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Speaker Biographies

Panel 1: Inclusive Leadership: Minority Representation in the C-Suite & Board Room

MODERATOR:

Lloyd Freeman, Chief Diversity Officer, Archer & Greiner P.C.

Lloyd Freeman is a Partner and Chief Diversity Officer at the firm. Lloyd concentrates his practice in the area of commercial and complex civil litigation in state and federal courts in both New Jersey and Pennsylvania. He has represented clients in trials, arbitration and mediation in both states.

Lloyd has experience in commercial and complex matters involving consumer fraud, real property, franchise, business torts and other issues related to business and contractual disputes. Lloyd has also litigated a number of disputes involving merchants and the sale of goods governed by Article 2 of the Uniform Commercial Code ("UCC").

A member of Archer Discovery Strategies – the firm's practice group dedicated to eDiscovery litigation and document management practices – Lloyd has extensive experience managing electronic discovery in complex state and federal matters. In the fall, Lloyd teaches e-discovery and digital evidence to upper-level students at Drexel University's Kline School of Law in Philadelphia, PA.

As Chief Diversity Officer, Lloyd carries out the firm's vision to grow diversity and inclusion in the legal profession, as well as implements policies and procedures, and fosters programs to promote diversity throughout the firm. He does this by promoting diversity and inclusion in the recruitment, hiring, retention and promotion of Archer attorneys, which includes maintaining an ex-officio position on the Personnel and Hiring Committees while serving as Chairman of the Diversity & Inclusion Committee. Most recently, Lloyd planned and hosted the firm's first diversity retreat featuring two days of workshops on unconscious bias, cultural competencies, inclusive practices and emotional intelligence. In addition, he develops and nurtures key partnerships to drive strategic diversity and inclusion marketing, as well as business development initiatives. Accordingly, Lloyd serves as a trusted advisor

to firm executive management and the Office of the President.

A longtime champion of diversity and inclusion in the profession and at Archer, Freeman created Archer's affinity group, L.E.A.D. (Lawyers Encouraging Archer's Diversity) in 2012 and coordinated the firm's summer associate program for the past three years, resulting in the most diverse summer associate classes in the firm's history. Freeman himself was a summer associate at Archer and also received an Archer diversity scholarship while in law school. He is the first person of color to rise through the ranks from summer associate to partnership status. Outside of the firm, Lloyd served as president of the Garden State Bar Association and has written articles and spoken at conferences on the importance of diversity and inclusion. Lloyd has used his influence as a social justice advocate in the cannabis space as well. He has spoken at press conferences with the governor, met with state leaders and written pieces urging the decriminalization of marijuana in New Jersey.

Prior to joining the firm, Lloyd served as an intern to the Honorable Jerome B. Simandle, S.U.S.D.J., and as an extern to the Honorable Joseph E. Irenas, S.U.S.D.J., both of the District of New Jersey.

June DePonte Sernak, Dean of Lifelong Learning, Rowan College at Burlington County

June is the Dean of Lifelong Learning at Rowan College at Burlington County and a Senior Adjunct Professor teaching Marketing and Management. June has worked in corporate telecom for 25 years with MCI and Sprint in sales and marketing.

Most recently, June was the Executive Director for the American Red Cross serving Burlington, Camden and Gloucester Counties and serves on their statewide Diversity & Inclusion Committee.

She currently serves as an Honorary Commander Emeritus for the Joint Base - McGuire-Dix Lakehurst, the Vice President for the 200 Club of Burlington County, Board Member and Co-Chair of Diversity & Inclusion Committee of National Association of Women Business Owners (NAWBO), Board Member, Alice Paul Institute and Board Member and Marketing Chair of the Burlington County Military Affairs Committee, BCMAC.

June was voted SJ Biz Magazine Executive of the Year, NAWBO Community Advocate of the Year, SNJBP Magazine Women Executive of the Year, SJ Biz Women to Watch and featured in South Jersey Magazine's Exceptional Women Entrepreneurs & Executives. June studied Marketing at Montclair State College and an MBA in Management from Strayer University and currently in a Doctoral Program at Wilmington University in Organizational Leadership and Innovation.

She is a lifelong resident of Burlington County and currently resides in Delanco, NJ with her husband, Michael and daughter, Alyssa.

Andrea A. Agnew, Executive Director, Change Management, Total Rewards, Comcast NBCUniversal

Andrea Agnew is the Executive Director of Change Management in Comcast Corporation's Total Rewards organization. In this role, she is responsible for Portfolio Management the Change Management strategy and Portfolio Management for major enterprise-wide Total Rewards initiatives that span across all of Comcast Corporation's companies, including Comcast Cable, NBCUniversal, Comcast Spectator and Sky International. Prior to transitioning to this role, Andrea was the Vice President, Human Resources, for EffecTV formerly, Comcast Spotlight – Advertising and Sales, where she held a pivotal role in the alignment and restructuring four Divisions and 13 regions to 9, unifying sales operations into one business model.

Andrea has extensive experience in Diversity and Inclusion as a practitioner, talent acquisition, talent management, and succession planning. She has held increasingly responsible roles in D&I at Comcast from 2007 through 2015. She led the enterprise-wide workforce D&I strategy for Comcast during the acquisition of NBCUniversal, including collaborating with senior executives and leadership to align inclusive workplace systems, policies and processes with overall business goals and core values. She influenced and spearheaded the introduction of Employee Resource Groups (ERGs) at Comcast and currently serves as Co-Chair of Spectator Gaming eSports Diversity Equity & Inclusion Council

Andrea is a graduate of several leadership educational programs like the Urban Leaders Forum (ULF), Urban League of Philadelphia; the Executive Leadership Development Program, UCLA Anderson School of Management; the Authentic Leadership Development program, Harvard Business School; and is currently a participant in the Betsy Magness Leadership Institute, Women in Cable Telecommunications (WICT).

Andrea lives in Sicklerville, NJ with her youngest daughter, Caitlin, husband, Eric, and two cats – Occie Laani and Lacey and has an older daughter, Alicia, a graduate of Penn State, who resides in Center City Philadelphia.

Blenda Riddick, Director, Corporate & Government Affairs - Northeast Region, United Airlines;
Member, CCSNJ Board of Directors

Blenda Riddick is a seasoned government affairs specialist with over twenty years-worth of combined federal, state and local public policy expertise. She joined United in 2011 holding a leadership role at the Newark hub overseeing state legislative & local policy issues; managing relationships with key external political and business stakeholders to advance corporate/business and policy interests for the airline throughout the northeast region.

Prior to joining United, Blenda spent five years as Associate State Director handling federal policy issues, all statewide elections and grassroots activities for the AARP, New Jersey state office in Princeton. She also served as a Senior Associate with the DC based government relations lobbying firm Cassidy & Associates, where she assisted a host of vanguard clients from 1999-2005. From 1995-1999, she worked for U.S. Senator Frank Lautenberg, as a Constituent Services Rep. in his Newark office for two years then as his Chief Legislative Correspondent in Washington, DC.

Blenda is Chairwoman of the Chamber of Commerce Southern New Jersey's Transportation & Infrastructure Committee and proudly serves on the Board of Directors, Executive Committee and Diversity, Equity & Inclusion Council for the CCSNJ as well. She also serves on the Board of the Greater Newark Convention & Visitor's Bureau, Corporate Advisory Board for the NJ Statewide Hispanic Chamber of Commerce and is PR/Communications Chair for United's *uIMPACT* Women's Business Resource Group.

Blenda received her B.A. in Women's Studies & Puerto Rican Hispanic Caribbean Studies, with concentrations in Political Science from Douglass College, Rutgers University, New Brunswick, New Jersey in 1994.

Panel 2: The Importance of Supplier Diversity and Closing the Disparity Gap

MODERATOR:

Nichelle Pace, Principal, Brand Enchanting Media; Vice President, Camden Business Association

Nichelle Pace is a seasoned media and creative arts professional with 20+ years of film/video production, lifestyle marketing, and an advertising agency background leading award-winning campaigns in large shops from New York to Chicago. Nichelle has been a steward for many global and domestic brands including extensive experience working with regulated brands in spirits, tobacco, and healthcare/pharma. Brands include Procter & Gamble, Estee Lauder, Hendrick's Gin, Stolli Vodka, RJ Reynolds, and Sharp Electronics. Nichelle has led clients' integrated, digital, and social marketing efforts as well as successfully developed and increased client revenue for small to mid-size agencies in the mid-Atlantic region.

Also serving as an industry expert and speaker/panelist, Nichelle has been featured in publications, on television, and at leading advertising, marketing, and social media events such as Social Media Week New York, Blogher Conference, Blogalicious Conference, NYC 3-Day Startup, Mashable Social Media Day, Essence Magazine, The CBS Early Show, and The Today Show. Her entrepreneurial spirit, experience, and leadership in the marketing community firmly laid the foundation for her to open her own boutique creative agency, Brand Enchanting Media in 2016. Nichelle's mission for helping businesses and brands succeed led her to launch the Small Biz Digital Bootcamp (TM), a series of workshops and consultations to help local small businesses in Camden, NJ, and the region with affordable resources in branding and digital marketing. Nichelle has also previously served as Associate Vice President of MarComm to the Philadelphia Chapter of the American Marketing Association.

With an unyielding love for her community and passion for issues of diversity and inclusion led her to become an advocate for small businesses in New Jersey. Nichelle currently serves as Vice President of the Board of Directors for the Camden Business Association.

Hester Agudosi, Esq., Chief Diversity Officer, State of New Jersey

In recognition of her leadership experience, community outreach experience, and long-standing commitment to ensuring equal opportunity, in May 2018, Governor Phil Murphy appointed Hester Agudosi to serve as the state's first Chief Diversity Officer. Ms. Agudosi oversees the state Office of Diversity and Inclusion which has been established to ensure diversity in appointments, recruitment and the execution of diversity and inclusion strategies targeted toward greater utilization of minority, women, veteran and LGBT owned businesses.

Ms. Agudosi spent 19 years serving the State of New Jersey in various senior management roles. Prior to her appointment as Chief Diversity Officer, Ms. Agudosi served as the Director of the Office of Equal Opportunity and Public Contract Assistance at the

Department of Environmental Protection. She oversaw the department's Affirmative Action Program and monitored employment policies, practices, and department programs to ensure fairness and consistency with the department's Equal Employment Opportunity policy.

Agudosi previously served as Deputy Director in the Office of Equal Employment Opportunity at the Department of Law and Public Safety, where she was responsible for administering and enforcing the state's anti-discrimination policy while conducting investigations concerning discrimination and retaliation in the workplace.

Before that, Agudosi served as Supervising Deputy Attorney General and Chief of the Prosecutors Supervision & Coordination Bureau and Chief of the Office of Bias Crime. She was responsible for overseeing county prosecutors, police departments and medical examiners, as well as the prosecution of hate crimes throughout the state. She previously served the same department as Deputy Attorney General in the Office of the Insurance Fraud Prosecutor and in the Corruption & Government Integrity Bureau. Ms. Agudosi began her professional career as an Assistant District Attorney with the Manhattan District Attorney's Office in New York. While there, Ms. Agudosi was assigned to a trial bureau where she presented cases before a grand jury and tried both misdemeanor and felony cases.

Ms. Agudosi received a Bachelor of Arts Degree from the University of Notre Dame and hold a Juris Doctorate degree from the Maurice A. Deane School of Law at Hofstra University.

John Harmon, President & CEO, African American Chamber of Commerce of New Jersey

John E. Harmon, Sr., IOM, has served as the Founder, President and CEO of the African American Chamber of Commerce of New Jersey (AACCNJ), since 2007. In this role he has the responsibility of establishing, implementing and executing the mission, as well as the fiduciary oversight and governance of AACCNJ in accordance with its Bylaws. In addition, he works to identify strategic partnerships in both the public and private sector to connect AACCNJ members and supporters to resources and opportunities to grow and sustain their goals and objectives. Moreover, Harmon serves as an advocate on behalf of the 1.1 million African American residents and the over 70,000 black owned businesses statewide to ensure that policy at the municipal, county, and federal level provides fairness, equity and access to a level playing field in the market place.

Harmon is the former President and CEO of the Metropolitan Trenton African American Chamber of Commerce (MTAACC). Under his guidance, MTAACC grew its membership substantially, forged alliances with business associations/organizations and government, and forged strategic partnerships in the public and private sectors to benefit African American businesses throughout New Jersey.

John Harmon also is the Former Chairman of the Board for the National Black Chamber of Commerce; there are 150 Affiliate Chapters of the NBCC and over fifteen international affiliates. He is the Founder and Chairman of the New York State Black Chamber of Commerce (NYSBCC). Additionally, Mr. Harmon is a Board member of the New Jersey Chamber of Commerce (NJCC), New Jersey BPU, Supplier Diversity Development Council (SDDC), Opportunity New Jersey, Better Choices Better Care NJ, Chairman of Crime Stoppers of Greater Trenton and a former Board Member of the American Chamber of Commerce Executives (ACCE), First Book, Minding Our Business (MOB), a youth entrepreneurial initiative in affiliation with Rider University. Lastly, he is a member of The US Chamber of Commerce Committee of 100, Harmon was recently acknowledged in South Jersey Journal's inaugural list of the "Twenty-five Most Influential African Americans in New Jersey", for the second consecutive year. Harmon was selected for Return on Information-New Jersey (ROI-NJ) "2018 Power List of Influencers. Harmon is also recognized as a Center of Influence (COI) for the United States Army and was recently selected as a participant in the Joint Civilian Orientation Conference (JCOC) hosted by the Secretary of Defense. The JCOC program is the oldest and most prestigious public liaison program in the Department of Defense. Harmon was selected as one of 40 individuals (out of 230 applicants) to attend JCOC18. In addition, Harmon is the only attendee from the State of New Jersey. Harmon was recently selected to NJBIZ2018 Power 10. The criteria for selection to the Power 100 were: Identify the people impacting business in New Jersey in a positive way whose primary mission is to foster growth in the state. Harmon was the first individual selected as a member of the host committee for NFL Super Bowl XLVII held in New Jersey 2014.

Mr. Harmon holds an Associate's Degree in Business Administration from Mercer County Community College and Burlington County College, and holds a Bachelor's Degree in Business Management, Fairleigh Dickinson University, 1983. Mr. Harmon also successfully completed a one-year Fellowship on Regionalism and Sustainability sponsored by The Ford Foundation and completed the Minority Business Management Seminar at the University of Wisconsin-Madison, in 2009. Additionally, Mr. Harmon completed a four-year Chamber Executive Management Program, at Villanova University, sponsored by the U.S. Chamber of Commerce, in 2014.

Prior to his twenty year career as a chamber executive, Mr. Harmon was previously employed at The Bowery Savings Bank in New York City where he managed the bank's Residential Real Estate Department overlooking major mortgage loan transactions; and at

Chemical Bank where he managed third party loan originations for New York, New Jersey and Connecticut. While working at Chemical Bank, Mr. Harmon established The Affordable Housing Loan Program. Following his banking career, Mr. Harmon founded a transportation company in 1989, called Harmon Transfer, Corp. The company transported food stuff, perishable commodities, and produce throughout the Northeast United States and Canada. Mr. Harmon has three sons, John Jr., Joshua, and Justin.

Will Smith, Director, Procurement and Shared Services, South Jersey Industries

Willie (Will) A. Smith II is currently the Director of Procurement and Shared Services for South Jersey Industries (SJI). In this role, he is responsible for developing and leading all company procurement efforts to efficiently and effectively enable business units and functional partners to maximize the value they receive from vendors to meet their objectives. Additional responsibilities include the day-to-day operations of the physical plant at SJI and all subsidiary buildings and surrounding land to ensure the public and employees are provided with safe, clean and professional environment to perform the services required. He also identifies, develops, implements and leads departmental enterprise-wide strategies and programs involving asset protection, perimeter defenses, and security strategies to protect SJI personnel and assets.

Current key initiatives include:

- Overseeing all areas and functions of procurement while establishing long-term and strategic planning objectives for \$1B+ annually in materials and services spend
- Implementing Workday Procurement module for 5+ business units during a 24-month period
- Negotiated comprehensive supply chain partnership agreement resulting in \$1M+ in annual savings/rebates
- Creating and executing corporate-wide supplier diversity strategy

In addition to his day to day responsibilities he is also the Co-Chair of SJ's Covid19/Pandemic Task Force overseeing the deployment of employee affirmation software, temperature kiosks and additional security and facilities protocols to ensure the continued safety of their employees.

Will has over 15+ years of experience with increasing responsibility in the IT and sourcing arenas. Some previous roles include the Director for Software and Services at Sungard Availability Services and Strategic IT Vendor Program Manager at Lockheed Martin (LM). Will holds a BS in Civil Engineering and an MBA (concentration finance) from Widener University.

Closing Keynote Address: *The Power of Inclusive Communities*

Sunita Holzer, Executive Vice President and Chief Human Resources Officer, Realogy Holdings Corp.; Director, SJI Board of Directors

Sunita Holzer was appointed as executive vice president and chief human resources officer (CHRO) for Realogy in March 2015. She is responsible for all aspects of Realogy's worldwide human resources strategy and implementation for the Company's 10,700 employees. With more than 30 years of experience in the human resources field and over 10 as a CHRO, she has a wealth of strategic human resources leadership experience, having served in executive HR roles for a number of leading companies in the financial services and technology sectors.

Previously, Holzer served as executive vice president and CHRO for Computer Sciences Corporation from 2012 to 2014, where she had oversight of global human resources for 80,000 employees across 60 countries. Holzer also was executive vice president and CHRO at Chubb Insurance from 2003 to 2012. Prior to her tenure at Chubb Insurance, she held executive HR roles at GE Capital, American Express and American International Group.

Since 2011, Holzer has served as a member of the Board of Directors for South Jersey Industries, an energy services holding company, and as a member of its Compensation and Corporate Responsibility committees. She also serves on the Human Resource Management Department Advisory Board at Rutgers School of Management and Labor Relations, and on the Program Advisory Committee for Re:Gender, a non-profit women's research organization. Holzer speaks and writes regularly about human resource management and leadership issues and is the author of *Wednesday Wisdom*, a weekly LinkedIn blog.

Holzer earned a bachelor's degree from the State University of New York at Stony Brook and a master's degree in Human Resource Management from the Labor Relations School at New York Institute of Technology.