



2024 CORPORATE PRESENTATION

Welcome to WE !



“

*Alone we can do so little;
Together we can do so much.*

Helen Keller





UNITED



COMMITTED TO DEVELOPING THE NEXT GENERATION OF LEADERS

PLATINUM SPONSORS

the TTI FAMILY
of SPECIALISTS



DigiKey

Altium[®]



GOLD SPONSORS

AVNET[®]



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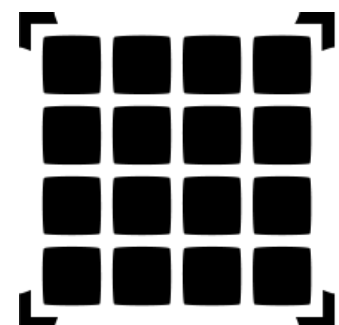
AN AVNET COMPANY



VISHAY



WALDOM ELECTRONICS.



Supplyframe

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 **orbweaver**

 **Littelfuse**

 **Rochester
Electronics**

molex

samtec

 **SOURCEABILITY**

**Neutrik
Group** | CONNECTING
THE
WORLD

 **RUTRONIK**
ELECTRONICS WORLDWIDE

WE BOARD OF DIRECTORS



Jackie Mattox

Founder, President
& Chief Executive Officer
Women in Electronics



Monica Highfill

Founding Director
Women in Electronics



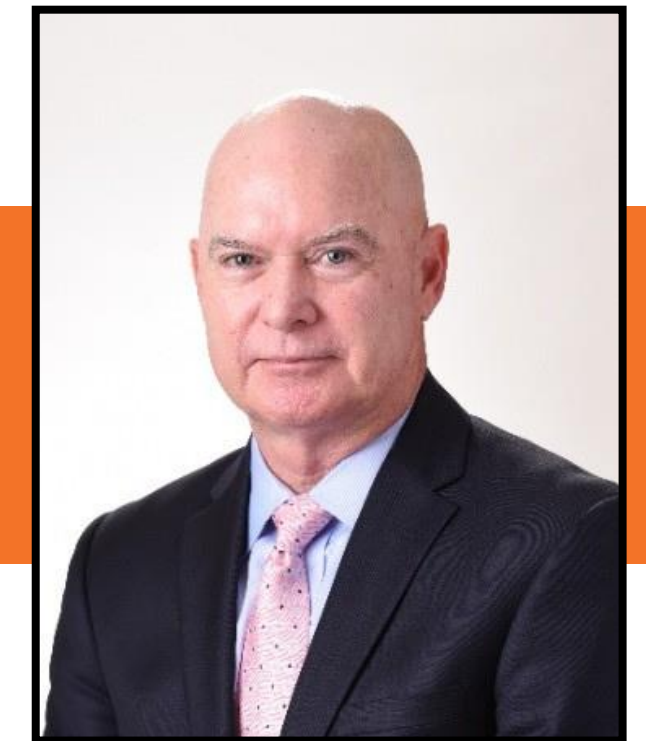
Amy Keller

Founding Director
Women in Electronics
VP Global Marketing
Abracon



Lanän Clark

Managing Director
JP Morgan
Wealth Management



William Lowe

Advisor to Chief
Executive Officer
Yageo Group



WE ADVISORY COUNCIL



Don Akery
CEO
Waldom Electronics



Phil Gallagher
CEO
Avnet, Inc.



Linda Johnson
Executive Vice President, Operations
DigiKey Electronics



Michael Knight
CEO
Endries Industrial



Meenal Sethna
Executive VP & CFO
Littelfuse



Allison Sabia
President & CEO
Galco Industrial Electronics



Lynn Torrel
Global VP Strategic Sourcing
Google



Scott Theune
President, AMER
Plexus Corp.





WHY?

THE VISION





Fueled by
honor, authenticity, courage, and commitment,
Women in Electronics (WE)
is a community of progressive leaders
at all stages of their careers dedicated to
expanding the opportunities
for women in the
fast-paced electronics and industrial industries.

MISSION STATEMENT





SERVING ALL TECHNOLOGY INDUSTRIES



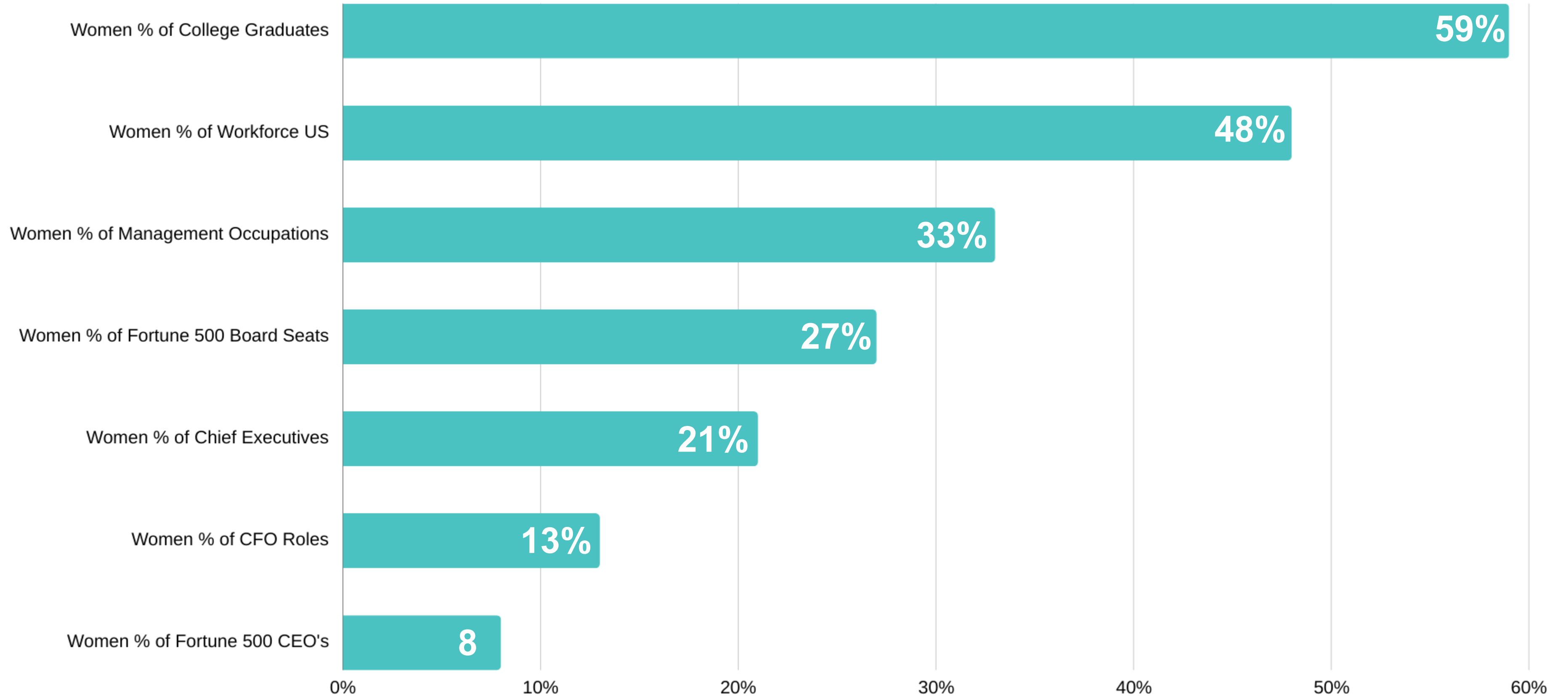
WE REACH



Connecting Channels

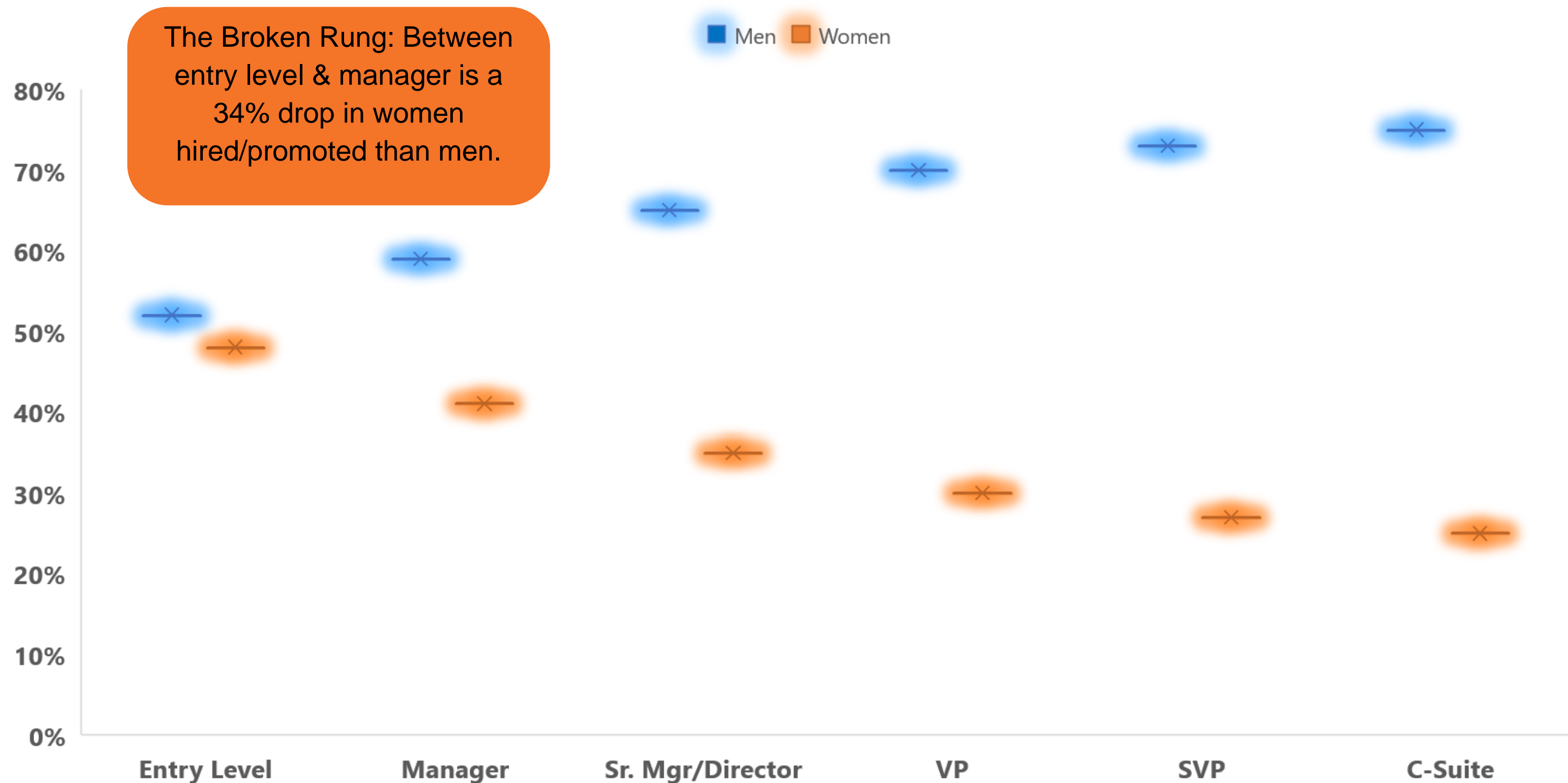


GENDER PARITY



Representation in the Corporate Pipeline

Gender % of Employees by Level 2023



Female Leadership Representation in Electronics Industry: 8%

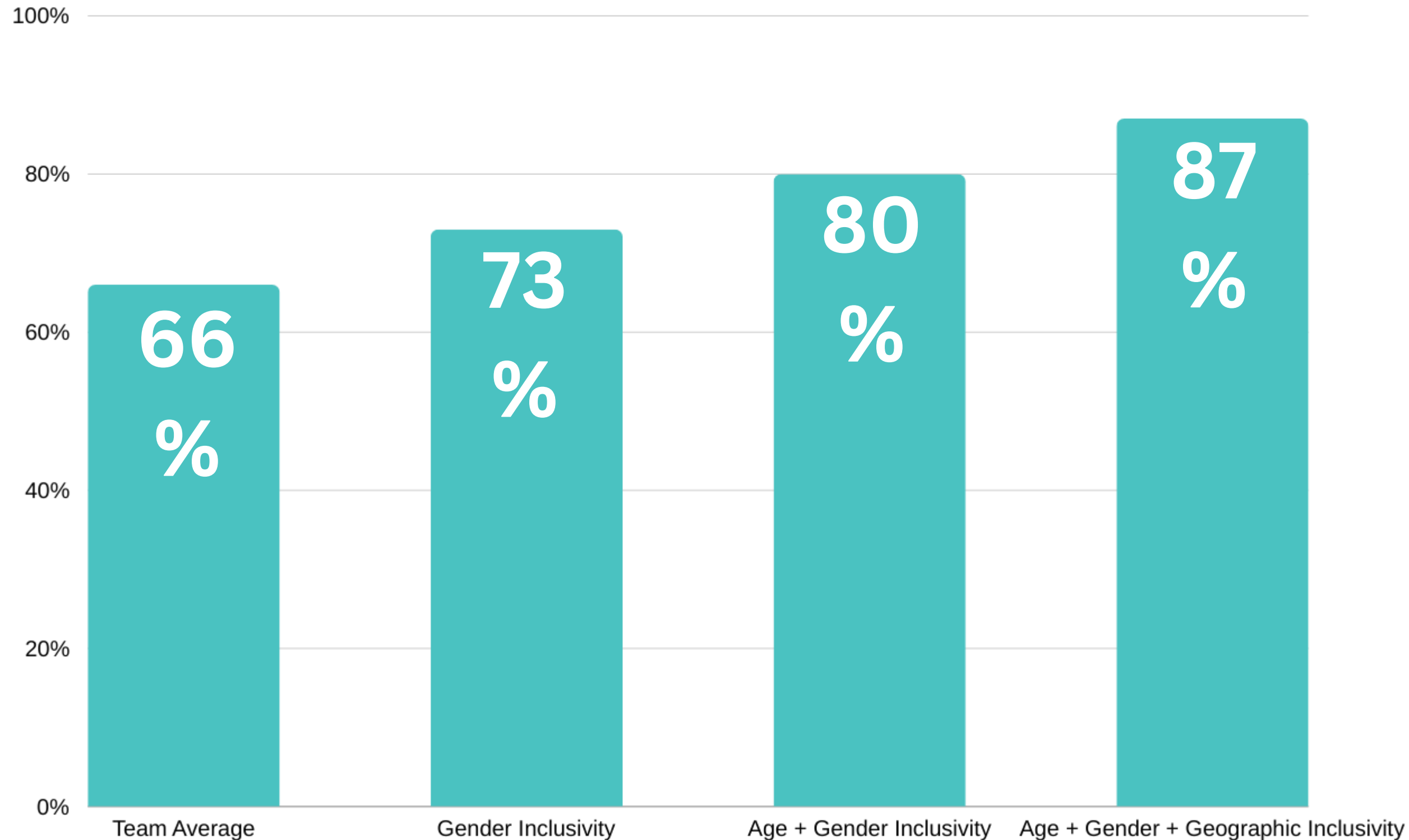


RELATIVE RETURNS

- Companies whose top management is at least $\frac{1}{2}$ female see returns on equity that are **19% higher** than average.
- Boards with a higher-than-average percentage of women **outperformed those with fewer than average, by 36%**.
- Companies whose boards in the top quartile of gender diversity are **30% more likely than their peers to outperform financially**.
- The higher a company's gender composition, the better it performs in average relative returns.



BETTER DECISION MAKING



- 2x faster decision making with ½ the meetings
- Decisions made and executed by diverse teams delivered 30% better results
- Bain and Company research show that decision making effectiveness is 95% correlated with financial profits

Source: Cloverpop and Forbes



7 SUPERPOWERS OF LEADERS

Women Leaders:

- Transformational Leadership
- Divergent Problem Solving
- Empathy & Human Skills
- Intuition
- Communication
- Interpersonal Relationships
- Grit/Resiliency



Male Leaders:

- Risk Taking
- Convergent Problem Solving
- Decisiveness
- Confidence
- Assertiveness
- Stress Tolerance
- Executive Presence

GOALS



EMPOWER

Eco-system building at annual summit, chapter meetings, forums, and special events



DEVELOP

Personally and professionally through growth & development programs and events



ADVOCATE

Formal, industry-wide, global Mentorship Program, WE resources, and industry recruitment efforts



CELEBRATE

Accomplishments and advancements of leaders and supporting organizations making strides in DE&I efforts



WE PROGRAM PILLARS



Leadership Growth

Professional Development

Personal Growth

Peer to Peer Knowledge Sharing

Annual Summit



Mentorship

One on One

Group

Executive Circles



Community

**Satellite/All Industry
Virtual Chapters**

Local Chapters

**Sponsor Companies
Internal Chapters**

According to a five-year University of Pennsylvania study, **mentees were promoted 5 times more frequently—and mentors, 6 times more often**—than those who were not in a mentor program.



MENTORSHIP DATA

In a recent survey of Fortune 500 CEOs, participants listed having a mentor as the **number one component** of their success.

In a Center for Creative Leadership study, **77%** of companies reported that mentoring programs **dramatically reduced employee turnover.**

Between 1996 and 2009, Sun Microsystems found that a ROI on their mentoring program was as much as **1,000%**, gaining the highest results as the program matured – they saved **\$6.7M due to the increased retention rates.**

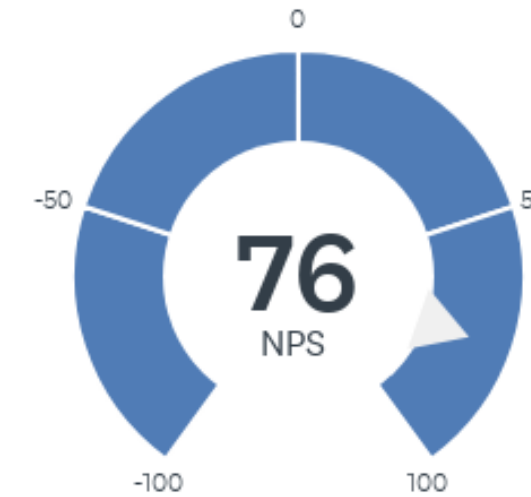


WE MEMBER VALUE PROPOSITION

“The WE organization has been instrumental in my career growth through its many impactful and transformative programs in addition to enabling access to talented industry leaders.”

- Sue Breault, WE Mentorship Program Chair

2023 Member Net Promoter Score



Strategic Networking & Community

Feeling Valued

Sense of Belonging

Prioritized in Industry

Mentorship

Professional & Personal Development

Peer to Peer Knowledge Sharing

Career Resources

Thought Leadership



WE SPONSOR VALUE PROPOSITION

“It is proven that diverse more inclusive organizations are that much more successful on the top line and bottom line. There is terrific progress being made on many fronts, and WE is helping to lead the way.”

- Phil Gallagher, WE Advisory Council Member

SPONSOR VALUE

Leadership Development

Mentorship

Chapters/Community

Leadership Succession

Employee Engagement

501c3 Public Charity

Stakeholder Messaging

Resource for the Economic
Value of Gender Parity



**THANK
YOU!**



QUESTIONS?

Contact: : Admin@WomeninElectronics.com

