

Aleksandra Dobkowski-Joy

Aleksandra has an extensive background in corporate responsibility strategy and communications. She provides strategic and tactical counsel to multinational corporations in diverse industry sectors around their corporate responsibility communications and strategy. In addition to managing reporting teams and processes, she conducts materiality and benchmark analyses, develops reports, web content, newsletters, and other materials, and creates distribution strategies to ensure effective engagement with key stakeholders. She reviews corporate responsibility reports for Ethical Corporation magazine and speaks about corporate responsibility communications at conferences and seminars.

Prior to joining Framework, Aleksandra worked as a sustainability strategy consultant and as a Regional Innovations Coordinator for the United States Environmental Protection Agency, assisting corporations to develop and implement “beyond-compliance” environmental initiatives. She holds a Master of Environmental Management degree from Duke University's Nicholas School of the Environment and a B.S. in Biology from the University of Connecticut.

Eliza Huger Eubank

Eliza Huger Eubank is Assistant Vice President for the Environmental and Social Risk Management department at Citi Markets and Banking. Citi's ESRM department reviews various financial products (i.e. project finance loans, commercial loans, debt and equity underwritings) prior to commitment to identify environmental and social aspects that could potentially lead to operational, financial, or franchise risk to the client and Citi. ESRM then works with the bankers and clients to properly manage those risks. The ESRM department also provides input to the environmental and social sections of Citi's annual Corporate Citizenship report.

Eliza has done similar work at the intersection of finance and sustainability with the Overseas Private Investment Corporation and the UN Principles for Responsible Investment. She earned an MBA from the Yale School of Management and a Master of Environmental Management from the Yale School of Forestry and Environmental Studies, as well as a BA in Biology from the University of Colorado at Boulder. Prior to graduate school, she worked on energy efficiency and climate change issues at the Alliance to Save Energy and the Rocky Mountain Institute.

Anthony Ginsberg

Anthony Ginsberg is the president of Ginsberg Consulting. He currently engages in financial and social research focusing on three issues: the different understandings of what is variously referred to as socially responsible, sustainable, and ESG investing; the assorted responses among corporations to corporate responsibility; and the resulting ways in which social change occurs through SRI and CSR efforts.

Prior to this current work, Mr. Ginsberg worked for 20 years as a mainstream equity research analyst, at the independent equity research firm, The Fourteen Research Corporation, in New York City, to which he continues to provide research. He currently is Chair of the Socially Responsible Investing Committee of the New York Society of Security Analysts. All of Mr. Ginsberg's education at the University of California (Santa Barbara), New York University, and Yale University focused on Latin American studies/history.



R. Paul Herman

R. Paul Herman has focused his life on solving human problems in business, nonprofit and government operations, with experience as an entrepreneur, management consultant at McKinsey and CSC Index, chief development officer at Ashoka.org, and investment strategist at eBay founder Pierre Omidyar's Network. As the founder and CEO of HIP Investor, Paul advises investors, companies and entrepreneurs (both business and social) to solve human problems for sustainable, profitable growth. Paul graduated from the Wharton School of Business at the University of Pennsylvania, and has lectured at Stanford, Harvard, Wharton, and U.C. Berkeley, as well as networks of Echoing Green social entrepreneurs, Net Impact MBAs, and international Fulbright Scholars.

Eric H. Israel

Eric Israel, formerly a partner of KPMG in the Netherlands, has transferred to KPMG Forensic as a managing director with responsibilities for Corporate Responsibility and Governance services in New York. Mr. Israel has extensive experience of providing Sustainability services for clients in North America and Europe. He has over twenty years of diversified experience in the management of engagements dealing with the examination of financial statements and with counseling organizations in non-financial performance reporting. He has specialized in corporate responsibility and governance and has worked with many global companies in their efforts to strengthen their corporate governance practices; evaluate the effectiveness of ethics and compliance programs; and measure and report externally on corporate responsibility performance indicators. Mr. Israel is one of the founding members of KPMG Global Sustainability Services™ and has spoken about corporate responsibility and sustainability at numerous academic and business conferences.

Bruce M. Kahn

Bruce Kahn, Ph.D., is a Senior Investment Analyst for Climate Change Strategies at Deutsche Bank in New York. He joined the Company in 2008 with 20 years of experience in environmental research, most recently as it relates to investments. Prior to joining Deutsche Bank, he managed assets for high net-worth and institutional investors at CitiSmith Barney's Private Wealth Management Group. Previous experience includes investment and market research for IC Value Inc (previously Center for Sustainable Systems Studies, Miami University of Ohio), management consulting and corporate sustainability strategist for Cameron-Cole, LLC and environmental research positions for the University of Wisconsin, Madison, The Ecological Society of America and Auburn University, and service in the US Peace Corps as an agricultural agent and provincial representative.

Bruce holds a BA in Ecology & Evolutionary Biology from the University of Connecticut; an MS in Fisheries and Allied Aquacultures from Auburn University; and a PhD in Environmental Science from University of Wisconsin, Madison. He is a recipient of both a J. William Fulbright Scholarship and a National Science Foundation Fellowship in ecological economics.



Mary Jane Klocke

In April, Mary Jane Klocke joined Calvert as Sustainability Marketing Manager. She had been the Director of BP's North American Shareholder Marketing in BP's Investor Relations office in New York since 2002. In this role, she was responsible for the design and execution of BP's shareholder marketing program to individual investors. And, she was BP's single point of accountability for SRI engagement.

She had worked in BP's London headquarters for several years as Policy Advisor in the Government and Public Affairs Unit. Prior to her UK assignment, Mary Jane had a broad range of roles and responsibilities in BP America's government affairs organization in Washington, D.C.

In addition to 23 years with BP, Mary Jane also worked as a legislative analyst for the Senate Judiciary Committee and as a government affairs associate for Shell Oil Company. She holds a B.S. degree in Education from Iowa State University and a Master's degree in Political Science from George Washington University.

Deborah Murray

Debbi has more than fourteen years of experience in Environment and Corporate Accountability. She has expertise in conducting strategic assessments to help companies identify key environmental and social impacts, and has performed baseline data analyses and benchmarking assessments for corporate sustainability and environmental management programs. She has provided strategic environmental and sustainability-related recommendations to the public sector and developed strategies for supply chain greening. Debbi is well-versed in Green Buildings, and the LEED certification system.

Prior to joining Framework:CR, Debbi had a varied career, including more than seven years in environmental analysis, strategy and design and civil engineering design. She also has more than seven years of experience focused in corporate accountability, transparency and disclosure, performing internal audit services for the engineering, construction management, energy, telecommunications, healthcare, education, and public sectors. Debbi holds an MBA in Management from New York University Stern School of Business (with a semester abroad at the London School of Economics), a Master's degree in Environmental Engineering from the New Jersey Institute of Technology and a Bachelor's degree in Civil Engineering from Villanova University.

Kathee Rebernak

Kathee Rebernak is the founder and CEO of Framework:CR, a corporate responsibility strategy and communications firm. She has nineteen years of experience as a strategist and communicator. She began her career as an attorney representing federal and private-sector financial institutions in complex commercial litigation and appellate matters; during that time she served as in-house counsel for a bank and owned a commercial litigation practice. For the past decade she has leveraged her analytical skills and business experience in her work as a consultant to multinational companies on strategy and communications. In 2003, she founded Framework:CR, which works with clients to improve and communicate corporate responsibility and financial performance.

Kathee is a regular contributor to *Ethical Corporation* magazine and Sustainable Life Media, an online corporate responsibility publication, and is a member of the Ethical Corporation Editorial Advisory Board. She frequently speaks on corporate responsibility strategy and communications issues and has spoken at events for the Conference Board, the International Association of Business Communicators, and the Ethics and Compliance Officers Association.



Mark Rowe

Mark Rowe is Director of Compliance and Ethics Advisory Services at SAI Global, an applied information services company that helps organizations manage risk, achieve compliance and drive business improvement. In this role, Mr. Rowe leads SAI Global's compliance and ethics consulting practice in North America, helping clients to address the challenges and opportunities connected with taking compliance and ethics beyond the "program" paradigm into business culture and process. Services focus on areas such as the development and enhancement of business integrity initiatives, compliance and ethics risk assessment, Code of Conduct review and revision, and program evaluation.

Before joining SAI Global, Mr. Rowe was the Managing Partner of Hoffman Rowe, a Boston-based consulting firm focused on business ethics and corporate responsibility (CR). He advised companies on the development and enhancement of strategies and infrastructure to embed ethically responsible decision-making, conduct, accountability and trust into organizational culture and stakeholder relationships. Mr. Rowe's consulting drew on his research and publications at the Center for Business Ethics (CBE) at Bentley College in Waltham, Massachusetts, a 32-year-old research and educational institute founded by Dr. W. Michael Hoffman. Mr. Rowe retains his CBE affiliation as a Research Fellow.

Prior to establishing Hoffman Rowe, Mr. Rowe worked for GoodBrand & Co., a CR consulting firm based in the U.K., Germany and Poland, helping clients gain competitive advantage by resolving the dilemmas inherent in the transition to a sustainable economy. He leverages his consulting expertise in compliance, ethics and CR with the insight gained previously from more than 10 years' practice as a commercial litigation lawyer in London. He is a frequent writer and commentator on business ethics, governance and CR, and has also taught Leadership, Ethics & Corporate Responsibility, as well as Consulting Skills, in Bentley's MBA program. Mr. Rowe is a Certified Compliance & Ethics Practitioner accredited by the Society of Corporate Compliance and Ethics.

Adam Seitchik

Adam Seitchik, Ph.D., CFA, is Executive Vice President and Chief Investment Officer of Trillium Asset Management Corporation in Boston (www.trilliuminvest.com), the oldest and largest independent US investment firm dedicated solely to socially and environmentally responsible investing. He is the lead portfolio manager for the Green Century Balanced Fund, an environmentally focused mutual fund owned by a consortium of non-profit environmental organizations.

Prior to joining Trillium, Adam was Chief Global Strategist for Deutsche Asset Management in London, where he led a team setting investment policy for over £40 billion in client assets. Adam holds a Ph.D. in economics from Boston University and early in his career was an assistant professor of Economics at Wellesley College. He received the Chartered Financial Analyst designation in 1993.

Adam has published a variety of books and articles on economics, finance and public policy, and has spoken widely on these issues. He recently published "Climate Change from the Investor's Perspective (for the Civil Society Institute). Other recent articles include "Why Lower Drug Prices Benefit Institutional Investors" (co-author, *Corporate Governance* May 2007), "Taking Responsibility for Market Returns," and "Wall Street Goes Green."

Adam is a Trustee of the Hyams Foundation, which is dedicated to increasing economic and social justice and power within low-income communities in the Boston area. He also serves as a Director of Bainbridge Graduate Institute, a leader in sustainable business education. He can be reached at aseitchik@trilliuminvest.com.



William L. Thomas

William Thomas is a member of the Environmental and Climate Change practices of Skadden, Arps, Slate, Meagher & Flom LLP. He advises clients on all aspects of climate law and policy, including carbon finance matters, greenhouse gas (GHG) due diligence, drafting and negotiating related provisions in transactional and financing documents; advising on international, federal, and state GHG regimes and initiatives; and counseling companies and financiers on emissions trading activities, GHG emission reduction projects, voluntary carbon market issues and matters of carbon strategy and governance. Among other appointments held in this area, he serves as chair of the North America Policy Working Group of the Carbon Markets & Investors Association and is a member of the US Working Group of the International Emissions Trading Association, the Emissions Working Group of the International Swaps & Derivatives Association, the Energy Law & Climate Change Specialist Group of the IUCN-Commission on Environmental Law, the Advisory Committee to the Carbon Disclosure Standards Board, and the U.S. Advisory Council to the Carbon Disclosure Project.

Mr. Thomas was recently recognized as one of the leading climate change lawyers in the U.S. by Chambers USA: America's Leading Lawyers for Business 2008. He can be reached at william.thomas@skadden.com.

Marianne Voss

Marianne is currently the executive director of the Fair Factories Clearinghouse (FFC), a non-profit organization that seeks to improve workplace conditions in factories making consumer products around the world, by providing technology to cost-effectively manage and share compliance information, by facilitating industry-wide collaboration and convergence of industry standards and best practices, and by advancing and promoting education and knowledge about workplace conditions. She is responsible for driving the strategic direction of the organization, the implementation of policies set by the Board of Directors, and the financial, program, and administrative management of the FFC.

Prior to the FFC, Marianne headed operations for adidas Group's social & environmental affairs department in the region Americas, overseeing their supply chain compliance programs for education & training, factory assessments, remediation, capacity building, and dialogue & communications. Before the merger with adidas, Ms. Voss oversaw Reebok's participation with the Fair Labor Association as well as Reebok's larger corporate social responsibility commitments at Reebok's corporate headquarters in Massachusetts.

Prior to joining Reebok, Ms. Voss practiced law with a concentration in constitutional, employment and criminal law. She also worked at a technology and marketing consulting firm, responsible for business planning, account management and project management for the firm's key Fortune 500 clients.

Ms. Voss holds a law degree from Boston University Law School, as well as a Masters in Law and Diplomacy from the Fletcher School of Law and Diplomacy.



Tobias Webb

Toby Webb is the Founding Editor of Ethical Corporation magazine, ethicalcorp.com and ClimateChangeCorp.com. Webb is also co-director of the Ethical Corporation Institute, a research arm of Ethical Corporation, with Peter Davis. See <http://www.ethicalcorp.com/eci> for more information. Webb co-founded Ethical Corporation in 2001 with Christian Braun. Webb studied the media at university in Liverpool and has a Masters degree in Corporate Governance and Ethics from Birkbeck College, University of London. He also advises the UK Conservative party on corporate responsibility issues and governance and teaches CSR at the University of London.

Kyle Whitaker

Kyle Whitaker joined Framework as an analyst after completing his master's degree in 2007. He provides project support—benchmarking, report development, strategic research, and strategy and communications analysis. Kyle brings a fresh perspective and keen eye for trends and stakeholder expectations and is eager to develop Framework's strategy business and contribute to the longstanding success of the firm.

Prior to joining Framework, Kyle consulted on community investment and sustainable development issues for a leading non-financial research provider in New York and worked in state government in his home state of Wisconsin. Kyle holds a Master of International Public Affairs degree with a focus on International Business and Governance from the University of Wisconsin-Madison and a B.A. in history and economics from Wake Forest University. He is an avid traveler and competes in triathlons.

