



NextGen

NETWORK

THE FACES OF NEXTGEN NETWORK

2009 ANNUAL REPORT



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2009 Annual Report

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Table of Contents

Message from the NextGen Network President	3
Our 2009 Corporate Contributors	4
Our Membership and Membership Services	5
Our Connections and Outreach Programs	8
Our Community Outreach Programs	9
Our Financial Statements	10
Our 2010 Leadership Team	11

About NextGen Network

Founded in 1999, the mission of NextGen Network is to create a professional network and development opportunities for African American professionals; to serve as an affiliate of The Executive Leadership Council, which provides career and professional development for future business leaders; and to offer community outreach programming and support. NextGen Network is a 501(c)(3) nonprofit.

The Faces of NextGen Network

The cover design is a collage of the broad collection of the actual faces that make up our membership. This cover symbolizes our collective purpose and achievements and celebrates the individuality and diversity of our members and their experiences. It highlights how far we have come as an organization. We started with a small group of ELC past essay competition winners and, over the course of a decade, have evolved into a professional network of seasoned mid-level corporate managers. These are the faces of future African-American leaders in corporate America.

Message from the NextGen Network President



In 2009, we celebrated the 10th anniversary of NextGen Network. As a member of this organization since 2007, I have seen it evolve into a vibrant, professional network of seasoned African-American mid and senior-level managers. Individually and collectively as an organization we have participated in the building of a legacy that continues to expand with every successful partnership, promotion, and event. This year was extremely successful for NextGen Network as we saw improvements in all facets of the organization.

- We enhanced our financial stability by increased partnership with our corporate sponsors while increasing the financial transparency in our organization.
- We strengthened our member value proposition by expanding our program offerings and providing additional resources through expanding partnerships with NGN member companies and sponsors.
- We increased our marketing and communication efforts through features on the organization in the New York Times and Savoy Magazine, as well as through participating in Executive Leadership Council (ELC) sponsored initiatives and events.
- We continue to expand our infrastructure and operations by putting in place an organizational structure that allows for efficient and quick decisions without compromising quality.
- We advanced our community outreach by strengthening our relationships with the community organizations and educational institutions we support.
- We welcomed our largest membership class to date of 35 members
- We created a new Global committee which was a necessity due to the number of members working and traveling internationally and their need to share common experiences and develop a knowledge base.

This 2009 Annual Report will go into greater detail on how we, by achieving these and other important organizational goals, enhanced our value proposition and continued to lift this organization to new heights. Over the past year, the leadership team and committee chairs have worked hard to ensure the legacy of NextGen Network is not forgotten and continues to be built upon. By continuing to expand the reach of our organization, we are better prepared to leave a lasting legacy of success and achievement. We also know that we cannot accomplish this task without our many sponsors, partners, and members who share an unbridled passion to see the legacy and work of NextGen Network continue. Though the goals are simple, we know the path to success will rely on the hard work of our membership, partners, and sponsors who are best in class.

While we take this opportunity to commemorate NextGen Network's past accomplishments for 2009, we remained focused on building a legacy synonymous with success and achievement. 2009 was an extraordinary year for NextGen Network, culminating with our 10th anniversary celebration at our fall meeting. As President, I and my executive team of Oral Muir, Mario Lewis, and Tiffani Chambers are proud to have been chosen to lead the team responsible for achieving our mission of developing future African-American business leaders and building an enduring legacy.

Finally, 2009 also signified the closing of Joy Booker's term as the 6th President of NextGen Network. As the person who has succeeded Joy as President, I can say Joy did an amazing job of positioning NextGen Network for growth in the future. Her tireless efforts to improve the infrastructure and operational aspects of NextGen Network enabled the organization to realize record growth, partnerships, and revenue in 2009. Under Joy's leadership, the value proposition of NextGen Network to its members, partners, and sponsors increased exponentially in all areas.

Sincerely,

Michael S. Watson
President
NextGen Network





Sharon Taylor
Senior Vice President
Human Resources
Prudential Financial

“At Prudential, we support our employees’ growth and development because we know that it is their talent, skills and creativity that sets us apart in the marketplace. Through NextGen Network, our high potential participants have valuable opportunities to build their leadership skills and expand their professional networks. We share NextGen Network’s passion for developing future leaders, and are proud to be the lead sponsor of this organization for a fifth consecutive year.”

A Heartfelt Thank You to Our Corporate Sponsors

NextGen Network and our board of directors thank our corporate sponsors, the Executive Leadership Council, as well as the in-kind contributions and donation of services which sustains the mission and ensures the success of our organization.

NextGen would like to thank the following companies in acknowledgement of their enduring support, advocacy, and sponsorship of NextGen Network’s initiatives and programs:

Lead Sponsor
Prudential Financial, Inc.

Supporting Sponsors
Entergy Nuclear
Abercrombie & Fitch
Food Lion
(A Delhaize America Company)
Sun Microsystems

Contributing Sponsor
Pitney Bowes

Foundational Sponsor
The Executive Leadership Council

Partnership with NextGen Network is an investment in the development and support to the African-American talent pipeline across industry and functional areas. This organization provides Fortune 500 companies and other corporate partners a direct line to top-tier African-American talent from which to recruit.

There are a number of ways in which an organization can partner with NextGen Network. Opportunities include, but are not limited to:

- Encourage high-performing mid-level African-American managers to join
- Connect the organization with African-American executives who are willing to participate in programming
- Recruit and mentor African-American students interested in business careers
- Provide direct monetary support of operating services
- Sponsor or underwrite events, programs or publications
- Include NextGen Network in matching gift programs
- Provide in-kind gifts of products or services
- Provide venues for meetings and networking events around the country

We thank the following partners and sponsors who offered their congratulations and advertisements in our 10th Anniversary Commemorative Newsletter:

AXA Equitable
Bank of America
BP
Entergy
Executive Leadership Council
Exxon Mobil

Food Lion (A Delhaize America Company)
Johnson Controls
JPMorgan Chase
Marriott
Pfizer
Pitney Bowes
Prudential Financial

For more information about sponsorship opportunities, contact Urbanomics Consulting Group at (202) 944-3840.

Our Membership and Membership Services

NextGen Network Welcomes 35 New Members

By Penny Allen and Kimberly Watson, Membership Co-Chairpersons

We are proud to welcome our 2009 new members, which includes 20 Professional Class members, 13 ELC Institute graduates and two Business Case winners. This group, our largest class to date, represents a diverse group of industries including: communications, consumer products, consulting, energy, financial services, healthcare, industrial, marketing, retail and technology. Their roles and responsibilities span across a wide variety of corporate functions including business development, consulting, finance, general management, human resources, information technology, marketing, project management, product development, R&D and strategic planning. Consistent with NextGen Network's current profile, these new members range in age from mid-twenties to [late thirties] and the majority of the new members hold advanced degrees.

Based upon our competitive selection process, these candidates have demonstrated key characteristics including the promise for continued career progression, professional development and community activity. NextGen Network looks forward to the great contributions our new members will make to this organization.

2009 Highlights and Accomplishments

- Welcomed 35 new members- the largest class in our history
- Kyle Price, a former NextGen Network member ,was accepted into the Executive Leadership Council membership
- Enhanced the programming curriculum that is offered to members via the monthly calls, biannual meetings, and regional events
- Expanded Career and Personal Coaching program to include Dr. James Calvin
- Launched and completed our fourth Member Census/ Satisfaction Survey
- Developed and expanded the Fall Generator to commemorate the 10th Anniversary which included advertisements from our leading sponsors and supporters
- Launched Member Clicks as our members only groupsite



Eric Watson
Vice President
Office of Diversity & Inclusion,
Delhaize America

“The NextGen Network represents our future, yet they are making tremendous contributions today. With all of the challenges we face today, great hope exists in this talented group of people, who are making a better world for us all!”

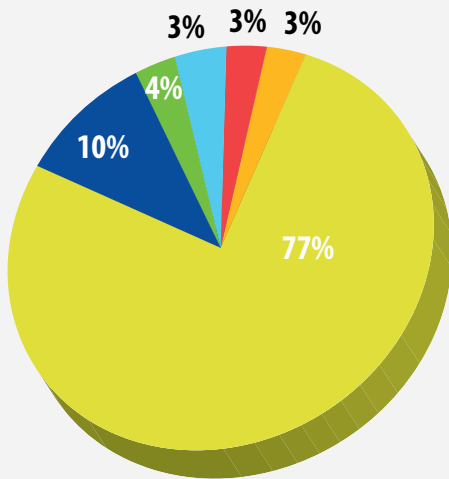


Membership Profile

NextGen Network Member Survey Results
Based on 72 member responses

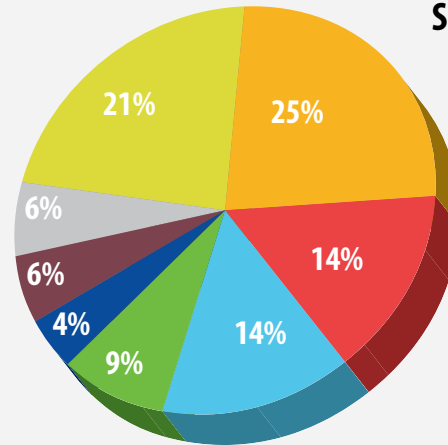
Highest Degree Earned

- College
- Masters/MBA
- PhD
- JD / MBA
- JD
- Other



Industry Segments

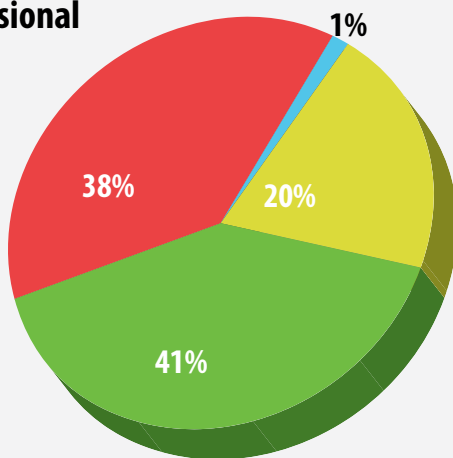
- Financial Services
- Consulting
- Healthcare
- Insurance
- Non-Profit
- Retail
- Energy
- Other*



*Other includes Self Employed, Student, Or In-Transition

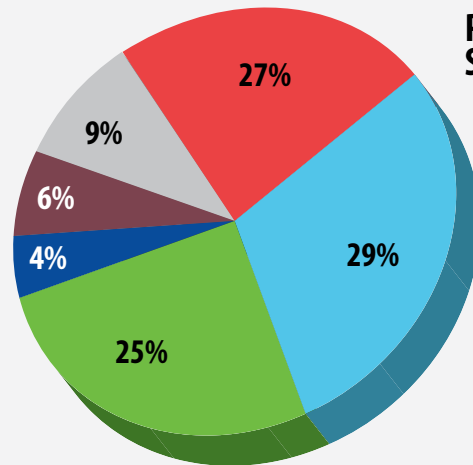
Years of Professional Experience

- 0-5
- 6-10
- 11-15
- Over 15



Professional Status

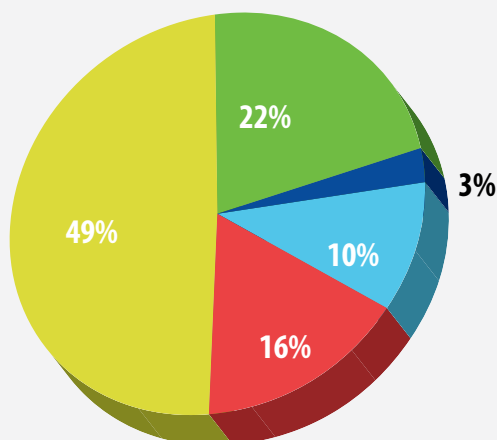
- Executive
- Senior Manager
- Middle Manager
- Supervisor
- Entrepreneur
- Other



Levels from the CEO

- 1-2 Levels
- 3-4 Levels
- 5-6 Levels
- 7 or More Levels
- N/A*

N/A includes Self Employed, Student, Or In-Transition



Our Connections and Development Programs

Connections/Development Committee Update

By Michelle Greene, Connections / Development Chair

The Connections/Development Committee is focused on providing the professional and personal support tools to allow our membership to succeed in their careers. In response to the feedback from our members, we designed programming and activities that assists our members in addressing and overcoming their concerns.

The programs and activities sponsored by the Connections/Development Committee arm our members with the tools, knowledge, and support needed to deal with professional and personal challenges.

In 2009, we had speakers discuss topics ranging from “Career Navigation in a Challenging Economy” to “How Your Persona at Work Positions you for Success.” At the Spring Conference held at the Breakers in Palm Beach, Florida. Dr. James Calvin led a critical thinking and strategic business case session for attendees. Our members participated in an in-depth conversation related to future government, corporate and community partnership sustainability in a globally shifting environment. They had an opportunity to interact with dynamic business leaders such as Mark Hug, Vice President and Chief Marketing Officer at Prudential and Cedric Coco, Senior Vice President of Learning & Organizational Effectiveness for Lowes.

The theme for the Fall 2009 Conference was “Understanding Leadership Agility for Career Mobility.” In our opening plenary, best-selling author, Noel M. Tichy, Professor of Management and Organizations at University of Michigan’s Ross School of Business, spoke to us on the topic of “Leadership Agility and the Upwardly Mobile.” Our keynote luncheon speaker, Rick Anicetti, former CEO of Food Lion of Delhaize America, discussed “Reaching the C-Suite.” In the closing plenary, we assembled an all-star panel of executives to discuss “Irrefutable Strategies for Career Mobility.”

In 2009, our monthly conference call featured a long list of dynamic guest speakers that have covered a broad range of thought provoking topics including:

- Dr. Steven Williams Director of Research at the Society for Human Resources Professionals provided a wealth of information about “Navigating Your Career in a Challenging Economy - 10 Strategies for Professional Survival.”
- Orlando Ashford, Senior Vice President, Marsh & McLennan Companies and ELC Member, shared his insight on “Is Your Persona at Work Positioning You for Success?” based upon our completion of personality type diagnostic he shared with us. He provided an extended version of his engaging presentation at the Spring Meeting held at the Breakers in Palm Beach, Florida.
- Cheryl Reese, Vice President of Diversity at Prudential, provided a high-level overview of the Prudential Sponsored business case that was completed by our members at the Spring Meeting.
- Wynn Watkins, former SVP for Diversity at JC Penney, gave insight as to how the Retail Industry is the leading indicator of what is happening in the American economy.
- Monica Hawkins, Founder of CEO & Connector, addressed “The Next Generation of Global Diversity” indicating HR, global mobility, talent management and emerging markets will be four key areas that a chief diversity officer will have to focus on in the new world.
- Jessica Isaacs, Senior Vice President, Field Operations and Global Reinsurance, AIU Personal Lines, AIU Holdings, spoke about managing through career adversity, seeking and selecting global opportunities and establishing effective mentoring relationships.



Todd Corely
Senior Vice President
Office of Diversity & Inclusion,
Abercrombie & Fitch

“I expect the relationship between Abercrombie & Fitch and NextGen Network will stimulate a rich conversation among its membership and associates from our organization, specifically centered on the value proposition that exists in leveraging our respective brands and networks.”



Paul Heller

Senior Vice President
Head of Corporate
Internet Group
JPMorgan Chase

“NextGen Network has provided critical management development experience for our employees. While the networking aspects of the organization are important, practical skills development is what companies are really seeking from organizations like NextGen Network.”

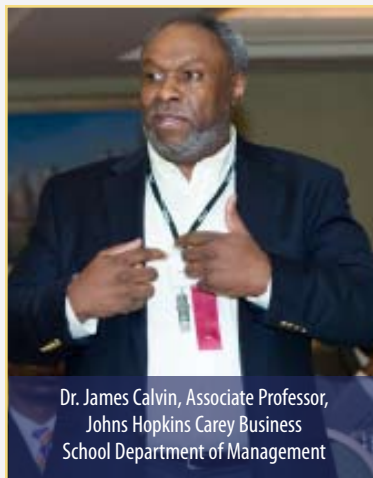
She also generously shared with members an exclusive view into her personal and professional life.

- Mark Szollar, Director of Advertising and Sports Marketing at the New York Times and his colleague, Tara Newton, an Account Manager, gave us a presentation on the topic of “The A-Z on successfully using advertorials to increase brand awareness, promote services and increase membership.” They provided insights on how to creatively leverage media to market and promote products and services and increase brand awareness.

The Connections/Development committee is central to the objectives to NextGen Network. The committee was developed to determine and deliver programming that is of interest to our membership. We welcome your feedback and suggestions. Additionally, we continue to seek volunteers to keep this committee vibrant. It is a great way to get involved, meet other members, and have a voice in the programs that our members receive. The Connections/Development committee offers you the opportunity to make an immediate impact on membership satisfaction at NextGen Network.

Many members of NextGen Network are current leaders shaping the future of their respective organizations. We are entrepreneurs and corporate executives in marketing, finance, human resources, and information technology. We are teachers, government leaders, healthcare professionals and community activists. We are mothers, fathers, brothers and sisters. We make a difference in our local, national and global environment. The Connections/Development Committee is dedicated to delivering programming that embraces all of who we are.

As always, we value your feedback and suggestions. If you are interested in finding out more information about our agenda or joining this dynamic committee, please send an email to: connect.develop@nextgennetwork.com. We look forward to many more impactful years to come.



Dr. James Calvin, Associate Professor,
Johns Hopkins Carey Business
School Department of Management



Cheryl Reese, VP Diversity, Prudential Financial (on left);
Sharon C. Taylor, SVP Corporate Human Resources at Prudential
Financial and ELC Member (on right)

Our Community Outreach Programs

In 2009, NextGen Network continued to deliver on its commitment to strengthening the African American corporate leadership pipeline by providing outreach to the next generation of business professionals in secondary schools and in college. As part of these community outreach efforts, we are proud to announce the winners of the 10th Annual Donna Jamison Lago Memorial Scholarship Essay Competition. Since its inception, the essay competition has grown tremendously, awarding over \$100,000 in scholarship funds since 1999 to deserving students. The competition is sponsored by Entergy Nuclear, a division of the Entergy Corporation - one of the nation's largest global energy companies.

The essay competition provides African-American high school seniors with the opportunity to earn scholarship dollars while addressing important issues affecting minority communities. It seeks to provide students with the opportunity to begin thinking critically as they look at issues not normally addressed in their daily lives. The top three finalists received a cash prize of \$2,500 to use towards their college expenses, three semifinalists received \$1,500, and three honorable mentions received \$500 each.

FINALISTS

Aeisha Reese, Wayne State University
Ashley Watson, Spelman College
Richard Youngblood, Princeton University

SEMI-FINALISTS

Brenda Adimora, Clemson University
Lauren Baker, Stanford University
Heather Perry, University of Arkansas at Little Rock

HONORABLE MENTIONS

Andria Buckner, Northwestern State University
Kyle Jacob, Morehouse College
Taylor Yarbrough, Spelman College

Additionally, NextGen Network members participate in structured mentoring and guidance programs for a number of organizations including the following:

- Granville Academy: A national program that prepares youth for economic empowerment by teaching the foundations of business, finance, technology, entrepreneurship, character building and community service. Bill Granville, formerly a senior executive with Exxon Mobil, and a member of The Executive Leadership Council, founded the Academy in 1983. In an effort to strengthen the pipeline, NextGen Network partners with the Northern Virginia Chapter of Granville Academy to provide mentorship and career guidance.
- The PIPELINE Initiative continues our efforts to deliver on-going community outreach to African American youths. We created "The Pipeline" website to utilize the Internet as a mechanism to increase communication, and provide advice and mentorship to African American high school students. In 2009, we moved this initiative forward by conducting research, developing new online content, and completing our fundraising plan. We will be providing future status updates on our progress with this initiative.



Maruiel Perkins-Chavis
Vice President
Workforce Effectiveness and
Diversity
Marriott International, Inc.

“We commend NextGen Network for its investment in the development of its members for senior leadership roles in their companies. We're excited about our involvement and look forward to getting more Marriott leaders involved with the organization.”



Our Financial Statements

Statement of Financial Position

	2009	2008	2007	2006
Assets				
Cash and cash equivalents	\$12,954	\$12,449	\$6,799	\$2,789
Accounts receivable	30,000	6,100	0	0
Total Assets	<u>\$42,954</u>	<u>\$18,549</u>	<u>\$6,799</u>	<u>\$2,789</u>
Liabilities and Net Assets				
Accounts payable	\$0	\$0	\$562	\$2,000
Loan payable	0	0	0	29,164
Total Liabilities	<u>0</u>	<u>\$0</u>	<u>\$562</u>	<u>\$31,164</u>
Net Assets	<u>\$42,954</u>	<u>\$18,549</u>	<u>\$6,237</u>	<u>\$(28,375)</u>
Total Liabilities and Net Assets	<u>\$42,954</u>	<u>\$18,549</u>	<u>\$6,799</u>	<u>\$2,789</u>

Statement of Activities and Changes in Net Assets

	2009	2008	2007	2006
Revenue				
Member Dues	\$23,500	\$21,750	\$28,600	\$9,520
Contributions, Cash	187,700	200,200	162,500	141,516
Contributions, non-cash	0	0	0	3,000
Investment Income	15	257	184	872
Total Revenue	<u>\$211,215</u>	<u>\$222,207</u>	<u>\$191,284</u>	<u>\$154,908</u>
Expenses				
Program Services	\$158,567	\$184,095	\$137,244	\$147,170
Support Services	28,243	24,800	19,428	17,391
Total Expenses	<u>\$186,810</u>	<u>\$209,895</u>	<u>\$156,672</u>	<u>\$164,561</u>
Net Change in Assets	<u>\$24,405</u>	<u>\$12,312</u>	<u>\$34,612</u>	<u>\$(9,653)</u>
Net Assets, Beginning of Year	18,549	6,237	(28,375)	(18,722)
Net Assets, End of Year	<u>\$42,954</u>	<u>\$18,549</u>	<u>\$6,237</u>	<u>\$(28,375)</u>

Our 2010 Leadership Team

Board of Directors:

Larry Drake

Iterim President and CEO,
The Executive Leadership Council
& Foundation

Eric Watson

Vice President,
Talent Acquisition and Diversity
& Inclusion, Food Lion, LLC

Camilla McGhee

Director,
Foundation Programs & Member Services
Executive Leadership Council
& Foundation

Kenneth Tanji

Vice President,
Finance
Prudential Financial

Michael Watson

Vice President-Senior Product Manager
Corporate Internet group
JPMorgan Chase

LaToya Rembert

State Legislative Director
Council for Marketing and Opinion Research

Joy Booker

Immediate Past President of NextGen Network
Financial Executive

Oral Muir

Vice President
Strategic Solutions
and Business Development
Marriott International

Officers:

PRESIDENT

Michael Watson

Vice President
Senior Product Manager
Corporate Internet group
JPMorgan Chase

VICE PRESIDENT

Oral Muir

Vice President
Strategic Solutions
and Business Development
Marriott International

TREASURER

Tiffani Chambers

Global Head of Client Experience
and Strategy
Goldman Sachs

SECRETARY

Mario Lewis

Bank Examiner
Federal Reserve of New York

Committee Chairs:

COMMUNICATIONS

India Metellus

Accounting Manager
NRG Energy

Nicole Siblal

Accounting Manager
Catalent Pharma Solutions

COMMUNITY OUTREACH

Kimberly Smith

President
Education
PBS

Shawana McGee

Associate
Real Estate Private Equity
BlackRock

CONNECTIONS/DEVELOPMENT

Michelle Greene

Director
Information Technology
Johnson Controls

Rhea Norwood

Director
Professional Development
Lowe's Companies, Inc.

CORPORATE GOVERNANCE

LaToya Rembert

State Legislative Director
Marketing Research Association

FUNDRAISING &

CORPORATE DEVELOPMENT

T. Hudson Jordan

Director
Global Diversity & Talent Strategies
Pitney Bowes

MEMBERSHIP

Kim Watson

Lead Analyst
ILI Risk Management
Prudential Financial

Penny Allen

Vice President
Information Systems
Prudential Financial





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