



Human Capital Management Update

Presenter Bio Hana Thier, Senior Software Engineer, Amazon Web Services

Hana Thier is a Senior Software Engineer at Amazon Web Services. She was the lead filer of a shareholder resolution asking Amazon to report on rates of promotion for employees by title and level for different gender and racial identities. She has a BA in graphic design and an MS in computer science from Lehigh University.



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Presenter Bio Dr. Anthony Hesketh, Professor, Lancaster University

Dr Anthony Hesketh is Associate Professor in the Management School at Lancaster University, Advisor to the Big Four firm EY and a Critical Eye Global Thought Leader. Ant's research over the years has passed through many stages but always with one goal in mind: ensuring the formal recognition of the human capital asset on the balance sheet. On this quest – and, no, it really is a Quest – Ant has managed to annoy just about all of the major accounting, executive and human resource bodies at any one time, and often simultaneously. He is the author of books on performance (Cambridge University Press), labour markets (Oxford University Press) and leadership (Palgrave). His recent work on boardroom behaviour was published by [Harvard Business Review](#) in January 2020. When he's not trying to dodge the collective red dot of the authorities in the financial centers around the world, he can be found writing at home in the rolling hills of the Trough of Bowland on the Lancashire-Cumbria borders where he has been living in splendid isolation during lockdown.



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Presenter Bio Cambria Allen-Ratzlaff, Chair, HCM Coalition/
VEBA

Cambria Allen-Ratzlaff is Corporate Governance Director for the \$60 billion UAW Retiree Medical Benefits Trust, the largest non-governmental purchaser of retiree health care benefits in the United States. Cambria's responsibilities at the Trust include engagement strategy development and execution, oversight of the Trust's global proxy voting compliance program, and monitoring legislation and regulations that impact shareholder rights.

Cambria currently leads the Human Capital Management Coalition, a cooperative effort among a group of 29 institutional investors representing over \$4 trillion in assets to elevate effective human capital management as a critical driver of long-term shareholder value. Cambria's other areas of expertise include board leadership structure and accountability, governance risk management and mitigation, and the relationship between U.S. and global public policy choices and long-term value creation in the capital markets, with a focus on the health care sector.

Cambria joined the Trust in 2011 after serving as Senior Corporate Governance Analyst for the Office of Connecticut State Treasurer Denise L. Nappier. Cambria received her A.B. in Political Science from Bryn Mawr College in Bryn Mawr, Pennsylvania and her M.A. in Public Policy from Trinity College in Hartford, Connecticut.



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Presenter Bio Ashley Marchand Orme, Senior Manager of Strategic Initiatives, National Association of Corporate Directors

Ashley Marchand Orme is Senior Manager of Strategic Initiatives for the National Association of Corporate Directors (NACD). She focuses on driving innovative thought leadership related to corporate governance, with experience researching board culture and dynamics, diversity and inclusion, the nation's shifting demographics, and racial justice. She also hosts NACD's Future Fluency podcast, which tackles sensitive issues related to the changing face of America and the resulting impacts on business. Ashley leads the NACD NXT Initiative, working with a multi-stakeholder group to promote D&I at the board level. She joined NACD in 2014 as a qualitative researcher and editor. Having begun her career as a journalist, her bylines have appeared in the New York Times, and the Chronicle of Higher Education, and Houston community newspapers.