

BRANDED CONTENT
JUNE 16, 2025

LOS ANGELES BUSINESS JOURNAL

WOMEN'S LEADERSHIP SYMPOSIUM & AWARDS 2025

The Nominees



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THE WOMEN'S LEADERSHIP SYMPOSIUM & AWARDS

Wednesday, June 18 | Intercontinental Los Angeles Downtown

Join us on Wednesday, June 18th as we honor and celebrate the terrific women business leaders in the Los Angeles community with our awards ceremony, the 2025 Women's Leadership Awards.

With 374 nominees (appearing in the pages of this issue), there are clearly many accomplished and impactful leaders to draw inspiration from. This year, we will name honorees in the following categories:

- The Accelerator Award
- CEO of the Year
- Champion of Women
- Community Impact Advocate
- Emerging Woman-Owned Business Leader
- Executive of the Year
- Innovator of the Year
- Mentor of the Year
- NextGen Woman of the Year

It's an event you won't want to miss!

SYMPOSIUM BREAKFAST

8:00AM REGISTRATION, NETWORKING & BREAKFAST

9:00AM WELCOME & INTRODUCTIONS

PANEL DISCUSSIONS

9:10AM THE NEW ERA OF LEADERSHIP: SHAPING THE WORKPLACE OF TOMORROW

9:50AM THE POWER OF PEOPLE: BUILDING RELATIONSHIPS THAT ELEVATE YOUR CAREER

10:30AM RISK TAKING & INNOVATION: HOW LEADERS STAY AHEAD

11:10AM THE CEO MINDSET: THINKING, ACTING & THRIVING LIKE A TOP EXECUTIVE

AWARDS LUNCHEON TO FOLLOW

To register, visit labusinessjournal.com/events/wlsa2025

Women Who Build.

At KPRS, we believe it's the invaluable contributions of women that make us an even better building partner. We're proud to be a part of the 2025 Women's Leadership Symposium & Awards. KPRS celebrates the talented finalists in our own organization along with the many women in leadership among influential industries in Los Angeles. Congratulations to all the nominees!

Let's build together.





KeyBank Leaders Recognized

Honoring two of our own at a dynamic day of inspiration
— the 2025 Women's Leadership Symposium & Awards.

Congratulations to
Kathy Kirchhoff and
Erica Elsasser for being
nominated among the
area's top businesswomen
this year.



Kathy Kirchhoff



Erica Elsasser

With over 200 years of experience, KeyBank is uniquely dedicated to middle market businesses for the long haul. Our relationship-driven approach means that as the economy shifts, we stay focused on your success — not just for today but for years to come.

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LEADERSHIP SYMPOSIUM
& AWARDS 2025

The Nominees



Alana Abbitt
Chief Product Officer
Miso Robotics



Jennifer Acree
Founder and CEO
JSA+Partners



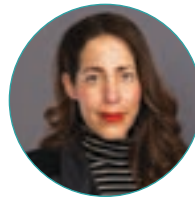
Ranees Adipat
Partner
Ropes & Gray



Barbara Aguirre
Project Coordinator
AC Martin



Bridget Ahern
Partner, People Advisory Services
Ernst & Young LLP (EY US)



Wanda Ahmadi
*Vice President,
Communications & Partnerships*
Beverly Hills Conference & Visitors Bureau



Susie Albin-Najera
*Director, Leisure Travel & Strategic
Partnerships, US Market*
Los Cabos Tourism Board



Veronica Alcaraz
Owner, President
Fresh Start Healthy Meals,
Dough Girl (DG) Foundation



Farah Alkayed
Associate Attorney
Winston & Strawn LLP



Katherina Alznauer
Attorney
Perry and Alznauer, PC



Cindy Ambuehl
CEO
Cindy Ambuehl Group



Belva Anakwenze
Entertainment Business Manager
Abacus Financial Business Management



Mona Andrews
CEO
We Stay In The Game



Nancy Antoniou
SVP, Strategic Operations, CHRO
The Los Angeles Times,
NantWorks, LLC



Edana Appel
Director, Camp and Family Programs
J Los Angeles



Sharon Appelbaum
Managing Attorney
Appelbaum Law PC



Veronica Arteaga
President & CEO
Exceptional Children's Foundation
(ECF)



Elen Asatryan
Mayor
City of Glendale



Rosemarie Chiusano Aubert
*Executive Vice President,
Business Development*
Judicate West



Sally Aubury
Partner
SingerLewak



Rainy Austin
President
The Agency



Anna Avetisyan
VP, Product & Design
Phonexa



Jaclyn Aviles
Senior Strategist
Think Together



Melanie Babayan
VP, Client Relations
Zero Parallel



Sarah Bacay
Director of Lease Administration
CIRE Equity



Meredith Baer
Owner
Meredith Baer Home



Smita Bagla
Managing Partner
Aligned Strategies



Paula Bahamon
*Senior Vice President,
Community Development*
Mission Valley Bank



Sarvenaz Bahar
President
Los Angeles County Bar Association



Nuzi Barkatally
Vice President, Tech and Healthcare
Silicon Valley Bank



Laura Baron
COO
SDS Capital Group



Jamie Barrios
Director of Administration
Musick, Peeler, & Garrett LLP



Jill Basowski
Operations Manager
Avison Young



Theresa Becerra
Partner
Spencer Fane LLP



Laura Berens
Founder and CEO
Love and Fit



Susan Berman
CEO and Co-Founder
The Help Group



Barbara Bernstein
Wealth Management Advisor
Fortuna Wealth Management,
Legacy Strategies and Insurance Solutions



Kavitha Bhatia, MD, MMM, FAAP, FACHE
*President and Chair, Prime Healthcare
Foundation; Chief Medical Officer,
Strategy, Prime Healthcare*



Tania Birker
Director of Booking
VOX DJs



Christina Blumer
Executive Director
Will Rogers Motion Picture
Pioneers Foundation



Kristen Blunt
Managing Partner
PCH Benefits and Insurance Solutions



Shelby Boagni
Senior Vice President, People and Culture
Performing Arts Center of Los Angeles
County ("The Music Center")

UCLA Health congratulates

all nominees of Los Angeles Business Journal's
Women's Leadership Awards including

Johnese Spisso, MPA

President, UCLA Health
CEO, UCLA Hospital System
Associate Vice Chancellor, UCLA Health Sciences

Eve Glazier, MD

President, Faculty Practice Group, UCLA Health
Health Sciences Professor of Medicine,
David Geffen School of Medicine at UCLA

Fola May, MD, PhD

Associate Professor, Department of Medicine, Digestive Diseases
Attending Physician, Greater Los Angeles Veterans Affairs Medical Center
Associate Director, UCLA Kaiser Permanente Center for Health Equity
Jonsson Comprehensive Cancer Center

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WOMEN'S
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The Nominees



Caylie Bontz
Senior Associate
KWP Real Estate



Amy Born
Senior Portfolio Strategist
First Citizens Wealth



Pamela Bosco
CEO
Laclede Inc.



Alona Bowman
VP of Operations
Best Contracting Services



Giovanna Brasfield
Chief Executive Officer
Brasfield & Associates LLC



Michelle Brazil
Director of Operations
Cushman & Wakefield



Priscilla Brehm
Wealth Advisor
Morton Wealth



Elizabeth Brink
Co-CEO
Gensler



Farrah Brittany
Founding Agent
The Agency



Katie Brody
Managing Director
J.P. Morgan Private Bank



Kerri Brouillette
Managing Director; Chief Credit Officer
Ascent Developer Solutions



Dawn L. Brown
CEO
EmpowHer Institute



Kellie Brown
COO
SONA / The SONA Foundation



Lila Brown
Founder; CEO
Ella Bee Media Group



Stephanie Bum
Vice President;
Head, Family Law Department
Reuben Raucher & Blum



Cheryl Calhoun
Managing Director
CBIZ



Galen Callahan
CEO and President
805Escrow



Babette Campbell
Partner
Armanino



Kaitlynn Campbell
Events & Catering Sales Manager
Jonathan Club



Reena Hajat Carroll
Executive Director
The California Conference
for Equality and Justice



Rachel Casal
Estimating Manager
Build Group, Inc.



Cécile Chalifour
Managing Director; Head of West Region,
Community Development Banking
JPMorganChase



Cyndie Chang
Managing Partner, Los Angeles Office
Duane Morris LLP



Jennifer Chang
Education Rights Attorney
Law Offices of Jennifer Chang



Michelle Chang
Managing Partner
Ramo Law PC



Verna Grayce Chao
Executive Vice President,
Commercial and Consumer Banking Products
City National Bank



Shawna Charles
Media Relations Specialist
Charles Communications Group



Amy Chen
Senior Manager
CBIZ



Stephanie Chen
Director
Elev8 New Media



Weihua Cheng
Managing Director
PNC Bank



Diana Ordaz Cherrington
President
Multicultural Business Alliance



Sandra Cho
President and Founder
Pointwealth Capital Management



Andrea Choe
Co-Founder and CEO
Holoclara



Nancy Coblenz
Chief Operating Officer
Stellenium



Lydia Colaresi
VP, Digital Marketing - CRM and
Marketing Solutions
Live Nation Entertainment



Margo Conley
President, Banner Storage Group
Banner Real Estate Group



Moira Conlon
Founder & CEO
Financial Profiles



Nicole Conn
Author; Writer; Producer
Nicole Conn Films Global



Erika Contreras
Partner
Panish | Shea | Ravipudi LLP



Megan Creecy-Herman
President, West Region
Prologis



Nicole Cressman
Head, Human Resources
Matthews Real Estate
Investment Services



Jessica Cruz
Founder and CEO
Vegan Street Fair



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The Nominees



Heather Culbertson
*WiSE Gabilan Assistant Professor;
Assistant Professor of Computer Science
and Biomedical Engineering
University of Southern California*



Eva Davis
*Managing Partner, External Affairs
Winston & Strawn LLP*



Martha de la Torre
*CEO and Co-Founder
El Clasificado*



Penelope Deihl
*Member
Clark Hill*



Krissy Delapinia
*Digital Content Coordinator
Hope the Mission*



Rosa Delgado
*Senior Project Manager
Clayco*



Christine Deschaine
*Senior Vice President
KWP Real Estate*



Kat Dey
*President
Etitude Holdings Inc*



Anita Dharapuram
*Vice President,
Community Development Officer
PNC Bank*



Hayley Dickson
*Founder; Wealth Management Advisor
Northwestern Mutual - Rippl Wealth
Management & Insurance Solutions*



Kerra Diener
*Partner
Withum*



Monica Dinsmore
*Head, Esports
Electronic Arts (EA)*



Robin Dodson
*Executive Managing Director
Cushman & Wakefield*



Erin Donovan
*Partner
Musick, Peeler, & Garrett LLP*



Jesse Draper
*Founding Partner
Halogen Ventures*



Sabrina Dukhovny
*Chief Operating Officer
Arixa Capital*



Carolyn Dundee
*Executive Director
Small Acts Big Change*



Kathryn Edgerton
*Member
Mintz*



Mikeshaya Edwards
*Director of Operations, Member Services
M. Edwards Legacy LLC*



Erica Elsasser
*SVP; Senior Relationship Manager,
Commercial Banking
KeyBank*



Tamika Farr
*President and CEO
Pathways LA*



Mia Farrell
*Board Member; Film Festival Publicist
and Strategist
Golden Globe Foundation*



Bernadette Fernandez
*CEO
Imagine Etiquette Inc*



Tanya Flynn
*Co-Owner
Cuts for Mutts*



Suzy Foster
*Managing Director,
Marketing & Business Development
KWP Real Estate*



Sherri Francois
*Chief Impact Officer; Executive Director
SoLa Impact; The SoLa Foundation*



Mindy Freedman
*President & Founder
The SAM Initiative*



Elaine Fresch
*Senior Partner
Hawkins Parnell*



Susan Fries
*CEO
Ecola Termite & Pest Control*



Barbara Gadbois
*Partner
Gibbs Giden Locher Turner Senet
& Wittbrodt*



Kristen Gaer
*Senior Marketing Specialist
Cushman and Wakefield*



Karyn Gallen
*Director, Training
SingerLewak*



Deanna Garcia
*CFO
Jones and Sons Enterprises Inc.*



Maria Garcia
*Managing Director; CA Divisional Director
for the Consumer Bank
JPMorganChase*



Ellyn Garofalo
*Partner
Liner Freedman Taitelman + Cooley*



Anush Gasparian
*Director, Human Resources
Phonexa*



Meredith Gee
*Head, Product Design
Akido Labs*



Eve Glazier, MD
*President, Faculty Practice Group, UCLA
Health; Health Sciences Professor of Medicine,
David Geffen School of Medicine at UCLA*



Tessa Graham
*CEO
Child Development Institute (CDI)*



Samantha Grant
*Partner
Reed Smith LLP*



Demetria L. Graves
*Founding & Managing Partner;
Certified Family Law Specialist
The Graves Law Firm*



Debra Gray
*Executive Director
Frاندzel Robins Bloom & Csato, L.C.*

Recognizing the remarkable.

Congratulations to Partner
Karine Philippon and all the
2025 Women's Leadership
Awards nominees!



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mazars

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The Nominees



Lindsay Green
Chief Operating Officer; Principal
OFFICEUNTITLED



Dianne Gubin
Co-CEO
C-Sweet



Ikram Guerd
General Manager US - CMO
Aspivix



Tamara Gurney
CEO; President
Mission Valley Bank



Emily Gustin
Southwest Marketing Lead
Cushman & Wakefield



Isabel Gutierrez
CEO
Vistendo Inc.



Adaobi Gwacham
Local Owner-Operator
Chick-fil-A Lake & Boylston,
Chick-fil-A E. Colorado Blvd



Kristen Haines
Chief Executive Officer
Mailcom



Candice Hakimfar
Realtor, Nourmand & Associates
Founder, Luxe Level Group



Dominique Hamler
Executive Director
Los Angeles Outpatient Center



Brandy Han
Executive Vice President, Capital Markets
City National Bank



Jeri Harman
Founder & Chairman
Avante Capital Partners



Melissa Harman
Partner
Moss Adams



Jennifer Harris
Partner
Ropes & Gray



Betsy Hart
Hospital President & CEO
Dignity Health - Glendale Memorial
Hospital and Health Center



Sarah Hartman
Partner
Jeffer Mangels Butler & Mitchell LLP



Jonelle Hayes
CEO
Thomas Hayes Studio



Wessam Hazaymeh
Manager, Digital Marketing
Beverly Hills Conference
& Visitors Bureau



Kelly Heinen
Financial Advisor
Northwestern Mutual



Elva Hernandez
VP of Accounting
CIRE Equity



Sandra Hernandez
Chief Executive Officer
Dr. Sandy's Joy and Wellness, LLC



Mary Hewitt
CEO
Kollab Youth



Beth Hilbing
Co-CEO
C-Sweet



Jade Hoang
Principal
Baker Tilly



Ileana Holguin
Executive, Higher Education & Healthcare
The PENTA Building Group



Katina Holliday
CEO
Holliday's Helping Hands



Cathy J. Hood
Founder; CEO;
Community Outreach Champion
Pristine Initiative, LLC



Lana Hout
Managing Broker
First Choice Business Brokers
Los Angeles



Maki Hsieh
President & CEO
Asian Hall of Fame



Tiffany Hughes
Managing Director, Foreign Exchange
PNC Bank



Neela Hummel
Co-CEO
Abacus Wealth Partners



Maria Hunter
Market President, Los Angeles
Enterprise Bank & Trust



Michelle Iturralde
Market Executive,
Global Commercial Banking
Bank of America



Kelley Brack Jamison
Founder
Kestrel Bay



Jenn Johnston
Chief Marketing Officer
FAT Brands Inc.



Christianne Jordan
Director, Senior Project Designer
OFFICEUNTITLED



Courtney Jurado
Chief Development Officer
AbilityFirst



Grace Kangdani
Senior Vice President, Global Commercial
Banking, AI Transformative Technology Group
Bank of America



Ava Kaufman
Founder; CEO
Ava's Heart



Kulwant Kaur
Director, Western Regional
Client Credit Manager
First Citizens Bank



Nikki Khorram
Associate Attorney
Winston & Strawn LLP



Debby Kim
Director, Corporate Communications
Cordoba Corporation



LOS ANGELES - WOMEN'S LEADERSHIP

Congratulations to our 2025 Women's Leadership Nominees

This recognition speaks to your dedication, skill, and the impact you've made in shaping the future of business.

At CBIZ, we empower businesses to break through barriers and discover innovative paths to growth, with the help of industry expertise, cutting-edge technology, and data-driven insights. Your achievements inspire us all to aim higher and redefine what's possible.

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Cheryl Calhoun
Managing Director



Kelly O'Neil
Managing Director



Betty Liu
Director



Amy Chen
Senior Manager

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LEADERSHIP SYMPOSIUM
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The Nominees



Katherine Kirchhoff
Managing Director
Cain Brothers, a division of KeyBanc
Capital Markets



Lee Ann Kline
President & Founder
STEM Advantage



Taylor Kogler
Realtor
Nourmand & Associates



Ann Kono
Co-Founder
TeachAAPI



Sara Kornblatt
Partner
Gibbs Giden Locher Turner Senet
& Witbrodt



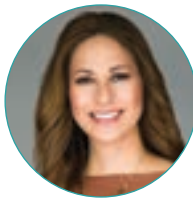
Alexandra Krasovec
Partner
Manatt, Phelps & Phillips, LLP



Jennalynn Kristedja
Director of Learning & Development
KPRS Construction



Jenny Krusoe
Executive Vice President & COO
AltaSea at the Port of Los Angeles



Rosanne Kuder
Director, Regional Operations - West Coast
Avison Young



Kristina Kury
Founder & CEO
Sprout Creative LA, LLC



Amy Kwan
CEO
Double Door



Deborah La Franchi
CEO; Founder
SDS Capital Group



Francine Lai
Partner
Gerber Kawasaki Wealth
and Investment Management



Marie A. LaMolinara
Partner
Meyer, Olson, Lowy & Meyers, LLP



Tina LaMonica
Executive Vice President
NAI Capital Commercial



Wendy Lane
Partner; Chair, Employment Department
Greenberg Glusker



Dina LaPolt
President
LaPolt Law & LaPolt Media



Kate LaQuay
Managing Partner, LA Office
Munck Wilson Mandala, LLP



Amanda Lee
Agent
The Agency



Eunice Lee
Chief Operating Officer
Scopely



Jaime Lee
CEO
Jamison



Jennifer Lee
Partner
Sheppard, Mullin, Richter & Hampton



Guadalupe Lemus
Senior Financial Sales Consultant
PNC Bank



Julia Leonard
Vice President of Operations
Mathews Real Estate
Investment Services



Andrea Leventhal
Director
Baker Tilly



Lavena Lewis
Founder, Vena Vena Handcrafted
Director, SUNDARA Catalyst Group Co.



Michelle Lewis
CEO
SONA - Songwriters of North America



Jennifer Lieser
Partner
Kaplan Marino



Courtney Lingle
Estates Agent & Managing Partner
The Agency



Betty Liu
Director
CBIZ



Ruishan Liu
WISE Gabilan Assistant Professor of
Computer Science
University of Southern California



Dana Lowy
Founding Partner
Meyer, Olson, Lowy & Meyers, LLP



Karla Luna
Tax Partner
BPM LLP



Allie Lutz
Estates Agent & Managing Partner
The Agency



Mahru Madjidi
Shareholder
Shegerian & Associates



Hannah Maile
Associate
Avison Young



Rochelle Maize
Executive Director, Luxury Estates Division
Nourmand & Associates



Lana Manganiello
Law Firm Consultant
Practice Growth Partner



Leslie Margolin
Head, Healthcare Networks
Akido Labs



Nina Marino
Partner
Kaplan Marino



Sheila Marmon
CEO
Mirror Digital



Marianne Martin
Corporate Finance Partner
Jeffer Mangels Butler & Mitchell



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shirley.wiliani@alacarte-solutions.com

www.alacarte-solutions.com



BUILD WITH GRIT. LEAD WITH GRACE.

Shirley Wiliani

didn't just break the glass ceiling, she redesigned the entire building. As the founder and CEO of ALC, Shirley transformed a bold idea of remote back offices services into a thriving business, earning industry recognition for innovation, integrity, and unstoppable growth.

Her leadership is about more than numbers. It's about championing diverse voices, mentoring tomorrow's women leaders, and building a workplace where everyone's potential can shine. Under Shirley's direction, ALC has become a model for what's possible when passion, expertise, and a sense of purpose come together.

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UNLOCK YOUR GROWTH.**

ALC brings order to chaos with seamlessly integrated Finance and HR solutions, delivering the expertise you need to scale with confidence.



shirley wiliani

Congratulations

to our founder & CEO Shirley Wiliani for her nomination!

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EMPOWER

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The Nominees



Angella Martinez
CEO
KIPP SoCal Public Schools



Jasmyn Masters-Culpepper
Program Manager, Career Programs
STEM Advantage



Bailey Masullo
Lead Product Manager
Capital Group



Jessee Matana
Associate
Meyer, Olson, Lowy & Meyers, LLP



Maja Mataric
Chan Soon-Shiong Chair and
Distinguished Professor of Computer
Science, Neuroscience, and Pediatrics
University of Southern California



Folade May
Associate Professor of Medicine
David Geffen School of Medicine at UCLA



Natalie May
Associate Principal
SPF.a



Marcia Mayeda
Director
County of Los Angeles Department of
Animal Care and Control



Leslie Mayer
Executive Managing Director
Cushman & Wakefield



Erin McNally
Executive Director
SONA - Songwriters of North America



Carly McGinnis
President
Exploding Kittens



Laura McHolm
Co-Founder and Marketing Director
NorthStar Moving Company



Stacey McKinnon
Chief Operating Officer;
Chief Marketing Officer
Morton Wealth



Parini Mehta
Principal
CO Architects



Rashmi Menon
Vice President;
General Manager, California
Burns & McDonnell



Debra Ellwood Meppen
Chair, National Employment Law Practice Group;
Chair, Women’s Initiative; Ventura County
Co-Managing Partner; Co-Chair, Leadership Equality
and Diversity Program
Gordon Rees Scully Mansukhani, LLP



Thea Mercouffer
Owner; Manager
The Wicked Wolf



Sheri Messerlian
Executive Vice President
NAI Capital Commercial



Lisa Helfend Meyer
Founding Partner
Meyer, Olson, Lowy & Meyers, LLP



Karen Miessner
Partner
SingerLewak



Janice Miller
Managing Partner
Miller Haga Law Group LLP



Julie Miller
Partner
Holtzhouse Carlin & Van Trigt LLP



Ekaterina Mironova
CEO; Head of Department CX
Vega Technology Corp



Cynthia Mitchell-Heard
President & CEO
Los Angeles Urban League



Kayoko Mitsumatsu
Founder; Executive Director
Yoga Gives Back



Carissa Moore
Marketing Manager
Diamond Game



Octavia Morgan
CEO; Creative Director
OCTAVIA MORGAN Los Angeles



Elisabeth Moriarty
Partner; Chair, Litigation Department
Greenberg Glusker



Ali Wood Moser
Realtor; Real Estate Director of Operations
Nourmand & Associates



Devon Munos
Senior Vice President;
Head of Americas Research
Savills



Susan Napier
Vice President,
Private Wealth Management
Goldman, Sachs & Co. LLC



Lizbeth Nevarez
Partner; Nonprofit Tax Practice Leader
GHJ



Toni Newman
Chair of the Board
Transcanwork



Puanani Norwood
Office Managing Partner
BCLP



Joanne Nowlin
Chief Executive Officer
American Red Cross



Ifunanya Nweke
Executive Director
Jazz Hands For Autism



Kelly O’Neil
Lead Managing Director
CBIZ



Rose O’Sullivan
Executive Vice President
NAI Capital Commercial



Adrianna Cruz Ocampo
President
U-Frame-It Gallery



Doreen Olson
Founding Partner
Meyer, Olson, Lowy & Meyers, LLP



Dana Ontiveros
Associate
Snell & Wilmer



Jessica Ormandy
Founder; Chief Marketing Officer
Ormandy Marketing

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WOMEN’S
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& AWARDS 2025

The Nominees



Pilar Ortega
Founder & CEO
International Technologies and Services, Inc.



Anoosheh Oskouian
President and CEO
Ship & Shore Environmental, Inc.



Kylene Oswald
Senior Project Manager
Suffolk



Tami Pardee
Founder; CEO
Pardee Properties



Sonia Parikh
Senior Manager, Consulting
Ernst & Young LLP (EY US)



Rachel Park
Senior Manager
Baker Tilly



Prital Patel
Vice President & Design Director
PBS Engineers



Nora Perez
Vice President, Community Development Officer
Enterprise Bank & Trust



Karine Philippon
Managing Partner, California & Arizona
Forvis Mazars



Meghan Pinchuk
Chief Investment Officer
Morton Wealth



Emily R. Pincin
Founding Partner
Kent | Pincin, LLP



Angela Pinto
Executive Director
Ervin Cohen & Jessup LLP



Lauren Plichta
President & CEO
Big Brothers Big Sisters of Greater Los Angeles



Hanna Polson
Project Manager
Shawmut Design and Construction



Amy Proctor
Partner
Irell & Manella LLP



Heather Quinn
Financial Advisor
Fortuna Wealth Management, Legacy Strategies & Insurance Solutions



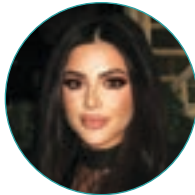
Vera Quinn
President & CEO
Cydcor



Asia Yuyu Quiroz
Founder
BESUKOH



Michelle Rabinovich
Director of Preconstruction; Director of Los Angeles
KPRS Construction



Tirue Rafayelyan
Chief Business Development Officer
Rockwell Capital Group



Stephanie Ragle
Principal Architect; CEO
office42 architecture



Gisele Ragusa
Professor, Engineering Education Practice
University of Southern California



Lourdes Ramirez
Vice President; Agency Asset Manager
PNC Bank



Rani Ranade
Design Director
Loescher Meachem Architects



Angela Reddock-Wright
Employment & Title IX Mediator
Signature Resolution / RLG



Sunitha Reddy, MBA, MPH, FACHE
Chief Revenue Officer; Vice President of Operations
Prime Healthcare



Amanda Rees
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Misty Sanford
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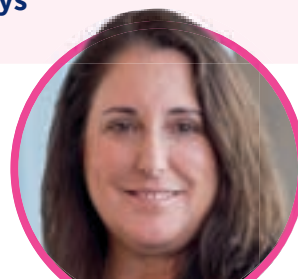
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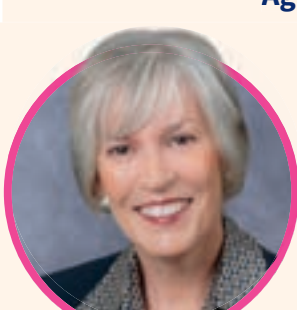
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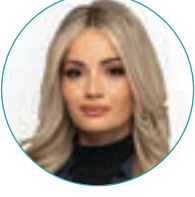
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WHAT ROLE HAS
MENTORSHIP PLAYED IN
YOUR RISE AS A LEADER?

MICHELLE: Mentorship isn't just a nice to have, it's a game-changer. Throughout my career, I've built a personal Board of Directors—a circle of trusted mentors I turn to for insight, challenge, and growth. They help me think bigger, lead better, and show up every day as the best version of myself.

WHAT'S ONE PIECE OF
ADVICE YOU'D GIVE TO
THE NEXT GENERATION OF
WOMEN LEADERS COMING
UP BEHIND YOU?

LESLIE: Leadership means setting an inspiring example others want to follow. In a data-driven world, great leaders still lead with empathy, integrity, and active listening. Success comes from building diverse, dynamic teams and fostering open, ongoing communication. A leader sets the vision, guides the team, and empowers individual strengths. After all, there's no 'I' in team—and without a team, there's no leader.

HOW ARE YOU BREAKING
BARRIERS FOR WOMEN IN
COMMERCIAL REAL ESTATE?

ROBIN: I am dedicated to empowering the next generation of women in industrial real estate through mentorship, visibility, and authentic connection. By sharing my journey and creating space for exploration, I aim to drive lasting inclusion and diversity in our industry. When women see themselves reflected across CRE, they don't just participate, they lead.

IN WHAT WAYS DO YOU
DEFINE SUCCESS ON YOUR
OWN TERMS?

EMILY: I define success as living true to my values, growing through continuous learning, and making a meaningful impact. It's about pursuing my goals while maintaining balance and well-being, and finding pride not just in outcomes, but in how I overcome challenges. If I can look back and see growth, integrity, and positive influence, that's success to me.

Better never settles

Tariff Turmoil: The Bumpy Road Ahead for Manufacturers

By ROBERT BESSER

Tariffs have hit the manufacturing sector more directly than many other industries. Understanding the macro-economic factors at play and the positioning of an individual business is key to easing the impact of these financial challenges. Tariffs are expected to disrupt supply chains, affect labor availability and slow consumer spending. A bumpy launch of the tariff plan has exacerbated these obstacles for the manufacturing sector, which accounts for 10.2% of the US economy. As the tariff story unfolds, manufacturers must figure out their impact and how they should respond.

IMMEDIATE EFFECTS: MANUFACTURING ACTIVITY SLUMPS

Tariffs have had a swift and immediate impact on the manufacturing market. In March, the purchasing manager’s index (PMI) for the marketing sector fell to 49% and again in April to 48.7%, signifying a contraction in the market, according to the Institute for Supply Management’s (ISM) monthly survey.¹ In addition, manufacturing jobs fell in both March and April.² The ISM attributed the slump to reduced consumer spending and waning sentiment caused by tariffs.

The manufacturing market had already weathered a 26-month contraction period caused by increased interest rates. While January and February showed signs of recovery and growth, that was before the tariffs took effect. Now, the market is not only showing a contraction, but new orders have fallen to their lowest levels since 2023.

TARIFFS HIT SUPPLY CHAINS, MATERIALS COSTS AND CONSUMER SPENDING

Disruption from tariffs is expected to touch the entire lifecycle of the manufacturing process. Manufacturers sourcing raw materials overseas will likely need to look to less-exposed markets, potentially requiring some suppliers to relocate.

The uncertainty about raw materials and the increased cost of the tariffs has also disrupted new orders and canceled orders that were already in place. The tariff-driven disruption is already visible at ports. In the last week of April, there was a 43% drop in US import containers, a disruption not seen since the pandemic-driven supply chain halt in the summer of 2020.³ Many US ports are also beginning to show steep declines in US exports.

Higher costs of materials will also make it difficult for manufacturers to place materials orders or maintain the same level of production. To offset higher costs, the price of the final product will have to increase, destabilizing business operations. Simultaneously, the macroeconomic fallout from the tariffs — which are expected to increase core PCE from 3.5% to 4.5% this year and reduce GDP growth by 1% to 2% — will put downward pressure on consumer spending and buying power. Lower sales of completed goods will further upset US manufacturing.

THE GREAT HOPE: EVALUATING THE PROMISE OF A FUTURE US MANUFACTURING SURGE

The stated long-term intention of the tariff

plan is to increase domestic manufacturing and encourage the reshoring of production. However, there are mixed views on the effectiveness of tariffs boosting US manufacturing activity. In one survey from CNBC, half of respondents said that reshoring would more than double costs, and that any reshoring would be built around automation, not workers.⁴ In part, that is because the US already has an existing labor shortage in the manufacturing sector, with about 500,000 manufacturing jobs open before the tariffs took effect.

Some companies have already pledged specific additional investments in US manufacturing because of the tariffs, including Apple (\$500 billion), Johnson & Johnson (\$55 million), and Hyundai (\$21 billion). And yet, despite these announcements, experts anticipate tariffs will have a net negative impact on employment.

NAVIGATING THE ROAD AHEAD: FINDING SILVER LININGS

For manufacturing leaders, it has become essential to understand financial nuances. Those with a strong domestic supply chain may be able to offer advantageous pricing compared to competitors facing higher tariffs on their raw materials or components. As supply chains become more volatile, using financial strategies to manage risk may also become a strategic lever, whether that risk is inventory, unknown future costs or potential M&A opportunities.

While tariff-driven challenges are real,



‘Our role is to bring the right mix of capital and risk assurance to the table so clients can broaden their sourcing options and keep goods flowing.’

LAURIE MULLER-GIRARD
KeyBank

where there is volatility, there typically lies opportunity as well. By partnering with financial advisors and experts in the manufacturing capital stack, leaders can strengthen their balance sheets and review assets and options to raise capital, reinvest in growth and manage debt levels.

“When trade rules shift overnight, the biggest advantage a company can have is the financial flexibility to pivot to new suppliers without slowing production,” said KeyBank commercial executive Laurie Muller-Girard. “Our role is to bring the right mix of capital and risk assurance to the table so clients can broaden their sourcing options and keep goods flowing.”

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Robert Besser is KeyBank’s Southern California Commercial Banking Leader. He leads the targeted growth strategy in the market and manages a high-performing team of senior relationship managers and payments advisors. Together, they provide trusted lending, treasury, and capital markets strategic advisory solutions to middle market clients across California and the Southwest. Connect with Robert directly at Robert.Besser@key.com or (310) 744-2219.

¹ <https://www.reuters.com/markets/us/us-manufacturing-slips-back-into-contraction-tariffs-sing-mounts-2025-04-01>
² <https://www.ismworld.org/supply-management-news-and-reports/reports/ism-report-on-business/pmi/april>
³ <https://www.cnn.com/2025/05/06/trump-tariffs-hit-us-exports-import-covid-level-event.html>
⁴ <https://www.cnn.com/2025/04/14/tariffs-wont-bring-manufacturing-back-to-us-supply-chain-survey.html>

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HELP US ADDRESS TEEN HOMELESSNESS WITH A CAMPAIGN FOR NEW APARTMENT HOMES

THE SAD REALITY

60% of teens who "age out" of the child welfare system are homeless or housing insecure within six months to one year

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OUR SOLUTION

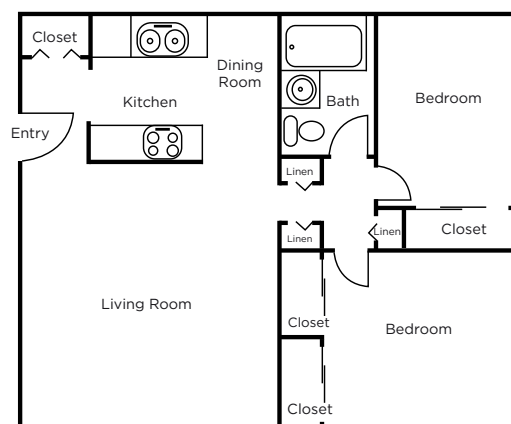
Olive Crest is building 12 new, two-bedroom units adjacent to the Children and Family Resource Center Campus in Bellflower



Rendering: New Apartment Homes

Funding the Campaign

- Total campaign: \$10 million
- In March 2024, an extraordinary \$3 million anonymous matching gift challenge was received through the California Community Foundation
- To date, \$1.5 million has been raised



2 Bedroom / 1 Bath Apartment

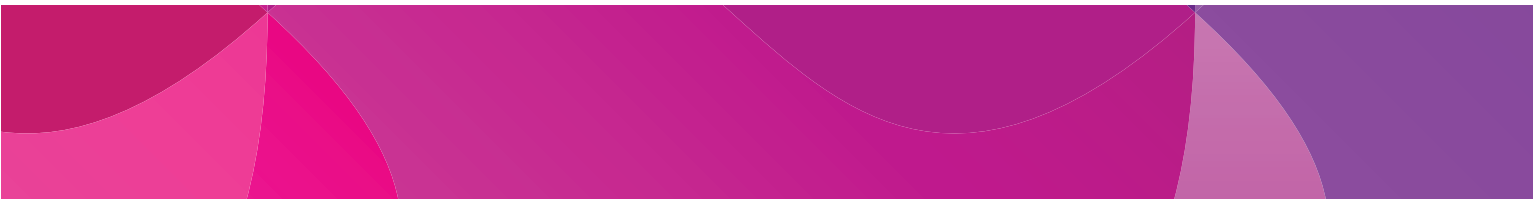
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All donations will be matched, up to \$3 million, through March 1, 2026



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The Leadership Crisis No One’s Talking About

By SHIRLEY WILIANI

The CEO job is broken. Or rather, our understanding of it is.

For decades, we’ve defined leadership success by command and control: executives who make every decision, solve every problem, and drive outcomes through force of will. We’ve rewarded leaders who hoard information, centralize power and build companies revolving around their involvement.

But that model is outdated. In today’s fast-moving environment, thriving companies adapt quickly, innovate continuously and scale efficiently. None of that happens when everything flows through one person.

The future belongs to leaders who build systems, empower teams and create cultures that generate results without constant oversight. Leaders who distribute decision-making, foster collaboration and align organizations around shared purpose.

Here’s the problem: we keep hiring for the old job while desperately needing the new one.

THE NEW LEADERSHIP IMPERATIVE

Modern businesses face challenges that traditional top-down leadership can’t solve. Customer expectations shift overnight. Technology disrupts industries. Supply chains collapse and rebuild. Remote teams need different management.

Success requires leaders who can:

- Build resilient systems that function without constant intervention
- Create psychological safety that encourages innovation
- Develop talent across the organization
- Foster collaboration across departments
- Base decisions on collective intelligence

These aren’t soft skills — they’re competitive advantages.

Research shows companies with collaborative leadership outperform peers. Organizations with high employee engagement see 23% higher profitability. Companies that distribute decision-making are 25% more likely to outgrow competitors⁴.

THE TALENT POOL WE’RE IGNORING

The leadership qualities that drive modern business success are exactly where women leaders excel.

Women are more likely to build inclusive environments where teams feel empowered to contribute and take initiative¹. They naturally think in systems, understanding how organizational parts connect and influence each other². They lead with clear purpose and values, creating alignment that enables distributed decision-making³.

This isn’t about women being “better” leaders. It’s recognizing that leadership qualities many women possess are precisely what businesses need now.

Yet women hold only 10.4% of Fortune 500 CEO positions. We’re actively overlooking the talent pool best equipped for the leadership challenges we face.

FROM CONTROL TO CAPACITY: A PERSONAL JOURNEY

I learned this the hard way. For years, I built my company around personal involvement in every decision. I was the bottleneck, even as I told myself I was the solution.

The transformation happened when I stopped controlling everything and started building capacity everywhere. I documented decision frameworks, created accountability structures and empowered teams to make choices within defined parameters.

I redefined my job. Instead of having all the answers, I built systems that could generate answers. Instead of making every decision, I created frameworks to enable good decisions throughout the organization.

The result? My company became more responsive, innovative and resilient. And I became a better leader — not because I did more, but because I enabled more.

WHAT BUSINESS LEADERS MUST DO NOW?

If you’re serious about building a business

that can thrive in today’s environment, you need leaders who can excel at distributed leadership. Here’s how to find them:

Redefine CEO search criteria. Start looking for strategic thinkers who build cultures where others want to lead.

Expand your pipeline. Create intentional pathways for high-potential women to step into CEO roles.

Change your interview process. Probe for examples of empowering others to make significant decisions.

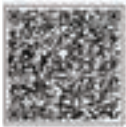
Invest in leadership development. Collaborative, systems-thinking leadership requires developing current leaders differently.

THE BUSINESS IMPERATIVE

We have a choice: keep hiring for yesterday’s leadership challenges, or start hiring for tomorrow’s.

The talent is there. The business case is clear. The question is whether we’re ready to redefine what great leadership actually looks like.

Shirley Wiliani is founder & CEO of ALC. Learn more at alacarte-solutions.com



1. McKinsey & Company & LeanIn.org. Women in the Workplace 2024.
2. IDEO / Kauffman Foundation findings on women-led businesses
3. Boston Consulting Group (BCG). Why Women-Owned Startups Are a Better Bet (2018)
4. Gallup. State of the Global Workplace 2023. McKinsey Global Institute. Distributed Decision Making in Organizations (2022).



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and congratulate

Susan Seflin, Ashley Teesdale, and Jessica Wellington,

three unbelievably talented legal practitioners,
on their well-deserved nominations.



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New ‘Medically Speaking’ Podcast Takes the Mystery Out of Medicine

Host Dr. Eve Glazier empowers audiences to better understand their bodies

By SANDY COHEN

When a social media-savvy friend first suggested to Eve Glazier, MD, that UCLA Health start a podcast, Dr. Glazier thought, “Does the world need another podcast?”

But the more she considered it – the incredible range of providers and specialists that could be featured, all the practical and reliable health information that could be shared – the more excited she got about the possibilities.

“Medically Speaking with Dr. Eve Glazier” premiered in March. Journalist Katie Couric was the first guest, talking about the importance of colorectal cancer screenings. Subsequent episodes have addressed integrative medicine and “What Your Gyno Wants You to Know.”

Starting in July, new episodes will drop weekly.

“In a way, it’s like a public service,” Dr.

Glazier said. “I just feel strongly – as a person, as a physician, as a mother – that knowledge shouldn’t be inaccessible or too precious, and it shouldn’t be so rarified. That’s why the slogan of the podcast is: You shouldn’t have to go to medical school to know how your body works and be empowered by knowledge.”

Dr. Glazier, a primary care doctor based at UCLA Santa Monica Medical Center, says she hopes the podcast demystifies medicine and makes health information easier to understand.

While she appreciates that medicine is moving away from its “paternalistic” origins, where providers tell patients what to do, and toward more dialog and shared decision-making, “it’s pretty hard to make a shared decision without understanding what’s going on with your body,” she said.

When you know nothing about cars, for example, you agree to the mechanic’s recommendations, Dr. Glazier said, “so I think we should share knowledge and make it accessible and really make these (medical) decisions together.”



EXCITING TOPICS AND EXPERTS

Her enthusiasm for the podcast is palpable as she discusses her plans, rattling off a long list of experts she’d like to speak with and topics she wants to cover. She’s approaching the project with curiosity and a desire to educate, describing herself as “the interlocutor questioner.”

Dr. Glazier said there will be episodes on advance care planning, sports medicine, menopause and andropause (“how the male body changes and evolves,” she said). She’s planning conversations with social workers, physical therapists and pediatricians, along with an “asking for a friend” segment to address particularly sensitive topics.

“Let’s ask it. Let’s debunk it,” she said.

“Let’s address it with respect and critically think about it together.”

Dr. Glazier is also excited about talking to a wide swath of UCLA Health colleagues, learning what motivated their professional paths and “just celebrating and highlighting the amazing work that our providers do every day.”

“Medically Speaking” is available on all podcast platforms, as well as on YouTube. “We just really want listeners to walk away with

knowledge that’s going to help them in their life,” Dr. Glazier added.

‘ASK THE DOCTORS’

“Medically Speaking” is like an expanded digital iteration of the “Ask the Doctors” column, which features expert answers to reader-submitted questions that Dr. Glazier and her UCLA Health colleague Elizabeth Ko, MD, have been writing since 2018.

A professor of medicine at the David Geffen School of Medicine at UCLA, Dr. Glazier also serves as president of the UCLA Health Faculty Practice Group, overseeing physician support services, managed care contracting and the Office of Population Health and Accountable Care.

“I really love what I do,” she said. “I feel so, so lucky and fortunate.”

TAKE THE NEXT STEP

Listen to or watch “Medically Speaking with Dr. Eve Glazier” now, available for streaming on Spotify, Apple and YouTube.

Sandy Cohen is a senior writer with UCLA Health. Learn more at uclahealth.org.

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Women in Business are Good for Business

Women Business Collaborative (WBC), led by CEO Gwen Young, represents a coalition of the world’s most influential companies and 87 organizations dedicated to advancing women in business. WBC advocates for data-driven results that prove the impact of women on business success.

Even though for decades there has been consensus among business leaders on the importance of increased representation by women, recent debates have questioned the role of women in the workforce. WBC is setting the record straight. Women in business are indeed good for business.

WBC has identified key facts informed by data that reinforce the power of women in business:

- 14 million women-owned businesses in the US represent 39.1% of all US firms, employ 12.2 million people, and generate \$2.7 trillion in revenue (*Wells Fargo*)
- Organizations with 30% or more women on executive teams are 27% more likely to outperform on profitability (*McKinsey & Company*)
- Companies with above-average diversity generate 19% more innovation revenue than their less diverse counterparts (*Boston Consulting Group*)
- The share of majority women-owned businesses rose from 15.6% to 20.3% — doubling

participation in the market since 2020 — and their revenues have helped drive economic growth (*Small Business Administration*)

- Minority Women Business Enterprises (MWBEs) generated \$67 billion in revenue, created 221,000 US jobs, and contributed \$19.5 billion in wages (*National Minority Supplier Development Council*)
- Women drive business forward. They make up 57% of the workforce yet hold only 8.72% of CEO positions and 28% of board seats. Women founders receive only 2% of venture capital funding. Women still only make 84 cents to the dollar, with women of color earning less than that.

“These aren’t just gaps — they’re failures to recognize an undeniable business advantage. The time to close these gaps isn’t tomorrow. It’s now,” said Young. “WBC calls on leaders to recognize that supporting women in business isn’t just the right thing to do — it’s the smartest business decision.”

Women Business Collaborative is an unprecedented alliance of more than 85 women’s business organizations and hundreds of business leaders building a movement to achieve equal position, pay and power for all women in business. Through collaboration, advocacy, action and accountability, WBC mobilizes thousands of diverse professional



women and men, business organizations, public and private companies to accelerate change.

The organization believes that working in silos, change will not occur. WBC convenes with its partners, champions and sponsors to move faster together toward its action initiative goals.

Learn more at wbccollaborative.org.

teachAAPI *Congratulates* 2025 LA BUSINESS JOURNAL WOMEN’S LEADERSHIP AWARD NOMINEES

TeachAAPI was founded to shape a more inclusive future for America by providing relevant, immersive, and shelf-ready resources to parents, educators, students, and community members, empowering them to foster awareness and inclusivity.

Our programs are forward-looking, multifaceted and experiential, celebrating the strength and value of the AAPI community.

Sharing our stories beyond our community broadens perspectives, builds connections and generates allyship to drive systemic change.

Since our founding, we have been able to offer our programs to more than 150,000 K-12 students across the US.

If you would like to learn how to support our work, please contact Sarah@teachaapi.org or visit teachaapi.org

THANK YOU LA BUSINESS JOURNAL
FOR YOUR SUPPORT OF WOMEN AND
COMMUNITY IMPACT LEADERS



The Association of Women’s Business Centers and Stearns Bank Boost Women-Owned Businesses

The Association of Women’s Business Centers (AWBC) recently announced the launch of the HOPE2Women Funding Center, a groundbreaking platform designed to provide small business owners with access to capital, resources and mentorship.

Stearns Bank, known for its commitment to empowering women entrepreneurs, is partnering with AWBC to create an inclusive ecosystem for small business owners. Together, they aim to provide \$300 million in capital annually to small businesses by leveraging Women’s Business Centers across the country by equipping them with the financial support and technical assistance needed to grow and thrive in today’s competitive market.

“Together, the national women’s business center network, comprised of more than 150 centers, and Stearns Bank, are making the funding for women owned businesses a strategic priority,” shared Corinne Goble, the CEO of the Association of Women’s Business Centers. “We are excited to take on this bold goal of \$300 million and are looking forward to ushering hundreds of women’s businesses through the process of realizing their business growth potential. When businesses grow, our economy

expands, and that impact is needed in almost every corner of the country.”

“Stearns Bank is excited to partner with the Association of Women’s Business Centers to achieve our \$300 million goal – yes, \$300 million of funding each year — to empower entrepreneurs to access essential capital to grow their businesses at all stages,” said Kelly Skalicky, CEO and president of Stearns Bank. “As a majority women-owned and nearly 25% employee-owned bank that has been growing and financing businesses nationwide for decades, we understand how entrepreneurs build successful businesses across every industry. We are deeply proud to continue investing in Women’s Business Centers and the growth of small business owners nationwide to ensure they continue to start and scale their businesses in record numbers.”

NEXT STEPS: HOW TO GET STARTED WITH FUNDING

Entrepreneurs interested in learning more about funding opportunities can visit hope2women.org/funding-center for free resources designed to help small business owners. Whether you’re looking for a small business

‘As a majority women-owned and nearly 25% employee-owned bank that has been growing and financing businesses nationwide for decades, we understand how entrepreneurs build successful businesses across every industry.’

KELLY SKALICKY
Stearns Bank

loan or guidance on your journey toward securing financial support, AWBC and Stearns Bank are here to help you succeed.

The Association of Women’s Business Centers is the leading national voice and resource for igniting the economic power of women’s

entrepreneurship. AWBC advocates for and supports a network of over 150 Women’s Business Centers (WBCs) across the United States. These centers provide entrepreneurs with free coaching, networking opportunities, small business resources, training, and more. AWBC’s mission is to ensure that small business owners have the tools and support they need to succeed in business and contribute to the broader economy.

Stearns Bank is a \$3.3 billion national bank that is majority women-owned and governed, with a nationwide customer base of businesses in every state, dedicated to empowering women entrepreneurs. With a reputation for innovative lending solutions and specialized suite of services tailored for business banking and growth, Stearns Bank has helped countless business owners achieve their goals and the legacy they are aspiring to build. Stearns Bank is proud to partner with AWBC to provide comprehensive financial solutions for women entrepreneurs nationwide.

For more information about the Association of Women’s Business Centers (AWBC) and its initiatives, visit awbc.org.



Helping women make brilliant financial moves

At PNC, we’re committed to understanding the unique needs of all our clients. By offering the guidance and knowledge of PNC-Certified Women’s Business Advocates, we help women meet their financial goals head on, whether growing a business, investing for retirement, or building a better future for themselves and their families. We know women deserve a financial services provider they can rely on, and we’re ready to be just that. Because **MONEY is every woman’s business**™.

Learn more or connect with a PNC-Certified Women’s Business Advocate at pnc.com/women.



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How Women Are Managing Money & Stress

Laurel Road recently conducted its eighth-annual survey among 2,301 adult US women to uncover how they are navigating the complexities of personal finance amidst ongoing financial stress, rising costs and shifting economic conditions.

This year's survey found that 65% of women rank personal finances as a top source of stress and anxiety, unchanged from last year. To manage this stress, 44% are discussing finances with their personal networks like friends and family, including 50% of Gen Z and 47% of Millennials, who are particularly likely to seek advice from people close to them.

FINANCIAL GOALS AND STRESSORS VARY ACROSS GENERATIONS

Women across generations share widespread concerns about the economy, with 78% saying it makes them uneasy about staying on track with their financial goals, up from 75% last year. Many feel behind in key financial areas, particularly:

- Retirement savings (36%)
- Credit card debt repayment (30%)
- Salary (22%)

Additionally, although 70% of women report that they feel confident about managing their personal finances, money remains a top stressor (65%), alongside health (46%) and

family responsibilities (38%).

Career pressures weigh heavily on younger women, with 46% of Gen Z and 42% of Millennial women citing their job or career as a major stressor compared to 31% of women overall. Education is another concern, with 37% of Gen Z women highlighting it as a key stressor — up from 26% in 2024.

WHERE WOMEN TURN FOR FINANCIAL ADVICE

While 65% of women trust financial advisors and experts, less than 1 in 5 seek professional financial counsel through an advisor. Instead, they lean on personal relationships:

- Friends and family are the top source for learning about financial trends among women (44%)
- 66% of women say they discuss financial advice they've received with their significant other
- 76% of Gen Z women and 58% of Millennial women look to their parents as a trusted source for financial guidance

Workplaces remain an uncommon setting for financial discussions, with two-thirds of women not sharing financial advice with colleagues.

Social media is an emerging influence, with 30% of women using it to learn about finan-



'This year's survey found that 65% of women rank personal finances as a top source of stress and anxiety, unchanged from last year.'

cial trends and practices — a figure that rises to 48% among Gen Z. Meanwhile, 24% turn to traditional media, and Millennials are the most likely to use budgeting and investing apps (23%), though adoption remains low across generations. Despite this high usage, only 11% of women name social media influencers as a trusted source for financial advice.

THE RISE OF SIDE HUSTLES AND MONEY MANAGEMENT TRENDS

With more women looking to social media for financial insights, many are embracing trending money management strategies. 31%

of women report participating in freelance "side hustles," with Gen Z leading at 37%. Other popular trends include:

- DIY/upcycling to cut costs (29%)
- No-spend challenges (21%)

Less widely adopted are financial trends like micro-investing apps, passive income strategies and debt repayment methods. Fewer than one in five women have engaged in approaches such as soft saving, cash stuffing, or debt snowball methods.

Learn more at laurelroad.com.



Congratulations to Jonelle & All the Nominees

On behalf of Thomas Hayes Studio, we celebrate the women recognized for their visionary leadership and outstanding contributions to the business community across California and beyond. We are deeply inspired by your work and driven by your example.



Award Nominee
Jonelle Hayes
CEO OF THOMAS HAYES STUDIO

She leads with heart, innovation, and a passion for craftsmanship. Under her leadership, the company has become a beacon of excellence in the world of luxury furniture and design—where timeless artistry meets forward-thinking business.

Jonelle's commitment to empowering women, mentoring creatives, and building a company culture rooted in integrity and collaboration continues to shape the future of the design industry.



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Women CEOs in America Report Shows Mixed Progress for Women in Corporate Leadership

While new data shows promising gains for women CEOs in smaller public companies and private enterprises, stagnation in Fortune 500 companies continues

Women Business Collaborative (WBC) recently released the findings of the 2024 Women CEOs in America Report, showcasing a mix of progress and challenges for women in corporate leadership. The report, which was completed in partnership with Ascend, C200 and Catalyst highlights growth in sectors like the Russell 3000 and private enterprises, alongside stagnation in the Fortune 500.

The data reveals a continued rise in the number of women CEOs in companies like the Russell 3000 and private enterprises, reflecting a societal shift happening in boardrooms across America. As more companies embrace diversity, equity, and inclusion (DEI) as core business practices, opportunities for women in leadership positions are expanding.

“This is a time of transformation,” said Gwen Young, CEO of Women Business Collaborative. “We’re seeing a societal shift in how leadership is viewed, and women are increasingly being recognized for their contributions at the highest levels of business. While there is more work to be done, the momentum is building, and I remain optimistic about the future.”

Fortune 500: Women CEOs Hold Steady at 10.4%: Women’s representation in the Fortune 500 remains at 10.4%, with 52 women CEOs as of 2024. This marks a significant rise from 41 women CEOs in 2021. While the number did not increase from 2023, new appointments in 2024, including Joanna Geraghty at JetBlue (the first woman to lead a major US airline), signal continued progress.

Russell 3000: Growth in Women’s Leadership: The Russell 3000 saw a significant increase in women CEOs, with 9% of leadership positions held by women in 2024, up from 6.2% in 2021. By mid-2024, there were 270 women CEOs in the Russell 3000, marking a 66% increase since 2021.

This demonstrates a growing recognition of the value women bring to leadership roles in smaller public companies.

WOMEN ENTREPRENEURS: A SURGE IN BUSINESS OWNERSHIP

Women entrepreneurs are continuing to grow their influence, with a 41% year-over-year growth rate in 2024, surpassing their male counterparts by 25%. As of 2024, there are approximately 13.5 million women-owned businesses in the US, a dramatic increase from 402,000 in 1972. Women now own 34% of all small businesses and franchises, driving substantial economic impact.

PRIVATE COMPANIES: A NOTABLE JUMP IN WOMEN LEADERS

In private companies valued at over \$1 billion, women’s representation saw a 118% increase from 2023. Prominent women CEOs include Deb Liu at Ancestry.com and Beth Ford at Land O’ Lakes, demonstrating that leadership opportunities for women are expanding, especially in privately held organizations.

A SHIFT IN BOARDROOM CULTURE

The report also underscores that there has been a shift in how boardrooms approach leadership. As businesses continue to embrace

diverse perspectives, we’re seeing a broader acceptance of women in top executive roles. The societal shift toward greater inclusion in the C-Suite is creating new opportunities for women across industries.

“The progress may not always be linear, but the shift is happening,” added Young. “We’re seeing more women in leadership than ever before, and companies are increasingly aware of the value that diverse leadership brings. This is a moment to continue pushing forward.”

WBC remains committed to tracking and advocating for gender equity in leadership, pushing for systemic changes that ensure sustained growth in the number of women CEOs.

WBC is an alliance of more than 85 women’s business organizations and hundreds of business leaders building a movement to achieve equal position, pay and power for all women in business. Through collaboration, advocacy, action, and accountability, we galvanize thousands of diverse professional women and men, business organizations, public and private companies to accelerate change.

For more information on the Women Business Collaborative visit wbcollaborative.org.

Congratulations
Lori A. Roth

Nominated for the
2025 Los Angeles Business Journal’s
Women’s Leadership Award:
“Executive of the Year”



Women are Well Represented in the Business Travel Industry but Glass Ceiling Remains

New GBTA data reveals women’s expanding influence as business travelers and industry professionals, but with a persistent gender gap in senior leadership roles

Women professionals are prominent throughout the business travel industry, but research suggests there are still gaps in gender equity as they are still less likely to be in senior executive positions than men. When it comes to women as business travelers, they highly value traveling for work to achieve their goals. Although they travel less frequently for work than men, women continue to take advantage of opportunities to blend business and leisure travel when they do travel, and also report prioritizing business travel for training and seminars.

This is according to new data from the Global Business Travel Association (GBTA) and the GBTA Foundation which sheds light on the growing influence of women in the business travel sector while also underscoring

the global impact of women as business travelers. The insights were released last October at the 10th annual GBTA WINiT Summit. GBTA WINiT (“Women in Travel”) is a program of the GBTA Foundation dedicated to helping women develop and advance in their travel industry careers.

“The impact of women on business travel and the industry is undeniable. Not only are women critical to driving the growth of business travel, but they are also shaping its future as business travelers themselves,” said Delphine Millot, GBTA senior vice president for advocacy and sustainability and managing director for the GBTA Foundation. “Looking ahead, addressing the challenges and opportunities that women face will be key. We are committed to supporting the advancement of talented women whose leadership is paramount in creating an inclusive and innovative industry.”

REPRESENTATION AND LEADERSHIP DEVELOPMENT

The new data reflects that women make up the majority of professionals on both the buyer and supplier sides of the industry. In a GBTA glob-

al survey of over 600 global business travel professionals, women represented 67% of travel managers and buyers, and accounted for 57% of GBTA-affiliated travel supplier and travel management company (TMC) professionals. According to the survey findings, significant gender disparities remain in the most senior executive roles in the industry while representation is strong at mid-management levels.

- Only 39% of vice presidents or executives at travel suppliers and TMCs are women, versus 61% who are men.
- Women are also underrepresented as senior-level travel buyers. A solid majority of travel buyers (67%) are women. However, among the buyers who reported that they hold the title of vice president or above, a larger number are men (50%) than women (46%). Of the buyers who hold a title of director, most (59%) are women – but this still lags the overall percentage of buyers (67%) who are women.

The data reflects that women are becoming well-represented, comprising the majority of many mid-level roles in the industry. strong at mid-management levels.

- For travel buyers, 59% of director-level buyers are women compared to 39% who are men. Of managers/senior managers, 68% are women while 29% are men.

One significant challenge is the lack of leadership development programs for women.

- Only 37% of travel supplier companies surveyed reported having these in place, but they are crucial for executive progression.

The survey reflects there is also a notable divide in the types of roles women occupy within at travel supplier companies in business travel industry. While women occupy most account management positions, they are significantly underrepresented in technical and product-oriented roles among those surveyed.

- More than one-fifth (22%) of female travel supplier/TMC professionals surveyed said they hold an account management role. This is substantially higher than the share of men (8%) who hold such a role.
- Women (2%) are less likely than men (7%) to hold a product development, management, or engineering role.

“Like the mission behind GBTA WINiT,



Munck Wilson Mandala congratulates Kate LaQuay and Jenifer Wallis for being recognized as nominees for the 2025 Women’s Leadership Awards.



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ECJ CONGRATULATES EXECUTIVE DIRECTOR ANGELA PINTO ON HER NOMINATION TO THE

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WOMEN'S LEADERSHIP SYMPOSIUM & AWARDS 2025





many companies have launched programs to support the development of women leaders. However, there is a clear opportunity for more robust initiatives that focus on promoting women to the executive levels and for further investment in mentorship, development programs and gender diversity initiatives in leadership and technical roles,” said Millot.

WOMEN AS BUSINESS TRAVELERS

Women also play a crucial role as business travelers themselves, shaping key trends and driving growth in important areas, as represented in new global traveler data taken from the 2024 GBTA Business Travel Index.

- According to respondents, half of female business travelers (53%) took only one or two trips in the past year, compared to 43% of men. Meanwhile, a larger proportion of men (24%) are classified as high-frequency travelers, taking six or more trips a year, compared to 16% of women.
- When asked about their frequency of business travel, almost one-quarter of female travelers (23%) say they are traveling less frequently today than they did pre-pandemic. This is similar to the share who are traveling more frequently (27%). The story is different with men. A larger number of male business travelers (29%) are traveling more frequently than are traveling less frequently (17%).
- Additionally, over half (57%) of women said they are including a leisure element when they travel for business as often or more often



than they did pre-COVID, reflecting the ongoing interest in blended travel among women.

Looking globally and broadly across industries, the GBTA BTI research identified that women are more likely than men to work part-time.

- 15% of women report working part-time compared to 7% of men. This discrepancy suggests that flexible working arrangements may also limit women’s opportunities for business travel.

Both male and female business travelers

report similar perceptions of the success of their trips.

- 78% of women and 83% of men said traveling for work helps them achieve their business objectives. This indicates that women, despite traveling less often, see business travel as valuable as their male counterparts.

The motivations for travel, however, may differ slightly between genders.

- When asked about their last trip, women were more likely than men to travel for sem-


‘The impact of women on business travel and the industry is undeniable. Not only are women critical to driving the growth of business travel, but they are also shaping its future as business travelers themselves.’

DELPHINE MILLOT
GBTA

inars and training sessions (26% compared to 20%) whereas men are more likely to travel for technical, hands-on work like on-site construction or repair.

“Our research reveals that women play a crucial role as business travelers. Women are shaping key trends and driving growth in important areas, such as blended travel,” said Millot. “This trend has gained momentum in recent years and women travelers are part of the ongoing desire to combine trips for both business and leisure.”

Celebrating Bold Leadership—
and a *Brighter Future* for LA Families



Amber Rivas, MSW

PRESIDENT & CEO, AVIVA FAMILY
AND CHILDREN’S SERVICES


2025 CEO of the Year Nominee
Los Angeles Business Journal
Women’s Leadership Awards


For over 110 years, Aviva Family and Children’s Services has been a trusted lifeline for vulnerable children and families across Los Angeles.

Today, under the leadership of President & CEO Amber Rivas, that legacy is growing—with bold new programs, strategic public investment, and a deepened commitment to equity, access, and community.

Amber has led the launch of Lifting Youth Up, a drop-in center for unhoused LGBTQ+ youth, and secured funding to build a perinatal substance use disorder treatment facility in the heart of Hollywood—all while strengthening Aviva’s core services in foster care, mental health, and housing. She leads with the belief that every child and every family deserves the chance for a brighter future—and that the people powering that mission must be supported, developed, and uplifted.

Learn more at aviva.org






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We applaud our Partner

Stephanie Vasquez

on her nomination for the
Los Angeles Business Journal’s Women's
Leadership Awards.
Thank you, Stephanie, for all your
contributions to OMLO’s success and
inspiring the next generation of women
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Women Investment Advisors Face Barriers to Advancement

A recent report from VersaFi, a leading non-profit supporting women in the finance sector, reveals that women continue to face significant barriers to advancement in wealth management, a field where men still hold 80-85% of advisory roles. But a dramatic rise in the amount of wealth controlled by women, a looming shortage of skilled talent and changing client preferences are fueling a new urgency to reverse the trend.

“The wealth management industry is undergoing a seismic shift, including a rising demand for talented women advisors,” said Tanya van Biesen, president and CEO of VersaFi.

“Women are earning and inheriting more wealth than ever before, and are projected to control nearly half the wealth in this country by 2028. At the same time, studies consistently reinforce that women tend to prefer working with women advisors. For an industry already expected to lose almost four in 10 advisors to retirement in the next decade, advancing women is more important than ever.”

According to the Women in Wealth report, two key challenges continue to hold women investment advisors (IAs) back. The first, persistent bias and sexism, remains deeply embed-

ded across the industry. The proof? More than six in 10 women IAs surveyed (61%) say they lack women role models; almost half experience insufficient mentorship (47%); and more than four in 10 say they have experienced bullying and harassment (44%).

The second challenge relates to inequitable succession planning, particularly around the transfer or sale of retiring advisors’ client books, often a key opportunity to grow one’s practice. Notably, while nearly eight in 10 (79%) of women IAs agree that transparent and accessible book purchasing opportunities are key to retaining women in wealth management, less than a quarter (23%) believe they have the same opportunity as their male counterparts to purchase a retiring IA’s book.

While the wealth management industry has taken a variety of proactive steps to advance the number of women staying and progressing in the field in recent years, progress has been slow. Women in Wealth offers three recommendations to advance women IAs in the current environment, to address the upcoming talent shortage and ensure the sector continues to thrive.

1. Support Advisor Teaming Programs

Wealth management organizations should proactively involve more women in team-based advisory practices, a collaborative approach that can help eliminate workplace cultural barriers, facilitate mentorship opportunities and enable better work-life balance.

An overwhelming majority of women IAs surveyed for Women in Wealth recognize the value of advisor teaming, agreeing that it enables resource sharing (92%), offers more diverse skills and expertise for clients (90%) and improves work-life balance, reducing burnout (87%). Yet while the practice is growing, it is not embedded inclusively across the industry. While eight in 10 women IAs say that advisor teaming is crucial for retaining women in the industry, less than a quarter (24%) believe their firm is doing an excellent job supporting advisor teams.

2. Drive Behavior Change with 360-Degree Feedback

Research repeatedly shows that implementing self-evaluations and anonymous 360-degree feedback promotes fairer reviews of employees, along with more accountability – fostering a respectful culture that supports all employees and helps dismantle problematic behaviors.

Organizations should involve employees in both giving and receiving feedback, to help individuals align their behaviors with team and organizational goals, and promote a culture of respect, inclusivity and continuous improvement.

3. Implement Transparent Succession Planning Policies

To drive more equitable succession planning, organizations should establish clear and transparent guidelines on how books will be distributed. The guidelines should include clarity around considerations related to client revenue, IA skills and expertise, individual capacity, relationship strength and geography, among others. Such a move will help level the playing field for women.

“Firms and organizations that prioritize attracting, retaining, and advancing women advisors will lead the way into the future, and benefit from stronger client loyalty, increased referrals and top-tier talent,” said van Biesen. “Those that fail to address changing client dynamics and demands for talented women advisors risk being left behind.”

To learn more, visit versafi.ca.

Congratulations to Kelley Jamison for being nominated for LABJ’s 2025 Women’s Leadership Award.

Executive search is about more than filling roles—it’s about building legacies.

With 25 years at the forefront of executive search, Kelley has helped shape the Boards and leadership teams of some of the world’s top companies.

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JACLYN AVILES

Think Together Senior Strategist, Innovation Lab

Learn more about Think Together’s impact with students in Los Angeles County and across California at thinktogether.org

Survey Reveals Key Opportunities and Challenges

Last year, the National Association of Women Business Owners (NAWBO) and ADP released the results of a survey of women business owners. Nearly 92% of women-owned businesses are microbusinesses, businesses with fewer than 25 employees. While the businesses may be small, they provide the lion's share of the family income, with 63% of the business owners providing 50-100% of the household income. By giving these businesses the resources to grow, we will see an opportunity to increase wealth in our most underserved populations.

"Women business owners are the drivers of our nation's economy and the leaders in our communities," said Karen Bennetts, NAWBO National Board chair. "By supporting women business owners and providing them with the necessary resources, we are building the bridge to wealth creation, allowing them to grow and scale their businesses. We appreciate the support of great companies like ADP who recognize this vital section of the American economy."

According to the Annual Business Survey (ABS), women-owned 1.24 million or 21.4% of employer firms in the US. Women-owned businesses account for \$1.9 trillion in receipts, 10.9 million employees and \$432.1 billion in annual payroll.

One of the challenging pain points described in the survey results is hiring. While



hiring has been challenging in many industries, survey results show that 41 percent of NAWBO members report hiring is more difficult than ever before. Many reported losing an applicant to a competitor. Forty-three percent had no staff, so losing out on an applicant could mean the difference between missing or making an order fulfillment deadline.

The good news is that there are strategies to help ease the stress of hiring. Smaller businesses may even have an advantage in making themselves more appealing to applicants, said Kiran Contractor, director of talent acquisition at ADP. "As a small organization, you can take a personalized approach." She encourages small business owners to do their best to determine

'By supporting women business owners and providing them with the necessary resources, we are building the bridge to wealth creation, allowing them to grow and scale their businesses.'

KAREN BENNETTS
NAWBO

what applicants value and incorporate that into the offer.

Founded in 1975, NAWBO is the unified voice of America's more than 12 million women-owned businesses representing the fastest-growing segment of the economy.

Learn more at [NAWBO.org](https://www.nawbo.org).

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Places to Work 2025

The 19th annual Best Places to Work awards will unveil the rankings of the TOP 100 companies in Los Angeles that are setting trends and redefining the employee experience.

This list of companies comes from top local employers that participated in a detailed survey conducted by Workforce Research Group. The survey ranks small, medium and large companies on subjects such as leadership, corporate culture, communications and much more.

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