

## Invest in the leader you can't afford to lose.

200+ senior Black executives from 176 companies across 27 industries. For a fraction of one percent of what you pay this leader: a standing peer board, senior access, and a reason to stay.

### What your company gets

|                              |                                                                                                                                                                                                                                                                                         |
|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>SHARPER DECISIONS</b>     | A confidential peer board for the calls your company will live with, before they are made. The questions a leader cannot ask inside the building get asked here.                                                                                                                        |
| <b>CURRENT STRATEGY</b>      | Peer-led forums on people leadership, strategy and growth, enterprise AI, board governance, capital allocation and more. Your leader brings back what is working now at other companies, not what was published last year.                                                              |
| <b>SENIOR ACCESS</b>         | Twelve one-to-one introductions a year to decision makers, and a member directory across industries and cities. Every member holds C-suite or vice president authority: reach into customers, suppliers, partners, and talent where decisions are made.                                 |
| <b>BOARDROOM PERSPECTIVE</b> | Forum-level work on board governance, alongside members who already hold paid board seats. Leaders new to boards learn how directors judge management, capital, and succession. Those already serving gain a deeper cross-industry board network. Both bring sharper judgment to yours. |
| <b>RETENTION</b>             | A seat no competitor's counteroffer can match, because it does not transfer with a title. Set the fee below against what this leader would cost to replace.                                                                                                                             |

### What it asks of your executive

|                            |                                                                                                                                                             |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>2 FORUMS</b>            | Daylong and off the record, in person. Dates published in advance.                                                                                          |
| <b>6 EXECUTIVE CIRCLES</b> | 90 minutes each, by video. Six to eight senior executives and an expert facilitator, the same members all year.                                             |
| <b>12 MONTHLY MATCHES</b>  | 30 minutes each, by phone or video. One a month, chosen by BEM for authority, mutual need, and shared situation.                                            |
| <b>ALSO INCLUDED</b>       | Twelve fireside chats; private member gatherings at leading industry conferences; a named concierge; the member directory; the member app with travel mode. |
| <b>TOTAL TIME</b>          | <b>About 15 hours a year</b> outside the forums, with every date set a year ahead so it can be planned around.                                              |

### Cost and terms

|                  |                                                                                                                                                                                                                      |
|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>FEE</b>       | <b>\$5,000</b> invoiced annually to your company. No additional dues or forum fees.                                                                                                                                  |
| <b>PAYMENT</b>   | ACH or card, net 30. W-9 and vendor documents supplied on request. The seat is held for 30 days from the invoice date, and longer if your cycle needs it.                                                            |
| <b>ADMISSION</b> | By confidential review and a final determination call; the invoice follows admission. Circles are off the record and never recorded, and nothing said there is reported to anyone, including the sponsoring company. |

**How you will know it worked.** Before the year begins, agree on three outcomes with your executive: one decision they will pressure-test in their circle, one relationship they will build through a match, and one forum insight they will bring back to your leadership team. At renewal, you review those three. If they are not there, you will know, and so will we.

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