

First Meeting of the Advisory Committee:

Building A Shareowner Aligned Diverse Director Pool

Discussion

- Welcome – Anne Sheehan
- Progress to date
- Roadmap – Anne Simpson
 - Where we are heading
 - How we will get there
 - Your role along the way
- Table Discussion & Feedback

Progress to date

The what and why

- Why do we need a new diverse pool of talent for boards
- A resource for shareowners, nominating committees and head hunters to turn to for diverse, qualified and credible director nominations
- Proxy Access , Majority Voting and more dialogue

Recap of where we've gotten to

Prior workshops & their conclusions

- Issues debated:
 - Defining diversity
 - Shareowners' role in director nominations
 - New facility: Stand alone vs. Alliance of Partners
 - Building the pipeline
- Conclusions
 - We want a diverse pool of talent
 - Not here to compete, meant to complement existing sources
 - Broaden the definition of diversity

What do we mean by a diverse pool of talent ?

“When we talk about board diversity, we are talking about more than the traditional notions of gender, age, nationality and race. We are talking about a broader range of thoughts, perspectives, and competencies that define good leadership teams. It is about getting past the country club mentality and avoiding the common playbooks that can lead to catastrophes in the marketplace.”

- John Chiang, California State Controller
September 30, 2009, First Workshop

Your mission, should you choose to accept it

- Join the Advisory Committee
- Guide the development of the business plan + funding
- Test our thinking, challenge assumptions
- Develop the template for the database
- Be our advocates – recruit candidates and users
- Strengthen our Alliance
- The Name



How will it work?

- A Gateway
 - A path to existing databases
 - Quality control
 - Training programs
 - Certification



SHAREOWNER ALIGNED DIVERSE DIRECTOR POOL



Potential Users and Supporters

- Global Shareowners
- Nominating Committees
- Search Firms
- Business Schools
- Foundations

Over to you...some questions

- Is a “Gateway” the right model?
- Do we need all three pieces
 - A database
 - Screening service
 - Training/Certification
- Can the “pool of talent” become financially self sustaining?
- What expertise does it need?

Thank you