

BIOGRAPHIES OF THE 2021 SLATE FOR THE BOARD OF DIRECTORS OFFICERS & MEMBERS-AT-LARGE, GIRL ADVISORS TO THE BOARD AND BOARD DEVELOPMENT COMMITTEE MEMBERS

Board of Directors: Officers

Debbie Hassan, Chair

Debbie Hassan is an experienced professional who currently serves as both Board Chair of the Girl Scouts of Eastern Pennsylvania (“GSEP”) and Chair of the Human Resources Committee. She is also one of two Council Board Chairs selected nationally to serve on the GSUSA CEO Search Committee in 2021. Prior roles with GSEP included that of Finance/Audit Committee Chair and non-board volunteer on the Board Development Committee. Debbie is a lifetime member of Girl Scouts and earned her First Class (or Gold Award) in the 1970s. Her experiences in Girl Scouting as a young girl/teen directly influenced and empowered her to pursue both her academic and career goals. Those experiences included attending Camp Laughing Waters.



Debbie spent over 33 years at the international firm of Deloitte & Touche LLP, where she specialized in delivering governance and risk services to clients, including: SOX/ COSO requirements, external audit, internal audit, IT and cyber audits, investigations, and enterprise risk methodologies. She started her career in the Pittsburgh Office of Deloitte in the external audit practice. Debbie was admitted to the Partnership in Pittsburgh in 1995. She and her family then relocated to Philadelphia, her actual birthplace, in 1997. She served as the Greater Philadelphia marketplace leader for the advisory and enterprise risk services practice of Deloitte & Touche LLP and the local Women’s Initiative leader. Additionally, she led the northeast region internal audit practice and served on the firm’s national internal audit leadership committee among other roles.

Debbie serves, or has served, on several other nonprofit boards in the Philadelphia area. She is a past finance chair of the board of the Women’s Business Enterprise Center – East (formerly Women’s Business Development Center of Greater Philadelphia). She is on the advisory board of the Women’s Leadership Forum (WLF) of Philadelphia and previously served as finance chair and a nominating committee member. Debbie served on the board of the Pennsylvania Ballet for eight years, where her roles included that of finance chair and treasurer as well as being a member of the executive committee. She is a current member of the Forum of Executive Women and a founding co-chair and former member of the Network of Executive Women in Consumer Business and Retail (NEW) Philadelphia.

Debbie earned a B.A. in accounting and economics from Grove City College in 1981, graduating cum laude. She lives in Newtown Square, Radnor Township, with her husband and dogs Ralphie and Coco.

Susan Mucciarone, First Vice Chair

Susan Mucciarone is Executive Director of Private Wealth at the Glenmede Trust Company (Glenmede) and a member of the Glenmede Management Committee. Glenmede is a privately-owned national trust company, headquartered in Philadelphia with several regional offices, which provides investment and wealth management services to private clients, endowments, and foundations, and select institutional investors. Susan leads the private client investment and wealth advisory business for individuals and families throughout the country.



Prior to joining Glenmede in 2010, Susan served as the Executive Vice President and Senior Managing Director of Wells Fargo Family Wealth, one of the top-ranked multi-family offices in the United States. In total, Susan has 30 years of experience in investment management, private wealth and family office services, and business accounting.

Susan holds a B.S. in Business Administration with a major in accounting from Bowling Green State University and an M.B.A. from Case Western Reserve University.

She is currently Chair of the Board Development Committee and a former member of the Finance and Take the Lead Committees for GSEP. Susan has been a board member for Girl Scouts councils in other communities for more than 20 years. Susan is a member of the Board of Trustees for Case Western Reserve University (CWRU) and serves on the Visiting Committee for the Weatherhead School of Management at CWRU. She also serves on the Board of Trustees of Natural Lands. She is a former member of the Board of Directors for the Forum of Executive Women, and former Chairperson for the Trust Management Association. Susan is a member of the Pennsylvania Women's Forum and the Union League of Philadelphia and is a patron of the arts with a special interest in dance.

Ann Donley, Vice Chair

Ann Donley is a certified public accountant with more than 35 years of experience. Ann is currently semi-retired and works for the firm of Jebran & Abraham, P.C. She was the founder and principal of Profit Maximizers, Inc., specializing in small-business consulting and preparation of tax returns. She is also the co-owner of several small businesses.

Ann has been a Girl Scout for over 60 years and is a Lifetime member. She earned the First Class Award and received the Outstanding Leader, Thanks



Badge, and Thanks Badge II Awards. She has also received the Lutheran Lamb Award, presented for service to the church and to a youth serving organization. Ann co-chairs the GSEP Alumnae Committee and the Adult Camping Weekend Committee and is a member of the Property and Finance Committees. She also serves with GSUSA as a National Volunteer Partner focusing primarily on Alumnae.

Ann is a member of several professional organizations, including the American and Pennsylvania Institutes of Certified Public Accountants and the Pennsylvania Society of Tax and Accounting Professionals. Ann has served many nonprofit organizations over the years including the Lutheran Community at Telford as a member of the finance committee, the Bucks County Women's Fund as a finance committee member, the Upper Bucks Chamber of Commerce as board member and chair, the Upper Bucks Chamber of Commerce Foundation as a founding member and chair, Discover Dublin as a consultant, her church as a deacon, church council member and council president and financial secretary, and the Eastern Pennsylvania Section of the American Camping Association as a Standards Visitor, board member, and Outdoor Living Skills Trainer.

Ann earned a Bachelor of Arts degree in psychology from Muhlenberg College and a post baccalaureate certificate in accounting from DeSales University. She and her husband, George Grasic, live in Richlandtown, Bucks County. They have four children, including a Gold Award recipient.

Loraine Ballard Morrill, Vice Chair

Loraine Ballard Morrill is News Director and Community Affairs Director for the six iHeartMedia PHL radio stations Power 99, WDAS FM, Q102, ALT 104.5 The Breeze 106.1 and The Gambler 1480 AM, where she hosts and produces Philadelphia's Community Affairs Programs, "Insight" and "What's Going On." She also coordinates community outreach and campaigns for all the stations.



She is Vice Chair of Girl Scouts of Eastern Pennsylvania and has served on the Boards of The Philadelphia Urban League, The Centers for Literacy, First Person Arts, Philadelphia Committee for Children and Youth and Keep Philadelphia Beautiful, among others. Loraine currently sits on the boards of PHLDiversity, the Mayor's Commission on Adult Education, the Marian Anderson Awards and the READ!by4th Leadership Committee. She has received numerous awards, including the Philadelphia Human Relations Commission Human Rights Award, Philadelphia NAACP President's Award, the Philadelphia Association for Black Journalists Community Award, the Achievement in Radio Lifetime Achievement Award, the Harris Wofford Active Citizenship Award, The AIDS Fund Favorite Straight Person. Women Veterans Who Rock Leadership Award, the Penn Center for AIDS Research Legacy Award and Philadelphia Tribune's Most Influential. Under her direction, Power 99 FM was the first station to receive six prestigious

National Association of Broadcasters Crystal Award for Service and the First NAB Crystal Heritage Award the highest award for broadcast community service.

Rick Perkins, Treasurer

Rick Perkins retired after a 44-year career in financial management. His final job was as chief financial officer of the Kimmel Center for the Performing Arts, the centerpiece of the performing arts in Philadelphia. In this role he developed expertise in nonprofit accounting and financial management. This also gave him a chance to finish out his career in a job which allowed him to combine his financial skills and his love of music. Earlier in his career he was the chief financial officer of four for-profit companies over the prior 20 years.



Rick attended the University of Massachusetts on a basketball scholarship and graduated with a Bachelor of Arts degree. He then attended the Wharton School of the University of Pennsylvania from which he earned an MBA in finance and accounting. He is also a certified public accountant. After graduation, he served two years as a lieutenant in the U.S. Army Signal Corps.

He is the current Treasurer of GSEP's Board of Directors and serves on the Finance and Investment committees. He is also the former president of CFO/Arts, an organization of the CFOs of the major U.S. performing arts organizations and is on the leadership committee of the Wharton Graduate Emeritus Society.

Rick and his wife Shirley have been married for more than 50 years and have two married sons and four grandchildren. He spends much of his time working out, playing the piano, reading, traveling, and using technology. He is also an adjunct instructor at Drexel University where he teaches a graduate course in financial management for nonprofit organizations. He lives in Cherry Hill, NJ.

Deb Walters, Secretary

Deb Walters is a Lifetime Member of Girl Scouts. She serves on GSEP's Board Development Committee, Executive Committee, Alumnae Committee and is Co-Chair of the Adult Camping Weekend. As a trainer, Deb has conducted GSEP Delegate trainings for the entire council since 2007. She has served on and off as a National Council Delegate since 1996. Deb is a GSUSA National Volunteer partner. She previously served as First Vice Chair of the GSEP's Board of Directors 2007-2012. She has served in many Girl Scout volunteer positions including troop leader, service unit manager and Board Member of Girl Scouts of Freedom Valley. She was a girl member for 10 years and earned her Girl Scout First Class Award.



Deb has also received numerous awards as a Girl Scout adult including the Appreciation Pin, Honor Pin, Thanks Badge, Governance Award (twice!) and Thanks Badge II. She was also recognized in December 2020 with the GSEP Award (the highest council level award which recognizes “the ultimate GSEP volunteer”).

Deb is a retired librarian and teacher from the Pennridge School District. Her community service outside of Girl Scouts includes serving as Clerk of Session and serving on various leadership committees for the Presbyterian Church of Deep Run. She is a recipient of the Pennridge Chamber of Commerce Service Award.

Deb earned her Bachelor of Science and Master of Science in Library Science from Kutztown University. She lives with her husband in Perkasio and has two grown children and 5 grandchildren. Her daughter is also a Lifetime Member of Girl Scouts and the troop leader for Deb’s Girl Scout Brownie granddaughter. Three generations of Girl Scouts have enjoyed camping together including Family Camp at Camp Mosey Wood.

Board of Directors: Members-at-Large

Anne Baum

Anne Baum is the Lehigh Valley Market President and Vice President, Producer & Labor Relations for Capital BlueCross. In this capacity, she is the senior leader in the Capital BlueCross Lehigh Valley office. She leads the network of over 5500 producers and is responsible for the plan’s organized labor customers. Since joining the company in January 2010, Ms. Baum has been involved with strategic planning, operations, partnership development, community relations, corporate giving, sales, and account management throughout Capital BlueCross’ eastern service area.



Anne is a current member of GSEP’s Board of Directors and the Board Development Committee. She is also a member of the boards of the Greater Lehigh Valley Chamber of Commerce, United Way, Valley Youth House, Lehigh Valley Economic Development Corporation, Lehigh Valley Partnership, Lehigh Valley Industrial Parks, Iron Pigs Charities, and Northampton Community College Foundation. She serves on the Lehigh University Health Systems Engineering Industry Advisory Council, the BlueCross BlueShield Association National Labor Office, and the Downtown Allentown Community Development Initiative.

She has received numerous awards including: PA Best 50 Women in Business, ATHENA International, Girl Scout’s Take the Lead Award, Lehigh Valley Business Women of Influence, Chamber Volunteer of the Year, United Way Campaign Volunteer of the Year, and the YWCA Golden Laurel Award.

Anne earned her BS in Biology from the University of Illinois, Champaign-Urbana, IL and her MS in Health Systems Management from Rush University, Chicago, IL. She is certified by the Protocol School of Washington as a protocol and etiquette consultant and is the author of the books *Small Mistakes, Big Consequences*, and *Small Mistakes, Big Consequences for Interviews*. She is also a Girl Scout alum.

Marlene Beers

Marlene is vice president and controller of PPL Corporation. In her role, she provides leadership for the company's financial accounting and reporting, establishing appropriate accounting policies and procedures. She ensures compliance with generally accepted accounting principles (GAAP) and regulatory requirements and oversees the development of useful management reporting. Additionally, she is responsible for support of PPL's financial information technology systems, their continued operation, and development of the company's future technology needs for finance and accounting.



She came to PPL in January 2016 after a 20-year career at Air Products, an Allentown-based industrial gas supplier where she held various accounting and finance roles.

Marlene holds a bachelor's degree in accounting from Cedar Crest College and a master's degree in business administration from Lehigh University. She is also a certified public accountant in Pennsylvania.

She serves as a board member for the Girl Scouts of Eastern Pennsylvania and is currently the chair of the Finance Committee. She is also an active member of the Take the Lead committee in the Lehigh Valley. Marlene is a proud Girl Scout alum and lives in Fogelsville with her family.

Harris Bock

Harris Bock, Esq. is a respected and recognized leader in the Alternative Dispute Resolution (ADR) field. One of the handful of full-time neutrals in the Philadelphia area, his practice for the last two decades has been devoted exclusively to serving as arbitrator, mediator, factfinder, or hearing officer. His areas of expertise include business, personal injury, professional malpractice, employment, insurance, partnership, law firm, and equitable distribution disputes.



Harris is routinely selected as neutral or special master by agreement of counsel as well as the state and federal Judiciary. A frequent lecturer for continuing legal education programs, commercial trade associations, insurance carriers and trial lawyer and defense counsel groups in all aspects of dispute resolution, Harris has authored

numerous articles in the ADR field. He was the founding managing editor and was instrumental in initiating publication of *The Philadelphia County Reporter* in 1977 and served in such capacity until 1990.

Harris serves as a consultant in ADR design and utilization. He created and implemented a unique mediation program in the Philadelphia Common Pleas Court and served as chair of the Philadelphia Bar Association ADR Committee for five years. Under his leadership, ADR awareness and utilization in the Philadelphia area increased substantially. He has also served as special ADR consultant to governmental entities and Fortune 500 companies.

Harris is an adjunct professor at Villanova Law School and has assisted in the teaching of courses on dispute resolution at numerous accredited institutions. He served on the ADR Section of the Pennsylvania Futures Commission and on other state and national ADR-related committees and organizations. He also served as an arbitrator for The International Commission on Holocaust Era Insurance Claims.

Harris currently serves on GSEP's Board of Directors and the HR Committee. He is also on the Board for the Philadelphia Affiliate of Susan G. Komen for the Cure and recently served as a board member of the Philadelphia chapter of the American Heart Association.

Terri Boyer

Teresa M. "Terri" Boyer, EdD, is an innovative leader in economic and social equity for women. She currently serves as the founding director of the Anne Welsh McNulty Institute for Women's Leadership and an associate professor of Education and Counseling at Villanova University. The McNulty Institute was created to foster women's advancement through education, advocacy, community-building, and the collaborative creation of new knowledge, and seeks to be a premier, nationally recognized organization with groundbreaking scholarship and innovative programs that advance women as leaders.



Dr. Boyer previously served as executive director of the Center for Women and Work and as an assistant research professor at Rutgers University. At the Center, she successfully developed its strategic vision and areas of expertise, which include women's education and career development, women's leadership and advancement, working families, and women and STEM. Prior to her tenure at Rutgers, Dr. Boyer served as director of technical assistance and as associate project director of the US Department of Education's Women's Educational Equity Act Equity Assistance Center, and as a research associate for the Gender, Diversities and Technology Institute at the Education Development Center. She also served as director of Pre-College and Undergraduate Programs for the Douglass Project for Rutgers Women in Math, Science and Engineering, and as program coordinator for the Women's Resource Center at the University of Alabama.

As a recognized leader in her field, Dr. Boyer has been highly sought-after to offer her expertise and guidance on numerous advisory boards, committees and task forces for foundations, schools, and government agencies. Her areas of work focus on educational and workforce equity, institutional reform for equity, women's education and leadership, the effectiveness of equity programs, and assessment and teacher training.

Dr. Boyer holds a Doctorate in Education and a Master of Arts in Higher Education Administration from the University of Alabama. She earned her Bachelor of Science in Secondary Education from Villanova. She is a proud lifetime member of the Girl Scouts, and lives in Willistown with her husband and two daughters—both of whom are Girl Scouts. In addition to her professional work, she has a passion for home baking, and takes particular pride in mastering sourdough over the last year.

Fusun Bubernack

Fusun Bubernack is the president of ET&T, a telecommunications and technology company located right here in the Lehigh Valley. With over 53 years of experience ET&T is the leading provider of data, phone, IT, and security solutions in eastern Pennsylvania. In 2011 under Fusun's leadership, ET&T expanded its portfolio of products and services by adding IT hardware/software sales, MSP services, cyber security stack, which allowed them to become a "One stop technology resource" for their clients. Under her leadership, ET&T earned Mitel's gold dealership status, and was named one of the Top 100 Private Companies by Lehigh Valley Business.



Strongly committed to giving back to the community, Fusun gives her time, advice, and financial support to many non-profits. She is currently a Board Member of GSEP and also serves on the Property Committee. Fusun is a Past Chair of the American Red Cross of the Greater Lehigh Valley and current chair of American Red Cross Philanthropy Committee. She is also a board member of St. Francis Center for Renewal, Treasurer of Women United (an affinity group of United Way of the Greater LV), and a member of United Way's Tocqueville Society. She also offers a S.T.E.M scholarship to young female high school graduates through the Da Vinci Science Center.

Fusun graduated from University of Pittsburgh with BA in 1984. She continues to further her education in the ever-changing world of technology.

Joann Gonzalez-Generals

Joann Gonzalez-Generals is director of the Upward Bound Program at the University of Pennsylvania. She is responsible for the planning, implementation, and evaluation of the federally funded college preparatory program. During her tenure, she has secured and managed



over \$3M in grants and established University/Program partnerships that foster access and opportunity in higher education.

Prior to joining the University of Pennsylvania, she served as the executive director of student success at Caldwell University. From 1997 to 2010, she held several positions at Passaic County Community College, including assistant director for the Wanaque Academic Center, director of the TRIO Student Support Services Program, and executive director of the Center for Student Success.

A current GSEP Board member, she is also a member of the Executive Committee and co-chair of the Membership Strategy Committee. She previously served as a member of the board of directors for the Girl Scouts of Northern New Jersey, as well as on the finance and board development subcommittees.

Joann earned a B.A. in psychology from Rutgers University, a M.A. in urban education from New Jersey City University, and an Ed.D. in educational leadership, administration, and policy from Fordham University. Joann lives in Philadelphia with her husband and son. When she is not working, you can find her running along the Delaware River waterfront or planning her next travel adventure.

Allison Green Johnson

Allison Green Johnson is Senior Vice President, Chief Diversity Officer and Head of Employee Engagement for Lincoln Financial Group. In this role, she is responsible for diversity and inclusion strategy and implementation, as well as leadership of employee engagement practices that shape company culture. She is a member of the senior Human Resources leadership team and is responsible for reporting diversity and inclusion results to the company's Board of Directors on a routine basis.



Throughout her career, she has held positions business operations; management consulting; organizational development and design; talent management; and diversity leadership positions of increasing responsibility at well-known companies, including Wyeth Pharmaceuticals, Vanguard, The Hay Group and State Farm.

Allison is an active member of i4cp Diversity Board of Directors, World50 and Girl Scouts of Eastern Pennsylvania Board Development Committee. She is also a member of The Forum of Executive Women, an active member of Alpha Kappa Alpha Sorority, Incorporated and The Links, Incorporated. She formerly served on the Board of Directors for the Urban League of Philadelphia and Advisory Council of UNCF. She served on the Academy Ball Program Book Committee for two years and Co-Chair of the Committee for one year.

She has been frequently honored as a leader in diversity both internally and externally, through various media outlets. Green is an active leader, volunteer, fund raiser and

contributor to community, non-profit, and academic organizations that advocate for the welfare of children. Her philanthropic efforts support college scholarships for students attending Historically Black Colleges and Universities (HBCU). Allison earned her B.A. degree in psychology at Spelman College and her M.A. in counseling psychology at Howard University. She and her husband live in Penn Valley and have four children.

Stephanie L. Kosta

Stephanie L. Kosta is Vice President of Government and Regulatory Affairs and Community Impact for Comcast's Freedom Region. Joining Comcast in September of 2016, she leads a talented team who support key advocacy and compliance initiatives in New Jersey, Eastern Pennsylvania, and Northern Delaware. Stephanie is also responsible for Comcast's regional community investment partnerships and programs, including Internet Essentials, Leaders & Achievers Scholarships, and Comcast Foundation grants.



Prior to joining Comcast, Stephanie was a partner at the law firm Duane Morris, LLP and before that, an attorney at WolfBlock. At Duane Morris, she provided counsel and government relations assistance to Fortune 500 clients and government entities and represented clients in complex business litigation, class action defense, liquidation and bankruptcy, and employment disputes. Stephanie represented clients in complex government affairs matters in a variety of venues, including before the Philadelphia City Council, the Pennsylvania Legislature, and the United States House of Representatives. She also advocated for clients in state and federal courts, appeals to the United States Court of Appeals, and petitions to the Supreme Court of the United States, as well as providing outside general counsel guidance and assistance with business strategies and corporate governance.

Committed to public service, Stephanie sits on a number of nonprofit boards, volunteers with multiple charitable groups, and counts among her most fulfilling experiences her work as a *pro bono* child advocate, representing Philadelphia children or were adjudicated dependent or delinquent, and her current position on the Board of Directors for the Girl Scouts of Eastern Pennsylvania.

Stephanie was named as one of the Philadelphia Business Journal's "40 under 40," and was also named as one of the Top 50 Pennsylvania Women Super Lawyers in both 2015 and 2016. Stephanie graduated from Temple University with a Bachelor of Arts in English, *summa cum laude*, and earned her Juris Doctor at Georgetown University Law Center.

She is a proud Girl Scout alum, and one of her favorite experiences was attending Girl Scout equestrian day camp. She was also a top cookie seller in Delaware County, which she attributes partly to her mother serving as cookie mom and her brothers' voracious

appetite for cookies, which may have helped sales. Stephanie and her family live in Marple.

Maria Kraus

With more than 20 years of financial leadership, Maria is currently the Chief Financial Officer at Accelerated Enrollment Solutions (AES), a business unit of PPD. She is responsible for driving AES' financial vision, leading all financial operations, planning and analysis, accounting, commercial budgets, and internal controls. Maria is a member of the AES Executive Team and the PPD Finance Leadership Team.



Prior to joining PPD, Maria was the Executive Vice President, Corporate Development & Strategy at Bioclinica, where she was responsible for overseeing Bioclinica's strategic growth including mergers and acquisitions. Maria was formerly the Vice President and Corporate Controller at Bioclinica where she previously led the global accounting and finance, legal, procurement, facilities, human resources, marketing, and information technology departments. Maria began her career at PricewaterhouseCoopers in Philadelphia.

Maria is a Board Director of The Hershey Trust Company and a Board Manager of the Milton Hershey School, and serves as Vice Chair and Chairs the Audit Committee. She is also a Board Manager for the M.S. Hershey Foundation, and serves as Chairman. Maria has been active in Girl Scouting as an adult volunteer as a GSEP Board member as well as with her daughters' troops for 12 years.

Maria earned her Bachelor of Science in accounting from Pennsylvania State University and a certificate of human resources management from Villanova University. She is a certified public accountant. Maria resides with her husband, son, and two daughters in Yardley, Bucks County.

Sophia Lee

Sophia Lee is the Chief Diversity and Inclusion Officer and a Partner at Blank Rome. She concentrates her litigation practice in the energy industry, handling commercial, environmental, products liability, and toxic tort matters.

Prior to rejoining Blank Rome, Sophia served as chief litigation counsel at Sunoco, Inc., and in the litigation department of an Am Law 100 firm. She also held an adjunct assistant professorship at Temple University's School of Tourism and Hospitality Management affiliated with the Fox School of Business.



Sophia served as a federal judicial law clerk to the late Honorable James McGirr Kelly, U.S. District Judge for the Eastern District of Pennsylvania, and was an intern in the U.S. Attorney's Office for the Eastern District of Pennsylvania. During law school, she served as a federal judicial clerkship clinical intern to the Honorable Jerome B. Simandle, U.S. District Judge for the District of New Jersey, and was a member of the *Temple Law Review* and the Moot Court Honor Society.

She is a frequent lecturer and CLE faculty presenter on matters concerning litigation management and best practices, e-discovery and information management, professional responsibility and ethics, trial advocacy skills, substantive legal issues, and diversity and inclusion in the legal profession for various legal associations, organizations, law schools, and law firms.

Sophia is a current Board member of GSEP, Pennsylvanians for Modern Courts, and the Philadelphia Education Fund. She is also the former vice-chair of the Mayor's Commission on Asian American Affairs, a former board chair of the Asian Arts Initiative, and past president of the Asian Pacific American Bar Association of Pennsylvania. She lives in Philadelphia with her husband and two daughters.

Nicole LeVine

Nicole LeVine is the Vice President of Electric Operations for PECO. She oversees the daily operation of PECO's electric distribution system, including management of the company's Distribution System Operations and Construction and Maintenance organization.

Prior to her current position, LeVine served as vice president of Technical Services, where she was responsible for the Distribution Engineering, Project Management, Long-Range Planning, and Vegetation Management organizations for PECO. During her career, she has held various roles of increasing responsibility in PECO Gas Operations, Field Operations, Transmission & Substations, and Exelon Utilities.

Nicole serves as a director on the boards of the Girl Scouts of Eastern Pennsylvania, the National Liberty Museum in Philadelphia, and the Mann Center for the Performing Arts, also in Philadelphia. Nicole is also the co-chair of GSEP's Property Committee.

Nicole holds a Bachelor's Degree in Civil Engineering from the University of Delaware. She resides in Sellersville with her family. She has completed four full-distance triathlons and 39 marathons. She was a Girl Scout in her youth in Ridley Park, PA.



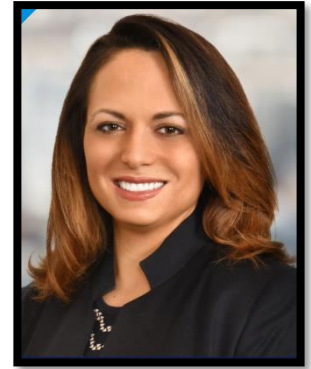
Kathryn Nordick

Kathryn Pourmand Nordick is an attorney with Troutman Pepper in Philadelphia. She represents financial institutions and corporate borrowers in acquisition financings; syndicated, club and bilateral financings; and mezzanine financings, workouts and cross-border transactions.

Kathryn has represented a variety of different parties in financial services matters, including agents, lenders, private equity sponsors, corporate borrowers and nonbank lenders. She regularly advises on lending transactions involving borrowers in a number of different industries that include manufacturing, financial services, medical devices, pharmaceuticals, professional sports and restaurant franchises. She is admitted to the bar in both Pennsylvania and New York.

She earned her law degree from the University of Pittsburgh, where she was research editor of the Law Review. She also has a master's degree in Health Administration from Texas Women's University and a bachelor's degree in Business Administration from Austin College.

Kathryn is a current member of GSEP's Board of Directors and serves on the Property Committee. She is also a Trustee of University of Pittsburgh Law Alumni Association and was a past member of the Corporate Executive Board for the Philadelphia Museum of Art. She is a Girl Scout alum. Kathryn and her family live in Philadelphia.



Emily Turner

Emily Turner is an investment advisor in the Investment Management Division of Goldman Sachs where she advises wealthy individuals, family groups and non-profit organizations.

Emily joined Goldman Sachs in 2013. She graduated summa cum laude from The Wharton School of Business at the University of Pennsylvania, earning a B.S. in Economics. She holds the Chartered Financial Analyst designation and is a member of the CFA Society of Philadelphia.

Currently, Emily serves on the Board of Directors and Finance Committees of both Salus University and Girl Scouts of Eastern Pennsylvania. She is also on the Board of Trustees of the Women's Law Project. Additionally, Emily is Co-Chair of 100 Women in Finance in Philadelphia and a member of the Forum of Executive Women.

Emily is a Gold Award Girl Scout and a lifetime member. She lives in downtown Philadelphia with her fiancé.



Girl Advisors to the Board of Directors

Elizabeth “Lizzy” Qian

Lizzy is a current junior at Garnet Valley High School. In school, Lizzy is on the student council as chair of its Diversity Committee, in which she works to raise awareness about the importance of diversity. As vice president of her school’s STEAM Club, she hopes to inspire young students by working to provide accessible science, technology, engineering, art, and math education. Additionally, Lizzy is part of the marching band, where she plays clarinet and conducts as a field major. Lizzy has played tennis since she was six years old. During the fall, she plays singles for her school team.



One of Lizzy’s passions is science. She enjoys learning about biology, chemistry, and environmental science. Outside of school, she works in a lab as part of the Teen Research Internship Program at Fox Chase Cancer Center, where she conducts research on fruit flies. She is currently studying the microbiome and gut health of flies to better understand how diseases affect the body. In the future, Lizzy aspires to study science in order to learn to solve problems, help others, and make the world a better place.

This year marks her 10th year in Girl Scouts. As a Girl Scout, Lizzy has served as a Girl Delegate, as well as completed her Bronze and Silver Awards. Currently, she is working towards her Gold Award and loves spending time with her multi-level troop, which contains Girl Scouts of different levels. Her favorite memories as a Girl Scout are of working with younger girls and watching them grow and achieve their goals. As a Girl Advisor, Lizzy is most excited to work with others to be an advocate for positive change.

Christian Roach

Christian has enjoyed the Girl Scout experience for the past 12 years. By being involved in Girl Scouts, she’s had the opportunity to participate in numerous leadership roles. Christian is a member of the Girl Advisory Committee and Media Girls. She is currently a Girl Delegate for GSEP and a National Council Delegate, and participated in the 2020 National Council Session. Annually, Christian participates in the Take the Lead event in various roles. In 2020, she was selected to be a presenter for TTL honoree Carol Obando-Derstine. She earned the Bronze and Silver Award and is currently working towards earning her Gold Award. Christian enjoys being a Girl Scout and all of the opportunities that have been available, given, and earned.



Christian is currently a junior at Easton Area High School (EAHS). She is a saxophone player in EAHS bands (alto in marching and baritone in concert), as well as serving as the band’s librarian. She is involved in NAACP Youth Council, NHS, Key Club, DECA, Aavidum,

and the Leukemia and Lymphoma Society team. Christian throws the javelin and shot put for the EAHS Track and Field team. She manages the EAHS Girls Basketball JV and Varsity teams. Christian also works with student government as an honorary member of Student Council. She works with school administrators, teachers, and other students as a part of the school's Culture and Equity Committee. Christian is a part of a new committee in which she helps evaluate new possible learning formats for her school district.

Outside of school, Christian participates in LINKS, a leadership development group. Christian has also participated in Villanova University's STEM programs for high school students, VESTED, Nova Edge, and Power Forward programs. In addition to all of this, Christian manages to have a part-time job as an ice cream server and cashier at Klein Farms-Happy Holstein Creamery.

Christian is grateful that Girl Scouts has supported her with leadership roles and given her the support and training to be successful in accomplishing her goals. After high school, Christian plans to study Chemical Engineering at possibly Villanova, Penn State, North Carolina A&T, or Purdue.

Devyn Stek

Devyn is currently a sophomore at Villa Maria Academy High School. She is a leader in her school's service program, literary magazine, and newspaper. She is also a member of her school's mock trial team, Student Integrity Committee, Student Council, chorus, golf, and a variety of other things.

Outside of school, Devyn loves doing science research. She primarily focuses her research on *Toxocara*, which is a type of roundworm. In 2018, she was the youngest presenter ever at ID Week, which is the premier infectious disease meeting in the world. In June 2020, she presented at ASM Microbe, which is the annual meeting for the American Society of Microbiology. In addition to 2 published abstracts, Devyn plans to submit one of her papers for publication.

Girl Scouts has been an important part of Devyn's life for the past 10 years. In addition to earning her Bronze and Silver Award, Devyn is currently finishing up her Gold Award. Most recently in her Girl Scouting career, Devyn was an Alternate Delegate for the 2020 National Council Session and a Girl Delegate for GSEP's Delegate Council this past year. She also was a presenter at Take the Lead 2021 for honoree Dona File.

Girl Scouting has been an important part of Devyn's life and has been the foundation for many leadership experiences. She is excited to serve GSEP as a Girl Advisor and help further advance the Girl Scout Mission.



Board Development Committee

Debbie O'Brien, Chair

Debbie O'Brien is a Senior Vice President and the Greater Philadelphia / Delaware Local Market Executive for Bank of America. As Market Executive, Debbie is responsible for community partnerships, sponsorships and philanthropy throughout Greater Philadelphia, Southern New Jersey and Delaware. She works closely with the Market President and line of business leaders to deliver a focused and integrated local market plan that will drive responsible growth and business integration; improve brand visibility and revenue growth; make a positive impact on economic mobility in our communities; and build connectivity and employee engagement.



Debbie has been with Bank of America since 2003. After graduating from the University of Scranton with a Bachelor of Arts degree in History, she received a graduate certificate in Nonprofit Organization Management from Seton Hall University and, prior to joining Bank of America, worked for the United Way.

Debbie serves on the board of directors of the Independence Visitor Center Corporation and Girl Scouts of Eastern Pennsylvania, where she is also a member of the Board Development Committee. She is a member of the Greater Philadelphia Corporate Volunteer Council steering committee, co-chair of the Corporate Funder Roundtable at Philanthropy Network Greater Philadelphia and represents Bank of America on Urban Affairs Coalition's Community and Economic Development Committee.

Debbie is an alum of Leadership Philadelphia and received the distinguished 40 Under 40 Award from the Philadelphia Business Journal. She is a proud Girl Scout alum and resides with her husband and two children in Radnor.

Anne Baum

(see above, located under Board of Directors: Members-at-Large)

Mary Beth Biddle

Mary Beth Biddle is a mechanical engineer who discovered her love of engineering at a Girl Scout event, "Engineering Your Tomorrow." She received her B.S. from the University of Pittsburgh in 2012. After completing co-op rotations at Crane Energy in Houston and Lockheed Martin (LM) Space in King of Prussia, she joined LM full time, supporting a number of programs in the Missile Systems & Advanced Programs group. While at LM, Mary Beth



received an M.S. from Villanova University. She is currently a Project Engineering Manager, responsible for assets that are critical to national security.

Mary Beth has been an active member of the Society of Women Engineers (SWE) for over 13 years and held many roles in her local sections and at the society level. Since joining SWE at the University of Pittsburgh, Mary Beth has continued to inspire other female engineers through her participation with the Philadelphia section. She has held roles such as President, Vice President of Outreach, and VP of Communications. She has also been international level Society Scholarship Coordinator, Curriculum Committee Chair, and an Award Coordinator. She was recognized in 2021 as one of the Society's Distinguished New Engineers.

Mary Beth is a lifetime member of GSUSA. She is a current member of GSEP's Board Development Committee and a former Junior troop leader. She is also an advocate for STEM outreach in the Philadelphia area and volunteers with many opportunities including judging science fairs, speaking at schools, and mentoring.

Mary Beth loves to travel and be outdoors. She has visited all 50 states and half the National Parks. She looks forward to more adventures with her dog, Riley.

Michele Box

Michele Box, Senior Vice President/Senior Relationship Manager Healthcare Banking, is responsible for business development, portfolio and relationship management in Fulton Bank's Southeastern Pennsylvania, New Jersey, northern Delaware and Maryland markets. An experienced financial services professional with a diverse career in commercial banking experience, Michele has spent the last 10+ years serving specialized industries, including government, healthcare, higher education and non-profits. Prior to joining Fulton Bank, Michele held various leadership positions at Wells Fargo and predecessor banks. Most recently she served as Regional Vice President of Education & Non-Profit banking where she was responsible for overall management of a \$1.3 billion portfolio of healthcare, higher education and other non-profit clients across a multi-state region.



Dedicated to the cultivation, preparation and promotion of future leaders, Michele has worked to develop hiring and mentoring programs designed to strengthen the recruitment and retention of diverse talent in banking and higher education. She has served on the boards of Girl Scouts of Eastern Pennsylvania (where she remains active as a member of the Board Development Committee) and the Please Touch Museum.

Michele earned her B.A. in English from Kutztown University of Pennsylvania. She and her family live in Delaware County.

Allison Green Johnson

(see above, located under Board of Directors: Members-at-Large)

Kathy Killian

Kathy Killian is the Vice President of Administration for the Philadelphia Phillies. A member of the Phillies organization since 1985, Kathy was promoted to Vice President, Human Resources and Customer Services in December 2008. She moved into her current position in October 2018. As a catalyst for the preservation and development of the organization's culture, Kathy's responsibilities include assisting in the annual performance review process, compensation setting and workforce development. As a business partner for management, she continues to develop the club's diversity and inclusion initiatives and opportunities, as well as oversee employee engagement, employee recognition, employee food services, the high school associates program and other special projects.



Born in Philadelphia, Kathy graduated from Little Flower Catholic High School for Girls in 1981 and earned a BA in management/marketing in 1985 from Spring Garden College. A standout basketball player, her No. 35 was retired by the school in 1988. She also coached the women's basketball team at Holy Family University from 1987 to 1995.

Kathy began her career with the Phillies as an intern in the sales office. A year later she was hired as a full-time sales office representative and in 1995 she was promoted to director, group sales, the position she held before her promotion to vice president. In 2006, Kathy was honored with the Richie Ashburn Special Achievement Award, which is given to a member of the Phillies organization who has demonstrated loyalty, dedication, and passion for the game. Kathy was inducted into the Pennsylvania Sports Hall of Fame in 2014 and was honored by the Girl Scouts of Eastern Pennsylvania with the Take the Lead Award in 2015.

Kathy serves on the board of the David Palmer Foundation and is a member of the Temple University STHM Board of Visitors. She is also a past co-chair of Take the Lead-Philadelphia and still an active member of the Event Committee. She and her partner Jen live in Northeast Philadelphia.

Deb Waters

(see above, located under Board of Directors: Officers)