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Guylaine Saint Juste

President & CEO

Welcome to the NABA Link regional conference! We are so excited about this valuable opportunity for us to connect, learn, and collaborate.

Our presence here is a testament to the incredible legacy of the NABA Nine, who, 54 years ago, founded this organization to address the systemic challenges faced by Black accounting professionals. Their dedication and vision have paved the way for us to continue their important work.

While we have made significant strides, it's clear that there is more work to be done. NABA's commitment to empowering Black Business Leaders, as well as driving lasting change, remains steadfast. Together, under one mission and one voice, we hold the potential to accomplish remarkable strides toward a more just world.

Warmest regards,

Guylaine Saint Juste, SHRM-SCP, CAE

President & CEO





Herschel Frierson
NABA Board Chair

We are absolutely thrilled to welcome you to the NABA Link Regional Conference! We eagerly look forward to the opportunity to connect with each of you and to establish connections that are instrumental in driving success for Black Business Leaders across educational institutions, organizations, and communities throughout the nation.

NABA Inc. boasts an impressive legacy, and we take immense pride in the progress we've made as NABA Nation. We celebrate the efforts that are broadening our horizons in education and the professional sphere, along with the warm reception we extend to new members and partners hailing from diverse industries, including accounting, finance, business, and entrepreneurship.

We strongly encourage you to fully engage in vibrant and meaningful discussions with your peers, actively participate in enriching sessions, and glean valuable insights from our esteemed guest speakers.



Sherry Ann Mohan, CPA
NABA Board Vice Chair

A heartfelt expression of gratitude goes out to our dedicated members, corporate partners, devoted staff, and passionate volunteer leaders who have generously devoted their time and energy to ensure the success of the NABA Link Regional Conference.

It remains a privilege for us to serve within an organization that is driven by a shared mission to connect and empower Black Business Leaders at every step of their remarkable journey.





What we do

We engage, empower, and educate Black Business Leaders and Institutions by providing a platform to enhance skills and elevate Voice. Our 5 Es: engage, empower, educate, enhance, and elevate. Doing so, we're "lifting as we climb."

Vision

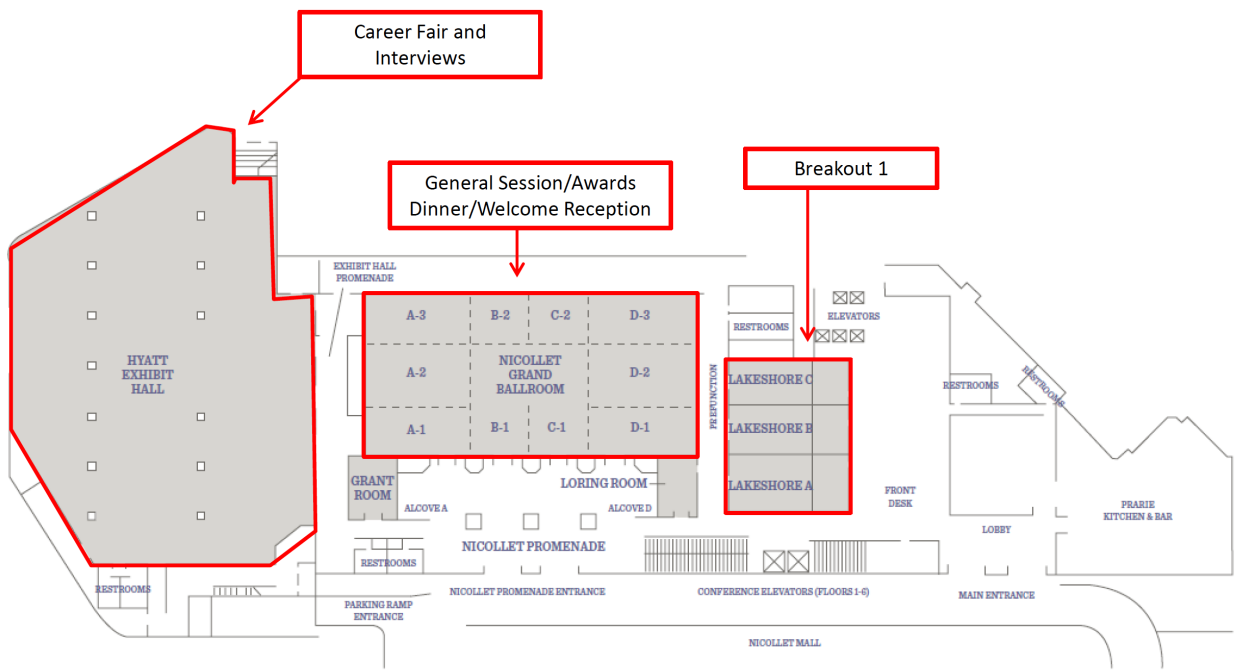
We path and pave the way to a more just world, unleashing endless opportunities for growth and advancement so that Black Business Leaders achieve the best version of themselves at every point of their journey.



EVENT FLOORPLAN



1ST FLOOR PLAN





NABA INC.®

JOIN NABA INC.

With over 6,000 members and counting, NABA is ready to help you excel in your field. Our members encourage and inspire each other while establishing the connections through which transformative energy flows. Become a part of the movement, attend memorable events, and plant the seeds for future generations to enjoy the prosperity we all deserve.



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SPEAKERS





Noel Bowers

PwC Assurance Partner

Noel is a Partner in the Assurance practice focusing mostly on auditing public companies in the industrial manufacturing industry. She began her PwC career in 2004 as a campus hire in the Detroit office and relocated to Atlanta in 2012. Noel is a licensed CPA in Michigan and Georgia.

Noel has over 18 years of experience serving clients in various sectors including large consumer and industrial products, utility, retail, higher education and multinational organizations. She has extensive client experience in SEC reporting; Sarbanes-Oxley Section 404; IFRS reporting; managing multinational engagements; mergers and acquisitions; stock-based compensation; segment reporting; derivatives and hedging; business combinations and other complex accounting issues.

Noel was born and raised in Detroit, Michigan and currently lives in Atlanta, Georgia. She is a loving wife to Shawn and a proud mother to Ibrahim, Sasha and Chandler. Noel is dedicated to service as evidenced by her volunteerism with several community organizations.





Jabari Thomas

PwC Assurance Senior Manager

Jabari is a Senior Manager out of PwC's Baltimore office. He has 17 years of collective experience as an accounting professional in both the public and private accounting space. As a part of the PwC family, he has worked on countless clients, from small private companies to Fortune 500 companies. The industries he has touched on include Hospitality, Banking, Insurance, Power & Utilities, Aluminum Production, and Telecommunication. Jabari is passionate about the professions of accounting and auditing and is even more passionate about supporting our people within this field.





Dr. Blair Hall Hayes, Ph.D.

CEO, 10th Chapter Consulting

Dr. Hayes is the CEO of 10th Chapter Consulting, a firm founded on the belief that creating inclusive organizational culture improves business outcomes and builds pathways to personal and organizational success. Dr. Hayes is a recognized thought leader in the fields of diversity, group dynamics, multicultural training, and equal employment opportunity practices. Prior to launching 10th Chapter Consulting, Dr. Hayes served as Vice President, Chief Diversity Officer, and Ombudsman at the University of Maryland Global Campus (UMGC). At UMGC, he led the university's diversity strategic plan which served to increase cultural competencies, foster an inclusive climate for cultural change, and raise awareness of community connections among a global workforce. Further, he previously worked at Booz Allen Hamilton in the human capital consulting and diversity capabilities. He worked with clients across the federal workforce to expand their EEO policies and procedures and to improve their human capital offerings related to diversity, culture, and people programs. Dr. Hayes holds a Bachelors of Arts in Psychology from Morehouse College and a Ph.D. in Organizational Psychology from Temple University.





JAMIE ISOM

Vice President Finance
Medtronic

Experienced Global Finance Executive and highly regarded senior executive partner, recognized for a proven track record in conceptualizing and implementing initiatives and strategies to drive business growth and optimize profits.

Jamie Isom serves as the Vice President of Finance for U.S. Enterprise Accounts and Global Service and Repair at Medtronic. In this role she provides adept financial guidance and strategic business collaboration for the strategic sales organization and the capital equipment service and repair functions; with responsibility for \$12 billion of annual revenue. Her primary responsibilities encompass providing financial insight and direction on business strategies, establishing objectives for the regional finance teams, ensuring performance aligns with established plans, and spearheading the development and implementation of operating leverage initiatives.

Since joining Medtronic in 2002, Jamie has assumed pivotal roles in finance, focusing on critical areas such as commercial go-to-market strategies, pricing, contracting, business planning and supply chain management. Before her current role, she led the Enterprise Pricing function for the Americas Region, forging cross-functional partnerships to develop pricing strategies and governance models that reduced costs amidst high inflation and optimized prices in fiercely competitive market segments. Prior to this, Jamie led the U.S. Cardiovascular Commercial Contracting function, overseeing

customer pricing negotiations, contract administration, and compliance. Throughout her journey at Medtronic, she has progressively moved into roles of increasing responsibility, including serving as the U.S. West Area Sales Finance Director for Medtronic's Cardiovascular Group and Financial Planning and Analysis Manager for Medtronic's Neuromodulation business.

Beyond her professional expertise, Jamie is deeply committed to promoting Inclusion, Diversity, and Equity. She actively contributes as a member of Medtronic's African Descent Network ERG Leadership Team and the Medtronic Women's Network ERG. She also serves as a sponsor and mentor as part of many employee development programs.

Jamie earned a Bachelor of Science in Business Management and a Master of Business Administration from Florida A&M University. Residing in Minneapolis with her husband and three children, she finds fulfillment in volunteering, cherishing moments with her family, cooking and traveling.





BHARATHI KASABA VENKATAGIRI

Pr. Data Scientist, It-data Science, Process Automation & Process Mining
Medtronic

Bharathi's journey with Medtronic began in 2015 as an intern, and her dedication and passion for data science led her to her current position as a Principal Data Scientist. Her academic background includes a bachelor's degree in electrical and Electronics Engineering and a master's degree in data science from the University of St Thomas, St Paul. Bharathi's story is a testament to the power of perseverance and continuous learning, as she transitioned from an intern to a Data Engineer, and finally to a Data Scientist. Currently, she resides in Minneapolis with her husband and their two children, balancing her professional commitments with a fulfilling personal life.

Bharathi's work is characterized by her passion for problem-solving and her ability to create innovative and practical solutions that leverage data and analytics. Her excellent interpersonal communication skills and collaborative approach have enabled her to build strong relationships with business partners and teams. With a broad skill set that includes AI/ML, NLP, Graph Analytics, Predictive and Prescriptive Modelling, Data Mining, Data Science as a solution, Analytics Project Management, Data Analysis, Data Engineering, and ML ops, Her journey illustrates the possibilities that await those who are willing to learn, adapt, and grow in the dynamic field of data science.





ANDY DAHL

VP, Global Assistant Controller
Medtronic

Andy Dahl is Vice President and Global Assistant Controller at Medtronic. In this role, Andy is responsible for portfolio controllership and corporate/international accounting and reporting, where he provides leadership and functional oversight for technical and HQ accounting, external reporting, and finance support for business development.

Andy joined Medtronic in 2016 and previously led the Enterprise Risk Management (ERM) function within Global Treasury where he developed, standardized, and executed enterprise-level, programmatic global risk management throughout Medtronic. In this role, Andy partnered cross-functionally to identify, evaluate, mitigate, and monitor the Company's largest risks. Prior to ERM, Andy served within Corporate Audit for the Americas Region leading the Finance & Operations team in the planning and execution of risk-based financial, operational, and compliance audits.

His professional career began in public accounting where he spent 11 years working for Arthur Andersen and Deloitte in audit, accounting, and risk consultation services for large SEC registrants and various private sector companies. Just prior to joining Medtronic in 2016, Andy served as chief audit executive for Polaris Industries from 2010- 2016 where he was responsible for global internal audit activities and enterprise risk management.

Andy earned a Bachelor of Arts degree in Accountancy from the University of San Diego and lives in Minneapolis with his wife and their three children.

Medtronic is the world's leading medical technology company with \$30 billion in annual revenue and operations reaching more than 150 countries worldwide. Medtronic offers technologies and solutions to treat a wide range of medical conditions, including cardiac

and vascular diseases, respiratory, neurological and spinal conditions, diabetes, and more. The Medtronic Mission is to alleviate pain, restore health, and extend life for millions of people around the world.





Jamesa Evans

Principal Financial Analyst

Jamesa has worked for Medtronic since October 2017. During this time, she has worked in Controllershship, Corporate Audit and now R&D Finance.

Outside of work, she serves a the Second VP of the NABA Twin Cities chapter. One of her passions is to help people understand personal Finance. During the pandemic, she started an investment club called Level Up Investment Club to teach women of color how to invest as well as financial literacy.

One of her favorite words to live by is "To much is given, much is required."





Dr. Kelly Richmond Pope

Accounting Professor and Author, "Fool Me Once: Scams, Stories, and Secrets from the Trillion-Dollar Fraud Industry"

Dr. Kelly Richmond Pope is the Dr. Barry Jay Epstein Endowed Professor of Forensic Accounting at DePaul University in Chicago, IL. Pope is a nationally recognized expert in risk, forensic accounting, and white-collar crime research, and an award-winning educator, researcher, author, and award-winning documentary filmmaker. Pope teaches managerial and forensic accounting both at the undergraduate and graduate level. Her book *Fool Me Once: Stories and Lessons Inside the Trillion Dollar Fraud Industry* published by Harvard Business Review Press (2023) is a riveting look at the perpetrators, victims, and whistleblowers behind financial crimes. Pope is also the author of *Managerial Accounting*, 1st edition published by Pearson Learning (2022).

Pope currently serves on the board of directors for the Greater Chicago Food Depository (GCFD) and chairs its audit committee. Pope is a former director and finance committee chair for Mercy Hospital & Medical Center, former director of the Illinois CPA Society, and former member of the governing council for American Institute of Certified Public Accountants (AICPA).

In 2020, the AICPA and the CPA Practice Advisor named Dr. Pope among the top 25 most powerful women in accounting. Her area

of expertise lies in understanding and identifying financial fraud risk within financial statements, assessing corporate culture and compliance systems designed to confront internal control challenges. Pope's research on executive misconduct culminated in directing and producing the award-winning documentary, *All the Queen's Horses* which explores the largest municipal fraud in U.S. history. Pope's TED Talk entitled "How Whistle-blowers Shape History" has been viewed over 1.6 million times, translated into 20 languages, and serves as a resource to help organizations and individuals embrace internal whistleblowing.

Pope is a frequent international speaker to numerous corporations, nonprofits, and government agencies. Pope has appeared on news outlets such as CNBC, the BBC, and WGN-TV offering commentary on fraud, risk, and ethics. Additionally, Pope has appeared in publications such as Bloomberg, The Wall Street Journal, CFO Drive, Accounting Today, Forbes, The Washington Post, and The Daily Beast discussing fraud and the need for sound internal controls. Pope has earned her Bachelor of Science in accounting from North Carolina A&T State University and her master's in accountancy and doctorate in accounting from Virginia Tech. Pope resides in the Chicagoland area.





Danetha Doe

Founder, Money & Mimosas

Danetha Doe's life story is a vibrant tapestry woven from diverse threads of resilience and passion. A multifaceted individual, Danetha is a writer, former Chief Economist and NFL Cheerleader, a public speaker, a Webby Award-winning TV host, and the founder behind Money & Mimosas.

In 2023, she was named one of the top five Black personal finance experts to follow by Yahoo! Finance. In 2022 and 2023, she was named one of the top 100 most influential financial experts alongside Mark Cuban and Barbara Corcoran.

She is a trusted media source for NBC, Fortune, TIME, and the Wall Street Journal. Danetha has a B.A. in Economics from DePauw University.





Courtney Showell, Sr.

Partner, PwC Healthcare Deals -
Consulting Solutions

Courtney is a PwC deals partner with over 27 years of consulting experience providing business advice to clients. A healthcare industry expert, he consults on healthcare transactions, deals and operations transformation primarily to hospitals, academic medical centers and physician practices. Courtney helps clients successfully transition from strategy creation to execution through various strategic transactions including affiliations, joint ventures, and mergers and acquisitions. Courtney has led cross-functional teams supporting transactions ranging from \$250M to \$50B in deal value.

Courtney is a relationship leader for several priority healthcare accounts for PwC. He ensures that PwC delivers the highest quality projects and brings the latest thought leadership and industry expertise to these accounts for the firm.

Courtney graduated with Honors from Morehouse College and received a Masters of Business Administration from the Terry College of Business at the University of Georgia. Courtney is the Firm Relationship Partner Champion for Morehouse College and sits on the Morehouse Business and Economics Department Advisory Council. He also is a member of the UGA Terry College Alumni Board and the Kennesaw State Health Care Advisory Council.

Courtney strongly believes in "giving back to the community" and currently serves on several Boards in the Atlanta Community, including Atlanta Habitat for Humanity, CaringWorks, Families First, Shirley's Haven and Providence Manor Sr Housing Development. Courtney is a recent graduate of Leadership Atlanta. Courtney is married with 3 children and enjoys traveling, coaching youth sports, finding new restaurants, spending time with family and serving in the food ministry at his church.



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AGENDA



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MINNEAPOLIS OCTOBER
15-17, 2023



Sunday, October 15, 2023

START	FROM	DESCRIPTION	MEETING ROOM	LEVEL
12:15 PM	2:00 PM	Student Networking Lunch	Northstar	2nd Floor
2:00 PM	3:00 PM	Kick Off Event	Nicolett Ballroom	1st Floor
3:00 PM	5:00 PM	Faculty Engagement Session	Greenway A	2nd floor
		CPA Bound 1.0 and 2.0 Meeting	Greenway B	2nd floor
		College Student Engagement	Northstar	2nd floor
		FEI Engage Mentorship Meet Up	Greenway C	2nd floor
5:30 PM	7:30 PM	Opening Reception	Exhibit Hall	1st Floor
8:30 PM	10:00 PM	College Spririt Night	Hyatt Exhibit Hall	1st Floor



Monday, October 16, 2023

START	FROM	TRACK	DESCRIPTION	MEETING ROOM	LEVEL
7:30AM	8:30AM		Grab & Go Breakfast	Hyatt Exhibit Hall	1st Floor
8:30 AM	6:00 PM		Expo Hall Open / Interviews Open	Hyatt Exhibit Hall	1st Floor
8:30 AM	12:00 PM		MONN Workshop (invite only) Sponsored by Grant Thornton	Greenway J	2nd floor
8:30 AM	9:30 AM	Early Career	The building blocks of effective presentation skills	Greenway A	2nd floor
		Mid Career	Transitioning to the next phase: How who you are now will define your next role	Greenway B	2nd floor
		College Students	The many faces of accounting (Sponsored by CohnReznick)	Northstar	2nd floor
		Faculty	CPA Evolution and what it means for you and your students	Greenway D	2nd floor
		Senior Leaders/Entrepreneurs	Business Growth Strategies	Greenway E	1st floor
9:45 AM	10:45 AM	Early Career	Keys to Developing Great Client Relationships	Greenway A	2nd floor
		Mid Career	Essential Strategies for Training and Managing a Diverse Team	Greenway B	2nd floor
		College Students	CAREER EXPO	Northstar	2nd floor
		Faculty	What exactly is Generative AI and How it is Changing Learning?	Greenway D	2nd floor
		Senior Leaders/Entrepreneurs	Business Growth Strategies	Greenway E	1st floor
11:00 AM	12:00 PM	Early Career & Faculty	CAREER EXPO	Hyatt Exhibit Hall	1st Floor
		Mid Career	Your Role in Professional Advocacy	Greenway B	2nd floor
		College Students	Career Decisions: Finding your Place (Sponsored by PwC)	Northstar	2nd floor
		Faculty	CAREER EXPO	Hyatt Exhibit Hall	1st Floor
		Senior Leaders/Entrepreneurs	CAREER EXPO	Hyatt Exhibit Hall	1st Floor
12:15PM	2:00PM	ALL	Medtronic Sponsorship - Luncheon on AI	Nicolett Ballroom	2nd Floor

Monday, October 16, 2023

START	FROM	TRACK	DESCRIPTION	MEETING ROOM	LEVEL
2:00 PM	2:50 PM	Early Career	The Modern Accountant Defined	Greenway A	2nd floor
		Mid Career	Considering the Adjunct Faculty Role	Greenway B	2nd floor
		College Students	The Building Blocks of Effective Presentation Skills	Northstar	2nd floor
		Faculty	Igniting the Desire in Students to Pursue accounting	Greenway D	2nd floor
		Senior Leaders/Entrepreneurs	Effective leadership: Navigating and Pivoting in Fluctuating Times	Greenway E	1st floor
3:00 PM	3:50 PM	Early Career	CAREER EXPO	Hyatt Exhibit Hall	1st Floor
		Mid Career	CAREER EXPO	Hyatt Exhibit Hall	1st Floor
		College Students	Writing Exceptional Resumes That Get Noticed	Northstar	2nd floor
		Faculty	The great debate: The teaching model shift due to the COVID pandemic	Greenway D	2nd floor
		Senior Leaders/Entrepreneurs	CAREER EXPO	Hyatt Exhibit Hall	1st Floor
4:00 PM	4:50 PM	Early Career	CAREER EXPO	Hyatt Exhibit Hall	1st Floor
		Mid Career	CAREER EXPO	Hyatt Exhibit Hall	1st Floor
		College Students	Landing your first internship (Sponsored by PwC)	Northstar	2nd floor
		Faculty	Overcoming Challenges to DEI Programs to Achieve Diverse Enrollment Goals	Greenway D	2nd floor
		Senior Leaders/Entrepreneurs	Keeping current on changing regulations and standards	Greenway E	1st floor
5:00 PM	5:45 PM		Been There Done That: Pearls of Wisdom to Conquer the CPA Exam	Greenway D	2nd floor
5:00 PM	5:50 PM	Early Career	CAREER EXPO	Hyatt Exhibit Hall	1st Floor
		Mid Career	CAREER EXPO	Hyatt Exhibit Hall	1st Floor
		College Students	PwC Case Interview Prep Workshop (Sponsored by PwC)	Northstar	2nd floor
		Faculty	CAREER EXPO	Hyatt Exhibit Hall	1st Floor
		Senior Leaders/Entrepreneurs	Overcoming Challenges to DEI Programs to Achieve Diverse Enrollment Goals	Greenway E	1st floor
6:30PM	8:30PM	N/A	Buffet Dinner with Regional Summit and Keynote Danetha Doe "Unlock Your Abundance"	Nicolett Ballroom	1st Floor
8:30PM	10:30 PM		Hospitality Suites - PwC	Northstar	2nd Floor

Tuesday, October 17, 2023

START	FROM	TRACK	DESCRIPTION	MEETING ROOM	LEVEL
7:30 AM	9:00 AM		Grab & Go Breakfast (no program)	Nicollet Ballroom Foyer	1st Floor



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OUR PROGRAMS





In 2007, NABA launched the CPA Bound program to address barriers black professionals and students face in obtaining their Certified Public Accountants (“CPA”) license. Phase two of the program launched in 2020, with the goal of creating and equipping a community of CPA candidates with the tools and resources needed for licensure achievement.

As a community, NABA’s intent is to support in relieving some of the stresses NABA members experience in their journey toward CPA attainment. NABA strives to promote unity; an encouraging environment, uplifting engagement that breaks through the barriers of isolation, during and after the CPA achievement process, thereby, “lifting as we climb.”

The program will focus on the following CPAs for success:

- 1. Connect:** Create a community of candidates seeking to address the pain points of studying for the CPA exam through group communication.
- 2. Prepare:** Prepare CPA candidates by providing access to CPA requirement information, study materials and scholarship opportunities.
- 3. Award:** Celebrate new CPAs with recognition awards and incentive opportunities.
- 4. Support:** Support current CPAs in maintaining their license by promoting CPE opportunities and leveraging relationships with NASBA and the AICPA.

Program components will include:

- **Community chats and discussion boards, connecting candidates across the country preparing for exams**
- **Bi-monthly webinars featuring:**
 - CPA exam review partners
 - CPA study coaches
 - Inspirational speakers





ACAP is a unique pipeline from high school to college that allows students to become prepared and informed about the expectations of college life.

The Accounting Career Awareness Program and the Accelerated Career Awareness Program (ACAP) for high school students (freshmen through seniors) in which they are put in the NABA pipeline to help build future Black Business Leaders with a focus on directing them to major in accounting, finance, and its related business fields including entrepreneurship. It included a one-week residency at a college or university combined with year-round programming.

During a week-long summer campus residency program, a select group of students can explore careers in accounting, finance, and business-related fields via a rigorous class and study schedule, college-level content, and valuable networking opportunities. ACAP® introduces underrepresented diverse high school students to accounting, finance, economics, technology, and management while providing the foundation of financial literacy and the development of interpersonal skills. Prominent business leaders share their knowledge, provide tips for success, and discuss career opportunities. Student's experience careers in accounting firsthand through tours of local certified public accounting firms and companies in the private sector. Students to learn the value of collaboration and teamwork through the group projects or case study initiatives. The program concludes with a recognition luncheon or banquet for students, parents, speakers, and corporate partners.

Through mentoring we help them to matriculate to college but also how to succeed in college through a mentoring initiative. The program is fully supervised and all-expenses-paid. Students selected will receive free tuition, room, and board, books, materials, tools, NABA HS membership, and mentoring.

Since its beginning in 1980, the program has served as a turning point in the academic lives of thousands of high school students, motivating them to pursue higher education and develop their own unique paving and pathing to reach their maximum potential.



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