainstream and business media for his success in this area including BusinessWeek Magazine, CNBC, BusinessWeek TV, Harvard Business School Bulletin and the New York Post. He is also a regular speaker at major corporations and leading universities including Princeton, Duke, Notre Dame and the University of North Carolina.

Prior to founding CareerCore and the AlumniAthlete Network, Ron was a General Partner of Provender Capital Group, LLC, a merchant banking group which makes principal investments in the areas of media, financial services and specialty retail. While at Provender he closed several transactions in specialty retail and media and served on the boards of PacPizza and Le Gourmet Chef.

Ron earned his AB degree from Harvard University and his MBA degree from the Harvard Business School where he served as President of his class and as a member of the Board of Directors of the HBS Alumni Association. Currently, Ron sits on the Boards of Odyssey House and the Odyssey House Foundation.

Kevin Nickelberry

Mr. Nickelberry is a Principal at Investcorp, a leading alternative asset management firm with over \$10 billion in assets under management. Kevin works in the Private Equity Group where he invests in companies with \$400 million to \$1.2 billion in enterprise value primarily in the consumer and industrial sectors.

Kevin is a member of the Board of Directors of Polyconcept, the global leader in the promotional products industry; Associated Materials a leading manufacturer and distributor of building products; and Stratus Technologies, a global solutions provider focused on helping customers sustain the availability of information systems that support critical business processes.

Kevin Nickelberry joined Investcorp in 2003. Prior to joining Investcorp, Kevin worked for JPMorgan Partners where he focused on leveraged buyout transactions and Goldman, Sachs & Co. where he executed M&A and corporate finance transactions as a member of the Communications, Media and Entertainment Group. Kevin holds a BA in Business Administration from Morehouse College and a MBA from Harvard Business School.

The AASU 2006-2007 Future Leaders Enrichment Award

Among the goals of the African-American Student Union is to identify, develop, and support potential leaders of African descent at all educational levels. Consistent with this mission, AASU has created the Future Leaders Enrichment Award to recognize a Boston-area high school student with outstanding potential who shows academic promise and demonstrated leadership ability.

The student who receives this award will have excelled in the realms of academic performance, community involvement, and character. He or she will recognize the importance of higher education and as such this award is intended to provide college preparatory tools to help the student successfully gain admittance into a four-year college or university.

The Scholarship Selection committee would like to recognize this year's finalists:

Jennifer Etienne, North Cambridge Catholic High

Yasin Fairley, Chapel Hill-Chauncy Hall School

Joanne Gomes, Newton Country Day

Fara Marcelin, North Cambridge Catholic High

Samira Pontes, Newton Country Day School

Stanley Rameau, Academy of the Pacific Rim

Our finalists will be interviewed on site on Saturday and the winner will be announced at the lunch. Be sure to extend a warm welcome to all of our finalists.

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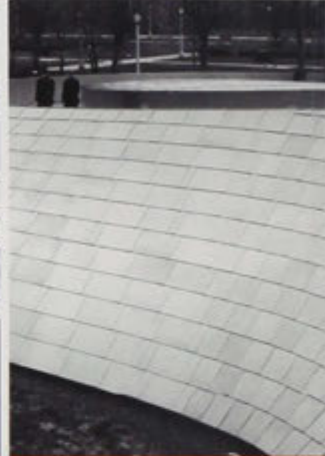
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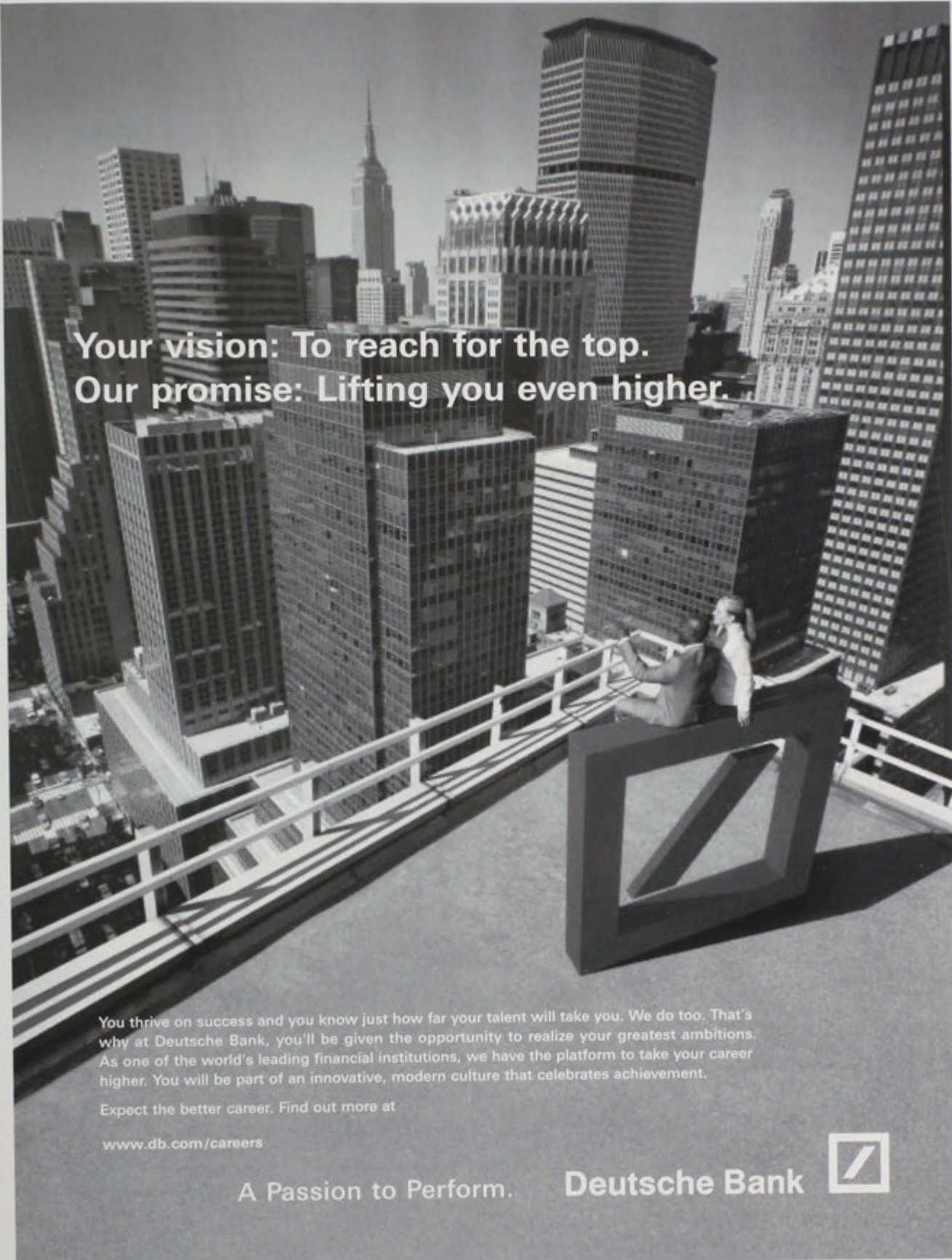
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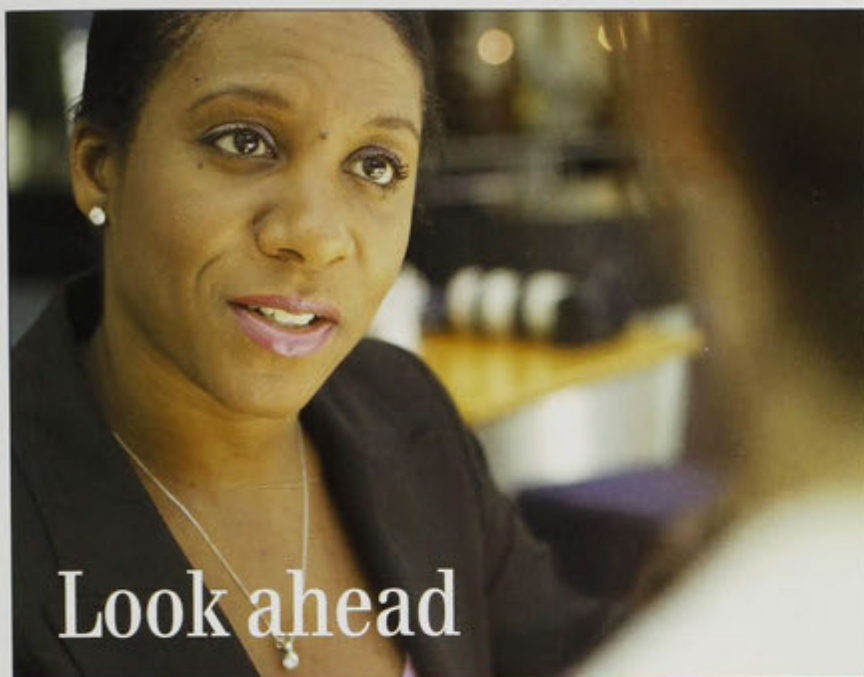
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