



440 N Barranca Ave #3354  
Covina, CA 91723  
TEL 510-208-1300  
[www.nceo.org](http://www.nceo.org)  
[customerservice@nceo.org](mailto:customerservice@nceo.org)

## 2025 NCEO Board Candidates & Statements

### **Christine Adee**

I am honored to be considered for a position on the NCEO board of directors, leveraging my extensive background in corporate governance and employee ownership to foster growth and innovation. I am currently the CEO of OwnersEdge, and with over a decade of experience in strategic leadership roles at ESOP-owned companies, as CFO, CEO, and a board member, I have implemented strategies and policies that promote equity and inclusivity, driving both organizational success and employee satisfaction.

My dedication to the principles of employee ownership is demonstrated by my efforts in creating comprehensive educational programs that empower employees to take active roles in their companies. Additionally, I am committed to expanding employee ownership through strategic acquisitions, thus providing more opportunities for employees to benefit from their companies' success.

As a proactive and collaborative leader, I am dedicated to advancing the NCEO's mission and enhancing the impact of employee ownership on our economy and communities.

### **Mike Frommelt**

I am very excited at the prospect of serving on the board of directors of the NCEO, an organization I have both admired, and been a member of, for over 12 years.

The mission of the NCEO – “Making Employee Ownership Thrive” – is one that resonates deeply with me, and I would be honored to assist the NCEO in continuing to make employee ownership both *bigger* and *better* across the United States.

I believe the large number of upcoming business-owner exits and retirements provides a unique opportunity to create more employee ownership and generally advance the mission of the NCEO. Representing the organization in this pursuit is one I would relish, and I believe fits my skills and experience well.

As the co-founder of Strategic Talent Partners, my experience includes over 20 years of working with ESOPs in the executive search and consulting space, helping numerous ESOPs through CEO transitions, and building future-oriented leadership teams. Again, I am very excited for the possibility of serving on the NCEO's board and am truly honored to be considered for this directorship.

## **Wendy Guillies**

I spent 22 years at the Ewing Marion Kauffman Foundation, the last eight as its CEO. One of Ewing Kauffman's business philosophies was to "share the rewards with those who produce," and he put that into action when he introduced a generous profit-sharing plan in 1956, then unheard of in the pharmaceutical industry. That example, and the work I was privileged to do at the Foundation, cemented for me the importance of rewarding employees for their role in a company's success.

Experiences I'd bring to the boardroom include serving on an ESOP company board; leadership in the nonprofit space; marketing and communications; the startup ecosystem; and partnership development. I'd be interested in helping NCEO with its priorities, including broader outreach and communications.

As a mechanism for building equity and wealth, employee ownership can be life changing. I'd be honored to be part of an organization committed to advancing this important work.

## **Terry Leahy**

I am the CEO of MyPath, a specialized provider of education, therapeutic and community support services for individuals with disabilities. With 2,000 "*Owners Who Care*," MyPath is a member of the Employee Ownership 100 and one of the top employee-owned companies in the healthcare and human services industry. Leading MyPath has given me the privilege of pursuing my twin passions of transforming the lives of not only the people MyPath supports, but the owners who serve them.

I came to MyPath from Goodwill Industries of Southeastern Wisconsin and Metropolitan Chicago, where I served as senior vice president and general counsel. I bring expertise in the intersection of law, business, and public policy, helping MyPath fulfill its mission amid a rapidly changing regulatory environment. I have a B.A. from Princeton University, a J.D. from Harvard Law School, and an M.B.A. from the Wharton School of the University of Pennsylvania.