



Annual Report

20 18-19

The State of the
NMSDC Network

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Get in touch online

Email us Info@NMSDC.org or follow us on social media in one of the following ways:

- Facebook.com/nmsdchq
- LinkedIn.com/company/nmsdchq
- Twitter.com/nmsdchq
- Instagram.com/nmsdchq



07 OUR MISSION

Chartered in 1972, NMSDC has established a network of over 1,500 corporate members. Among them are America's top companies—publicly, privately and internationally owned – as well as universities, hospitals and other institutions with supply-chain needs.



128

2018-2019 PROGRAM HIGHLIGHTS

Thousands of participants emerged from 2018 and 2019 with a richer and more useful understanding of their roles in minority supplier development because of NMSDC's educational programs.



146 WOMEN OF COLOR

NMSDC has developed a comprehensive strategy to support business opportunities and growth for this important constituent group within the NMSDC network.



**WE HAVE GREAT
WORK TO DO – AND
HISTORY TO MAKE.
WE ARE NMSDC - ONE
NETWORK, ONE TEAM!**

LOOKING INTO THE FUTURE

INTRODUCTION

As I complete my second year as President and CEO of the National Minority Supplier Development Council, I am honored to be engaged in the historic and important work of this organization. WE ARE NMSDC is more than a tagline, it is who we are – one network and one team. We are continuously improving while staying focused on doing great work that impacts our businesses, our lives and the communities in which we live, work and play.

In 2018 and 2019, our mission remained as focused as it was in 1972. NMSDC as a network and organization is committed to connecting our national and regional corporate members to excellent and innovative businesses owned and operated by ethnic minorities. Our goal to promote increased procurement, expansion and sustainability for minority-owned businesses of all sizes has never wavered.

As I took over the reigns of this amazing organization, I recognized its value to the stakeholders. I also acknowledged that accomplishing our goals and objectives required enhancing our processes. We needed to update our technology, address changes in the supply chain, advance minority business development goals and increase supplier diversity support. And...we needed to do it all while remaining fiscally responsible.

This report captures our work during the years 2018-2019. It highlights those amazing members, minority-owned businesses, affiliate councils and dedicated staff who helped shepherd the organization into the dawning of a more committed and responsive era. I thank each of you for your continued commitment and good works in helping NMSDC make a difference in our world for both today and the future. **WE ARE NMSDC!**

In August 2018, when I assumed the leadership of the National Minority Supplier Development Council, the organization had been under capable interim leadership for a year. I found an office and a network that were basically healthy, successful, solvent, and committed as ever to its mission but understandably in need of a decisive way forward – a comprehensive plan built for the future to stay ahead of the curve, to grow the mission of minority supplier development, and to realize further the dream of economic inclusion for all.

THE CHALLENGE

To find that way forward, I spent the last months of 2018 and all of 2019 crisscrossing the nation, getting to know and listening to all the stakeholders in our sprawling network. I wanted to hear the good, the bad, and the ugly. I needed to hear it all to determine how new leadership could lay the surest groundwork for renewing and revitalizing NMSDC's brand and mission, their relevance and value, and their essential role in the future of our American economy.

NMSDC must be there because we are the gold standard in minority supplier development.

Our 2019 Strategic Plan comprised the following components:

1. Increase recruitment, retention, and engagement of corporate members for the NMSDC Network
2. Increase recruitment, retention, and engagement of MBEs for the NMSDC Network (Corporate Plus® Pilot)
3. Improve Organizational Effectiveness and Efficiency
4. Ensure program delivery strategies that target the development of MBEs and Corporate Supplier Diversity programs
5. Elevate the NMSDC Brand

Our work is powered by four dynamic focus areas – Certify, Develop, Connect, Advocate. They drive our effort to advance business opportunities for minority business enterprises (MBEs). We certify and develop MBEs, then connect and advocate for them with our corporate members. NMSDC has changed the game for minority American business. That only raises the bar for what we must do in the years to come.

THE ANSWER

As we enter 2020, I am proud to report that a strategic plan for NMSDC's future is firmly in place.



Innovation, both in ideas and in technology, got underway in the network throughout 2019. Our goal was to enhance the active participation and thought leadership of all stakeholders, recognize the value of what they do, and stress the importance of unity in our goals and actions.

We began by rebooting our Women of Color initiative to focus on the critical need for more businesses owned and operated by women of color. Through memorandums of understanding, we fostered new mutually beneficial relationships with other supplier diversity organizations. Our work is evolving with our mission.

If 2019 was a year of preparation, 2020 will be a year of execution and achievement to define our presence and effectiveness for years to come.

WHAT IT MEANS

This NMSDC Annual Report, covering both 2018 and 2019, speaks for an organization at a transformative moment in its history. Our platform is a half-century record of achievement that is impressive, innovative, dominant and inspirational. The future needs of our stakeholders demand for us to do more – and better.

So, we have:

- > Changed our events to be more focused on the State of Minority Business
- > Concentrated on the Economic Impact of Minority Business Inclusion
- > Focused on our leadership team - placed the right people in roles to provide support to our global network.

CHANGING DEMOGRAPHICS

In a mere 25 years, the American population will be predominantly majority-minority: non-Caucasian Americans will finally define the American majority. Yet, ownership in the American economy for those Americans has not been growing at the same pace.

That discrepancy energizes NMSDC's new strategic plan, as well as the ambition of minority American business.

Our commitment is total. Our vision is clear-eyed but optimistic.

We are the storied history and the shining destiny of American minority supplier development and economic inclusion.

We are NMSDC.

Adrienne C. Trimble

President and CEO
National Minority Supplier
Development Council, Inc.

MBE CERTIFICATION

Strategically working with our NMSDC Affiliates to Certify. Develop. Connect. Advocate.

THE EYE PROGRAM

Prepares young entrepreneurs to take action to grow their careers and provide skills, tools and strategies to grow their companies.

EXPANDING OUR REACH

Teamed with other organizations and agencies to reach the larger community of minority entrepreneurs.

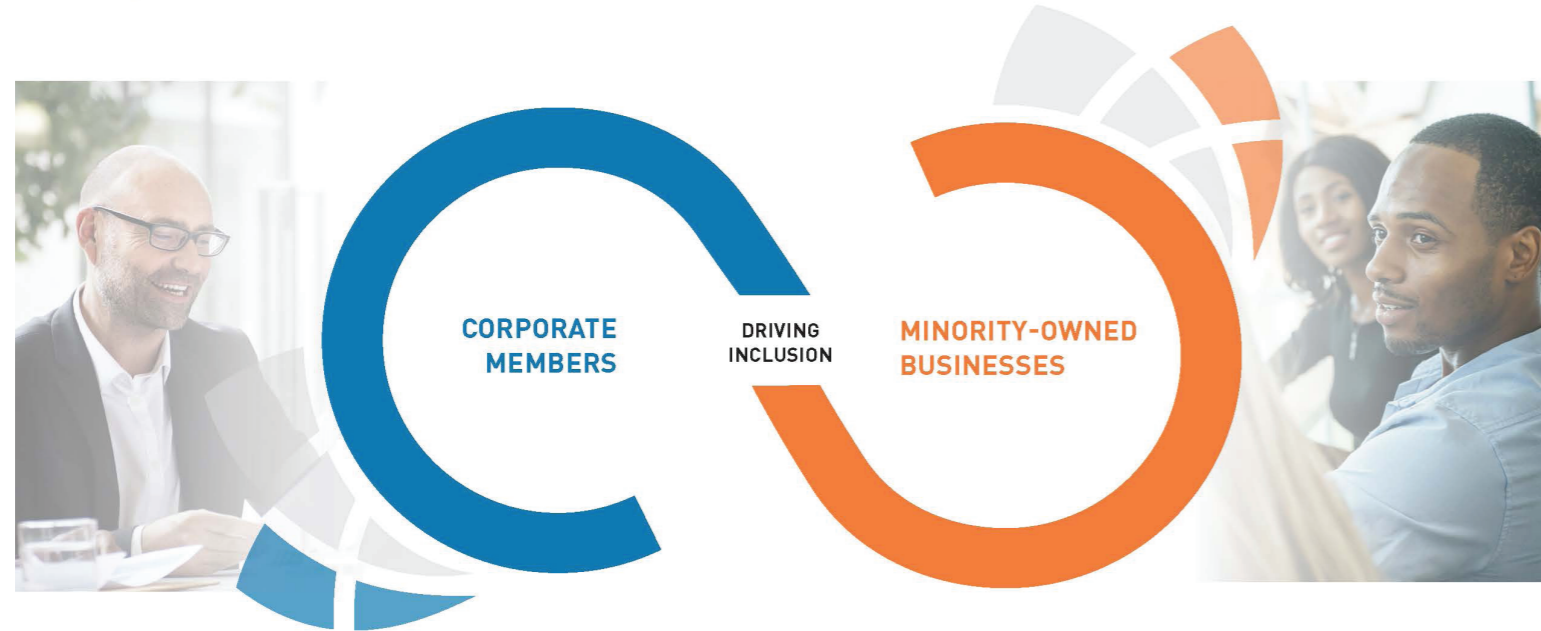
INNOVATION VIA PARTNERSHIPS

Teamed with corporate members for innovative solutions to minority business inclusion.

OUR VISION

We're building an inclusive economy.

By connecting leading corporations to minority-owned enterprises to spark diverse partnerships where everyone's business can grow.



We are a one-stop shop for corporations looking to build inclusive business partnerships.

Data mining & insights

Helping members build the business case for an inclusive supply chain

The largest supplier network

Ranging from multi-national organizations to up-and-coming entrepreneurs of color

Industry-centric groups

Connecting members to collaborate within their markets and benefit from economies of scale

Best-in-class education

Applying best practices in supplier and business diversity so our members can learn and innovate

From next generation disruptors to established market leaders, we set MBEs up for success.

Industry-recognized certification

Enabling entrepreneurs of color to tap into the multi-billion-dollar corporate marketplace

Insights & education

Preparing businesses to succeed in and capitalize on the corporate marketplace.

Capacity building & partnerships

Connecting business to resources and each other to help them scale and grow

Access to opportunities

Coming directly from the largest corporate buying network in the country



One Team, One Goal, One Network!

Through a **network of 23 regional affiliates**, and **5 global affiliates**, NMSDC helps its members tap into local markets or expand across the country.

OUR STRATEGIC PLAN

Transforming from within.

From updates to our digital platforms to investments in our people and processes, we're changing the way we operate so we're prepared to meet the needs of today's businesses.



Investing in Technology

We're committed to improving our systems to operate at the speed our members expect and demand.

- + Launching **NMSDC Connections**— an online community for collaborative discussions, news and resources
- + Improving back office systems
- + Rebuilding our digital platforms



Focusing on Operational Excellence

We're implementing a new operating model to be more responsive and connected.

- + Aligning regional and national resources
- + Implementing shared services
- + Exploring new revenue and membership models
- + Investing in the right people and skillsets



Improving Communications

We're investing in processes and platforms to disseminate information in a timely and transparent way.

- + Streamlining communications between national and affiliate offices
- + Elevating our social media presence
- + Uncovering new methods to ensure transparency



MESSAGE FROM OUR BOARD CHAIR 2019

Reflections From Dr. Freda Lewis-Hall Board Chair 2019

In 2019, I was proud to be completing my first year as the Chair of the Board of Directors of the National Minority Supplier Development Council.

In accepting the honor of this position in May 2019, I knew the responsibility that came with it – especially at this pivotal moment in NMSDC’s great history.

I have always had a strong passion for diversity and inclusion. Throughout my career in medicine and at Pfizer, I have long admired NMSDC’s work to certify, develop, connect, and advocate for minority businesses, and I understood the importance continuing its mission of supporting minority business enterprises (MBEs), as well as industries and corporations that embrace diversity.

What I have learned, as Chairman, is how comprehensive and exhaustive that work must be – how it requires the energy, the imagination, and the treasure of everyone involved, and how it plans and realizes the necessary change we need for a more inclusive future.

Because I knew that, I was inspired with NMSDC’s President and CEO, Adrienne C. Trimble.

This Annual Report is the first in Adrienne’s leadership of NMSDC. I believe it reflects what I have come to know and respect – Adrienne’s determination to lead NMSDC from that great history that inspires us into an even more transformative future. Women have always been key figures in NMSDC’s development. That makes me especially gratified to be here, at this moment, as a supportive partner in this essential work.

Success, of course, only forces us to aim our ambitions higher, broader, deeper. Speaking for the Board of Directors, we take pride in the progress NMSDC made in 2018 and 2019 – and in what it promises for an extraordinary future.

Sincerely,

Dr. Freda Lewis-Hall

Chair, Board of Directors

National Minority Supplier Development Council, Inc.

Chief Patient Officer and Executive Vice President, Pfizer, Inc.



Our Goals Why We Work

THE MISSION

The National Minority Supplier Development Council (NMSDC) is in its fourth decade as the nation's most dynamic force in developing successful relationships between America's top corporations and supply-chain partners from the Asian, Black, Hispanic and Native American communities.

Chartered in 1972, NMSDC has established a network of over 1,500 corporate members.

Among them are America's top companies—publicly, privately and internationally owned – as well as universities, hospitals and other institutions with supply-chain needs.

NMSDC connects these corporate members with qualified minority-owned suppliers of all sizes – Minority Business Enterprises (MBEs) – that meet a high standard of excellence.

NMSDC ensures that standard in four essential steps:

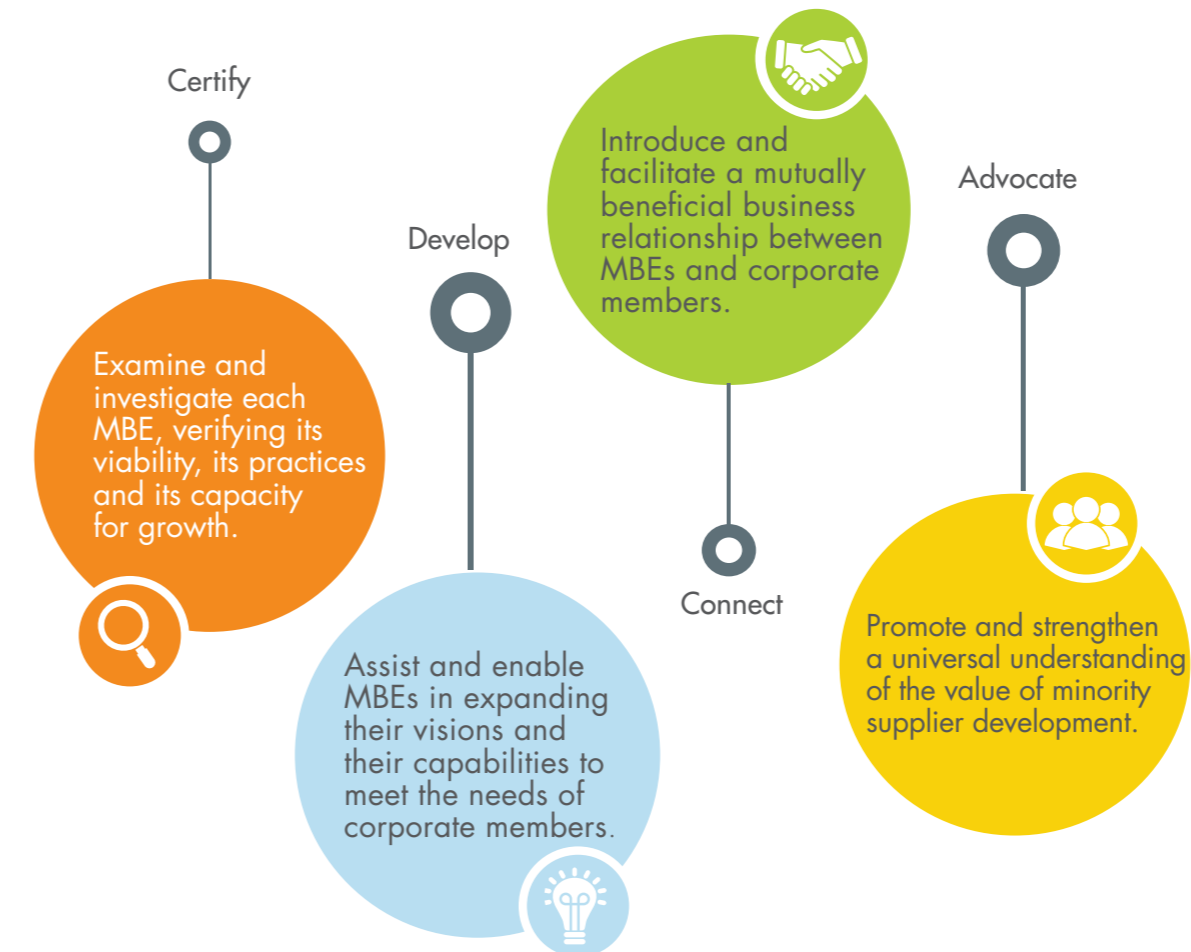
- ▶ **Certify**
- ▶ **Develop**
- ▶ **Connect**
- ▶ **Advocate**

From its headquarters in New York, NMSDC coordinates its work nationally through 23 regional councils, each of which supports our mission to build the relationship between MBEs and corporate members in the region.

Passion inspires the mission of NMSDC.

Perspective builds a firm foundation, in fact and perception, for NMSDC's goals.

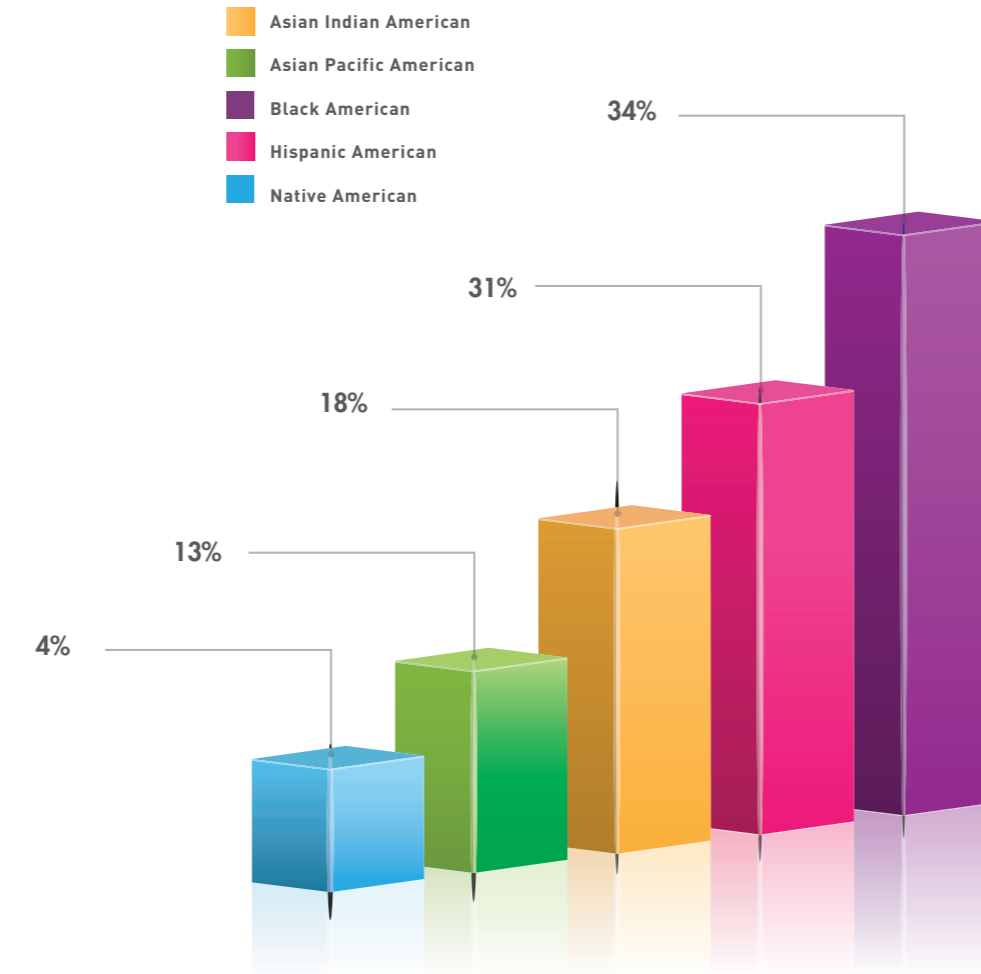
Progress drives those enduring goals in an evolving and ever-expanding business universe.



NMSDC By The Numbers

THE POWER OF THE NETWORK

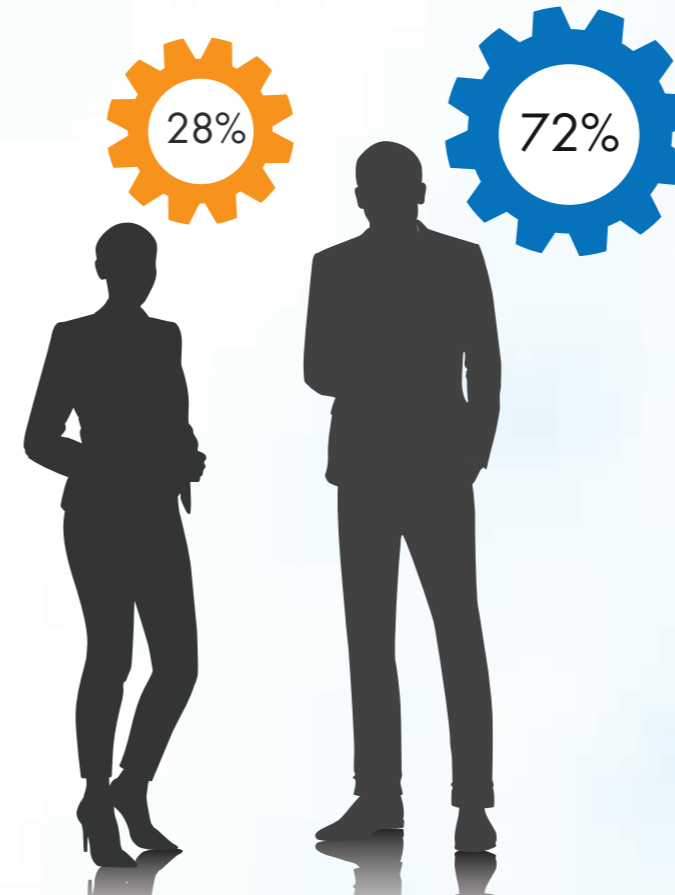
NMSDC Connects national and local corporate members with 11,000 nationally-certified Asian, Black, Hispanic and Native American-owned businesses.



MBE Gender

Currently, the number of NMSDC certified MBEs is 11,000.

Of that total, 72% are male and 28% are female.



GROWTH RATE 70%
INCREASE EXPECTED BY 3.3 MILLION
MINORITY BUSINESS OWNERS FROM
2000 TO 2045.

**\$401
BILLION
ANNUALLY**

1.6 MILLION JOBS
SUPPORTED DIRECTLY
AND INDIRECTLY BY
CERTIFIED MBES



1,500+
INCLUDING NATIONAL AND
LOCAL CORPORATE MEMBERS.

**11,000
CERTIFIED MBES**
ASIAN, BLACK, HISPANIC
AND NATIVE AMERICAN
OWNED BUSINESSES

NMSDC By The Numbers

MBE ECONOMIC IMPACT

NMSDC MBE Community
EMPLOYMENT IMPACT



3.1 MILLION

Multi-cultural women-owned firms employ an estimated 1.6 million workers in addition to an estimated \$96 billion in revenue.



11,000

NMSDC certified MBEs disbursed over \$32 billion in salary, wages –and benefits.



528 THOUSAND JOBS

US jobs at our certified MBEs

Annual Sales of Certified MBEs



21
OVER
\$1BILLION



01

CLASS 1: 3,739
Annual sales less than \$1 Million



02

CLASS 2: 4,506
Annual sales between \$1-\$10 Million



03

CLASS 3: 2,057
Annual sales between \$10-\$50 Million



04

CLASS 4: 706
Annual sales greater than \$50 Million



GROWTH RATE

From **2000** to **2045**, **3.3 MILLION** Minority Business Owners are expected to experience a growth rate increase of:

- 17% annually
- 34% annually in sales
- 70% of total increase purchasing power

JOB CREATION

Our Certified MBEs Create Jobs at Their Firms

Certified MBEs make an immediate and direct impact in their communities by hiring employees at their firms to operate their businesses.



Jobs Created at Certified Women-owned Minority Firms



Note: Numbers may not add up to the total due to rounding.

NMSDC By The Numbers



TOP 10 INDUSTRY GROUPS

2018

Defining, refining and
realigning the NMSDC
One Network.

2018

NMSDC Leadership Awards ACKNOWLEDGEMENTS

Corporate Co-Chair

Toyota Motor North America

MBE Co-Chair

Rose International

Leadership Awards Program Book Co-Sponsor

MetLife

Leadership Tables

Bristol-Myers Squibb Company

Honda of America Mfg., Inc.

Pfizer Inc.

Rose International

Toyota Motor North America

Chairman's Tables

GlaxoSmithKline

Hilton

MetLife

Merck and Co., Inc.

Northrop Grumman Corporation

PepsiCo

Robert Half International

Rose International

Thompson Hospitality

Toyota Motor North America

Wells Fargo & Company



2018 LEADERSHIP AWARDS



◀ Joseph R. Hinrichs
NMSDC Chairman
Ford Motor Company



◀ Arnold Sowa
The CPO of the
Year Award
SVP & Chief
Procurement Officer
MetLife Inc.



▶ Alex Alvarez
The Minority Supplier
Diversity Professional of
the Year Award
Global Supplier Diversity,
Corporate Procurement
Apple Inc.



▶ Casilda Del Valle
Senior Vice President, CFO
NMSDC



◀ Sue Bhatia
MBE Co-Chair
Rose International
CEO



▶ Michelle Sourie Robinson
The Vanguard Award
Michigan Minority Supplier
Development Council
President and CEO

RECOGNIZING OUR INDUSTRY LEADERS



◀ Jerome Bettis
NFL Hall of Famer
Pittsburgh Steelers



◀ Leon Richardson
The MBE of the Year Award
President & CEO
The Chemico Group

2018 NMSDC CONFERENCE + BUSINESS OPPORTUNITY EXCHANGE



2018 Conference

The Global Stage for Innovation and Impact

Sunday, October 14, was a full day of events that began with a welcome to the Emerging Young Entrepreneur program (EYE) class, a visit to Facebook's Austin office, and a reception to celebrate National LGBT Chamber of Commerce's (NGLCC) presence at the Conference. We ended the day introducing the Mayor of Austin, Steve Adler, as our honored guest at the "Deep in the Heart of Texas" Reception at the Bullock Texas State Museum.

Monday, October 15, started with a sense of fun as Adrienne Trimble was introduced by Texas Secretary of State, Rolando Pablos, at the Power Breakfast – with the sounds of Bruno Mars' "24K Magic" rocking the house! We were thrilled to welcome our first-ever Conference Platinum Sponsor, Vista Equity Partners of Austin. Football legend Emmitt Smith – now a successful, diversified entrepreneur and MBE – was the star of the "Champion's Huddle" that concluded the Breakfast. Emmitt's new success in business is an inspiration to everyone. The first session of NMSDC Matchmaker was held later that morning,

At the Luncheon program, NMSDC received a **\$100,000 check from Wells Fargo** to initiate a CEO Academy program with NMSDC.

The Luncheon also featured a great Fireside Chat – "Access to Capital" – that clarified the basics in what is an ongoing issue for MBEs. Inclement weather forced a last minute change in the evening's "Lights! Camera! ... Austin!" reception, which was held both at Star Hill Ranch (the original site) and the Austin Hilton.

On Tuesday, October 16, For the first time, the Business Opportunity Exchange (BOE) was held on Tuesday. To kick it off, the Tuesday Power Breakfast – just prior to the ribbon-cutting – featured an Industry Group presentation in which seven of our Industry Groups presented themselves to MBEs at the Breakfast.

Energetic and sometimes hilarious, these pitches got right down to business. In the future, we plan to have all the Industry Groups represented.

The Breakfast also featured MBDA, represented by its Director, Henry Childs II, who raised the roof with a short speech about the future of minority business and introduced this year's MBDA Award winners. The BOE was, as usual, a big success, and we hope the move to Tuesday proves to be popular. BMW ended the evening with an elegant reception for select suppliers and buyers.

WEDNESDAY, October 17 – The last day of Conference was about NMSDC – with the National Members Meeting and the Board of Directors Meeting. We also featured our highly recognized Corporate Plus® members, and put a spotlight on their accomplishments within the network.

For the first time, the Conference had a Corporate Plus® Co-Chair (**Acro Service Corporation**), and Wednesday's agenda featured not only a Corporate Plus® Breakfast sponsored by **Coca-Cola**, but also a Corporate Plus® Luncheon made possible by **ChemicoMays, Heritage Vision Plans, Hightowers Petroleum, Logistic Solutions, Pyramid**

Consulting and Raytheon. On the program at the luncheon was a fascinating Fireside Chat entitled "Journey to the Fortune 500."

José Mas of MasTec and Lance Hyde of EQT Corporation gave inspiring, first-hand accounts of the kind of success that takes a company to the Fortune 500. The Conference ended with the Awards Banquet Gala, which really lived up to its billing. Chuck Nice was the perfect emcee to close out the conference. The energy was high and our attendees were excited and geared up for our 2019 conference.

We want to thank our Conference Co-Chairs: **Dell, Toyota, Wells Fargo, Ongweoweh, Acro Service Corp, and our Platinum Sponsor, Vista Equity Partners.** We are also grateful to the Southwest MSDC and the city of Austin for their welcome and hospitality.



2018 Suppliers of the Year



Class I: Annual revenue up to \$1 million
Varun Jhanjee, CEO, Stellar Consulting Solutions LLC



Class II: Annual revenue \$1 million to \$5 million
Jane Chiera, President, Athena Engineering Inc.



Class II: Annual revenue \$5 million to \$10 million
Mark Isom, President and CEO, Premiere Building

The National Minority Supplier Development Council Supplier of the Year awards recognize companies for their leadership and dedication to minority supplier development and communities of color around the world.

The honorees — as well as finalists — for this award have distinguished themselves and their businesses by successfully demonstrating growth in sales and employment, while overcoming significant obstacles.

Finalists consistently provide high-quality products, services and solutions at competitive prices and significantly contribute to the growth and development of their communities.

Four top minority businesses were recognized as Suppliers of the Year for their business acumen and excellence in community service.

National Supplier of the Year Awards were presented in four classes:

Class I: Annual revenue up to \$1 million

Varun Jhanjee, CEO, Stellar Consulting Solutions LLC

Nominated by: SunTrust Banks Inc.

Regional Council: Georgia Minority Supplier Development Council

Class II Annual revenue of \$1 million to \$10 million

Jane Chiera, President, Athena Engineering Inc.

Nominated by: The Walt Disney Co.

Regional Council: Southern California Minority Supplier Development Council

Class III Annual revenue of \$10 million to \$50 million

Mark Isom, President and CEO, Premiere Building Maintenance Corp.

Nominated by: Volkswagen Group of America Inc.

Regional Council: Tri-State Minority Supplier Development Council

Class IV Annual revenue of \$50 million and above

Kirby Hays, founder and CEO, Hal Hays Construction Inc.

Nominated by: Southern California Edison Co.

Regional Council: Southern California Minority Supplier Development Council

Regional Supplier of the Year Awards were presented in four classes:

Class I

BB Mechanical

The Sowell Law Partners

DB Commercial Group

Class II

The Orsus Group

Wingard Quality Supply

Zebra Strategies

Class III

w3R Consulting (Webrunner Inc.)

Frontier Technologies

RM Executive Transportation, Inc. dba Mosaic Global Transportation

Class IV

American Cybersystems

Select Source International

Synasha



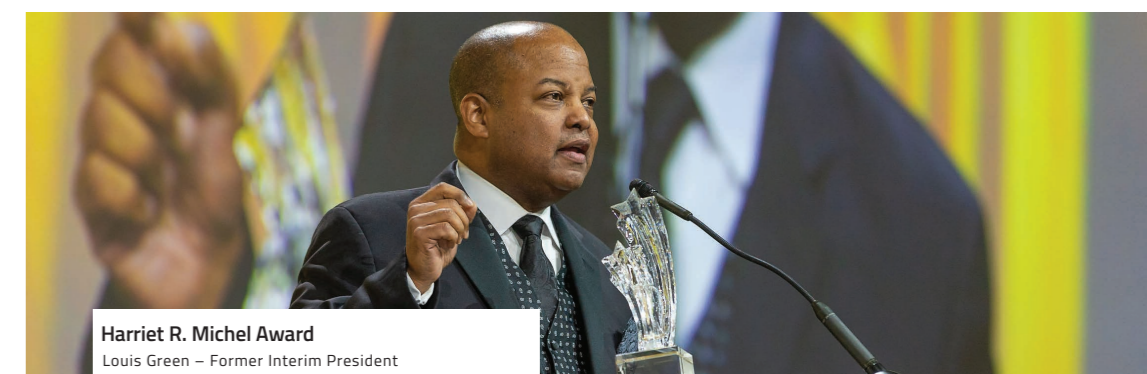
Class IV: Annual revenue \$10 million and above
Kirby Hays, Founder and CEO, Hal Hays Construction, Inc.



Council of the Year - GMSDC
Stacey Key – President and CEO of GMSDC



Harriet R. Michel Award
Casilda Del Valle, Senior Vice President, CFO, NMSDC



Harriet R. Michel Award
Louis Green – Former Interim President

CORPORATION OF THE YEAR AWARDEES

This award is regarded as the most significant honor to a major corporation for the utilization of Asian, Black, Hispanic and Native American companies.

The company demonstrates exceptional strength in all areas critical to maintaining a solid minority supplier development process—policies; procurement, particularly growth in dollars and percent; MBE development; leadership and engagement.



CLASS I



ANNUAL REVENUE LESS THAN \$10 BILLION

CLASS II



ANNUAL REVENUE BETWEEN \$11BILLION AND \$50 BILLION

CLASS III



ANNUAL REVENUE BETWEEN \$51BILLION AND \$100 BILLION

CLASS IV



ANNUAL REVENUE BETWEEN \$101BILLION AND \$150 BILLION



THE LEGEND AWARD



Michael Robinson – Program Director, Global Supplier Diversity

CORPORATION OF THE YEAR AWARDEES Top Category Performers

Congratulations to these corporations that have worked diligently to advocate for minority businesses.



FINANCIAL - TOP PERFORMER



TIER II



INNOVATION



TIER II



DEVELOPMENT



INNOVATION





2018 Conference Co-Chairs Member Profiles

Corporate America's steadfast commitment to minority supplier development encourages the continued success of NMSDC and our certified suppliers.

Matchmaker events, mentoring programs and capacity building initiatives designed to build and strengthen the supply chain underscore the value corporations place on strong, solid diverse suppliers.

On the following pages we highlight the following corporate members and MBEs: Dell, Toyota, Wells Fargo, Acro, Ongweoweh, and Vista Equity, for their commendable supplier diversity practices.



“

Dell supports diverse suppliers in local economies all over the world. Our partnerships with small, woman-owned and minority-owned businesses help these suppliers create an economic ripple effect throughout their own supply chains and communities.

Guy Schweppe
Senior Vice President
Technology and
Software Procurement
Dell



3 BILLION ANNUALLY with Diverse Businesses

Here at Dell, we continue to enhance the role of minority-owned businesses in our supply chain, as part of Dell's fundamental belief in the power of diversity and inclusion, as a strength and competitive advantage.

For the last six years, we spent **more than \$3 billion annually with diverse businesses.**

At the same time, we continue to be active in NMSDC and were proud to serve as a Co-Chair of the Annual Conference which was held in our hometown of Austin, Texas this past October.

In addition to sponsoring registration highlighting Dell equipment, our Global Operations Innovation team led a workshop focused on how MBEs and corporations can create a culture of innovation; Guy Schweppe, Dell Senior Vice President and NMSDC Board member, participated in the C-Suite plenary session on disruptive technologies; Dell's Chief Diversity Officer, Brian Reeves, delivered a keynote sharing his journey as a former

minority business owner; and over 15 Dell buyers participated in the Business Opportunity Exchange meeting with MBEs, which promoted Tier 2 matchmaking meetings in the Dell booth. Through collaboration with NMSDC, our social media campaign garnered over **397,058 impressions and an estimated 62,546 accounts** reached using Dell and NMSDC hashtags.





“Diversity and Inclusion is extremely important to Toyota from a corporate initiative standpoint. You need the best ideas. You need the best people. You need to be able to innovate. Diversity inclusion is one key method to achieve that.”

Robert Young
CPO/Group Vice President
Purchasing Supplier Development
Toyota Technical Center
Toyota Motor North America



TOYOTA

LET'S GO PLACES

2018: A Good Year For Our Annual Diversity Events

Focusing on fostering relationships between the Toyota Tier I network and diverse-owned businesses, this year's OE was held in Novi, Michigan, and featured Vernice "Fly Girl" Armour as the keynote. OE brought in **275 of our Tier I suppliers** to meet diverse businesses and welcomed over **1,500 attendees**.

Additionally, we hosted our Power of Exchange in Dallas, TX. This event had a great year with nearly 600 attendees and 75 exhibitors. POE featured **Amy Purdy** as the keynote speaker.

During the seminar sessions we heard from **Marshawn Evans Daniels** in the first session, then a cross-industry group featuring AT&T, Dell, PepsiCo and TOYOTA in the second session.



Kick Off - Third Business Module Program

With **Adient**, TOYOTA co-leads Driving Impact, a business module held in Southeast Michigan. Similar to NMSDC's Center of Excellence, Driving Impact is a two-year program designed for corporations to strengthen their diversity program and to aid mentor-diverse companies in business development. In 2016-2017, the program graduated thirteen diverse (Minority and WBE) companies and nine corporations, in addition to **TOYOTA and Adient**.

The third cycle of the program launched in 2018, included nine corporations and twelve diverse companies. Taking on a diverse leadership role in the 2018-2019 program, MacArthur Corporation and **Sowell Law Partners** assisted with the development of the diverse company development curriculum.

Sustainability Model

TOYOTA Supplier Diversity team, in conjunction with the Toyota Production System Supplier Center (TSSC), implemented a program called the Supplier Sustainability Model. TSSC collaborates with diverse suppliers in pursuit of operational excellence.

With a "train the trainer" approach, TSSC members work closely with supplier's team members to implement TPS through a 12-18-month, hands-on shop floor initiative. Starting with a model line, the ongoing expectation is for the diverse supplier to utilize the knowledge to expand throughout their organization.

New Initiatives/Procurement Alignment

In 2018 we identified an improvement area between SD and our buying groups. We now have regular meetings with the groups to discuss Tier I and Tier II needs of their supply chain allowing us to identify diverse candidates on as many bids as possible.

NEW NMSDC CERTIFIED SUPPLIERS

Georgetown Metal Processing

Provides aluminum processing for Toyota Motor Manufacturing Kentucky (our largest vehicle manufacturing location in the US). Certified through the Southern Region Minority Supplier Development Council, they launched in 2017 and moved to full volume in 2018. Georgetown Metal Processing is owned by Kirk Lewis.

Piston Group

Provides axle sub-assembly for Toyota Motor Manufacturing Kentucky. Piston Group is certified through Michigan Minority Supplier Development Council and launched in 2017 and shifted into full volumes in 2018. Piston Group is owned by Vinnie Johnson. TKTKonnect became TOYOTA's Managed Service Provider supporting our corporate administrative contingent workforce in 2016. In 2018, the MSP was expanded to include our R&D workforce.

Join Venture- TOYOTA & Mazda

In 2018 we announced that we were building a new plant in Huntsville, AL. This new plant is a joint venture between TOYOTA and Mazda. After that announcement, we launched a focus activity to source several diverse companies, all of which are NMSDC certified.



BIG HITS AND/OR ACHIEVEMENTS

Organization

NMSDC

CAMSC

SRMSDC

SMSDC

SMSDC

Award/ Major Events

Corporation of the Year
Top Performer - Development

Corporation of the Year

Regional Corporation of the Year - Automotive OEM

Corporation of the Year

Advocate of the Year – Chuck Hendrix

Targeting “Non-traditional” Areas for NMSDC-Certified MBEs

TOYOTA works hard to include diverse businesses in our program, particularly in non-traditional purchasing categories.

For example, we have increased our target in construction from 10% to 20% for any future projects. This was done because we identified an opportunity to increase Tier II spend in the non-traditional categories because the previous target was being met regularly.



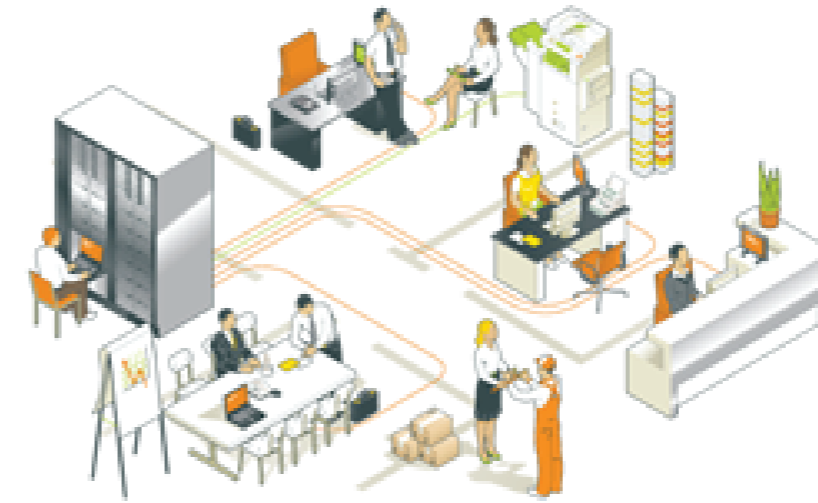
Positive Impacts Made by MBEs in TOYOTA's Various Business Units



Forma Automotive, a Santana Group company launched in 2014 with Toyota Motor Manufacturing Texas, was the first Hispanic Woman-owned Direct Tier 1, assembling truck beds for the Tacoma.

Toyota was recently able to expand with the Santana Group companies specifically in our Financial Services and Mexico Manufacturing.

These new opportunities are both in the professional services category.



Oveana, LLC now provides bilingual inbound customer service calls. Oveana, located in El Paso, Texas is certified through the Southwest Minority Supplier Development Council.

Additionally, Workforce Management, LLC will be working with our local team members in Guanajuato to resolve staffing needs at our Toyota Motor Manufacturing de Guanajuato (TMMGT) location.





Committed to Developing Diverse-Owned Businesses

In 2018, Wells Fargo served as a Corporate Co-Chair of the NMSDC Conference and Business Opportunity Exchange in Austin, TX – continuing a strong tradition of support for the National Minority Supplier Development Council. Wells Fargo knows that when minority-owned business entrepreneurs are successful, entire communities succeed. This is part of Wells Fargo’s vision of helping customers succeed financially and is integrated into the company’s values.

Wells Fargo is committed to developing diverse-owned businesses for future success – by helping them gain the skills they need to grow. Wells Fargo spends more than \$3 million annually funding diverse capacity building programs focused on access to information and capital, as well as mentoring and networking opportunities. These programs impact more than 500 diverse business owners annually.

One example of these programs is the MBE Leadership Academy. In conjunction with NMSDC, Wells Fargo has funded this year-long intensive executive leadership program for minority business owners.



The MBE Leadership Academy brings together executives from small and medium-sized minority-owned businesses for coaching sessions with business experts and consultants to address common challenges, establish strategic plans, and identify growth opportunities.

The goals of the MBE Leadership Academy are:

- To build the value proposition for each minority business owner;
- To enhance best practices in business development, organizational capabilities and scalability;
- To foster greater readiness to meet industry needs; and
- To increase competitiveness when seeking contracts and opportunities in the global marketplace.

Wells Fargo is also committed to helping develop small businesses for growth by using diverse suppliers in their supply chain. In 2018, Wells Fargo spent **\$1.36 billion dollars – 11.7 percent of their controllable procurement budget – with diverse suppliers.**

For the fifth consecutive year, Wells Fargo’s spend with diverse suppliers **exceeded \$1 billion in 2018.** Year after year, Wells Fargo has demonstrated a strong dedication to collaborating with the NMSDC.

About Wells Fargo

Wells Fargo & Company (NYSE: WFC) is a diversified, community-based financial services company with \$1.9 trillion in assets. Wells Fargo’s vision is to satisfy our customers’ financial needs and help them succeed financially. Founded in 1852 and headquartered in San Francisco, Wells Fargo provides banking, investment and mortgage products and services, as well as consumer and commercial finance through 7,700 locations, more than 13,000 ATMs, the internet (wellsfargo.com) and mobile banking, and has offices in 32 countries and territories to support customers who conduct business in the global economy. With approximately 262,000 team members, Wells Fargo serves one in three households in the United States. Wells Fargo & Company was ranked No. 26 on Fortune’s 2018 rankings of America’s largest corporations. News, insights and perspectives from Wells Fargo are also available at [Wells Fargo Stories](#).

“Wells Fargo is focused on growing diverse businesses by offering executive training and working with external organizations to broaden opportunities that will benefit diverse-owned businesses – all of which are so vital to their overall success, and ultimately our country’s economy.” – Regina O. Heyward, Senior Vice President and Head of Supplier Diversity, Wells Fargo.



2018 Global Growth

Acro continues to win awards for significant accomplishments and to grow its organization globally by adding new clients and expanding programs within our existing client base. Acro's major achievements and "big hits" in 2018 included:

Client Growth

Acro continues to add clients in a variety of industries and grow new services within its existing clients. New Acro clients include, but are not limited to, Dana Corporation, KUKA and the State of Colorado to name a few new clients added to the Acro portfolio. It highlights the continued trust large corporations and public sector institution's place in Acro to successfully manage their workforce managed solutions.



Acro continues to expand services within its existing clients including companies such as:



Awards

Acro continued to win awards in 2018 from reputable industry organizations and clients for its services and solutions. Of all our services, managed service provider (MSP) programs and workforce staffing solutions were the programs clients cited as the building blocks of Acro's ongoing success.

Acro continued to see growth in other services areas, such as recruitment process outsourcing (RPO); IT services; independent contractor/1099 "gig economy" workers; and payroll services.

In 2018, Acro's work was recognized for the following accomplishments:

- "Managed Services Program" HRO Today Baker's Dozen
- "Best and Brightest Companies to Work For" NBPA
- "Salute to Diversity" Corp! Magazine
- "Top Supplier Award" Toyota MSP Program
- "Top Diversity Supplier Award" BAE System MSP Program
- "Platinum Diversity Supplier Award" Kellogg MSP Program
- "Independent audit for financial accuracy compliance found that Acro had a higher compliance rate than any other MSP program they had ever audited" Gentry Partners

Acro continues to be proud of recognition by Pitney Bowes. This was especially relevant in 2018, as Acro continued to expand globally its MSP program, which includes ongoing implementation during new program deployment.

"Smoothest enterprise-wide implementation and integration in its company history" - Pitney Bowes MSP Implementation



Diversity Achievements

In 2018, Acro continued to push its participation in diversity-related organization activities designed to bring recognition to MBEs. Acro's involvement highlights its commitment to supporting the business communities' efforts to promote diversity and inclusion, as well as to meet and support new diversity suppliers to support Acro-managed programs.

NMSDC Corporate Plus Co-Chair – Acro was the first-ever Corporate Plus® Co-Chair at the NMSDC 2018 Conference and Business Opportunity Exchange in Austin, TX. Being involved in the event at this level was an honor. It provided Acro's CEO Ron Shahani the opportunity to continue to share his story in hopes of inspiring other MBEs.

MMSDC Board Member

In 2018, Ron Shahani was elected to the Michigan Minority Supplier Diversity Council (MMSDC) Board. He has committed his career to growing his company as well as pushing for diversity and inclusion within the business community. His platform of continuing to find innovative solutions was key to his election, as was his previous and ongoing community-based involvement at the following:

- Asian Pacific American Chamber of Commerce
- Detroit Regional Chamber
- Michigan Chamber
- Covenant House
- Michigan Roundtable for Diversity and Inclusion

MBEIC Professional Services Group

In 2018, Acro became involved with this MMSDC regional diversity group. Acro is excited about the opportunity to partner with regional partners to advance its role in supporting the local and regional MBE community.

Hosting MMSDC Meetings

In 2018, Acro opened its doors to provide offsite meeting space for MMSDC annual planning meeting. It was a great opportunity to learn more about MMSDC goals and meeting its staff as well as share more about Acro services and its commitment to expanding its MBE supply chain base. Acro has offered to host future meetings for MMSDC and its regional partners.

Working with NMSDC-Certified Minority Suppliers

Acro continues to advance the number of diverse suppliers it uses in its supply chain as part of the workforce management solutions it offers Acro clients. To compare Acro's growth, provided below is 2018 versus 2017 MBE supply chain spend:

2017

- Total MBE Spend: **\$78 Million**
- Total Procurement Spend: **\$251 Million**

2018 (Projected)

- Total MBE Spend: **\$98 Million**

The NMSDC Impact

NMSDC continues to be a very important partner for Acro. Its Corporate Plus Membership provides an industry accreditation for companies seeking diversity partners, especially those companies who are concerned about an MBEs ability to service dynamic, global organizations.

NMSDC also provides Acro the ability to showcase its services to organizations seeking MBE partnerships. Equally as important, NMSDC provides Acro the opportunity to meet smaller diversity MBEs for enrollment in Acro's Supplier Diversity Portal.



“Innovation is fundamental to all progress. Our nation needs innovation to improve its competitive position in the world. Diversity and challenging the status quo are essential to innovation.”

Yet, fostering diversity does not happen automatically. It takes a community of people who care about creating growth for MBEs.”

Ron Shahani
President
Acro Service Corporation

Reaching the Larger Minority Community

Acro provides a service and supports MBEs in the following two ways:

- 1) Procurement of goods and services from MBEs and
- 2) Purchase of staffing services from MBEs including them as suppliers in the managed service provider (MSP) programs we manage for several customers.

As a service company, the salaries, benefits and other costs of employing our workers represent most of our expenses. Unlike manufacturers of goods and services, the amount we spend on purchase of goods and services is relatively small, yet Acro places spend in those categories with MBE suppliers as part of the procurement described above.

The greater opportunity, however, that we have for the direct placement of spend with MBEs is in the purchase of staffing services – e.g., by giving them an opportunity to become our suppliers in the MSP programs we manage.

Acro has been committed to placing significant spend with MBE suppliers since it started offering MSP services about fifteen years ago and has received commendations and awards from its customers and community

organizations for its commitment to supplier diversity.

Acro received the 2017 Platinum Award for Supplier Diversity from Kellogg; the 2017 Outstanding Diversity Award from BAE Systems; and Corp! Magazine's 2018 salute to diversity award.

Additionally, Acro continues to create a diverse work environment within its own core organization by increasing the number of new minority hires to the entire corporate population of minority Acro employees.

A year-over-year comparison is listed below:

2017

- 42 minority employees
- 124 non-minority employees
- 166 total employees

2018 (Projected)

- 50 minority employees
- 135 non-minority employees
- 185 total employees



RAPID GROWTH

2018 proved to be a successful year. With increased revenue and more new customers, the Ongweoweh Corp brand grew rapidly in 2018.

We opened four new entities:

- 1) 7Gen Waste Logistics
- 2) Ongweoweh Pallet Solutions Mexico
- 3) Ongweoweh Pallet Solutions Puerto Rico
- 4) Ongweoweh Pooling

With these additions, we expanded our service with greater efficiency to our customers.

Ongweoweh uses every networking opportunity and conference to build our B2B relationships. We are very active in our regional council, NMSDC, CAMSC, and Native Councils with participation on boards and committees to show our commitment to growing and mentoring other MBEs. We are dedicated to partnering with any companies affiliated with NMSDC or any of the regional councils and we offer advanced reporting for all avenues for this initiative.

The NMSDC Impact

Ongweoweh was the MBE Co-Chair for the 2018 NMSDC conference in Austin, Texas, returning as one of two MBE Co-Chairs at the 2019 Conference in Atlanta.

Getting our name and business message out there for the whole week was very beneficial and proved to be a great topic of conversation throughout the entire event. This opportunity was huge for us this year and we look forward to supporting NMSDC in the future.

Ongweoweh is also proud of its membership in NMSDC's Corporate Plus® program. A new focus and restructuring in 2018 added to the value of the Corporate Plus designation. We are proud to join the other MBEs who have achieved this distinction.

Reaching the Larger Minority Community

Ongweoweh's owner, Frank Bonamie, was a founding member of the Cornell University American Indian Program. We continue to support the program and value its impact. Ongweoweh also supports Ganondagan, a Native American arts and culture center that, in 2018, named its auditorium after Frank Bonamie.

As a Native American-owned corporation, Ongweoweh takes pride in sponsoring scholarships every year for Native Americans looking to advance their education.

These opportunities for advocacy build our community as well as solid, Native American-owned businesses, which are also supported by our relationship with the National Center for American Indian Enterprise Development (NCAIED).

With our supplier diversity program growing internally and externally, we are looking forward to building our minority vendor base; continuing mentorship of other MBEs; assisting Native American-owned MBEs with certification; and renewing our commitment to creating a diverse and inclusive atmosphere within our office. As always, we encourage people of all backgrounds to apply for jobs with us. We value diversity of thought at Ongweoweh.

BRINGING VALUE TO THE SUPPLY CHAIN

“The biggest values minority supplier development brings to the supply chain are offering incentives for the customer and the supplier, creating an environment for innovation to enriching the supply chain's solutions, entices development of WMBEs, and provides the supply chain with more options & choices of suppliers. All of these factors providing benefits to not only the customers, but to the WMBEs and the economies surrounding their businesses.”

Justin Bennett
CEO
Ongweoweh Corp



44 BILLION IN ASSETS

Building An Inclusive Economy

In 2018, Vista closed on its seventh fund, an important milestone in our 18-year history, and we currently have \$44 billion in assets under management. While those financial achievements are important, it is equally important for us to communicate the importance of building an inclusive economy—where people of all backgrounds can build companies that provide and create value in the new economy. Receiving MBE Certification in October 2018 was an important milestone for us in that endeavor.

Recognizing the value of the designation, we have begun planning for gaining the equivalent MBE certification for certain of our portfolio companies in 2019. We look forward to working with the NMSDC and that initial cohort of portfolio companies to obtain their MBE Certification in 2019.

Access and Opportunity

At Vista, we also measure our progress and achievements in how we are creating access and opportunity for more people to participate in the technology-driven economy. In the coming months, we will be assessing the extent to which our companies work with other NMSDC-certified minority suppliers as part of their core businesses and supply chains. We will also look for opportunities to grow existing relationships and form new relationships.

Given our recent MBE Certification in October 2018, we are still assessing the impact of NMSDC on our 2018 results; but we look forward to sharing results in the future. Nevertheless, we firmly believe that the firm seeking MBE Certification is helpful to underscore to our employees, companies, and partners our commitment to creating opportunity for diverse individuals.

In Partnership with NMSDC

As a firm, we are committed to a diverse workplace. In particular, our proprietary best practices encourage and support diversity and inclusion priorities.



Our talent strategy optimizes for potential over pedigree, seeking candidates with diverse experiences and expertise. We continuously invest in our people through robust training and leadership programs, ensuring our employees have the opportunity to learn, grow and thrive at all levels of our organization.

Additionally, we partner with and invest our time and resources into non-profit organizations, including education, mentoring, and internship programs that provide the knowledge and skills increasingly valued in the 21st century economy.



“Vista and its companies create value and opportunity for our customers and partners of the enterprise software, data and technology-enabled businesses we invest in and the diverse communities that we serve.

Our engagement with the NMSDC gives us a new avenue to create opportunity and expand our network of suppliers, creating greater access for companies and suppliers to excel in the evolving digital economy.”

Robert F. Smith
 Chairman and CEO
 Vista Equity Partners

2018 PARTNERS MAKE THE DIFFERENCE

NMSDC wishes to thank the following corporate members and certified MBEs for their generous support of the 2018 NMSDC Conference + Business Opportunity Exchange:

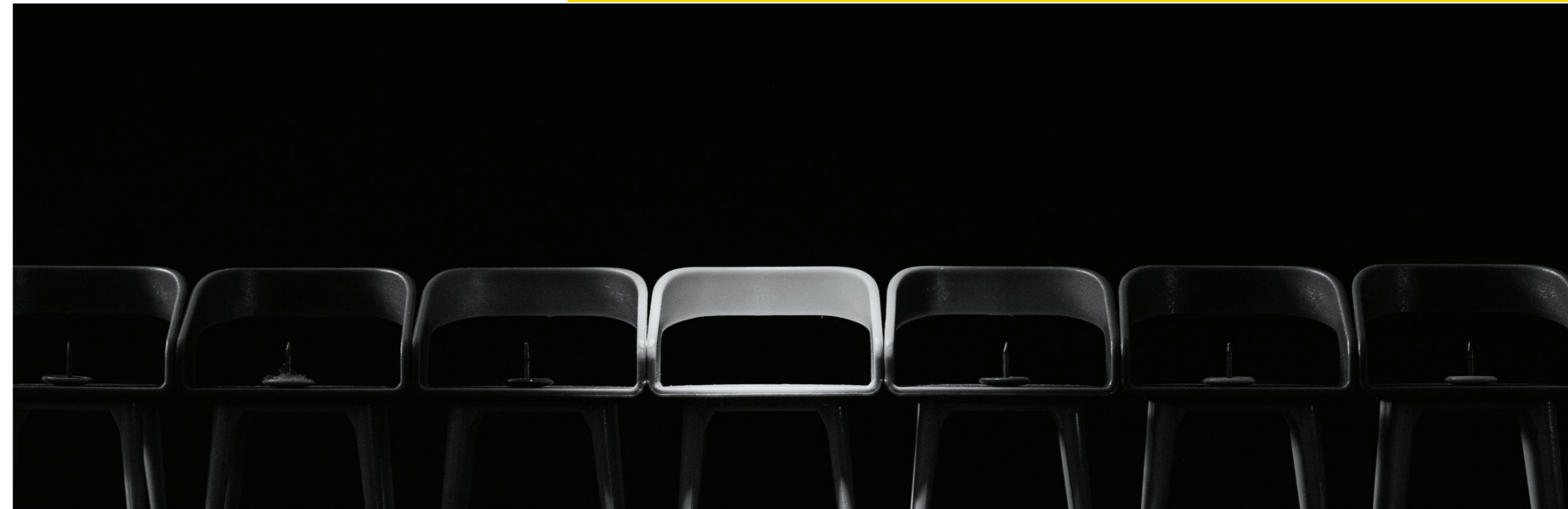


2018 SPECIAL RECOGNITION

NMSDC acknowledges with appreciation the following generous support:

Scholarships for Advanced Management Education Program (AMEP)

- | | | |
|----------------------|--------------------|-----------|
| Anthem | Charter | Honda |
| AT&T | Express Scripts | Medtronic |
| Baxter International | Ford Motor Company | MetLife |
| Capital One | Hilton | Westrock |



2018 Financials In Review



INDEPENDENT AUDITOR'S REPORT

Board of Directors
National Minority Supplier Development Council, Inc.

Report on the Financial Statements

We have audited the accompanying financial statements of National Minority Supplier Development Council, Inc. (the Council), which comprise the statements of financial position as of December 31, 2018 and 2017, and the related statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.



We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of National Minority Supplier Development Council, Inc. as of December 31, 2018 and 2017, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Emphasis of Matter

As discussed in Note 2 to the financial statements, in 2018, the Council adopted Accounting Standards Update No. 2016-14, *Not-for-Profit Entities (Topic 958): Presentation of Financial Statements of Not-for-Profit Entities*. Our opinion is not modified with respect to this matter.

Mitchell Titus, LLP

May 13, 2019



NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL, INC.

Statements of Financial Position
As of December 31, 2018 and 2017

	December 31,	
	2018	2017
ASSETS		
<i>Current assets</i>		
Cash and cash equivalents	\$ 1,120,760	\$ 1,204,264
Short-term investments	3,412,692	3,115,128
Accounts receivable, net	977,728	1,139,550
Prepaid expenses	124,357	119,305
Total current assets	5,635,537	5,578,247
Restricted cash - collateral	169,195	169,161
Long-term investments	4,881,398	4,902,297
Furniture, fixtures, equipment and leasehold improvements, net	542,064	761,626
Security deposits	4,395	-
Total assets	\$ 11,232,589	\$ 11,411,331
LIABILITIES AND NET ASSETS		
<i>Current liabilities</i>		
Accounts payable and accrued expenses	\$ 496,743	\$ 625,468
Due to regional councils	1,369,240	1,200,533
Deferred revenue	1,615,570	1,886,945
Total current liabilities	3,481,553	3,712,946
Deferred compensation	423,940	438,396
Deferred rent credits	120,581	169,953
Total liabilities	4,026,074	4,321,295
Commitment and contingencies		
<i>Net assets</i>		
Without donor restrictions	7,101,515	6,985,036
With donor restrictions	105,000	105,000
Total net assets	7,206,515	7,090,036
Total liabilities and net assets	\$ 11,232,589	\$ 11,411,331

The accompanying notes are an integral part of these financial statements.

NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL, INC.

Statement of Activities
For the Year Ended December 31, 2018

	Without Donor Restrictions	With Donor Restrictions	Total 2018
REVENUE			
Special event	\$ 746,100	\$ -	\$ 746,100
Less: Direct benefit to donor costs	174,800	-	174,800
Membership dues	571,300	-	571,300
Seminar registration, trade show, and meeting fees	8,495,200	-	8,495,200
Contributions	3,553,413	-	3,553,413
In-kind contributions	1,971,552	194,395	2,165,947
Investment income	84,877	-	84,877
Other income	234,336	-	234,336
Other income	107,476	381,438	488,914
<i>Net assets released from restrictions</i>			
Purpose restrictions satisfied	575,833	(575,833)	-
Total revenue	15,593,987	-	15,593,987
EXPENSES			
<i>Program services</i>			
Field operations	6,661,853	-	6,661,853
Member services	886,832	-	886,832
Annual conference	3,265,204	-	3,265,204
Business opportunity exchange	479,519	-	479,519
Programs and enterprise learning	527,291	-	527,291
Other program services	56,657	-	56,657
Total program services	11,877,356	-	11,877,356
<i>Supporting services</i>			
General administration	2,969,636	-	2,969,636
Fund development	630,516	-	630,516
Total supporting services	3,600,152	-	3,600,152
Total expenses	15,477,508	-	15,477,508
Change in net assets	116,479	-	116,479
Net assets, beginning of year	6,985,036	105,000	7,090,036
Net assets, end of year	\$ 7,101,515	\$ 105,000	\$ 7,206,515

The accompanying notes are an integral part of these financial statements.

2019

Building Better Together to create improved and relevant offerings for our constituents



2019 NMSDC Leadership Awards ACKNOWLEDGEMENTS

Corporate Co-Chair

BP America, Inc.
Toyota Motor North
America

MBE Co-Chair

Rose International

Leadership Tables

BP America, Inc.
MetLife
Bristol-Myers Squibb
Company
Pfizer Inc.
EQT Corporation
Rose International
Honda Of America
MFG.
Toyota Motor North
America

Chairman's Tables

Aon Corporation
Thompson Hospitality
Hilton
Robert Half
International
Toyota Motor North
America
PepsiCo
Wells Fargo &
Company

Patron's Tables

AT&T
Barclays
Citi
Comcast NBCUniversal
FCA US LLC
Henkel Corporation

JPMorgan Chase & Co.
Kaiser Permanente
Manpower Group
National Football
League
New York Life
Target Corporation
Vistra Energy
Walmart Inc.

Donor's Tables

Accenture
Apple Inc.
Bank of America
Corporation
Capital One
Chevron Corporation
The Coca-Cola
Company

Comer Holdings LLC
Communications
Test Design, Inc.
Consolidated Edison
Company
Cummins Inc.
Dell Technologies
Delta Air Lines, Inc.
DTE Energy Company
DuPont
EQT Corporation
ExxonMobil
Facebook, Inc.
Ford Motor Company
General Motors, LLC
GlaxoSmithKline
Google Inc.
Herman Miller
Intel Corporation

Impact Consulting
Enterprises
The Kroger Company
Merck & Co.
Microsoft Corporation
Morgan Stanley
Nissan North America
Pinnacle Group
Pricewaterhouse
Coopers
SEEL, LLC
SHI International
Southern Company
United Parcel Service
United States Postal
Service

2019 LEADERSHIP AWARDS



◀ Lifetime Achievement Award
Aptiv
Sidney Johnson



◀ The Minority Supplier Diversity Professional of the Year Award
EQT
Lance Hyde



◀ Mo Amer
Emcee

The CPO of the Year Award
Tony Tomczak
DTE Energy



TOGETHER WE ARE STRONGER



◀ The MBE of the Year Award
Sidd Ahmed



◀ Hon. Henry Childs II
MBDA National Director



◀ The Vanguard Award
Puerto Rico Minority
Supplier Development
Council
Jacqueline Matos

President's Economic
Impact Award
Rainbow Push
Rev. Jesse L. Jackson, Sr.



2019 Annual Conference

All Roads Lead to Atlanta!

At a pivotal stage in the organization's history, NMSDC's 2019 National Conference and Business Opportunity Exchange convened in **Atlanta October 13 - 16, at the Georgia World Congress Center.**

"**All roads lead to Atlanta!**" was NMSDC President & CEO Adrienne Trimble's mantra for the NMSDC network throughout 2019. It set the stage for the first Conference that reflected her leadership and vision for NMSDC, as she entered her second year at the helm of the organization.



Another Year - Breaking Records

The 2019 Conference was our strongest yet, breaking several records which we are extremely proud of:

7

MOST CO-CHAIRS

75

SPONSORSHIPS

7M

ECONOMIC IMPACT ON
CITY OF ATLANTA

875

BOOTHS SOLD

5.8K

REGISTRATIONS

Providing Value

Some 5,741 corporate members, MBEs, supplier diversity professionals and thought leaders took the road to Atlanta.

They took part in a conference program that was newly streamlined to reflect feedback from previous conference attendees.

Once again, the Business Opportunity Exchange was the centerpiece of the schedule on Tuesday, October 15th.

NMSDC takes pride in the fact that the conference's **economic impact on the city of Atlanta amounted to almost \$7 million.**

The Awards Gala, previously a fixture of the final night, was moved to Monday to close the conference's opening day. As a result, more conference attendees were able to join the celebration, which took advantage of the opening day's energy and momentum.

For the first time, NMSDC hosted a **Public Policy Forum** on Wednesday, in which journalist and commentator Roland Martin led a freewheeling conversation that explored how economic inclusion and supplier diversity can become higher priorities. Joining Martin for the conversation were U.S. Rep. John Delaney, a 2020 Democratic candidate for the Presidency; former members of Congress Loretta Sanchez and J.C. Watts; and a panel of activists and government figures that covered the spectrum of viewpoints.





THE OPPORTUNITY ZONE

A new innovation that highlights minority business – the Opportunity Zone – was introduced to Conference attendees at the 2019 Conference Monday luncheon.

The Opportunity Zone is a tool created by the Tax Cuts and Jobs Act of 2017 to spur investment in underserved areas. It offers investors a tax incentive by investing their unrealized gains into a designated “**Opportunity Fund.**”

Some **\$2.3 trillion** of unrealized capital gains exist in the U.S. in Opportunity Zones, representing over **56% of majority-minority communities.**

MBEs are the foundations of their communities, and Opportunity Zones can be a powerful way to bring investments dollars into these MBEs.

Henry Childs, II, National Director of the Minority Business Development Agency (MBDA), introduced two well-known MBEs who teamed up to create

the first Opportunity Zone in the NMSDC Network – Gold Jacket OZ LLC.

MBDA has hosted a series of Opportunity Zone Summits since the passage of the 2017 law to demonstrate how it can advance the cause of economic inclusion and supplier diversity.

NMSDC President & CEO, Adrienne Trimble, was joined on stage by, football legends Cris Carter and Emmitt Smith, and former soccer player, Donald P. Cogsville, CEO, The Cogsville Capital Group, LLC.

Each of these extraordinary athletes are now building legendary business careers as MBEs. They spoke at the Monday luncheon about how their investment in Gold Jacket can benefit and catalyze investment in minority business enterprises.

2019 AWARD WINNERS

The National Minority Supplier Development Council Supplier of the Year awards recognize companies for their leadership and dedication to minority supplier development and communities of color around the world. The honorees — as well as finalists — for this award have distinguished themselves and their businesses by successfully demonstrating growth in sales and employment, while overcoming significant obstacles.

Finalists consistently provide high-quality products, services and solutions at competitive prices and significantly contribute to the growth and development of their communities.

COUNCIL OF THE YEAR



CECIL PLUMMER, PRESIDENT, WESTERN REGIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL

SUPPLIER OF THE YEAR - CLASS I



ANITA KANTAK, FOUNDER AND PRESIDENT, APPLIED RESEARCH WEST

SUPPLIER OF THE YEAR - CLASS II



SHEILA BROOKS; PRESIDENT, FOUNDER AND CEO; SRB COMMUNICATIONS

SUPPLIER OF THE YEAR - CLASS III



LOUIS JAMES, PRESIDENT AND CEO, SOLUTIONS FOR ENERGY EFFICIENT (ACCEPTING) E'LOIS THOMAS, PH.D, CHIEF ADMINISTRATIVE OFFICER

SUPPLIER OF THE YEAR - CLASS IV



SUE BHATIA, CHAIRMAN/FOUNDER, ROSE INTERNATIONAL

THE HARRIET R. MICHEL CHAIRMAN'S AWARD



ROBERT R. BROWN, CHAIRMAN AND CEO, B&C ASSOCIATES, INC.



SHELLEY STEWART, JR., RETIRED CHIEF PROCUREMENT OFFICER DUPONT, MANAGING PARTNER, BOTTOM LINE ADVISORY, LLC.

PRESIDENT LEGACY AWARD



TERREZ THOMPSON, V.P, GLOBAL SUPPLIER DIVERSITY, THE COCA-COLA COMPANY

CORPORATION OF THE YEAR AWARDEES

The NMSDC annual Corporation of the Year Awards recognizes a select number of national corporate members and their exemplary achievements in minority supplier inclusion. This award is regarded as the most significant honor to a major corporation for the utilization of ethnic minority-owned (Asian, Black, Hispanic, and Native American) suppliers.

In winning the award, a corporation demonstrates exceptional results in areas critical to a solid minority supplier development and inclusion in their supply chain process. This includes utilization of NMSDC Best Practices, increasing minority business procurement spend, innovative utilization of minority-owned businesses in non-traditional areas, commitment to minority business development, leadership and engagement within the NMSDC network at both regional and national level, and influence in advocating the cause of minority-business utilization within the corporation and the community.



ANNUAL REVENUE LESS THAN \$10 BILLION



ANNUAL REVENUE BETWEEN \$11BILLION AND \$50 BILLION



ANNUAL REVENUE BETWEEN \$51BILLION AND \$100 BILLION



ANNUAL REVENUE BETWEEN \$101BILLION AND \$150 BILLION



ANNUAL SALES GREATER THAN \$150 BILLION



2019 Conference Co-Chairs Member Profiles

Corporate America's steadfast commitment to minority supplier development encourages the continued success of NMSDC and our certified suppliers.

Matchmaker events, mentoring programs and capacity building initiatives designed to build and strengthen the supply chain underscore the value corporations place on strong, solid diverse suppliers.

On the following pages we highlight several corporate members and MBEs and their commendable supplier diversity practices: AT&T, The Coca-Cola Company, Delta, UPS, MBDA, VDart, Ampcus and Ongweoweh.



AT&T's renewed supplier diversity program is expanding how it defines success.

Our vision is to make meaningful and measurable contributions to the economic growth of diverse companies and communities. Our commitment aims to stimulate diversity job growth, improve opportunities for economic inclusion, and further foster the growth of the diverse supplier community.

AT&T has built a best-in-class supplier diversity program that includes comprehensive outreach to connect with hundreds of minority-owned businesses nationwide.

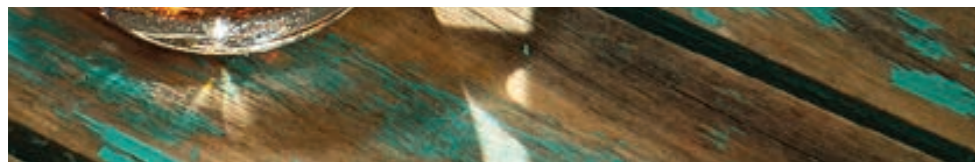
This year, AT&T had an active role in the conference as a Co-Chair. Our involvement and input helped to provide new ideas that led to the Conference's success.





For 130 years, The Coca-Cola Company has been refreshing the world by bringing people the brands and beverages they love.

What started with one brand – Coca-Cola – has grown into a total beverage company that offers more than 800 different beverages in the U.S.



Coca-Cola

BUILDING INCLUSIVITY

Over the past year, we have continued expanding our portfolio to bring people more of the drinks they want for their changing tastes, lifestyles, and needs – including beverages with less sugar, drinks that come in smaller sizes, and options that have added nutrients and functional benefits. In the U.S., we have developed or introduced **over 100 new products in 2019 alone – our biggest year of innovation to date.**

Our progress has been inspired and fueled by a cultural shift that is driving expansive thinking and creativity throughout our business. Our team is embracing an entrepreneurial spirit by experimenting more, by scaling ideas faster, and by taking smart risks – all with the goal of crafting the brands and choice of drinks people love, made in a sustainable way, to create a better shared future for everyone we serve.





DIVERSE VENDORS

“Partnering with NMSDC-certified suppliers is integral to our progress in advancing supplier diversity throughout our value chain.

These companies provide us with the best quality products and services, along with innovative perspectives and skills that make our business strong, sustainable, and more inclusive.

The Impact of the NMSDC

At The Coca-Cola Company, diversity and inclusion are central to our values and how we do business. As a global company that operates locally in nearly every corner of the world, we strive to be as diverse as the people and communities we serve.

Our commitment to diversity and inclusion extends far beyond our four walls. It is deeply embedded into our value chain and guides how we work with suppliers every day.

In 2015, we announced an ambitious goal to spend **\$1 billion annually with diverse suppliers** in the U.S. By working with our passionate family of Coca-Cola associates and bottlers, together with valued partners like NMSDC, we are well on our way to achieving this ambition.

Having a diverse, innovative network of suppliers will continue to play an integral role in how we grow as a total beverage company that makes a difference for people, communities and the planet.

We remain steadfast in our commitment to continue expanding our diverse supplier base and ensuring our Coca-Cola business system mirrors the communities we serve.



We believe that advancing supplier diversity across our value chain will help grow our business the right way and strengthen the communities we serve. And while we've made great strides in this area, we are still in the early stages of our journey. We are committed to building a more diverse supplier and value chain by doing the hard work and making the right choices. We believe this will lead to brighter futures for the communities we serve and the company we love.”

James Quincey
Chairman & CEO
The Coca-Cola Company



Reaching the Larger Minority Community

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In our local communities, we support a wide variety of organizations that advocate for diversity, inclusion and equality – from women's economic empowerment, to LGBTQA equality, to multicultural scholarship programs and many others.



40-Year Track Record in Breaking Down Diverse Procurement Barriers

Delta Air Lines has a long history of excellence and high achievement, consistently being recognized as one of the world's most admired airlines.

In addition to the company's top-tier performance in industry metrics, revenue generation and customer satisfaction, Delta is laser-focused on building a world-class supplier diversity program that is befitting the world's finest airline. Our corporate goals include a commitment to diversity and inclusion of both employees and suppliers, a standard that drives every aspect of company culture. We like to say that "diversity is in our DNA," as we strive to provide business opportunity to all of the cultures and communities we serve.



Delta's commitment to inclusive procurement originates from a simple premise – we want to connect the world, we have to make sure we also reflect the world. It just makes sense for us to try and do business with those who choose to do business with Delta. **A founding member of the Georgia Council in 1975,**

Delta has a more than 40-year track record in breaking down diverse procurement barriers and leveling the playing field for all participants. Our dedication to that work remains every bit as strong today as it was back then. We are aggressively looking for diverse suppliers who can add value at Delta.

Reaching the Larger Minority Community

The year 2019 saw significant growth and expansion in the Delta outreach to the diverse supplier community.

We hosted a supplier development event entitled Runway to Opportunity, where we invited 200 diverse suppliers to invest a day in hearing about our commodity needs, learning about our program and familiarizing themselves with how to do business with Delta. We celebrated the 20th Anniversary of the Star Awards, Delta's annual supplier diversity recognition event, where we recognized trailblazers who helped build the program over the last 25 years.

This year's Star Awards featured a new element – the graduation ceremony for the pilot group of suppliers from Delta's Supplier Development Academy (SDA).

The **SDA is a 12-to-18-month supplier mentoring, development and engagement initiative launched in 2017.** Its purpose is to help Delta identify high-potential suppliers, support their developmental needs on their journey to corporate readiness, and prepare them to compete for business with Delta and other global brands.

Delta's diverse spend continues to grow, as Delta works toward a goal of joining the Billion Dollar Roundtable.

Delta sees joining the BDR not as a goal unto itself, but as an indicator of a progressive, inclusive and sustainable supplier diversity culture. Diverse suppliers are integral to every area of the business. The executive energy around the program is contagious, driving results that stimulate positive growth on a consistent basis.





Our Diversity Outreach

Delta's supplier diversity outreach is a component of a larger corporate emphasis on diversity and inclusion. Delta focuses on all aspects of diversity... employees, suppliers, community engagement, and corporate social responsibility.

The NMSDC Impact

We are proud of our long-standing relationship with the NMSDC and its member councils across the US. We are proud that our CFO, Paul Jacobson, earned the **2019 Executive of the Year from the Georgia Minority Supplier Development Council.**

Our supplier sourcing support, best practices database and supplier diversity resources provide invaluable assistance to Delta in the pursuit of excellence in diverse procurement. Here's to another 40 years of mutual success and achievement.



“As we serve nearly 200 million fliers a year, it is imperative that we continue to meet the diverse needs of our customers and reflect the diversity of the world.

It is through the experience and insight of diverse business enterprises that we are able to gain innovative and applicable perspective, ensuring our service exceeds expectations while supporting communities along the way.

Paul Jacobson
CFO
Delta





112-Year History of Innovation & Growth

UPS's 112-year history of innovation and growth continued in 2019, with announcements focused on new technologies and new solutions for UPS customers.

Along with the opening of six new super hubs, which will increase UPS's sortation capacity by 400,000 per hour, the company added 11 new aircraft to its fleet, with an additional payload capacity of 2.5 million pounds. In July, UPS launched UPS Flight Forward, the first fully certified, revenue-generating drone operations in the U.S. Groundbreaking efforts continue with a collaboration between UPS and CVS Health Corporation resulting in **the first commercial**

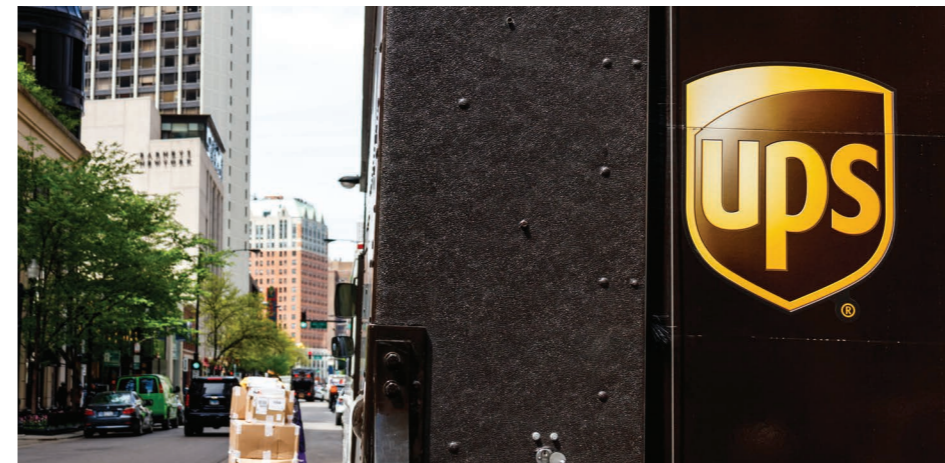
drone deliveries of a medical prescription in the U.S. under an FAA-approved program.

UPS began onboarding customers for its new UPS My Choice® for business service, the first visibility and tracking solution in the U.S. designed for small and medium-sized businesses (SMBs). Key features include an Internet-based tracking dashboard; advance delivery notifications, including day-before and day-of delivery notifications; and estimated time of delivery within two-hour windows for the majority of US postal codes.



UPS expanded its Supplier Diversity team, and supported organizations including NMSDC, providing funding, a record number of volunteers, and board and committee participation. Among the Supplier Diversity and other inclusion-focused awards received by UPS in 2019:

- Affinity Magazine: Affinity's 101 Corporations
- Georgia Mentor Protégé Connection: Power of Partnership Award for outstanding small business mentoring
- GMSDC Buyer of the Year in Construction
- GMSDC Corporation of the Year
- GWBC Top Corporation of the Year
- NBIC: Best of the Best Corporations in America
- NGLCC BRG Challenge Winner
- WBENC Top Corporations for Women-Owned
- Business - Hall of Fame Level
- Professional Woman's Magazine: Top Supplier Diversity Program



The NMSDC Impact

NMSDC plays an important role in helping UPS achieve supplier diversity goals. NMSDC-certified suppliers bring innovation, flexibility and efficiency to UPS, key elements for fostering continuous growth. **UPS currently has nearly 1,000 NMSDC-certified suppliers**; choosing them can have an uplifting economic impact in the communities where UPS employees live and work.

Other benefits provided by UPS's engagement with NMSDC include:

- The ability to work with NMSDC national staff and RPOs across the country to find suppliers when we need support beyond simply searching the NMSDC database.
- The opportunity to share best practices with other corporations involved in NMSDC Industry Working Groups, Program Managers' Seminars, and local leadership councils.
- The chance to provide support by participating in MBE mentoring, networking, and educational programs (for example, the Georgia Mentor Protégé Connection run by the GMSDC, and the Advanced Management Education Program developed by the NMSDC and the Kellogg School of Business).
- -Development opportunities for UPS leaders (mentoring or advising MBEs and speaking at NMSDC and regional events is great experience for UPS leaders).

The Importance of NMSDC-Certified Minority Suppliers

As a global transportation and logistics leader, UPS seeks MBEs for fuel, automotive, aircraft parts and repair, warehouse construction and systems – all crucial to our operations. As one example, to address the challenge of finding diverse trucking firms, UPS worked with an MBE supplier to develop a Transportation Consortium. This Consortium provides diverse trucking firms the opportunity to bid on UPS transportation opportunities that they may not have had on their own.

Reaching the Larger Minority Community

UPS's support of diversity is centered on a collaborative effort designed to foster inclusion. UPS engages with leading non-profit organizations fostering education and economic advancement, supports employees through more than 200 Business Resource Groups in every region of the world, and has developed a supplier diversity strategy that gives innovative entrepreneurs a chance to build success.

UPS's focus on inclusion is built on the understanding that the dynamics of different backgrounds, experiences and perspectives help strengthen the company's core business and propel growth and innovation. That's why the organization is committed to cultivating a collaborative and empowering culture – one that recruits, develops and engages people throughout the company.



With a long history of supporting organizations that certify and help develop diverse suppliers, UPS is among the leading corporations working to build more inclusive supply chains.

“We believe that supporting a diverse and inclusive supply chain is a winning strategy: it drives economic development in local communities, encourages innovation, and ultimately enhances UPS's products and services for our customers. Simply put, diverse partners bring fresh and innovative approaches to our business.”

David Abney
Chairman & CEO
UPS





The NMSDC Impact

The **Minority Business Development Agency (MBDA)** is an agency in the United States Department of Commerce that promotes growth and competitiveness of the United States' minority-owned businesses, including Hispanic and Latino American, Asian Pacific American, African American, and Native American businesses.



MINORITY PURCHASING POWER

Minority purchasing power is projected to surpass **\$3 trillion by 2030**. Growth initiatives will require a diverse workforce and supplier base to provide critical market knowledge and the ability to identify areas with sales potential.

Source: Bureau of Economic Analysis of the United States Department of Commerce

MBDA was the impetus for the establishment of NMSDC in 1972. In 2019, as MBDA celebrated its 50th anniversary, MBDA and NMSDC committed to strengthening their partnership to help more minority businesses get to size and scale.

Working with the NMSDC

NMSDC Affiliates operate seven MBDA Business Centers and three MBDA Specialty Centers. These Centers work daily to ensure that minority suppliers are represented in the supply chain.

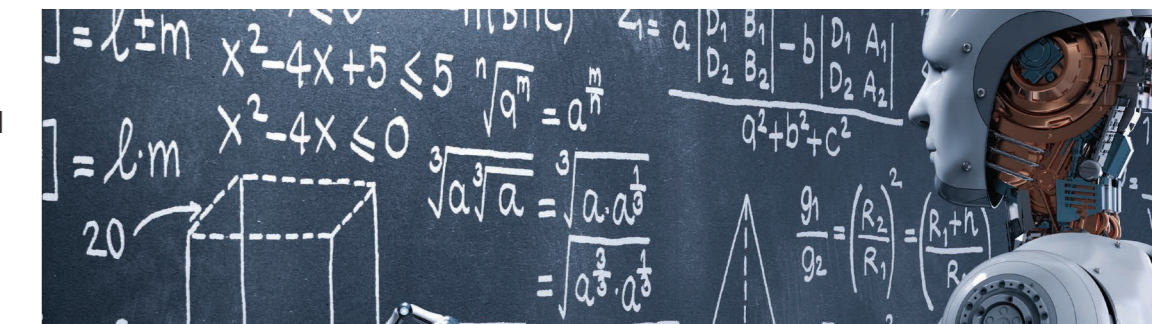
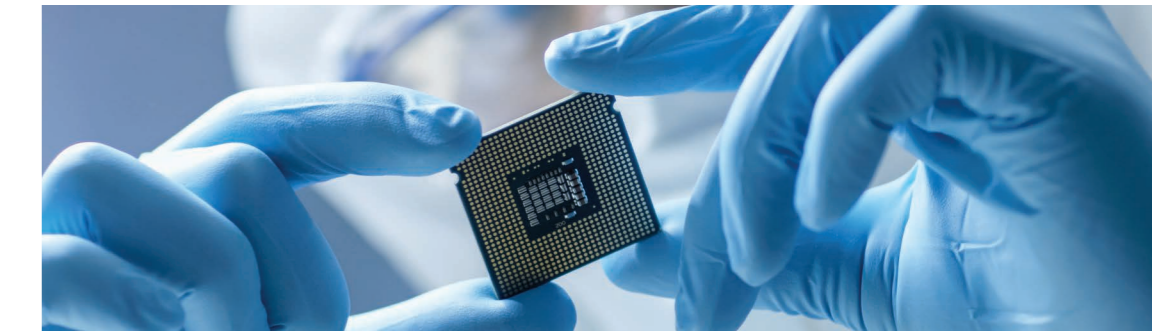
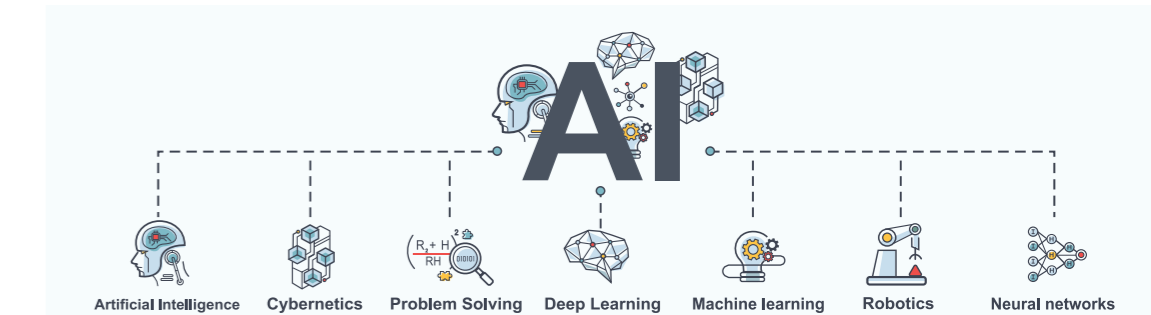
- Chicago MBDA Business Center, operated by Chicago MSDC;
- Chicago MBDA Export Center, operated by Chicago MSDC;
- Dallas MBDA Business Center, operated by Dallas Fort Worth MSDC;
- Denver MBDA Business Center, operated by Rocky Mountain MSDC;
- Detroit MBDA Business Center, operated by Michigan MSDC;
- Detroit MBDA Advanced Manufacturing Project, operated by Michigan MSDC;
- MBDA Federal Procurement Center, operated by Capital Region MSDC;
- Miami MBDA Business Center, operated by Florida State MSDC;
- Orlando MBDA Business Center, operated by Florida State MSDC;
- St. Louis MBDA Business Center, operated by Chicago MSDC;
- Washington, D.C. MBDA Business Center, operated by Capital Region MSDC.

Reaching the Larger Minority Community

The Fourth Industrial Revolution is unlike anything this world has ever seen before. It is about nanotechnology, biotechnology, artificial intelligence, augmented reality, virtual reality, genetics, and robotics. And it is completely transforming business.

In order to help minority businesses **Win the Future**, MBDA is focused on three megatrends: **globalization, digitalization, and demographic change**.

More than ever, minority businesses need access to markets, access to management and digital skills, and access to money.



Providing Value to Minority-Owned Businesses

Here are a few highlights of how MBDA is providing value-add to minority businesses:

- MBDA is partnering with the National Association of Investment Companies (NAIC) to create a billion-dollar growth equity fund for MBEs.
- MBDA is providing management training, marketing tools, and investing dollars in its Enterprising Women of Color program. Women of color are the fastest growing group of entrepreneurs, but they face unique barriers in access to capital.
- MBDA scaled up its Going Global initiative—these investments are already showing results: in August 2019,
- MBDA led a business development mission to Mexico City, Mexico, which resulted in over \$200 billion in contract opportunities for U.S. minority businesses.



Henry Childs II
National Director
Minority Business
Development Agency (MBDA)

“Demographics in America are changing rapidly. It is projected that **America will be majority-minority by the year 2045**. Now more than ever, minority businesses will play a vital role in contributing to U.S. gross domestic product (GDP) and ensuring America’s global competitiveness.

Minority businesses are growing at a much faster pace than their counterparts, so it is a national security imperative that America continues to invest in minority businesses.”





VDart

\$150 Million in Revenue

A Presence on Three Continents

VDart started out as a technology workforce solutions company in 2007 and since then has become the 42nd largest staffing company in the US (Source: Staffing Industry Analysts).

We staff over 2,500 employees globally, with a presence on three continents. Since our founding, we have created more than 10,000 jobs.

In 2017, we pivoted into digital engineering solutions/services and product development. We now offer global automotive, hospitality, and oil and gas customers solutions in application modernization; IoT; intelligent automation; cybersecurity; and the cloud.

Diversifying into products, Vouch – a new Atlanta-based technology company that is part of the VDart Group – focuses on helping customers create intelligent applications and

processes by eliminating human identity and digital authenticity risk. Vouch is offering the next generation in blockchain-based, distributed identity and access management systems.

VDart's biggest achievement of 2019 was crossing the \$150 million revenue threshold – a feat accomplished by only a handful of staffing firms in the U.S. We were cited as #56 among the fastest-growing companies in the nation.

In 2019, VDart also opened delivery centers in Bangalore, Tokyo, Antwerp, and Sao Paulo, serving our largest mobility customer.

Among the honors VDart received in 2019 were NMSDC's MBE of the Year award; GMSDC's MBE Advocate of the Year; and the Eagle Award for transacting most business with other MBEs, also from GMSDC.



“Diversity helps build businesses and form industries, and it allows communities to thrive.

When we encourage diversity of thought, more voices, and more ideas, we build greater, stronger businesses and better supply chains.”

Sidd Ahmed
CEO
VDart

Our future forward.

Digital Talent Management | Digital Solutions | Business Process Management





The NMSDC's Impact

NMSDC's impact on VDart's growth story has been immense. We have developed what we believe is a transformative learning organization, as a result of all the mentoring programs we attended through NMSDC.

Based on NMSDC's ideals, we have incubated a culture of diversity, high-performance, and innovation throughout VDart.

The mission of NMSDC – providing procurement opportunities for MBEs, small or large – is unique, proven, and inspiring. VDart's mission especially resonates with NMSDC's.

We want to change the trajectory of people's lives, create success and wealth, and enhance the quality of life for all associated with us.

NMSDC's mission has had a long-reaching impact on the socio-economic performance of the country, with over **\$400 billion in output and 2.2 million jobs** created nationwide.

As a part of the NMSDC network, VDart takes pride in contributing to these results.

Reaching the Larger Minority Community

Today, VDart actively seeks and promotes partnerships with other MBEs – small, midsize and large – through several proprietary in-house programs.

We have instituted a Preferred Partner Program that identifies and provides business opportunities to national MBEs/WMBEs.

In 2018, VDart's spend with other diverse businesses reached **32% – a 7% jump** from the previous year.

Our mentoring programs – V-Mentor, V-Impact, and V-Partner – serve at least two WMBEs/MBEs for a period of one year. We have also sponsored other small business to executive programs at the Tuck and Kellogg business schools.

As a result of our efforts in diversity and inclusion, we won the 2019 Eagle Award, GMSDC Advocate of the Year and SBA's MBE Advocate of the Year.



IT global leader



“At Ampcus, we believe that corporations look to do business with suppliers that share in their core values. Our company was built on a foundation of honesty, integrity, performance excellence and innovation.

We always strive to be a great partner and operate on the principle that our customer's success is our success.

We face challenges head-on and work to solve our client's complex problems as if they are our own.

Our employees are our most valuable asset; therefore, we invest in them. We strive to be socially responsible and believe in doing well by doing good.”

Anjali “Ann” Ramakumaran
CEO/Founder
Ampcus

40% Growth Year-Over-Year

Ampcus takes pride in having achieved substantial year-to-year revenue growth. We have sustained this through organic growth within our existing clients and also by earning new business.

In 2019, we grew our geographic footprint, depth of core offerings, and our employee base.

For providing project-based solutions and staff augmentation services, we expanded our client base with:

- 8 new clients in the financial sector;
- 6 new federal/state/local government clients;
- 2 new utility clients;
- 2 new industrial clients; and
- 2 new clients in the education sector.

Ampcus increased its penetration into existing industry verticals while continuing its journey to explore and capture new markets. In September, Ampcus Cyber Inc. (an Ampcus Inc. Company) completed the acquisition of Orbit Cyber Inc., allowing Ampcus to broaden its cyber security solutions and enhance service offerings for industrial and enterprise clients.

No better testimonial exists than recognition from your clients for your outstanding work, partnership, and collaboration. During 2019, we received numerous awards and recognitions.

Most notably, in October 2019, Ampcus finally achieved the honor of NMSDC Corporate Plus® membership. We are humbled and grateful for this recognition, which began with a nomination from one of our amazing clients. We look forward to an even more successful 2020.

The NMSDC Impact

Ampcus is proud to be a certified NMSDC supplier. We strongly believe in taking full advantage of the numerous programs NMSDC offers to help companies like ours grow their business.

Our partnership with NMSDC's regional councils and other advocacy organizations has been a constant throughout the evolution of our business.

Participating in capacity-building programs, networking events, and numerous other sessions offered by NMSDC has contributed greatly to our success. It helped us build long-lasting relationships and ultimately increase business opportunities with new and existing clients.

Our revenue has grown on average 40 percent year-over-year.

We are grateful for the role that NMSDC, their regional councils, and other advocacy organizations have played in our accomplishments.

Ampcus has realized its success by utilizing all of the programs NMSDC has to offer and working to build a world-class, high-performance team.

In addition, the numerous opportunities we have had to participate in various mentorship programs with **Fortune 1000 corporations** has been instrumental in our growth and development as a company.

Working with Other NMSDC-Certified Minority Suppliers

We believe that diversity drives innovation and value in every business. No matter what the size of the company, it is important to evaluate your supply chain and identify areas where you can diversify and offer opportunities to other businesses that provide the products and services you purchase.

Ampcus has its own diversity and inclusion program. Through it, we utilize diverse-owned businesses to procure goods and services for internal consumption.

Certified diverse suppliers have supported Ampcus in these areas: consulting services; contracting services; HR services; audio/video; computer peripherals; office supplies; catering; tradeshow booths; and printing-related services. We are passionate about directing spend to diverse-owned businesses. They fuel economic growth and prosperity in our communities.

Reaching the Larger Minority Community

First and foremost, Ampcus seeks to provide equal employment opportunities to people of varied ethnicities and social backgrounds throughout the US.

We work tirelessly to create jobs within the communities. We serve and provide meaningful employment opportunities across the country. Our team understands that the continuous growth and development of our employees is vital to their ability to advance throughout their career.



Working with Other NMSDC-Certified Minority Suppliers

Ampcus makes significant investments that ensure our employees have the necessary training they need to stay relevant and to increase their marketability. We believe that continuous learning, training, and certification of our employees is critical to economic prosperity. All employees are eligible to participate in training/certification programs, regardless of position held. This allows them to realize their dreams and build a better community in which they live.

Ampcus currently has an employee base with a diversity rate over 70%, including women, minority, veterans, and LGBT who are working in nearly every state across the country.

The vision and leadership of our CEO, Ann Ramakumaran, resonates throughout Ampcus. She has established a strong ethical foundation for the company, enabling it to deliver a positive impact on communities and individuals, especially those who are at risk and faced with potential challenges that may prohibit success.

Ann believes that our country's future depends on the development of the next generation of business leaders. To support this, she invests time and money in organizations across the country that further the education and advancement of future business leaders. This includes mentoring, providing scholarships, internships, and other financial support that make it possible for those less fortunate to excel as they plan for their future.

Ann not only talks the talk but demonstrates her commitment – to our communities, their residents, and their businesses – by walking the walk each and every day.





Core values - Integrity, Respect, Accountability and Stewardship

Ongweoweh Corp, a Native American-owned pallet management company, returned to the Atlanta Conference as an MBE Co-Chair - a role it assumed a year earlier at the 2018 Conference in Austin, TX.

Ongweoweh provides pallet & packaging procurement, recycling services and supply chain optimization programs. Ongweoweh provides custom reporting along with data and trend analysis for a very diverse customer base of Fortune 500 companies. It services a variety of industries, including food and beverage, pharmaceuticals, grains, chemicals, automotive components, oil, technology, corrugate, retail, and more.

Established in 1978, Ongweoweh Corp was founded by Frank Bonamie, an enrolled member of the Cayuga Indian Nation of New York. It has grown to be one of the most successful privately owned Native American companies in the United States. Sheila R. Thornton has been appointed as the President of Ongweoweh effective November 18, 2019.



This opportunity was huge for us this year and we look forward to supporting NMSDC in the future."

**Sheila R. Thornton
President
Ongweoweh Corp.**

The NMSDC Impact

Ongweoweh was the MBE Co-Chair for the 2018 NMSDC conference in Austin, Texas, returning as one of two MBE Co-Chairs at the 2019 Conference in Atlanta.

Getting our name and business message out there for the whole week was very beneficial and proved to be a great topic of conversation throughout the entire event. This opportunity was huge for us this year and we look forward to supporting NMSDC in the future.

Ongweoweh is also proud of its membership in NMSDC's Corporate Plus® program. A new focus and restructuring in 2018 added to the value of the Corporate Plus designation. We are proud to join the other MBEs who have achieved this distinction.

“

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2019 PARTNERS MAKE THE DIFFERENCE

NMSDC wishes to thank the following corporate members and certified MBEs for their generous support of the 2019 NMSDC Conference + Business Opportunity Exchange:



2019 PARTNERS MAKE THE DIFFERENCE



2019 SPECIAL RECOGNITION

NMSDC acknowledges with appreciation the following generous support:

Leadership Awards Gala

CEO Of The Year	John Donovan, CEO, At&T
CPO Of The Year	Tony Tomczak, VP, Corporate Services And Chief Procurement Officer, DTE Energy
Supplier Diversity Professional Of The Year	Lance Hyde, Diversity Manager, Eqt
MBE Of The Year	Sidd Ahmed, Founder And President, Vdart
Lifetime Achievement	Sidney Johnson, Retired Vice Chair of NMSDC and Senior Vice President Supply Chain Management, Aptiv
Vanguard Award	Jacqueline Marie Matos, Puerto Rico Minority Supplier Development Council
President's Economic Impact Award	Rev. Jesse L. Jackson

Scholarships For Emerging Young Entrepreneurs (Eye Program)

Harley-Davidson	Pfizer, Inc.
Citi	Randstad North America
Dell	RBC Royal Bank
Ernst & Young LLP	RICOH
MetLife	San Diego Gas & Electric
Nexus	United States Postal Service
Pharmaceuticals, Inc.	



2019 Financials In Review



INDEPENDENT AUDITOR'S REPORT

Board of Directors
National Minority Supplier Development Council, Inc.

Report on the Financial Statements

We have audited the accompanying financial statements of the National Minority Supplier Development Council, Inc. (the Council), which comprise the statements of financial position as of December 31, 2019 and 2018, the related statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.



We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the National Minority Supplier Development Council, Inc. as of December 31, 2019 and 2018, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Mitchell Titus, LLP

November 12, 2020



NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL, INC.

Statements of Financial Position
As of December 31, 2019 and 2018

	December 31,	
	2019	2018
ASSETS		
<i>Current assets</i>		
Cash and cash equivalents	\$ 1,127,595	\$ 1,120,760
Short-term investments	3,515,019	3,412,692
Accounts receivable, net	1,668,264	977,728
Prepaid expenses	258,919	124,357
Total current assets	6,569,797	5,635,537
Restricted cash - collateral	172,008	169,195
Long-term investments	4,506,910	4,881,398
Furniture, fixtures, equipment and leasehold improvements, net	373,374	542,064
Security deposits	5,775	4,395
Total assets	\$ 11,627,864	\$ 11,232,589
LIABILITIES AND NET ASSETS		
<i>Current liabilities</i>		
Accounts payable and accrued expenses	\$ 458,189	\$ 496,743
Due to regional councils	2,095,924	1,369,240
Deferred revenue	1,562,468	1,615,570
Total current liabilities	4,116,581	3,481,553
Deferred compensation	186,892	423,940
Deferred rent credits	71,209	120,581
Total liabilities	4,374,682	4,026,074
Commitment and contingencies		
<i>Net assets</i>		
Without donor restrictions	7,148,182	7,101,515
With donor restrictions	105,000	105,000
Total net assets	7,253,182	7,206,515
Total liabilities and net assets	\$ 11,627,864	\$ 11,232,589

NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL, INC.

Statement of Activities
For the Year Ended December 31, 2019

	Without Donor Restrictions	With Donor Restrictions	Total 2019
REVENUE			
Special event	\$ 760,500	\$ -	\$ 760,500
Less: Direct benefit to donor costs	198,225	-	198,225
	562,275	-	562,275
Membership dues	8,786,550	-	8,786,550
Seminar registration, trade show, and meeting fees	3,696,089	-	3,696,089
Contributions	2,016,985	102,100	2,119,085
In-kind contributions	106,725	-	106,725
Investment income	143,808	-	143,808
Other income	414,932	214,567	629,499
<i>Net assets released from restrictions</i>			
Purpose restrictions satisfied	316,667	(316,667)	-
Total revenue	16,044,031	-	16,044,031
EXPENSES			
<i>Program services</i>			
Network delivery services	7,156,794	-	7,156,794
Member relations	980,686	-	980,686
Annual conference	2,931,918	-	2,931,918
Business opportunity exchange	499,352	-	499,352
Programs and enterprise learning	602,738	-	602,738
Other program services	97,546	-	97,546
Total program services	12,269,034	-	12,269,034
<i>Supporting services</i>			
General administration	3,243,135	-	3,243,135
Fund development	485,195	-	485,195
Total supporting services	3,728,330	-	3,728,330
Total expenses	15,997,364	-	15,997,364
Change in net assets	46,667	-	46,667
Net assets, beginning of year	7,101,515	105,000	7,206,515
Net assets, end of year	\$ 7,148,182	\$ 105,000	\$ 7,253,182



About The NMSDC Network

2018-2019

NETWORK DELIVERY SERVICES

2018 was a year of continuous improvement on realignments and refinements of the 23 affiliate councils across the network. The Field Operations improved the processes that were effective and efficient on cases as they related to concerns of our constituent groups.

We:

- Maintained relationships through collaboration
- Improved communication on processes and network delivery
- Simplified processes for efficiency
- Reviewed and improved certification protocols

EXTRAORDINARY PERFORMANCE

Recognition has been a key area in the network for those who have gone above and beyond the call of duty to make the NMSDC the leader in advocacy and Minority Business Development.

The strong leadership across all constituents has allowed NMSDC to continue being the forerunner in this industry.

2018, we applauded the **Georgia GMSDC Council** for their extraordinary performance on operational efficiency and effectiveness in programs, activities and customer service. **Stacey Keys, President/CEO** along with her team delivered stellar accomplishments and was recognized with the highest honor in the NMSDC network.

Michelle Sourie Robinson, President/CEO of the Michigan MSDC received The Vanguard Award for her outstanding performance.

This award exhibited leadership in driving the value proposition for minority supplier development among corporate and MBE constituents throughout the NMSDC network.

In 2019, NMSDC's Field Operations team began its reconfiguration under a new name – **Network Delivery Services**. The new identity serves to reboot and re-focus the importance of the work we do – delivering professional and educational services and assistance to our stakeholders through the 23 affiliate councils with comprehensive content accuracy and speed. Heading up this transition throughout 2019 was Farad Ali, Vice President of Network Delivery Services. Network Delivery Services continues to explore new ideas and new methods, guided by these fundamentals:

- Maintain and grow relationships through network collaboration
- Improve communication in all processes and network delivery
- Enhance efficiency by simplifying processes
- Assess affiliate board leadership
- Review, streamline, and upgrade certification protocols

The department's reorganization followed, in 2018, a year of realignment and refinement of the 23 affiliate councils across the network. The network's Field Operations Committee worked with interim leadership, prior to Adrienne Trimble's assumption of the NMSDC presidency, to improve the efficiency and effectiveness of the national effort, as it relates to concerns of our constituents.



Stacey Keys
President/CEO
Georgia GMSDC



Michelle Sourie Robinson
President/CEO
Michigan MSDC

We take the greatest pride in recognizing and rewarding the leaders in the network who go above and beyond the call of duty to make NMSDC the leader in advocacy and minority business development.

At the spring Leadership Awards gala in 2019, the Vanguard Award was presented to **Jacqueline Matos, President of the Puerto Rico Minority Supplier Development Council**. Her remarkable service was an inspiration to the network, as she navigated the PRMSDC through the challenges of rebuilding after the devastation of Hurricane Maria in late 2017.

The **GMSDC and Stacey J. Key** were our hosts in Atlanta for the 2019 Conference and Business Opportunity Exchange. At the annual Awards Gala there, the 2019 Council of the Year Award was presented to **Cecil Plummer, President and CEO of the Western Regional Minority Supplier Development Council**. This award was given to the council for their innovative work in developing the value and application of minority supplier development in the sprawling Nevada/Northern California/Hawaii affiliate.



Jacqueline Matos
President
Puerto Rico MSDC



Cecil Plummer
President and CEO
WRMSDC

ADRIENNE'S Summer Tour

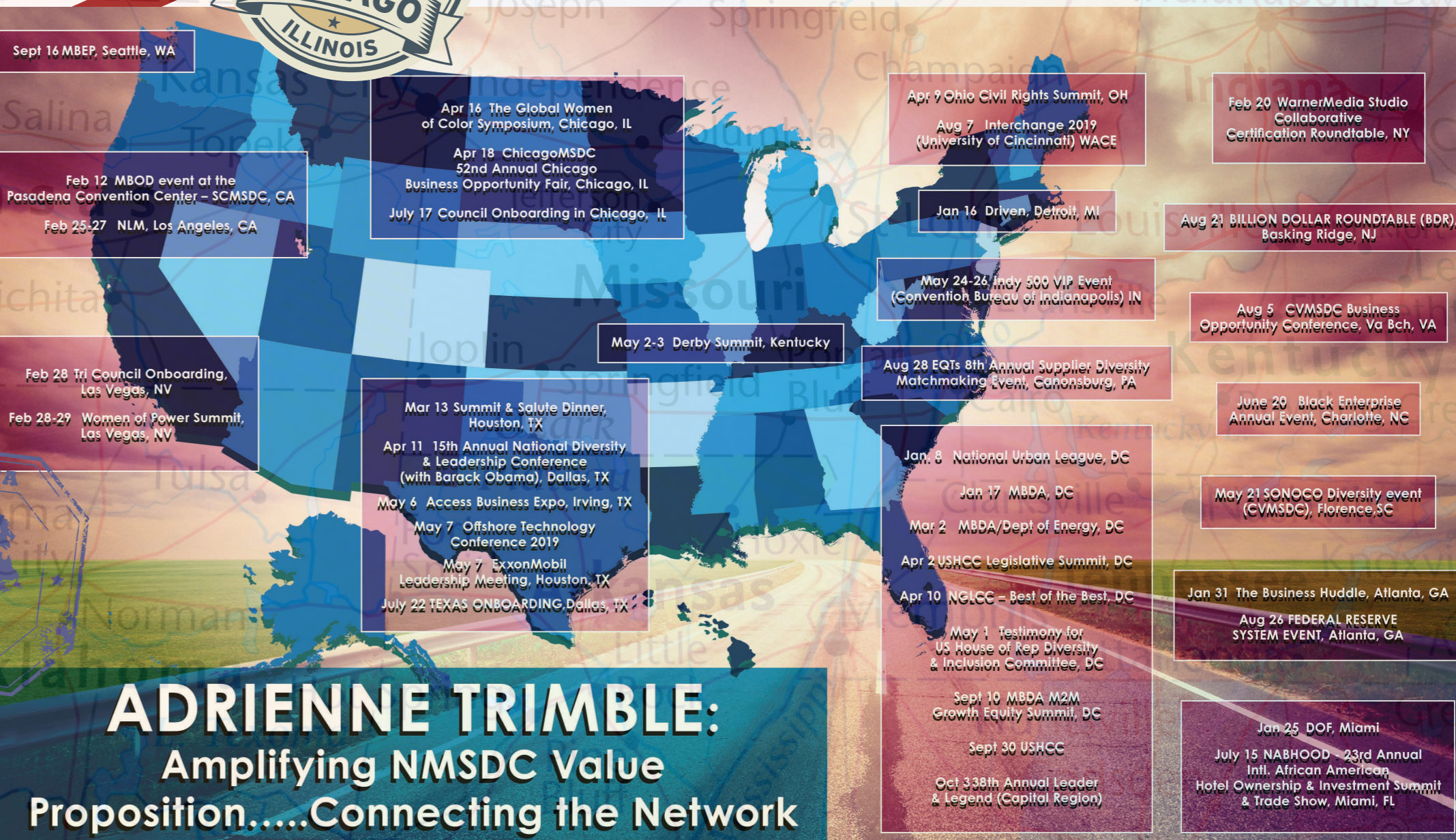
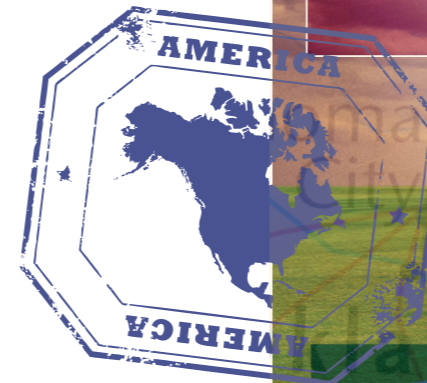


As she reached the end of the inaugural year of her NMSDC leadership, President and CEO Adrienne Trimble embarked on a "summer tour" – a continuation of her ongoing effort to get to know "on the ground" each of the affiliate councils in NMSDC's national network.

Putting faces with names and deepening her understanding of how the individual councils work is part of Adrienne's desire for better communication and alignment of goals throughout the network.

The "summer tour" stops are part of a commitment to energizing and implementing the strategic plan to renew the impact of, and working relationships within, the national network.

Workstreams have been created to study and advise on critical issues, and their recommendations are being turned into policies.



ADRIENNE TRIMBLE: Amplifying NMSDC Value Proposition.....Connecting the Network

OUR PROGRAMS

THE BEDROCK OF OUR MISSION

NMSDC's programming is the "how" behind the four pillars that support our work – **Certify. Develop. Connect. Advocate.**

We are committed to working closely with corporations, minority business enterprises, and our regional affiliate councils to strengthen the economy through inclusion, equity, and competition.

We are listening! Learning solutions, as well as access and connections to opportunities, are basic to the value of our network. NMSDC is working behind the scenes to create more opportunities and build greater capacity for our stakeholders.

Our focus in 2019 was on making our programming more useful, relevant and valuable to our stakeholders. Our goal has been to ensure that our network is engaging fully with the challenges and opportunities we confront. With that in mind, we featured the expertise of top business schools, academics, and industry leaders, as well as stand-out minority business owners and executives.

We brought it all together at our 2019 NMSDC Conference and Business Opportunity Exchange in Atlanta, GA. Almost 6,000 participants shared and connected through a robust schedule of events, including roundtable discussions and workshops rich in content and the opportunity for dialogue.

In 2020, we will build on this momentum and continue to offer more – all to promote and catapult minority business inclusion and success.



CORPORATE PLUS®

REFINING AND ENHANCING OUR VALUE

As NMSDC continues to redefine and enhance its value, the Corporate Plus® program – the most elite designation awarded to our most successful MBEs – is poised for exciting expansion efforts.

The work of Corporate Plus® members throughout 2019 resulted in dynamic plans for the program going forward, promising more compelling program content, as well as more corporate networking and matchmaking opportunities.

Leading the Corporate Plus® committee in 2019 were Sue Bhatia (Rose International); Leon Richardson (Chemico); Adam Walker (Summit Container); and Steve Hightower (Hightower Petroleum). Their work resulted in a refreshed marketing and social media plan; programming specifically designed for Corporate Plus®; and an upgrade of the membership experience to elevate the program and improve the return on investment for each member.

Corporate Plus® saw significant growth in its membership in 2019. Its new members come from diverse industries, including some industries previously not represented in the Corporate Plus® membership.

Two more classes will be added in 2020, as we continue to work with our corporate members to identify categories where Corporate Plus® capability is needed. We will continue this exciting work in 2020 to amplify the brand, develop opportunities for growth and continue to evolve and position the program for the future.





New Corporate Plus[®] Members

National Corporate Plus[®] Members Program

Expanding The Membership

Corporate Plus[®] is an unprecedented membership program for NMSDC-certified minority businesses of the highest caliber. This program was created to address corporate member requests for assistance in locating minority suppliers with the capacity to fulfill national contracts.

The Corporate Plus[®] members have demonstrated their capacity to execute national contracts for major corporations. NMSDC national corporate members nominate MBEs for this designation, which elevates their profile among national corporate members and facilitates the MBEs broader participation throughout the NMSDC network.

The success of the Corporate Plus[®] program and member MBEs helps raise the level and perception of minority businesses to national prominence in corporate America.

The program saw significant growth in membership during 2019. Ten new members were added via the class of 2019.



Ampcus is a global provider of innovative, quality and cost effective Business & Technology Consulting and Staffing Services. Ampcus leverages a broad range of Staff Augmentation capabilities to deliver quality talent to its customers to meet their demanding business and technology needs, especially in a competitive labor market. With over 1400+ employees globally, 16 National Offices, 10 Centers-of-Excellence (COEs), 2 Innovation Labs, a Top Secret Cleared Facility and over 50 Industry/Technology Partnerships, Ampcus has developed a strong track record and a best-in-class infrastructure to provide quality Staff Augmentation and SOW Services to large corporations and public sector entities.

Ampcus and Ampcus owned Group of Companies specializes in Digital Transformation, Big Data, Advanced Analytics (AI, Machine Learning, Deep Learning, etc.), Data Visualization, Robotic Process Automation (RPA) - Low Code Development, App Dev - Dev Ops - Agile - Mobile Application Development – Enterprise Services, Infrastructure Modernization and Management, Testing, IV&V, Cybersecurity, Third Party Risk Management (TPRM) and Human Capital Management – Staff Augmentation. Ampcus has a balanced client portfolio providing services to Commercial, Federal, State, Local and Non Profit Organizations. We service various industries, including Banking, Financial Services & Insurance (BFSI); Telecom and Media; Pharmaceuticals; Healthcare; Energy & Utilities; Automotive; Hi-Tech; Engineering; Manufacturing, and Hospitality.

Ampcus has over 16 years of experience providing quality resources and staffing hard to fill positions for Federal/State/Local Government and Fortune 500 customers out of our 'Top Secret Cleared Facility' in Chantilly, VA and 16 national offices. We provide the entire gamut of staffing services, including Temp, Perm, Temp to Perm, Payrolling, Rebadging and IC compliance services. Our references provide direct confirmation of our capabilities within the Contingent Labor space and truly advocate the value that we bring, as evidenced by our Supplier awards from our customers.



Diversified Chemical Technologies, Inc. is an innovation-driven and best-in-class company specialized in the development, manufacture and distribution of chemical products. Its three closely integrated subsidiaries are dedicated to their core technologies and superior products while offering specialized solutions to industrial and non-industrial companies in the automotive, food and beverage, packaging, electronics, and consumer products industries.



Santana Group's Forma Automotive was introduced in 2014 as Toyota's first Hispanic, woman-owned direct tier I supplier, providing over 500 fully assembled beds per day for the Tacoma truck. As a result of Forma's commitment to continuous improvement, striving always to exceed expectations and provide the highest quality products, Forma was selected for an opportunity to provide fully assembled truck beds to Toyota in Guanajuato, Mexico, in addition to its operations in San Antonio, Texas.

Forma Automotive brings together the ideal combination of manufacturing experience, operational discipline, human resource expertise, and a continuous improvement culture and has expanded its services to include outsourced manufacturing solutions to companies in the United States and Mexico, creating a multinational presence. Since its inception, Forma has been named an SMSDC Supplier of the Year for 2017 and 2019 and an NMSDC Corporate Plus Member and has been awarded certificates of achievement in recognition of quality performance to Toyota.



Mahomed Sales and Warehousing, LLC (dba MSW) is a manufacturing supply chain integrator. Our mission is to provide quality goods and services to our customers: On Time. First Time. Every Time.™ MSW holds technical certifications in ISO 9001, IATF 16949 and AS 9100. Additionally, MSW is a Minority Certified business (MBE), a Corporate Plus Partner with the NMSDC, and a member of the Indy Chamber of Commerce and the Columbus Chamber of Commerce. Based upon a foundation of strong leadership, industry experience and success in exceeding customer expectations, MSW is positioned for sustained growth at the forefront of the automotive, heavy duty truck and aerospace sectors.

Founded in 1996 by Yousuf Mahomed and James Brown, MSW began in a 5,000 square foot facility in Indianapolis. MSW's reputation for quality and customer service opened the doors to larger operations and capabilities. In 2001, MSW was awarded a three-year, \$75 million contract with a large original equipment manufacturer (OEM). This opportunity gave the company the critical mass to strengthen its network as well as the ability to more effectively market itself and become a leader in assembly, sub-assembly, packaging, kitting, supply chain management, warehousing, parts cleaning, Millipore testing, sorting services, inspection, and outsourced order fulfillment.

Currently, MSW operates in two facilities in an area known as the "Crossroads of America." The headquarters are in a 150,000 square foot facility in Indianapolis, Indiana and the second location is a 50,000 square foot facility in Columbus, Indiana. The business is supported by more than one hundred committed Hoosier employees working various shifts to meet customer demand and deadlines. MSW continues to focus on controlled organic sales growth, customer diversification and building our technology platform to further improve our capabilities and deliverable services to customers. We are dedicated to our current customer base and prepared for future opportunities.



For 20 years, Neta Scientific, Inc. has been a leading distributor of laboratory supplies and solutions to the Life Science and Pharmaceutical industries. Founded by Winfred and Garnetta Sanders, Neta Scientific, Inc. is a family-owned and operated business based in Hainesport, NJ. The company vision was to build “The Neta Brand” to be synonymous with Integrity, Excellence in Supply Chain Management, and Optimum in Customer Satisfaction. We are a multi-award winning MBE and WBENC certified business with key customers in the Pharmaceutical, Biotechnology, and Academic industries.



Pinnacle Group, Inc. is an award-winning, Hispanic/woman-owned global provider of IT/professional Contingent Workforce Solutions headquartered in Dallas, TX.

Scale. Pinnacle Group is a highly scalable firm that can quickly and effectively absorb large and complex contingent labor programs. We have over \$2.5B in spend under management, thousands of billable contractors, and sophisticated internal systems and processes.

Scope. Pinnacle Group is strategically focused on Contingent Workforce strategy and talent acquisition globally. Our primary expertise is in IT/Professional skill sets for large, sophisticated buyers of contingent talent, including both temporary staffing and services procurement. We operate 13 global service centers across 10 countries and 4 continents. We are dual-certified as both a minority-owned (Hispanic) and woman-owned firm.

Expertise. Pinnacle Group offers expertise across ten critical contingent labor services, including MSP programs for both temporary labor and services procurement, professional services and staffing, talent community development and curation, sophisticated data analytics and reporting, payrolling, and independent contractor compliance. We are experts in identifying savings opportunities, improving performance, and mitigating risk. Our client base is primarily focused on technology/media, financial services, energy/power, and transportation. We are certified implementation partners for both SAP Fieldglass and Beeline VMS systems, and we offer proprietary platforms for Contingent Workforce Analytics and Reporting as well as Private Talent Communities.

Quality. Pinnacle Group’s quality is unsurpassed in the industry. Our clients value our attention to continuous improvement and risk management, our ability to consistently meet or exceed all SLAs, and our impeccable results in their IT, financial, and compliance audits. Pinnacle Group has been honored over 140 times over the past decade, including incl. NMSDC Supplier of the Year (twice) and Fastest Growing Woman-Owned/Led Business in the US (twice).



Softpath System, LLC is an award winning Technology consulting and Talent management company headquartered in Atlanta, Georgia. We serve clients and job seekers in the areas of technology and staffing on a national level.

Softpath System caters to Fortune 2000 clients in various verticals such as Telecom, Energy, Pharmaceutical, Financial, Manufacturing, Information Technology, Government, Entertainment, and more. Our core competencies center around Enterprise Information Management (EIM) Systems including Business Intelligence (BI), Data Warehousing (DW), Master Data Management (MDM), Data Quality, Data Integration, Data Governance, Metadata Management and technology staffing solutions. Our mission is to help clients gain strategic advantage and capitalize on their technology and human capital investments while minimizing costs and risks and increasing cash flow and profitability.

Year over year Softpath has invested in building capabilities around, Data Advisory Services, Data Integrations and API services both in cloud and on premise, Consulting and Hosting Services that offer expertise in Application Systems Engineering, Architecture including Big Data and IOT, Data Quality, Enterprise Reporting, Digital Analytics and project delivery which means clients immediately benefits from the proven implementation frameworks, technology accelerators, agile development methodology in addition to large certified talent pool. Softpath is proud to be included in The Gartner External Service Enterprise Data Management-MDM vendor guide two years in a row (2016-2017).



Thompson Hospitality is the largest minority-owned Food Service, and one of the largest Retail Food and Facilities Management companies in the country. It's a trusted position which has given us a sensibility we also bring to our restaurant group and retail operations.

We're a family-run organization, built on values that carry over to more than twenty years of client, customer, and community relationships. Every one of us has the same goal: to provide the ultimate client experience. We ask, "How else can we help?" Then we make magic happen. "It isn't simply what you do in your life that matters, it's who you are."

This was the creed of Thompson patriarch and teacher, Fred Thompson, Sr. And this is how his children, Warren, Fred Jr., and Benita, have chosen to lead this company since its founding in 1992.

What we do every day is in service of our many clients, customers, and communities across the country. We look at every person and project as the most important one of the day. And we are always adding services, products, and systems that make your life easier. Recognized as "Company of the Year" in 2010 by Black Enterprise Magazine, we're a company whose performance is guided by six simple standards.

Serve the Highest Quality Food Provide World-Class Service
 Maintain Flexibility to Better Serve Our Clients
 Be Accountable For Our Actions
 Celebrate Diversity
 Give Back to Our Communities

Our mission is to provide a positive experience to every relationship in which we are involved: one Guest, one Client, one Team Member at a time.



TKTKonnect, LLC, a majority-owned subsidiary of TKT & Associates, Inc., is a leading provider of total talent management solutions inclusive of MSP (Managed Service Provider), RPO (Recruitment Process Outsourcing) and advisory professional services. Our innovative solutions go beyond the limitations of traditional staffing MSP programs.

TKTKonnect designs solutions for clients that address the full life cycle of contract and direct-hire talent acquisition management. Our total talent management (TTM) program leverages proprietary technology, best practice methodologies and innovative operation processes to help clients surpass goals and expectations. TKTKonnect prides itself on partnering with clients to implement progressive and holistic supplier management and talent sourcing strategies. We offer current state analysis, trend forecasting and process optimization consultation that will improve workforce productivity.



TechniSource Packaging Group (TS Packaging Group) specializes in the development, manufacturing, marketing and distribution of Traditional and Sustainable PE films and Packaging with an emphasis on Post Consumer Resin (PCR) and Closed Loop Products, such as: Stretch film, Shrink film, Poly Bags and Sheets, Pouches and Custom Films with eight (8) National locations to service you.

Network Leadership Meeting (NLM)

The Q1 Network Leadership Meeting (NLM) was held on February 25-27, 2019. On February 27, Facebook hosted NLM participants at their campus in Menlo Park, CA. The day began with a hearty breakfast followed by a Town Hall by Adrienne Trimble, NMSDC, President & CEO, Suj Chandrasekhar, President, Strategic Insight and Farad Ali, NMSDC, VP Network Delivery Services where the new operating model was discussed.

Facebook hosts, Jason Trimiew, Head of Supplier Diversity and Dave Wehner, Chief Financial Officer welcomed everyone during the luncheon and elaborated on the potential possibilities yet to be explored by the FB and NMSDC partnership.

This leadership meeting renewed the focus on the strategic plan for the NMSDC network. The activation of the strategic plan is a critical goal of NMSDC's new leadership by President and CEO, Adrienne Trimble. It takes advantage of research and study already underway, across the network, by the workstreams. The goal is to improve and transform the content and delivery of services, and to transform the value of NMSDC certification and ability to connect MBEs with corporate members.



Facebook hosts NMSDC - great location - scrumptious food - renewed camaraderie - insightful sessions - countless takeaways!



Leadership Week – proved to be an innovative success for NMSDC, as we welcomed top achievers and thought leaders throughout the network. The month of May has always been reserved for the annual Leadership Awards gala and the Spring meeting of the NMSDC Board of Directors. Complimenting these landmark events, Leadership Weeks hosts three days of meetings, educational opportunities, and focused discussions, and a Gala to culminate the event on Thursday.

The much-anticipated **CPO** and **Corporate Plus® Summits** were prominently featured.

The response to the new program updates made in 2019 have been very positive. We will continue to build on this success by providing programming with a focus on women of color, millennial entrepreneurs, access to capital, and industry sessions focused on the specified needs of our industry groups, MBEs and their supply chains. MBEs will also have an expanded offering of executive training available to them adding to our already successful programs AMEP at Northwestern University (Kellogg School of Management) and MBAP at the Washington University (Foster School of Business).

LEADERSHIP WEEK

We have some new and exciting tools being released next year: our new E-Learning platform provides a convenient way to access training and development on line in addition to the on-site training provided during the year and the Supplier Diversity 360 assessment tool that will allow you to assess your supplier diversity program, identify areas of improvement, strengths and opportunities for growth will be launched by Q1 of 2020.

We will continue to leverage our many partners (universities, corporate members, NGOS, affiliate councils, industry groups) and thought leaders to deliver programming and events relevant to the current and future state of supplier diversity, sustainability, innovation, technology and the evolving supply chain.

In 2020 we will build on the success of last year's elevated and improved Corporate Plus® program with targeted marketing for corporate plus members, focus on business opportunities, Corporate Plus® specific educational programming that will include speakers with national and global prominence and improved corporate sponsor engagement, to name a few of the exciting things coming next year.





Programming During Leadership Week

Corporate Plus® Summit

The second annual Corporate Plus® Summit took place once again at Citi headquarters in New York City in May 2019 – an instant success that coincided with NMSDC’s annual CPO Summit.

Corporate Plus® members had the opportunity to network with CPOs during shared breakfast and lunch events. They also participated in an agenda centered around program improvement and expansion, with a focus on more access and opportunity. The Summit also provided corporate members with access to MBEs that can deliver quality, scalable work with a national scope.

Corporate Plus® Forum

The Corporate Plus® Forum drew together 50 members during NMSDC’s 2019 Conference and Business Opportunity Exchange in Atlanta, GA.

The annual forum was an invaluable opportunity for Corporate Plus® members to network, exchange quality content and ideas, and provide feedback.

We had world renowned guest speaker Dr. Ramesh Srinivasan, author of the recently published *Beyond the Valley*. He is an educator, thought leader, and founder of the UCLA’s Digital Cultures Lab. Dr. Srinivasan spoke with the CPO and Corporate Plus® groups about the future of data and its impact on business decisions, culture and society. He also provided a signed copy of his book to all of the attendees.



MBE Spending & Mentorship

A new feature at the 2020 Seminar will invite Corporate Plus® members to report their spend with other MBEs, to demonstrate their commitment to develop, grow, and create business opportunities with their fellow MBEs.

Attendees will also participate in mentorship programs, lending their experience and expertise to up-and-coming entrepreneurs.



PROGRAM MANAGERS' SEMINAR

The annual Program Managers' Seminar is a uniquely focused learning event for supplier diversity professionals employed by NMSDC corporate members.

A networking opportunity, as well as a deep-dive learning experience, the Seminar each year updates these practitioners on the latest developments, strategies, and innovations in supplier diversity.

After moving the Program Managers' Seminar to San Juan, Puerto Rico in the summer of 2018 – where attendees also volunteered for a day of service to assist in the Hurricane Maria cleanup – NMSDC brought the event back to the mainland, Las Vegas, for 2019.

For the second year in a row, Corporate Plus® supplier diversity professionals were invited to participate in the Program Managers' Seminar, with an exclusive learning track devised especially for their needs. Innovative academics and industry leaders engaged in lectures and discussions focused on strengthening supplier diversity programs through best practices and professional development. Corporate Plus® members also benefited from networking opportunities with corporate members.

Successful and well-received at the 2019 Program Managers Seminar, the plan – with a dedicated Corporate Plus® learning track and networking opportunities – is to return in 2020. We are also tailoring the training, so that it evolves as attendees' programs mature.



Peer collaboration = Understanding and Satisfaction



Sharing Information Leads to Increased Productivity Across the Network



Improving Value Proposition of Corporate Plus® Program for MBEs, Corporations & NMSDC



Transparent Communications Help Create Strategic Partnerships

WOMEN of color

Women of color entrepreneurs will be a key focus area for NMSDC starting this year at our 2019 National Conference.

Our new Women of Color Impact Program will provide support and resources to women of color entrepreneurs, making an impact on the lives of their families, communities, and the global economy through business ownership.

A study in 2018 by American Express stated, "women of color have been the driving force behind the growth of women-owned businesses. Maximizing their contributions is key to a stronger and healthier economy overall."

Upcoming at our national conference and throughout the balance of the year are these programs:



1. A panel at the Conference of women from the C-Suite discussing experiences and exploring the impact that women of color are having in American business - and how they can change the future, as they strive to change the trajectory of economic impact and inclusion for minority businesses.

- Moderator: Adrienne Trimble
President & CEO, NMSDC
- Nina Vaca
Chair & CEO, Pinnacle
- Linda Alvarado
CEO, Alvarado Construction
- Anuradha Hebbar
Global Head of Diversity and Inclusion, Verizon



2. Legislative Forum.

- Our Legislative Forum will engage key policy makers and leaders on policy and issues important to all minority business owners, as well as focus on women of color entrepreneurs, who face disproportionate challenges in starting and growing businesses (access to capital, business opportunity, mentoring, training and development).

3. Our online application, NMSDC Connections, will feature a dedicated community for women of color entrepreneurs to provide support, mentorship, business opportunities, and information on access to capital, as well as training and development.

4. We are creating a dedicated training and development program within our new E-learning platform focused on the needs of women of color entrepreneurs.

5. By year's end, we will finalize partnership agreements with other organizations to leverage our collective strength in support of all women of color entrepreneurs.

This is just the beginning of a comprehensive strategy to support business opportunity and growth for this important constituent group within the NMSDC network.



Emerging Young Entrepreneur (EYE) Program



ADVANCING BUSINESS CONNECTIONS THAT COUNT

The Emerging Young Entrepreneur (EYE) program was created to support a commitment by the National Minority Supplier Development Council (NMSDC) to advance business opportunities for certified minority business enterprises (MBEs) and connect them to corporate members.

This uniquely designed year-long program, created in partnership with **McPherson I Berry and MetLife**, will train the next generation of minority millennial entrepreneurs who will support corporate members, MBEs, and additional stakeholders.



TRANSFORMING IDEAS INTO ACTION

EYE is an intensive transformational learning and development program designed to provide blueprints to millennial entrepreneurs - at conception or during emerging phases of business ownership - to outline realistic next steps in developing a sustainable business.



ENTREPRENEURIAL SUCCESS

EYE will utilize an interactive pre-and post-conference curriculum, along with five days of hands-on training and practical application. Participants will be provided with the skills, tools, and strategies to start or grow innovative businesses.





BLENDED - EXPERIENTIAL LEARNING

Entrepreneurs tackle important business issues as they move through assessments, think tanks, feasibility, and execution stages of new venture creation.

This program will draw upon the expertise of industry professionals, executives, and faculty members.

Program Objectives:

- Learn the five key areas of operating a successful business
- Develop strategies to anticipate the needs of organizations and build innovative solutions.
- Receive professional development and access to business leaders and corporate executives.
- Gain knowledge of supply chain processes and the benefits of building those relationships.

Program Benefits:

1. Assist in the development of the local pipeline of minority suppliers.
2. Opportunity to guide solutions to current challenges in your business or workplace.
3. Share your expertise and thought leadership to increase the success of the next generation of business executives and owners.
4. Drive solutions in the supply chain and strengthen MBE supplier gaps.
5. VIP Access to the next wave of innovation that will transform industries.
6. Promote economic growth in local communities.
7. Help contribute to the increased need for innovation and presence of minorities in (STEM).



CENTERS OF EXCELLENCE

NMSDC'S Centers of Excellence program took a quantum leap in 2019, with the roll out of its new Centers of Excellence Certificate Program (COECP). COECP is a virtual collaborative program designed to build minority entrepreneurial competitiveness through relationship building and interactive executive learning experiences.

A 2017 corporate gift of \$350,000 from the Communities Foundation of Texas underwrote this reboot of NMSDC's Centers of Excellence program. COECP partners include NMSDC regional affiliate councils and corporate members, as well as the Rutgers University Center for Urban Entrepreneurship and Economic Development (CUEED), Covenant Business Concepts, and the Institute for Supply Management.

The COECP pilot program in 2019 involved three regional councils (Eastern, NY-NJ, and Southern California) and consisted of:

- A 12-month business development curriculum specially designed for Class II MBEs;
- Live and virtual concurrent learning experiences involving three regional councils located in four cities (New York/Newark, Philadelphia, Pittsburgh, and Los Angeles);
- Professionally facilitated, peer-to-peer strategic growth groups;
- Insights from 20 corporate members and subject matter experts in such areas as risk management, human resources, and sales;
- Input from two participating Corporate Plus® members; and
- Opportunities for participants to develop business relationships beyond their geographic boundaries.



INCREASED PROFITS



BUSINESS GROWTH



TOP OF CLASS



OUR 2020 GOAL

For 2020, NMSDC's goal is to secure sponsorship funding for two additional regional councils. This expanded support will enable NMSDC to offer this highly successful new program to more than 50 additional MBEs.

ADVANCED MANAGEMENT EDUCATION PROGRAM (AMEP)

In June 2019, some 23 NMSDC-certified MBEs began their participation in NMSDC's Advancement Management Education Program (AMEP), offered through our long-standing partnership with the Kellogg School of Management at Northwestern University, Evanston, IL.

AMEP positions high-potential MBEs for accelerated growth. Designed specifically for CEOs and owners of NMSDC-certified businesses, AMEP trains participants in strategies for growth – the skills and the tools necessary to achieve and sustain company development. The interactive curriculum and team-based study course teaches CEOs and owners how to plan for and realize goals to expand their business and reach their potential.

Participants benefited from the generous sponsorship of NMSDC corporate members who are committed to building the capacity of results-oriented MBEs. NMSDC appreciates corporate member support for this valuable program.

More than 500 minority entrepreneurs have participated in AMEP since its inception. One of the strongest development programs NMSDC offers for minority business owners, AMEP has created a pipeline of strong, sustainable and scalable minority-owned businesses covering a wide-range of disciplines and industries.



MINORITY BUSINESS EXECUTIVE PROGRAM (MBEP)

The 2019 class of the Minority Business Executive Program (MBEP) convened in September 2019, welcoming 27 NMSDC-certified MBEs.

Offered on site in Seattle through our partnership with the Foster School of Business at the University of Washington, MBEP is a one-week, intensive executive training program designed to grow minority-owned business leaders with a focus on building skills around innovation, technology, and teamwork.

Global markets and technological changes pose real-world, everyday challenges for small businesses. In that context, MBEP participants learn to:

- Utilize financial tools to make better business decisions
- Develop strategic plans for growth and sustainability
- Identify new technologies to scale operations
- Market their products and services more effectively
- Explore strategies to access global markets
- Develop their leadership acumen

When they return to their businesses, MBEP graduates possess enhanced knowledge, renewed personal energy, and an invaluable network of fellow diverse business leaders. NMSDC is grateful to its corporate members that generously sponsored MBEs to attend this exceptional executive learning program.



GAME-CHANGING NEW MEMORANDUM OF UNDERSTANDING (MOU) PARTNERSHIPS FOR NMSDC

We are beginning to reshape the future of NMSDC through dynamic new partnerships with organizations and agencies that reflect and empower the four pillars of our mission for minority business enterprise – **Certify, Develop, Connect, Advocate.**

This exciting new initiative begins as we sign memorandums of understanding with the following entities that will become NMSDC's Working Partners:

- Black Enterprise
- Derby Diversity & Business Summit
- DiversityComm
- National Business League
- National LGBT Chamber of Commerce
- National Veteran Business Development Council
- TCS and CAMSC
- United States Black Chamber of Commerce
- United States Hispanic Chamber of Commerce

In addition, an agreement for a pilot trade mission program with the Canadian government aligned the NMSDC's global initiative to support international Indigenous and minority-owned businesses in accessing and creating global trade opportunities.

**BLACK
ENTERPRISE**



DiversityComm

Proud Publishers of
Black & Journal HISPANIC WOMANS U.S. VETERANS STEAM



nglcc
National LGBT
Chamber of Commerce



USHCC
UNITED STATES HISPANIC CHAMBER OF COMMERCE

NMSDC and the NATIONAL BUSINESS LEAGUE

NMSDC and the National Business League (NBL) signed a memorandum of understanding on May 16, 2019, to promote, engage and involve its members through events, programs, activities, meetings, and targeted initiatives effectuating the Black and MBE business community.

This partnership included other non-profit organizations that are committed to focusing on the NMSDC mission to certify, develop, connect and advocate. Our partners for this initiative were: National Business League, The Asian/Pacific Islander American Chambers of Commerce Entrepreneurship, National Association of State Latino Chambers of Commerce, National Veteran Business Development Council and the United States Hispanic Chamber of Commerce. They helped us kick off the festivities in Atlanta by sponsoring the 2019 Welcome Tailgate Reception at the Mercedes-Benz stadium in Atlanta, Georgia.

The NMSDC/NBL Partnership will develop and certify Black suppliers and MBEs who lack capacity, scope and scale, as well as startups, home-based businesses, solopreneurs and shadow economy businesses. The NMSDC/NBL will create a pipeline for underdeveloped MBEs to educate, train and develop towards eventual certification with the NMSDC through a joint Classified MBE "Development" Program to create a new generation of minority-owned firms, while mobilizing the more than 7 million minority-owned businesses that contributed more than \$1.38 trillion in revenue and 7.2 million jobs to the economy. The goal is to prepare marginalized, isolated and disadvantaged entrepreneurs and small business enterprises for future procurement and contract opportunities with the public and private sector.

The NMSDC/NBL Partnership aims to provide joint training and educational programs, workshops, and events to help certified and uncertified Black and MBEs develop their capacity and grow their business.



Asian Pacific American Chamber of Commerce



Information Technology

Information Technology for the NMSDC network was transformed with dynamic changes to improve the security of our stakeholders.

The security of the data of our MBEs and members is stronger and more reliable than ever, as the result of our progress in enabling systems and solutions around systems security audits. Critical upgrades and enhancements have also been made to our CRM software to provide high-quality service for constituents.

The NMSDC CENTRAL® database has been enhanced with new services that offer both quantitative and qualitative advantages to our members and MBEs.

The Opportunity Awareness Program (OAP) module within NMSDC CENTRAL® is here to assist our corporate members. Members have found this module hugely successful in identifying and targeting MBEs, based on specialized areas. Also, corporate members can now have the

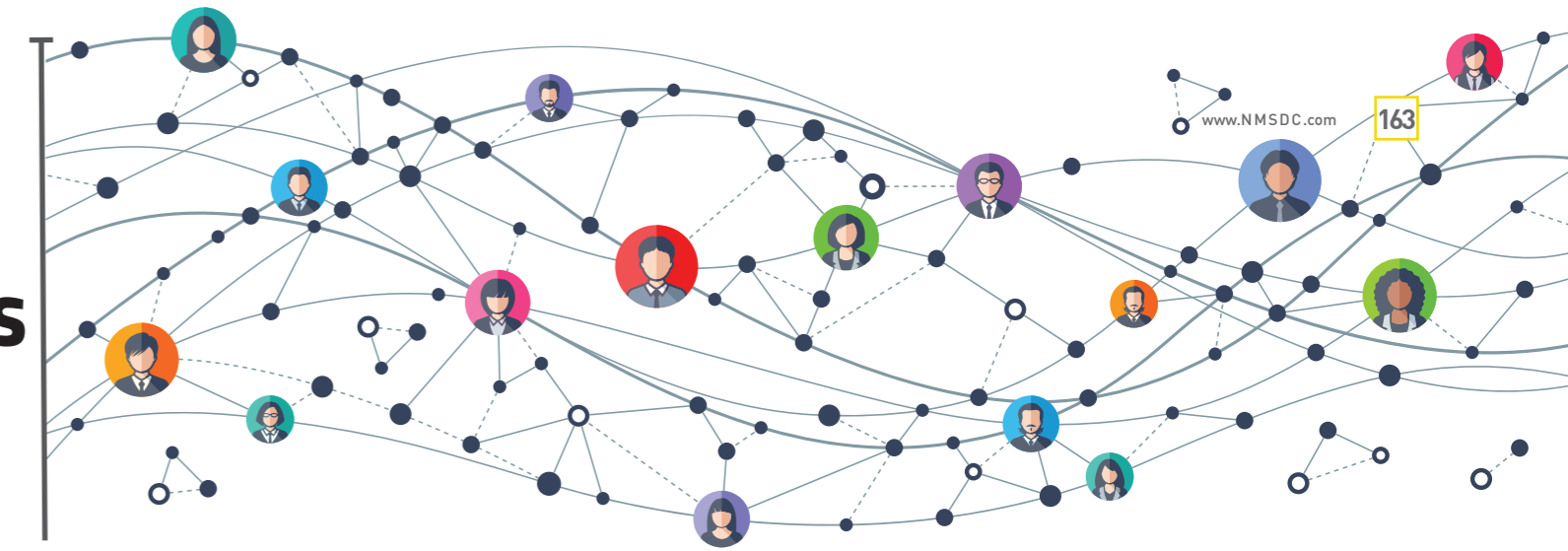
capability to leverage NMSDC-certified MBEs who are eligible for upcoming events, training, or RFI/RFP's.

We invite you to log into NMSDC CENTRAL®. Once you are there, complete the online form with your specifications. You will have the ability to attach a PDF. This will enable NMSDC to share your criteria with all of our MBEs and affiliate councils.

For questions or additional assistance on this and other services provided by NMSDC, such as CHECK—MATE® (a database matching service that allows member corporations to validate their NMSDC certified minority suppliers), please email: helpdesk@nmsdc.org.

To help all NMSDC Central users, a list of key current certifications (in addition to NMSDC's) are included in the profiles. Please remember that NMSDC cannot guarantee the accuracy of other certifications.

NMSDC Connections



In 2019, NMSDC created a secure, custom-designed online community for its entire network called NMSDC Connections. It could be said that “#WeAreNMSDC” now has a virtual but permanent home.

Our corporate members were invited to create profiles for NMSDC Connections from which they can share news, opinions, and ideas.

The goal is to create an environment for learning and sharing, for building meaningful relationships across the NMSDC network, for growing and evolving as individuals and as an organization. Through NMSDC Connections, like-minded people can engage in a secure community designed to enable relevant and purposeful interactions, ignite knowledge sharing, drive content creation, and improve performance.

NMSDC Connections is proving to be a flexible, game-changing platform for an exchange and resource of information, ideas, and innovation within our national network.

Each supplier diversity practitioner is free to customize a presence in this NMSDC Connections community – post their own profiles; share best practices and business intelligence; build communities; and share news and articles of interest. Interactively, everyone can participate in discussions, debates, and constituent groups focused on particular aspects of minority business and the work and mission of NMSDC.

An exciting, all-embracing environment for sharing, learning, and advocating within the network – another innovation to keep NMSDC ahead of the curve.

Network Listings

2018-2019

NMSDC LEADERSHIP

*New in 2018 | **New in 2019

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NMSDC ANNUAL REPORT 2018/19

Chairman

*Joseph Hinrichs
President, The Americas
Ford Motor Company

**Freda-Lewis-Hall
Executive Vice
President and
Chief Patient Officer
Pfizer Inc.

Vice Chairman

* Sidney Johnson
Senior Vice President
Supply Chain
Management
APTIV

**Guy Schweppe
Senior Vice President
Production Procurement
and Global Materials,
Dell

Treasurer

**Clint W. Grimes
Executive Director, Glob-
al Sourcing and
Supplier Diversity
WarnerMedia Group

*Arnold Sowa
Senior Vice President
and Chief Procurement
Officer, MetLife, Inc.

Secretary

*/** I. Javette Hines
Senior Vice President,
Supplier Diversity and
Sustainability
Citigroup Inc.

President

*/** Adrienne Trimble
President & CEO
National Minority Suppli-
er Development Council

Clifford A. Bailey
President & CEO
TechSoft Systems, Inc.

David W. Barfield
Chief Executive Officer
Impellam NA (Bartech)

Sue Bhatia
Founder/Owner
Rose International, Inc.

Shelly Brown
Diversity Solutions Leader
Aon Services Corporation

Shawn Buchanan
Chief Executive Officer and COO
All American Meats, Inc.

Katheryn Burchett
SVP, Visual Environment
& Business Development
JCPenney

Harvey Butler
Vice President, Global Head
of Supplier Diversity
Barclays

Michael Byron
Senior Director
Supplier Inclusion
Walmart Inc.

Derek B. Cantey
Senior Vice President
Supplier Diversity
Wells Fargo & Company

Dan Carrell
VP, Global Procurement
IBM Corporation

Ann Carter, Vice President
Global Purchasing
& Supplier Management
Baxter Healthcare, Inc.

Gabe Castro
Vice President of Business
TXU Energy

Bob Currey
Managing Director-Operations Supply
Chain
Delta Air Lines Inc.

William Dempsey
Vice President, Global
Procurement (CPO)
Molson Coors

Ray Dempsey Jr.
Vice President, External Affairs
Communications and External Affairs
BP America Inc.

Tiffany Eubanks-Saunders
Global Support Services Executive
Bank of America

NMSDC LEADERSHIP

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Jerry Fulmer, Director
Supplier Diversity Initiative
Wisconsin Energy Corporation
/We Energies

Pauline Gebon
Global Head of Supplier Diversity
MetLife Inc.

Kala Gibson
Senior Vice President
and Head of Business Banking
Fifth Third Bank

Miguel Gonzalez
Chief Procurement Officer
DuPont

Clint W. Grimes
Executive Director, Global Sourcing
& Supplier Diversity
Time Warner, Inc.

Pam Heminger
Vice President and
General Manager Purchasing
Honda

Stephen L. Hightower
President and CEO
Hightowers Petroleum Co.

Michael Hoffman
Vice President - Global Procurement
Pfizer Inc.

Jim Holloway
General Manager
Toyota Motor North America

Sig Huber
Global Director
Head of Supplier Relations
& Risk Management
Fiat Chrysler Automobiles

Peter F. Hurst, Jr.
President and CEO
Greater New England MSDC

Debra Jennings-Johnson
Senior Director Supplier Diversity
BP America Inc.

Burt Jordan
Vice President, Global Vehicle
and Powertrain Purchasing
Ford Motor Company

Joan Kerr
Director, Supplier Diversity and
Supplier Development
Pacific Gas and Electric Company

Thomas E. Lake
Vice President
North American Purchasing
Honda North America

Reginald K. Layton
Vice President, Supplier Diversity
and Supply Chain Sustainability
Johnson Controls

Kenneth Litton
Managing Director
Chief Procurement
Officer
J. P. Morgan Chase

Ruby McCleary
Director Supplier Diversity
United Airlines, Inc.
International Business
Machines

David McMurray
North American Chief
Procurement
Officer
Kellogg Company

Carolyn E. Mosby
President and CEO
Mid-States MSDC

Thomas Nash, C.P.M., CPIM
Head of Supply Management
Kaiser Foundation Health Plan, Inc.

Tanya Nixon
Managing Consultant
National Supplier Diversity
Kaiser Foundation Health Plan, Inc.

Robert W. Noel
Global Procurement
ExxonMobil Global Services Company

Brad Pomerleau
Vice President, Indirect Spend and
Procurement Center of Excellence
Target Corporation

Terri Quinton
Chief Executive Officer
Q2 Marketing Group

NMSDC LEADERSHIP

Jeni Rajbhandari
Head of Services
& Indirect Procurement
NAM
Nokia

Craig Reed
CPO
Corteva Agriscience
DowDupont

Roderick K. Rickman
Chairman and CEO
Rickman Enterprise Group LLC

Leon Richardson
President and CEO
ChemicoMays

George Richter
Senior Vice President
Supply Chain Management
Cox Enterprises Inc.

Michelle Sourie Robinson
President and CEO
Michigan MSDC

Frank Sanders
Vice President
Corporate Strategic Procurement
Intel Corporation

Shelley Stewart, Jr.
Vice President
Sourcing and Logistics
and Chief Procurement Officer
DuPont

Peter Stoyhoff
Chief Procurement Officer
Monsanto

Teresa Tanner
Executive Vice President
Chief Administrative Officer
Fifth Third Bank

Terrez Thompson
Vice President, Global Supplier Diversity
The Coca-Cola Company

Jose Turkienicz
Chief Procurement Officer, United Parcel
Service

*New in 2018 | **New in 2019



2018-2019

AFFILIATE COUNCILS

Certification and front-line service to our corporate and MBE constituents begins with the affiliate councils. Here are our leaders:

Capital Region Minority Supplier Development Council

Serving the District of Columbia, Maryland and Northern Virginia
Sharon Pinder
President/CEO
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Silver Spring, MD 20901
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sharon.pinder@crmsdc.org

Carolinas-Virginia Minority Supplier Development Council

Serving North Carolina, South Carolina and Southern Virginia
Dominique Simpson Milton
President/CEO
9115 Harris Corners Parkway
Suite 440
Charlotte, NC 28269
(704) 549-1000
dominique.milton@cvmsdc.org

Chicago Minority Supplier Development Council

Serving Metro Chicago and NW Indiana
Shelia Morgan
President/CEO
105 West Adams Street
Suite 2300
Chicago, IL 60603
(312) 755-8880
shill@chicagomsdc.org

** Mr. Phillip Barreda
Interim President/CEO
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Chicago, IL 60603
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Dallas/Fort Worth Minority Supplier Development Council

Serving Metro Dallas - Fort Worth
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Eastern Minority Supplier Development Council

Serving Pennsylvania, Southern New Jersey and Delaware
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Florida State Minority Supplier Development Council

Serving Florida
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Miami, FL 33138
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Georgia Minority Supplier Development Council

Serving Georgia
Stacey Key
President/CEO
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Greater New England Minority Supplier Development Council

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Houston Minority Supplier Development Council

Serving Metro Houston
Ingrid M. Robinson
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Michigan Minority Supplier Development Council

Serving Michigan
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Detroit, MI 48207
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Mid-States Minority Supplier Development Council

Serving Indiana (except NW IN), Central Illinois & Eastern Missouri
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AFFILIATE COUNCILS

Mountain Plains Minority Supplier Development Council

Serving Colorado, Kansas, Nebraska, and Western Missouri
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New York & New Jersey Minority Supplier Development Council

Serving New York and Northern New Jersey
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North Central Minority Supplier Development Council

Serving Minnesota, Wisconsin, Iowa, No. Dakota, and So. Dakota
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Interim President
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(612) 465-8881
holson@northcentralmsdc.net

** Ms. Heather Olson
President/CEO
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holson@northcentralmsdc.net

Northwest Mountain Minority Supplier Development Council

Serving Washington, Alaska, Oregon, Montana, Wyoming, Idaho, and Utah
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Ohio Minority Supplier Development Council

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Pacific Southwest Minority Supplier Development Council

Serving Arizona & Metro San Diego
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** Patricia Crenshaw
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Puerto Rico Minority Supplier Development Council

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President/CEO
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** 2019 President/CEO

Southern California Minority Supplier Development Council

Serving Metro Los Angeles and Southern California (except Metro San Diego)
Ms. Virginia Gomez
President/CEO
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Southern Region Minority Supplier Development Council

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Southwest Minority Supplier Development Council

Serving New Mexico, Oklahoma and Southwestern Texas
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President/CEO
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(512) 386-8766
karen@smsdc.org

TriState Minority Supplier Development Council

Serving Kentucky, Tennessee and West Virginia
Cheri Henderson
President/CEO
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Plaza 1 Building, Metro Center
Nashville, TN 37228
(615) 259-4699
chenderson@tsmsdc.net

Western Regional Minority Supplier Development Council

Serving Hawaii, Nevada and Northern California
Cecil Plummer
President/CEO
80 Swan Way
Suite 245
Oakland, CA 94621
(510) 686-2555
president@wrmsdc.org
Effective: April 6, 2016

** 2019 President/CEO

NATIONAL CORPORATE MEMBERS

AARP
 Abbott Laboratories, Inc.
 AbbVie
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 Abt Associates Inc.
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 ACT, Inc.
 Adecco USA, Inc.
 Adient
 ADP, LLC
 Aetna, Inc.
 AFLAC US
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 ** BAMKO
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 Barclays PLC
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 CBS Corporation
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 *Change Healthcare
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 CHEP International, Inc.
 Chevron Services Company
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 ** Ciena Corporation
 CIGNA Corporation
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CITGO Petroleum Corporation
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 *Citizens Bank, N.A.
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 *Fastenal Company
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 *FedEx Corporation

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 Freddie Mac
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 ** Grosvenor USA
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 Health Care Service Corporation
 HealthTrust Purchasing Group
 Henkel of America, Inc.
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 **Hertz Corporation
 **Highmark Health, Inc.
 Hilton Worldwide
 ** HMSHost
 Home Depot, Inc.
 Honda of America MFG.

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 Humana, Inc.
 Huntington National Bank
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 IBM Corporation
 ** Idemia Identity & Security USA LLC
 Indiana University
 Infinera Corporation
 Ingersoll Rand Company
 Intel Corporation
 International Monetary Fund
 International Paper Company
 Interpublic Group of Companies, Inc.
 ** ISS Facility Services, Inc.
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 Jacobs Engineering Group Inc.
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 JM Family Enterprises, Inc.
 Johnson & Johnson
 Johnson Controls, Inc.
 Jones Lang LaSalle, Inc.
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 JPS Health Network
 Kaiser Foundation Health Plan, Inc.
 Kellogg Company
 Kelly Services, Inc.
 KeyBank National Association (KeyCorp)
 *Kiewit
 Kimberly-Clark Corporation
 *Kostal of America, Inc.

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 Messer Construction Company
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 MGM Resorts International
 Michelin North America, Inc.
 Microsoft Corporation
 **Midcontinent Independent System Operator (MISO)
 **Midwest Steel, Inc.

*New in 2018 | **New in 2019

*New in 2018 | **New in 2019

*New in 2018 | **New in 2019

*New in 2018 | **New in 2019

NATIONAL CORPORATE MEMBERS

Mine Safety Appliances Company
 MolsonCoors
 Mondelēz International, Inc.
 Monsanto Company
 Morgan Stanley
 ** Motion Industries
 Motorists Insurance Group
 Motorola Solutions, Inc.
 MUFG Union Bank, N.A.
 National Basketball Association (NBA)
 National Grid USA
 National Railroad Passenger Corporation (AMTRAK)
 Nestlé USA, Inc.
 New York Life Insurance Company
 ** Nexant, Inc.
 Nielsen Company
 Nike, Inc.
 NiSource Inc.
 Nissan North America, Inc.
 Nokia
 Northern Trust Company
 Northrop Grumman Corporation
 Novartis Pharmaceuticals Corporation
 NPL Construction Co.
 NRG Energy, Inc.
 NTN USA Corporation
 ** Nutrien
 O.C. Tanner Company
 Oakwood Home Services
 Office Depot, Inc.
 Omnicom Group Inc.
 OnX Enterprise Solutions
 Oracle Corporation

Ortho-Clinical Diagnostics
 ** Oshkosh Corporation
 Owens & Minor
 Pacific Gas and Electric Company
 ** Papa John's
 Paymentus Corporation
 PCM, Inc.
 PepsiCo, Inc.
 PerfectVision Manufacturing, Inc.
 Pfizer, Inc.
 Phillips 66
 Pitney Bowes Inc.
 PNC Financial Services Group
 Poettker Construction Company
 PowerTeam Services, LLC
 ** PPG Industries
 Premier, Inc.
 PricewaterhouseCoopers LLP
 Principal Financial Group
 Procter & Gamble Company
 Prudential Financial
 PSC Industrial Outsourcing LP
 Publicis Healthcare
 Quest Diagnostics Inc.
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 R.J. Reynolds Tobacco Company (Reynolds American Inc.)
 R.R. Donnelley & Sons Company
 Randstad USA
 Raymond James Financial, Inc.
 Raytheon Company
 ** RBC Wealth Management
 Realogy Corporation (formerly Cartus)
 ** Regal Beloit Corporation

Regions Financial Corporation
 RELX Group
 (formerly Reed Elsevier)
 Resource Group, LLC,
 An Ascension Subsidiary
 Road & Rail Services, Inc.
 Robert Bosch, LLC
 Robert Half International, Inc.
 Rockwell Automation
 Ross Stores, Inc.
 Ryder System, Inc.
 Saatchi & Saatchi
 *Salesforce
 Sallie Mae Bank
 SAP SE
 SAS Institute Inc.
 Savannah River Nuclear Solutions, LLC
 Schneider Electric USA, Inc.
 ** Scholastic Corporation
 Scientific Games Corporation
 Scripps Networks Interactive, Inc.
 Securitas Security Services USA, Inc.
 Sedgwick Claims Management Services, Inc.
 Shell Oil Company
 Shire
 ** Siemens Corporation
 Skanska USA Building
 Snap-on Incorporated
 Sodexo, Inc.
 Sonoco Products Company
 Sony Pictures Entertainment

Southern California Edison
 Southern Company
 Staff Management
 Staples Inc.
 Starbucks Corporation
 State Farm Insurance
 State Street Corporation
 Steelcase Inc.
 Stryker Corporation
 Sunbelt Rentals, Inc.
 SunTrust Banks, Inc.
 SUPERVALU, Inc.
 ** Swinerton
 Synovus Financial Corp.
 Target Corporation
 Tata America International Corporation
 *TD Ameritrade Services Company, Inc.
 TD Bank Group
 Tenneco Inc.
 Teva Pharmaceuticals
 Therap Services
 Thermo Fisher Scientific Inc.
 TIAA-CREF
 **Tishman Speyer
 TJX Companies, Inc.
 T-Mobile USA, Inc.
 Toyota Motor North America
 *Tram, Inc.
 ** TransCanada Corporation
 Turner Construction Company
 Tyson Foods, Inc.
 U.S. Bank
 U.S. Cellular
 UAW Retiree Medical Benefit Trust

Uber Technologies Inc.
 Union Pacific Railroad
 United Airlines, Inc.
 United Parcel Service, Inc.
 United Rentals, Inc.
 United Services Automobile Association (USAA)
 United States Postal Service
 United States Tennis Association
 UnitedHealth Group Inc.
 University of Pittsburgh Medical Center
 Unum Group
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 *USA Today
 USM an EMCOR Company
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 Valvoline LLC
 Veolia North America Operating Services, LLC
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 Viacom Inc.
 Vistra Energy (formerly Energy Future Holdings)
 Vizient
 Volkswagen Group of America, Inc.
 Volvo Trucks North America, Inc.
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 VWR International, LLC
 Walgreens Co.
 Walmart, Inc.
 Walt Disney Company
 Warner Media LLC
 Washington Gas Light Company
 Waste Management, Inc.
 Wells Fargo & Company

Westinghouse Electric Company
 WestRock
 ** Whirlpool Corporation
 Wieden + Kennedy, Inc.
 Willis Towers Watson
 Wisconsin Energy Corporation
 /We Energies
 Wyndham Destinations
 Yanfeng Global Automotive Interiors
 Yazaki North America, Inc.

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