



2016 Annual Meeting & Community Reception
Tuesday, June 7, 2016
Grey Group Town Hall - 200 Fifth Avenue, 2nd Floor
5:00 p.m. – 8:00 p.m.

- **Introduction**
Jennifer Brown, Executive Director
- **Welcoming Remarks and Adoption of the Minutes from the 2015 Annual Meeting**
Gregg Schenker, Chairman of the Board of Directors
- **Special Guest Speaker:** *Gale A. Brewer, Manhattan Borough President*
- **FY2017 Budget Review**
James Buslik, BID Treasurer/Finance Committee Chair
- **Special Guest Speaker:** *Gregg Bishop, Commissioner, Department of Small Business Services*
- **Presentation of 2016 Awards**
Gregg Schenker, Chairman and Jennifer Brown, Executive Director

Partnership Award:	Department of Small Business Services
Chairman's Award:	Macmillan
Outstanding Service Award:	Police Officer Jose Bueno
Greening the District Award:	225 Fifth Avenue Condominium, Con Edison, Meringoff Properties, The NoMad Hotel, Tiffany & Co., Touro College/NYSCAS

- **Nominations and Election of Directors**
Rick Locker, BID Secretary/Nominating Committee Chair
- **Real Estate and the Neighborhood of Today**
Mike Slattery, Senior Vice President for Research, Real Estate Board of New York
- **BID Highlights**
Jennifer Brown, Executive Director
- **Closing Remarks/Questions**

*****Please join us immediately following the Annual Meeting for a
Networking & Cocktail Reception*****

FLATIRON/23RD STREET PARTNERSHIP DMA, Inc.

Minutes for the Ninth Annual Meeting, June 11, 2015

Welcoming Remarks and Adoption of the Minutes from the 2014 Annual Meeting

- BID Chairman Gregg Schenker began the Flatiron BID's Ninth Annual Meeting with welcoming remarks.
- He recognized the Board of Directors and district property owners, business tenants, residents, and community-based organizations and thanked Grey Group for hosting the meeting.
- The minutes from last year's Eighth Annual Meeting on June 3, 2014 were reviewed and unanimously approved.

Introduction

- Ms. Jennifer Brown, Executive Director of the Flatiron BID, acknowledged the volunteer Board of Directors; the BID staff; and the BID street cleaners, public safety officers, and homeless outreach workers.
- Ms. Brown directed attendees to the BID's Annual Report and the theme of "Going Up" for the 2015 report, noting that never before had the upward trajectory of the area been more apparent than the present.
- The report was provided to attendees in banner tote bags, along with informational brochures about the district and marketing materials about the BID's upcoming summer programming.
- Before moving on to the business of the meeting, a trivia question about the Flatiron District was posed to attendees. The prize for the correct answer was a Flatiron Building LEGO Architecture Set.

BID Highlights 2014-2015

- Ms. Brown presented the BID's accomplishments for the Fiscal Year 2015, as well as highlighting the growth of businesses within the BID since its inception. Highlights for each of the BID's programmatic areas – Clean Streets, Public Safety, Social Services, Public Improvements, and Marketing and Communications. Also in FY15 in accordance with the New York Nonprofit Revitalization Act, the BID's corporate documents, including the by-laws, were updated and approved.

Special Guest: Manhattan Borough President Gale A. Brewer

- After the BID highlights presentation, Ms. Brown introduced Manhattan Borough President Gale A. Brewer and invited the Borough President to the podium.
- Borough President Brewer offered brief remarks and praised the work of the Flatiron BID and its members to enhance and improve the quality of life in the Flatiron District.

Review of Financial Position and FY2016 Budget

- Mr. Jim Buslik, Treasurer/Finance Committee Chair, began by stating that in the fall of 2014 the BID received its annual independent audit, conducted by Skody, Scot & Company, for Fiscal Year 2014 (FY14), and the BID received a clean audit once again. A summary of the FY14 audit appears in the 2015 Annual Report in the packets, and copies

of the full audit are available upon request at any time at the BID office or on the BID's website.

- Mr. Buslik then reviewed the BID's FY16 approved budget which was approved by the BID Board of Directors at the full board meeting on April 2nd. For FY16, the BID's assessment is projected at \$2.2 million, with total revenue being reflected at \$2.875 million, to include sponsorship revenue, Public Plaza income, and interest. Total expenses are projected at \$2.875 million, for a balanced budget.
- Mr. Buslik reported that sanitation remains the largest programmatic expense at \$871,000 or 35.5% of the program expenses. An increase in this program expense reflects an increase in wages for workers and supervisors, as well as service enhancements. The public safety program accounts for 14%, and marketing for 19.4%, which includes the annual holiday program. The public improvement program accounts for 24.3%, which includes ongoing management and maintenance of the Public Plazas and district-wide beautification efforts such as hanging flower baskets, the Park Avenue South Median malls and the tree pit guards and plantings. The social service program, at \$72,500, will continue the FY15 service model of five shifts per week.
- Mr. Buslik noted that the FY16 budget contains a \$25,000 contingency, which was approved earlier in the year to cover any expenses associated with a potential office move or increase in rent, pending the end of the BID's current office lease.
- Mr. Buslik indicated that the operating reserve will be maintained at no less than \$600,000 and the remainder has been set aside for ongoing public improvements and the implementation of the master plan.

Special Presentation: Keats Myer, Executive Director of Madison Square Park Conservancy

- Ms. Keats Myer, Executive Director of Madison Square Park Conservancy provided attendees with a brief update about the Conservancy's ongoing work in the Park.

Nominations and Election of Directors

- Mr. Rick Locker, Chairman of the BID Nominating Committee and Secretary of the Board, stated that this year the BID is nominating for re-election the Class A, Class B, and Class C members of the board whose terms expire, as well as adding several new board members. There is no renewal term this year for Class E and therefore there will be no vote on that Class of membership.
- The new Class A member nominated was Two Trees Management Co. – Jed Walentas, with Daniel Conlon as the alternate. Also in Class A, two companies which have served on the board for a number of years have appointed new representatives; Colliers International represented by Michael Cohen, with Andrew Roos as the alternate and Rockrose Development Corporation represented by Paul Januszewski.
- The new Class B member nominated was Shake Shack represented by Alexandra Valdes-Fauli. Shake Shack replaced the board seat that had been held for many years by Union Square Hospitality Group. Bios of these individuals who were nominated as new board members were included in packets.
- Meeting attendees eligible to vote were given color-coded cards indicating their class of membership.

- *The Class A slate was unanimously approved with twenty-one (21) votes. The Class B slate was unanimously approved with twelve (12) votes. The Class C slate was unanimously approved with five (5) votes.*

Keynote Speaker: Fred Dixon, CEO of NYC & Company

- Ms. Brown introduced Mr. Fred Dixon, CEO of NYC & Company, New York City's official marketing, tourism, and partnership agency.
- Mr. Dixon spoke about the importance of the tourism industry in the Flatiron District, as well as New York City as a whole.

Presentation of 2015 Awards

- Ms. Brown presented the Outstanding Service Award to Michel Melendez of the BID's Public Safety Team and Momar Diagne of the BID's Clean Streets Team for their ongoing work to serve the neighborhood.
- Ms. Brown presented the Greening the District Award to Con Edison, Meringoff Properties, the NoMad Hotel, and Tiffany & Co. for their ongoing contributions to make the Flatiron BID a model of beautiful urban space.
- Ms. Brown invited Mr. Schenker to present the Chairman's Award.
- Mr. Schenker presented the Chairman's Award to Mr. Farrell Virga of Meringoff Properties for his role as Vice-Chairman of the BID's Board of Directors and member of the Executive Board, as well as member of the Nominating Committee, Finance Committee, and Streetscape and Capital Projects Committee.
- Ms. Brown presented the Partnership Award to 13 businesses and property owners who worked with the BID to implement Flatiron's NYC EDC Wireless Corridor. Honorees include ABS Partners Real Estate, Adams & Co., Alan Tanksley, Inc., Argo Tea, Flatiron Green Café, ilili BOX, L&L Holding, Marimekko, Newmark Grubb Knight Frank, Pentagram, SL Green, Two Trees Management Co., and Walter & Samuels.

Questions/Closing Remarks

- Before closing remarks, another trivia question was posed to the attendees. The prize for the correct answer was a Flatiron Building LEGO Architecture Set.
- There were no questions.

Adjournment

Present at the Ninth Annual Meeting of the Flatiron/23rd Street Partnership

Richard Aibel	Daniel Cilmi	Alan Friedman
Marty Algaze	Katharine Cobb	Peter Garabedian
Esther Altaras-Meyers	Michael Cohen	Liz Gilbert
Earle Altman	Daniel Conlon	David Goldberg
Mary Anderson-Gallagher	Tom Cook	Anita Golden
Charles Artaud	Brendan Cremins	Herb Gonzalez
Dr. Melva Baker	Stefan Dainard	Sergio Gonzalez
Todd Beckwith	Jonathan Davis	Grant Greenspan
Benny Ben-Brika	Patrick DeSimone	Arleen Gunzburg
Alycia Benjamin-Peebles	Momar Diagne	William Guy
Miriam Berman	James Dill	Robert Hadi
Jaclyn Bernstein	Fred Dixon	Arlene Harrison
Monica Blum	Ray Dorrian	Sharon Hart
Gale A. Brewer	Baldev Duggal	Bonnie Hecht
Jennifer Brown	Gail Duke	Sandy Hecker
Laurie Burns	Chris Eddy	Chris Heywood
James Buslik	Lois Eida	Lizzie Honan
Laetita Butler	Deb Fain	Steven Hornstock
Deborah Buyer	Jennifer Falk	Philip Huang
Susana Caceres	Joan Fields	Dawn Jackson
Patrick Cammack	Robert Finkelstein	Paul Januszewski
Roberto Camacho	Steve Forest	Iris Kass
Carin Cardone	Gail Fox	Robert Kempner
Nancy Cho	Valerie Foy	Scott Kimmins

Present at the Ninth Annual Meeting of the Flatiron/23rd Street Partnership

Rachel Klein	Dianna Mounsey	Martin Schmid
Jason Kling	Marsha Mowers	Lauren Schram
Jane Kojima	Keats Myer	Aaron Schwartz
Brian Krebs	Amy Nasirdinova	Myles Schwartz
Jay Kreisburg	Audrey Novoa	Jane Gural-Senders
Charlotte Laffler	Colleen Nugent	Scott Shafer
Tim Laughlin	Zhiyin Pan	Eric Shapiro
Matthew Leonardi	Kyle Parsons	Tod Shapiro
Andre Lewis	Denise Penizzotto	Kris Shetty
Keith Lipstein	Betty Perlish	E. M. Siegel
Frederick Locker	James Petrie	Robert Siegel
Perry Mallas	John Petterson	Erica Silberman
Heather Mangrum	Janice Plumer	Sheldon Silberstein
Dana Martens	Linda Porto	Jacqui Simmons
Alex Massoud	Natalie Raben	Jeffrey Simmons
Philippe Massoud	Yolanda Ragland	Coleman Skeeter
William Mattiello	Abinand Rangesh	Fran Smyth
Mark Maynard-Parisi	Maxime Reimeringer	Julie Sophonpanich
Blair McBride	Paul Romaine	Michael Stanat
Sabrina McFarland	Joseph B. Rose	Robert Stepanek
Michel Melendez	Craig Rosenthal	Eric Stogner
Ralph Memoli	Medina Sadiq	Diana Stuart
Tarek Moaz	Erica Sais	Alan Tanksley
Samantha Modell	Gregg Schenker	Thomas Tarantola

Present at the Ninth Annual Meeting of the Flatiron/23rd Street Partnership

Channa Taub

Renee Typaldos

Joann Wasserman

Seth Taylor

Alexandra Valdez-Fauli

Peter Weiss

Delphi Tinkham

Michael Vallejos

Jane M. Woodbridge

Maura Tobias

Farrell Virga

Alicia Zanelli

Shien-ru Tsao

Ben Waller

Paul Zangrilli

Steven Tuozzolo

Matt Walter

Flatiron/23rd Street Partnership
Fiscal Year 2017 Approved Budget
July 1, 2016 - June 30, 2017

	<u>Admin.</u>	<u>Marketing</u>	<u>Public Safety</u>	<u>Sanitation</u>	<u>Social Services</u>	<u>Public Improve.</u>	FY17 Budget Total	FY16 Budget Total
Assessment revenue							2,200,000	2,200,000
Contributions		225,000	15,000	5,000		580,000	825,000	670,000
Interest income							5,000	5,000
Total revenue							3,030,000	2,875,000
Program Expenses:								
Personnel costs								
Total salaries and payroll taxes	66,216	175,260	65,369	65,413	34,875	180,665	587,798	560,072
Health & other benefits	9,252	20,026	4,468	4,468	3,246	20,203	61,663	60,061
Total personnel costs	<u>75,468</u>	<u>195,286</u>	<u>69,837</u>	<u>69,881</u>	<u>38,121</u>	<u>200,868</u>	<u>649,461</u>	<u>620,133</u>
Direct expenses								
Outside contractors	5,000	90,000	320,000	875,000	70,000	442,000	1,802,000	1,691,000
Program equipment	-	-	5,000	20,000	-	8,000	33,000	46,867
Program supplies	-	45,000	-	2,000	1,500	5,000	53,500	59,500
Tree Pits	-	-	-	-	-	5,000	5,000	10,000
Project expenses	-	211,500	-	-	500	15,039	227,039	227,500
Total direct expenses	<u>5,000</u>	<u>346,500</u>	<u>325,000</u>	<u>897,000</u>	<u>72,000</u>	<u>475,039</u>	<u>2,120,539</u>	<u>2,034,867</u>
Total program expenses	<u>80,468</u>	<u>541,786</u>	<u>394,837</u>	<u>966,881</u>	<u>110,121</u>	<u>675,907</u>	<u>2,770,000</u>	<u>2,655,000</u>
	2.9%	19.6%	14.3%	34.9%	4.0%	24.4%	100.00%	
Total general operating							250,000	220,000
Total expenses							3,020,000	2,875,000
Contingency							10,000	25,000
Excess revenues over expenses							0	25,000

Board of Directors – Full List

Member	Term Expires*
Class A (A.1 commercial/mixed use property owners/A.2 residential owners – no less than 7)	
<i>A.1 (commercial/mixed use property owners)</i>	
Laurie Burns, Rudin Management/Forty One Madison	2016
James Buslik, Adams & Company Real Estate	2016
Michael Cohen/Andrew Roos, Colliers International	2017
Tom Cook, ATCO Properties	2017
Jim Dill, Housing & Services, Inc.	2017
Gail Duke, New York Life Insurance Company	2017
Grant Greenspan/Michael Kaufman, Kaufman Organization	2016
Paul Januszewski, Rockrose Development Corp.	2016
Leslie Spira Lopez, Kew Management	**
Meredith Morgan, The NoMad Hotel	2016
Gregg Schenker, ABS Partners Real Estate	2017
Jane Gural Senders, Newmark Grubb Knight Frank	2016
Farrell Virga/Jason Vacker, Meringoff Properties	2016
Jed Walentas/Daniel Conlon, Two Trees Management Co.	2017
Simon Wasserberger/Kelly Zagrod, L&L Holding Company	**
Peter Weiss, Walter & Samuels	2017
<i>A.2 (residential condominium owners)</i>	
Nicholas Athanail, The Stanford Condominium	2016
Class B (commercial tenants – no less than 1)	
Lois Eida, Lois Lane Travel	2017
Bob Hayes, The Estée Lauder Companies Inc.	**
Frederick Locker, Locker Greenberg & Brainin	2017
John Petterson, Tiffany & Co.	2016
Sarah Tilton/Julia Sigel, General Assembly	2016
Alexandra Valdes-Fauli, Shake Shack	2017
Andrew Weber/Paul Slevin, Macmillan	2016
Class C (residential tenants – no less than 1)	
Joseph B. Rose	2017
Class D (public representatives)	
Honorable Bill de Blasio, Mayor of the City of New York (<i>represented by Gregg Bishop, Commissioner, Department of Small Business Services</i>)	
Honorable Gale Brewer, Manhattan Borough President	
Honorable Scott Stringer, New York City Comptroller	
Honorable Melissa Mark-Viverito, Speaker of the New York City Council	
Class E (community boards and non-profit organizations – up to 3 in addition to community boards)	
Community Board 4	
Community Board 5	
Community Board 6	
Katharine Cobb, Baruch College	2016

*Terms are 2 years in length

**Proposed Board Addition - 2016 Annual Meeting

Election of Directors for 2016 Annual Meeting

Member	New Term Expires*
Class A (<i>A.1 commercial/mixed use property owners/A.2 residential owners – no less than 7</i>)	
A.1 (<i>commercial/mixed use property owners</i>)	
Laurie Burns, Rudin Management/Forty One Madison	2018
James Buslik, Adams & Company Real Estate	2018
Grant Greenspan/Michael Kaufman, Kaufman Organization	2018
Paul Januszewski, Rockrose Development Corp.	2018
Leslie Spira Lopez, Kew Management	2018
Meredith Morgan, The NoMad Hotel	2018
Jane Gural Senders, Newmark Grubb Knight Frank	2018
Farrell Virga/Jason Vacker, Meringoff Properties	2018
Simon Wasserberger/Kelly Zagrod, L&L Holding Company	2018
A.2 (<i>residential condominium owners</i>)	
Nicholas Athanail, The Stanford Condominium	2018
Class B (<i>commercial tenants – no less than 1</i>)	
Bob Hayes, The Estée Lauder Companies Inc.	2018
John Petterson, Tiffany & Co.	2018
Sarah Tilton/Julia Sigel, General Assembly	2018
Andrew Weber/Paul Slevin, Macmillan	2018
Class E (<i>community boards and non-profit organizations – up to 3 in addition to community boards</i>)	
Katharine Cobb, Baruch College	2018

**Terms are 2 years in length*

***New board member nominee; bios of each of the new board member nominees/alternates can be found in the meeting materials.*



**Board Nominee Bios
2016 Annual Meeting & Community Reception
Tuesday, June 7, 2016**

Class A (Commercial/Mixed-Use Property Owners):

Kew Management (New Board of Directors Nominee)

Kew Management offers commercial real estate — retail rentals, loft rentals, and office space rentals — primarily in Manhattan. Kew’s flagship buildings, The Townsend (1123 Broadway) and St. James (1133 Broadway), are landmarks on Broadway. Renovated to their Golden Age elegance, they afford classic details, high-tech access, and comprehensive on-site business services centers.

Leslie Spira Lopez, President and CEO, Kew Management

Leslie Spira Lopez is President and CEO of Kew Management. She has 35 years of management experience, including 30 years within the real estate industry. Ms. Spira Lopez began her career as Director of Software Development for Source Telecomputing, a pioneer of the online-services industry. She then joined Kew Management in 1987 as the Vice President of Leasing and Marketing. In 2001, she became President and CEO. Her extensive experience with every aspect of real estate management, knowledge of the New York market, negotiating skills, and creative ideas has brought Kew Management to a new level of performance.

Ms. Spira Lopez sits on the Board of Directors of Madison Square Park Conservancy and serves as Secretary. She also serves as Co-Chair of the New York Regional Cabinet of the University of Rochester and is a member of the Real Estate Board of New York (REBNY). A long-time resident of the area, Ms. Spira Lopez is active in many neighborhood and charity organizations; since 2008, she has focused on improving the neighborhood as a founding member and President of the NoMad Alliance. She received an MBA with a focus on Management from Columbia University and a BA in Mathematics from the University of Rochester.

L&L Holding Company (New Board of Directors Nominee)

L&L Holding Company is a privately-held, vertically-integrated real estate company that owns and manages a 6+ million square-foot portfolio of Class A commercial office properties in New York City, including 200 Fifth Avenue and 315 Park Avenue South in the Flatiron BID. Founded

in 2000 by David Levinson and Robert Lapidus, L&L has a track record of 26 acquisitions, \$5.4 billion in transactions, and a team of over 250 people.

Simon Wasserberger, *Managing Director, L&L Holding Company*

During his years at CB Richard Ellis and Tishman Speyer Properties, Mr. Wasserberger led the leasing efforts for more than 16 million square feet of New York properties, including Rockefeller Center, The Empire State Building, 7 World Trade Center, and Eleven Times Square. His development experience includes ground-up projects at 222 East 41st Street, the redevelopment of 300 Park Avenue—both in New York City—as well as One Metro Center in Washington D.C. He has negotiated over 1.8 million square feet’s worth of leases in LEED Gold buildings.

Mr. Wasserberger is a trustee of the Lower East Side Tenement Museum and the Allen Stevenson School.

Kelly Zagrod (alternate), *Marketing Coordinator, L&L Holding Company*

Ms. Zagrod provides project management and marketing support for L&L. She assists L&L’s corporate marketing as well as the property-specific marketing for L&L’s 6+ million square feet of office space.

Ms. Zagrod is a Virginia native and received a BA from Randolph Macon College.

Meringoff Properties (*Board Member since 2007*)

Jason Vacker (alternate), *Chief Operating Officer, Meringoff Properties*

Jason Vacker, Chief Operating Officer, is nominated to join the Board as the alternate for Meringoff Properties. He is responsible for managing property management, leasing, administration, construction, operations, and financial reporting. Previously, Mr. Vacker held the position of Executive Vice President and Director of Leasing. Prior to joining Meringoff Properties in 2008, Mr. Vacker was a commercial leasing broker at Newmark & Company, one of New York City's leading commercial real estate services firms.

A graduate of the Grainger School of Business at the University of Wisconsin-Madison, he received his BBA in Finance, Investment & Banking. Mr. Vacker is a licensed New York State Real Estate Salesperson, a member of REBNY, and a board member of Young Men’s/Women’s Real Estate Association of New York. He is actively involved in PENCIL, mentoring New York City public school students.

Class B (Commercial Tenant):

The Estée Lauder Companies Inc. (*New Board of Directors Nominee*)

Founded in 1946 by Mrs. Estée Lauder, The Estée Lauder Companies Inc. is one of the world's leading manufacturers and marketers of skin care, makeup, fragrance, and hair care products. For fiscal 2015, net sales were \$10.78 billion and net earnings were \$1.1 billion. Globally, there are approximately 44,000 full-time employees. Within the Flatiron District, The Estée Lauder Companies Inc. occupies 166,544 square feet of office space at 28 West 23rd Street and has two retail stores - Origins, at 175 Fifth Avenue, and M·A·C at 1 East 22nd Street.

Bob Hayes, *Senior Vice President, Global Store Operations and Global Retail Channel Captain, The Estée Lauder Companies, Inc.*

Mr. Hayes has 40 years of experience with The Estée Lauder Companies Inc. In his current position, Mr. Hayes is responsible for providing best practices guidance on back office retail operations, as well as policies and procedures for company brands, geographies, and functions. In 2011, Mr. Hayes began working on the development of the company's "retail brain trust" focusing on retail innovations, trends, and building a retail business intelligence knowledge base. Prior to this, he held roles with Origins International, Bobbi Brown International, and Estée Lauder. Mr. Hayes began his career with The Estée Lauder Companies Inc. as a member of the International Operations Team based in New York.

General Assembly (*Board Member since 2014*)

Sarah Tilton, *Senior Regional Director, New York, General Assembly (GA)*

Sarah Tilton is being nominated to fill Jake Schwartz's seat on the Board. Ms. Tilton serves as Senior Regional Director of GA's flagship campus in New York City, where she oversees education and operations for 100+ faculty and staff and the 4,500 students they educate. Ms. Tilton was the third employee to be hired at GA; she joined the organization in 2011. Prior to her current role, Ms. Tilton oversaw GA's expansion into new markets (London, Sydney, Boston, San Francisco, and Los Angeles), and served as the Regional Director of GA's San Francisco and Los Angeles campuses from 2012-2014.

Before joining GA, Ms. Tilton spent 4 years at a consulting firm that advised NYC-based non-profit organizations on their fundraising strategies. She began her career in operations management at Walt Disney World.

Julia Sigel (alternate), *Director of Operations, New York, General Assembly (GA)*

Julia Sigel has been nominated to serve as the alternate for General Assembly. Ms. Sigel is Director of Operations for GA in New York City, where she oversees business operations, including marketing, partnerships, admissions, and outcomes. Prior to this role, Ms. Sigel served as Regional Director of GA's Boston operation, growing GA's awareness and footprint in the Boston metro area.

Before joining GA, Ms. Sigel worked in sales management for business-to-business (B2B) startups in Boston.

Macmillan (*Board Member since 2014*)

Andrew Weber, *Global Chief Operating Officer, Macmillan*

Andrew Weber has been nominated to fill Peter Garabedian's seat on the Board of Directors; Mr. Garabedian retired from Macmillan at the end of 2015. Mr. Weber is the Global Chief Operating Officer for Macmillan Publishers. Prior to joining Macmillan in 2013, he was head of operations at Bonobos, a venture-backed e-commerce startup, and head of operations and technology at Random House, Inc. where he built organizational, supply chain, and digital capabilities during a rapidly-evolving industry transformation.

Mr. Weber started his career as a strategy consultant at Bain & Company after receiving an MBA from Harvard Business School and his undergraduate degree from the Wharton School at the University of Pennsylvania.