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**The Hispanic National Bar Association and HNBA Fund
Announce the PODER25 Class of 2021**

FOR IMMEDIATE RELEASE: The Hispanic National Bar Association and HNBA VIA Fund announce the Class of 2021 members of its PODER25 initiative, the first and only talent pipeline that is dedicated to positioning Hispanic attorneys for General Counsel roles at Fortune 500 and other prominent companies.

Launched in 2018, PODER25 is a highly selective, multi-year program designed to accelerate the upward career trajectories of top Hispanic in-house talent. The program enhances its members' senior leadership influence and effectiveness through best-in-class programming, mentorships, coaching and access to a range of board members, C-Suite leadership, high-impact General Counsel and top recruiters. A number of PODER25 members have already obtained or are on the short list for public company General Counsel roles, and more than 25% have achieved significant internal promotions, new roles and/or high-profile board appointments in the last 12 months. All are committed to and engaged in growing the talent pipeline to increase Hispanic representation among the highest levels of corporate leadership.

PODER25's Class of 2021 includes 68 Hispanic in-house counsel among its program participants, including fifteen current Chief Legal Officers or General Counsel of public or private companies (or significant subsidiaries, divisions or regions of such companies) and dozens of senior leadership team members at some of the most esteemed and recognizable names in corporate America today. Their collective industry expertise spans technology, consumer goods, biotech/pharmaceuticals/healthcare, finance, investment management, energy, insurance, aerospace, automotive, agriculture, industrial manufacturing, media/entertainment, management consulting, telecommunications, real estate, retail, travel and hospitality.

Participants designated by PODER25 as "GC Ready" or "Ready-level" demonstrate highly attuned expertise, gravitas and judgment and are poised to hold a Fortune 500 or other prominent General Counsel role. Its next-generation leaders include accomplished, high-potential candidates who are targeting a new or expanded General Counsel, Deputy General Counsel or other senior executive role (internally or externally) with a public or private company or plan to actively pursue such a role within five years of joining the program.

GC Ready members include: Alan Cardenas, Andrew Diaz-Matos, Carlos Pelayo, Christopher Lalan, David Arroyo, Frank Marty, Gelvina Rodriguez Stevenson, James Villa, Javier Rodriguez, Jeannette Pina, Jennifer Salinas, Lucy Lopez, Luis Avila, Marta Carreira-Slabe, Maritza Okata, Paul R. Garcia, Pedro DeJesus, Peter Muñiz, Rich Rosalez, Rosa Estrella, Rudy Figueroa, Sonia Zeledon, Thomas Warnock and Willie Hernandez.

Ready-Level Circle members include: Adrienne Valencia Garcia, Elisa Veliz, Jose Oxholm-Uribe, Karen Salas-Morales and Larissa Zagustin.

GC Next members include: Alex Gonzalez, Alfredo Simon, Antonio Gutierrez, Bryan Browning, Carmen Albert, Concepcion (Conchita) Valenzuela, Evelyn Perez-Albino, Grissel Seijo, Jame Ortiz, Krystin Hernandez, Lina Martinez, Marcela Lozano, Melissa Berube, Melissa Sandoval, Michael Capiro, Miguel Molina, Nicole Diaz, Norma Garcia, Tanja Olano and William Sanchez.

Next-Level Circle members include: Alfredo Cantoral, Angel E. Nevarez, Carlos Cardelle, Claudia Sanchez Wilson, Effie Silva, Gabriel Juarez, Hasan Ibrahim, Jessica Massey, Karla Gonzalez-Acosta, Leticia Padilla de Truman, Mara Garcia Kaplan, Mark Woodroffe, Yeny Ciborowski and Yolanda Gamboa.

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Jose Ramon Gonzalez, general counsel of CNA Financial Corp., alumnus of the program and a strategic advisor for the program, recently commented: "The business case for diversity is undeniable. PODER25 and its focus on achieving 20 Hispanic Fortune 500 General Counsel by 2025 create a focal point for supporters and allies to address the underrepresentation of Latinx in the most senior ranks of in-house legal departments. Since its inauguration, the PODER25 program has assembled an incredibly dynamic group of senior leaders and provided them with the tools and support to break through long-standing roadblocks, and we are increasingly recognized as an accelerator and source for diverse Chief Legal Officer talent."

About the HNBA/VIA PODER25 Program

PODER25™ is the General Counsel talent pipeline initiative of the Hispanic National Bar Association and HNBA VIA Fund. Launched in March 2018, PODER25 is the first and only initiative that specifically cultivates and positions Hispanic attorneys for prominent General Counsel roles by increasing their gravitas, leadership competencies and overall C-Suite readiness.

PODER25 Leadership: Jose Ramon Gonzalez (Strategic Advisor), Anna Maria Tejada (Chair), Jessica Mendez (Vice Chair) and Anne Marie Segal (Facilitator).

For information about PODER25, please visit its website at www.hnba.com/poder25 or LinkedIn page at www.linkedin.com/company/hnba-poder25.

For more information about the underrepresentation of Hispanics/Latinx General Counsel at top public companies, please click [here](#).

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