

# *How to Thrive as a Woman in Fiber in the Post-Pandemic World*

---

## **Women in Fiber Luncheon / Fiber Connect**

JULY 2021

JENNIFER M. FRITZSCHE

MANAGING DIRECTOR – GREENHILL & CO.

## Jennifer Fritzsche Background – Professional

- **Former Equity Analyst at Wells Fargo (or predecessor firms) for 25 yrs..**
- **Followed the telecom services, cable and Communications Infrastructure (towers & data center space)**
- **Awarded Institutional Investor top analyst award for Communications Services space for last 4 yrs..**
- **Board member and former CFO of Canopy Spectrum, LLC – 6<sup>th</sup> largest bidder in recent C-Band spectrum auction.**
- **Board member at Dycom Industries and Wireless Telecom Group.**
- **Joined Greenhill in April, 2021 as Managing Director and Head of North American Communications Infrastructure space.**

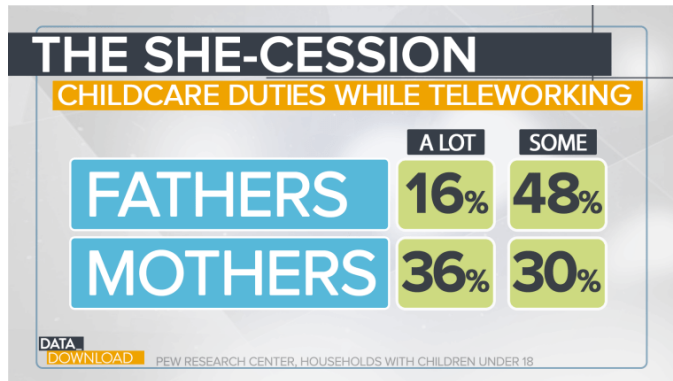
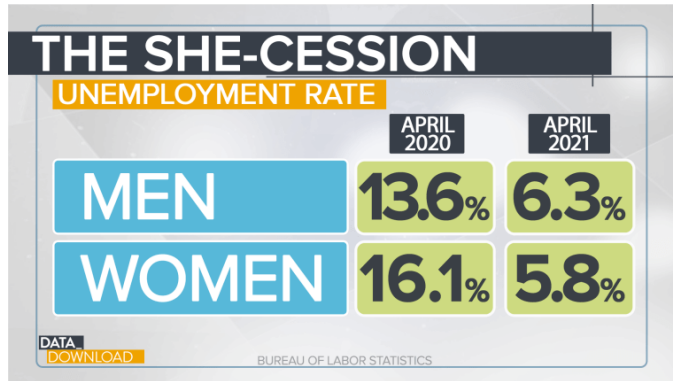
## Jennifer Fritzsche Background Personal!

- **50 yrs. old and recovering from ACL surgery (tried to keep up with my son on ski hill!)**
- **Married 20 yrs.!**
- **3 teenagers (Senior in high school and 2 freshman)...Knee deep in college prep (not fun!)**
- **One child with Special Needs (Down syndrome)**
- **One husband who used to travel a lot and likely will get back to it (consultant to small growing companies in medical device space)**
- **Only daughter and oldest child of 2 aging parents**
- **Worked 25 yrs. in a field where I was typically the only female in the room during the majority of work dinners, outings and meetings.**
- **1 of only 2 females who covered the telecom space (40+ male analysts)**
- **Mother of 5 yr. old black lab (who if I am being honest is often my favorite child!!)**

In researching this great group – I had to note the irony in the date of this press release....Very well timed!



# The Pandemic – Was No Fun for Anyone...But Women Seemed to Carry More.....

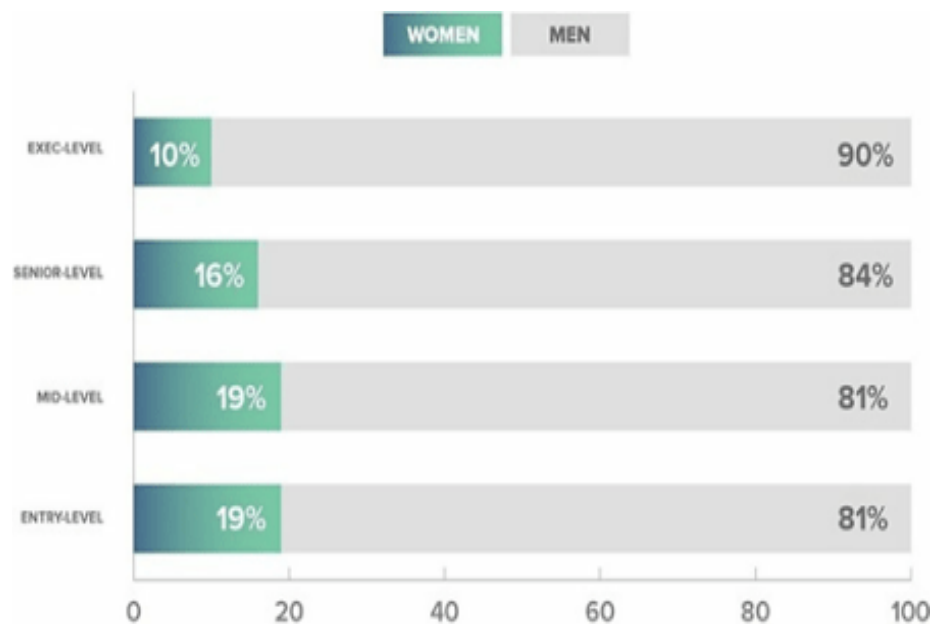


## ***The reason for this is not hard to answer:***

- Child care
- Elderly care
- E-School
- Keeping things afloat overall!
- But sadly – even pre-pandemic there were issues.
- 64.2% percent of mothers who were the primary or co-breadwinners for their families in 2017—lack access to supportive work-family policies to enable them to participate fully in the labor force while managing their caregiving responsibilities.
- Unfortunately the US is a big time international outlier in failing to ensure workers have access to any form of paid leave.
- Importantly – the light seems to be shining (quite brightly) on this issue and companies are more aware than this than in recent years.....

## ***But for women in technology (like banking) it may be even hard because there are so few of us!***

- As of 2018, women held only 25% of all the jobs in the tech industry, despite women making up almost half of the total workforce.
- One of the reasons why there is a lower percentage of women working in the tech industry compared to other industries is that girls are less likely to study STEM subjects compared to boys. At the college level - 52% of males take STEM related courses, in contrast to only 30% of females.
- According to Entelo, there are about 19% of women in entry level and mid-level roles in the tech industry. At the senior level, however, women hold only 16% of positions. As you go even higher, this number drops even lower, with women holding just 10% of executive level positions.



## ***But there IS good news: How companies are thinking about things is very much changing.....***

- ESG (Environmental, Social and Governance) top top top of mind!
- A main pillar of ESG is it empowers women to contribute to decision making, financial strength, innovation and governance of a company.
- It is not just a '*check the box*' type thing – companies seem to appreciate the diversity of views that females bring. That has been my experience in both my regular 'day jobs' (Wells Fargo & Greenhill) and on 2 Boards of which I am a member.
- Childcare leave and family leave are coming back into conversation in wake of COVID and the focus in DC on 'social infrastructure' is an encouraging change.
- Hybrid working may be the new normal. It of course depends on the company, but a strong case could be made that more productivity was seen during the pandemic from workers.



## ***But don't wait for companies to make the change....We all need to take the baton to develop your own personal brand.***

***I, like most people in this room, work in a male-dominated field. Here are specific steps I have taken to help me do this:***

- Actively seek mentors (both male and female).
- Actively seek feedback (both good and bad)
- Actively seek mentees (both male and female).
- If given the opportunity to work at home (and it is something you want!) - NEVER make your superiors regret allowing you that flexibility
- You do NOT need sharp elbows to move ahead.....honey sweeter than vinegar.
- LinkedIn is your friend...if used in the right way. Hired “ghost writer” to help me.
- Find an outlet for your creativity – blog, podcasts, speaking engagements, network opportunity
- Network, network, network – in person and virtual – there are more opportunities than you know.
- Follow through & thank you notes!
- Have your own personal Board of Directors – they will help you! I have leaned on this group many many times.....

## **Ending on a Fun Note: Here are my 5 Lessons Learned these Past 25 Years (but ESPECIALLY in the last 18 months)**

- 1) GNO should be an acronym in your regular vocabulary**
- 2) Take time each week to do something for YOU (whatever that may be)**
- 3) Zoom calls have a “Video Off” Button – And It is OK to Use**
- 4) Even if you are working remotely – there needs to be a “end” to the work day.**
- 5) Do something physical, intellectual and altruistic every day!**

THANK YOU SO MUCH FOR  
INVITING ME....WHAT AN  
HONOR!

Table Talk Discussion:

***Who is on YOUR personal Board  
of Directors?***