

MENTOR

**R I C H M O N D
I N F O P A K**



Your Future Is Our Job.

Congratulations on being selected as a participant in MENTOR Richmond.

As residents of the Greater Richmond region, we are privileged to live and work in a community that has some of the best led businesses and organizations in the nation. Our goal is to present a way for you to build relationships with other young professionals while learning from some of our region's most experienced leaders.

This *InfoPak* will provide everything you need to take full advantage of this great opportunity, starting with these key tips. >>

Good luck!

PROGRAM TIPS

Four things to keep in mind as you take part in the MENTOR Richmond program:

Bring your whole-self.

The Mentor Richmond program is designed to be a series of conversations between you and many of Richmond's business leaders. Bring an enthusiastic voice and personal point-of-view to each mentor conversation—ask questions, listen, learn, explore and contribute.

Read ahead.

This MENTOR Richmond *Info Pak* is filled with bios, perspectives, interests, backgrounds, questions and answers. Get to know not only the mentors who will be speaking with you but those sitting next to you. And don't stop there. Magazines, newspapers, TV, internet, and water cooler conversations are all great places to expand your knowledge of the industries and individuals involved in the MENTOR Richmond program.

Create time.

The work week keeps all of us busy. But to get the most possible from the MENTOR Richmond experience, carve out the time and mental space to arrive at these sessions on-time and engaged and excited for the conversations about to be had.

In addition to the required pre-sessions, we highly encourage the Mentee team to spend time together before each Mentor session. This will allow the team to share what questions you have, what you've read and what you're excited to discuss with the presenting mentor.

Give back.

As you participate in MENTOR Richmond conversations, it is up to you to share what you've learned with your team, your organization and the greater Richmond community. We hope you will serve as an ambassador, mining the ideas and perspectives that come from this program and carrying them forward to a wider audience.

SCHEDULE

SESSION/MENTOR	DATE	TIME	LOCATION
Kick Off	September 15, 2009	5 – 7 p.m.	Play 1801 East Cary St., Studio 200 Richmond, VA 23223
Planning Session	October 6, 2009	5 – 7 p.m.	Location to be determined
Mentor Session #1 Mike Hughes President, Creative Director	October 20, 2009	5 – 7 p.m.	The Martin Agency One Shockoe Plaza Richmond, VA 23219-4132
Planning Session	November 3, 2009	5 – 7 p.m.	Location to be determined
Mentor Session #2 Gary Rhodes President	November 17, 2009	5 – 7 p.m.	J. Sergeant Reynolds 1701 E. Parham Road Richmond, VA 23228
Planning Session	December 1, 2009	5 – 7 p.m.	Location to be determined
Mentor Session #3 Moses Foster President/CEO	December 15, 2009	5 – 7 p.m.	West Cary Group 5 West Cary Street Richmond, VA 23220
Planning Session	January 5, 2010	5 – 7 p.m.	Location to be determined
Mentor Session #4 Hugh F. Gouldthorpe, Jr. Senior Vice President	January 19, 2010	5 – 7 p.m.	Owens & Minor, Inc. 9120 Lockwood Boulevard Mechanicsville, VA 23116
Planning Session	February 2, 2010	5 – 7 p.m.	Location to be determined
Mentor Session #5 Kathy Graziano President	February 16, 2010	5 – 7 p.m.	Richmond City Council 900 E. Broad Street, Suite 202 Richmond, VA 23219
Planning Session	March 2, 2010	5 – 7 p.m.	Location to be determined
Mentor Session #6 Margaret Lewis President	March 16, 2010	5 – 7 p.m.	HCA Capital Division 7300 Beaufont Springs Drive Suite 101 Richmond, VA 23225
Planning Session	April 6, 2010	5 – 7 p.m.	Location to be determined
Mentor Session #7 Robin Starr CEO	April 20, 2010	5 – 7 p.m.	SPCA 2519 Hermitage Road Richmond, VA 23220
Planning Session	May 4, 2010	5 – 7 p.m.	Location to be determined
Mentor Session #8 Your choice!	May 18, 2010	5 – 7 p.m.	Location to be determined Your choice!
Planning Session	June 1, 2010	5 – 7 p.m.	Location to be determined
Final Presentation & Reception	June 22, 2010	5 – 7 p.m.	Location to be determined



M **E** **N** **T** **E** **E** **S**
R **O** **S** **T** **E** **R**



ELIZABETH BECKER

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My name is Elizabeth and I work with the Corporate Responsibility and Stakeholder Relations team at Altria.

I call Richmond home and I was born in Culpeper, VA

I began my career at Virginia Commonwealth University at the Center for the Promotion of Positive Youth Development.

I most resemble a healthy mix of my Mom and Dad, but others sometimes say I look like Helen Hunt.

I can laugh at anything!

I'm great at what I do because I'm determined and conscientious but I'm also really good at cooking and drinking wine.

The best advice I ever received was the five P's - "Proper planning prevents poor performance" which my Dad told me when I was little.

I would like to learn the full genealogy of my family.

My most guilty pleasure is drinking beer on the beach.

The most pivotal career moment I've experienced was being hired at Philip Morris as a Communications Specialist.

I joined MENTOR Richmond because the program sounded interesting and I thought it would be a rewarding experience.

At the end of this program I will have learned more than I know now and made some friends!

Five years from now I hope to have achieved more success in my professional career but also still have time to enjoy my family and friends!

My name is Lesley and I work with Capital One Bank.

I call Richmond home and I was born in Brockton, MA and grew up in NOVA.

I began my career at Capital One 6 years ago. While I had a number of jobs prior to that nothing helped me develop into the person I am today more than Capital One. While I loved the other jobs, they weren't a career.

I most resemble (I have no idea.)

I can laugh at anything.

I'm great at what I do because I am very passionate and truly enjoy what I do.

but I'm also really good at talking to people.

The best advice I ever received was do what you want to do because you want to do it, not because someone else planted the seed in your head.

I would like to learn how how to not be so hard on myself. I want to be perfect at everything and I need to be better at knowing I am consistently learning.

My most guilty pleasure is too many to mention... relaxing on my sofa with some Michael Buble playing in the background with a great bottle of wine with nothing on my mind at all.

The most pivotal career moment I've experienced was when a previous boss told me I would never amount to anything unless I had a degree.

I joined MENTOR Richmond because I thought it was a fabulous opportunity for me to have a mentor that isn't within the organization to provide guidance and a different perspective.

At the end of this program I want to be able to articulate myself better, show improvement in my communications skills and have developed many contacts within the Richmond area.

Five years from now I have no idea what might be in store for me in 5 years, I have a great opportunity in front of me with tremendous growth potential. I would love to have the luxury to have a small charity event planning company on the side.



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My name is Kevin Currie and I work with Hometown Realty

I call Richmond home and I was born in Mechanicsville.

I began my career at Cavalier Telephone

I most resemble an eager 5 year old wanting to learn from his dad.

I can laugh at almost anything, especially my mistakes.

I'm great at what I do because I love making dreams of home ownership a reality to people who think it can not happen and I love connecting people together.

The best advice I ever received was "if you don't like it you are the only one that can change it" and "give till it hurts".

I would like to learn what mistakes not to make.

My most guilty pleasure is a nice glass of wine with great friends.

The most pivotal career moment I've experienced was when my boss said do not just attend, you need to get involved.

I joined MENTOR Richmond because I desire to learn from successful experiences of others.

At the end of this program I plan to relate the knowledge I have gained to better "give till it hurts".

Five years from now I plan to have an established business that will allow me to grow the foundation and give back to Richmond.

My name is Jennifer Eason and I work with MWV (MeadWestvaco)

I call the world home and I was born in San Diego, CA.

I began my career at MWV (MeadWestvaco)

I most resemble my friends and family.

I can laugh at all times.

I'm great at what I do because I treat everything as a form of customer service,

but I'm also really good at reading an audience.

The best advice I ever received was "the keys to success are relationships and responsiveness".

I would like to learn to speak French better.

My most guilty pleasure is sitting in the sauna.

The most pivotal career moment I've experienced was failing. Learning that I can't always be perfect was extremely liberating. I no longer fear failure and am encouraged to push myself harder on projects and set higher goals than ever before.

I joined MENTOR Richmond because I've been a mentor, but never been mentored!

At the end of this program I'd like to get to know Richmond and its leaders better.

Five years from now I will have my MBA and will have five more stamps in my passport.



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My name is Ben Gajewski and I work with Mercer Health & Benefits

I call Richmond, VA home and I was born in Topsfield, MA

I began my career at Marsh USA

I most resemble my dad.

I can laugh at anything produced/written by Judd Apatow.

I'm great at what I do because I enjoy analyzing my clients needs related to human capital management.

but I'm also really good at articulating solutions to their specific issues.

The best advice I ever received was "invest time in learning more about your peers and business partners on a personal level."

I would like to learn how best to grow my peer network and how to think strategically about my career development.

My most guilty pleasure is Thin Mint Girl Scout Cookies

The most pivotal career moment I've experienced was completing my MBA and applying those skills to managing my clients and prospects.

I joined MENTOR Richmond because it sounded like a great opportunity to meet other like-minded young professionals that are driven to further develop themselves both professionally and personally.

At the end of this program I hope to have learned what value a true mentor can provide to my career development.

Five years from now I hope to be growing my current book of business while acting as a senior consultant within my organization.

My name is Heather and I work with Richmond companies
that need my help and the expertise of Ernst & Young.

I call the "west end" home and I was born in Danville, Virginia.

I began my career at Arthur Andersen.

I most resemble my mother.

I can laugh at myself.

I'm great at what I do because I develop positive, lasting relationships
with my clients.

but I'm also really good at cooking.

The best advice I ever received was don't grow up too fast!

I would like to learn how to effectively inspire others to be great leaders.

My most guilty pleasure is shopping.

The most pivotal career moment I've experienced was realizing that I will
never have all the answers.

I joined MENTOR Richmond because I want to develop relationships with
other young professionals in the Richmond area.

At the end of this program I will be a better leader in the community,
and have 14 great contacts with other young professionals.

Five years from now I will be encouraging other young professionals
to participate in MENTOR Richmond.



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My name is Karen Holt and I work with Owens & Minor

I call Richmond home and I was born in Wilmington, DE.

I began my career at Dollar Tree Stores, Inc. in Chesapeake, VA.

I most resemble Ashley Swan.

I can laugh at myself.

I'm great at what I do because I listen to what my customers need and make sure that they understand and have the necessary resources available so that they can help their customers,

but I'm also really good at softball.

The best advice I ever received was to admit when I am wrong and learn from the experience so I do not make the same mistake again.

I would like to learn Spanish and photography.

My most guilty pleasure is being on the beach with a great book.

The most pivotal career moment I've experienced was taking the position with Dollar Tree Stores, Inc. after graduating from college. I had a terrific boss who was a great coach and mentor. She was also tough but she also allowed me to make mistakes along the way, celebrated my successes, and always supported my decisions.

I joined MENTOR Richmond because I want to be connected with other individuals who can help support my career and my professional and personal development.

At the end of this program I will have a network of other young professionals and executives within the Richmond area who will continue to support my career and my professional and personal development. I will also walk away with additional friends.

Five years from now I will be in a management role within the HR field. I also hope that I am able to provide the same mentoring and coaching to others that I will be receiving.

My name is Korita Jones and I work with numbers all day long.

I call Richmond home and I was born in Petersburg, VA

I began my career at Chesterfield County Government's HR Department

I most resemble Erica Campbell from Mary Mary.

I can laugh at anything.

I'm great at what I do because I thoroughly enjoy it.

but I'm also really good at seeing the positive side of any situation.

The best advice I ever received was in the working world, do what anyone asks you to do as long as it is not illegal, unethical or immoral.

I would like to learn from intelligent, knowledgeable professionals.

My most guilty pleasure is reality television.

The most pivotal career moment I've experienced was realizing I was becoming complacent in my career; this can be dangerous.

I joined MENTOR Richmond because I welcome the opportunity to be groomed and to learn from Richmond professionals with a wealth of knowledge.

At the end of this program I hope to continue on the path of professional growth and development.

Five years from now I hope to be able to serve as a mentor to another young professional.



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My name is Charlie Kreye and I work with Draper Aden Associates

I call Hanover County home and I was born in Christiansburg, Virginia

I began my career at Draper Aden Associates.

I most resemble an engineer.

I can laugh at everything.

I'm great at what I do because I care and take personal responsibility for my work,

but I'm also really good at thinking outside the box.

The best advice I ever received was to try and build lifelong client relationships from day one.

I would like to learn how to better balance my business and private life.

My most guilty pleasure is spoiling my children.

The most pivotal career moment I've experienced was taking control of a bad situation and salvaging projects and client relationships.

I joined MENTOR Richmond because I want to better myself, my coworkers, and the community I work in.

At the end of this program I would like to have made a positive impact on others within the program.

Five years from now I would like a more proactive role in the operations and management of my firm.

My name is Kyle Kuklinski and I work with an amazing group of people to better understand how consumers make decisions.

I call the Fan home and I was born in Port Washington, Wisconsin.

I began my career at CarMax as a Strategy Analyst on the Consumer Insights and Marketing Analysis team.

I most resemble my father.

I can laugh at anything, but I particularly enjoy laughing at myself.

I'm great at what I do because I am motivated by my curiosity and a desire to learn,

but I'm also really good at teaching others what I've learned.

The best advice I ever received was "decide what is important and make time for it."

I would love to learn how to kayak.

My most guilty pleasure is watching Carolina basketball.

The most pivotal career moment I've experienced was analyzing the effectiveness of one of my first recommended strategies and realizing that my idea generated a 14% increase in sales. This proved to me that I have what it takes to be really good at my job.

I joined MENTOR Richmond because I am serious about growing as leader but more importantly as a person.

At the end of this program I hope to have gained a broader perspective of business, received specific advice that I can use to make me a better leader and to have met other individuals who I can continue to learn from even after the program has ended.

Five years from now I will be directly responsible for setting the strategic direction of a company. I will attain this goal by focusing on my professional development through involvement in programs like Mentor Richmond and possibly attending a top business school.



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My name is K.C. Long and I work with new financial representatives
at Northwestern Mutual Financial Network.

I call West Franklin Street home and I was born in Richmond

I began my career at Northwestern Mutual in April 2008.

I most resemble my mother & hope to age as well as she has.

I can laugh at myself.

I'm great at what I do because I am very clear on what my goals &
desires are and am driven to reach them,

but I'm also really good at helping others realize their goals & true
desires & coaching them to reach them.

The best advice I ever received was to focus on the positive & always have
a purpose.

I would like to learn more about different leadership skills & the areas
that I can grow, which will allow me to impact others through
teaching them my findings.

My most guilty pleasure is spending hours in the kitchen cooking up
new recipes while sipping on a glass of wine & listening to XM
Coffeehouse radio.

The most pivotal career moment I've experienced was when I realized that in
order to be passionate about my career, I had to have a position where
I was able to help others and make an impact on my community.

I joined MENTOR Richmond because I value professional growth & impact
and feel that I can gain more knowledge on living these to the
fullest through this program.

At the end of this program I hope to have built great relationships with
people who share my same values as well as learn new ideas I can
share with the financial representatives that I train and coach
towards building successful careers.

Five years from now I'll be a small business owner giving back to the Richmond
community, while at the same time focusing on raising a family.

My name is Marian Millikan and I work with Cherry, Bekaert & Holland.

I call Richmond home and I was born in Seoul, South Korea. My father worked for the State Department, so I grew up all over the world.

I began my career at Cherry, Bekaert & Holland right after graduating Virginia Tech in 2006.

I most resemble my parents.

I can laugh at myself. I think that it is important to learn from your mistakes, but not dwell on them.

I'm great at what I do because I am considerate of all of the stakeholders on the projects that I am assigned.

but I'm also really good at scheduling. I am a big planner, and (to my husband's annoyance) I usually have my days planned weeks or even months ahead.

The best advice I ever received was to ask for candid feedback about my performance.

I would like to learn how to play the guitar.

My most guilty pleasure is Bruster's "Cotton Candy Explosion" Ice Cream.

The most pivotal career moment I've experienced was when I decided to go to night school to get an additional degree.

I joined MENTOR Richmond because I want to make a difference in my community, learn from the past experiences of others, and expand my network of local professionals.

At the end of this program I want to have developed a lifetime of professional relationships with members of the group, and to have grown as a leader both within my industry and within the community itself.

Five years from now I hope to be a mother and a manager. I look forward to the challenge of blending my family life with my professional life.



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BARCLAY MULLINS

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My name is Barclay and I work with PODS

I call Louisiana home and I was born in Mobile, Alabama.

I began my career at PODS.

I most resemble Dale Earnhardt Jr.

I can laugh at any Vince Vaughn or Will Ferrell movie.

I'm great at what I do because I love people,

but I'm also really good at selling myself.

The best advice I ever received was to treat others as you would be treated.

I would like to learn more about how government works.

My most guilty pleasure is eating a gallon of ice cream in one sitting.

The most pivotal career moment I've experienced was selling books door to door.

I joined MENTOR Richmond because I have challenged myself again.

At the end of this program I can better define success.

Five years from now I need to always remember where I came from and always be humble.

My name is Allan Ng and I work with P.F.Chang's China Bistro

I call Raleigh, NC home and I was born in New York City.

I began my career at the age of 13 with my family restaurant.

I most resemble Jet Li.

I can laugh when my guests ask if I am Mr. Chang.

I'm great at what I do because I am passionate,

but I'm also really good at running long distances.

The best advice I ever received was work hard, play hard.

I would like to learn to swim like Michael Phelps, cycle like Lance

Armstrong and be a successful restaurateur.

My most guilty pleasure is wine.

The most pivotal career moment I've experienced was being told that I would be crucified.

I joined MENTOR Richmond because of my desire to gain more

knowledge from leaders of today and tomorrow.

At the end of this program I will have a better understanding of

my career and business goals and create a personal growth plan.

Five years from now I will have completed my first Ironman.



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My name is Robert Painter and I work with Dominion Digital, I nc.

I call West Virginia home and I was born in Clifton Forge.

I began my career at Boxer Learning, I nc during an internship in college

I most resemble my grandfather.

I can laugh at my own misfortune.

I'm great at what I do because I 'm driven to constantly improve,

but I'm also really good at relaxing.

The best advice I ever received was "Determine what you can be the best in the world at and then incorporate that into your professional career."

I would like to learn how to speak mandarin.

My most guilty pleasure is bacon.

The most pivotal career moment I've experienced was watching lots of good employees get laid off at Circuit City after years of dedicated service.

I joined MENTOR Richmond because I want to have the opportunity to learn from successful Richmond area leaders and other like minded peers.

At the end of this program I hope to have a more clear perspective on a long term direction for my career.

Five years from now I hope to have my own business that employs 20+ people.

My name is Tracy Peay and I work with drive.

I call Chester home and I was born in Richmond

I began my career at Exxon Mobil and had to quickly grow up.

I most resemble my mom.

I can laugh at anything and make others laugh as well.

I'm great at what I do because I am determined and focused.

The best advice I ever received was take the time to do things right, slow down and not expect it to be 100% all the time.

I would like to learn how I can better manage myself.

My most guilty pleasure is food!

The most pivotal career moment I've experienced was being in a position that I thought was my dream job.

I joined MENTOR Richmond because I could learn something that could be pivotal to my career.

At the end of this program I hope to make great connections and friendships.

Five years from now I will be in a managerial position that adds value to the organization I am aligned with.



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My name is Amy Robinson and I work with Genworth Financial

I call Midlothian, VA home and I was born in Charleston, WV, but grew up in West Chester, OH.

I began my career at General Electric.

I most resemble my mother.

I can laugh at the crazy things my dogs do (most of the time)!

I'm great at what I do because I take the time to listen to what others want,

but I'm also really good at making things happen within a short timeframe

The best advice I ever received was you get farther with honey than you do leaving a sour taste.

I would like to learn how to take better control of challenging situations.

My most guilty pleasure is peanut butter chip ice cream from Graeter's Ice Cream.

The most pivotal career moment I've experienced was when i completed my very first corporate fundraising event and the chairman came down to congratulate me on a job well done.

I joined MENTOR Richmond because I want to learn from others.

At the end of this program I want to make new friends and new choices.

Five years from now I want to be happy at what I'm doing, whatever that may be...

My name is Ben Young and I work with Heart of Virginia Aviation,
as the Director of Business Development.

I call Richmond home.

I began my career at at the age of 23 as a sales representative in
the pool and spa industry

I most resemble a race car in the idle position.

I can laugh at myself.

I'm great at what I do because I have become passionate about aviation,

but I'm also really good at cooking most anything on the grill, or
in the smoker.

The best advice I ever received was that it is always better to act,
rather to sit around and endlessly ponder.

I would like to learn how certain people seem to be able to do it all.

My most guilty pleasure is Sports Center, a plate of hot wings and a
cold beer.

The most pivotal career moment I've experienced was when I decided to
leave a well paying job.

I joined MENTOR Richmond because I am always hungry to learn
different and better ways to enhance my career.

At the end of this program I hope to have clarity in my vision for
the future, and an improved plan in getting there.

Five years from now professionally, I hope to have built a national
distribution network for the line of aircraft that I am selling.



BEN YOUNG

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M **E** **N** **T** **O** **R** **S**
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MOSES FOSTER

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My name is Moses Foster and I work with West Cary Group

I call Richmond home and I was born in Farmville, VA

I began my career in publishing, in NY

My personality can be described as driven.

I'm great at what I do because I am passionate,

but I'm also really good at problem solving.

My advice for balancing work with outside interests for aspiring professionals is
to go to the beach as often as possible.

I most resemble Doug E. Fresh

I can laugh at myself.

My legacy to the professional world is diversity and advertising.

The best advice I ever received was to strategize through frameworks.

My most guilty pleasure is oatmeal raisin cookies.

The most pivotal career moment I've experienced was starting my own company.

The last big decision I made was quitting a great job and buying an office building.

I call Richmond home because I have lived here longer than any other place.

Five years from now I will have a bigger boat.

BIO

Moses Foster started his career writing short stories and working in television and radio, including writing and producing a weekly radio program called Doin 'It on XM Satellite radio.

Thinking advertising couldn't be that tough, he got his first job as an advertising copywriter in one of the rarest fashions—by writing a blind letter to the agency boss.

Legendary copywriter, Jerry Huntsinger, loved the blind letter's copy rhythm and promptly hired Foster. After writing campaigns for clients like Hilton Hotels, SunTrust Bank, American Red Cross, and Cable and Wireless, Foster was snatched up by one of America's great marketers—Capital One—to lead their internal copywriting department.

Capital One's data-fueled, intellectual culture suited Foster, and he worked there for nine years holding a number of positions, including Creative Director, Internet Communications Director, Director of Brand Management, and Senior Director of Creative Development.

Foster is a graduate of Virginia Tech and the Consumer Marketing Strategy Executive Program at Kellogg.



HUGH F. GOULDTHORPE, JR.

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My name is Hugh Gouldthorpe and I work with Owens&Minor

I call Virginia home and I was born in Warrenton, Virginia

I began my career E. R. Squibb & Sons in Washington, DC.

My personality can be described as high creative.

I'm great at what I do because I love what I do and do what I love.

but I'm also really good at playing tennis.

My advice for balancing work with outside interests for aspiring professionals is
that if you spend too much time at work and play, your family suffers; if
you spend too much time with your family and work, your play suffers; and
if you spend too much time at play, your family and work suffers.

I most resemble a golden tornado.

I can laugh at myself (a lot!)

My legacy to the professional world is to always make a difference in everything
I do.

The best advice I ever received was to believe in myself and never stop learning.

My most guilty pleasure is buying clothes.

The most pivotal career moment I've experienced was joining Owens&Minor.

The last big decision I made was not buying another small sports car.

I call Richmond home because it's a great city.

Five years from now I 'll be watching the ocean waves at my beach house on
Fripp I sland, South Carolina (maybe!)

BIO

Hugh F. Gouldthorpe's business card reads "head cheerleader." His signature neckties and colorful attire say "high creative". And his smile and handshake say the rest.

H. F. "Goldie" Gouldthorpe, Jr. is a gifted motivational speaker, writer and teacher in leadership, sales, marketing, communications, customer service and organizational culture. He is the author of *I've Always Looked Up to Giraffes* and *How To Make a Giraffe Smile*, books that focus on leaders and organizations that stand head and shoulders above the crowd.

He is senior vice president of quality and communications at Owens&Minor, the nation's largest supplier of branded medical and surgical supplies. He shares his quality message with Owens&Minor's trading partners and with business, educational, civic and government groups nationwide.

Hugh is the driving force behind Owens&Minor's unique and caring culture which focuses on putting people first and helping them succeed. He is the recipient of both the Owens&Minor "Spirit" and "Quality" awards, given to a teammate who, in the chairman's opinion, best personifies the spirit of quality in the organization.

Before joining Owens&Minor, Hugh spent 20 years with E.R. Squibb & Sons, Inc. in various leadership positions in sales, marketing, training and advertising with the pharmaceutical giant. He received Squibb's Blue Vase award for his ranking as the company's top sales representative nationwide.

Hugh also extends his time and talents to the community. He has held an honorary chair in marketing with Virginia Union University, where he taught and presented campus-wide lectures on leadership and quality issues. Hugh is a board member of the Massey Cancer Center, First Freedom Center, VCU School of Nursing Advancement Council, Longwood University School of Business and the VCU School of Pharmacy National Advisory Board. He is the recipient of the Voices for Virginia Children's first ever Champion for Children award, The Urban League Lifetime Achievement Award, Senior Connections' Empty Plate Award, the Urban Financial Living Legend Award, the Toastmaster International Leadership and Communication Award, Community Service Award, the Association of Operating Room Nurses Richard B. Caspari Award for his outstanding leadership and citizenship in Richmond and nationwide, the Metropolitan Business League's Distinguished Service Award and the Asian American Society of Central Virginia's Shining Star Award. He is chairman emeritus of the Richmond Police Foundation, and Success by 6, a United Way initiative dedicated to improving the quality of life for children, and a member emeritus of the Advisory Board of the University of Virginia's School of Nursing. Hugh also serves on the advisory boards for the YWCA, MD News Magazine, Virginia Foundation for Community College Education, Virginia Supportive Housing, and is vice chairman of Senior Connections Capital Area Agency on Aging.

He was among a small group of community leaders selected to participate in the 1997/98 session of Leadership Metro Richmond, and was selected valedictorian for the class. He currently serves on their board of directors.

Hugh is a graduate of the Virginia Military Institute and is a recipient of an honorary Doctor of Humane Letters Degree from Saint Paul's College in Lawrenceville, Virginia.



KATHY GRAZIANO
Richmond City Council
President

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My name is Kathy Graziano and I work with the City of Richmond.

I call Richmond home and I was born in New York.

I began my career as a school teacher.

My personality can be described as extroverted, with tendencies toward manic behavior.

My advice for balancing work with outside interests for aspiring professionals is to set priorities.

I most resemble people who look just like me.

I can laugh at virtually anything.

My legacy to the professional world is not yet decided.

The best advice I ever received was that you don't say stupid things if you don't talk.

My most guilty pleasure is a secret.

The most pivotal career moment I've experienced was not majoring in math or science.

The last big decision I made was not punching Eddie Salumeria in the Fifth Grade.

I call Richmond home because it's where I live.

Five years from now, with luck, I will be five years older.

BIO

Kathy Graziano has been a resident of Richmond and of the Fourth District for more than 35 years. Her children played in Forest Hill Park and now her grandchildren come to the park.

Kathy has been active in parent teacher organizations, in her civic associations and for a number of years worked in the General Assembly representing non-profit organizations.

She has served the city on the Electoral Board, the Richmond Ambulance Authority, the City Personnel board, and a number of other boards and commissions.

She hit the ground running in January, 2005. Her first measure introduced and passed successfully was an expansion of the tax abatement plan for senior and the handicapped. She followed that this year, with another expansion of the plan. She is also the patron of the measure to extend the tax credits for rehabilitation of residential properties.

She organized a funding plan and put it into place for vitally-needed upgrades for Forest Hill Park. She promised a greater police presence in the parks, and the police have responded with great success.

In the Huguenot area, Kathy is also the driving force behind the development of the Lewis G. Larus Park as a nature park.

Kathy is also the patron for a conservation easement for James River Park, a plan that will forever protect the park from development pressures. The resolution has passed Council unanimously, and is being negotiated now, with final passage expected this summer

She promised to support more police on the streets, lobbied with the Mayor, and is s strong supporter of the plan for 50 more patrol officers and more officers on the streets of the Fourth District.

Kathy was also a strong supporter of the performing arts center as an economic stimulus for Downtown Richmond. In addition, she crafted the creation of an economic development consortium for Downtown Richmond that, this year, will result in a \$200,000 savings for the city, while providing more cooperation between downtown organizations.

Kathy holds quarterly district meetings for residents, and so far more than 500 residents have attended, to receive help with real estate assessments or to file tax abatement plans, to hear briefings from public safety officers, or to discuss service delivery issues. Kathy also does a quarterly newsletter that reaches more than 7,000 homes in the district, providing contact information on city services, advise on new programs or activities, and general briefings on Council and city programs.



MIKE HUGHES

The Martin Agency
President, Creative Director

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Tel. (804) 698-8000

My name is Mike Hughes and I work with my friends at The Martin Agency.

I call Richmond home and I was born in Washington, D.C.

I began my career as a newspaper reporter.

My personality can be described as confused.

I'm great at what I do because I really love doing it,

but I'm also really good at some things I haven't discovered yet.

My advice for balancing work with outside interests for aspiring professionals is
to seek joy more than balance. What good is balance if you're not happy..

I most resemble all the other big fat white guys in the world.

I can laugh at things I 'm not supposed to laugh at.

My legacy to the professional world is still to be determined.

The best advice I ever received was laugh at everything, laugh at yourself,
laugh at things you're not supposed to laugh at.

My most guilty pleasure is eating.

The most pivotal career moment I've experienced was getting a job in advertising.

The last big decision I made was was probably wrong.

I call Richmond home because that's where I live.

Five years from now I hope to be doing all the things I 'm doing now.

BIO

Adweek has called Mike one of the nine best creative directors in America. Ad Age, on the other hand, has listed The Martin Agency as one of the three best creative agencies in the world. “Which proves,” Mike says, “that the rest of the agency is a lot better than I am.” Adweek, incidentally, gave a one-word explanation for Mike’s inclusion on their creative directors list: “integrity.”

A member of the Virginia Communications Hall of Fame, he’s one of The Wall Street Journal’s Creative Leaders and the chairman of the board for Virginia Commonwealth University’s Adcenter, a board that’s included Jay Chiat, Dan Wieden and Mike’s mentor, Harry Jacobs.

Here’s what Mike says about his work: “I want us to be known for two things: outstanding strategic ideas and brilliant creative executions. One of the reasons this is such an exciting time to be in this business is that those ideas and executions aren’t limited to traditional media ads: we’re better than ever at building brands and sales on all kinds of platforms.”

A former director of the American Association of Advertising Agencies and chairman of its creative committee, Mike also has also served as a director for the One Club for Art and Copy in New York. He’s served as the American judge for the Cannes Advertising Festival and has been a leader in the Advertising Council’s post-9/11 Freedom and Homeland campaigns.

In 2000, the oldest governing body in the Western Hemisphere - the Virginia General Assembly--named Mike and his partner, John Adams, the Outstanding Industrialists of the Year.

Mike’s wife, Ginny, teases him a lot about that last title.



**MARGARET G.
LEWIS, RN,
FACHE**

HCA Capital Division
President

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Tel. (804) 327-7640

My name is Margaret G Lewis and I work with Hospital Corporation of America (HCA)

I call Richmond home and I was born in New Jersey

I began my career in Nursing.

My personality can be described as outgoing.

I'm great at what I do because I have a passion for people.

but I'm also really good at motivating others to reach their potential.

My advice for balancing work with outside interests for aspiring professionals is work/life balance is an individual choice. If you love what you do and you spend a lot of time doing it than don't worry about it, you have the balance that works for you. Don't let others shape your idea of balance.

I most resemble my mother!!!! Kidding aside, I not only look like her but inherited her business sense and risk tolerance although she only had an eighth grade education.

I can laugh at myself.

My legacy to the professional world is the development of future leaders and the promotion and advancement of Nursing as a career choice.

The best advice I ever received was to optimize my gender in the business world vs getting frustrated over the gender inequities and barriers.

My most guilty pleasure is clothes and shoes.

The most pivotal career moment I've experienced was choosing to relocate for the company to start a new division.

The last big decision I made was redirecting a strategic position.

I call Richmond home because that is where all of my grandchildren live.

Five years from now I do not plan that far in advance.....

BIO

Margaret G. Lewis, RN, FACHE, began her clinical career at HCA's Chippenham Hospital as a student nurse and was later promoted to senior-level positions that included Chief Nursing Officer of HCA's Richmond/Tri-Cities market (1997); Chief Operating Officer of CJW Medical Center, which includes the Chippenham and Johnston-Willis campuses (1998); and Chief Executive Officer of CJW in 2001. She now serves as President of the HCA Capital Division, guiding the strategy and execution for HCA's hospitals and outpatient network in Virginia, Kentucky, New Hampshire and Indiana.

Margaret is a Governor-appointed member of the State Council of Higher Education for Virginia and the Science Museum of Virginia. She is a founding board member of LEAD Virginia and the Virginia Hospital & Healthcare Association. Margaret is the recipient of the Washington Business Journal's 2008 "Women Who Mean Business" award and the 2007 recipient of the "Chancellor's Award for Leadership in Philanthropy" from the Virginia Community College System. She is also the 2005 recipient of the Virginia Commonwealth University (VCU) "Alumni Star Award for Nursing."

She received an associate's degree from John Tyler Community College, a bachelor's degree in nursing from the Medical College of Virginia and a master's degree in business administration from Averett College.



DR. GARY RHODES

J. Sargeant Reynolds

President

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grhodes@reynolds.edu

Tel. (804) 371-3000

My name is Gary Rhodes and I work with J. Sargeant Reynolds

Community College

I call Powhatan, Virginia home and I was born in East St. Louis, Illinois.

I began my career hoping to be a zoo keeper having Marlin Perkins' (Mutual of Omaha's Wild Kingdom) job.

My personality can be described as energetic and action-oriented.

I'm great at what I do because I surround myself with great people.

but I'm also really good at letting others lead.

My advice for balancing work with outside interests for aspiring professionals is define your passion(s) and schedule time and stick to those times. You will be more productive if you maintain a balance.

I most resemble Curtis Strange (professional golfer in the 1980's).

I can laugh at Smothers Brothers Songs.

My legacy to the professional world is establishing a strong values/principles-based culture at JSRCC and significantly increase the impact the college has on the community.

The best advice I ever received was to follow my passions.

My most guilty pleasure is Sharing the two golf Segways with my wife.

The most pivotal career moment I've experienced was Receiving "Managerial GRI D Training" while serving as Vice President of Academic Affairs at York County Community College in Maine through which I discovered the power of consensus-based leadership.

The last big decision I made was marrying my second wife, Nam.

I call Richmond home because I've fallen in love with the greater Richmond region.

Five years from now I hope to expand more my role as a builder and shaper of our community.

BIO

Dr. Gary Rhodes is in his 11th year as a college president and his 7th year at JSRCC which is the third largest of 23 colleges in the Virginia Community College System and has three campuses located in Metropolitan Richmond, Virginia. Previously, Dr. Rhodes served as president of Riverland Community College in Austin, Minnesota.

Although Dr. Rhodes lived in the Richmond area back in the late 80s his recent return almost seven years ago has resulted in him becoming actively involved in the community. He serves as a trustee and as chair-elect of the Board of Directors of the Greater Richmond Chamber of Commerce. He has also chaired the Chamber's Workforce Task Force, the Governmental Affairs Committee of the Chamber, and the Total Resource Campaign raising more than \$2 million in 2008.

Dr. Rhodes was recently appointed to the Advisory Team of the Capital Area Collaborative. He serves on the Marketing Committee of the Greater Richmond Partnership and he has served on the board of the Richmond Arts Council. He is also a Leadership Metro Richmond graduate of the class of 2004 and LEAD Virginia graduate of 2006.

Dr. Rhodes lives with his wife, Nam, on a lake in Powhatan where they enjoy their two Pomeranians, five kayaks, a pontoon boat, and a local golf course.



ROBIN STARR

Richmond SPCA

President, CEO

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My name is Robin Robertson Starr and I work with the Richmond SPCA

I call Richmond, VA home and I was born in Portsmouth, VA

I began my career at Hunton and Williams.

My personality can be described as Type A.

I'm great at what I do because I am deeply committed to saving the lives of homeless animals in our community and I work very hard,

but I'm also really good at being a mom.

My advice for balancing work with outside interests for aspiring professionals is

I should not give advice on this topic since I have never been very good at it myself!

I most resemble my mother.

I can laugh at my husband's great sense of humor and the antics of my seven pets.

My legacy to the professional world is spreading the no-kill model nationally in the animal welfare field.

The best advice I ever received was "people do not want to be managed; they want to be led" from Bob Hatcher.

My most guilty pleasure is ice cream at Baskin Robins.

The most pivotal career moment I've experienced was when I decided to leave my law firm partnership to become the CEO of the Richmond SPCA.

The last big decision I made was was to commit us to saving the life of every underage kitten in Richmond this summer which we will accomplish.

I call Richmond home because my family has a long history here and I believe in the value of roots.

Five years from now my goal is to have completed a successful capital campaign for the build-out of our new building next door for the expansion of our clinic.

BIO

Robin was born in Portsmouth, Virginia, and graduated from Norfolk Academy. She grew up in a family of animal lovers. She graduated with a major in Biology from Wake Forest University in Winston-Salem, North Carolina. After college, Robin went to law school at T.C. Williams School of Law of the University of Richmond where she was editor of the University of Richmond Law Review. Robin practiced corporate law as an in-house attorney with A.H. Robins Company and subsequently with Williams Mullen law firm, where she was a partner in the business and corporate law section and specialized in mergers and acquisitions. Robin left the practice of law to become the CEO of the Richmond SPCA in 1997. Shortly thereafter, the Board of Directors adopted a plan for the future of the Richmond SPCA that was very progressive and ambitious. The plan envisioned that the organization would focus its resources and efforts on transforming Richmond into a no-kill community and would create a new humane center with an on-site spay/neuter clinic and educational facilities. Robin worked with board leadership to make that plan a reality over the next four years. In recognition of Robin's contributions to the fulfillment of the plan, the Robins-Starr Humane Center bears her name along with that of E. Claiborne Robins, Jr., chairman of the Capital Campaign and former board chairman.

Under Robin's leadership, the Richmond SPCA realized the goal it set at the outset of transitioning to a no-kill model. A full two years ahead of the original 2008 goal, it was announced that no healthy, homeless animal died in the city of Richmond during the 2006 calendar year. Never again will a healthy dog or cat die in the city of Richmond simply because he is orphaned. Robin's vision in developing the lifesaving programs and services that led to this accomplishment has made her a sought-after speaker at several national seminars. Through ASPCA Mission: Orange, the Richmond SPCA has become a learning laboratory for other communities across the country seeking to adopt the Richmond model. Robin also travels to consult with communities seeking to replicate the progressive model that has made Richmond one of the four safest places in the country for homeless pets.

Robin is also a trustee of the Richmond Ballet and a member of the Virginia State Bar. Her family consists of her husband Ed, a partner in the law firm of Troutman Sanders, and their teenaged daughter Tyler, along with four dogs and two cats.



Leverage the power of the Chamber to meet with a Mentor of your choice.

Please submit, in order of preference, 5 local executives that the Mentee team would like to meet.

The Chamber will then contact the potential Mentor and attempt to schedule a 2 hour appointment with them on May 18, 2010.

Please send the potential Mentor list to:

Richard Wintsch
richard.wintsch@grcc.com

by September 30, 2009.



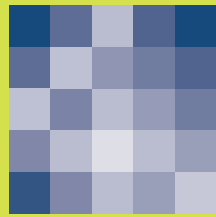
Your Future Is Our Job.

STAFF CONTACT



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PRESENTING SPONSOR



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play.



Your Future Is Our Job.