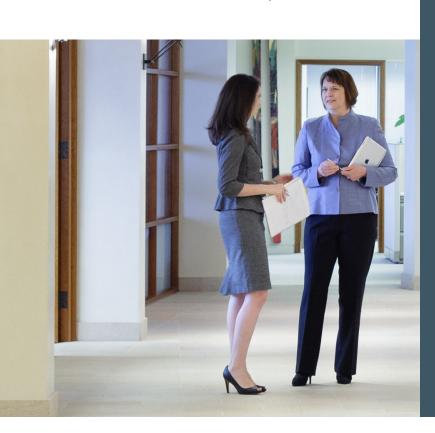
# The Women of Bailard

**VOLUME II** 

"One of the most rewarding things about my time at Bailard is the support and encouragement I have experienced, as a woman, to achieve my professional goals and realize my career objectives. This is something that strikes me as a core value of Bailard, even from when I first began in 1980."

Janis M. Horne, CFA
 Chief Compliance Officer



Bailard was founded in 1969, and has always had an open culture and a tradition of treating colleagues more like family than coworkers. We think our average employee tenure of 12 years and representation of 10 countries among our 68 employees reflects this. As of this writing, Bailard's full-time employee base consists of 41% women. Bailard is proud to be majority employee-owned, with 39% female ownership. The firm has a long tradition of focusing on gender pay equity, and women represent 38% of Vice Presidents and above. Peter and I joined Bailard in 1985 and 1994, respectively, and we are proud of Bailard's history and so excited about the next generation of women rising in the firm.

Inside we take a moment to highlight some of the Bailard women who have assisted the institutions we have served for generations, helped advance the Bay Area finance industry and causes, and manage our investment strategies.

Peter M. Hill Chairman and Chief Executive Officer

Retent

Sonya Thadhani Mughal, CFA Executive Vice President, Chief Operating Officer, Chief Risk Officer, Bailard, Inc.



# Sonya Thadhani Mughal, CFA

Executive Vice President | Chief Operating Officer | Chief Risk Officer 24 years' investment experience, 24 years with firm

Sonya joined Bailard in 1994 as a research associate and was later promoted to co-portfolio manager of the all cap growth/technology and science strategy. While Sonya still serves as a portfolio manager, she is also the firm's Chief Operating Officer and Chief Risk Officer. From 2012 to 2018, she served as a member of the Silicon Valley Community Foundation investment committee.

Did you know<sup>1</sup>...

50% full-time female employees with advanced degrees and/or industry designations

39% women owned

38%
VP level and above are female employees



Annalise Durante
Portfolio Associate, ESG Analyst
4 years' investment experience,
1 year with firm

"Bailard's commitment to gender equality was something that was apparent to me, even from my interview process. Half of my interviewers were extremely accomplished women who had climbed the ranks at Bailard. It really stood out and is truly special in this industry. As a woman in finance, I don't think I could feel more supported than I do here at Bailard."



Dipika Shull, CPA
Chief Accounting Officer
Bailard Real Estate Fund
12 years' investment experience,
1 year with firm

Dipika joined the real estate team in 2017, in a newly-created role to lead all financial and operational functions. Prior to Bailard, Dipika served as a Principal for Novogradac & Company LLP, a national certified public accounting and consulting firm headquartered in San Francisco.

# Marlis Branaka



Board of Directors, BB&K Holdings, Inc.
Former Board President, East Bay Agency for Children (Oakland, Calif.)
Board Member, WomensTrust (Ghana, West Africa)
22 years' investment experience, 6 years on Bailard's Board of Directors

Marlis co-founded an investment firm that she helped grow from zero assets under management to \$10 billion in less than five years. For decades she has been a donor to and/or Board member of two non-profits that support disadvantaged children and families.

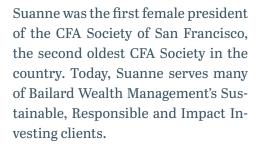
Bailard, Inc. is a wholly-owned subsidiary of BB&K Holdings, Inc., a privately owned C-Corporation



Linda is the portfolio manager for all of the firm's fixed income investment strategies. Prior to Bailard, Linda was a Senior Portfolio Manager in RCM's Private Client Group and was responsible for managing over \$2 billion in taxable institutional and high net worth portfolios.

Linda M. Beck, CFA

Senior Vice President | Director, Fixed Income 32 years' investment experience, 6 years with firm



### Suanne Ramar, CFA

Senior Vice President | Investment Counselor 38 years' investment experience, 2 years with firm





Diana L. Dessonville

Executive Vice President Director, Institutional Client Services 35 years' investment experience, 35 years with firm

Joining Bailard in 1983, Diana has shaped the firm from a cultural, client and marketing standpoint. She currently serves as the senior client officer for the firm's institutional and subadvisory clients, representing nearly \$1 billion in client assets.



"Bailard's support and mentoring allowed me to grow from an entry-level investment operations staffer to an Investment Counselor and Chief Compliance Officer. It's just one of the many reasons why I have been here for 38 years and counting."

Janis M. Horne, CFA

Senior Vice President | Chief Compliance Officer | Investment Counselor 38 years' investment experience, 38 years with firm





Board of Directors, Bailard Real Estate Fund 36 years' investment experience, 3 years on Bailard Real Estate Fund Past President, Charles Schwab Investment Management Named to San Francisco Business Times Most Influential Women in Bay Area Business 2018

"I was introduced to Bailard's CEO and COO 11 years ago while on Highmark Funds' Board of Directors, when Bailard was a fund sub-advisor. I was already impressed by Bailard, but was even more so when Peter invited me to the office to meet the team. I admired the longevity and the focus on a strong, supportive culture, which I believe are the hallmarks of the firm's long-term success."

# Women of Bailard

# **WEALTH MANAGEMENT**

### Kimberly M. Aquino, CFP®

Senior Vice President Investment Counselor 22 years' investment experience, 22 years with firm

### **Annalise Durante**

Portfolio Associate, ESG Analyst 4 years' investment experience, 1 year with firm

### **Andrea Mohr Gandolfo**

Senior Vice President Investment Counselor 37 years' investment experience, 37 years with firm

### Michele Klosky

Investment Associate 25 years' investment experience, 2 years with firm

### **Louise Model**

Vice President Business Development Officer 26 years' investment experience, 1 year with firm

### Romy S. Pavolotsky, CFP®, CDFA®

Senior Vice President Investment Counselor 21 years' investment experience, 21 years with firm

# **Stacy Pearl**

Vice President Investment Counselor 9 years' investment experience, 1 year with firm

### Suanne Ramar, CFA

Senior Vice President Investment Counselor 38 years' investment experience, 2 years with firm

# Dana M. Scheer, CFA, CFP®

Senior Vice President Investment Counselor 26 years' investment experience, 24 years with firm

### **INSTITUTIONAL**

### Linda M. Beck, CFA

Senior Vice President Director, Fixed Income 32 years' investment experience, 6 years with firm

### Selena Chaisson, MD

Director, Healthcare Investments 24 years' investment experience, 13 years with firm

### Diana L. Dessonville

Executive Vice President Director, Institutional Client Services 35 years' investment experience, 35 years with firm

### **Tess Gruenstein**

Senior Vice President, Acquisitions and Portfolio Management 11 years' investment experience, 3 years with firm

### Kit Y. Lau

Operations Analyst 21 years' investment experience, 5 years with firm

### **Margie Nelson**

Vice President Asset Manager, Real Estate 13 years' investment experience, 1 year wtih firm

# Erin M. Randolph

Vice President, Marketing, Communications & Client Services 9 years' investment experience, 9 years with firm

### Yuezhi Xu

Quantitative Analyst New to firm

# **CORPORATE OPERATIONS**

### Susan Barrett

Office Assistant 12 years with firm

### Janine Fabel

Receptionist 1 year with firm

# Jacqueline Giannini

Receptionist 10 years with firm

# Janis M. Horne, CFA

Senior Vice President Chief Compliance Officer Investment Counselor 38 years' investment experience, 38 years with firm

### Robin Maschewski

Administrative Assistant 30 years with firm

### Reana Meiri

Compliance Associate 13 years investment experience, New to firm

# Sonya Thadhani Mughal, CFA

Executive Vice President Chief Operating Officer Chief Risk Officer 24 years' investment experience, 24 years with firm

# Anna Palmiery, CPA

Accounting Manager 3 years with firm

### Tina Patel

Deputy Chief Compliance Officer 8 years' investment experience, 3 years with firm

# Dipika Shull, CPA

Chief Accounting Officer, Real Estate 12 years' investment experience, 1 year with firm

# **Debbie Tanguay**

Marketing Program Manager 4 years with firm

# Dawn Wishoff

Office Assistant 11 years with firm

# Lily Wu

Controller 9 years with firm



<sup>&</sup>lt;sup>1</sup> Statistics as of December 31, 2018. Published January 2019. For more information, please call 650.571.5800 (toll-free 800.BAILARD) or visit www.bailard.com.