



UNITED

2026 CORPORATE PRESENTATION

Welcome to WE United!



WE BOARD OF DIRECTORS



Jackie Mattox

Founder &
Chief Executive Officer,
WE United



Monica Highfill

Founding Director,
WE United
Founder & Chief Executive Officer,
Highfill Health



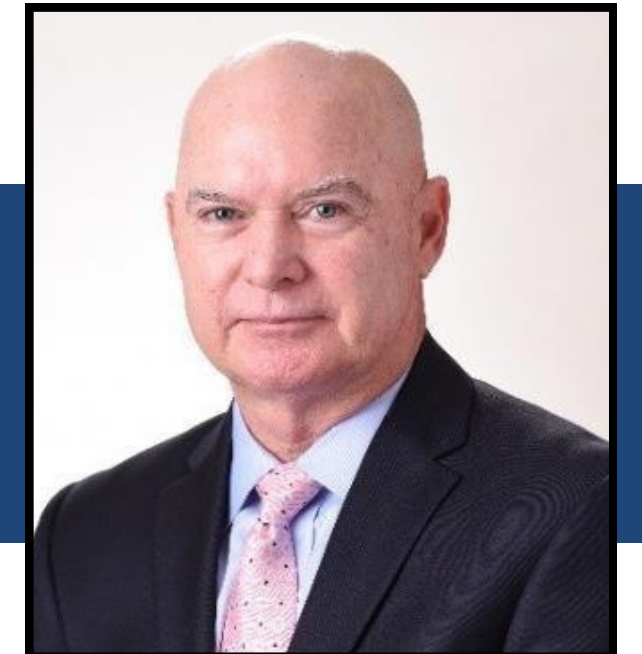
Amy Keller

Founding Director,
WE United
Vice President Marketing/
Global Strategy,
Endries International



Lanän Clark

Regional Director
Wealth Management,
JP Morgan



William Lowe

Industry Advisor



WE ADVISORY COUNCIL



Don Akery
Chief Executive Officer,
Waldom



Martin Chatterton
Chief Executive Officer,
EETech



Linda Johnson
Executive Vice President,
Operations, DigiKey



Michael Knight
Corporate Senior Vice
President, Strategy,
TTI, Inc.



Rebeca Obregon
President Global Farnell &
Integrated Solutions, Farnell



Sarah Rich
Vice President, Operations &
Customer Success,
Supplyframe



Meenal Sethna
Chief Financial Officer,
Option Care Health



Allison Sabia
President & Chief Executive
Officer, Galco Industrial
Electronics



Colin Strother
Executive Vice President,
Rochester Electronics



Scott Theune
Chief Quality Officer,
Plexus Corp.





WHY?

THE VISION



MISSION STATEMENT

Fueled by

Honor, Authenticity, Courage, and Commitment,

WE United empowers women leaders and all qualified talent with development opportunities and a professional network in order to build stronger, more diverse leadership pipelines in the electronics supply chain and technology-driven industries.



ABOUT US

Our leadership model is rooted in civility, ethics, and humanity, creating a framework where collaboration thrives, integrity guides, and innovation flourishes.

While WE began as a community advocating for women in leadership, our natural evolution reflects a greater truth: equity and excellence require unity. Today, WE United embraces and actively engages male stakeholders as allies, mentors, and partners in leadership. By working together, we empower workplaces to rise above biases and fill leadership pipelines with the most qualified candidates, regardless of gender or background.



GOALS



EMPOWER

Leadership
at All Levels



DEVELOP

High Potential & High
Performing Talent



ADVOCATE

For Leadership with Civility,
Ethics, and Humanity



CELEBRATE

Collaboration Across
Technology Sectors





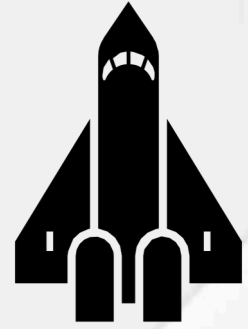
UNITED

CIVILITY • ETHICS • HUMANITY

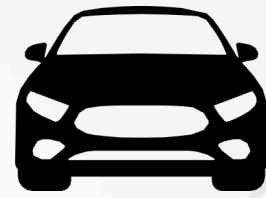
WE REACH



WE Reach



Aerospace



Automotive



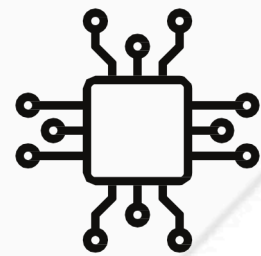
Consumer Products



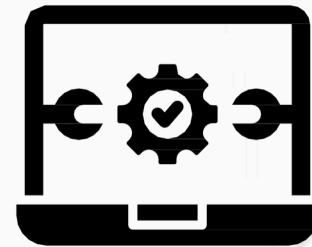
Data Security



Digital Sector



Electronic Components



IT Services



Sustainability & Energy



Industrial



Medical



Military



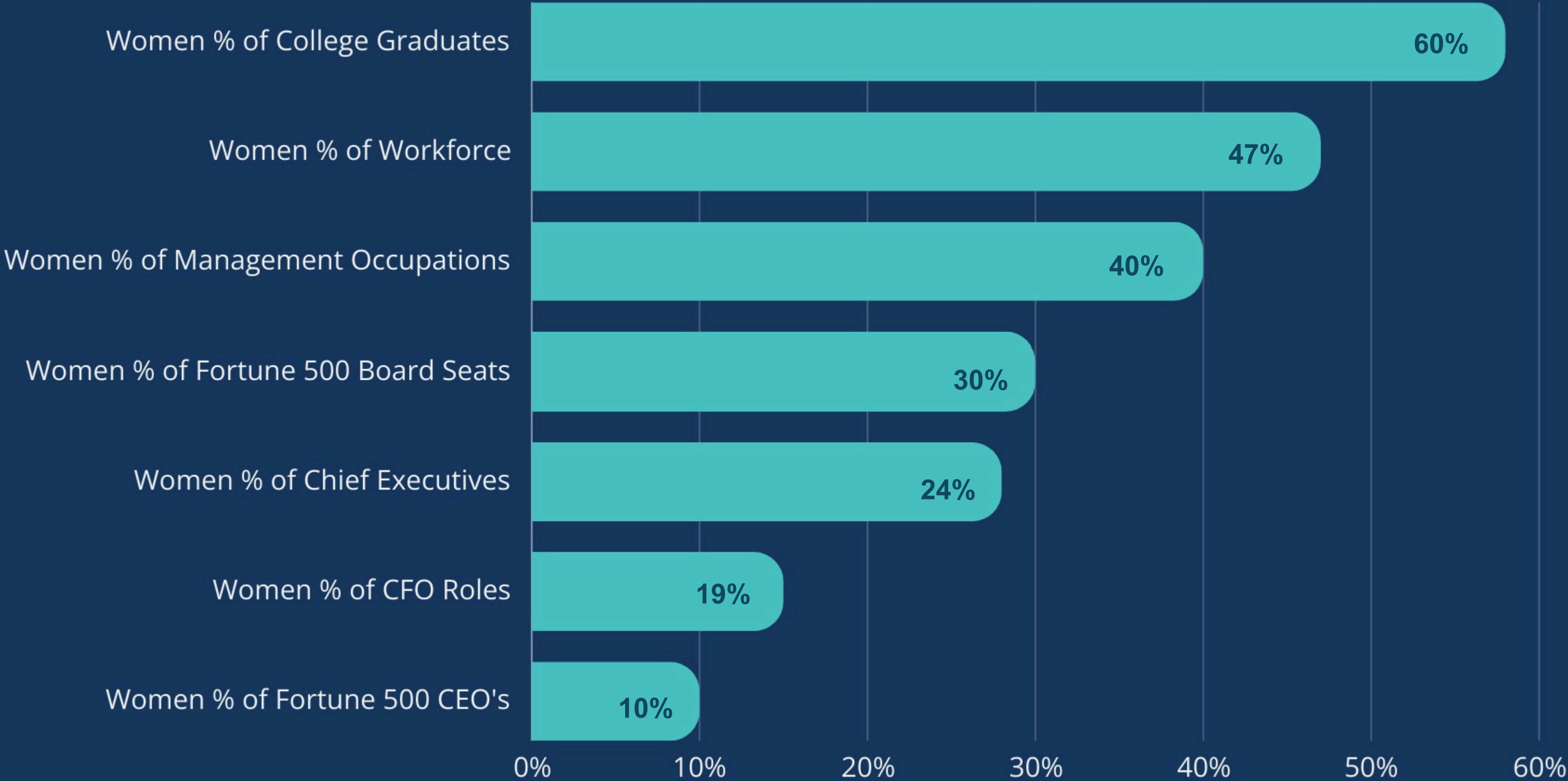
Software



Supply Chain

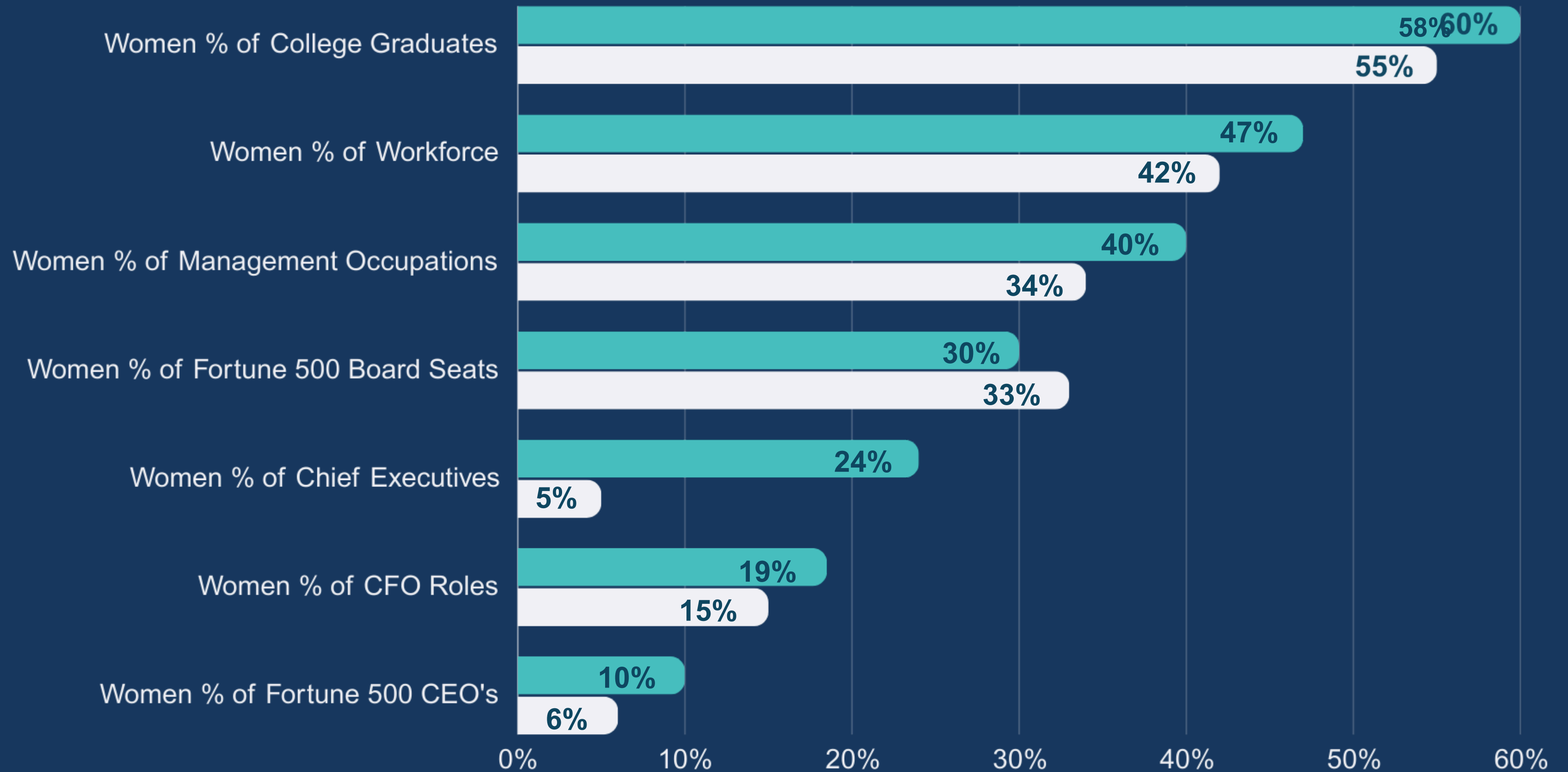


UNITED STATES GENDER PARITY

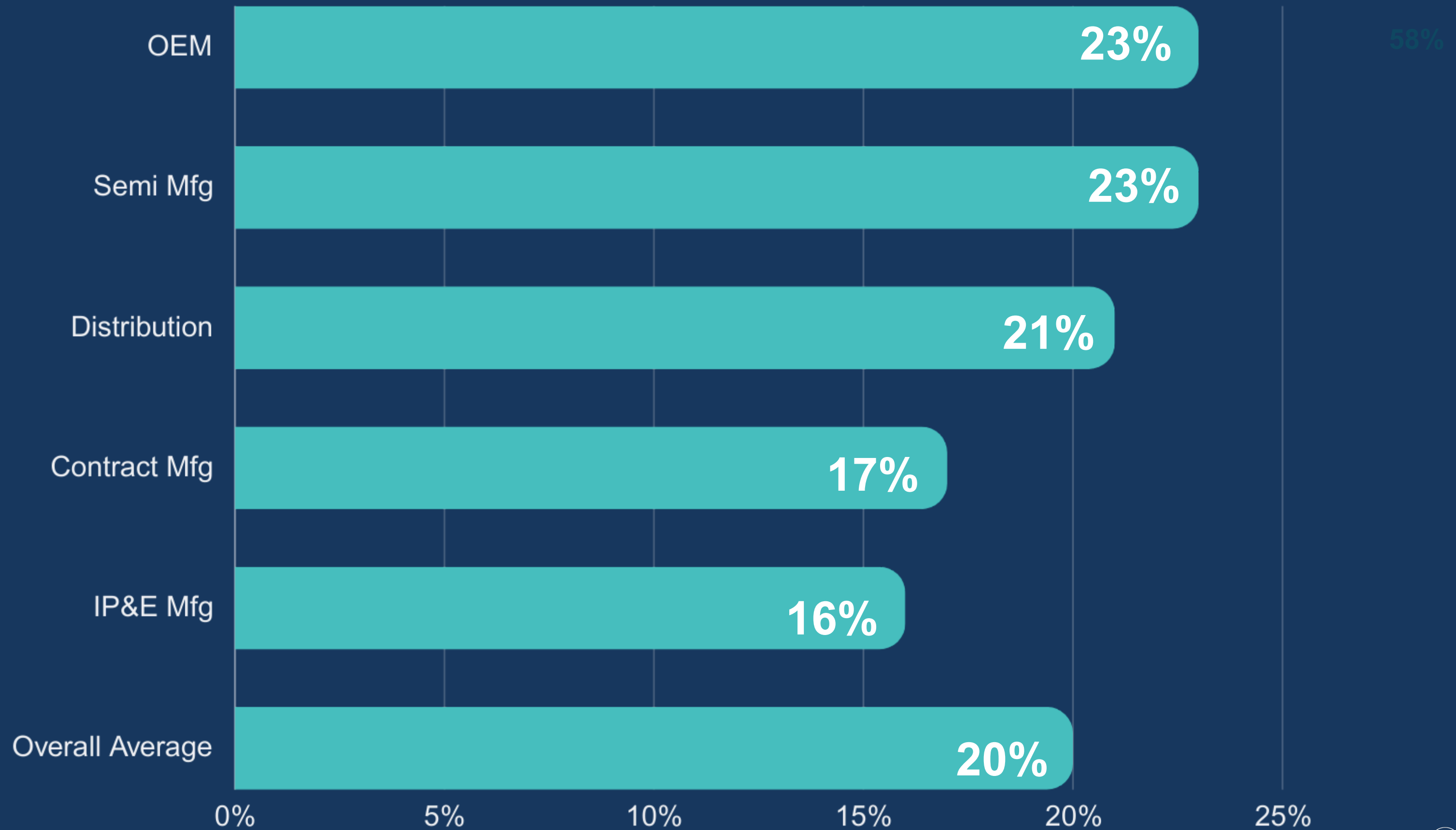


GLOBAL GENDER PARITY

● US
● Global



ELECTRONICS AVERAGE % OF WOMEN IN LEADERSHIP ROLES

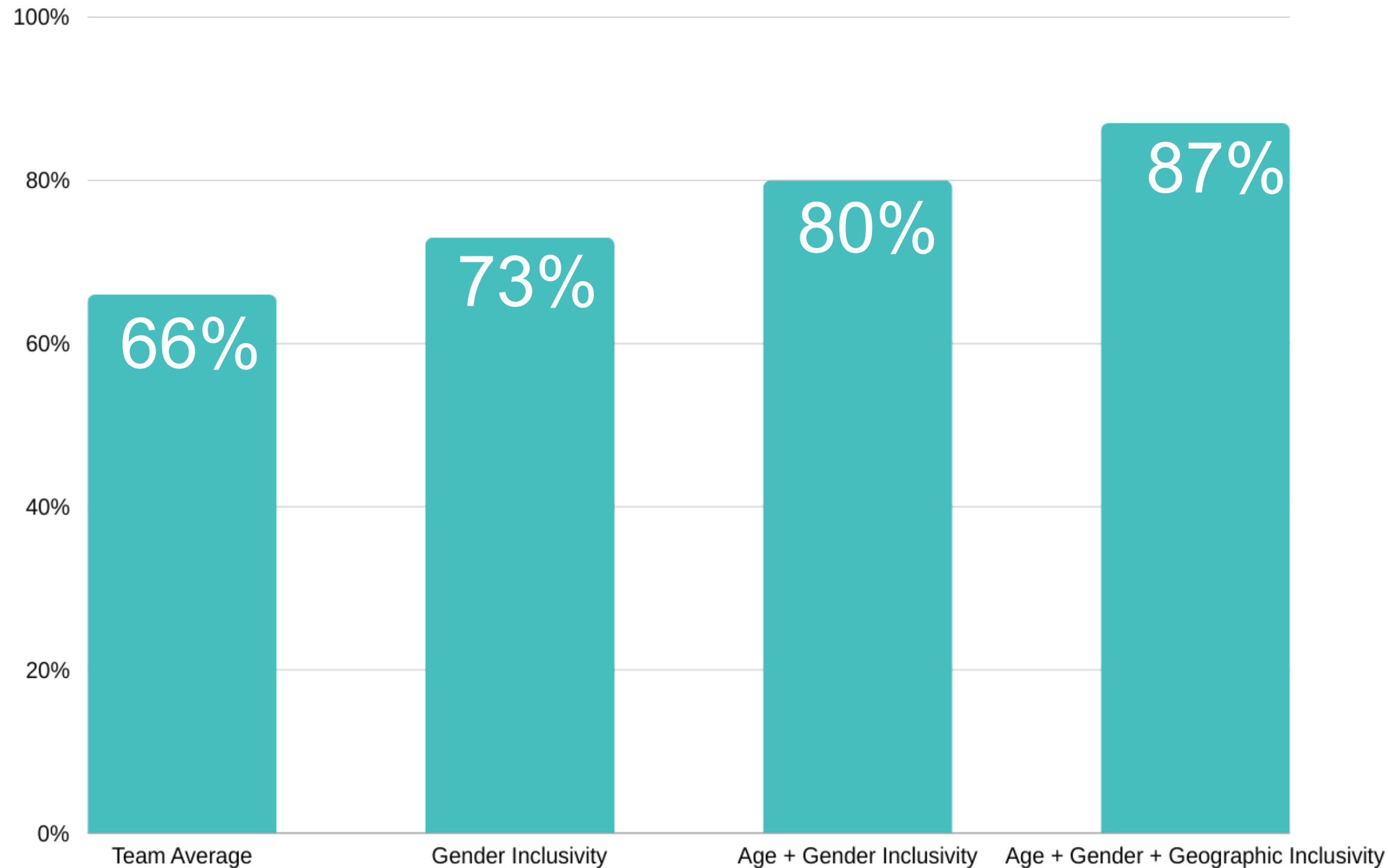


RELATIVE RETURNS

- Companies whose top management is at least $\frac{1}{2}$ female see returns on equity that are 19% higher than average.
- Boards with a higher-than-average percentage of women outperformed those with fewer than average, by 36%.
- Companies whose boards are in the top quartile of gender diversity are 30% more likely than their peers to outperform financially.
- The higher a company's gender composition, the better it performs in average relative returns.



BETTER DECISION MAKING



- 2x faster decision making with $\frac{1}{2}$ the meetings.
- Decisions made and executed by diverse teams delivered 30% better results.
- Bain and Company research shows that decision-making effectiveness is 95% correlated with financial profits.

Source: Cloverpop and Forbes



WE PROGRAM PILLARS



Leadership Growth



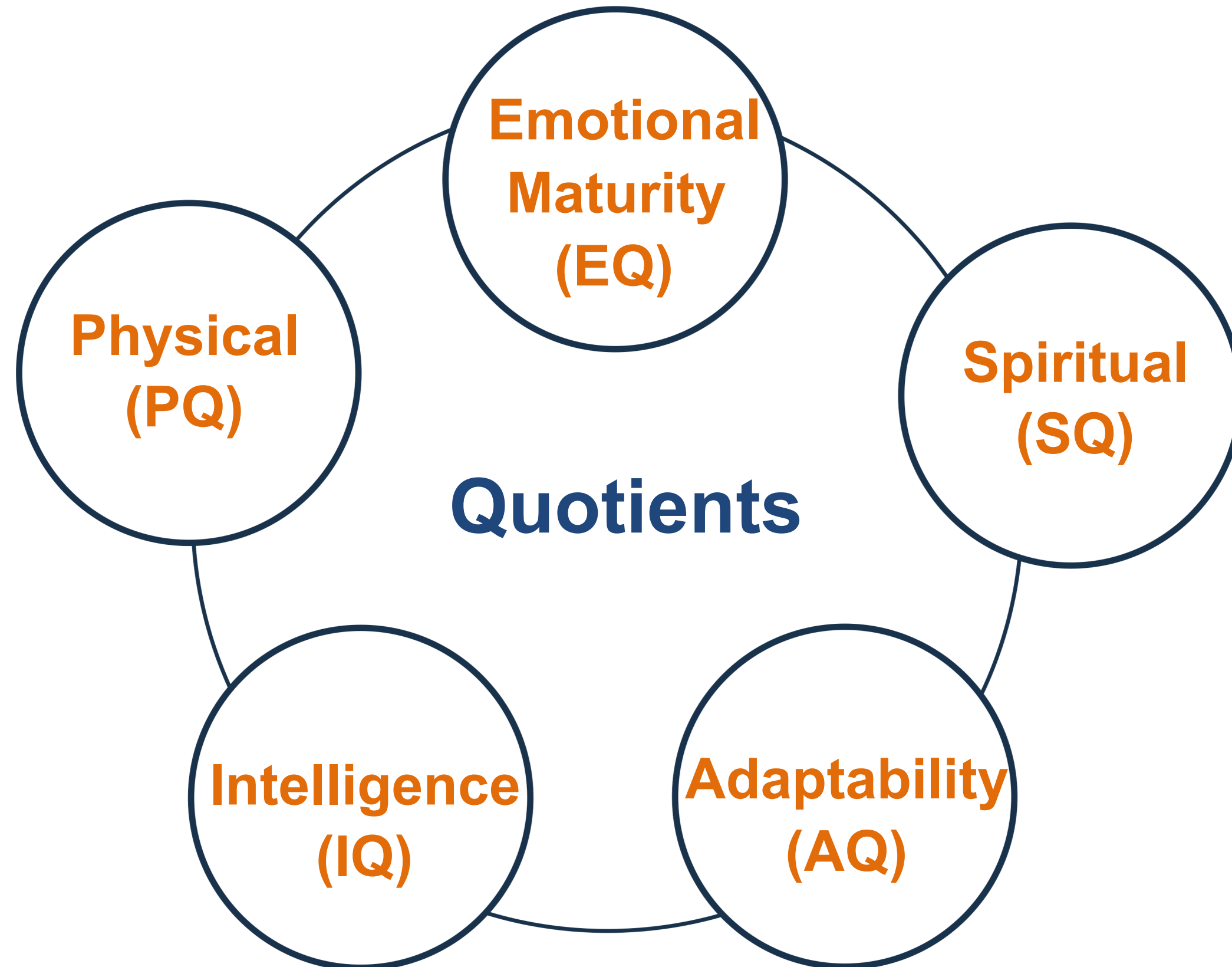
Mentorship



Community



WE LEADERSHIP MODEL



MEMBER VALUE PROPOSITION

Net Promoter Score was determined by the standard one-question:

*“Would you recommend WE United to your colleagues?
(0-10 scale)”*

2024 Member Net Promoter Score



Strategic Networking & Community

Feeling Valued

Sense of Belonging

Prioritized in Industry

Mentorship

Professional & Personal Development

Peer-to-Peer Knowledge Sharing

Career Resources

Thought Leadership



SPONSOR VALUEPROPOSITION

“I appreciate being a part of an organization that so closely aligns with my personal values and beliefs, as well as the opportunity to meet amazing people in our industry and to learn from and with them.”

- Linda Johnson, DigiKey



UNITED

Resource to Build the Bench for
Leadership Succession

Industry-Wide Mentorship Program

Chapters/Global Community

Career Corner Visibility

Employee Engagement/People Focused

Leading Edge of Systemic Progress

Brand Equity

ESG Resource
Broader Industry Perspective

501c3 Public Charity

INDUSTRY VALUEPROPOSITION

“WE United continues to inspire with their commitment to empowering and celebrating women, men, and all members in the industry.”

- Don Akery, Waldom



Global, All-Industry Mentorship Program

Leadership Development for
High Potential and Top Performing Talent

Enhanced Results in Employee Engagement

Industry Recruitment & Retention

Professional Network, Connecting People
Within Organizations & Across the Industry

Leadership Best Practice Sharing

Resource for the ROI of Inclusion



Timeline

WE United's Growth Journey

2017

Women in Electronics is Founded

Executive team and Board of Directors are established.

First Leadership Summit brought tech leaders together and continues annually.

Leadership Development Program introduced. Growth and development become a foundational pillar, along with a vision for mentorship and a Global Chapter structure.

501c3 status achieved.

2018
2019

Chapters Program & Flagship Mentorship Program Launch

Through assessing local needs, the WE community expands across the United States through local Chapters.

The Mentorship Program begins in pilot stage.

Leadership framework is solidified and monthly development webinars become a staple.

Podcast launched.

2020
2021

Global Growth & Industry-Wide Resource Center

WE formally expands internationally with the launch of its European Chapters.

Board of Directors expands.

WE launches its strategic Advisory Council to assist with growth strategy.

WE launches Career Corner and Collegiate initiative.

Mentorship Program formalized.

Weekly newsletter launched.

2022
2023

Tech Industry Expansion

Expansion into tech-driven industries, including aerospace, automotive, consumer products, data security, digital sector, electronic components, IT services, sustainability & energy, industrial, medical, military, software, and supply chain.

WE United Magazine launched.

First European Summit in United Kingdom.

Mentorship Program expands globally.

2024
2025

WE United Launches Forward Model

Focus: Developing all members through a values-first leadership framework of civility, ethics, and humanity.

The 9th Annual Leadership Development Summit expands to a three-day program with certifications.

Strategic association alignment.

Media partnerships formed.

Launch of Executive Circles.

Gratitude



PLATINUM SPONSORS

DigiKey

the TTI FAMILY
of SPECIALISTS



GOLD SPONSORS

AVNET[®]



EETECH



SILVER SPONSORS

GALCO

 **KYOCERA**
AVX

 **Littelfuse**[®]

 orbweaver

PLEXUS

RENESAS

 **Rochester**
Electronics[®]

 **TDK**



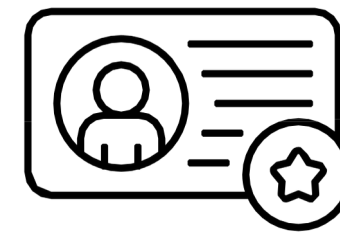
Engage with WE



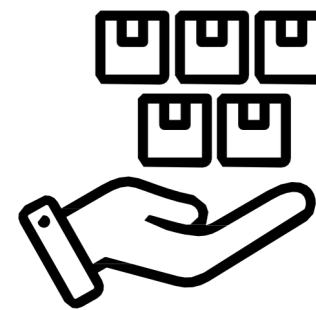
Sponsorship



Corporate Member Package



Individual Memberships



Membership Bundles



Donations



**THANK
YOU!**



QUESTIONS?

Contact: Admin@WEunited.tech

