20 YEARS OF ADVANCING INCLUSIVE LEADERSHIP

CELEBRATING 20 YEARS OF ADVANCING INCLUSIVE LEADERSHIP

2022 RESEARCH REPORT
Long before diversity became top-of-mind for business leaders, a group of forward-thinking executive women recognized the value different gender, experiences and backgrounds can bring to businesses. In 2002, they created Milwaukee Women Inc, an organization of professional women dedicated to changing the face and quality of leadership in the Wisconsin business community.

Since its inception 20 years ago, significant progress has been made. In fact, our goal of 25% by 2025 has been exceeded, thanks to the commitment of Wisconsin public companies. Today, 26.3% of board members are women, up from 23.3% in 2021. The number of companies with three or more women directors soared to 44% - a huge increase - and 98% of companies have at least one woman board member.

Thank you to the business community for your support in this mission, and we look forward to continued progress. Achieving balanced representation in leadership can not only help companies be more successful, but it can also help to make Wisconsin the region of choice we know it can be.

Kimberly Stoll
Badger Meter, Inc.

2022 KEY FINDINGS

• Women hold 26.3% of director seats in Wisconsin’s Top 50 public companies, soaring past MWI’s goal of 25% women directors by 2025.

• Women of color hold 5.7% of director seats, up from 4.5% in 2021. While an overall increase, progress remains slow, particularly for Hispanic/Latino women.

• Power of 3 public companies grew to 44%, from 34% in 2021 — a record-setting year-to-year increase, building on a multi-year trend to add additional women directors.

• Women hold 20.5% of director seats in Wisconsin’s Top 50 private companies, unchanged from 2021; however, Wisconsin exceeds the national average for private companies of 14%.

• Women executives hold 26.8% of public company leadership positions, an increase from 23.4% in 2021.

GAME CHANGER

Nasdaq Rule 5605(f):
Requires companies to annually disclose board-level diversity statistics using a standardized template and have, or explain why they do not have, at least two diverse directors by 2025/2026.

TIMELINE

2002
The April 2002 issue of Milwaukee Magazine coalesced frustration with the lack of women on boards, setting ideas in motion that led to the creation of Milwaukee Women Inc.

2003
MWI’s first report: Diversity & Tomorrow’s Profits: A Census of Women in Leadership

2005
Women directors exceed 10%

2010
Milwaukee Women Inc becomes a 501(c)(3) non-profit corporation

2011
First program honoring companies with 25% women directors
Catalyst reports “at least three women directors” as the critical mass needed to maximize diversity benefits. The number of Wisconsin Power of 3 companies has grown 7-fold, from 3 in 2003 to 22 in 2022.
MAKING AN IMPACT: Percentage of women directors continues to grow

Russell Shaller
President and Chief Executive Officer
Brady Corporation

“I’m really proud of the fact that Brady has four very talented women on our Board of Directors. Not only is our board membership 44% women, but three of our five board committees are chaired by women. We are extremely fortunate to have the depth and breadth of experience and insights that they bring to our organization. Their unique perspectives are critical as Brady continues to grow.”

<table>
<thead>
<tr>
<th>COMPANY</th>
<th>TOTAL DIRECTORS</th>
<th>WOMEN DIRECTORS</th>
<th>% WOMEN</th>
<th>WOMEN OF COLOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kohl’s Corporation</td>
<td>13</td>
<td>6</td>
<td>46%</td>
<td>2</td>
</tr>
<tr>
<td>Alliant Energy Corporation</td>
<td>10</td>
<td>4</td>
<td>40%</td>
<td>1</td>
</tr>
<tr>
<td>Brady Corporation</td>
<td>10</td>
<td>4</td>
<td>40%</td>
<td>1</td>
</tr>
<tr>
<td>Exact Sciences Corporation</td>
<td>9</td>
<td>4</td>
<td>44%</td>
<td>1</td>
</tr>
<tr>
<td>ManpowerGroup Inc.</td>
<td>12</td>
<td>4</td>
<td>33%</td>
<td>0</td>
</tr>
<tr>
<td>MGIC Investment Corporation</td>
<td>13</td>
<td>4</td>
<td>31%</td>
<td>1</td>
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<tr>
<td>Sensient Technologies Corporation</td>
<td>10</td>
<td>4</td>
<td>40%</td>
<td>1</td>
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<tr>
<td>A. O. Smith Corporation</td>
<td>10</td>
<td>3</td>
<td>30%</td>
<td>1</td>
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<tr>
<td>Artisan Partners Asset Management, Inc.</td>
<td>8</td>
<td>3</td>
<td>38%</td>
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<tr>
<td>Associated Banc-Corp</td>
<td>10</td>
<td>3</td>
<td>30%</td>
<td>0</td>
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<tr>
<td>Bank First Corporation</td>
<td>11</td>
<td>3</td>
<td>27%</td>
<td>0</td>
</tr>
<tr>
<td>First Business Bank</td>
<td>10</td>
<td>3</td>
<td>30%</td>
<td>1</td>
</tr>
<tr>
<td>Fiserv, Inc.</td>
<td>9</td>
<td>3</td>
<td>33%</td>
<td>0</td>
</tr>
<tr>
<td>Generac Holdings, Inc.</td>
<td>11</td>
<td>3</td>
<td>27%</td>
<td>1</td>
</tr>
<tr>
<td>Johnson Outdoors Inc.</td>
<td>9</td>
<td>3</td>
<td>33%</td>
<td>0</td>
</tr>
<tr>
<td>Lands’ End, Inc.</td>
<td>8</td>
<td>3</td>
<td>38%</td>
<td>0</td>
</tr>
<tr>
<td>Manitowoc Company, Inc. (The)</td>
<td>9</td>
<td>3</td>
<td>33%</td>
<td>0</td>
</tr>
<tr>
<td>Modine Manufacturing Company</td>
<td>9</td>
<td>3</td>
<td>33%</td>
<td>1</td>
</tr>
<tr>
<td>Nicolet Bankshares, Inc.</td>
<td>15</td>
<td>3</td>
<td>20%</td>
<td>1</td>
</tr>
<tr>
<td>Regal Rexnord Corporation</td>
<td>10</td>
<td>3</td>
<td>30%</td>
<td>1</td>
</tr>
<tr>
<td>Rockwell Automation, Inc.</td>
<td>11</td>
<td>3</td>
<td>27%</td>
<td>0</td>
</tr>
<tr>
<td>WEC Energy Group, Inc.</td>
<td>11</td>
<td>3</td>
<td>27%</td>
<td>2</td>
</tr>
</tbody>
</table>


DIRECTORS
Top 50 Wisconsin Public Companies

- 26.3% (120/456) of board members are women, up from 23.3% in 2021.
- 44% of companies have 3 or more women directors (22/50), a steep increase compared to 34% (17/50) in 2021.
- 38% (18/47) of newly elected directors are women, of which 39% (7/18) are women of color, only slightly changed from 2021.
- 98% (49/50) of companies have at least one woman board member, up from 96% in 2021.

WOMEN OF COLOR DIRECTORS
Top 50 Wisconsin Public Companies

- 5.7% (26/456) of total board members are women of color, up from 4.5% in 2021 and compared to 1.4% in 2003.
- 22.6% (26/120) of total women directors are women of color, up from 19.3% in 2021.
- 39% (7/18) of newly elected women directors are women of color, compared to 40% in 2021.
“The last thing I ever want for our company is for everyone to look and think just like me, for that challenges no one. That’s why we focus on all areas of diversity on our Board of Directors, including increasing the number of women on our Board. We need board members who think differently and bring their individual backgrounds, ideas, and experiences to the role – and that diverse experience of our Board has been critical to our success.”

U.S. BASED PRIVATE COMPANIES
Proportion of Board Seats Held By Women and Women of Color

• 20.5% (70/342) of board members are women, unchanged from 2021.
• 22% (11/50) of companies have 3 or more women directors, compared to 16% (9/50) in 2021.
• 64% (32/50) companies have at least one woman board member, compared to 70% (35/50) in 2021 and compared to 98% of public companies.

Source: Wisconsin’s 50 largest private companies based on revenues as reported in the 2020 Wisconsin 75, Deloitte & Touche, LLP

Source: 2021 Study Of Gender Diversity On Private Company Boards, Him for Her & Crunchbase, March 2022

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**TOP 50 WISCONSIN PRIVATE COMPANY DIRECTORS**

- **20.5%** (70/342) of board members are women, unchanged from 2021.
- **22%** (11/50) of companies have 3 or more women directors, compared to 16% (9/50) in 2021.
- **64%** (32/50) companies have at least one woman board member, compared to 70% (35/50) in 2021 and compared to 98% of public companies.
WOMEN DIRECTORS ADDED TO THE BOARDS OF THE TOP 50 WISCONSIN PUBLIC COMPANIES SINCE LAST REPORT

NEW WISCONSIN-BASED WOMEN DIRECTORS

<table>
<thead>
<tr>
<th>Company</th>
<th>Women Director</th>
</tr>
</thead>
<tbody>
<tr>
<td>BankFirst</td>
<td>Joy Falotico</td>
</tr>
<tr>
<td>Nicolet Bankshares Inc.</td>
<td>Susan J. Riley</td>
</tr>
<tr>
<td>Strattec</td>
<td>Amy R. Davis</td>
</tr>
</tbody>
</table>

NEW WOMEN DIRECTORS

<table>
<thead>
<tr>
<th>Company</th>
<th>Women Director</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alliant Energy</td>
<td>Saloni S. Multani</td>
</tr>
<tr>
<td>Artisan Partners</td>
<td>Melanie K. Cook</td>
</tr>
<tr>
<td>Badger Meter</td>
<td>Joanne Collins Smee</td>
</tr>
<tr>
<td>Brady</td>
<td>Kathleen S. Skarvan</td>
</tr>
<tr>
<td>CCFBANK</td>
<td>Nam Tran Nguyen</td>
</tr>
</tbody>
</table>

MWI LAUNCHES SEARCHABLE DATABASE OF EXECUTIVE WOMEN

MWI has launched a first-of-its-kind database of board-ready executive women. The free, public database of women leaders in the region is designed to assist companies in finding qualified women for their boards and to support improved diversity of boards of directors and company leadership teams.

The database is easy to use - interested parties can search for candidates via a skills matrix that includes industry sector, functional expertise, skills, company revenue and other criteria. The database is available on the MWI website: milwaukeewomeninc.org

MWI MEMBERS ON BOARDS

PUBLIC COMPANIES

<table>
<thead>
<tr>
<th>Name</th>
<th>Company/Title</th>
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</thead>
<tbody>
<tr>
<td>Pat Ackerman</td>
<td>Newsight Imaging</td>
</tr>
<tr>
<td>Laurie Benson</td>
<td>First Business Financial Services Inc., First Business Bank</td>
</tr>
<tr>
<td>Gail Hanson</td>
<td>Artisan Partners Fund, Madison Trust Company</td>
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<tr>
<td>Jayne Hladio</td>
<td>Midland Trust Company</td>
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<tr>
<td>Rebecca House</td>
<td>Marvell Technology, Inc.</td>
</tr>
<tr>
<td>Jennifer Kent</td>
<td>Mayville Engineering, Inc.</td>
</tr>
<tr>
<td>Michelle Kumbier</td>
<td>Abbott Laboratories, Teledyne Technologies, Tenneco</td>
</tr>
<tr>
<td>Xia Liu</td>
<td>Badger Meter, Inc.</td>
</tr>
<tr>
<td>Joan Prince</td>
<td>Aspen</td>
</tr>
<tr>
<td>Mary Ellen Stanek</td>
<td>WEC Energy Group</td>
</tr>
<tr>
<td>Mara Swan</td>
<td>Brightview</td>
</tr>
<tr>
<td>DeVona Wright Cottrell</td>
<td>First Federal Bank of WI</td>
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PRIVATE COMPANIES

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization/Title</th>
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<tbody>
<tr>
<td>Wendy Baumann</td>
<td>Herzing University</td>
</tr>
<tr>
<td>Donna Bembeneck</td>
<td>Waukesha State Bank</td>
</tr>
<tr>
<td>Laurie Benson</td>
<td>MGIC Commercial Real Estate, Bassett Mechanical</td>
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<tr>
<td>Barb Bolens</td>
<td>Alto-Shaam</td>
</tr>
<tr>
<td>Christy Brown</td>
<td>Northwestern Mutual Series Fund, Inc.</td>
</tr>
<tr>
<td>Cecelia Gore</td>
<td>CG Schmidt, Inc., Town Bank, a Wintrust Company</td>
</tr>
<tr>
<td>Linda Goren-Levey</td>
<td>Iovia Bank</td>
</tr>
<tr>
<td>Laura Gutierrez</td>
<td>Waukesha State Bank</td>
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<tr>
<td>Gail Hanson</td>
<td>Northwestern Mutual Series Fund, Inc.</td>
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<tr>
<td>Kathy Henrich</td>
<td>M3 Insurance</td>
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<td>Nancy Hernandez</td>
<td>Society Insurance</td>
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<tr>
<td>Rebecca House</td>
<td>PMI Funds, Inc.</td>
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<tr>
<td>Karen Hung</td>
<td>KEHE, Florence Eisenman</td>
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<tr>
<td>Peggy Kelsey</td>
<td>North Shore Bank</td>
</tr>
<tr>
<td>Phyllis King</td>
<td>UW Credit Union</td>
</tr>
<tr>
<td>Susan Kreh</td>
<td>West Bend Mutual Insurance Co., Silver Rock Consulting</td>
</tr>
<tr>
<td>Shana Lewis</td>
<td>Renning Lewis &amp; Lacy sc</td>
</tr>
<tr>
<td>Margaret Loebi</td>
<td>PJM Interconnection</td>
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<tr>
<td>Gill Lione</td>
<td>Sargento Foods</td>
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<tr>
<td>Xia Liu</td>
<td>Pac.</td>
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<tr>
<td>Holly Nelson</td>
<td>Silver Star Brands, Inc.</td>
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<tr>
<td>Lisa Pendergast</td>
<td>Medichyne Corporation</td>
</tr>
<tr>
<td>Joan Prince</td>
<td>Ascension Education Group</td>
</tr>
<tr>
<td>Sarah Schneider</td>
<td>Northwestern Mutual Investment Services, Northwestern Long-Term Care Insurance Company</td>
</tr>
<tr>
<td>Mary Ellen Stanek</td>
<td>Baird Financial Group, Northwestern Mutual</td>
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<tr>
<td>Lori Stortz</td>
<td>Commerce State Bank, Badger Mutual Insurance Company, Community Care, Inc.</td>
</tr>
<tr>
<td>Mara Swan</td>
<td>GOJO Inc., TRAC Intermodal, ULINE, Bader Rutter</td>
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</tbody>
</table>

ADVISORY

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization/Title</th>
</tr>
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<tbody>
<tr>
<td>Pat Ackerman</td>
<td>Spaulding Medical LLC</td>
</tr>
<tr>
<td>Wendy Baumann</td>
<td>Northern Trust, Johnson Bank NMTS, Associated Bank CAC</td>
</tr>
<tr>
<td>Donna Bembeneck</td>
<td>Catholic Virtual</td>
</tr>
<tr>
<td>Megan Bernett</td>
<td>Reliable Knitting Works, Uelac Industries, Inc.</td>
</tr>
<tr>
<td>Brenda Campbell</td>
<td>Riverwater Partners</td>
</tr>
<tr>
<td>Heather Dunn</td>
<td>CharismaQ</td>
</tr>
<tr>
<td>Karen Hung</td>
<td>Ascension Wisconsin Healthcare System</td>
</tr>
<tr>
<td>Kara Kaiser</td>
<td>BMO Capital Markets, Corp.</td>
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<tr>
<td>Holly Nelson</td>
<td>Solutionz</td>
</tr>
<tr>
<td>Joan Prince</td>
<td>Froedtert Health, Managed Health Wisconsin</td>
</tr>
<tr>
<td>Kim Stoll</td>
<td>Spring Valley</td>
</tr>
<tr>
<td>Irene Sudac</td>
<td>Madison Dearborn Partners</td>
</tr>
<tr>
<td>Marilyn Thiet</td>
<td>Nassco, Inc.</td>
</tr>
</tbody>
</table>
MILWAUKEE WOMEN inc

BOARD OF DIRECTORS

Chair: Kimberly Stoll | Badger Meter, Inc.
Vice Chair: Kristin Dufek | Eppstein Uhen Architects
Secretary: Sandra Cunningham | Versiti, Inc.
Treasurer: Nicole Pienkos | FIS Corporation
Immediate Past Chair: Patricia Ackerman | A.O. Smith Corporation, retired
Member at Large: Cecilia Gore | Brewers Community Foundation

Member at Large: Lisa Pendergast | MGIC, retired
Communications Chair: Marilyn Vollrath | Reputation Partners
External Engagement Co-Chair: Lisa Cieslak | GMR Marketing
External Engagement Co-Chair: April Dunn | ManpowerGroup Inc.
Member Engagement Co-Chair: Julie Glynn | WaterStone Bank
Member Engagement Co-Chair: Karen Hung | Silver Rock Consulting
Research Chair: Peggy Williams-Smith | VISIT Milwaukee

STEERING COMMITTEE

Annette Adams | MGIC
Sherri Albinge | ManpowerGroup Inc., retired
Griselda Aldrete | Alliant Energy Corporation
Chris Anderson | Baker Tilly Virchow Krause, LLP
Lisa Attonito | Women’s Fund of Greater Milwaukee
Holly Baumgart | Sargento Foods
Wendy Baumann | Wisconsin Women’s Business Initiative Corporation
Donna Bembeneck | Catholic Memorial High School
Laurie Benson | Nurses on Boards Coalition
Kristin Bergstrom | Reinhart Boerner Van Deuren s.c., retired
Meghan Berndt | Shannon Berndt Advisors, LLC
Pat Boelter | Signature Services Group, LLC
Barb Bolens | Enerpac Tool Group
Janette Braverman | Cardinal Stritch University
Betsy Brenner | Milwaukee Journal Sentinel, retired
Kate Brewer | Greenfield Rehabilitation Agency, Inc.
Krista Brookman | Northwestern Mutual
Christy Brown | Girl Scouts of Wisconsin Southeast
Chantel Byrd | ManpowerGroup Inc.
Brenda Campbell | SecureFutures
Sharon Canter | ManpowerGroup Inc., retired
Sally Cartwright | Lee Hecht Harrison
Chandra Cooper | Grateful Girls
Jodi Czernecki | inFORME healthcare
Jennifer D’Amato | Reinhart Boerner Van Deuren s.c.
Sharon deGuzman | Robert W. Baird & Co., Inc.
Jennifer Dirks | TEMPO Milwaukee
Heather Dunn | West Bend Mutual Insurance
Nisha Gandhi | Bethesda AlbeLight
Ellen Gilligan | Greater Milwaukee Foundation
Cindy Gnadinger | Carroll University
Rebecca Goldman | Optimas Solutions
Linda Gores-Levey | General Capital Group
Julie Granger | Metropolitan Milwaukee Association of Commerce
Kelly Grebe | Chief Legal Officer, Fortune 500, retired
Helen Gurholt | A.O. Smith Corporation
Laura Gutierrez | United Community Center
Eve Hall, Ph.D. | Milwaukee Urban League

Lindsay Hammerer | KPMG LLP
Abigail Hanna | Carthage College
Gail Hanson | WEC Energy Group, Inc., retired
Kathy Henrich | MKE TECH
Nancy Hernandez | MMAC, Hispanic Collaborative
Renee Herzing | Herzing University
Dianna Higgins | MGIC
Jayne Hiadio | Midland Trust Company
Sandra Hoef | Deloitte & Touche LLP
Rebecca House | Rockwell Automation, Inc.
Sherri Huff | Huff Consulting, LLC
Kathy Hust | Generac Power Systems
Jasmine Johnson | iHeartMedia-Milwaukee
Lecia Johnson | Godfrey & Kahn, S.C.
Nina Johnson | U.S. Bank
Kara Kaisa | BMO Harris Bank
Kimberly Kane | Kane Communications Group
Lynnea Katz-Petted | Revitalize Milwaukee
Peggy Kelsey | WEC Energy Group
Jennifer Kent | Quad
Deborah Kerr | Lead Greatly, LLC
Phyllis King | University of Wisconsin-Milwaukee
Susan Kreh | Oil-Diri Corporation of America
Michelle Kumbier | Briggs & Stratton
Margaret Kurlinski | Godfrey & Kahn, S.C.
Shana Lewis | Renne Lewis & Lacy, S.C.
Christine Lidbury | Wisconsin Women’s Council, retired

Lindsey Linder | Perlick Corporation
Amy Lindner | United Way of Greater Milwaukee & Waukesha County
Xia Liu | WEC Energy Group, Inc.
Jessie Lochmann Allen | Foley & Lardner LLP
Margaret Loebel | Agro Fresh Solutions, retired
Stephanie Lyons | Northwestern Mutual
Amelia Macareno | AmCmGroup
Susan Martin | Aurora Health Care, retired
Kathleen Massey | The Tellier Foundation
Mary McCormick | Rotary Club of Milwaukee
Molly Mulroy | WEC Energy Group
Holly Nelson | Silver Star Brands, retired
Ninveh Neuman | Accenture Interactive

Carole Nicksin | Milwaukee Magazine
Laura Orr | Forward Governance Consulting
Kelly Ottman | Milwaukee School of Engineering
Nikki Panico | Susan G. Komen
Emily Phillips | Robert W. Baird & Co., Inc.
Aliya Pitts | The Prairie School
Leslie Plamann | Ernst & Young LLP Milwaukee
Jamie Pratt | Spano Pratt Executive Search
Nicole Pretre | Cedar Communities
Janet Protasiewicz | Milwaukee County
Patricia Pucinelli | Five Corners Consulting
Jennifer Quadracci | Network Health
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Anne Reed | Wisconsin Humane Society, retired
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Sarah Schneider | Northwestern Mutual
Sarah Schott | Gravie
Debbie Seeger | BDO USA LLC
Thelma Sias | The Sias Group, LLC
Rose Spano | Spano Pratt Executive Search
Lynn Sprangers | 54 Hands Productions
Lori Stortz | University of Wisconsin System
Stacy Stutz | HS Consulting
Irene Sudac | Snap-on Incorporated
Mara Swan | Board Member
Marilyn Thiet | Edge Performance Acceleration
Kathy Thornton-Blas | Boys & Girls Club of Greater Milwaukee
Julie Tolan | Lauber Business Partners
Marika Velez | Associated Bank
Richelle Webb Dixon | Froedtert Hospital
Patty Whaley | Rexnord Corporation, retired
DeVona Wright Cottrell | GMR Marketing
Sandy Wysocki | Sharon Lynne Wilson Center for the Arts
Anne Zizzo | iZoo Group Engagement Marketing Agency

EMERITUS

Gail Lione | Dentons US LLP
Joan Prince | Executive Strategies Elite, LLC
Mary Ellen Stanek | Robert W. Baird & Co., Inc.

MWI Director of Services: Jackie Mortenson

2022 RESEARCH REPORT | 7
MWi VISION
Achieve balanced representation of women on boards of directors to maximize the performance of Wisconsin businesses.

MWi MISSION
Milwaukee Women inc is an organization of professional women determined to change the face and quality of leadership in the Wisconsin business community by increasing the number of women corporate directors.

PRESENTING SPONSOR
Froedtert

PLATINUM SPONSORS
BAIRD
ManpowerGroup
Northwestern Mutual Foundation
Rockwell Automation
WATERSide Bank
We Energies Foundation

GOLD SPONSORS
AC Smith
ARTISAN PARTNERS
Associated Bank
Badger Meter
BMO Harris Bank
Brewers Community Foundation
EXACT SCIENCES
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MGIC
MODINE Manufacturing Company
PHYSICIANS REALTY TRUST
Regal Rexnord
Reinhart attorneys at law
syslogic
usbank
U.S. LBM
WEST BEND
Zurn Elkay

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Children’s Wisconsin
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Ixonia Bank
KPMG
MGE Energy
Orion
MKR
WEYCO GROUP

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FIS
Hydrite
Snap-on
Weinberger
doctor.

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IN-KIND SPONSORS
bakertilly
Certified Public Accountants

To view methodology please visit: milwaukeewomeninc.org
Please contact Jackie Mortenson, MWi Director of Services, at jackie@milwaukeewomeninc.com with any comments or questions.