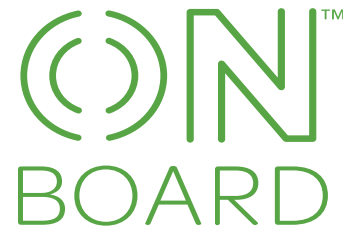


Making an Impact

Leaping Forward 2018-2019



President's Message



OnBoard Members, Advocates and Friends:

2018 is different! The numbers increased more than historical trends and the demands of shareholders and investors for gender equity on boards is reaching a crescendo. So, I am thrilled to share with you the progress of women in the boardroom and executive positions in Georgia public companies showing that we are truly taking larger steps. In fact, we can claim that Georgia is making a significant leap forward.

The percentage of female board members has risen to its highest level – 15.4% – almost 12% higher than last year, more than double the trend of the past several years. This represents 17 net women board seats added, also more than double last year.

Other “leaps” forward:

- **14.4%** of public companies have female officers – a 15% increase versus 2017
- **18%** of boards have women of color – up 2 percentage points since 2017
- **68%** of Georgia companies have women on their boards – an impressive increase of 13%

In the past year, when a board seat was filled, almost 1/3 were filled by women. Women of color board seats have increased to 28 – which may seem small, however over the past five years, the change went from 18 to 28 total women of color. The Coca-Cola Company now has 5 women directors, more than any other public company in Georgia. Diversity and gender equity are becoming more and more important and required.

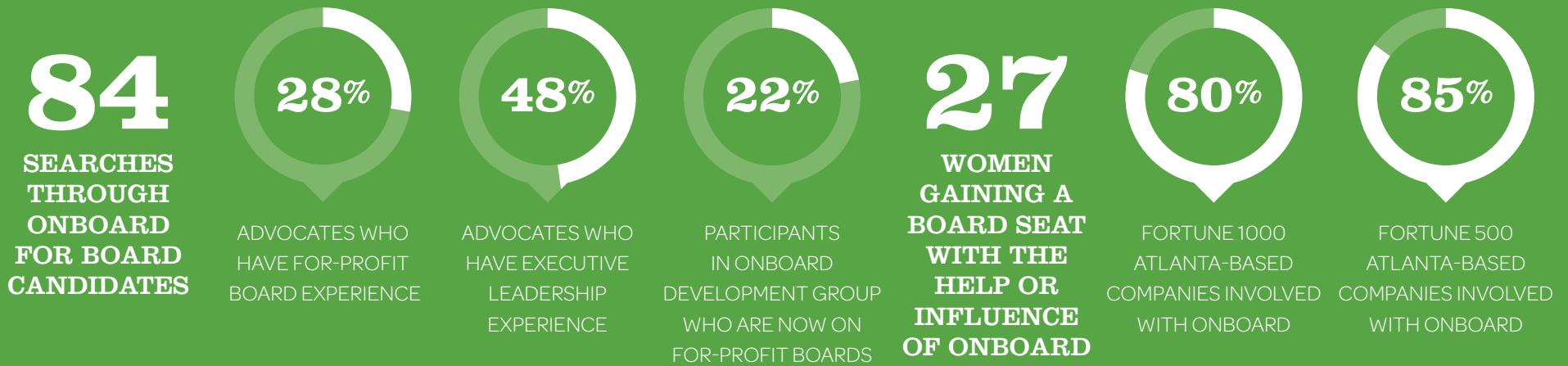
For 26 years OnBoard has focused on impacting women’s participation in executive leadership and on boards of directors. We have made excellent progress, but in this era of disruption and divisiveness we cannot be complacent. Our strategic pillars of Advocate, Inspire and Connect are sound. I hope our 2018 Annual Report will inspire YOU to advocate our mission. I welcome your ideas on how you would like to participate.

**Reach out to me at president@onboardnow.org
or 678-428-1276.**


Cheri Husney
President, OnBoard Inc.

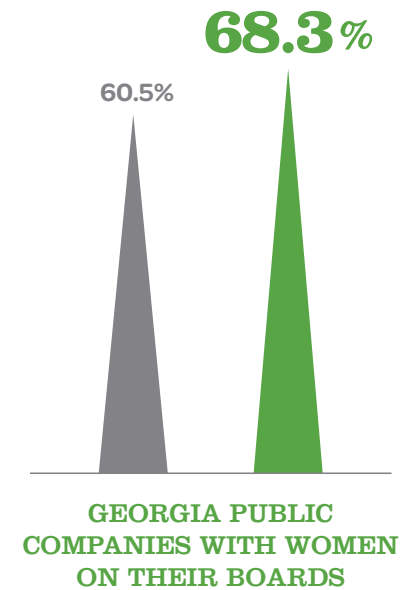
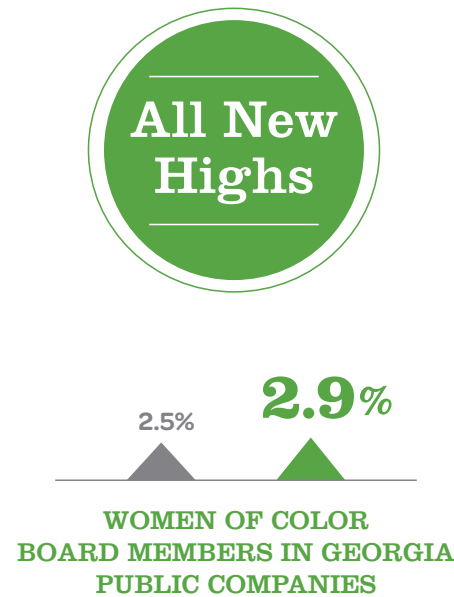
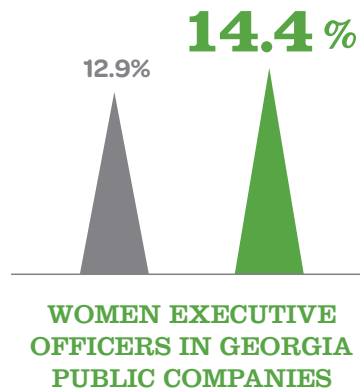
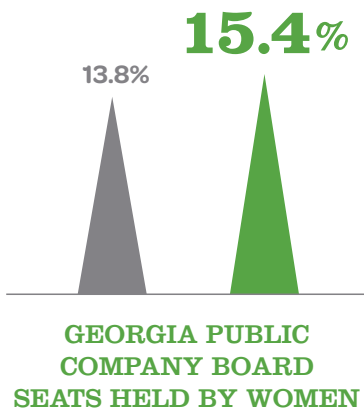
By the Numbers

OnBoard Impact



Georgia Public Companies:

2017 ■ 2018 ■



Leaping Forward



Women directors hold

15.4%

of GA board seats, an almost 12% increase from 2017.



Women executive officers are

14.4%,

versus a flat 12% to 12.5% in the last three years.

Over 68% of companies with women directors, almost a 13% increase from 2017.



The Georgia public companies with Women of Color directors are almost

18%,

an increase of 2 percentage points from last year.

↑ 2%



17 net additional women board seats, more than double last year.

30% of Georgia open seats filled by women

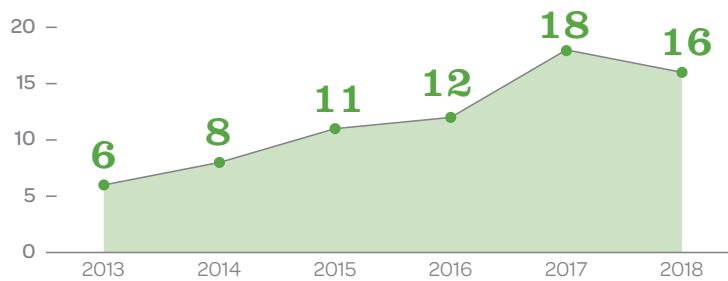


is nearing the Russell 3000 number of 32%.

Power of 3

The “Power of 3” companies are those who realize that increasing to three or more women on the board creates a dynamic where the true impact of gender diversity is felt. There seems to be momentum in recent years of more companies realizing the Power of 3.

Number of Georgia public companies with three or more women on boards:



Investors & Shareholders Care

A 2017 study by RBC Global Asset Management found that nearly three-quarters of investors believe that gender equality on boards is important. And shareholders are beginning to make themselves heard on this subject and are directly pushing their boards to provide gender diverse board members.

Programs and Initiatives



Get On Board!

Connecting board-ready women to companies



OnBoard Development Group

Raising the visibility of candidates for Board service



A Matching Service for Companies and Qualified Women

Facilitating the introduction of women board candidates to companies



Annual Study

Since 1993, tracking the progress



Next OnBoard

Early-career professional group



Educate and Connect

Stellar events with knowledgeable speakers and networking receptions



Recognize Achievement

Recognizing women board members and women executives in the pipeline



Collaborating at a National Level

The InterOrganization Network (ION)

Advocates List 2018-2019

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

Cathy Callaway Adams	EVP & COO	Federal Home Loan Bank Atlanta	Rosalind G. Brewer	Chief Operating Officer & Group President	Starbucks Corporation	Dan Dubay	Partner, Director SignatureEXEC	SignatureFD, LLC
Kristin Adams	Executive Vice President	Aon	Kimberly P. Brunson	Partner	Deloitte Tax LLP	Ceree Eberly	Board Director	Qualfon, Inc, Gartner, LLC
Peggy Allumbaugh	Retired Partner	Deloitte LLP	Miriam Burgess	Partner, Global Account Executive	Aon	Erin Elliott	Managing Attorney	Elliott Immigration Law LLC
Margaret Anderson	Senior Vice President	SAP America	Suzanne E. Burks	Senior Advisor and Chief Marketing Officer	The Burks Companies, Inc.	Jane Elliott	Payments Technology Expert	
Rhona S. Applebaum, PhD			Elizabeth Camp	Corporate Board Member		Connie Engel	Partner - Development and Leasing	Childress Klein
Andrea Arena	CEO	Time Squared Concierge, LLC	Ann-Marie Campbell	EVP, US Stores	The Home Depot	Sarah Ernst	Partner	Alston & Bird LLP
Claire (Yum) Lewis Arnold	CEO and Founder	Leapfrog Services, Inc.	Shellie Cherner	Director & Senior Counsel	Iron Mountain	Joe Evans	Chairman	State Bank and Trust Company
L. Scott Askins	General Counsel	Kabbage, Inc.	Lea Clingman	SVP	Hitachi Consulting	Dave Ferguson	Retired President / CEO	Walmart Europe
Phyllis Austin	SVP Human Resources	Boys & Girls Clubs of America	Almeta E. Cooper	Retired Healthcare Lawyer & Advisor		Rachel Finglass	President	TalentQuest
DeLois B. Babiker	CEO	Intellectual Concepts	Shan Cooper	Executive Director	Atlanta Committee for Progress	Mary Ford	Chief Operating Officer	Springbot
Cindy Baerman	Board Member and CEO	Executive Advisory Services	Lurline Craig-Burke	Managing Director	Aon	David L. Gamsey	Chief Financial Officer & EVP	First Advantage Corporation
Jim Balkcom	Lead Director	State Bank Financial Corporation	Frank Dalton	Partner	Fulcrum Equity Partners	Kelly Gay	CEO & Board Member	
Michael Baroody	Partner	Harvard Group International	Paula Dart	VP Global Commercial Leadership	The Coca-Cola Company	Heather Generes	Senior Vice President and Chief Marketing Officer, International	Equifax
Susan R. Bell	Partner	Ernst & Young LLP	Lucille Heil	Senior Vice President Operations - Atlanta	JLL	Julie Gerlach	Principal	KPMG LLP
Tim Bentsen	Director	Synovus Financial Corp.	Steven G. Deaton	Chief Risk Officer	State Bank & Trust Company	Jill Goodrich	President & CEO	Women's Chamber of Commerce
Kathy T. Betty	Corporate Director	Aaron's, Inc.	Neeti Dewan	Principal & Global Practice Leader	Ryan	Hetal Gordon	Director, Global Client Lead	Google
Becky Blalock	Managing Partner, Advisory Capital	Corporate Board Member	Avis D. Dickey, D.B.A., M.S.	Sr. Advisor to the CHCO & Deputy Ethics Counselor	Centers for Disease Control & Prevention	Leigh Ann Groome		
Katherine Blue	Principal	KPMG LLP	Constance Dierickx, PhD	Founder/President	CD Consulting Group	Jeffery Tobias Halter	President	YWomen
Sue Boehlke	President	Informa Transportation Intelligence	Michael Dierickx, CFP®			Nancy D. Halwig	Senior Vice President	United Community Bank
L. Celeste Bottorff	CEO	Hire Opportunity	Lynne Dougherty		LRD Ventures	Page Harty	Partner, Director SignatureWOMEN	SignatureFD, LLC
Denise Boyd	Partner	Grant Thornton LLP	Roxanne Douglas	Owner	R Douglas Law Firm	Cheri Husney	Executive Director	KPMG LLP
Wayne Bradley	Partner	Squire Patton Boggs (US) LLP						

Rebecca Johnson	Principal	Extend Marketing
Terri Jondahl	CEO	CAB Incorporated
Trish Jones	Principal	eMentorConnect LLC
Tasia Katapodis	Senior Vice President	United Community Bank
Shivani Kaul	SVP, Chief Ethics and Compliance Officer	Avanos
Linda A. Klein	Senior Managing Shareholder	Baker Donelson
Josh Kohnstamm	President/CEO	Kohnstamm Communications
Lauren Koontz	EVP	YMCA of Metro Atlanta
Nancy Kumar	Former Lead Attorney	
Lisa LaFave	President, US Sales	UPS®
Stacy M. Lewis	Principal	TrueWealth Management
Helene Lollis	CEO	Pathbuilders, Inc.
Annis Lyles	VP (retired)	The Coca-Cola Company
Jane Mandula	Director - LP Committee	WISC Partners
Jennifer Manning	Associate General Counsel and Corporate Secretary	The Coca-Cola Company
Erica V. Mason, Esq.	Imm. Past Pres., Hispanic Nat'l Bar Ass'n	L&E Litigation Partner, Constangy, Brooks & Prophete, LLP
Cynthia Masters	Principal	CMastersHealth, LLC
Mary McCoy	Partner	McCoy Advisory LLC
Scott McCune	Founder	McCune Ventures
Myra McElhaney	Author/Speaker, Owner	McElhaney & Associates, LLC
Ann-Marie McGaughey	Partner	Squire Patton Boggs (US) LLP
Milford McGuirt	Atlanta Managing Partner	KPMG LLP
Katharine Mobley	Chief Marketing Officer	First Advantage Corporation
Hala Modellmog	President and CEO	Metro Atlanta Chamber
Sandra S. Morelli	SVP and Regional Director	Capital Group Private Client Services
Jeffrey Neppl	Partner	The Koblentz Group

Susan Nethero	Co-Founder	Goldenseeds and Intimacy
Judi North	Corporate Director	
Sarah O'Brien	Partner	Valor Ventures
Barbara J. O'Connell	Vice President, Associate General Counsel	Southwire Company, LLC
Shannon Sweeney Offen	Director	SunTrust Robinson Humphrey
Andi Oppmann	Director of Marketing	UPS®
Elba Pareja-Gallagher	Founder	ShowMe50.org
Jackie Parker	Founder & President	JWP Consulting, LLC
Zach Parker	CEO	DLH Corporation
Monica F. Patterson	Senior Corporate Counsel	The Home Depot
Suzanne D. Patterson	Retired Controller, Chief Accounting Officer	Coca-Cola Enterprises
Stefanie Paulos	Assistant Vice President	The Coca-Cola Company
Betsy Peck	Principal	Peck Advisory Services
Ryanne Pennington	Vice President	JLL
Sloane Perras	SVP Chief Administrative & Legal Officer	The Krystal Company
Rachel Perry	Resident Managing Director-Atlanta	Aon
Margarita Porto	Partner	Newport Board Group
Brittain Prigge	President	Balentine
Alison Rand	Executive Vice President, Chief Financial Officer	Primerica, Inc.
Sheila E. Ray	EVP and Chief Financial Officer	State Bank and Trust Company
Amy Richter	Advisor/Coach	ThingShift
Karen Robinson	EVP	NanoLumens
Suzanne Russo	Senior Corporate Counsel	The Home Depot
Robin H. Sangston	Vice President, Privacy and Compliance Officer	Cox Communications, Inc.
Jina Sanone	Managing Director	Delta Air Lines, Inc.

Michele Sarkisian	President	P3 Advisors
Mike Schall	Managing Director	Schall Consulting Group, Inc.
Beth Schiavo	CEO	The Gender Plan
Deborah Sessions	Partner	Porter Keadle Moore LLC
Vicki Shackley	Partner, SignatureEXEC	SignatureFD, LLC
Veronica Sheehan	Partner	Valor Ventures
Tori M. Silas	Senior Counsel	Cox Enterprises, Inc.
Christine St.Clare	Corporate Board Member	(retired KPMG Partner)
Nadia Theodore	Consul General	Consulate General of Canada in Atlanta
Mimi Thigpen	Board Director	Torchmark Corporation, AchieveIT, and OpsDataStore
Lisa Bigazzi Tilt	President	Full Tilt Consulting
Annette Tirabasso	Partner	Tirabasso Transformation Group
Carolyn (Lyn) Turknett	Co-founder	Turknett Leadership Group
Leslie M. Turner	Former General Counsel	The Hershey Company
Kathy Waller	EVP and CFO	The Coca-Cola Company
Kathleen A. Walters	Executive Vice President - Consumer Products Group	Georgia-Pacific
Liz Ward	Chief Marketing Officer	United Way of Greater Atlanta
Jodi Weintraub	CHRO	Phobio
Ken Welch	Partner	KPMG LLP
Cheryl J. Weldon	President	Georgia Peach Chic
Rona L. Wells	President	Wells Holdings
Michelle A. Williams	Partner	Alston & Bird LLP
A. Michelle (Shelli) Willis	SVP and Deputy General Counsel	SunTrust Bank
Phoebe A. Wood	Principal	CompaniesWood
Dottie Frazier Yates	Principal, Financial Services & Payments	Midtown Consulting Group

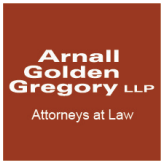
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PATTON BOGGS

The Coca-Cola Company

"We believe that a lack of diversity on the board undermines its ability to make effective strategic decisions. That, in turn, inhibits the company's capacity for long-term growth."

Michelle Edkins

Global Head of Investment Stewardship at BlackRock

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

Hala Moddelmog

President & CEO, Metro Atlanta Chamber

"I would recommend OnBoard Development Group (OBDG) to anyone that is ready to start their search for a board position. The assistance with creating my board-oriented bio and the personal marketing plan development/advice were excellent."

Susan G. Reeves

President and CEO, Public Gas Partners, Inc.

Contact OnBoard

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