

**BIOGRAPHIES OF THE 2022 SLATE
FOR THE BOARD OF DIRECTORS MEMBERS-AT-LARGE,
GIRL ADVISORS TO THE BOARD AND
BOARD DEVELOPMENT COMMITTEE MEMBERS**

Board of Directors:

Jennifer Dempsey Fox

Jen Fox is Bryn Mawr Trust Company, President, Wealth Management. She has more than 23 years of experience in wealth management, working with and leading teams focused on developing and delivering financial solutions for high net worth individuals, families, and institutions.



With strategic thought leadership and an eye on efficient business execution, Jen oversees the BMT teams responsible for ensuring that clients receive the financial planning, investment management, fiduciary, custody, brokerage, private banking, insurance and risk management, and tax services they require to effectively plan for and achieve their financial goals.

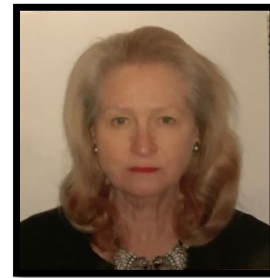
Jen joined BMT in 2017 from PNC Asset Management Group, where she was Executive Vice President and Chief Wealth Strategist. She also has held positions with J.P. Morgan Private Wealth Management, the Aresty Institute of Executive Education at The Wharton School of the University of Pennsylvania, Wachovia Bank, and Deloitte. She received her B.S. in Accountancy from Villanova University, a J.D. from Temple University Beasley School of Law, and an MBA from the Fox School of Business at Temple University.

Active in the community, she is a member of the Forum of Executive Women and has served on the board of The Union League of Philadelphia. She was co-founder of Brave Spirits and the Brave Spirits Foundation, producing American-made spirits and donating a portion of the profits to military charities.

Jen is a Lifetime Member of Girl Scouts and serves on the Finance/Audit Committee. She lives in Wayne, with her husband, her college age son and daughter (when they come home) and 2 rescue dogs.

Judith Freyer

Judy Freyer is the Chief Investment Officer Emeritus of The Board of Pensions of the Presbyterian Church (U.S.A.). Judy joined the Board in November 1988 as Assistant Treasurer and retired July 31, 2020, as Executive Vice President and CIO. From 1990 to 2020, Judy served as the Board of Pensions staff representative to the Presbyterian Church Committee on Mission Responsibility Through Investment (MRTI), which implements the policies of the General Assembly of the PC(USA) on socially responsible investing. She has participated in corporate engagement matters involving supplier standards, bank lending practices, equal employment opportunity in the workplace, water use in the manufacture of computer chips, Israel-Palestine issues, human trafficking, climate change, environmental racism, and environmental degradation.



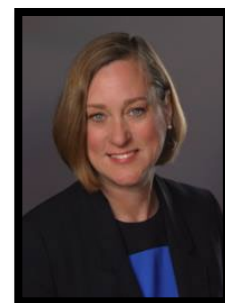
Prior to joining the Board of Pensions, Judy worked for 12 years at UGI Corporation, a public utility and energy company in Valley Forge, PA. As a member of the treasury department, she was responsible for financial planning, pension plan investment portfolio management, and investor relations. From 1973 to 1976, she worked for the U.S. Department of Defense in Nuernberg, Germany.

Judy is a member of the GSEP Investment Subcommittee. She serves on not-for-profit investment committees and boards, including the Children's Scholarship Fund of Philadelphia; Curtis Institute; The Cooper Union for the Advancement of Science & Art; Lantern Theater; The Library Company of Philadelphia; Ministers and Missionaries Benefit Board (MMBB) of the American Baptist Churches USA; and the William Penn Foundation Investment Committee.

Judy received her undergraduate degree from Manhattanville College, M.A. in Economic History from the University of Pennsylvania, and M.B.A. from Boston University. She was a Woodrow Wilson Fellow in history and economics and is a CFA charter holder. Judy and her husband Chuck celebrated their 50th wedding anniversary in 2021. They are the parents of two grown children, one granddaughter and three cats. Judy and her daughter Sarah were both Girl Scouts and her son Alex is an Eagle Scout.

Ellen Iobst

Ellen Iobst is an award-winning and proven operations/executive leader in leading supply chain strategies that enable businesses to grow, expand and innovate faster. She has over 35 years of experience as a leader and coach to executive teams with company board experience working across multiple corporate cultures and industries, both private equity and public companies. Currently, Ellen is a Supply Chain Executive Consultant with IOBST Supply Chain Consulting, LLC. Prior to her consulting business,



she was the Chief Operations Officer (COO) for Farmer Brothers Coffee. She developed a strong team to successfully startup the new headquarters/manufacturing and integration of a coffee company acquisition. Prior to Farmers Brothers, Ellen worked for the Sunny Delight Beverages Co. (SDBC) where she was the SVP of Global Supply Chain and Chief Sustainability Officer. She was one of the founding officers of SDBC. In 2006, Ellen created and implemented the SDBC Sustainability Program. In 2010, all the SDBC manufacturing plants achieved “zero waste” to landfill. Before SDBC, Ellen worked for Procter and Gamble for 23 years. She worked in P&G’s Baby Care Business, Family Care Business and Food & Beverage Business. During that time, she worked in manufacturing, including plant manager and supply chain management positions at 6 different locations within the USA.

Ellen has a BS degree in Chemical Engineering from Lehigh University. In 2012, Lehigh recognized Ellen as a Distinguished Alumni. She currently serves on the Lehigh University Alumni Sustainability Advisory Council. She is also a member of the Greater Valley YMCA Board, the Lower Macungie Township Environmental Advisory Council, and the P&G Alumni Network Women’s Forum.

Ellen has been a Girl Scout for over 50 years and is a lifetime member. She is a Gold Award Girl Scout and is the mother of a Gold Award Girl Scout. She also served as a leader for her daughter’s troop for 8 years and was a new leader trainer for her service unit before joining the Girl Scouts of Western Ohio (GSWO) Board. While serving on the board, she held several positions, including Board Development Chair, 1st Vice President, Board Chair and is currently the Past Board Chair. Ellen has attended the last 4 National Council Sessions as a delegate for GSWO.

Joanne McFall

Joanne McFall is the Market President for Keystone First, Pennsylvania’s largest Medicaid managed care organization, and is responsible for providing day-to-day leadership, stakeholder engagement, and strategy to ensure improved population health for the health plan’s more than 480,000 members. As Market President, Joanne oversees the strategic direction, growth and leadership of Keystone First, including the daily operations of Provider Network Management, Member Outreach and Engagement, Communications and Marketing, Compliance, and Regulatory/Legislative Affairs. She is also responsible for coordinating day-to-day operational support with AmeriHealth Caritas, the parent organization of Keystone First.



Prior to her role as Market President, Joanne was Vice President and Chief of Staff at AmeriHealth Caritas, a national leader in health solutions for people in need, where she served as a liaison between the corporate Chief Operating Officer and

all direct reporting departments and corporate functions. In this role, she was also responsible for all corporate project management and new business implementations in support of the organization's growth strategy. Previously, Joanne was Associate Vice President at AmeriHealth Caritas with responsibility for high-level oversight of operational functions and process improvement/cost containment opportunities.

Joanne is a member of the Boards of Directors for the Urban Affairs Coalition and Girl Scouts of Eastern Pennsylvania, and the Executive Advisory Board for Special Olympics PA. She currently serves on GSEP's Membership Strategy Committee. She received her MBA in Health and Medical Services Administration from Widener University and her Bachelor of Arts in Communication from the University of Delaware. Joanne is a proud Girl Scout alum who currently lives in Springfield.

Debbie O'Brien

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 is the Chair of the Board of Directors of the Independence Visitor Center Corporation. She also serves on the Board of Girl Scouts of Eastern Pennsylvania, where she is also the chair 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.

Shelley Smith

A member of Archer Attorneys at Law, Shelley R. Smith counsels clients in commercial litigation and labor and employment matters. Shelley has experience litigating a wide variety of cases before federal and state courts and administrative agencies, and she has conducted over 65 federal jury trials to verdict. She is also the firm's **Chief Diversity, Equity, and Inclusion Officer**.



Shelley provides training for educational institutions in the conduct of Title IX sexual misconduct investigations and hearings. She also provides day-to-day advice and counsel to personnel and human resource departments with respect to the numerous labor and employment matters which arise from daily operations. Shelley is often called upon to review employee handbooks and manuals for Pennsylvania businesses, not only from a legal, but also from a human relations perspective. She assists such professionals in establishing and implementing policies, procedures, and decisions regarding all aspects of the employment relationship, including hiring, firing, promotions, compensation, benefits, leaves, reasonable accommodations, and the investigation of harassment and discrimination claims.

Shelley joined Archer following a distinguished career in public service for the City of Philadelphia, where she was City Solicitor from 2008-2016, the longest tenure in modern Philadelphia history. She represented the Mayor, City Council, all City elected officials, all City employees, Agencies, Boards, and Commissions. Shelley also served as Montgomery County Solicitor from 2017-2018.

In addition to being a member of the Philadelphia and Pennsylvania Bar Associations, she is also a member of the Board of Directors of the Women's Law Project and the Board of Managers of Moore College of Art in Philadelphia. She has been named a Pennsylvania Super Lawyer by Philadelphia Magazine and a "Minority Attorney on the Verge" by The Legal Intelligencer. Shelley is a member of the GSEP's Board of Directors and serves on the HR committee.

Shelley is a Girl Scout alumna and still remembers – and energetically sings -- the songs she learned while pounding on the meal tables at Camp Laughing Waters. She lives in Chestnut Hill with her husband, and she plays and watches a lot of tennis.

Alison Snyder

Alison Snyder, employed by East Penn Manufacturing since 1987, has served in various HR functions throughout the years and currently works as Personnel Assistant Vice-President. East Penn (Deka Battery) is one of the world's largest and most modern independent battery manufacturers and has been recognized with many awards including being voted one of Pennsylvania's Best Places to Work for 19 of the past 20 years. Currently, East Penn has over 10,000 employees, 99 locations in the US and provides product to prestigious customers such as Harley Davidson, Caterpillar, Freightliner and NAPA.



Alison received a BA from Penn State University, an MBA from St. Joseph's University and SPHR certification in 2002. Alison served on the Berks County United Way Board of Directors (Governance Chairperson), CUE Board (An Organization for Positive Employee Relations) and was President of ASTD (American Society for Training and Development), Berks County Chapter. Currently, Alison serves on the Girl Scouts of Eastern PA Board, Penn State Berks Advisory Council, Greater Berks Chamber of Commerce Women to Women Council, and has volunteered for the Red Cross and Friend, Inc. For the past 8 years, Alison has worked on GSEP's Take the Lead-Berks County Dinner Committee and served as Chairperson for 2 years. In 2018, Alison received the Girl Scout's Take the Lead honor in Berks County.

Alison was the Greater Reading Chamber's Athena recipient in 2019, was inducted in the Berks County Aquatic Hall of Fame and in the Wilson School District Academic Hall of Fame. Alison is a certified Aqua Zumba instructor and has coached Wilson School District swimming for 31 years. Alison lives in Wyomissing and was a Girl Scout as a youth in Lincoln Park, PA. Her Girl Scout roots run deep, as her grandmother, Miriam Snyder, was a lifelong Girl Scout in the Lehigh Valley.

Board Development Committee:

Laura Azzalina

With a successful 40-year career in financial services, Laura Azzalina has a proven track record and outstanding reputation which led to her recently being named Director of Community Banking for Firsttrust's 18-branch retail network. She is based in Conshohocken.



Laura began her banking career as a teller at Valley Federal Savings and Loan in Easton which eventually became Sovereign Bank. She spent nearly 21 years with Sovereign Bank, where she experienced significant promotional growth

progressing from a Teller to Regional Manager and President of the Lehigh Valley Market to a Sr. Market Executive of the PA. West and Maryland Market. In that role, she successfully managed a team of business bankers in addition to 120 retail branches.

Laura lives in the Lehigh Valley where she has resided her entire life and is a recognized leader in the business and non-profit communities. In April of 2016 Laura was honored by the YWCA as a Women of the Year, in May of 2015 she received the Lehigh Valley Business Journal Women of Distinction Award and in 2009 the prestigious Athena Award given by the Greater Lehigh Valley Chamber of Commerce. She has served on many boards including the Greater Lehigh Valley Chamber of Commerce Executive Board, Valley Youth House, The Children's Home of Easton Advisory Board and Turning Point of the Lehigh Valley. Currently, Laura serves as Past Chair of the Women's Business Council as well as the Power of Professional WoMen Board. She recently served as Chair of the 2018 American Heart Association "GO Red for Women" 10th Anniversary luncheon.

Laura has served on GSEP's Board Development Committee for two years and was also a member of the Take the Lead-Lehigh Valley committee for a number of years.

Miriam Shou

Miriam began her career at PricewaterhouseCoopers in 2007. Over the last 15 years, she has quickly risen to the role of Director in the Consulting practice. Miriam works with companies across industries to develop customized, cost-effective analytics and automation technology that focus on delivering the relevant, actionable intelligence that executives need to understand operations and manage critical risks.



In addition to solving complex client issues at PwC, Miriam serves as the Philadelphia Pan Asian Community Inclusion Network leader which focuses on professional development and growth of 250 practitioners while raising the cultural dexterity of PwC's Philadelphia Metro office. She is the leader for the PwC's National Women's Inclusion Network where she organized a formal program, Mentor Moms. This program pairs veteran working mothers with new mothers to help them navigate being a professional and a mom. Through the firm, Miriam brought Creative Computing Program to Philadelphia. Creative Computing is a workshop series that is dedicated to supporting familiarity and increasing fluency with computational creativity and thinking. She has led this program at KIPP Charter School and Folks Arts-Cultural Treasures Charter School, teaching programming to 5th through 8th graders.

Outside of the office, Miriam is equally involved in the community. As an immigrant, and the first in her family to graduate college, Miriam understands first hand how hard it is to receive support in a foreign country. She dedicates time with the Welcoming Center for New Pennsylvanians, working with new immigrants in Pennsylvania to help them transition to the workforce. Through resume reviews, mock interviews, and office tours, she gives them the tools and confidence to become successful in a new country. Miriam serves as the VP of Development for National Association of Asian American Professionals (NAAAP) where she delivers programming to cultivate young professionals and connect them to leaders to make an impact in the community. Miriam has been a member of GSEP's Board Development Committee for three years and serves as a Troop Leader for Daisy Troop 7914.

She is a 2007 graduate of Pennsylvania State College, University Park, PA. Miriam received a bachelor's degree in Management Information Systems from Smeal School of Business.

Girl Advisors to the Board:

Olivia Bell

Olivia is currently a junior at Plymouth Whitemarsh High School. Olivia, also known as Liv and Livvie, was blessed with a beautiful singing voice and a gift for music. She plays the piano, alto sax, flute and is self-taught on the acoustic guitar. Liv is willing to take chances and try new things. In early 2020, Olivia was inspired to audition for season 16 of *America's Got Talent*. It was a thrilling experience and she has not given up on her dream to sing and play guitar in front of an audience.

In 2020, Liv was consecrated as a Junior Deaconess at her home church in recognition of her leadership, peer mentorship and service to others. Her teachers, troop leaders and Sunday School teachers describe Olivia as a caring, confident young woman who is always willing to help others. Through church and as a lifelong Girl Scout, she has actively participated in numerous service activities. One of her most proud experiences was earning her Bronze Award in Girl Scouts for collecting and donating children's books to the Children's Hospital of Philadelphia. Now, as secretary of the Black Cultural Awareness Club at PWHS, Olivia hopes to inspire change in her local community.

Olivia is a high achiever. She is a member of the National Honor Society and has maintained a weighted GPA of 4.9 throughout her high school career, taking Advanced Placement and Honors courses in chemistry, math, U.S. and European history and English. In 2021, her interest in the sciences was ignited by her participation in Brown University's *Medicine in the Ancient World* pre-college



program. Inspired by her love of other cultures, Liv developed a proposal for her Girl Scouts Gold Award project on “The Untold Truths of African History.” Her work has been published in the *Philadelphia Tribune*. She is also scheduled to meet with a State Representative to expand the Program to the state of Pennsylvania history curriculum for public schools.

Alexandra Scott

Alex is a junior at New Hope Solebury High School, where she is part of many volunteer clubs, including Key Club which annually participates in the Adopt-A-Child for the holidays program, as well as National Honor Society, which is exclusive to students who have attained a certain number of volunteer hours and consistently maintain high grades. As Vice President of her school’s Future Business Leaders of America club, Alex is able to explore the multifaceted jobs of the business world and has competed in several competitive events, such as Advertising, where she placed seventh in States. Alex is also passionate about writing and is a staff writer and Features Editor for her school’s newspaper, *The Lion’s Tale*, which was awarded first place honors by the American Scholastic Association last year. In addition to expressing her voice through writing, Alex has gained experience learning about diplomacy and international relations in the Model United Nations club, where students can represent countries from all over the world and debate current world issues. During her free time, Alex enjoys hanging out with her peers and playing for her high school’s Girls Varsity Tennis Team.



This year marks her 7th year in Girl Scouts, and Alex has earned her Bronze and Silver Awards. One of her Take Action projects was a collaboration with her local SPCA to help create no-sew blankets for adopted cats. Currently, she is working towards her Gold Award, and as a Girl Advisor she hopes to continually engage with her community and inspire others to pursue their goals and make a positive impact on the world.

Kaitlyn Wahl

Kaitlyn is currently a junior at Unionville High School. Within her school she is an active member of numerous clubs including SADD, active minds, NAPA and the UHS amnesty club. She is a member of the National Honor Society. Kaitlyn plays a leadership role in numerous organizations including Student Council, the Principal Advisory Council and the Women’s Empowerment Club. Additionally, she plays the flute in both the symphonic and concert band at Unionville High School.

Kaitlyn is passionate about her athletic activities and plans to complete her first Triathlon this summer. She runs Varsity Track and is the Captain of her Varsity



Women's Soccer team. She also plays club soccer which provides her with the opportunity to travel throughout the country playing in games and tournaments. In her free time, she is a referee and assistant coach for younger children. She loves watching and helping younger children develop the skills, knowledge, and love of soccer that she has.

Kaitlyn was a Girl Delegate for GSEP's Delegate Council this past year. She was selected to be a presenter at the Take the Lead 2021 event for honoree Leslie Richards, CEO of SEPTA. Kaitlyn has earned her Bronze and Silver Awards and is currently working on her Gold Award. She has earned her Community Service and Service to Girl Scouting Bars as well as Religious Awards.

This year marks Kaitlyn's 12th year in Girl Scouts. She will always be grateful for the courage and confidence that Girl Scouts has provided her. She looks forward to serving as a GSEP Girl Advisor and continuing to create a positive environment and opportunity for girls.