

Kate Paul
Lifetime Achievement Award Finalist

Kate Paul, President and CEO of Delta Dental of Colorado, is a leading force in promoting women, both in business and by championing unique and varied philanthropic programs that benefit our Colorado communities.

As head of Delta Dental since 2001, Kate manages a dental benefit service corporation with about 800,000 members in Colorado, a staff of 100 and revenues that exceed \$225 million a year. Delta Dental of Colorado is a member of the Delta Dental Plans Association, the largest dental carrier in the United States.



Prior to Delta Dental, Kate worked for nearly 30 years for Kaiser Permanente, the largest not-for-profit HMO in the United States. Kate worked her way up through Kaiser Permanente's ranks, serving as an administrator at two of California medical centers. She was named the Regional Facilities Manager in Kaiser Permanente's Colorado Region in 1979, the first woman in that position in the company's history.

"I know what it's like to try to break through the glass ceiling in my career and I've watched Kate successfully reach her goals," Jean Lawhead, Vice President, Sales and Marketing, Delta Dental of Colorado. "She is an inspiration to me and a role model. She is an excellent example of how a woman can make it in a man's world, but with dignity, grace and integrity."

Kate became Kaiser's first woman Vice President and Regional Manager when she was appointed to the role in Hartford, Connecticut. She also has served as the first woman Senior Vice President and Regional Manager for Kaiser Permanente of Ohio, and the first woman President and Regional Manager of Kaiser's Rocky Mountain Division, responsible for Colorado and Kansas City operations with revenues in excess of \$900 million annually. In 1998, Kate also assumed responsibility for the Northwest & Hawaii Regions.

She strongly supported a company recognition program that honored good ideas from people who worked in all areas and levels of the organization in an effort to support teamwork, increase quality and promote best practices. She created an onsite child care center for employees' children, who were mildly ill, but unable to attend school or daycare.

"Kate had a monthly ritual of going out to dinner with a group of women from various parts of the company in positions of all different levels," said Barbara Springer, Delta Dental of Colorado. "When I first heard about this, I thought it was an urban legend. Surely a woman of her stature wouldn't take time from her busy schedule to regularly

spend an evening with a group of women who weren't even in management. But, a few years later...I found out it was true.”

She has been a strong advocate for the arts at both Kaiser Permanente and Delta Dental, creating art programs for both organizations. Kate has been an active member of the Colorado Business Committee for the Arts and currently is on the Corporate Advisory Committee for the national organization, Americans for the Arts. She also serves on the Board of the Denver Art Museum.

For Kate, an organization's community benefit program is a vital component to an organization's reach in the community. At Kaiser Permanente, Kate oversaw programs that provided health care and education to uninsured and underinsured adults and children.

In June 2009, Kate chaired the American Heart Association Denver Heart and Stroke Walk, raising more than \$890,000 to fight the #1 & #3 killers, heart disease and stroke.

Kate has served on the boards of numerous non-profit organizations, two Corporate Boards and the Federal Reserve Board of Kansas City, Denver Branch. Kate currently is on the board of the following organizations, Volunteers of America Colorado, Mile High United Way, The Colorado Forum, The Colorado Trust Chair and the Delta Dental Plans Association and COPIC.