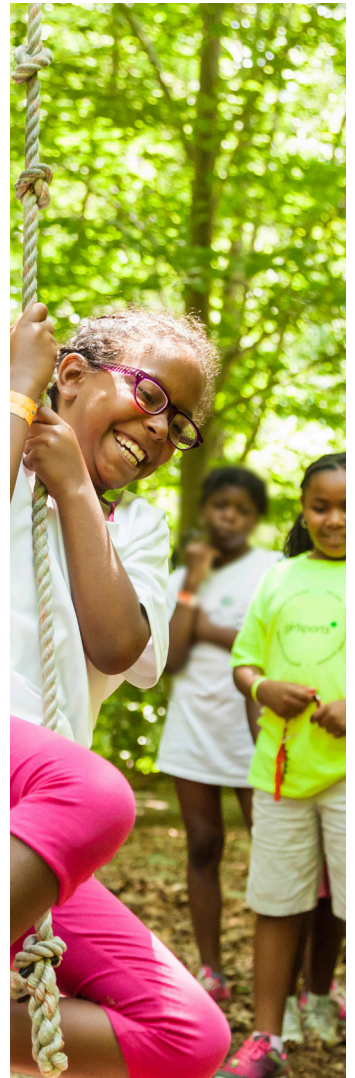
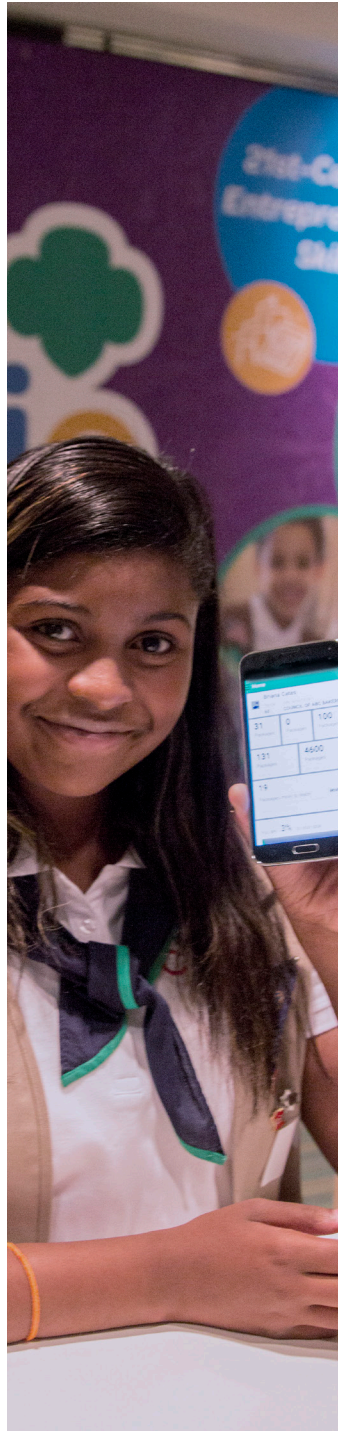


Annual Report



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Girl Scout Mission Statement

Girl Scouting builds girls of courage, confidence, and character, who make the world a better place.

The Girl Scout Promise

On my honor, I will try:

To serve God and my country,
To help people at all times,
And to live by the Girl Scout Law.

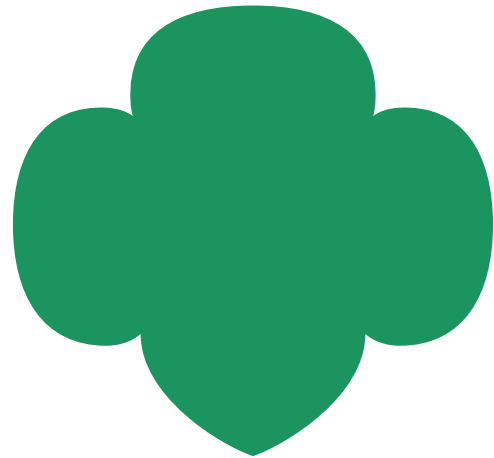
The Girl Scout Law

I will do my best to be

honest and fair,
friendly and helpful,
considerate and caring,
courageous and strong, and
responsible for what I say and do,

and to

respect myself and others,
respect authority,
use resources wisely,
make the world a better place, and
be a sister to every Girl Scout.



Girl Scouts of the USA
420 Fifth Avenue
New York, New York 10018

This report covers services during the fiscal year ended September 30, 2015. In some instances, to maintain continuity, events beyond the fiscal year have been included. Girl Scouts of the USA was founded by Juliette Gordon Low on March 12, 1912, in Savannah, Georgia, and chartered by the United States Congress on March 15, 1950. Its central office is located at 420 Fifth Avenue, New York, NY 10018-2798.

Girl Scouts of the USA is a member of the World Association of Girl Guides and Girl Scouts.

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Message from the National President and the Chief Executive Officer

Dear Friends,

At Girl Scouts, we are constantly thinking about the future and how to help the next generation of female business owners, teachers, scientists, and community leaders succeed. We are leading the way forward—and changing the world, one girl at a time.

To cite a compelling example, at the 2015 White House Science Fair when President Barack Obama welcomed young scientists and engineers from across the country to showcase their inventions and discoveries, Girl Scouts was represented by the “Supergirls,” a team of six-year-old Girl Scout Daisies who invented a battery-powered page turner for people with arthritis or who are paralyzed.



Sylvia Acevedo
GSUSA Interim CEO



Kathy Hopinkah Hannan
GSUSA National President

“Thanks to your investment, we are leading the way forward—and changing the world, one girl at a time.”

Right now is a critical time for girls—and we need all the help we can get to ensure girls everywhere have amazing opportunities like the one afforded Girl Scouts of Oklahoma’s Supergirls.

During our National Council Session (triennial business meeting) in October 2014, we set ambitious goals for the Girl Scout organization—and in 2015, we delivered on our plan to bring robust, hands-on, and entertaining learning experiences to girls with the launch of Digital Cookie, renewed our commitment to the outdoors, refreshed and relaunched girlscouts.org, and deployed our Customer Engagement Initiative across councils to ease (and make more fun!) the Girl Scout experience for all of our nearly 2.7 million members, including our incredible volunteers. Also in 2015, Girl Scouts of the USA added key strategic positions to its leadership team and oversaw the mission-critical, enterprise-wide investments noted above as well as others, all in the interest of better serving our girls and volunteers.

The results that you, our generous donors and partners, empowered and fueled for the Girl Scout Movement and for girls reflect a powerful degree of participation and collaboration. Thanks to your support, Girl Scouts is positioned as never before to meet future challenges head on. We are proud of what we have accomplished over the past year, as we continue to bring girls across the nation and the world an unparalleled, twenty-first-century Girl Scout experience.

Here’s to our next big, bold year for girls!



Sylvia Acevedo
Interim Chief Executive Officer
Girl Scouts of the USA



Kathy Hopinkah Hannan
National President
Girl Scouts of the USA

**Here’s to
our next
big, bold
year for
girls!**

Highlights of Girl Scout Service



October '14

Outdoor Badge
Girls' Choice voting opens



December '14

Digital Cookie 2.0 launches



February

With Digital Cookie Double Down On E-Commerce Push

After a year of falling sales, the Girl Scouts updated the Digital Cookie platform to more easily sell cookies online and via mobile apps.

Fast Company recognizes Girl Scout innovation



March

Supergirls rock the White House Science Fair



May

Girl Scout Ranger Program kicks off



June

Girl Scouts camp out at the White House



August

Redesigned girlscouts.org debuts

Check out our latest Girl Scout Stories! Get the inside scoop on the amazing things Girl Scouts do!

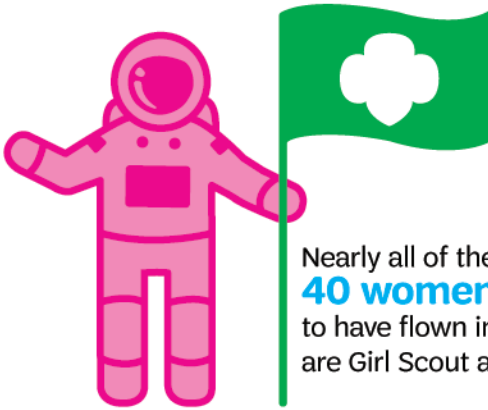


September

Girl Scouts partners with "Let Girls Learn"

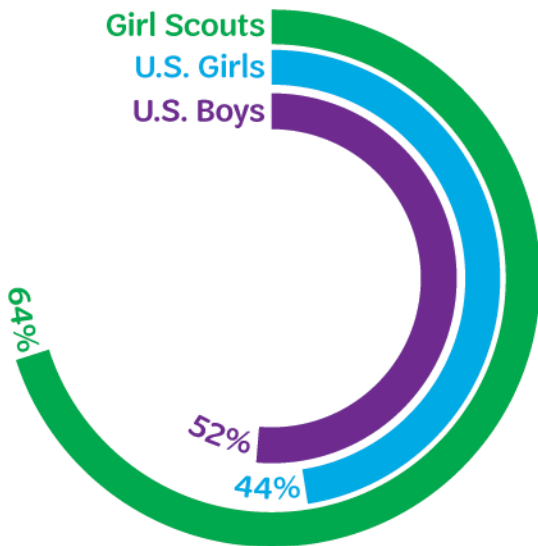
When You #LETGIRLSLEARN... THEY CAN CHANGE THE WORLD

How Girl Scouts Measure Up



Nearly all of the **40 women** to have flown in space are Girl Scout alumnae.

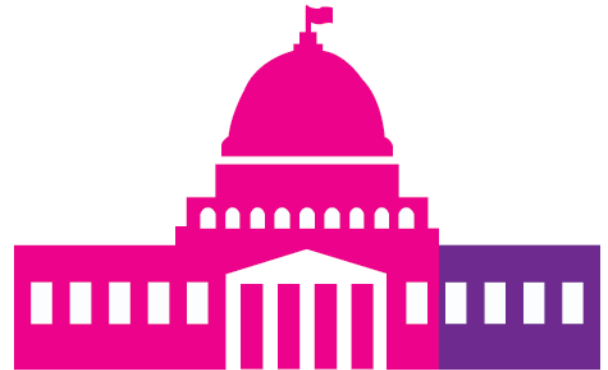
Girl Scouts are more likely to consider themselves leaders compared to their peers:



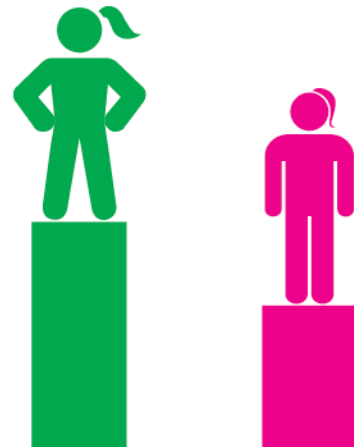
1 out of 2 businesswomen in the U.S. are Girl Scout alumnae.

Sources: Ban Bossy Youth Leadership Poll (Girl Scout Research Institute, 2014); Engendering Development Through Gender Equality in Rights, Resources, and Voice (World Bank, 2001); Girl Scout Alumnae Businesswomen Report (GSRI, 2015); Girl Scout Alumnae by the Numbers (GSRI, 2015); Girl Scouting Works: The Alumnae Impact Study (GSRI, 2012).

Each year, Girl Scouts provide more than **75 million hours** of service to improve their communities.

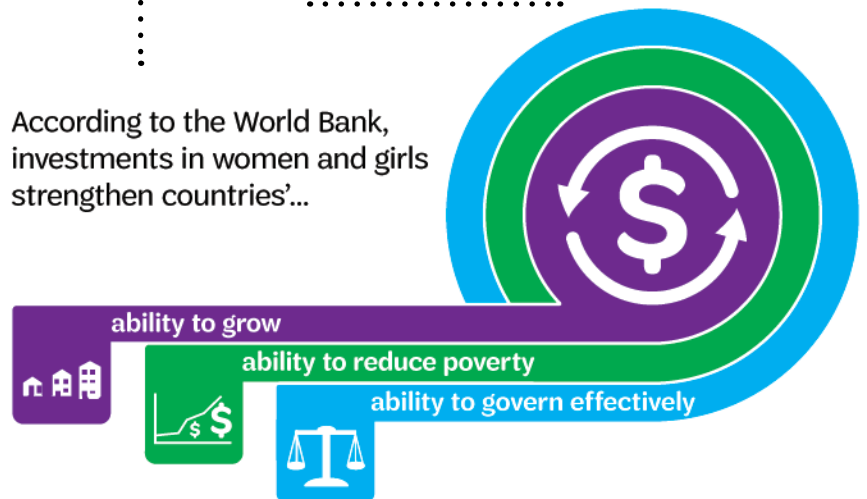


75% of current female senators are Girl Scout alumnae.



63% of Girl Scout alumnae consider themselves competent and capable, compared to **55%** of non-alumnae.

According to the World Bank, investments in women and girls strengthen countries'...



Girl Scouts' 2014 National Council Session / 53rd Convention

In all, 6,500 girls, volunteers, alumnae, staff, and other Girl Scout supporters gathered for our 2014 National Council Session/53rd Convention, and their passion for and commitment to Girl Scouts were in full evidence. From thought-provoking “Conversations of Consequence” and moving presentations by our esteemed Young Women of Distinction, to stirring speeches by outgoing National President Connie Lindsey and incoming President Kathy Hopinkah Hannan, our national convention was informative and inspiring, showcasing the very best of what we can do, together with our supporters, to advance the next generation of girls.

During the National Council Session, the business meeting component of convention, our council and national delegates—led in part by the largest number of girl delegates in our

history—engaged in productive discussions about the significance of the outdoor experience in Girl Scouting and debated compelling governance topics. Our National Council voted to approve three proposals essential to our effective governance and conducted the important business of electing our new National Board. The success of this convention was due in no small part to the service of former board members, the commitment of the new National Board, and the tireless work of GSUSA staff and council partners and volunteers, including those at the host council, Girl Scouts of Utah. Together, they made the 2014 National Council Session/53rd Convention a deeply rewarding experience.

- *Toyota Financial Services' booth featured a financial literacy program for each grade level, from identifying coins and paper money, to using specialized computer programs to calculate the cost of girls' favorite everyday activities.*
- *The booth exhibited by NASA Research, Ames featured robots Girl Scouts could ride and steer over an obstacle course, demonstrating a practical application of STEM.*





*As of August 2015, via the
Volunteer Toolkit,
42,000 girls
were benefiting from
the delivery of national
program content.*

Volunteer Experiences Transformed

Throughout fiscal year 2015, GSUSA successfully deployed the Customer Engagement Initiative (CEI), a technology-driven, business-model-designed to transform the way Girl Scouts delivers programming and improve the experience of our volunteers as well as staff and girls and their parents/caregivers. As of summer 2015, 29 councils—representing 33 percent of our membership—were on board with CEI.

Girl Scout councils and USA Girl Scouts Overseas leaders who have successfully instituted CEI's web platform have benefited from reduced costs and improved content, and early results show "CEI volunteers" have an enhanced Girl Scout experience over "non-CEI volunteers." And as of August 2015, via the Volunteer Toolkit (a component of CEI), 42,000 girls were benefiting from the delivery of national program content that includes Girl Scout Leadership Journeys, badges, and national safety resources.

In fiscal year 2016, we will continue to benchmark and expand best-in-class customer experiences and improve customer service and volunteer retention. By 2017 we expect to see 90 percent of our total membership on board with the initiative so that eventually all Girl Scout volunteers, and the girls they serve, benefit from the quantum shift that is CEI.

Girl Scouts Get Outdoors with the National Park Service as Partner

All girls deserve access to the outdoors, so Girl Scouts partnered with the National Park Service (NPS) to launch the “Girl Scout Ranger Program,” a joint venture that connects girls with the nation’s cultural and national treasures at National Park Service sites throughout the United States.

As Girl Scout park rangers, girls can explore NPS parks in their areas, including monuments, seashores, and urban sites. Troop leaders and parents can arrange for activities like hiking, biking, wildlife watching, and guided interpretive tours. The Girl Scout Ranger Program also allows girls to build their own unique park experiences, becoming experts on the sites and earning Girl Scout badges and patches along the way. Those who successfully complete projects will be awarded Girl Scout patches and certificates from the National Park Service as well.

To launch this new partnership, 5,000 girls, 1,000 volunteers, GSUSA National President Kathy Hopinkah Hannan, and NPS Deputy Director Peggy O’Dell walked together across the Golden Gate Bridge in San Francisco in a special bridging ceremony, bringing attention to the amazing outdoor experiences available to everyone at our nation’s national parks and monuments.



Girl Scouting gave me the confidence to try new things.

*- National Park Service
Deputy Director
Peggy O’Dell*

Deputy Director O’Dell shared her own Girl Scout memories: “Girl Scouting gave me the confidence to try new things. When I had a chance to be a seasonal park ranger at Jefferson National Expansion Memorial, the Gateway Arch, in St. Louis, I jumped at the chance. One big reason is that I was going to be with one of my best friends who was a Girl Scout with me when we were in grade school. Back then it was girls helping girls—today in my work it is women helping women make a difference in the NPS!”



Girls' Choice: New Badges Reflect What Girls Want

At Girl Scouts, we empower girls to choose their own adventures—and that's why, in October 2014, we introduced the Girls' Choice process for creating new Outdoor badges. In November, girls voted on a badge theme and, with over 80,000 votes cast, Outdoor Recreation was the winner! Next, girls chose designs for their new badges, in due time displaying the results proudly on their sashes and vests.



White House Campout

Girl Scouts camped on the White House South Lawn on June 30, 2015

First Lady Michelle Obama, Girl Scouts' honorary national president, hosted the first-ever White House Campout as part of her "Let's Move! Outside" initiative. After some hands-on sessions to learn orienteering, knot tying, tent pitching, and rock climbing, Girl Scouts were treated to lunch in the State Dining Room.

This amazing outdoor experience ended in stargazing with astronaut Cady Coleman and other NASA staff and scientists, singing campfire songs late into the night, making S'mores—and enjoying a special visit from President Barack Obama, who joined the campers for some traditional Girl Scout campfire songs. After storms rolled in, campers quickly moved to the Eisenhower Executive Office Building for the rest of the night—capping off an unforgettable adventure!





Girl Scouts' Global Action Award

Girl Scouts responded to a 2015 White House initiative called “Let Girls Learn”—to help girls worldwide attend and complete school—with its own Girl Scout Global Action award. Girl Scouts is proudly answering the president’s call, teaming up with Honorary GSUSA National President Michelle Obama and the Peace Corps to deepen support for girls’ access to education on a global scale.

In September 2015, 160 Girl Scouts attended “The Power of the Educated Girl,” an event at the Apollo Theater in New York City, hosted by Sophia Bush and *Glamour* magazine. Guest speakers were First Lady Michelle Obama, who highlighted Girl Scouts’ partnership with the initiative; actress Charlize Theron; former Australian prime minister Julia Gillard; and Nurfahada, a 16-year-old girl from the Philippines.


A Global Voice for Girls

GSUSA National President Kathy Hopinkah Hannan and Chief Executive Officer Anna Maria Chávez attended the International Catholic Conference on Guiding (ICCG) World Council in Rome, where they had the honor of representing the Girl Scout Movement as part of an audience with Pope Francis. A significant moment in our 100-year-old relationship with the Catholic Church, this meeting highlighted Girl Scouts' commitment to faith development for all girls and the organization's impact on the lives of many, many girls across the world's diverse communities and cultures.

Our national leaders also met with USA Girl Scouts Overseas (USAGSO) staff and volunteers, the amazing individuals who make Girl Scouting possible across Europe, and celebrated the role they play in our organization's impact internationally.

Indeed, USAGSO ensures that wherever American girls are in the world, they have the same opportunities to benefit from the Girl Scout experience as do girls living in the United States.

Anna Maria Chávez also played a key role at the sixth annual Dell Women's Entrepreneur Network Summit in Berlin, where she spoke to an audience of top female entrepreneurs and several Girl Scouts about our Movement and the critical importance of investing in girls. Additionally, Dell sponsored the participation of a few Girl Scouts in the summit's first-ever youth track, which ran parallel to the main adult session.



Vatican City
Rome, Italy



Building girls of
courage, confidence,
and character,
who make the world
a better place.

ToGetHerThere: Invest in Girls. *Change the World.*

At Girl Scouts, we believe that when girls succeed so does society. That's why in October 2010 we launched the largest fundraising campaign for girls in history, a comprehensive, Movement-wide campaign now called ToGetHerThere. The goal is to raise \$1 billion for girls by 2020. Together, we will empower girls to reach their fullest potential and give every girl what she deserves—the confidence to dream big and change the world.

ToGetHerThere Campaign Progress and Highlights

The following numbers represent four-year combined Girl Scouts of the USA and council campaign giving from October 1, 2010, through September 30, 2015.

togetherthere 
Invest in Girls. Change the World.



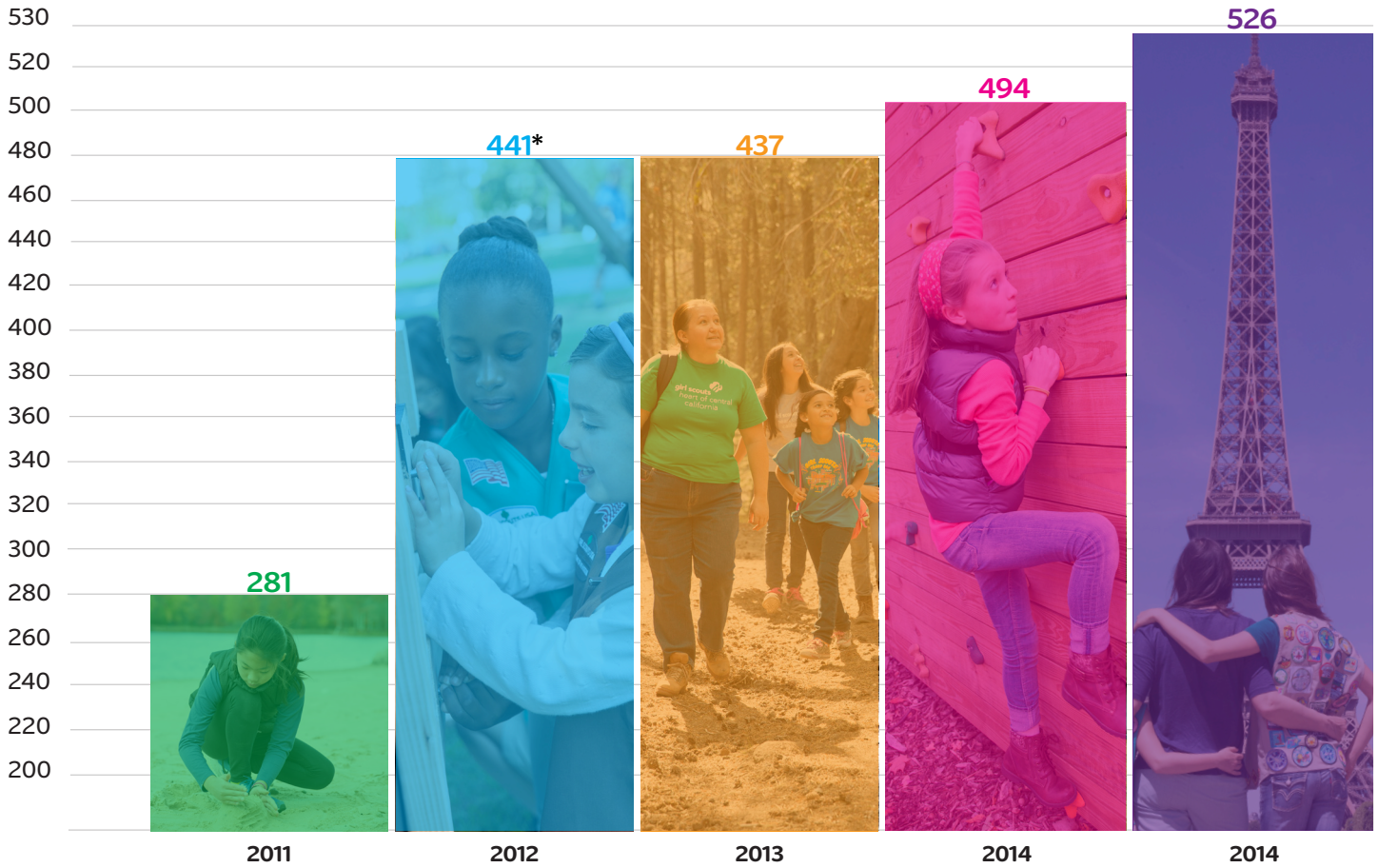
ToGetHerThere Campaign Results



Estimated Through Fiscal Year 2015



Movement-Wide \$25,000 Level or Higher Donors



Year 1

Year 2

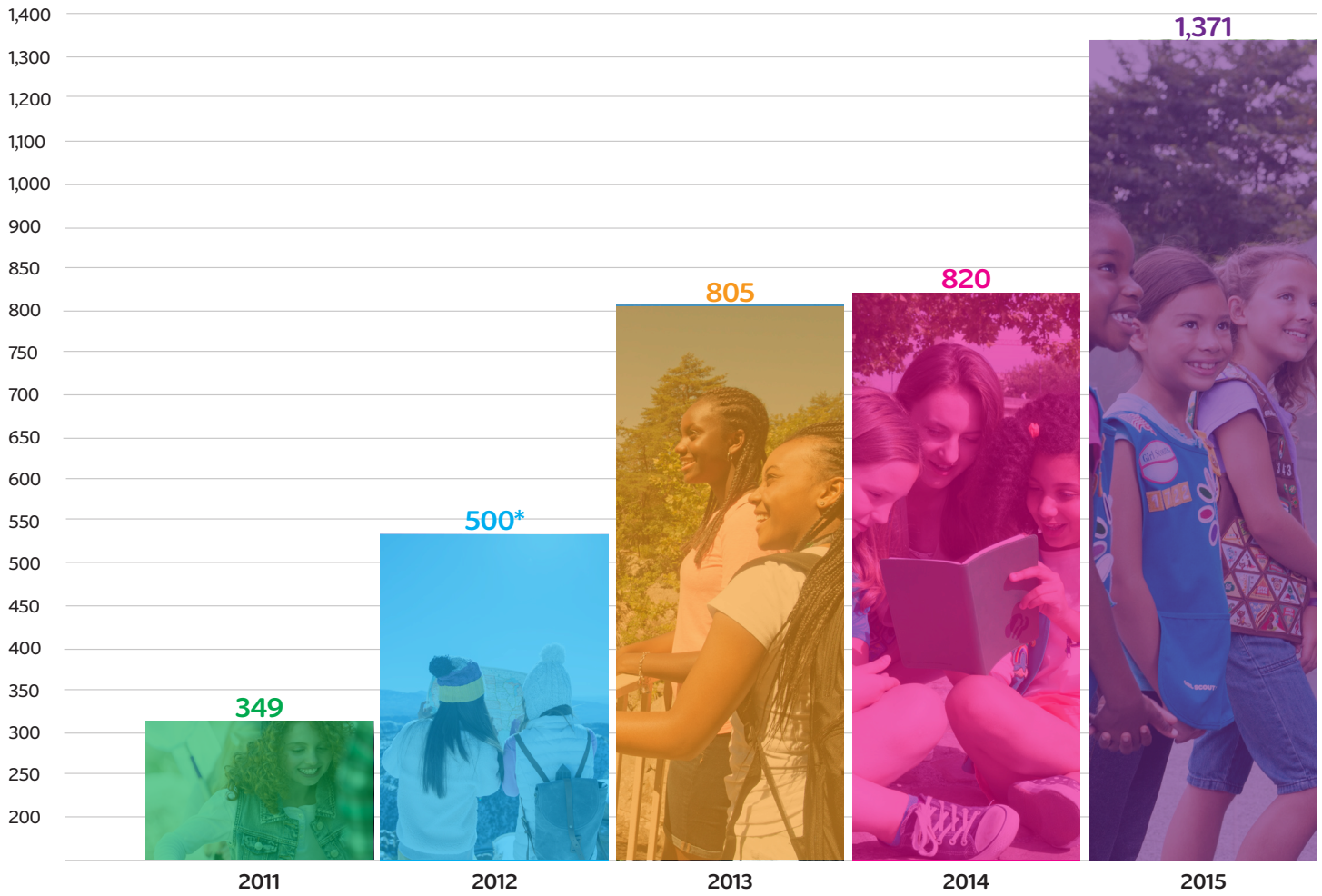
Year 3

Year 4

Year 5

* Girl Scouts' 100th Anniversary

Movement-Wide Cumulative Planned-Giving Donors



Year 1

Year 2

Year 3

Year 4

Year 5

* Girl Scouts' 100th Anniversary

Financial Report

Consolidated Statements of Financial Position As of September 30, 2015, and 2014:

	2015	2014
ASSETS		
Cash and cash equivalents	\$ 15,218,000	\$ 12,648,000
Accounts receivable, net of allowance for doubtful accounts of approximately \$144,000 in 2015 and \$117,000 in 2014	5,444,000	6,031,000
Inventories, net	7,025,000	7,801,000
Prepaid expenses	980,000	1,908,000
Investments	126,113,000	141,670,000
Contributions and deferred gifts receivable, net	2,496,000	3,892,000
Funds held in trust for others	635,000	653,000
Property and equipment, net	31,849,000	25,016,000
Total assets	<u>\$ 189,760,000</u>	<u>\$ 199,619,000</u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts payable and accrued liabilities	\$ 13,402,000	\$ 12,095,000
Pension liability	36,965,000	30,119,000
Funds held in trust for others	635,000	653,000
Deferred revenues:		
Membership dues	18,508,000	18,407,000
Other	70,000	1,946,000
Total liabilities	<u>69,580,000</u>	<u>63,220,000</u>
NET ASSETS		
Unrestricted:		
General fund	7,549,000	1,399,000
Pension fund	(43,366,000)	(34,949,000)
Property and equipment	19,183,000	20,754,000
Board designated	89,794,000	102,485,000
	<u>73,160,000</u>	<u>89,689,000</u>
Temporarily restricted	23,729,000	24,394,000
Permanently restricted	23,291,000	22,316,000
Total net assets	<u>120,180,000</u>	<u>136,399,000</u>
Total liabilities and net assets	<u>\$ 189,760,000</u>	<u>\$ 199,619,000</u>

Audited Financial Statements are available at girlscouts.org/AnnualReport.

Consolidated Statements of Activities

For the year ended September 30, 2015, with summarized comparative financial information for 2014:

	Unrestricted	Temporarily Restricted	Permanently Restricted	2015 Total	2014 Total
OPERATING REVENUES					
Membership dues	\$ 38,222,000	\$ -	\$ -	\$ 38,222,000	\$ 40,513,000
Girl Scout merchandise gross profit	21,147,000	-	-	21,147,000	21,513,000
Royalty income	10,184,000	-	-	10,184,000	9,445,000
Gifts, grants, and bequests	2,715,000	5,793,000	-	8,508,000	8,467,000
Training/meeting revenue	6,297,000	-	-	6,297,000	3,996,000
Investment income allocation	3,482,000	1,295,000	-	4,777,000	4,495,000
Other	1,875,000	23,000	-	1,898,000	885,000
Total operating revenues	83,922,000	7,111,000	-	91,033,000	89,314,000
Net assets released from restrictions	6,103,000	(6,103,000)	-	-	-
Total operating revenues	90,025,000	1,008,000	-	91,033,000	89,314,000
OPERATING EXPENSES					
Program services:					
Service delivery to local councils	26,216,000	-	-	26,216,000	25,474,000
Program development and training	37,470,000	-	-	37,470,000	36,517,000
Communications	15,156,000	-	-	15,156,000	12,437,000
International services	2,172,000	-	-	2,172,000	2,912,000
Total program expenses	81,014,000	-	-	81,014,000	77,340,000
Supporting services:					
Fundraising	2,698,000	-	-	2,698,000	3,248,000
Management and general	9,178,000	-	-	9,178,000	8,906,000
Total supporting services	11,876,000	-	-	11,876,000	12,154,000
Total operating expenses	92,890,000	-	-	92,890,000	89,494,000
Operating (deficit) surplus	(2,865,000)	1,008,000	-	(1,857,000)	(180,000)
NONOPERATING REVENUE, GAINS AND LOSSES					
Endowment contributions	-	350,000	1,003,000	1,353,000	968,000
Change in value of deferred gifts	-	(31,000)	(20,000)	(51,000)	28,000
Change in value of charitable gift annuities	(9,000)	-	-	(9,000)	1,000
Foreign currency forward gain	26,000	-	-	26,000	-
Contributed advertising revenue	2,949,000	-	-	2,949,000	5,480,000
Contributed advertising expense	(2,949,000)	-	-	(2,949,000)	(5,480,000)
Net investment (loss) income in excess of income allocation	(5,264,000)	(1,992,000)	(8,000)	(7,264,000)	7,472,000
Pension related expenses other than net periodic pension cost	(8,417,000)	-	-	(8,417,000)	(2,194,000)
Total nonoperating revenue, gains and losses	(13,664,000)	(1,673,000)	975,000	(14,362,000)	6,275,000
Change in net assets	(16,529,000)	(665,000)	975,000	(16,219,000)	6,095,000
Net assets, beginning of year	89,689,000	24,394,000	22,316,000	136,399,000	130,304,000
Net assets, end of year	\$ 73,160,000	\$23,729,000	\$23,291,000	\$ 120,180,000	\$136,399,000

Audited Financial Statements are available at girlscouts.org/AnnualReport.

Membership

State/Area	Girls	Adults	Total	State/Area	Girls	Adults	Total
Alabama	15,109	6,164	21,273	Nebraska	16,197	5,072	21,269
Alaska	5,087	1,763	6,850	Nevada	8,040	3,534	11,574
Arizona	35,325	13,029	48,354	New Hampshire	7,199	3,164	10,363
Arkansas	8,895	3,527	12,422	New Jersey	77,946	40,254	118,200
California	187,157	104,267	291,424	New Mexico	7,683	2,722	10,405
Colorado	23,277	9,537	32,814	New York	125,505	47,800	173,305
Connecticut	34,092	16,411	50,503	North Carolina	52,215	20,634	72,849
Delaware	6,318	2,455	8,773	North Dakota	3,883	1,595	5,478
District of Columbia	3,412	989	4,401	Ohio	93,387	32,915	126,302
Florida	66,530	29,859	96,389	Oklahoma	17,606	5,838	23,444
Georgia	52,091	21,001	73,092	Oregon	13,194	9,009	22,203
Hawaii	2,411	2,022	4,433	Pennsylvania	80,292	36,197	116,489
Idaho	4,719	2,627	7,346	Puerto Rico	4,020	1,407	5,427
Illinois	96,830	32,255	129,085	Rhode Island	5,375	1,915	7,290
Indiana	46,487	17,694	64,181	South Carolina	17,151	7,506	24,657
Iowa	25,418	6,716	32,134	South Dakota	4,321	1,928	6,249
Kansas	22,437	8,447	30,884	Tennessee	24,108	11,446	35,554
Kentucky	20,963	7,942	28,905	Texas	167,139	58,779	225,918
Louisiana	17,518	6,396	23,914	Utah	7,518	3,166	10,684
Maine	9,523	3,822	13,345	Vermont	2,183	1,025	3,208
Maryland	49,224	19,639	68,863	Virginia	62,741	29,829	92,570
Massachusetts	42,578	18,200	60,778	Washington	29,439	14,601	44,040
Michigan	53,043	18,211	71,254	West Virginia	8,044	2,627	10,671
Minnesota	37,445	14,618	52,063	Wisconsin	54,911	16,582	71,493
Mississippi	11,135	3,434	14,569	Wyoming	2,211	953	3,164
Missouri	64,826	23,990	88,816	Overseas	9,381	5,002	14,383
Montana	5,338	1,698	7,036	Total	1,881,232	784,205	2,665,437

Membership by Racial/Ethnic Group

September 30, 2015

Racial/Ethnic Group	GIRLS		ADULTS		TOTAL		
	2015 Membership	% of Membership	2015 Membership	% of Membership	2014 Membership	2015 Membership	% Change
American Indian	12,800	0.7%	4,056	0.5%	18,500	16,856	-8.9%
Asian American	54,055	2.9%	24,296	3.1%	80,215	78,351	-2.3%
African American	208,160	11.1%	39,612	5.1%	264,820	247,772	-6.2%
Pacific Islander	3,320	0.2%	1,864	0.2%	5,676	5,184	-8.7%
White/Caucasian	1,180,786	62.8%	573,941	73.2%	1,904,230	1,754,727	-7.9%
Multiple races	71,470	3.8%	10,869	1.4%	84,238	82,339	-2.3%
Other races	66,729	3.5%	14,617	1.9%	86,298	81,346	-5.7%
Race not reported	37,758	2.0%	12,634	1.6%	14,947	50,392	2371%
Chose not to share	246,154	13.1%	102,316	13.0%	355,075	348,470	-1.9%
Total	1,881,232		784,205		2,813,933	2,665,437	-5.3%
Hispanic*	233,070	12.4%	49,167	6.3%	306,287	282,237	-7.9%

*Hispanic (or Latina/Latino) is defined as an ethnicity (and not a race) and is therefore reported separately. A member who reports having both an ethnicity and a race will be double-counted if race and ethnicity counts are added together.

GSUSA Leadership (FY 2015)

Founder

Juliette Gordon Low

Honorary President

Michelle Obama

Board Officers 2014-2017*

Kathy Hopinkah Hannan
National President
Wheaton, Illinois

Sharon Matthews
First Vice President
Charlotte, North Carolina

Wonya Y. Lucas
Second Vice President
Atlanta, Georgia

Charles D. (Chuck) McLane
Treasurer
Miromar Lakes, Florida

Sylvia Acevedo
Secretary
Santa Barbara, California

Anna Maria Chávez
Chief Executive Officer¹

Board Members-at-Large 2014-2017*

Priscilla Almodovar
New York, New York

Jenny Alonzo
New York, New York

Carri Baker
San Antonio, Texas

Judith N. Batty
Washington, DC

Jeanne Kwong Bickford
Darien, Connecticut

Lynn M. Gangone
Washington, DC

Dineen Garcia
Miami, Florida

Mónica Gil
Los Angeles, California

Steven F. Gilliland
Houston, Texas

Jeanmarie C. Grisi
Murray Hill, New Jersey

John Hom
South Orange, New Jersey

Noorain Khan
New York, New York

Karen Maloney
Miami, Florida

Mina T. Nguyen
Boston, Massachusetts

Debbie Nielson
Ogden, Utah

Susan P. Peters
Fairfield, Connecticut

Norma Provencio Pichardo
North Hollywood, California

Nancy A. Reardon
Bluffton, South Carolina

Sapreet Kaur Saluja
Jersey City, New Jersey

Trooper Sanders
Washington, DC

Julie Sygiel
New York, New York

Sharon Wibben
Bentonville, Arkansas

**Triennium begins October 19, 2014, and ends
October 8, 2017*

*1 Member ex officio of the National Board of
Directors, without vote*

2 Not a member of the National Board of Directors

National Board Development Committee

Mónica Gil, Chair, Los Angeles, California
Patricia Romines, Chair, Oklahoma
Jenny Alonzo, New York
Carri Baker, Texas
Tiffany Dufu, New York²
Brenda Freeman, California
Irene Hannan, Pennsylvania²
J.D. Hokoyama, California²
Noorain Khan, New York
Ilene H. Lang, New York
Trooper Sanders, Washington, DC
Cynthia B. Thompson, Ohio

Administration

Anna Maria Chávez
Chief Executive Officer

Anthony Doye
Chief Operating Officer

Lynn Godfrey
Chief Marketing and Communications
Officer

Harriet Paulk Hessam
Interim Chief Development Officer

Barry Horowitz
Chief Revenue Officer

Nhadine Leung
Chief Governance Officer

Lisa Margosian
Chief Customer Officer

Helen Morillo
Chief of Staff

Angela Olden
Chief Financial Officer

Joanne Rencher
Chief People Officer

Jennifer Rochon
General Counsel

