

# 2024 CORPORATE PRESENTATION

Welcome to WE!



*The day has to come when it's not a surprise  
that a woman has a powerful position.*

*- Condoleezza Rice*



# PLATINUM SPONSORS

the TTI FAMILY  
of SPECIALISTS



The IP&E  
Specialist



MOUSER  
ELECTRONICS



eXponential  
TECHNOLOGY GROUP

# DigiKey

***Altium***<sup>®</sup>



NEXAR

Oct<sup>gear</sup>part



# GOLD SPONSORS

AVNET<sup>®</sup>



# SILVER SPONSORS

**Amphenol**



**flex**

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***GALCO***



**PLEXUS**



**RENESAS**



**molex**



**samtec**



**Neutrik Group** | CONNECTING THE WORLD



# 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  
*Abrakon*



**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**  
*Plexus Corp.*







**WHY?**

**THE VISION**







# MISSION STATEMENT

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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 industry  
and adjacent markets/end users of components.







# SERVING TECH INDUSTRY



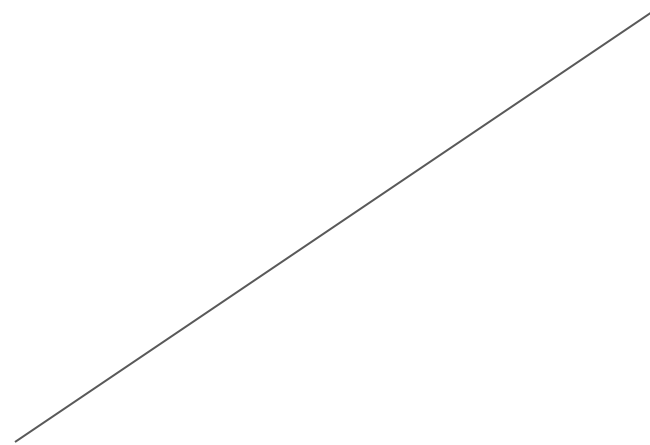




# UNITED

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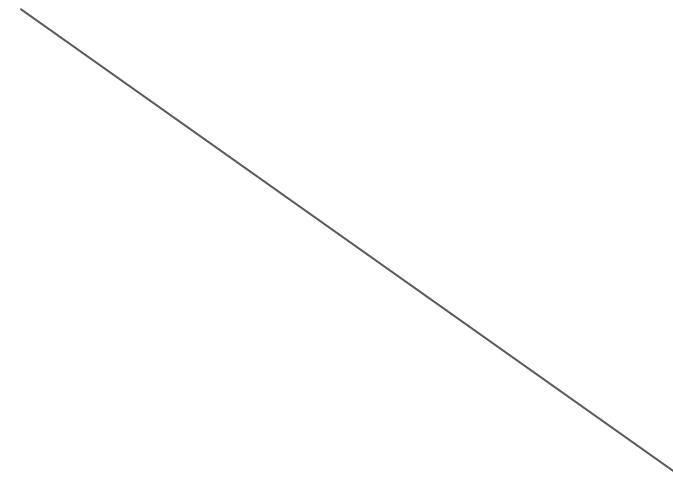
Leadership with Civility, Ethics, & Humanity



**Women Supporting Women**



**Men and Women Uniting**

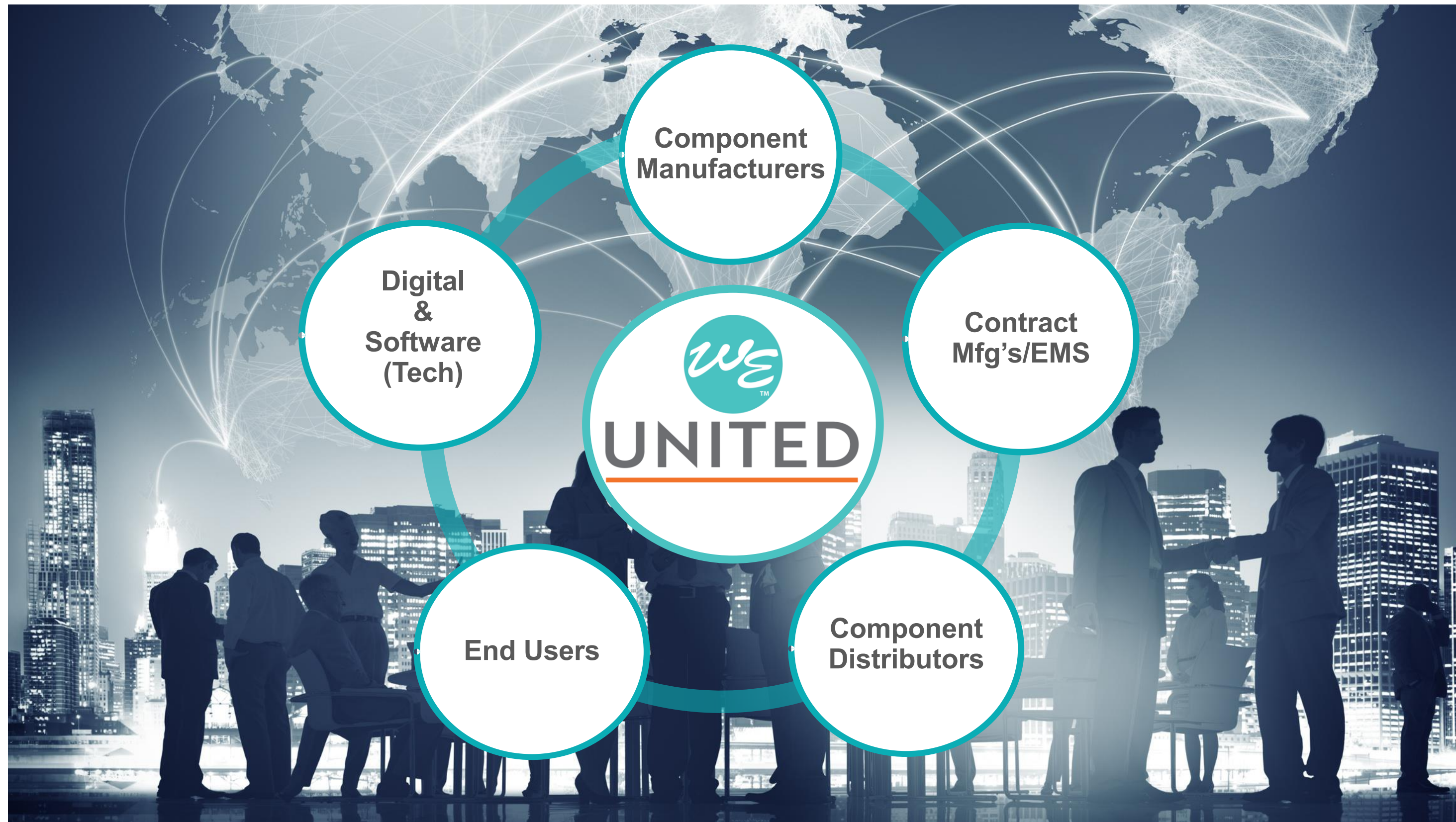


**Connecting the Channel**





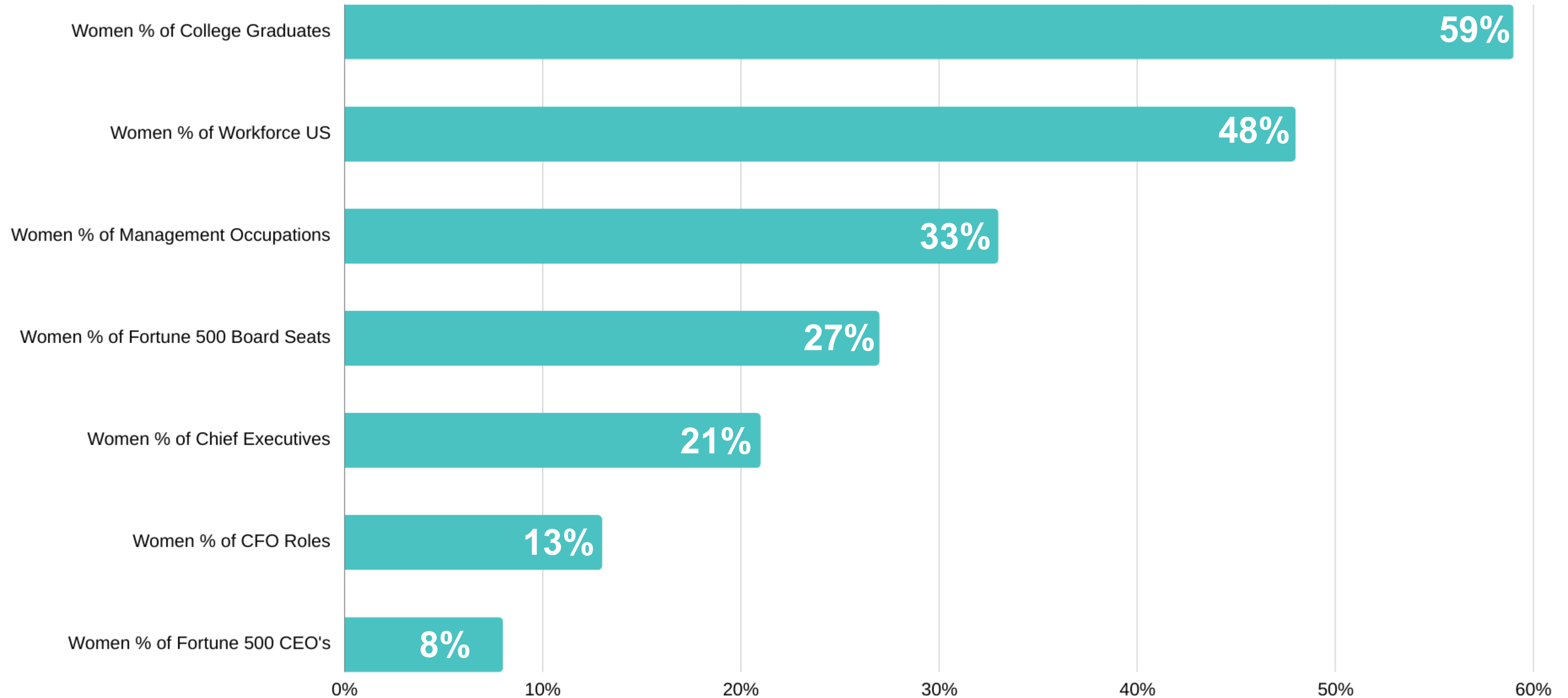
# WE REACH



**Connecting Channels and Uniting Tech Industry**



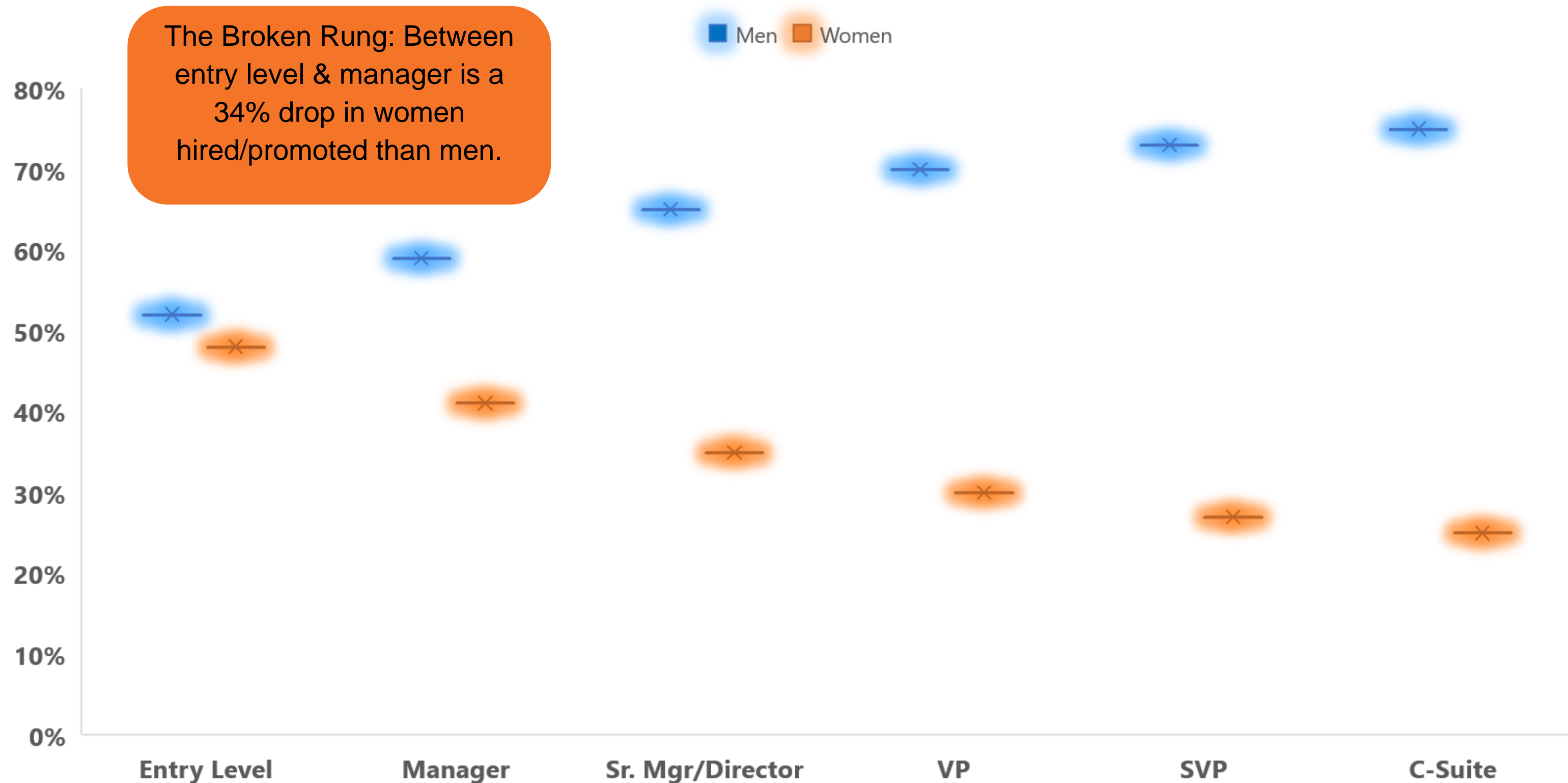
# GENDER PARITY





# Representation in the Corporate Pipeline

## Gender % of Employees by Level 2023



# Female Leadership Representation in Electronics Industry



Top 10 Manufacturers <8%  
Top 10 Distributors 23%  
Top 10 End Users 25%





# RELATIVE RETURNS

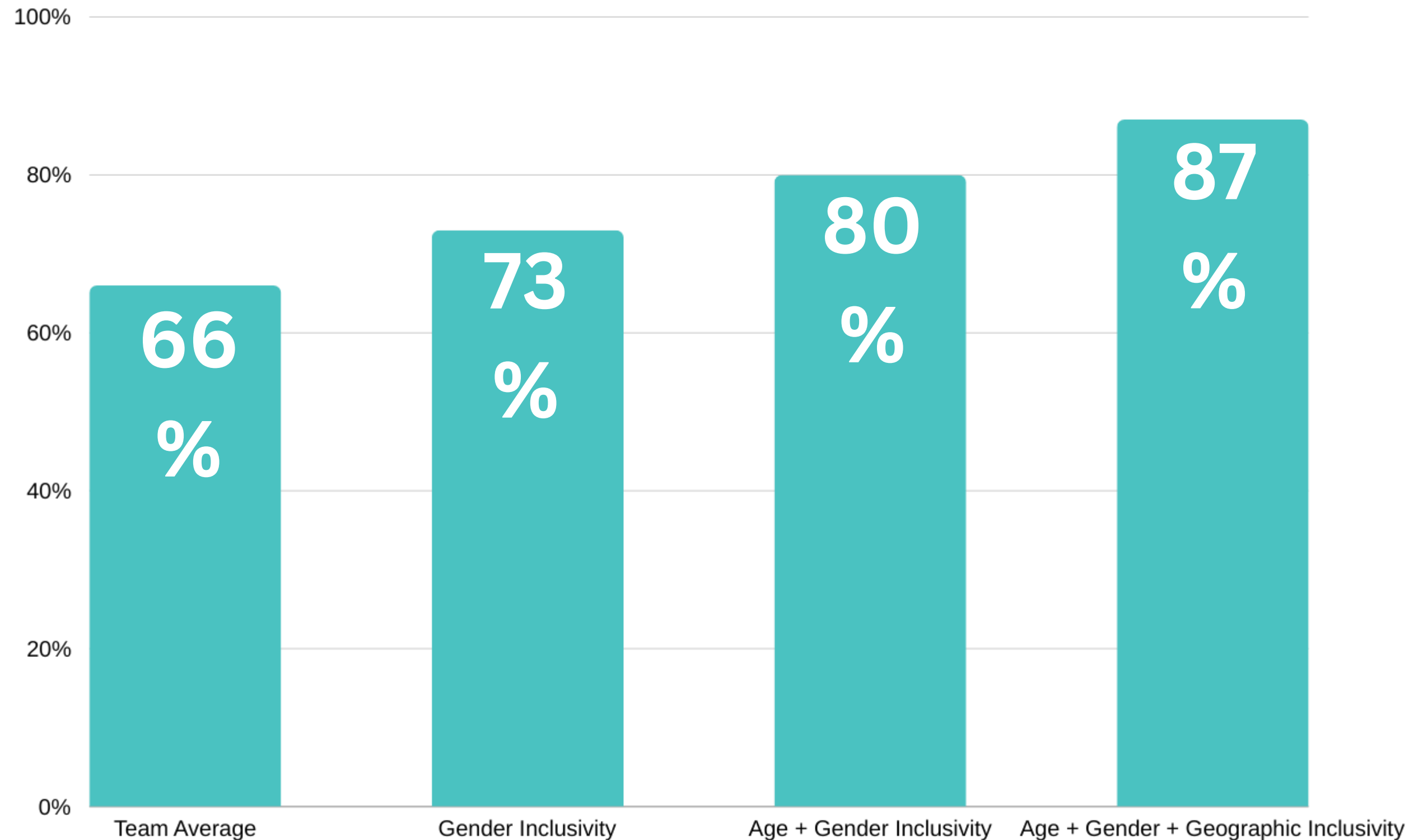
- Companies whose top management is at least ½ female see returns on equity that are 19% higher than average.
- Boards with a higher-than-average percentage of women outperformed those with fewer than average, by 36%.
- Companies whose boards in the top quartile of gender diversity are 30% more likely than their peers to outperform financially.
- The higher a company's gender composition, the better it performs in average relative returns.



Source: Cloverpop and Forbes



# 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



# GOALS



## EMPOWER

Community Building  
On-Line and In-Person



## DEVELOP

Personally and Professionally



## ADVOCATE

Global Mentorship Program,  
& Resources



## CELEBRATE

Accomplishments and  
Advancements of Members  
and Supporting Organizations





# WE PROGRAM PILLARS



## Leadership Growth

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Professional Development

Personal Growth

Peer to Peer Knowledge Sharing

Annual Summit



## Mentorship

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One on One

Group

Topical

Executive Circles



## Community

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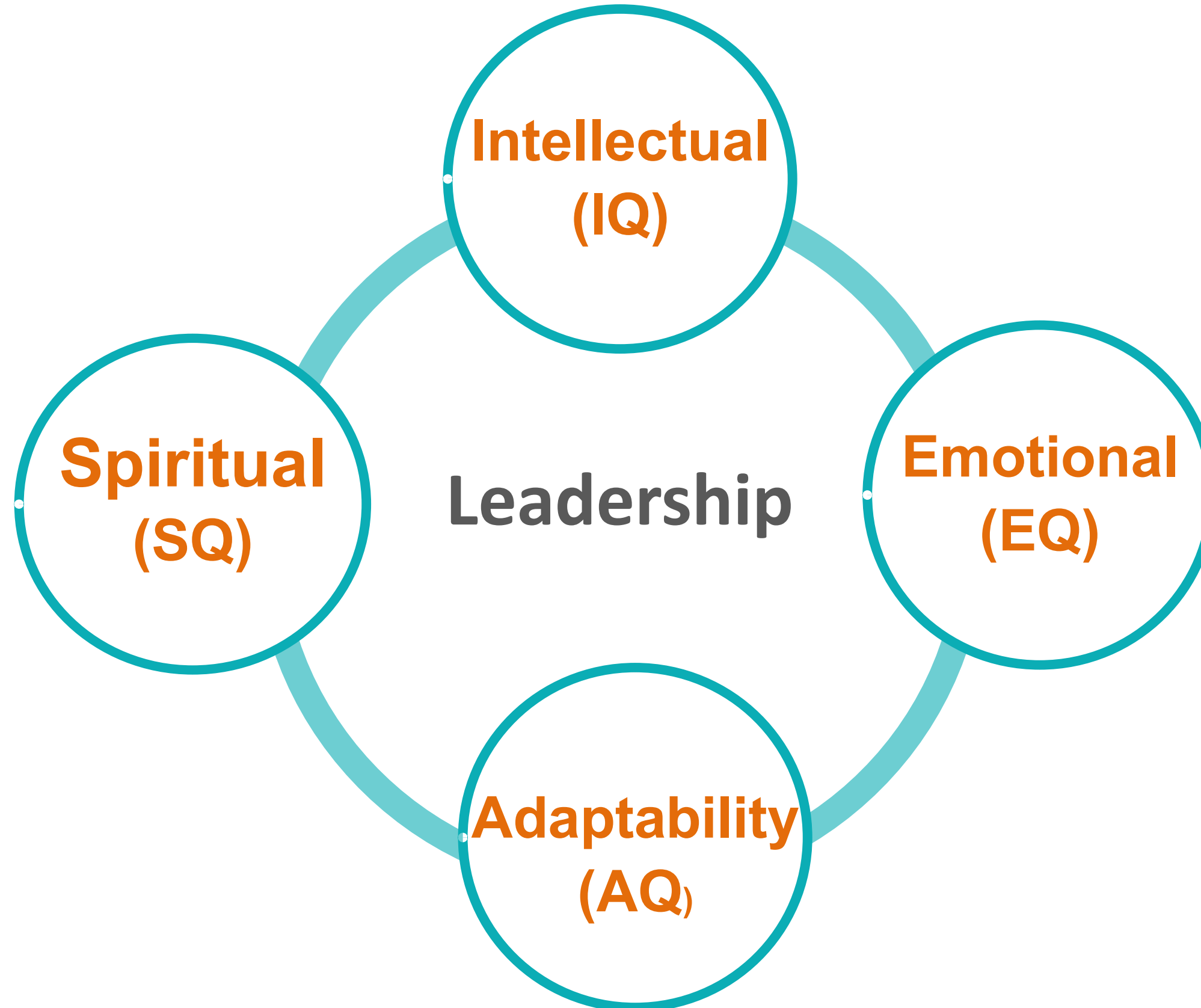
Virtual Chapters

Local Chapters

Sponsor Companies  
Internal Chapters



# The Quotients





# 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.

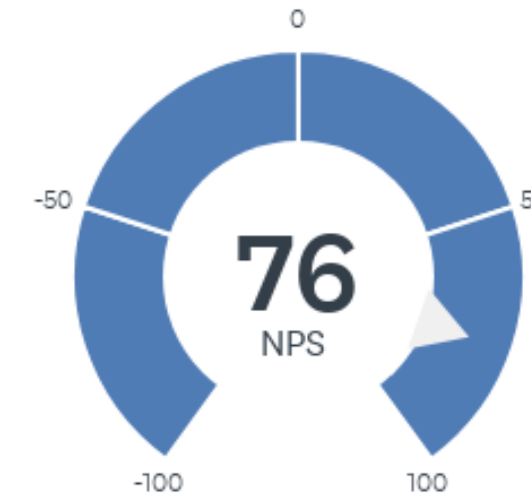


# WE MEMBER VALUE PROPOSITION

*“Growing up with a mom who also had a passion for her career, I have always felt strongly about empowering women in the workplace. Being a part of an organization of women and men whose primary objective is creating a positive and inclusive space in this industry has made me feel confident about pushing forward in my career with the support of my peers and community here at TTI and in WE.”*

- Ariana Saltarelli, Associate Product Manager, TTI Inc.

## 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, with more work to be done, and WE is helping to lead the way.”*

- Phil Gallagher, WE Advisory Council Member and CEO, Avnet

## SPONSOR VALUE

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Leadership Development

Mentorship

Chapters/Community

Leadership Benchmarking  
& Filling Talent Pipeline

Employee Engagement

501c3

ESG Contributor

Resource for the Economic  
Value of Gender Parity



# WE INDUSTRY VALUE PROPOSITION

*“If everyone on your team looks the same, you might have a good team,  
but you will not have the best team.”*

- Michael Knight, WE Advisory Council Member & CEO, Endries International

## INDUSTRY VALUE

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Economic Value for Parity

Industry Collaboration and  
Engagement

Best Practice Sharing

State of the Industry Awareness

Industry Education

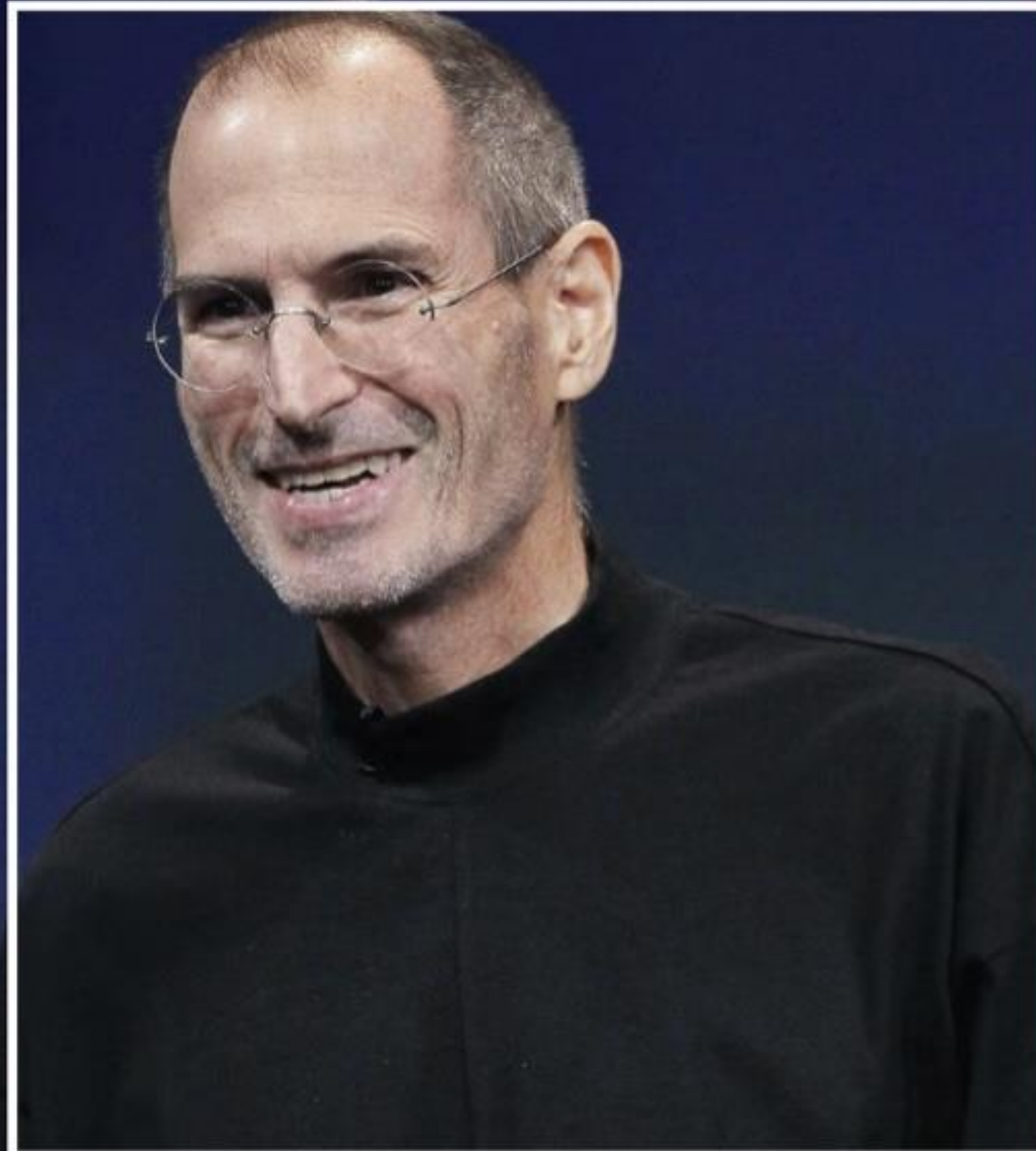
Talent Attraction

Talent Retention

Filling Leadership Pipeline







“The ones that are  
crazy enough to  
think that they can  
change the world are  
the ones that do.”

**STEVE JOBS**

**THANK  
YOU!**



**QUESTIONS?**

Contact: : [Admin@WomeninElectronics.com](mailto:Admin@WomeninElectronics.com)

