Top 50 Hispanic Women in Business DIRECTORY

Liz Alicea-Velez

Vice-President, Latin America & Caribbean Western Union International/ First Data Corp. Hollywood, FL

Ms. Alicea-Velez is responsible for business development and a network of retail outlets in 46 countries. After joining Western Union in 1992 as product manager for marketing in Latin America, she became director of International Agent Marketing. She was subsequently promoted to president for Central America and the Caribbean before assuming her present position in 1998.

Rebecca C. Amoroso

Principal
Deloitte & Touche LLP
New York, NY

Ms. Amoroso brings more than 20 years of insurance experience to her leadership of Deloitte & Touche's Actuarial and Insurance Consulting Group, which comprises 150 professionals nationwide. The group provides insurance, risk management, data mining, and actuarial services to the insurance and self-insurance

community. Ms. Amoroso is a member of the American Academy of Actuaries and a fellow of the Casualty Actuarial Society.

Carmen Argamasilla

Vice-President,
Corporate Communications
HBO Latin America Group
AOL Time Warner
Coral Gables, FL



Carmen Argamasilla

s. Argamasilla developed and launched a communication program for the most important cable and satellite pay-TV programmer in Latin America. The company's channels include HBO, HBO Plus, HBO Brazil, Cinemax, and Cinemax Brazil. Ms. Argamasilla also implemented a communi-

cations plan to promote the HBO Latin America Group's premium basic channels, which include Sony Entertainment Television, Warner Channel, E! Entertainment Television, A&E Mundo, The History Channel, and AXN.

Martha Helena Bejar

Vice-President, Service
Provider Solutions,
Caribbean & Latin Americal
Nortel Networks

Ms. Bejar directs sales, engineering, and technical customer service for all public carrier and related activities in Nortel's Latin American region. Previously, she held the position of vice-president of public carrier networks and was country manager for Nortel Networks in Colombia, as well as director of sales operations for Nortel Networks in the Caribbean and Latin America.

Tammy Rivera Berberick

Vice-President, E-Business Services & Support Coors Brewing Co. Golden, CO

Ms. Berberick is charged with making it easier for

employees, key suppliers, and customers do business with Coors via the Internet. In her 13 years at the brewery, she has gained experience in human resources, finance, and sales – all areas influenced by online technologies. She also has served as director of diversity and director of corporate planning. Prior to joining Coors, she was with the Arthur Andersen consulting firm.

Violeta Bermudez

Partner, Assurance & Business Advisory Services PricewaterhouseCoopers LLP Florham Park, NJ

҇uban-born Violeta Bermudez works to make sure deregulation, privatization, emerging markets, and technology don't take her clients by surprise. Financialservices behemoth PricewaterhouseCoopers has expanded beyond accounting into management consulting, outsourcing, and human resources. The firm generated revenues of \$21.5 billion last year, with business advisory services accounting for 39 percent of the total.

Silvia Bonaccorso

Vice-President. Medical Services, Worldwide Human Health Marketing Merck & Co. Whitehouse Station, NJ

Ms. Bonaccorso has used her training as a medical doctor to climb the corporate ranks during her 17-year career at Merck. Currently, she is responsible for developing and implementing marketing, medical, training, and promotional services for the pharmaceutical company's worldwide marketing efforts. In addition, she provides clinical development and research support to the company's worldwide human health operations.

Tammy Cancela

Vice-President of **Business Marketing** Sprint Corp. Dallas, TX

rom its Dallas headquarters, the Sprint Corp. **Business Services Group** sells Internet, data, teleconferencing, and voice services to business clients. Ms. Cancela leads the charge, dealing with everything from technical details to strategic marketing. Under her guidance, Sprint has signed a deal with Cisco to provide a series of Internet packages for companies at all levels of technical sophistication.

Jovita Carranza

President, Latin America & Caribbean Region **United Parcel Service** Miami Lakes, FL



Jovita Carranza

Ms. Carranza, the highest-ranking Hispanic female at UPS, manages all of the delivery service's operations in Latin America and the Caribbean region. She started her career at UPS in 1976 as a hub clerk. After advancing through the ranks, she was promoted last year to district manager of the Americas Region and was later named president for Latin America and the Caribbean.

Marie Cummiskey

Vice-President of Technology PepsiCo Business **Solutions Group** Addison, TX

hen Ms. Cummiskey 🛮 arrived at PepsiCo in October 1998, she helped form the Information Technology Shared Services Organization. She now heads up the organization, renamed PepsiCo



Marie Cummiskey

Business Solutions Group, and is responsible for the IT infrastructure supporting all PepsiCo divisions. Prior to joining PepsiCo, she worked in outsourcing for Perot Systems and sales management at IBM.

Patricia Diaz Dennis

Senior Vice-President. Regulatory & Public Affairs SBC Communications Inc. San Antonio, TX

nonsolidation within the telecommunications industry has provided work for Ms. Diaz Dennis, who handles regulatory, legislative, governmental, and industry relations for SBC Telecom. She also heads up national constituency relations for SBC. A member of the California, Texas, and District of Columbia bars, she is admitted to practice before the U.S. Supreme Court. She also is a regent for the Texas State University System and a trustee for the Tomás Rivera Policy Institute.

Lydia Eiguren

Vice-President of Construction & Engineering **Owest Communications** Denver, CO

nwest is a self-described Ų "leader in reliable, scalable, and secure broadband Internetbased communications." Ms. Eiguren oversees the engineering function for a 14-state region. She supervised the construction and operation of network infrastructure to host the 2002 Olympics in Salt Lake City. Her staff of 2,000 technicians covers Colorado, Arizona, Utah, New Mexico, Idaho, Montana, and Wyoming.

Sharon Estrada-Verduzco

Vice-President of **Customized Product** Mattel Inc. El Segundo, CA

📕 s. Estrada-Verduzco heads up Mattel's efforts to benefit from what the company calls "the mass customization trend in the toy and computer industries." With such brand names as Barbie, Hot Wheels, and Fisher-Price, the \$4.6 billion toy maker has planned its future around international markets, especially the strengthening Latin American region.

Gloria Falla

Vice-President of Design Playtex/Ralph Lauren Intimates Sara Lee Corp. New York, NY

Maria Juantorena Trafton

Vice-President & Managing Director First Union National Bank Philadelphia, PA



Maria Juantorena Trafton

s. Trafton leads a team of relationship managers" responsible for providing comprehensive banking and investment services to professional corporations and individuals. Services include personal and business loans, asset management, alternative investments, and specialized business services. Ms. Trafton's team has been recognized as the most profitable business unit within First Union's Private Client Group.

Greta R. Vaught

Senior Vice-President, Managed Care Programs Mutual of Omaha Omaha, NE

Ms. Vaught is responsible for the daily operation of HMO offices in Nebraska, lowa, and South Dakota. She

joined Mutual of Omaha in 1995 as vice-president of HMO internal operations and was promoted two years later to regional vice-president of network operations for the Health Care Management Operation. She holds a bachelor's degree from Memphis State University and an MBA from the University of Texas.

Maria Villar

Vice-President, E-Business
Transformation Planning
& Strategic Alliances
International Business
Machines Corp.
Somers, NY

magine leading a company into the world of electronic commerce; now imagine the company is IBM, the computer monolith that helps other companies adopt new technologies. Ms. Villar plans and negotiates IBM's strategic alliances in e-commerce and oversees the technical process. She previously developed other projects in advanced technology, including voice recognition software. She currently is co-chair of IBM's Hispanic **Executive Committee and** the Multicultural Women's Symposium.

Lora Villarreal

Senior Vice-President, Human Resources Affiliated Computer Services Inc. Dallas, TX



Lora Villarreal

ffiliated Computer Services - a high-tech IT outsourcing company is on a growth curve, and Ms. Villarreal is charged with meeting its need for professionals. Before joining ACS, she was president of the Human Resources Group Inc., an independent consulting firm, and as vice-president for human resources at Transamerica and First Data Corp. In 1993 she was one of 25 women selected to participate in the National Hispana Leadership Institute.

Emilia Fonseca Wiener

Vice-President,
Capital Management
MONY Group Inc.
New York, NY

As vice-president of MONY Life Insurance Co., the principal subsidiary of the MONY Group (formerly Mutual of New York), Ms. Wiener is responsible for investments in public and private bonds, venture capital, agricultural mortgages, and money markets. She oversees three market analysts and a portfolio worth more than \$1.3 billion. In 1999 she was named to the HISPANIC BUSINESS Corporate Elite directory.

Antoinette Zel

Senior Vice-President & General Manager MTV Networks Latin America Inc. Miami, FL



Antoinette Zel

TV Latin Americanon More than 8.5 million TV Latin America reaches cable TV households. Ms. Zel directs all aspects of the 24-hour Spanish-language network, working with departments in Miami as well as regional headquarters in Buenos Aires and Mexico City. Ms. Zel is a member of the Cuban American Bar Association, the Federal Copyright Society, Puente de Jovenes Profesionales Cubanos, and the New York State Bar.

Top 50: On the Future*

important issue for adva Hispanic professional as a		Account the second seco			Which career path offers the best chances for advancement for Hispanic women professionals?	
Promotion/		recruitment plan	50%	Sales/marketing	239	
responsibility	74%	Pell grants & educational		Entrepreneurship 1		
Equal pay	16%	financial aid	28%	Technical	199	
Child care/		Defending		Accounting/finance	139	
flex time	4%	affirmative action	9%	Supervisory/		
Medical/retirement		INS &		management	189	
benefits	1%	immigration reform	3%	Office technology	39	
Other	5%	Other	10%	Other	5	

*Based on responses to a HISPANIC BUSINESS questionnaire.

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is president of Ryder's Hispanic Network and a member of the Women's Management Association and the Diversity Council. Ms. San Pedro joined Ryder in 1979 as a senior auditor and assumed her present duties in 1996.

Marie Santana

Vice-President, **Human Resources** AT&T Latin America Corp. Coral Gables, FL

rom her Florida office, Ms. Santana directs employee recruitment and retention for AT&T Latin America. Since assuming her current position, she has worked to build the recently established organization's HR function from the ground up, across the continent. Previously, she served as vice-president of Human Resources, International

Operations, for AT&T Corp. in New Jersey.

Gloria Santona

Vice-President, Deputy General Counsel & Secretary McDonald's Corp. Oak Brook, IL

s. Santona is responsible for providing legal services to all McDonald's operations in the United States. She also serves as corporate secretary, involving oversight of corporate governance, securities, and regulatory matters. Since joining the fast-food company in 1977 as an attorney, she has advanced in the legal department, first to deputy general counsel in 1987 and then to vice-president in 1993.

Violeta Vera Seidell

Vice-President, Analysis - Lodging,

Food & Beverage Marriott International Inc. Washington, DC

s. Seidell supplies strategic advice and financial analysis for the food, beverage, and retail operations at Marriott hotels in 55 countries around the world. She joined Marriott International 10 years ago and has held positions in lodging business development and hotel management services. She is active in the company's "Spirit to Serve Our Communities" program.

Susan M. Stalnecker

Treasurer & Vice-President, **Finance** E.I. du Pont de Nemours & Co. Wilmington, DE

s treasurer for one of the Margest chemical companies in the world, Ms. Stalnecker tracks and

manages billions of dollars. Since joining DuPont in 1976, she has taken on increasing responsibilities in the treasury division. She also served for three years as treasurer of Conoco UK Ltd. in London. She is on the Annual Fund Executive Committee at Duke University and is a trustee of the Delaware Art Museum.

Nina Tassler

23%

19%

19%

13%

18%

3%

5%

Senior Vice-President, **Drama Series Development CBS** Entertainment Los Angeles, CA



Nina Tassler

s. Tassler oversees the development of primetime TV drama series for the network. During the 1999-2000 season, she shepherded the development of "Judging Amy" and "Family Law," two of the season's highest-rated new dramas. Ms. Tassler has participated in the development of four new shows for the 2000-2001 season: "The District," "The Fugitive," "That's Life," and "CSI: Crime Scene Investigation."

Top 50: In the Workplace*

"Have you ever faced workplace discrimination based on your Hispanic ethnicity?"

Yes	24%
No	76%

"Have you ever faced workplace discrimination based on gender?"

Yes	60%
No	40%

Percentage of respondents who have encountered discrimination:

On the social an

Pay inequities	3/70
In hiring/promotions	43%
In school/education	14%
Other	4%

C70/

Have never encountered discrimination 25%

Percentage of respondents who have benefited from affirmative action/diversity programs:

abtion/airoioit/ programoi			
Education			
financial aid	25%		
Higher education			
admissions	25%		
Private/corporate hiring	25%		
Mentorship	21%		
Government hiring	7%		
Other	7%		
Have not benefited from			

25%

*Based on responses to a HISPANIC BUSINESS questionnaire.

such programs

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s. Rodriguez runs Rockwell's many civic and cultural initiatives and oversees the corporation's charitable contributions programs. She acts as liaison between Rockwell's headquarters and major constituencies in the Milwaukee area, including Wisconsin state government officials. She is an advocate for the Hispanic community through involvement with organizations such as the Mexican American Opportunity Foundation, Project Tomorrow, the United Community Center, and the National Council of La Raza.

Deanna D. Rodriguez

Vice-President, **Corporate Contributions** Entergy Corp. New Orleans, LA

s. Rodriguez administers Charitable contributions amounting to more than \$8.5 million annually. Her other responsibilities include the creation and management of an employee volunteer initiative for 12,000 employees and management of Entergy's matching gift and grant programs. She has worked for such nonprofits as the Mexican American Legal Defense and Educational Fund and the Community Housing Resource Board.

Marie Rodriguez

Vice-President, Customer Development Avon Products Inc. New York, NY

s. Rodriguez develops new customers and strategies for Avon, a leading cosmetic and home product marketer. Previously, she managed sales for an 18-state region that generated \$500 million in annual revenue. During her 27-year career with Avon, Ms. Rodriguez has won World Sales Leader honors 10 times. The American Cancer Society has named her Dynamic Woman of the Year, and the International Association of Sales Professionals has inducted her into the Sales Hall of Excellence.

Di Ann Sanchez

Vice-President. People, Commercial Airplane Group The Boeing Co. Seattle, WA

s. Sanchez's duties entail leading a team of more than 100 employees who manage human resources for the airplane manufacturer. Prior to joining Boeing, she was vicepresident of human resources for Delta Technology. She has worked for such corporations as Burlington Northern Santa Fe Railroad, PepsiCo, Coca-Cola, and Kraft General Foods.

Debra Sanchez Fair

Vice-President, Corporate Communications Nissan North America Mission Viejo, CA

s. Sanchez Fair supervises a staff of 23 people, handling all corporate communications activities for the carmaker's North American operation. Her duties include communications for marketing, sales, and distribution operations for Nissan in the United States. She is a member of several professional organizations, including the International Motor Press Association and the Motor Press Guild.

Ofelia San Pedro

Vice-President, **Global Procurement** Ryder Transportation Service President, Ryder Energy Distribution Corp. Miami, FL



Ofelia San Pedro

s. San Pedro manages a budget of more than \$2 billion for the purchase of trucks, fuel, and parts. She

Rosita Moreno

Vice-President of Food Service Sales and Marketing Campbell Soup Co. Norwalk, CT

Ms. Moreno, who holds an MBA from Cornell, manages sales to restaurants for Campbell's Pepperidge Farm subsidiary. The Pepperidge name adorns such products as breads, pastries, cookies, and croutons. This year, the company launched an aggressive advertising campaign on behalf of its cheese-flavored Goldfish crackers as well as its upscale Milano cookie brand.

Melba Muscarolas

Regional President for Northern & Central California **SBC Communications** Sacramento, CA

🛮 s. Muscarolas handles communications between SBC subsidiary Pacific Bell and California's state government. Her responsibilities encompass legislative, regulatory, and public relations issues. Previously, she headed up Pacific Bell's Diverse Markets Group, which targeted Hispanic and Asian consumers. Under her leadership, the group serviced more than 1 million Hispanic callers in California.

Hilda Ochoa-Brillembourg

CEO

Strategic Investment Group Arlington, VA

trategic Investment Group, Uan investment management firm founded by Ms. Ochoa-Brillembourg in 1987, now commands more than \$17 billion in assets. She holds a board seat at US Airways Group, the Harvard Management Co., the National Symphony Orchestra, and the Washington Opera. She also serves as managing director of emerging markets and sits on the board of the World Bank/International Monetary Fund Credit Union. Money magazine recently hailed her as one of the "50 Smartest Women in the Money Business."

Marla Provencio

Vice-President, Creative Director of On-Air Promotion American Broadcasting Co. Los Angeles, CA



Marla Provencio

s. Provencio currently oversees the on-air promos for ABC dramas such as "Once and Again," "Gideon's Crossing," and "The Practice." Her duties also include on-air spots for ABC movies and

miniseries. At the network, she has held the positions of producer, senior producer, and executive director of daytime and children's promotion. Ms. Provencio has received numerous Promax awards for her creative spots.

Norma Provencio

Senior Partner Arthur Andersen LLP Los Angeles, CA

Rs. Provencio, the Partner-in-Charge of Arthur Andersen's Pacific Southwest Healthcare Practice, specializes in regulatory compliance matters for the consulting firm. She previously worked with the Health Care Group, L.A. Care, Long Beach Memorial Medical Center, and Tenet Health System, among others. Ms. Provencio is a member of the Hispanic Association of Healthcare Executives, the Healthcare Financial Management Association, and the American Institute of Certified Public Accountants.

Grace Puma

Vice-President, Raw & **Packaging Procurement** Kraft Foods Northfield, IL

Cvery year, Ms. Puma Enegotiates the purchase some \$6 billion worth of materials for Kraft. She played an integral role in developing Gold Contract Standards for procurement at Kraft Foods,



Grace Puma

and she currently is integrating the newly acquired Nabisco Inc. procurement operations. Previously, she worked on strategic and operational procurement management at Motorola, Gillette, and Fuji.

Rose Reza

Regional Vice-President, Operations Wal-Mart Stores Inc. Bentonville, AR

Ms. Reza oversees the Value operations for every Wal-Mart store in the South Florida region. She joined Wal-Mart upon graduating from the University of New Mexico in 1986. Since then, she has worked as an assistant manager in Amarillo, Texas, a co-manager in Flagstaff, Arizona, and a district manager in Florida.

Christine G. Rodriguez

Vice-President, State & Community Relations Rockwell International Milwaukee, WI

industry experience to the job. She leads 2,600 employees in the development of integrated marketing strategies for data, long distance, wholesale, and local network services in Puerto Rico. She joined GTE (later renamed Verizon Communications) in 1992 as manager of administrative support.

Grace D. Lieblein

Executive Director, Exteriors, Materials & Fastening Engineering General Motors Corp. Warren, MI

With a \$55 million budget and more than 462 employees, Ms. Lieblein oversees vast resources. Her engineers must handle all exteriors and fasteners for GM vehicles. Her career included a 13-year stint with the Lansing Automotive Division, starting as an industrial engineer in 1983 and ending as the division's director of Vehicle Engineering/ Reliability Testing in 1996. Ms. Lieblein is a member of the Society of Women Engineers.

Carol E. Lopez

Vice-President. **Marketing Operations** Xerox Corp. Rochester, NY

rom keeping up on the competition to developing leads, Ms. Lopez deals with the challenges of high-tech marketing. A five-year veteran of Xerox, she has tackled increasing responsibilities, initially as vice-president and general manager of Xerox Mid-America and later as vicepresident of integrated marketing. She currently manages sales for North America. Within Xerox, she serves as vice-president of the Women's Alliance and as a member of the Hispanic Association for Professional Advancement.

Yolanda R. Macias

Vice-President, **DIRECTV Para Todos** DIRECTV Inc. El Segundo, CA

n 1996, Ms. Macias left her position as manager of planning and acquisitions at the Walt Disney Co. to join DIRECTV as senior manager of financial planning and analysis. In her current position of vice-president, she oversees all aspects of DIRECTV's Spanish-language programming, which provides more than 30 Spanishlanguage channels to the 8.4 million Hispanic households in the United States.

Fe Morales Marks

Vice-President, Policy and Outreach **National Housing Impact Division** Fannie Mae Washington, DC

e Morales Marks heads up policy development at the



Fe Morales Marks

nation's biggest mortgage lender, acting as the point person for the HomePath Initiative, which aims to eliminate barriers to homeownership. She also manages the Corporate Contributions Fund and chairs the Housing Impact Advisory Council. She sits on the board of the American Homeowner Education and Counseling Institute.

Norma Martinez Lozano

President, SBC Operator Services & Public Communications SBC Communications Inc. Dallas, TX

s. Martinez Lozano Manages operator services, directory white pages, and public communications for a 13-state territory served by SBC subsidiaries Ameritech, Nevada Bell, Pacific Bell, Southern New England, and Southwestern Bell. Her climb up the SBC ladder began in 1979 when she was hired on as a network engineer. She has received the Breaking Barriers Award from the National Hispanic Employee Association and the Hall of Fame Award from Hispanic Women in Leadership.

Sylvia M. Montero

Vice-President, **Employee Resources** Pfizer Inc. New York, NY



Sylvia M. Montero

s. Montero directs employee relations for Pfizer's Animal Health Group, a product of the company's acquisition of Puerto Ricobased SB Animal Health Business. She joined Pfizer Puerto Rico in 1978, after working as a high school Spanish teacher in New York City and later as a professor of literature at the University of Puerto Rico. Her service as Pfizer's director of personnel in Europe, Asia, and Latin America has honed her international HR skills.

Top 50: Demographics*

Ethnicity		Education		
Mexican	36%	College degree	29%	
Cuban	27%	Graduate degree	71%	
Puerto Rican South American	12% 11%	Time with Current Employer		
Central American	10%	Less than 2 years	5%	
	4%	2-5 years	23%	
Spanish	470	5-10 years	23%	
Age		More than 10 years	49%	
31-40 years	26%	*Based on responses to a Hispanic Business questionnaire.		
41-50 years	43%	© 2001 Hispanic Business questionnaire. Copying, reprinting, or transmitting all or part of this information requires		
51-60 years	26%			
60+ years	5%	written permission.		

s. Falla's expertise, spanning 32 years as a designer, has benefited such brands as Christian Dior Intimates, Lily of France, Fruit of the Loom, Bali, Warner's, Valentino Intimates, and Ralph Lauren Intimates, Since 1993, Ms. Falla has supervised all design aspects of Playtex domestic brands. She has been honored in the industry with the United Jewish Appeal Recognition Award, the Goodfellowship Corset Club Award, and the Dallas Fashion Award.

Marilda L. Gandara

President **Aetna Foundation** Hartford, CT

Acharitable organization etna Foundation is a funded solely by financial services giant Aetna Inc.



Marilda Gandara

Ms. Gandara serves as the representative to the public on Aetna's corporate citizenship issues. She also acts as liaison with private nonprofit and public service organizations that work to improve the communities where Aetna does business. Ms. Gandara manages national community relations, international grants, diversity, volunteerism, and preventive health projects.

Michele E. Goins

Vice-President and CIO, Imaging and Printing Systems Hewlett-Packard Co. Palo Alto, CA

📕 s. Goins has worldwide responsibility for HP's imaging and printing systems, a major moneymaker for the company. She has a seat on the corporate CIO Council, which governs companywide IT investments and system performance objectives. Ms. Goins joined HP in 1981 and has held such positions as IT Manager and Infrastructure Reinvention Program Manager.

Martha Medina Gonzalez

Vice-President. **Customer Service** Reliant Energy Inc. Houston, TX

Ms. Gonzalez is responsible for a customer call center and credit collections for Reliant Energy, a rapidly growing electricity supplier. She has helped diversify the company's work force and has developed a training class for customer service employees. After joining the company in 1975, Ms. Gonzalez worked as a district manager and a manager of media and community relations.

Carolina Herrera

Fashion Designer New York, NY

In September 2000, Ms. Herrera opened her first store in New York to showcase the Carolina Herrera Collection. Her signature style combines Latin femininity with elegance, beauty, and practicality. In the early 1980s she launched her own ready-to-wear line after many years of being named among the best-dressed socialites in the nation. Her brand name is known for its "classy yet modern" appeal.

Maria Elena Lagomasino

Senior Managing Director, **Global Private Banking** Chase Manhattan Corp. New York, NY

Ms. Lagomasino, who began her career at Chase in 1983, oversees the largest U.S.based private banking service, with more than \$100 billion in assets. She sits on the board of directors for Philips-Van Heusen Corp. and Avon Products Inc. and serves as a trustee of Helen Keller International and the Synergos Institute.

Cristina Lambert

San Juan, PR

Vice-President & General Manager Puerto Rico Telephone Wireline **Verizon Communications**

erizon's Puerto Rico Telephone Wireline generates \$1.3 billion in revenue. Ms. Lambert manages the entire operation, bringing more than 25 years of telecommunications