

CWHERE PARTNERSHIPS BEGIN AND INNOVATIVE SOLUTIONS EMERGENNNECTIONS

OHIO MINORITY SUPPLIER DEVELOPMENT COUNCIL

2014 EDITION

In This Issue

Corporate Award Winners

MBE Award Winners



www.ohiomsc.org

The Year That Changed Everything

Building on 42 Years of Success with the OMSDC Merger

Contents

CERTIFY

- 6 OMSDC MBE Success Stories
- 169 Economic Impact Report
- 56 P&G Wins Award for Economic Impact
- 52 The Conversation
- 90 Ohio Business Opportunity Fair
- 138 Cleveland Region Business Opportunity Fair

DEVELOP

- 68 Preparing the Next Generation
of Food Professionals
- 60 People You Should Know
- 96 Corporate Summit
- 140 Recovering From a Missed Opportunity

CONNECT

- 130 Northern Ohio Region Awards Gala &
Award Winners
- 114 South Central Ohio Region Awards Gala &
Award Winners
- 110 Annual Meeting

ADVOCATE

- 100 Toyota: Driving Supplier Diversity
to the Next Level
- 77 MBE Academy
- 72 Honda Invests in North America
- 184 OMSDC Board of Directors



Publisher, Editor-in-Chief
Darryl A. Peal

Associate Publisher, Editor
Calvin N. Cooper

Copy Editor
Alicia Johnson

Layout & Design

Valerie Thompson
www.LeapGraphics.com

Calvin N. Cooper

Photographers

Shellee Fisher Davis, Owner
Shellee Fisher Photography

Steven Easley, Owner
Easley Blessed Photography

Major Foley
Mjor Moments Photography

Eric Benson
Eric B. Photography

Contributing Writers

Calvin N. Cooper

Darryl A. Peal

Kellye James

Printed by
Digital Color International

Columbus Headquarters
The Chase Building
100 East Broad Street, Ste. 2460
Columbus, Ohio 43215
614-225-6959

Cleveland Office
737 Bolivar Road, Ste. 4500
Cleveland, Ohio 44115

Dayton Office
22 E. Fifth Street
Dayton, Ohio 45402
937-226-8265

Cincinnati Office
300 Carew Tower
441 Vine Street
Cincinnati, Ohio 45202
513-579-3104

A special thank you is extended to all of the MBEs and Corporate Members who submitted information and contributed to the content of this magazine.

The Connections Magazine & Annual Report is a free publication of the Ohio Minority Supplier Development Council, an affiliate of the National Minority Supplier Development Council

NMSDC

evoked
evolution
change that

Message from the Leadership

ev•o•lu•tion: a gradual process in which something changes into a different and usually more complex and more sophisticated form.

The dictionary defines evolution as a gradual process in which something changes into a different and usually more complex and sophisticated form. This has never been truer than in the evolution and emergence of the Ohio Minority Supplier Development Council (OMSDC).

As the leadership of the Ohio Minority Supplier Development Council, it is with great pleasure that we acknowledge and celebrate the evolution and emergence of the OMSDC during this 42nd Anniversary year. Since the establishment of the Council in 1972, OMSDC has worked diligently to grow value-driven partnerships between our certified Minority Business Enterprises (MBEs) and Corporate Members.

In our newly evolved state, we now serve the entire state of Ohio. We have emerged as one of the largest and most powerful Regional Councils in the National Minority Supplier Development Council (NMSDC) network. We are the home to four Billion Dollar Roundtable corporations and nearly a dozen Black Enterprise (BE 100) Minority Businesses. We boast over 5.3 billion dollars in local corporate to MBE spend, and our MBEs employ over 16,000 employees.

Over the course of the past four decades, we have been a bridge between corporate America and minority owned businesses. Now, we are proud to be the focal point of a vibrant community of MBEs and corporations that do business together for the mutual economic advancement of their organizations, and the economic growth of the Great State of Ohio!

The evolution is not over

OMSDC will continue to evolve with a new momentum and enthusiasm. We will evolve

to meet the needs of our corporations, municipalities and MBEs. This constant evolution will keep our programs relevant, our strategies for impact laser focused, and our outcomes measurable.

OMSDC is a privately funded, non-profit, corporate services organization and is an affiliate of the National Minority Supplier Development Council. Our members are major corporations and public entities in education, industry, finance, professional services, construction, consumer products and health care organizations that are tapping into the emerging global marketplace.

Our corporate members strategically look to OMSDC for minority owned companies that can meet their demanding supply chain needs. These collaborations and partnerships help opportunities for our MBEs to deliver innovation, quality products, and world-class service. In partnership with OMSDC, the nation's leading companies come to the table with an understanding that minority supplier diversity programs are not just a competitive advantage, but a strategic imperative.

The articles on the following pages highlight the OMSDC as we use sustainable strategies to build meaningful and mutually beneficial connections between corporations and minority owned businesses. These articles celebrate our corporate members for so fully embracing the value proposition that certified Asian, Black, Hispanic and Native American suppliers strengthen their supply chains. The articles also salute the accomplishments of our certified minority suppliers, whose businesses have grown as a result of their partnerships with our corporate members.



Darryl A. Peal
President and CEO
OMSDC



Dwain L. Carver
OMSDC Board Chair
Associate Director,
Corporate
Supplier Diversity
Procter & Gamble



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

Ohio is the home of Change Makers and Change Agents

2014 marks the 42nd Anniversary of the OMSDC. In 1947, Branch Rickey helped to change the game forever by signing Jackie Robinson (who wore #42) to the Brooklyn Dodgers. This was an act that made Robinson the first African American to play Major League Baseball.

When baseball entered its modern era in the early 1900s, Rickey was a young man leaving his home in Southern Ohio for the first time to attend college at Ohio Wesleyan. A 1904 Ohio Wesleyan alumnus, Branch Rickey's contributions to the university, as an athlete, student coach, athletic director, and trustee, helped to grow the college. However, he will always be known as the game

changer who signed Jackie Robinson and changed the game of baseball forever!

The Ohio Minority Supplier Development Council wants to make an impact on Corporate Supplier Diversity like Rickey did for baseball. The OMSDC President Darryl A. Peal, who is also an Ohio Wesleyan alumnus stated, "I see the Council's role similar to the role of Branch Rickey. It is our job to introduce new minority talent to major corporations. When we introduce Asian, African American, Native American and Hispanic suppliers with new innovative and creative approaches to our corporate partners America wins!"



"Introducing MBEs to Corporate Supply Chain is similar to introducing Jackie Robinson to baseball... No one knew how great the game could be until we let all the players play!"

*- Darryl Peal
President, OMSDC*



An Entrepreneurial Journey

Bob Ross the First African-American Mercedes-Benz Dealer in the World

Bob Ross Auto Group, located in Centerville, Ohio, includes four franchises: Buick, GMC, Mercedes-Benz and Fiat. Jenell R. Ross is the company's President. Ross is the only second generation African-American female Automobile Dealer, and the only African-American female Dealer for Buick-GMC, Mercedes Benz and Fiat in the country. Ross leads a team of managers representing the operational departments within the Group. She develops long-range goals, objectives and policies for the Group, and employs over 100 people.

2014 marks a milestone for the Dealership, as it celebrates 40 years as a Buick Dealer. However, this is not the only notable achievement the Auto Group has this year. Bob Ross Auto Group will also be celebrating 35 years as a Mercedes-Benz Dealer, and 32 years as a GMC Dealer.

Bob Ross Auto Group was founded by (Bob) Robert P. Ross, Sr. in 1974. Bob received an Associate Degree from the University of Detroit, and graduated from General Motors' first Minority Dealer Academy. Bob was the first graduate of the Academy to be approved as an Automobile Dealer, and in 1974 purchased a Buick, Opel and International Harvester Truck dealership in Richmond, Indiana. He became the first African-American Automobile Dealer in the State of Indiana, Ohio, Kentucky and West Virginia, and the first African-American International Harvester Dealer in the US.

In 1979, after successfully operating the Richmond dealership for five years, Bob purchased a Buick and Mercedes-Benz dealership, located in Centerville, Ohio. With this purchase, Bob became the first African-American Mercedes-Benz Dealer in the world. Shortly thereafter, in 1982, he followed with the purchase of a GMC Truck franchise.

In 1997, Bob's daughter, Jenell Ross accepted the leadership role of the dealerships after his untimely death. Jenell, in partnership with her mother, Norma J. Ross, and brother, Robert Jr., served as the dealership's executive management until the passing of her mother in 2010.

Under Jenell's leadership, the tradition continues, as the Bob Ross franchises consistently ranks as a leader in sales and customer service. The Bob Ross Auto Group's Buick division has ranked #1 in the State of Ohio for Retail Sales nine of the last fifteen years. In 2011, Ross Motor Cars changed their name to Mercedes-Benz of Centerville and re-opened a newly renovated state of the art facility.

Bob Ross Auto Group has received numerous awards and accolades, including the Black Enterprise Magazine "Automobile Dealer of the Year" award. In 2012 Jenell and The Bob Ross Auto Group was featured in Who's Who Publication, "Driven II" a Tribute to African-American Woman Achievement in the Automobile Industry. Additionally, that year, she introduced Bob Ross FIAT to the family, and opened the FIAT studio. In 2013, Jenell Ross was named Chairwoman of the American International Automobile Dealers Association (AIADA).

Jenell and the Ross family take great pride in giving back to the community. In the memory of Jenell's mother, Norma Ross, the family raised over \$22k for the American Breast Cancer Society Making Strides Against Breast Cancer Walk. Jenell's fund raising team ranked in the Top 20 teams nationally for funds raised. Additionally, the Ross family established the Norma J. Ross Foundation to benefit youth in the community.



Bob Ross
AUTO GROUP

Mercedes-Benz  Centerville  BUICK **GMC** 
85 Loop Rd. Centerville, OH 45459 (937) 433.0990 / (800) 776.7677
WWW.BOBROSSAUTO.COM



Robert Ross, Sr.



Robert Ross, Jr.



Norma J. Ross



Jenell R. Ross





LUC 280-2.96 MAUMEE RIVER CROSSING
Geotechnical
Toledo, Ohio

DLZ



COTA MOBILITY SERVICES FACILITY
Architecture
Columbus, Ohio



COTA MOBILITY SERVICES FACILITY
Architecture
Columbus, Ohio

**Continues to
Expand With
Acquisition
of American
Drilling &
Testing Inc.**



I-71/I-670 DESIGN BUILD (COLUMBUS CROSSROADS)
Transportation
Columbus, Ohio



LUCAS OIL STADIUM
Indianapolis, Indiana



OSIS AUGMENTATION AND RELIEF SEWER (OARS)
Water
Columbus, Ohio



CITY OF DUBLIN, OHIO COMPRESSED NATURAL GAS (CNG) FUELING STATION
Energy
Dublin, Ohio

D LZ has expanded its presence in Michigan by acquiring the assets of American Drilling & Testing, Inc. based in Melvindale, Michigan, a Detroit suburb.

American Drilling & Testing, Inc. has provided quality subsurface investigation and drilling services to geotechnical engineering firms throughout Michigan, Ohio, and Indiana since 1980. They also provide drilling services to the environmental industry, and have been actively involved in monitoring well installations and special instrumentation installations.

As the economy continues to improve, this is an excellent time to expand the company's geotechnical and subsurface investigation capacity. This acquisition will build

the company's fleet to eight drill rigs and bring drilling professionals with 30 years of experience to the team.

DLZ is a one-stop shop for all architecture, engineering, and construction services. The company's engineers, architects, planners, surveyors, and expert field technicians have the expertise to take a project from the initial planning stages through design, construction, and beyond. The company was recently recognized for its outstanding safety practices from the National Drilling Association.

DLZ has more than 20 offices and a staff of over 600 professionals. Headquartered in Columbus, Ohio, DLZ ranks among the nation's top 150 architectural/engineering consulting firms, and was ranked the

8th largest engineering firm in the Midwest, according to Engineering News Record (ENR) Midwest.

DLZ has a reputation for excellence with a wide range of construction design and build expertise, including construction management services, architecture, energy, environmental, geotechnical, landscape architecture and planning, program management, survey, transportation and water.





N M S D C[®]
Certified
Corporate Plus[®]
Member

Expansion, Technology, and Corporate Plus[®] Highlight Vocalink's Growth in 2013

Vocalink Language Services became a Corporate Plus[®] member in November of 2013. When asked about the importance of becoming a Corporate Plus member, Lisa Stokesbury, Regional Interpreting Operations Manager stated, "Corporate Plus membership will help Vocalink gain exposure in demographics that we are not in now; it will allow Vocalink to move to a new level of business. Becoming a member of Corporate Plus will help grow Vocalink, not only nationally, but globally as well. Vocalink will be able to have a more robust global footprint."

Vocalink has been building its business in the Ohio region, and has opened offices in Cleveland and Cincinnati in 2013. The new offices give them the ability to service new clients and grow their business throughout the Tri-state area.

Vocalink is upgrading its technology to support regional,

national and global expansion. The company has integrated several technology platforms into its operations, including Uclock[™], UCheck[™], Vu[™], and Openlingo[™]. Uclock is a smartphone timekeeping application that allows Vocalink's clients to virtually sign timecards for interpreters. UCheck is an on-line proprietary database that manages interpreter credentials and insures Joint Commission compliance. UCheck lets authorized users check Vocalink interpreter qualifications in real time. Vu is a management tool that Vocalink clients use for world-wide translation and localization. Openlingo is a Vocalink enterprise solution that uses distance learning technology, showcasing training that is available on-demand, in areas such as healthcare,

judicial, cultural, and languages. The Openlingo curriculum continues to grow to meet demand.

These technologies will allow Vocalink to position itself on the global stage as a language services company of the highest caliber, offering the best trained interpreters and translators, with the best technology to help clients manage expenses, translations, and linguistic assets.



Amelia Rodríguez, Founder and CEO, Vocalink Language Services



Quick to admit that she would rather blaze her own trail than stay on a path already explored by others, Peruvian native Amelia Rodríguez incorporates an inner fire and entrepreneurial drive for connecting people through language.

Immigrating to the United States as a child, she told her mom she would make linguistics her career. Amelia subsequently studied at Michigan State University, with an emphasis on the Spanish and French languages. After working as a freelance interpreter, she founded Vocalink in 1995.

For almost two decades now, Amelia Rodríguez has been a power with whom to reckon in the language services industry. It is Amelia's achievements in the business world that have earned her the most honors. In 2013, Vocalink was granted Corporate Plus® membership by the NMSDC, and in 2012 was awarded the Class II Supplier of the Year from the SCOMSDC. Amelia was the 2009 Women's Business Enterprise Star for her chapter, and in 2006, DiversityBusiness.com named Vocalink as a Top 50 woman-owned business.



“Becoming a member of Corporate Plus® will help grow Vocalink, not only nationally, but globally as well. Vocalink will be able to have a more robust global footprint”



w3r Consulting Acquires Nurse Now Staffing and Continues Fast Growth Trajectory

Information Technology consulting firm, w3r Consulting, acquired healthcare staffing and consulting company, Nurse Now Staffing. “With the demand of Healthcare services, this acquisition further positions us to provide increased value for our customers. The cross blend of IT and healthcare better positions us with our current customers and now provides access to new markets,” stated Executive VP, Keith Echols.

w3r Consulting is a 19-year-old privately held IT consulting firm servicing Fortune 1000 companies and the Federal Government. By combining many years of industry experience and exposure, w3r can objectively view customers’ challenges and recommend solutions that meet both current and future needs. The company’s primary goal is to provide the highest quality consultants and services to help build versatile, reliable, and flexible solutions that support clients’ business needs. Through its advisory services, w3r Consulting provides high-value solutions to clients in the areas of strategic planning, feasibility studies, ROI/ project evaluations and program/ project management excellence.

In 2013, w3r Consulting ranked number 2,012 on Inc. 500|5000. This exclusive list measures the rankings of the nation’s fastest-growing private



companies. As a National 5000 Honoree, the 2013 recognition by Inc. marked a milestone for w3r as they were selected 7 years in a row. The list represents the most comprehensive look at the most important segment of the economy—America’s independent entrepreneurs.

“w3r Consulting is honored to be recognized alongside such an esteemed group of business owners. It is tremendously difficult to sustain

year over year growth, but through our great relationships and maintaining our core business principles, we have been able to maintain over 400% growth during that 7 year period of being on the Inc. 5000 list,” stated CEO Eric Hardy.

w3r Consulting is headquartered in Detroit, Michigan and has offices in Central Ohio. w3r was recognized as “Reciprocal MBE of the Year” at the 2013 Ohio Business Opportunity Fair for its growing presence and

continued commitment to the Ohio Minority Supplier Development Council. w3r is also a member of the Inaugural Class of the OMSDC MBE Academy, sponsored by the City of Columbus.



TLC SPRING WATER

WINS AWARDS AND CONTINUES RAPID GROWTH TRAJECTORY



TLC Springwater of Ohio is a tier-one distributor of a variety of drinking water products and services delivered throughout Northeast Ohio, and across the United States. The company offers clients 3 and 5-gallon bottled water, bottled water coolers, and custom label bottled water products.

Recognizing many noteworthy accomplishments during the year, 2013 has been a tremendous period of growth for TLC Springwater. Committed to delivering exceptional products and services, TLC Springwater's mission is to be the best bottled water supplier and coffee refreshment service provider in Northeast Ohio.



To that testament, last year, TLC Springwater received a number of prestigious awards, acknowledging the company as the premier full service provider of bottled water products in Northeast, Ohio. These awards included the NOMSDC Class I MBE Supplier of the Year Award, the 2013 Commission 50 Award, and the 2013 Most Valuable Diverse Business Partner by the Cleveland Indians and Major League Baseball (MLB).

TLC also gained several major contracts in 2013, including the Horseshoe and Hollywood Casinos, and the newly opened Global Center for Health Innovation. 2013 performance continues the company's five year trend of double digit growth. "TLC is well positioned to take advantage of new business opportunities and the company is making the right choices for continued positive growth," said TLC Founder and President, Kazell Pugh.

Pugh founded TLC Springwater in 2005. TLC is a certified minority business enterprise (MBE) and is one of Northeast Ohio's fastest growing

minority companies. Operating out of a 30,000 square foot warehouse, TLC Springwater delivers to more than 1,000 commercial and residential accounts. Clients include recognizable names like Kent State University, the Cleveland Indians, the Cleveland Cavaliers, and Case Western Reserve University.

"We're confident that by

continuing to provide the highest quality customer service, that we will double our number of employees, high profile clients and revenue in the next three years. This will enable us to continue to service Northeast Ohio and other regional markets," said Pugh.





KLN Logistics Corp.

A long-time veteran of the transportation industry, Kimberly Martinez-Giering is President and Owner of KLN Logistics Corp. (dba AIT Worldwide) located in Middleburg Hts., Ohio. Kim established KLN in 2005 and has achieved great success both with

the company and as an entrepreneur since that time. KLN Logistics Corp. is a full-service transportation provider and logistics consultant dedicated to serving the customer through a comprehensive method of assessment, application and

analysis of the customer's needs and expectations. KLN has a diverse customer base that includes a wide range of industries including manufacturing, medical, retail, government, aerospace, life sciences, high technology, printed materials, energy,



A diverse customer base gives KLN a strong understanding of many types of businesses and how they can work synergistically.

and home delivery. This gives KLN a strong understanding of many types of businesses and how they can work synergistically. Since Kimberly Martinez-Giering founded the company in 2004 revenues have increased on average more than 25% annually. KLN Logistics Corp. first started providing shipping services to Rockwell Automation in 2009. Since then, the company has grown from 3 employees to 28.

KLN's customers are some of the region's leading corporations including but not limited to UTC/Otis Elevator, Toyota, Honda, L Brands, and Rockwell Automation. The company is also an award winning MBE and has received several prestigious

awards including the 2007 Northeast Ohio MBE Supplier of the Year award, Top Hispanic Business (2008 through 2013), 2008 NMSDC Supplier of the Year Class II, 2010 & 2013 Northeast Ohio MBE Supplier of the Year, 2011 Crain's Cleveland Women of Note, 2011 NEOHCC Female Entrepreneur of the Year, and 2013 NOMSDC President's Award.

Kim is a strategic business owner who not only focuses on the growth of her business, she continues to increase her own skills through continuing education programs. Kim has increased her business expertise via graduation from the TUCK Executive Education at Dartmouth University, NOMSDC Centers of

Excellence, and becoming a Six Sigma Greenbelt through Honda.

KLN Logistics takes pride in staying involved with the community by supporting organizations such as the American Cancer Society, Cystic Fibrosis Foundation, Cleveland Police Benevolence, Eastlake Youth Basketball, St. Jude's Children's Hospital, Rainbow's Babies and Children's Hospital, Akron Children's Hospital, USA Curling Association, Multiple Sclerosis Foundation, Merrick House (to benefit Cleveland's Inner-City Children), and Northeast Ohio Fallen Heroes Fund.

World Wide Technology, Inc.

Nation's Largest Black-Owned Firm
Exceeds \$6 Billion in Annual Revenue



World Wide Technology, Inc. (WWT), the St. Louis-based firm led by David Steward, has exceeded \$6 billion in annual revenue. Steward shared WWT's earnings milestone at the Black Engineer of the Year Award (BEYA) STEM Conference in Washington, DC.

WWT is an award-winning systems integrator that provides innovative technology products, services and supply chain solutions to customers and suppliers around the globe. Headquartered in St. Louis, Missouri, WWT brings an innovative and proven approach to how organizations evaluate, architect and implement technology.

With over 2,200 employees, WWT was ranked #34 on FORTUNE's 100 Best Companies to Work For list. WWT is also ranked #71 on Forbes List of America's Largest Private Companies, #63 on the Washington Technology Top 100 Government Contracting list, CRN Top 10 Tech Companies Students Want to Work For list, #3 on STLBJ Top 150 Privately Held Companies list, and #1 on the Black Enterprise Magazine-Largest Black-Owned Firm list.

WWT is a certified minority business enterprise and active in the Ohio region. The company also has an aggressive supplier diversity program, setting the standard for MBE-to-MBE spend across the country.



World Wide Technology, Inc.



Quéz

MEDIA MARKETING

Takes Over Branding and Marketing for the OMSDC Merger

Cleveland marketing firm Quéz Media Marketing recently won the responsibility of creating, implementing, and marketing the new brand for the SCOMSDC/NOMSDC merger.

As a company sympathetic to the need for economic opportunities for minority entrepreneurs, Quéz Media recognizes the collective value in increasing the merged OMSDC's brand presence. Quéz Media has prepared an experientially tested strategy to help streamline OMSDC into a comprehensive, highly visible brand over the course of several months, aiming to increase brand recognition and refresh existing communication channels. By improving the presentation and visibility of OMSDC's core mission and capabilities, Quéz Media hopes to collaboratively improve OMSDC's relationship with its stakeholders and constituents.

"We're very excited for the opportunity to be working with OMSDC throughout the new merger. Armed with a knockout brand, OMSDC should be able to reach a wider audience with a clearer message," stated Jose Vasquez, CEO, Quéz Media Marketing.

The campaign, which is scheduled to begin in 2014, will give Quéz Media a large-scale platform for their creative work. Over the past five years, Quéz Media has worked on a national level from downtown Cleveland with branding, web design, print design, and a host of peripheral marketing services. As a Minority Business Enterprise, Quéz Media is eager to help OMSDC help others like them with economic resources, networking opportunities, and now, a highly engaging brand.

About Quéz Media

Quéz Media Marketing, a Minority Business Enterprise (MBE), is a total marketing communications provider. Its technology and creativity enable organizations to implement targeted, personalized cross media campaigns. Quéz Media Marketing also provides online storefronts, data services, website design and development, creative services, print production and fulfillment, tele-prospecting and promotional products. The company is online at QuezMedia.com.

Hightowers Petroleum Co.

Fueling America's Petroleum Needs

Stephen Hightower was named Black Enterprise's Industrial Service Company of the Year. The honor was announced May 16 at the 2013 Black Enterprise Entrepreneurs Conference in Columbus, Ohio. "The CEOs of our Companies of the Year are among our nation's most outstanding entrepreneurs," said Earl "Butch" Graves Jr., president and CEO of Black Enterprise magazine. "They set a

standard of achievement to which all of our Entrepreneurs Conference attendees aspire."

The \$300 million, Middletown, Ohio-based Hightowers Petroleum has grown by more than 25 percent a year over the past three years. The company is flourishing among the Goliaths of Big Oil, and counts Kroger, Ford Motor Co., Duke Energy, AK Steel and General Motors as customers.

Steve Hightower has built one of the region's most impressive organizations by applying his strong tenacity, attention to detail and inherent business acumen. His growing business portfolio consists of three primary businesses;



2013 BLACK ENTERPRISE ENTREPRENEUR OF THE YEAR

Hightowers Petroleum Co. (HPC), Hi-Mark Construction Group and HP Energy.

Hightower leads his enterprise by example. He works tirelessly to build each business unit while traveling across the country working long hours. He instills a sense of urgency and accuracy in his team by insisting that anything can be done today instead of waiting for tomorrow.

Hightower has honed and used his perseverance to his advantage. He engaged General Motors, for four years before he received his first contract with them in 2009.

Hightower is also very engaged in philanthropy, serving causes such as the National Parks Foundation Board, the Board of Trustees for Wright State University Foundation, Cincinnati USA Regional Chamber, Arts Wave Executive Board, the NAACP search committee for its next president, as President of Southwest Ohio CARES Mentoring, and the National Petroleum Council at the pleasure of the President of the United States.

The Hightower family businesses were founded by Steve's parents, Yudell & Elsie Hightower in 1956. From an early age, he worked helping with the family business. At 18, Steve closed his first commercial contract negotiations and his career as a serial entrepreneur as

he began to manage the company's operations. Always looking for the next opportunity, Hightower ventured into construction in 1979, founding Hi-Mark Construction Group.

In 1982, the State of Ohio set-aside its fuel contract to include minority businesses. Steve seized this opportunity and won the bid. This led to the formation of Hightowers Petroleum Co. in 1984 as he became a licensed motor fuel dealer and a carrier for BP Oil. Applying the "Supply-Chain Management" business model he learned as a Ford Motor Company national power-tool supplier, Steve's first enterprise wide client was Cinergy. The ability for HPC to perform opened doors to do business with other Fortune 100 Companies.

Steve's focus is now on building an infrastructure and has formulated a sound succession strategy to sustain the company's growth and secure its future. Additionally, in 2011, HPC appointed its first outside Board of Directors consisting of experts from the fuel industry. "Selling the way your customer buys, not the way you like to sell" is one of Steve's mottos and it underscores his ability to understand his customers' needs and provide them with custom solutions.

Steve Hightower has built one of the region's most impressive organizations by applying his strong tenacity, attention to detail and inherent business acumen. His growing business portfolio consists of three primary businesses; Hightowers Petroleum Company, Hi-Mark Construction Group and HP Energy.

HIGHTOWERS PETROLEUM CO.

"Fueling America's Petroleum Needs!"





Coleman Spohn Corporation

Major Contributor to Cleveland Skyline Expands its Footprint



The Coleman Spohn Corporation, located in Cleveland, is one of Ohio's premiere mechanical contracting companies. Coleman Spohn has made significant contributions to major recent projects that have transformed the skyline of Cleveland. These projects include Progressive

Field, home of the Cleveland Indians; Quicken Loans Arena, home of the Cleveland Cavaliers; and the world-renowned Rock and Roll Hall of Fame.

Coleman Spohn Corporation is a state of the art, full-service mechanical contractor; providing estimating, installation and service of heating, ventilation and air conditioning systems, power and process piping systems, and plumbing services to the commercial, industrial, and institutional sectors of the economy.

Coleman Spohn mixes old-fashioned integrity with the latest in mechanical ingenuity. Coleman Spohn, as it is today, was formed in 1994 by the asset purchase of the Spohn Corporation by ColeJon Corporation.

Founded in 1911, Spohn Corporation grew from a two-man residential heating company to become one of the leading mechanical contractors in Northeastern Ohio

and surrounding states. The ColeJon Corporation, founded in 1976, designed, installed and maintained state-of-the-art mechanical systems for high-rise office buildings, hospitals, utility complexes, and governmental centers. Coleman Spohn forged the unique qualities of these two firms into an iron-clad commitment to performance and client satisfaction.

Born in a small town in South Carolina, Lonnie Coleman, President and CEO of Coleman Spohn Corporation, worked as a pipe fitter before founding the company. He was turned down several times for small-business loans, but once he received financing, he began building one of the most successful minority-owned businesses in Northeast Ohio.

Coleman Spohn has grown steadily since its formation and now employs over 60 highly skilled professionals. When Coleman and his business partner



“It’s about the ‘empowerment circle’. The more empowered people we have in the circle that continually empower others, the larger the circle will become and the better our community will be.”
- Lonnie Coleman

at the time founded ColeJon, it was a challenge to obtain financing. We were told on more than one occasion that we would not survive six weeks,” Coleman stated in an article published in Inside Business magazine. “Thirty-four years later, we’ve survived and have a story to tell.”

Today, Coleman Spohn continues on a path of growth and expansion. The company has a satellite office in Columbus, Ohio, securing major projects such as a prime contract on the Ohio State University Medical Center Expansion project.

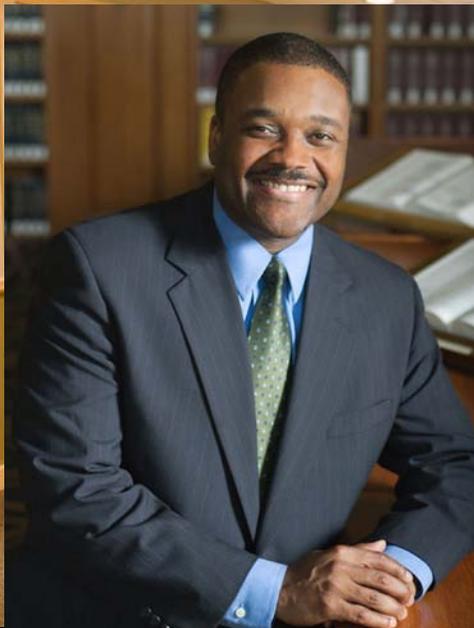
Lonnie Coleman is a respected leader in the business community. He has served a yearlong term as president of the Mechanical Contractors Association of America. The Mechanical Contractors Association of America is a Washington D.C. based trade association representing 2,200 contractors in 82

chapters throughout the United States. He is also a member of the Presidents’ Council. A group of African American CEO’s focused on wealth creation and economic development in the African American community.

“I am fortunate to have seen some degree of success by way of hard work and perseverance, and this is why my work with The Presidents’

Council is so important me. I believe that those of us who are successful, have a duty and responsibility to be vigilant about expanding opportunities for others,” said Coleman. “It’s about the ‘empowerment circle.’ The more empowered people we have in the circle that continually empower others, the larger the circle will become and the better our community will be.”





Intelligent Office

Otto Beatty III Opens Intelligent Office in Downtown Columbus

Otto Beatty, III the owner of Intelligent Office (Columbus) is pleased to announce that his downtown Columbus location is now in full operation. Virtual Office is a virtual office facility providing services for mobile executives, small businesses, professional services firms, and independent contractors. The location is owned and operated by OMSDC MBEIC Vice Chair and serial entrepreneur Otto Beatty, III. Beatty shared that he opened Intelligent Office because, “succeeding in business today requires flexibility, efficiency, and professionalism. Intelligent Office provides access to comprehensive communications, staffing and office solutions to help minority and other businesses thrive.”

Research by Intelligent Office has shown that today’s workforce wants

more mobility and freedom, greater flexibility in hours, and a work-life balance. Additionally, professionals have expressed a desire to work independently or as an entrepreneur, rather than in a large corporation. Modern technology and the virtual office concept make it much easier to achieve all these aspirations. Intelligent Office’s business suites, virtual offices, shared conference rooms, remote receptionists, and intelligent assistants (virtual assistants) can provide support for entrepreneurs, mobile executives, professional service firms, independent contractors, satellite offices, and small and home-based businesses.

“The opening of our new office means that downtown Columbus’ entrepreneurial and professional community now has access to

invaluable resources and a greater variety of working options,” said Otto Beatty, Managing Director of Intelligent Office Columbus. “Wherever you are in your business lifecycle – whether just starting out or expanding – our comprehensive suite of virtual office solutions and easily accessible downtown location gives businesses and independent workers what they need; the ability to work anywhere professionally.”

Virtual office solutions can help businesses save on overhead costs and gain flexibility while projecting a professional presence. The scalable services are all a la carte

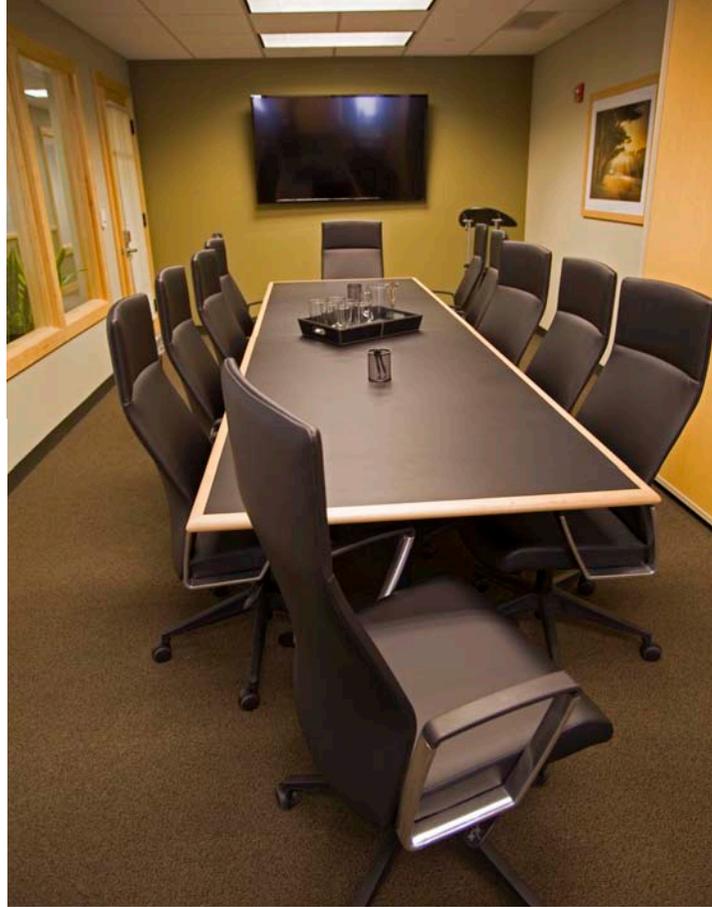
“Our comprehensive suite of virtual office solutions and easily accessible downtown location gives businesses and independent workers what they need; the ability to work anywhere professionally.”

- Otto Beatty, III





Intelligent Office
Work Anywhere...Professionally



and customized to one's needs, so clients only pay for what they use. "It changes the long-held notion that you need to be at a fixed place for the day to get work done. With the right tools, you can be productive anywhere," Beatty continued. Beatty wants the utilization of their services to have a tailored suit approach. "We lease our offices, workstations, and conference rooms by the hour, day, month and annually to our members. Companies also can rent a mailbox at our facility and receive a (614) business phone number to establish a Downtown Columbus Ohio and HUBZone presence. Additionally,

our Columbus-based virtual assistants can answer calls from your customers, answer basic questions about your business."

Beatty is excited about his new business because it is part of his passion. Beatty stated, "I like to refer to myself as a Go-Giver. I have a strong passion for helping other businesses and helping those who seek to become entrepreneurs to be successful. Virtual assistants and virtual offices represent a new way for entrepreneurs and mobile professionals to grow and expand their businesses, enhance their professional image, and increase

customer service. Furthermore, utilizing a virtual business model can reduce your overhead and control fixed costs. As evidenced by the Black Enterprise Conference selecting Columbus two years in a row, Columbus is a great place to do business and Intelligent Office is a great vehicle for more people to do business in Columbus."

The Downtown Columbus office is located in the 175 on The Park Building overlooking Columbus Commons Park. Tours can be arranged by visiting the company's website www.columbusdowntown.intelligentoffice.com





Che International Group, LLC

A MULTI-NATIONAL HOLDING COMPANY

- Strategic Acquisitions
- Alliances
- Joint Ventures



Che International Group

Christopher Che Leads Strategic Acquisitions and Achieves Extraordinary Growth



Christopher Che is a progressive, innovative MBE who has had major success as a corporate supplier, community leader and has influenced his community through civic participation. In recent months, Christopher's accomplishments have afforded him an opportunity to be interviewed on Fox News Business show for his role on President Obama's Jobs and Competitiveness Council. During the show he shared with the Fox News audience that there is "no silver bullet that will change the economy and grow jobs." Che stated, "the public sector and the private sector will need to work together and the private sector needs to take the lead."

Additionally, Che was nominated by the White House and received one of only four Outstanding American by Choice awards from the Citizenship and Immigration Services (USCIS). In a recent interview Che stated, "I am humbled to be a recipient of this prestigious award. I know that if you work hard in America and live with integrity and a commitment to your country, you will succeed."

Recently, Che was featured on the (BE) Black Enterprise show as the Minority Business of the week. It should be noted, Che International is a 100-percent minority business enterprise and is a certified MBE with the Ohio Minority Supplier Development Council



(OMSDC). Che serves on many boards including the OMSDC Board of Directors as the Vice Chair for the Dayton Region.

"I believe very strongly in giving back to the community through direct involvement," said Che. "In addition to serving on President Obama's Jobs and Competitiveness Council, I'm a board member of the Ohio Chamber of Commerce and other regional business groups, including the OMSDC. I consider my roles in these groups both a privilege and an obligation." Che's commitment to the council was recognized during the 2014 SCOMSDC Gala when he was presented the MBE of the year award for outstanding commitment and participation with the council.

Che received a Bachelor of Science in accounting from Wilmington College and received a Master of Accounting from Miami University. Che was born in Cameroon, a country located in West Central Africa. He arrived in America in 1980 and was naturalized as a U.S. citizen in 1995. Christopher has used his education and vast work experience to become one of the nation's largest and most progressive MBEs.

After more than 20 years of working in high-level financial and executive management positions, Che established the Che International Group in 2005. The Che International Group is headquartered in Cincinnati, OH and is a multinational holding company that specializes in acquiring, supporting and aggressively growing subsidiary companies. Its subsidiary companies are designed to span across diverse industries in order to serve a common customer base by offering total solutions.

In 2007, under Christopher's visionary leadership, the Che International Group successfully acquired Hooven-Day-

ton Corporation (HDC) as its first wholly owned subsidiary company, which Christopher is also leading as president and CEO.

Headquartered in Dayton, Ohio, Hooven-Dayton Corporation (HDC) is a 77-year-old innovative supplier of high quality, flexographic and digital labels, coupons, short run flexible packaging and specialty printing. Specialty offerings include: lottery bet slips and receipt rolls; coinless casino slot machine tickets; high end special effects; variable data; numbering; and barcodes (including 2D, QR Codes and MS Tags, variable or static). Their products offer superior value, performance, and durability.

In its continual quest for exponential growth, Hooven-Dayton Corporation purchased Benchmark Graphics, a 35-year-old pressure sensitive labels and tags company, in 2011. Now, HDC has two scalable, state-of-the-art manufacturing facilities—one in Dayton, Ohio, and one in Richmond, Indiana.

Also, in 2011, the Che International Group acquired its second wholly owned subsidiary company, Digital Color International, LLC (DCI). DCI is a 20-year-old provider of fully integrated, innovative printing and marketing solutions. DCI is headquartered in a 40,000 square-foot facility near downtown Akron, Ohio, and specializes in producing high-quality retail displays, packaging and folding cartons, and offset print and finishing.

Che's third subsidiary company, Cog, LLC, is a customized Graphics Production Solutions firm. Under Christopher's leadership, CIG, HDC, DCI, and Cog continue to experience exponential expansion through acquisitions and organic growth. From a base of one employee in 2005, CIG now has over 160 employees.



Shellee Fisher Photography

Image is Everything & Imagery Sells

Through the years, the world has transitioned from a predominately text based society to a visual language society, forcing professionals and businesses to react and now speak this “visual language” from a personal and a corporate perspective.

“Whether you are a business owner, a small enterprise or large corporation, the visual imagery that represents you has an impact on

your brand and people’s perception of who you are, what you can do and how much they are willing to pay for your products or services,” says Shellee Fisher Davis, Founder and Owner of Shellee Fisher Photography & Design, LLC. “We are hardwired to prefer visually communicated information. As a businessperson, you have a story to tell. With professional photographs, you will be able to tell your story

to detail to capture the brand image of her clients. Her artistic approach, technical ability, professional demeanor and business integrity provides not only for a great experience but a superior product.

“Shellee is one of the most sought after photographers in our region,” said Darryl Peal, President of OMSDC after awarding Shellee the SCOMSDC Class I Supplier of the Year in 2012. “Shellee brings

events and memories back to life with her incredible ability to capture moments through her photography. We use Shellee to capture many of the Council’s events and programs annually. She brings quality service and delivers great photographs for any occasion.”

Shellee Fisher Photography & Design is also certified as an MBE with the State of Ohio and City of Columbus, and a

WBE with the Women’s Business Enterprise National Council (WBENC).

“Whether you are a business owner, a small enterprise or large corporation, the visual imagery that represents you has an impact on your brand and people’s perception of who you are, what you can do and how much they are willing to pay for your products or services.”



more effectively to a world where attention spans are short, and everyone is constantly bombarded with information.”

“Image is Everything & Imagery Sells,” is the foundation that Shellee continues to build upon in her company. Whether working with savvy professionals updating their executive portraits or documenting a special event, every image must make a statement. That’s why Shellee is known as a ‘visual image maker’. From executive or group portraits to event coverage or corporate marketing imagery, Shellee lends her creative eye and attention





SAVE THE DATE!
CERTIFY, DEVELOP, CONNECT, & ADVOCATE



OHIO BUSINESS OPPORTUNITY FAIR

MONDAY, JUNE 2 THROUGH
WEDNESDAY, JUNE 4



THE GREATER COLUMBUS CONVENTION CENTER | 400 NORTH HIGH STREET | COLUMBUS, OH 43215
FOR MORE INFORMATION, VISIT WWW.OHIOMSDC.ORG

New Visions Group

Engaging a Government Relations Firm Reaps Many Business Benefits



Potential customers frequently inquire about the utility, purpose and advantages of hiring a governmental relations (or lobbying) firm. Selecting a progressive and well-connected governmental relations firm can have a significant impact on business advancement and positioning an organization to build relationships with new stakeholders, business partners and public officials.

One of the most important assets a professional government relations firm can offer its clients is a network of contacts and relationships in the communities in which they do business. Effective lobbyists maintain

a variety of government, industry and business relationships.

Lobbyists know and understand the agendas and interests of state agencies, municipal government entities and other policy and decision makers. A professional government relations firm has the credibility to open doors for their clients' issues to be heard by groups and individuals who can move those issues forward.

Working with New Visions Group affords an organization several advantages, including:

- Professional assessment of current issues and the ability to provide targeted communication to decision makers.
- Expertise in legislative strategy and tactics to facilitate legislation through the process.
- Understanding of how legislation is formulated and ability to craft effective language.
- Ability to monitor the legislative process in an efficient and accurate manner.
- Knowledge of the local or state political climate and how to effectively and appropriately employ leverage affecting issues.
- Cost-effective freedom for the client organizations to focus on the core of their business while having experts handle policy issues on their behalf.



- **Contacts, contacts, contacts:** A professional consultant has contacts in all the right places to afford their clients access to decision makers.
- Representation in the center of political influence, advocating for key interests with a daily presence at the state capital and city hall while building credibility and demonstrating the client's commitment to an issue.

Derrick R. Clay is a Statehouse and municipal lobbyist and is partner at New Visions Group, a government affairs firm based in Columbus. www.newvisionsgroup.com

One of the most important assets a professional government relations firm can offer its clients is a network of contacts and relationships in the communities in which they do business. A professional government relations firm has the credibility to open doors for their clients' issues to be heard by groups and individuals who can move those issues forward.

CTL Engineering, Inc.

President & CEO C.K. Satyapriya Receives Immigrant Entrepreneur Award

C.K. Satyapriya, PE, President and CEO of CTL Engineering, Inc. (CTL) was the recipient of the TiE Ohio 2013 Immigrant Entrepreneur Award. Satyapriya was presented with the award during an awards ceremony on September 19, 2013 at the Ohio College Library Center (OCLC) in Dublin, Ohio.

TiE Ohio, the Ohio chapter of The International Entrepreneur, created this award to recognize the achievements of international entrepreneurs helping to reshape and rebuild Ohio's business landscape and to highlight how international entrepreneurs contribute to the local economy. Finalists for the Immigrant Entrepreneur award were evaluated based on seven criteria: entrepreneurial spirit, innovation, personal integrity, financial performance, strategic direction, market impact, and social responsibility.

In response to the recognition, Mr. Satyapriya said, "I am honored to be the recipient of this award. I would like to dedicate this award to the employees of CTL Engineering as thanks for making my job easy, and to my wife who has brought up three wonderful and accomplished children. The award is also a testament to this great country where you are recognized for your achievements irrespective of your origin, race and creed."

Formerly known as Columbus

Testing Laboratory, CTL was established in 1927 as a private, independent engineering and testing laboratory. Initially, CTL focused on soils, foundation engineering, and construction testing and inspection services. In recent years, the company expanded its services to the metallurgical, non-destructive testing, mechanical, mining, roofing and environmental

service industries.

CTL regularly performs services throughout Ohio, the Midwest and Mid-Atlantic. In addition to the corporate headquarters in Columbus, the company has regional offices throughout Ohio, Indiana, West Virginia, and abroad in India.



“The award is also a testament to this great country where you are recognized for your achievements irrespective of your origin, race and creed.”

- C. K. Satyapriya

Northstar Contracting

On An Upward Trajectory in Cleveland



Stephen and Pam Coleman are laser focused on success. Even when faced by adversity, they kept their eyes on the prize and landed an opportunity that helped to catapult their business. In 2009, their company lost a bid on a much sought after contract with the U.S. Army Corps of Engineers. However, that did not stop the Colemans. They went back to the U.S. Army Corps of Engineers and asked why their bid was not selected. After further review, the U.S. Army Corps of Engineers determined that they were in fact the most qualified candidate.

The Colemans always believed they were perfectly suited for the work and knew they had the capacity to fulfill the contracting needs of the Army Corps of Engineers. The work was set-a-side for a Veteran owned company. Their company, Northstar Contracting, met important criteria as a veteran-owned business and could demonstrate its competency to do the work. In contrast, the job was granted to another firm who was not a certified Veteran owned business.

“We were the second bidder on the contract,” stated Pam, who serves as Northstar’s director of office management and human resources. “We protested the award, because the first bidder was not a legitimate veteran-owned company. It took about six months, but we were eventually awarded the project.”

The lesson they learned was to never give up. In a recent interview Pam stated, “We fought to get a

project we knew we were eligible to compete for, and we got it after the Corps investigated and found we were right. It was a time when we had just finished a big project, and we really needed the work.”

Since then, the trajectory for the Cleveland-based Northstar has been onward and upward. Northstar was founded in 2006, and the Colemans describe opening Northstar as taking a leap of faith. The Colemans started Northstar in the middle of a recession. In spite of the severe downturn in the economy, Northstar has continued to grow in revenue and in capacity. Currently, Northstar employs an average of 25 to 30 people.

“I never doubted that Northstar would be successful,” stated Stephen. “I just questioned how fast we would realize success.”

Despite the company’s success, Northstar has faced its share of challenges. Gaining access to capital has been one of those challenges. “The biggest challenge we faced was the banks,” stated Pam. “We understood that in the beginning, when you’re trying to get a line of credit and don’t have any experience, the banks don’t want to lend. However, the Colemans relationship with banks during their early years was a challenge. “They helped us,” she says of Northstar’s initial banking partner, “but every step of the way we felt they were not really working for us.”

Finally, Northstar enlisted the help of Huntington National Bank, which three years ago made a public commitment to lend \$4 billion to small businesses and create innovative ways to help small business owners succeed. Huntington National Bank is a corporate member of the Ohio Minority Supplier Development Council and Marlon Moore, Vice President of Supplier Diversity represents Huntington on the OMSDC Board of Directors.

“They had a borrowing need that their current bank wasn’t able to fill,” recalls Jeffrey Standen, Huntington’s Senior Vice President and Business

Banking Market Manager. “When we spent some time with them and began to understand their business, we were able to provide a solution with the help of our SBA team. In fact, we acquired all their business and personal banking.” According to the Colemans, the partnership with Huntington has made a difference and is helping them grow their business.

“If you compare our numbers from year to year it will reflect that our numbers doubled the second year, and the third year we almost doubled those numbers,” stated Pam. “So it’s been steady growth, and it’s a lot of repeat customers.” The Colemans believe that leveraging relationships and available resources are the keys for any new business starting out. “Surround yourself with experienced people and establish a relationship with mentors,” Stephen advises. Pam agrees, adding that relationships are everything.

Both Stephen and Pamela have rich work histories. However, neither Pam nor Stephen had previous experience in construction. Stephen, the company’s President, spent more than 20 years in the U.S. Navy, including four years as a Navy SEAL and several years at the Pentagon, working for the Department of Defense Acquisition, Technology and Logistics. Pam spent 20 years in the Air Force, the last 10 of those in government contracting.

After his 2003 retirement, Stephen spent three years working in Washington, D.C., for private industries. However, with three children, the Colemans decided Washington, D.C. was not where they wanted to raise their children. Consequently, after Pam’s retirement in 2006, the Colemans moved to Cleveland, her hometown.

The Colemans planned to start a business after their retirement, and their firsthand knowledge of government contracts convinced them that money was available for the right company. After researching their plan, they created Northstar, a

general contractor with a specialty concrete team. Northstar is a unique business. Northstar is one of the very few American companies doing pre-cast engineered concrete work for structures such as sewer shafts. As a result, the Colemans work has received international attention. In a recent interview Stephen stated, "We have people from Canada, Europe and Japan coming to Northstar to discuss our work."

When the Colemans opened their business, they reached out to family members who already had skill, knowledge and great expertise in the field. Pam's father and brother were already working in housing construction. "My brother (Phil Hathcock, who now manages Northstar's concrete team) had worked for one of the few companies in the specialty concrete field. He joined us and brought a couple of employees with him."

"We surrounded ourselves with people who knew general construction," Stephen says. "We did

lots of research."

Across the country, aging underground infrastructures such as tunnels and sewers are scheduled and will desperately need to be repaired and or replaced. This reality has made Northstar a much sought after contractor because of their previous experience doing the work. However, the Colemans say they want to grow both sides of the business. Their most prominent contracts testify to a balanced portfolio of work.

Currently, Northstar is a subcontractor on the Euclid Creek Tunnel in Cleveland, a project set for completion in 2014. The tunnel is part of the \$3 billion plan by the Northeast Ohio Regional Sewer District to meet federal Clean Water Act requirements during the next 25 years.

Northstar is the general contractor for a new \$18 million flagship building for the NASA Glenn Research Center. The new 97,000-square-foot structure is NASA Glenn's first new building in 26 years and the first step in consolidating its campus.

Northstar's most notable work that will influence both history and culture is its work on the 350,000-square-foot National Museum of African American History and Culture, which is set to open in 2015 in Washington, D.C. The National Museum of African American History and Culture will be a place where all Americans can learn about the richness and diversity of the African American experience, what it means to their lives and how it helped us shape this nation. Devoted exclusively to the documentation of African-American life, art, history and culture, the museum will prominently feature a bronze and glass-panel façade known as the Corona. Northstar is constructing and installing the Corona, which will hang from the top of the museum with no intermediate support. The project requires Northstar to produce more than 3,000 panels. "It's a huge project and its part of history. We're very proud to be a part of it," stated Pam.

Nu Tek Steel



Sarah Bates has risen to the heights of establishing a Woman/Minority owned steel business, Nu Tek Steel, LLC. After many years of hard work, and of being labeled a world class "steel magnet" and entrepreneur, Bates has positioned herself to work in a comfortable and affordable manner. Being centrally located and having all the latest technical equipment, Nu Tek Steel

is capable of "Do It Right... Make It Happen", which has always been Bates' motto. Bates has the knowledge and technical support to manage the steel supply for any steel end user's needs.

Bates realized that redeveloping how a company does business determines whether it will survive. Leadership is extremely pertinent but it takes team work to get the job done.

Additionally, supplier diversity is important to Bates and Nu Tek Steel. The company's supplier diversity strategy is focused on a few key areas: implementing innovative supplier diversity sourcing strategies; engaging prime suppliers; increasing education and training for suppliers; and engaging employees to improve processes and measure performance.

Sarah Bates is an active and respected member of over 14 business organizations and is a firm believer in giving back to the communities in which she conducts business.



TriVersity Construction

TriVersity's Leader Is Driven By Strategy



Mel Gravelly, President & CEO of TriVersity Construction, has an easy smile and a manner of engaging friends, clients and stakeholders that is personal and personable. Make no mistake he is also driven by a focus on strategy. Gravelly became the leader of the company in 2011 and now leads the ninth largest commercial builder in the Ohio-Kentucky-Indiana tri-state region.

TriVersity offers construction management, general contracting and design build services. The company portfolio spans the industry and is fueled by a diverse and empowered team of professionals who strive to create vibrant communities.

When asked about the secret

sauce behind the growth and success of TriVersity his answer is quick at hand: "Strategy, the discipline to follow the strategy, the ability to execute and the talent to make it all work." Everything about Gravelly inspires confidence and trust. "Our business strategy is focused on us continually becoming what our customers will need us to be to meet their evolving needs."

He also runs an organization that creates opportunity for every employee. "We hire great people, align them with a strong strategy and give them the tools they need to create success," Gravelly states. TriVersity's growth over the past two years speaks directly to that point. Gravelly identified the company's core leadership group, together they created a strong business strategy and gave the rest of the team the tools they needed— netting a higher profit margin and a nearly 25% growth in talented employees in 2013 alone.

Gravelly graduated from the University of Mount Union with a degree

in computer science and business finance. He has an MBA from Kent State University and his doctorate in business administration and entrepreneurship from The Union Institute and University. Although by almost anyone's standards, Gravelly has had his share of successes, he tends to minimize his personal accomplishments because he knows there are lots of lessons to learn from others and from his own failures.

Gravelly knows the value of hard work and is not afraid to roll up his sleeves. "We have surrounded ourselves with people who are talented, committed to success and strive to do more, do better," he comments. "It is a joy to come to work every day because I always learn something new." The work TriVersity does with several prominent organizations in the



TRIVERSITY
CONSTRUCTION GROUP

CM-GC | MBJ CONSULTANTS, INC. | MESSER CONSTRUCTION CO.

Building Opportunities through Diversity and Inclusion



Hollywood Casino Parking Garage - Lawrenceburg, Indiana

region such as Cincinnati Children’s Hospital Medical Center, Procter & Gamble, and Toyota provides a diverse set of opportunities and

IBM, co-founded an engineering firm, pursued multiple degrees and launched an entrepreneurial consulting practice. “I have always



challenges that the entire TriVersity team uses to innovate and truly improve the customer experience.

There is no typical work day for Gravely just like there is no typical career path. He worked at

had the support of my family, as well as great mentors and business partners who have encouraged and pushed me to be my best.”

Gravely’s business acumen includes being the founder of

The Institute for Entrepreneurial Thinking, Ltd., a think tank with a mission to improve the results of minority business development. Gravely has also authored eight business books on entrepreneurship, his latest *The Capacity to Succeed*.

Gravely is an active civic leader. He currently serves as the Chair of the Board of the Cincinnati USA Regional Chamber. The Chamber is the fifth largest in the United States and is the leading voice of business with more than 5,000 members in a 15-county region. “There is strength in those numbers and, also great responsibility,” states Gravely. “The Chamber mission formed 175 years ago, ‘making great businesses greater,’ still guides the organization today.”

PAK/TEEM, INC.

New Leadership in Industrial Air Systems Technology



Icy Williams is constantly turning her experience into opportunities. Since retiring from Procter & Gamble as the supplier diversity leader in 2010, she has worked diligently to improve sustainability performance in the supply chain. Icy spearheaded sustainability innovation that resulted in a full product line of proprietary e-learning

programs and software applications as co-owner, President and CEO of ACF Enterprises LLC. Now Icy has taken her vision and leadership skills to a new level by acquiring a company that offers a unique blend of engineering, design and fabrication of equipment to contain, capture, convey and collect dust generated by consumer product manufacturers.

Icy and her husband Clarence Williams have purchased 100 % of the assets of PAK/TEEM, INC. and all of its subsidiaries; Air Filters and Equipment, Pak/Teem Technical services, Inc. and Pak/Teem International, Inc. The PAK/TEEM Acquisition Company, Inc. (dba PAK/TEEM, INC.) provides supply chain business solutions for a broad spectrum of industrial clients. The purchase offers

an opportunity to transition the company to a “family” owned business providing legacy to children and grandchildren.

PAK/TEEM was founded in Cincinnati, Ohio 25 years ago, providing engineering and design services. Over the years, the company’s engineering, design and custom fabrication business has led into development of number of standard product offerings related to the company’s core business strength, industrial air systems.

Today, PAK/TEEM, INC. is recognized nationally and globally as a dust control technology leader and a single source provider of industrial air systems to the global consumer products market.



Price Builders & Developers, Inc., LLC



David Price is Chief Executive Officer of Price Builders and Developers Inc., LLC, a certified minority business enterprise providing general contracting, waterproof restoration, green/safe construction, and management consulting work

Green State University, Cleveland State University, Lorain & Cleveland City Schools, and hospitals like the Cleveland Clinic, University Hospital, and Summa Healthcare Facility, to name a few. Other commercial/ industrial construction endeavors have included parking garages, water treatment plants, and restoration and renovation of historical buildings including the new Horseshoe Casino.

Price Builders & Developers has also demonstrated success as a construction supplier, general contractor, design build consultant, union contractor, and signatory for the Machine Operators, Specialized Waterproofing, Iron Workers, and Masonry unions. An entire division of Price Builders is devoted to safety training and safety seminars that fill the niche need of small businesses that need to be certified, registered, and trained in regulations to perform on job sites.

with state agencies. David Price is one of the first minority contractors in Ohio to receive this contract and successfully meet all standards; and in return he vets and incorporates MBE/EDGE, FBE, SDVOB, and other disadvantaged businesses into these projects. Job Order Contracting (JOC) provides checks and balances for public construction jobs which details how tax dollars are used on these jobs. The JOC program is an indefinite quantity construction contract in which the procurement process takes weeks rather than months and saves 8-15% over traditional procurement methods. Through the JOC contract, Price Builders is able to work on new construction, renovation, maintenance, and alteration (RM&A) projects and co-op purchases. Not only is the size of RM&A projects unlimited, but the contractor is able to provide yearly maintenance programs for the facility as well. The JOC program allows Price Builders to quickly get to the site, assess the project, and complete the project more efficiently with comprehensive project management beginning to end.

JOC provides transparent, pre-priced, in-place construction that has a firm pricing until the task catalog gets updated. This allows for greater budget management and saves money on the overall project, ensuring that tax dollars are spent more effectively. Along with saving agencies man hours and money, the JOC program puts the owner in greater contractual control and keeps the owner involved in the project. This allows the contractor to have a greater knowledge and history of the site and could thereby tailor the work to the needs of the building, which creates a higher-quality finished product.

While minorities have not generally been given the opportunity to be a prime contractor, Price Builders has broken these barriers

An entire division of Price Builders is devoted to safety training and safety seminars filling the niche need of small disadvantaged businesses that needed certified, registered, and trained in regulations to perform duties on job sites.

for residential, commercial, and industrial projects. Founded in 1999, it has become a multi-million dollar company. hHadquartered in Cleveland, OH, the company has worked on a number of the most significant new commercial buildings in the region, including those at The University of Akron, Youngstown University, Kent State University, Case Western Reserve, Bowling

Mentor and protégé programs and seminars have been part of Price Builders since its inception. Price Builders has over the years consistently incorporated green, eco-friendly, and energy-saving products, including Bio-remediation, Microbial, and LED products.

In 2013, Price Builders was awarded Ohio's JOC state contract and has gone on to work successfully

and now serves as a prime contractor through the JOC program. Price Builders has found great success with this program by putting the client first and providing top-level customer service, while having the wherewithal to utilize the state contract to its full extent. JOC has opened the doors to leverage the State of Ohio's jobs and 15% compliance, with a proven plan to succeed.

David Price has also had many achievements outside the office. He has supported several charities, some of which include Wigs for Kids, SIDS Network of Ohio, March of Dimes, the Eddie Johnson Foundation, the Wilson-McCormick Scholarship Program, and the NFL Alumni Association. Price has also provided strong academic and scholastic support for minority college students by establishing

a cooperative network among 25 Greek organizations, which resulted in charter agreements for four fraternities and four sororities representing 780 students on a 6,000 member campus. At Slippery Rock University, Price created an



endowment scholarship for the Slippery Rock football players. He also developed and instituted a special project for the Y.M.C.A, where he served as a community sports consultant to create a citywide soccer

program. This program served 87,000 residents, and successfully established a tournament tested program (1st in the division, 3rd in the state) that had over 1,000 participants within two years of its inception. He also started the Shawnee High School soccer program, which is located outside Lima, Ohio. David, as chairman of the Finance Committee, was able to successfully avoid potential loss in fiscal funds for three county budgets and two Mental Health/Retardation Boards which led to the revision of a 10% appropriation cut and increased available funds by \$500,000 to each agency. Price was also the keynote speaker for the 2006 Construction Developers Seminar presented by The Office of Small and Disadvantaged Business Utilization held in Albany, Georgia.

Best Upon Request

Unleashing the Potential of Each Day

With a less stressed, more engaged and happier workforce, companies perform better and retain top talent. For 25 years, Best Upon Request (BEST) has been helping organizations across the country achieve this by providing on-site concierge services.

Concierges take care of employees' to-do lists and eliminate distractions so employees can focus on what matters most, be more productive at work and have more time to re-energize.

In 2013, BEST partnered with four innovative organizations who saw the value of investing in their people and customers.

Last spring, Cincinnati Children's Hospital Medical Center started offering concierge services to their employees and patient families to enhance their experience at the hospital. Another hospital, Havasu

Regional Medical Center in Lake Havasu, Arizona, brought BEST on-site to serve employees and patients. They saw an impressive increase in their patient satisfaction scores after a few months of offering the program.

In May, BEST partnered with Fifth Third Bank to provide on-site concierge services to their downtown Cincinnati employees. Fifth Third Bank is Best Upon Request's first client in the banking industry and marks an exciting step towards gaining business in the financial sector and opening the door for future growth. Throughout the procurement process, Fifth

Third Bank worked with BEST to incorporate new internal best practices for risk management, increasing BEST's sustainability as a business. For Fifth Third Bank, a concierge program aligns with their human capital strategies to attract and retain top talent.

In December, BEST added another financial institution by partnering with United Federal Credit Union in St. Joseph, Michigan, the 2013 NAFCU Federal Credit Union of the Year.

Providing concierge services is a tangible way to say, "thank you" to their employees and show how valued they are.

BEST UPON REQUEST®
Unleashing the potential of each day®

Easley Blessed Photography



The only thing constant in life is CHANGE... so be prepared. This is exactly what Steven Easley of Easley Blessed Media has been doing since the business was founded in 2006. Easley Blessed started as a local photography company but in its last 8 years in business has grown into a full service national media company with offices in Cincinnati, Ohio and Chicago, Illinois. Easley Blessed Photography provides marketing strategy conception to design and production

of digital and printed creatives and collateral. The capabilities of Easley Blessed enhances his clients ability to showcase their brand through awe-aspiring imagery, captivating video, or beautifully designed marketing collateral.

Easley attributes his drive to his upbringing in the projects of New York, his two tours of duty in Iraq and recently his most favorite aspect of life... parenting. Easley stated, "the road of life may sometimes be rough and bring many obstacles. Those obstacles may be poverty, educational challenges or an unfortunate disparity of resources. However, working hard to overcome those obstacles has a way of molding ones character." Learning to quickly access a situation, and develop a plan and execute that solution, helped Easley to succeed in breaking the generational chains of poverty that has plagued his family. Now he has taken these same skills and applied them to business.

Easley Blessed seeks to meet their clients' current needs and also

anticipate their future needs and acquire the skills, talented workforce, technology and equipment to service those needs. Over the past four years the addition of mobile app creation, graphic design and layout, social media booths, custom framing and matting, foil printing, embroidery, exhibit and vehicle branding and computer animation are all additions to its service offerings. Easley Blessed has become a one stop marketing organization.

Easley believes where the company "grows" from here is up to his clients and T.I.M.E (Tre, Imani and Mariah Easley). He and his wife J'Nelle, whom he affectionately calls the "Minister of Finance" are looking forward to continuing to serve the needs of their current and future clients. The back of Easley's business card displays his philosophy in the statement, "I served my country because I believed in it, I serve you because you believe in me."



EASLEY BLESSED
P H O T O G R A P H Y

MINORITY BUSINESS FACT

Did you know?

In 2007, blacks owned 1.9 million nonfarm U.S. businesses operating in the fifty states and the District of Columbia, an increase of 60.5 percent from 2002. These black-owned firms accounted for 7.1 percent of all nonfarm businesses in the United States, employed 921,032 persons (0.8 percent of total employment) and generated \$137.5 billion in receipts (0.5 percent of all receipts).

Source: U.S. Census Bureau's 2007 Survey of Business Owners (SBO) and were collected as part of the 2007 Economic Census.

TechSoft Systems, Inc.



Cincinnati-based TechSoft Systems, Inc. is an information systems consulting firm that provides IT staffing, managed services, and hardware/software purchasing. Since 1983, TechSoft Systems has combined the flexibility, stability, and responsiveness of a small company with the technical competence of a large business consulting firm to deliver low-cost, high-quality solutions to its clients.

Clifford A. Bailey, Founder, President and CEO of TechSoft Systems, is proud of the personalized service his company provides.

“TechSoft Systems staff members work with clients to develop solutions together, customizing services to meet customer’s specific needs,” he notes. “We deploy solutions and transfer knowledge to maximize the effectiveness of clients’ hardware and software.”

TechSoft Systems provides companies and nonprofit organizations with application development, systems integration, and networking solutions. Their services range from consulting to creating end-to-end managed services solutions. Some clients take advantage of TechSoft System’s placement services to supplement their IT staffing needs, and others reduce IT costs by outsourcing IT services to TechSoft Systems.

A few years ago, TechSoft Systems began selling IT equipment to small- and medium-sized organizations that needed help purchasing hardware, software, peripherals, and

accessories. TechSoft Systems has built strong partnerships with large computer manufacturers and other suppliers, enabling them to pass along savings to organizations that otherwise would not have access to large corporate discounts.

Bailey adds that during 2013, TechSoft System’s business expanded by bringing on new customers as well as adding new technology and employees. “TechSoft Systems is currently looking at breakthroughs with large equipment manufacturers of PCs and tablets,” he says. While details cannot be discussed at this time, more information will be announced later this year.

“TechSoft Systems staff members work with clients to develop solutions together. We deploy solutions and transfer knowledge to maximize the effectiveness of clients’ hardware and software.”



5 Tips Every Emerging Minority Entrepreneur Needs to Know

For minority business enterprise (MBE) companies that are business-to-business (B2B) suppliers, it can be a challenge to obtain contracts from a corporation.

Featuring Keith Harris,
President & CEO, Kero International



“As the owner of a certified MBE company, I have learned

what’s needed to succeed through trial and error. It’s not easy, or quick,” shared Keith Harris, President and CEO of Kero International. The following tips can help emerging minority business owners gain access to opportunity and grow their business as an MBE supplier to corporate America.

1. Get Certified

Certification is the starting point. Every minority business seeking to be a corporate supplier should get certified by the regional council affiliate of the National Minority Supplier Development Council (NMSDC). In Ohio, this regional affiliate is the Ohio Minority Supplier Development Council (OMSDC). Certification verifies a company’s ownership and control. Being a certified MBE supplier makes your company eligible for supplier diversity programs, and allows corporations to count business with you towards their diverse spend goals. This does not mean that corporate contracts will come pouring in. However, certification opens doors, and can give you access to valuable contacts within corporations that are potential customers.

2. Sell Yourself, Make Connections

You will need to sell your business; the supplier development council will not do it for you. Network in

earnest and with purpose. Connect with the certifying organization and identify upcoming events, especially those designed to connect MBEs with corporate buyers, such as the Ohio Business Opportunity Fair. Meetings, networking events and training courses can be good places to start. Remember, “It’s not what you know or who you know; it’s who knows you.”

3. Be Patient, Yet Persistent

You have to be patient enough to allow people the time to get to know you. Once you’ve satisfied that necessity, you can begin to make basic, early stage sales calls to the appropriate personnel. Many of the buyers that you reach out to are very busy and have lots of suppliers that continually pitch their products/ services. Don’t give up after only a few calls and voice messages.

Persistence is vital to success. “For example, our organization makes a sales call every 3 days to targeted buyers. After 1 month, we take it to the next level. We call every weekday. After 2 months, we will call every day. This includes Saturday and Sunday,” says Harris. “We do not give up until the target tells us that there are no opportunities for us. Even then, we understand that discussion to mean not now! They will wind up on our contact list again.”

4. Engage the Business Community

Getting involved in industry trade and business organizations can be an incredible accelerator to success. Join a committee or advisory board in order to

continue meeting and networking with others in your industry. Opportunities to serve can be a great way to show people what you can do. Most trade and certifying organizations have committees or boards and look for both certified MBEs and corporate supplier diversity professionals to volunteer to help plan, market, educate and steer the agency towards its mission. The connections that you make while serving in a volunteer role can lead to great business opportunities in the future.

5. Participate in Training and Development

Training and development programs offered by organizations like the OMSDC can help position you and your staff for success. Most training programs and opportunities include corporate members as well as MBEs, so these are also good opportunities to network. Many corporate supplier diversity professionals and buyers favor MBEs that participate in training programs, as this is a sign that you are serious about proactively growing your business.

“Get certified, sell yourself, be persistent, engage the business community, and seize opportunities to learn and grow,” said Harris. “If you can strive and succeed in these 5 areas, then you have a better than average chance of accomplishing your goal to secure corporate contracts.”

NO ONE CAN FIX YOU
 A one man show by J.W. Baz with special guests Barbara Fari, Rach

phillips temple cma church young adult fellowship presents

THE JOURNEY

musical illustration of the christian walk from "bondage" to "breakthrough"

FEATURING SQ'air neo-soul gospel recording artists and other incredible musicians, dancers, mimes, spoken word artists, & more!

7.21.12 @ 7:00pm Tickets \$10/ea.

AUTISM SOCIETY A portion of all proceeds will go toward The Autism Society of Northwest Ohio

HEALTH IN THE COMMUNITY

COOKING TIPS

From Chef Michael Mayfield

There are many ways to enjoy fresh raspberries. Try them in smoothies, salads, or as a topping for yogurt.

Use a little extra olive oil when you cook. It adds flavor and helps keep the food moist.

It's important to use a good quality olive oil. Look for one that is cold-pressed and has a high smoke point.

Some oils are better than others. For high-heat cooking, look for a high smoke point. For dressings and dips, choose a high-quality extra virgin olive oil.

THE WILLIAMS BROTHERS

Few gospel groups can equal the Williams Brothers in terms of longevity and popularity. Melvin, Doug, Henry and their musicians travel around the world with their own distinctive Gospel sound, performing to enthusiastic audiences of all ages.

CERT
EMBER 27, 7:00PM
UNITY SUMMIT
NEW ORLEANS
 NEW ORLEANS, LA 70130
 & THE CME UNITY SUMMIT:
 Summit | DONATION - \$27.00
 855-CME-1870 or e-mail: 2012cmeunitysummit@c-m-e.org

Advertisement designed by Leap Graphics www.leapgraphics.com

www.LEAP GRAPHICS.COM

INTEGRATED • MARKETING • STRATEGISTS

ALL ROADS LEAD TO COLUMBUS & THE SCOMSDC OHIO BUSINESS CONNECTION

SOUTH CENTRAL OHIO MINORITY SUPPLIER DEVELOPMENT 2013 EDITION

In This Issue
 MBE Success Stories
 Corporate Award Winners
 2012 Awards Gala
 Obama Care & Your Bottom Line

Enjoy Delicious, Healthy Raw Foods and Support the Animal Rights Coalition!

ecopolitan 8.9.12
 9:00 am - 10:00 pm

DELICIOUS & NUTRITIOUS

SHAPE

your delicious source of healthy nutrition

Enhances Metabolism & Increases Energy

Creamy Vanilla

Revitalife® is a complement to achieving optimal health and vitality. Re-each and every day. All natural amount of healthy carbs. Re with renewed energy and strength.

Revitalife® Smooth
 Revitalife® Smooth is Sanson high caffeine, and frankly contains PowerVibe®, is for performance and focus. Great strength, awesome taste! banana. Revitalife® Smoo and collected.

Revitalife® Start
 Revitalife® Start, with 1 option to the addictive natural and rich in high NEUROBILD®. Scientific NEUROBILD® fosters

Barr & Prevost

Move brings 30 Employees to Dayton Webster Station Business District on East Third Street

Barr & Prevost, a full service geotechnical, civil and structural engineering firm, has opened a Dayton office at 531 E. Third St. in the Webster Station business district downtown. The 26,500-square-foot Dayton location includes a 15,000-square-foot materials testing laboratory in the basement and office space on the first and second floors, with room for the firm to expand from its current 30 employees.

Established in 1992 and headquartered in Columbus, Ohio, Barr & Prevost is a full-service firm specializing in bridge, roadway, traffic, geotechnical and civil/site engineering, as well as surveying and architectural services. The company also specializes in geotechnical drilling and testing, construction inspection, underwater inspection, and materials testing.

"I love being downtown," said Ricardo Brower, vice president. "I

love the entertainment options and being near the ball field. It's very exciting to know that our employees can walk anywhere for lunch and explore downtown and what it has to offer. Working with the City to open our new office has been a fantastic experience. They have been very helpful and accommodating in assisting us with achieving our overall goal of longevity here in the



Central Business District."

The City of Dayton is supporting the new office with a \$70,000 grant from its Development Fund for building renovations and parking upgrades.

"We're pleased to support a professional services firm of this caliber," said Nan Whaley, Mayor, City

of Dayton. "The Greater Downtown Dayton Plan, a strategic blueprint for the future of our center city, was developed to help the City of Dayton attract just this kind of business."

The Downtown Dayton Partnership helped Barr & Prevost find a downtown location through its Site Seeker program, a free, confidential service that connects businesses interested in securing a downtown location with available space. Barr & Prevost was represented by Tracey Herron, Senior Vice President of Sales and Leasing for Equity, Inc., whose office is located downtown.

"Business owners and entrepreneurs tell us the Site Seeker program has been extremely helpful and has streamlined their location search," said Sandy Gudorf, President of the Downtown Dayton Partnership.

Mosaic Global Transportation

NMSDC 2012 National Supplier of the Year

Mosaic Global Transportation received the 2012 National Supplier of the Year Award from the National Minority Supplier Development Council, at the Gala in Denver. Mosaic was nominated by Johnson & Johnson and AT&T.

Mosaic Global Transportation is an international sedan, limousine and shuttle business, with over 300 vehicles in its worldwide network. Mosaic is a certified minority business enterprise, and has a subscription certification with the OMSDC. Mosaic serves a variety of needs including corporate transportation for Wine Tours, Nights

Out on the Town, Airport Transfers and Shuttle Services. Mosaic also has newer model Town Cars, SUV's, Vans, Limos and Coaches. Mosaic's value proposition lies in its ability to serve as a one stop shop option for ground transportation services anywhere in the world, at competitive rates.

Mosaic has operations in New York, Washington, DC, Los Angeles and San Francisco. With a strong Affiliate Network around the world, Mosaic can provide service in 440 cities worldwide.



APB & Associates, Inc.

Hosts 2014 Conflict Minerals Conference and Global Compliance Conference

Corporate social responsibility, including labor, human rights, restricted substances, trade compliance, environmental guidelines and other supply chain compliance regulations was the focus at the Conflict Minerals Conference on February 19, 2014. The event was sponsored by APB & Associates, Inc., along with co-sponsor, Squire Sanders, and hosted by Corporate College. The firm, along with its partners, will also hold a Global Compliance Conference on June 11, 2014 at Corporate College.

“Over the past five years”, observes APB founder and President, Andre Bryan, a decorated Marine Corps captain, “compliance with international regulations has become a serious issue, and enterprises are being held accountable for the products they sell.”

Two of the newest regulations are The California Transparency in Supply Chains Act, which requires companies to provide details on their websites, about steps taken to remove slavery and human trafficking from their supply chains. The Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010



(Section 1502), is an attempt to stop rebel groups from illegally using profits to fund their activities from the minerals trade (tin, tantalum, tungsten and gold – “3TGs”) in the Democratic Republic of Congo (DRC). It requires manufacturers and service companies to report conflict minerals in their supply chain. The first annual

disclosure to the Securities and Exchange Commission is due May 31, 2014.

The APB & Associates, Inc. Supply Chain Compliance Division helps enterprises develop strategic solutions for supply chain risk management and global compliance. APB is a veteran-owned and minority-owned project management firm that specializes in high quality consulting, training, and compliance solutions to companies that want to solve complex business problems while optimizing their growth potential. In order to support client initiatives, APB customizes practical solutions to help them manage global projects, address unresolved challenges, standardize processes, and attain statutory and regulatory compliance that is also universal in scope.

Bob Ross AUTO GROUP

Celebrating Accomplishments...
2014 Connections Magazine



GLK



1 Loop Rd, Centerville, OH 45459 SR 48 at I-675
1-800-776-7677 / 937-433-2698



CLA



Buick Encore



85 Loop Rd, Centerville, OH 45459 SR 48 at I-675
1-800-776-7677 / 937-433-0990



GMC Sierra



FIAT 500L



91 Loop Rd, Centerville, OH 45459 SR 48 at I-675
1-800-776-7677 / 937-434-0546



Abarth Cabrio



SCAN OR VISIT

www.BOBROSSAUTO.com

MONDAY - THURSDAY 9:00AM - 8:00 PM | FRIDAY 9:00AM - 6:00 PM | SATURDAY 9:00AM - 5:00 PM



Simply Southern Sides

Claude C. Booker, III, the President and CEO of Simply Southern Sides, is and continues to be, one of the largest and most respected MBE food service providers in Ohio.

"I have personally taken the role and challenge to be the Jackie Robinson for MBEs wanting or aspiring to enter, and compete in the food service arena," said Booker. "There is a lack of African Americans in the industry, so I am committed to giving back. I help MBEs find co-packers, assist in putting their foodservice plans together, teach the importance of MBE certification, provide coaching assistance concerning frozen logistics, brokerage contracts for sales coverage, SKU rational and much more." The most noble part of his mentorship is he does it all for free. Some of the clients he has helped have gone on to sell to many large grocery stores.

Simply Southern Sides produces consistently high-quality, frozen and refrigerated, pre-cooked and seasoned, boil-in-bag Southern side dishes. Their products are served at Historically Black Colleges and Universities (HBCUs), K-12 Schools, military bases, casinos, grocery

stores and restaurants throughout the country.

His fully cooked and seasoned boil in the bag side dishes include: collard greens, turnip greens, sweet potato casserole, black-eyed peas, creamed corn, tomatoes & okra, mashed potatoes, macaroni & cheese, green beans, pinto beans, carrots n butter sauce, white rice, lima beans,



brown gravy and pole beans.

Simply Southern Sides customers include both the public and private sectors. Their clients are the Department Of Defense, The Kroger Company, BI-LO, US Food Service, C&S Wholesale Grocers, Ahold Corporate, Harrah's/Caesars Entertainment, Sysco Foods, SuperValue, and Denny's Corporate.

For the last four years Simply Southern Sides has supplied their side dishes to the US Military in

all Middle East war zones. They currently provide the three core Southern vegetable items for their "Southern Day" menus. The menu is specific to OCONUS (Out Side Continental United States) troops in Iraq, Afghanistan and Kuwait. Their service level of shipped case orders as a percentage of complete order fulfillments has been 99% over the past four years. Their commitment to service and quality has earned Simply Southern Sides recognition as a Top 100 supplier to the US Military for the past three years.

As a corporate food service supplier, Simply Southern Sides also serves as a major supplier to the Kroger Atlanta Division; which consist of 220 stores. Currently, they ship approximately 1400 cases a week to service their high volume hot foods deli counter. The success of this program has recently provided Simply Southern Sides the opportunity to provide corn for all Kroger Banner stores and their Denver stores called King Soopers.

Simply Southern Side's diverse customer base helps sustain the company through shifts in demand. According to Booker, with the drawdown of the troops in Iraq and Afghanistan, the company has had to replace \$600,000 dollars in revenue. "We turned our focus to our Domestic military base sales and increased our footprint in three Georgia bases, Fort Benning, Fort Stewart and Fort Gordon. Additionally, we focused heavily on increasing our presence with our largest opportunity, which is with The Kroger Company." As a result of the new strategy, Booker grew the company's relationship with Kroger by an additional \$500,000.

"I am so very happy to have our brave men and women return home from Afghanistan at the end of the year," Booker continues. "Philippians 2:4 says - 'Let each of you look not only to his own interests, but also to the interest of others.' As far as the





“I have personally taken the role and challenge to be the Jackie Robinson for MBEs wanting or aspiring to enter, and compete in the food service arena,” said Booker.



revenue, I know I will replace it.”

In May of 2012, Simply Southern Sides completed the very intense approval process to become a private label packer for US Foods. US Foods (formerly known as U.S. Foodservice) is one of the USA’s leading distributors. With nearly \$19 billion in annual revenue, US Foods is the 10th largest private company in America and the 2nd largest food distributor in the country. Simply Southern Sides produces their most exclusive brand-Monarch Foods. The Monarch brand has been one of the most trusted food brands in America

for more than 150 years.

Booker offers his experience and expertise to encourage minorities to create a legacy of family wealth by starting family businesses. The food manufacturing and distribution space is very competitive. Consequently, Booker takes every opportunity to help fellow MBEs break into the industry. “I am a direct mentor and business coach for several Ohio minority food companies. Additionally, I receive calls from African Americans from all over the country every month wanting to turn a vision or family

recipe into a business. I have given guidance to more than thirty hopeful entrepreneurs inspired by our story.”

Claude Booker also takes great pride in giving back to the community where he lives. He is a proud member of Omega Psi Phi, Fraternity, Inc. and leads their Christmas Holiday Basket Drive. Booker and his fraternity assemble and hand out 300 holiday boxes to needy families in the Cleveland area. Booker is a Chef Mentor and instructor for TEAM CUISINE. TEAM CUISINE is a NEO Cooks Camp program that mentors, and coaches high school kids in an intense one-week program to help them get into culinary school, preparing them to become the next great chefs. He also serves as an Advisory Board Member of the American Heart Association Power to End Stroke program. Simply Southern Sides has contributed more than 200,000 lbs of food to the Cleveland Food Bank since their inception and has been recognized for the past three years for their exemplary community service.

2014 BUSINESS OPPORTUNITY GOLF CLASSIC

MONDAY JUNE 2
COLUMBUS ZOO SAFARI GOLF CLUB
4850 POWELL ROAD | POWELL, OH



FOR MORE INFO VISIT WWW.OHIOMSDC.ORG



Browne Engineering & Construction

Branding and Lead Development System Improves Hit Rate and Grows Business

In 2013, Brown Engineering & Construction successfully completed a total rebranding of the company, and for the first time in the company's history, put in place a comprehensive lead development system and on going customer loyalty system. The initiative represented a unique investment

professional service firms to create sustainable marketing systems. "The goal was to develop a strong brand that is consistently communicated throughout our business development and marketing efforts, including a new website, logo and corporate identity materials," says Senior Executive of Business

development cost and significantly increased our pool of prospects. Our hit rate (which measures our ability to meet with the key decision makers of our top prospect companies) is greater than 90% as opposed to a prior hit rate closer to 50%."

In addition, these new systems give the business development team the ability to warm call prospects after receiving the lead campaign, which plays a key role in driving the company's close rate. Finally, the customer loyalty system, based on keeping Browne in front of customers all year long through the use of content that customers find valuable, is helping solidify and build long-term relationships with customers. "As the CEO, I wanted to make sure we had all the right pieces in place to meet the company's aggressive growth goals over the next 3-5 years," said Eric Browne. Due to the company's growth objectives, the systems needed to be easily reproducible across different industries and markets and be sustainable as the business expands.



in creating a business development structure that has allowed the CEO, Eric Browne, to get out of the 'weeds' and focus on the strategic direction of the firm.

To assist with the rebranding process and the creation of the new business development systems, Browne hired the marketing firm, Robeson Marketing & Design. Robeson specializes in working with

Development, Byron Stallworth.

The rebranding process included engaging the Browne Leadership Team in a strategic planning process that would move the company from a commodity-based business to a value-based business model. The initiative, while time consuming, has been very successful. "We've consolidated multiple brands into one, which reduced our business

We give owners the peace of mind that their capital projects will run smoothly. Every time.

Browne
ENGINEERING & CONSTRUCTION

B better. Every time.

Cleveland State University

Best-In-Class Leadership Program is Creating Leaders for a Global Economy



AN AFFORDABLE, ADVANCED DEGREE FOR MID-CAREER ADULTS

Founded in 1998, in partnership with business leaders of the Cleveland Roundtable, the Diversity Management Program (DMP) is the first and only master's degree in the country that combines cultural competence and leadership development.

Featuring a skill-focused and dynamic curriculum, The DMP creates leaders who are prepared to tackle the critical challenges of a 21st century global economy. The program is the leading voice in providing up-to-date leadership development content that is research-based and user friendly. Program participants develop and enhance leadership skills for guiding large and small companies, government agencies and nonprofits. Participants develop the presence and critical change leadership and cultural competence skills necessary to successfully lead organizations. Through classroom instruction, hands-on learning experiences and practical real-world application, participants learn the essentials

of harnessing group dynamics and conflict for innovation, and strategically managing competing interests.

The DMP combines the rigorous challenge of scholastic discipline with hands on real-world skill development. Bottom line, the program creates globally savvy leaders for today and tomorrow. To help professionals acquire these skills, Cleveland State University offers a master's degree in Diversity Management (DMP). Working with experienced faculty and top professionals, participants gain the skills to manage change, solve problems and meet the challenges presented by diverse employees, clients and markets.



Cleveland State University
engagedlearning



working together, moving forward

We're all partners for progress in our community.

KeyBank supports many local and national organizations that are committed to diversity. We know that a diverse workforce and supplier base make our communities stronger.

Our efforts start at the top. KeyCorp's Chairman and CEO, Beth Mooney, is the first woman CEO of a top 20 bank, and has made diversity a corporate priority. KeyBank also has been recognized multiple times for our diversity, including the *Black EOE Journal's* "Best of the Best" award for outstanding supplier diversity outreach and being named a *DiversityInc* Top 50 Company for Diversity® four times.

Although there's much more to do, we know that with your help and support we will reach all our diversity goals.

go to key.com/diversity



Tinsley and Associates, Ltd

Tinsley and Associates, Ltd and Aon Cornerstone Partnership



is the leading global provider of risk management, risk and reinsurance brokerage, and human resource consulting and outsourcing solutions.

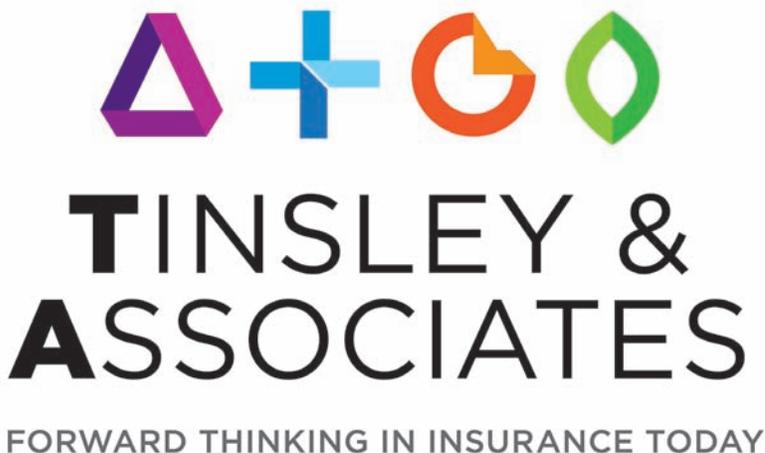
Aon Cornerstone unites the global risk management and human resource solutions of Aon with the local presence and functional knowledge of Tinsley to deliver distinctive value to clients. By leveraging the specialized expertise, broad resources, global network, intellectual capital and best practices of the two firms, this partnership is positioned to deliver strategic, integrated strategies and solutions for managing risk and human resource demands while meeting important diversity and inclusion

imperatives in an increasingly complex global environment.

Through a rigorous vetting process, Tinsley was chosen by Aon Cornerstone as a new addition into their exclusive network of partners seeking to care for existing clients' needs surrounding diversity and exploring new endeavors that would afford global corporations, Fortune 100 companies, and large public entity clients the opportunity to work with a minority-owned firm, while simultaneously giving them the comfort of Aon's extensive global network of resources, support and service.

A "Win-Win" For Clients Looking to Diversify Their Supply Chain

Starla A. McCollum, the President and CEO of Tinsley and Associates, Ltd. announced a strategic partnership with Aon Cornerstone, a business unit of Aon plc (NYSE:AON) that focuses on fostering strategic alliances with minority business enterprises. Tinsley, headquartered in Columbus, is a OMSDC certified MBE firm with extensive experience in the risk and/or human capital industry. Aon plc



By leveraging the specialized expertise, broad resources, global network, intellectual capital and best practices of the two firms, this partnership is positioned to deliver strategic, integrated strategies and solutions for managing risk and human resource demands while meeting important diversity and inclusion imperatives in an increasingly complex global environment.

SFA Architects

Lands First Project in China as Lead Design Firm on Boai Rehabilitation Hospital

The distance local MBE architectural firm SFA Architects is willing to go for their clients just got a lot farther.

The expansion began with a phone call last October from Alan Warner of Architecture Studio, based in Beijing with a local Cincinnati office. Warner reached out to his former business partner, Kim Patton, now Chief Operating Officer for SFA Architects, the largest minority design firm in Southwest Ohio. Warner was looking for a strong design firm to support his company's award of a new 1800+ bed hospital in Weihai, close to Beijing. The Boai Rehabilitation Hospital and Assisted Living project offers a unique coordinated approach to care for the elderly, a growing need for the Chinese population.

Warner and Patton already had a history of expanding the healthcare market in China for American design firms. They worked together for eight years (until 2010), with Patton making 35 trips to China during that time to develop design projects with



Warner. Patton's prior experience working abroad showed him the sales opportunities available for firms willing to learn about, adapt to, and fully embrace a new culture and way of working with clients.

"We started working on these hospital designs immediately," said Kim Patton. "The schedules are shorter and the work is faster." SFA is the lead design firm for the 800-bed senior housing buildings, which will cover 1.2 million square feet. "The Boai Rehabilitation Hospital

expands our market outside the US while developing our healthcare portfolio," says Tom Fernandez, principal in charge of SFA Architects. Construction is expected to begin this fall, "creating an urgency for design documents to move through the architectural and engineering process efficiently. This is our first project in China, and we are excited to see it reach construction and come into form this year," Patton said.



"The Boai Rehabilitation Hospital expands our market outside the US while developing our healthcare portfolio. Construction is expected to begin this fall.

Metaloy

The Industrial Ecology Company

As industries seek ecologically safe approaches to raw material disposal, Metal Alloy Reclaimers (Metaloy), a privately owned, MBE and Ohio-based company has partnered with Covenir Management Group and Evergreen Environmental to establish METPro Recovery in conjunction with Skye Metals.

METPro Recovery identifies sources of spent hydrocarbon industry catalysts containing molybdenum, nickel, iron, titanium and cobalt and delivers these heavy metal containing catalysts to Skye Metals' Marietta facility to produce super alloys and usable raw materials for industries in the US and internationally.

What makes METPro's relationship unique is the collective ability to accept non-hazardous and hazardous (K-waste or F006) materials. A variance was issued by the Ohio EPA that allowed industries to reduce the cost associated with

recycling and disposal. This has created jobs and other opportunities in our region.

METPro Recovery is targeting several energy companies in Northeastern US including ExxonMobil, Phillips 66, BP, Marathon and Citgo to process their hazardous and non-hazardous

leaders within their respective markets, continue to identify and expand environmentally safe solutions for industrial waste.

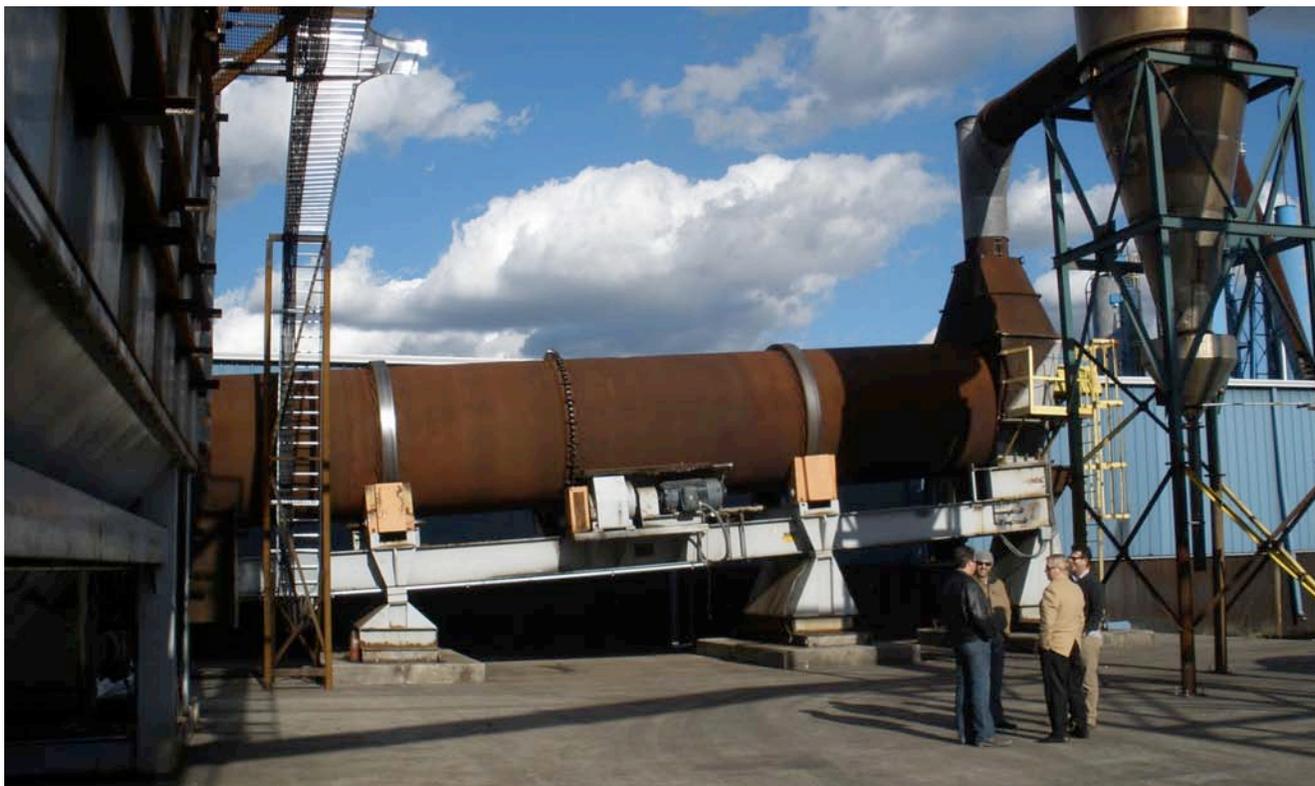
Claude Kennard, Metaloy's President adds, "we are committed to becoming the destination for refineries and chemicals companies in Northeastern US and Eastern



materials. METPro currently works with companies like PM Recovery and ACI Industries to repurpose and process sludges and filter cakes containing heavy metals.

This innovative collaboration is a significant advancement to further the concept of Industrial Ecology as Metaloy, Evergreen Environmental, Covenir and Skye Metals, all business

Canada for their spent catalysts and other industrial byproducts. While companies seek eco-friendly solutions, we stand ready to help reduce customers' dependency on landfills and more costly disposal outlets that might have a negative impact on our environment."





The Ohio MSDC Sets a Goal to Increase MBE Spend by **\$3 Billion** by 2017

In 2013, OMSDC Corporate Members spent over \$5.5 billion with MBEs certified by the Council. On March 5, 2014, the council convened at the Intercontinental Hotel, in Cleveland, Ohio, for The Conversation III. The Conversation program is a forum where the Council's MBE and Corporate Members convene and set new aggressive spend goals and creates strategies to reach the Council's desired increase in those aggregate spend goals. The Conversation is an opportunity

for Certified MBEs and corporate supplier diversity professionals to discuss how we increase minority spend with OMSDC certified MBEs. During The Conversation participants strategized on how to generate new minority spend within Ohio. Those strategies included identifying areas that MBEs have not participated, MBE collaboration to approach corporations, training in operational functions for MBEs to aid in long-term sustainability, and corporate best practices for supplier diversity excellence. Clifford A. Bailey

is President and CEO of TechSoft Systems, Inc. and serves as the Minority Business Enterprise Input Committee (MBEIC) Chair for the Ohio Minority Supplier Development Council (OMSDC). Mr. Bailey created and has facilitated The Conversation I, II and III. Mr. Bailey was recently interviewed about this amazing exercise, curriculum and forum. In the following interview he explains the program, the process and the outcomes.





What is The Conversation?

Bailey: The Conversation is a forum where major corporations and minority business enterprises (MBEs) discuss common goals. It is a structured

conversation that enables participants to create mutually beneficial objectives and develop action steps to achieve those goals.

How does The Conversation differ from other discussions?

Bailey: The Conversation is – first and foremost – a positive, constructive dialogue. One of the ground rules

are anonymous. When this process is repeated multiple times, the idea gets discussed and rated objectively because the originator of the idea is unknown. That’s why the atmosphere is non-threatening to participants – ideas become detached from the creators of the ideas. It provides a way for representatives from corporations and MBEs to participate in a discussion where the focus is on the ideas, not who thought of the ideas.

How did you come up with this format? What led to the creation of The Conversation?

Bailey: Over the years, I’ve had many discussions with business people in major corporations who said they would like to increase their minority spend. At the same time, I was having discussions with MBEs who said they would like to secure more business with major cor-

pleased to say that we exceeded the \$1 billion goal by working together after the first Conversation. The second Conversation continued the progress, and our new goal coming out of the third Conversation is to increase our goal by another \$3 billion, for a total of \$8.5 billion by December 31, 2017.

Has The Conversation been successful? How do you measure success?

Bailey: Corporate spending with MBEs has increased year-over-year in Ohio for the last five years, and I know The Conversation contributed to that. We’ve had very positive feedback from participants, who say the process was an innovative way to rate ideas in a truly objective manner. Through the exercise of The Conversation, corporations and MBEs have found common ground and ways to work together to achieved shared goals.

Ohio Corporations Are Reaching Their Goals by Having The Conversation

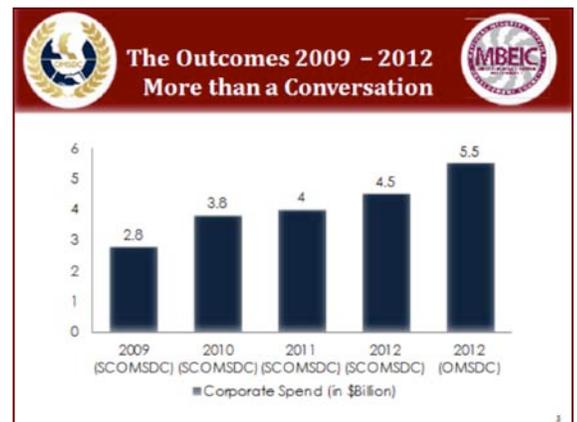
strictly enforced is that comments like “we can never reach this goal” or “that’s completely unrealistic” are not allowed. Secondly, The Conversation enables participants to discuss each other’s ideas in a non-threatening atmosphere. Ideas are literally exchanged and thus are discussed on their merits alone.

How does The Conversation work?

Bailey: The Conversation begins with the moderator telling the group to think of ideas for how to achieve one of the group’s previously established goals. For example, in the first Conversation, we had a goal to increase spending with MBEs by \$1 billion, and we needed ideas on how to achieve that. Each member of the group writes down an idea on an index card and resolves to emotionally detach themselves from the idea. Individuals then find partners, exchange index cards with their partners, and discuss and rate each other’s ideas. In the next step, each individual takes the card they received from their partner and finds a new partner. At that point, the ideas being discussed

corporations. Both sides wanted the same goal, but they expressed frustrations with how the other side approached that goal. I wanted a way for everyone to participate in a discussion that focused on the ideas for achieving goals themselves, rather than the identity of the participants. A literal exchange of ideas on index cards seemed like a simple, yet elegant solution. How did you establish a goal of \$1 billion in the initial Conversation?

Bailey: I proposed, and the South Central Minority Supplier Development Council agreed, that economic indicators said that \$1 billion was necessary to have a significant impact on the minority business community. Even though \$1 billion is small in terms of the overall business activity in the community, we knew we had to start somewhere. I’m





KENT STATE GOES ABOVE AND BEYOND SUPPLIER DIVERSITY GOALS

BY KELLI FITZPATRICK



Veronica Cook-Euell

Continued diversity success at Kent State University has come through the school’s strong relationship with many of its diverse vendors. These vendors’ involvement and feedback have led to a stronger diversity program and an enhanced vendor database at Kent State University.

Kent State University is a true supplier diversity champion among higher education institutions. During the last two years, Kent State has surpassed its Minority Business Enterprise goal of 15 percent. The first quarter of Kent State's fiscal year ended with a total of 15.11 percent minority vendors and the second quarter increased to 21.19 percent. This is fresh off the heels of a November 2013 nomination for the Northern Ohio Minority Supplier Development Council's Corporation of the Year award.

The combined efforts of Kent State and its vendors have resulted in recent accomplishments and long-term success. The SMART diverse vendor database has raised awareness on all eight of Kent State's campuses, bringing accessible and important information to buyers, purchase card holders and architects using the new paperless database available to them. The online database creates an internal capability statement outlining minority and women-owned companies.

"We need to make sure we have good data, and the supplier diversity database was designed to do just that—there is none other like it," said Veronica Cook-Euell, supplier diversity program manager and creator of the SMART database.

Outreach efforts across Northeast Ohio have also led to Kent State's resounding success. Cook-Euell has taken active roles in the community with major inclusion programming. Kent State has promoted minority inclusion through events such as the Global Business Connection, the Commission on Economic Inclusion and the State of Ohio Reverse Trade Fair.

Kent State has brought opportunities directly to campus by hosting several Matchmaker events. These events bring together vendors and contractors with Kent State's purchasers and project managers, resulting in the creation of business relationships and opening the door to possible contract opportunities.

"We at Kent State value supplier diversity and are committed to inclusion of diverse businesses," Cook-Euell said. "We want that perfect world where our supplies are just as diverse as the products and services they provide."

That world may soon be realized as Kent State continues outreach efforts with vendors around Ohio and adds to its growing list of diversity accomplishments.



"Kent State values supplier diversity and we are committed to inclusion of diverse businesses," Cook-Euell said. "We want that perfect world where our supplies are just as diverse as the products and services they provide."

KENT STATE
UNIVERSITY
Excellence in Action

If you are interested in working with Kent State, please register your minority or woman-owned company in Kent State's supplier diversity database at www.kent.edu/procurement/diversity or contact Cook-Euell at 330-672-9195 with any questions.

P&G Spends Almost **\$11 Billion** with MBEs in the Past Decade

2013 President's Award Presented to Dwain Carver
and The Procter & Gamble Company for Regional
Economic Impact



“Their efforts to utilize diverse businesses results in local job creation and is changing the economic landscape.”



The Procter & Gamble Company has spent almost \$11 billion with certified MBEs over the last decade, with certified SCOMSDC MBE businesses representing 40% of that spending.

In 2010, P&G and the SCOMSDC board hosted a strategic planning session called “The Conversation” to determine tactics and strategies to increase corporate spending with certified SCOMSDC MBEs. The goal was to increase spending by an additional \$1 billion over two years with certified SCOMSDC MBE businesses.

Dwain Carver represents The Procter & Gamble Company on the OMSDC Board of Directors and serves as the Board Chair. Under Dwain Carver’s leadership, and with the support of senior executives, P&G took the Conversation seriously and focused not only on growing MBE spending - as they have always done - but driving a step level change to significantly impact spending with certified MBEs in Ohio. P&G strategically focused the impact of their spending with certified MBEs in the South Central Ohio region. The company’s local spend with MBEs has grown 132% over the last three years, 55% in the last two years, and reached over \$800 million last year. This is a \$300 million increase in the last two years and a \$500 million increase over the last four years; this represents 67% of their 1st tier MBE spend in Ohio.

Procter & Gamble’s extraordinary Supplier Diversity

efforts was recognized by the Ohio Minority Supplier Development Council, formerly SCOMSDC, at the Annual Awards Gala & Silent Auction on November 8, 2013 at the Savannah Center in West Chester, Ohio. Council President Darryl A. Peal presented P&G the 2013 Economic Impact Award. Rick Hughes (Chief Purchasing Officer) and Dwain Carver (Associate Director, Corporate Supplier Diversity) accepted the award on behalf of the company.

Additionally, P&G received the Distinguished Supplier Diversity Award from the U.S. Department of Commerce’s Minority Business Development Agency in December 2013.

When accepting the Distinguished Supplier Diversity Award, Rick Hughes remarked, “The variety of companies that make up our supply bases provides a richness and range of capabilities that enhance our ability to meet consumers’ needs and deliver demonstrable competitive advantage to our business clients.”

Supplier Diversity is closely linked to P&G’s purpose and business strategy for more than 30 years. In addition to spending over \$800 million with MBEs locally, P&G has maintained a national WMBE spend of over \$2 billion for the past six consecutive years.

“We are proud to have a continued partnership with P&G in Ohio,” stated Darryl A. Peal, President of OMSDC. “The Procter & Gamble Company strategically and intentionally invests in our

local community by supporting and doing business with diverse businesses located here in Ohio. Their efforts to utilize diverse businesses results in local job creation and is changing the economic landscape.”

In addition to spending over \$800 million with MBEs locally, P&G has maintained a national W/MBE spend of over \$2 billion.

SUPPLIER



DIVERSITY

BY THE NUMBERS

\$800 Million

Spend with MBEs in the South
Central Ohio Region

132% Increase

in regional MBE spend in the
past three years

\$11 Billion

MBE spend in the past decade

\$2 Billion

Annual W/MBE spend nationally

\$300 Million

Increase in South Central Ohio Region
MBE spend in the past two years



City of Columbus Grants EXECUTIVE EDUCATION SCHOLARSHIP



2013 was a very good year for Eugene Griffin, President and CEO, of Dynamix Engineering. Not only was his company growing substantially, he was awarded the Frederick Yates Memorial Scholarship Minority Business Award. The scholarship was given to Griffin by the City of Columbus. The scholarship gave him the opportunity to study at the Dartmouth Tuck College of Business. “Entitled Building a High Performing Minority Business,” the rigorous week long program was designed to improve and develop Entrepreneurs’ business acumen, finance, and marketing skills. The program was intense and heightened Griffin’s awareness of each sector of his business. “It was a blessing and an honor to be selected for the first Yates Memorial Scholarship” Griffin expressed. “I have incorporated strategies from the class into my business.”

As Griffin’s top 100 mechanical, electrical, plumbing and technology engineering firm continued to grow, he and his business partners ramped up production for two new companies - Dynamix Energy Services and a facilities management software business, Facilities Management Expresses (FMX). Dynamix Energy Services, helps clients lower their energy and operational costs by monitoring the daily, monthly and yearly energy bills to ensure they meet their targets.



Dynamix Energy Services allows clients the ability to monitor energy consumption to any number of buildings measured by their thresholds via the company’s proprietary Energy Dashboard. The FMX, Facilities Management eXpress Solution Software, schedules preventative maintenance requests, requests for rooms or equipment and manages work orders.

Started in 1997, Dynamix Engineering has offices in Columbus and Cincinnati, Ohio. Dynamix has designed several notable projects including the Riverside Methodist Hospital’s Neuroscience Center,

Columbus City School’s Linden STEM School, and the City of Columbus Front Street Office Building.

When Griffin isn’t in the office, he is spending time with his wife, Debbie, or playing a competitive round of golf. Currently, he sits on the Board of Trustees at Franklin University.

“It was a blessing and an honor to be selected for the first Yates Memorial Scholarship.”

- Eugene Griffin, President and CEO, of Dynamix Engineering.



Rachel Talton

CEO

Synergy Marketing Strategy & Research, Inc.

Rachel Talton is CEO of the award-winning firm Synergy Marketing Strategy & Research, Inc. Synergy’s purpose is to help organizations inspire, connect, and engage with customers to flourish and grow. Dr. Talton is also CTO (Chief Transformation Officer) of FLOURISH, LLC with co-founder, Dr. Monikah Ogando. Dr. Talton serves on several Boards of Directors. Her local social activities are complemented by her work with the Entrepreneurs Organization (EO) Accelerator.

She has been featured as an expert in brand strategy and market research on ABC News, Fox News, The Cleveland Plain Dealer, Crain’s and MBA Magazine. She has authored several practitioner and academic articles. Recognized by several organizations, Dr. Talton was selected as a finalist for the 2010 Northeast Ohio ATHENA® International Award, the 2010 NAWBO “Top 10 Women Business Owners of Northeast Ohio” Award, and several others, including Minority Business of the Year (NOMBC).

Dr. Talton earned her Doctorate in Management from Case Western Reserve University’s Weatherhead School of Management.



Ronald C. Todd

CEO

SEEP, LLC

Ronald C. Todd II. is the founder of SEEP, LLC, an Insurance Brokerage Agency that specializes in health, life, disability, fixed annuities, and long term care for businesses and individuals. SEEP, LLC. is certified with a number of diversity supplier programs in the State of Ohio, including the OMSDC.

He is also active in the local community. Todd currently serves as the President of the Southwest Ohio-Northern Kentucky Chapter of the National African American Insurance Association where he is blazing a path for other African Americans to succeed in the industry. He also serves as Chairman of the Board for the Inspirational Multi-Level Learning Center. Additionally, Todd was named a Top Ten African American Male of Dayton in 2013.

From 1994 to 2010, he was a certified contract advisor with the National Football League. He successfully negotiated over 54 NFL players contracts.

Todd is a 1985 graduate of Belmont High School. He initially started undergraduate studies on a football scholarship at Bowling Green State University and completed his undergraduate degree in business administration at Ohio Dominican University.

MINORITY BUSINESS FACT

Did you know?

Minority-owned firms generate over \$1 trillion in economic output to the U.S. economy and create 5.8 million jobs

Source: Minority-Owned Business Growth & Global Reach. Minority Business Development Agency. U.S. Department of Commerce.



Elizabeth Drake

Supplier Diversity Manager
L Brands

Elizabeth Drake is the supplier diversity manager for L Brands. Elizabeth joined L Brands in October 2013, and has nearly 10 years experience in supplier diversity. Her previous experiences include a role at the Kroger Company as a supplier diversity manager, and a position at the Kellogg Company as a senior supplier diversity coordinator.

L Brands was founded in 1963 as a single store in Columbus, Ohio with a focus on knowing the customer, supporting and growing the community, and living the business's values. Those values still guide the global organization today, including its supplier

diversity program, which connects "diverse certified" businesses to L Brands and its work with the goal of creating lasting, mutually beneficial relationships.



Poppie Parish

Senior Vice President
Head of Diversity and Inclusion
KeyBank

With over 35 years of business experience, Poppie Parish is responsible for initiatives that foster diversity and inclusion both inside and outside of KeyBank. Since 2001, Parish has been responsible for the strategic and tactical direction of the bank's supplier diversity efforts, with a focus on developing and securing business relationships with minority, women, and veteran-owned businesses. KeyBank supports diverse business owners,

providing them an opportunity – through a rigorous competitive process – to supply KeyBank with essential goods and services.

In the process, Key builds important relationships with diverse firms, supplier diversity advocates, and support organizations throughout the United States, especially wherever Key has a presence. Under Parish's direction, KeyBank's supplier diversity business model and efforts have achieved national status, reaching as far as the #4 position on DiversityInc's list of "Top 10 Companies for Supplier Diversity."



André D. Butler

Contract Coordinator
Sinclair Community College

André has been a member of the Sinclair Community College Purchasing Department for over five years and currently serves as the Contract Coordinator. He actively promotes the college's Minority Business Enterprise economic inclusion program through participation in local, state, and regional trade fairs, and supplier diversity networking events. André is a member of the National Association of Educational Procurement (NAEP) and holds a Bachelor of Science degree in Organizational Leadership from Wright State University and an Associate of Applied Science degree in Business Information Systems from Sinclair Community College.

an Associate of Applied Science degree in Business Information Systems from Sinclair Community College.



Jacqueline T. Williams

Chief
 Minority Business Development Division
 Ohio Development Services Agency

Jacqueline T. Williams is the Chief of the Minority Business Development Division. In this role, she is responsible for leading the state’s efforts to develop and grow minority-owned businesses. Williams works closely with the Minority Business Advisory Council and Minority Business Assistance Centers around the state to support agency efforts.

Jackie was the Director of the College Savings Initiative with the New America Foundation in Washington, D.C. In that capacity, she worked with policymakers, academic and opinion leaders and consumers to establish a national college savings agenda. Williams was Executive Director of the Ohio Tuition Trust Authority where she repositioned the enterprise to grow assets from \$440 million to \$6.5 billion and increased plan participants from 85,000 to 760,000. During her tenure, Ohio was recognized as a national leader in the college savings industry. Williams served two terms as Chair of the College Savings Plans Network. Under her leadership, the network achieved significant legislative and public policy successes.

Williams worked for AT&T in a number of marketing and domestic and international sales capacities. She served as Director of Public Relations where she supported 24 business units with annual revenues exceeding \$750 million. Williams earned both a Master of Science and a Bachelor of Arts degree from Miami University in Oxford.



Apryl Beverly

BAAB Writing and Marketing Services

Marketing strategist and word stylist, Apryl Beverly, is the founder and owner of BAAB Writing and Marketing Services. Beverly helps clients develop relevant, meaningful and powerful business communications that drive qualified sales leads.

Beverly has 15 years of experience in developing marketing plans and writing annual reports, business plans, product/service descriptions, and press releases, responses to requests for proposals, sales letters, website content and various other marketing-focused communications. Her clients not only receive compelling content and targeted marketing strategies, but also tips on how to develop actionable marketing plans and write their own brilliant business communications.

Beverly has worked with Bad Girl Ventures, the Urban League of Greater Cleveland, the Akron Urban League, Heartland Country Resort, Thompson Hine and a host of other Ohio-based and national clients. She holds a BA in journalism from The Ohio State University and an MBA in marketing from the University of Phoenix.

MINORITY BUSINESS FACT

Did you know?

Minorities represented 36 percent of the nation’s population in 2010, and will become the majority of the population by 2042.

Source: Minority-Owned Business Growth & Global Reach. Minority Business Development Agency. U.S. Department of Commerce.



Emmanuel T. Glover

Senior Vice President
 Director of Community Development
 Fifth Third Bank (Northeastern Ohio and Western PA)

Emmanuel T. Glover is the Senior Vice President and Director of Community Development for Fifth Third Bank Northeastern Ohio and Western Pennsylvania. Emmanuel leads a team tasked with understanding the issues, challenges, and needs of communities within Fifth Third Bank's footprint. His team responds with strategic initiatives to further advance and promote economic development, financial empowerment, and wealth accumulation. Under Emmanuel's leadership, Fifth Third

Bank will continue to contribute to its communities by providing resources via lending, equity investments, and employee volunteer initiatives. His work has been documented in articles published by Crain's, American Banker, and AARP.

Emmanuel has 20 years of banking experience. In addition to his current position, Emmanuel has held leadership roles including National Underserved Segment Manager, Regional Retail Leader, and Business Banking Team Leader. Emmanuel earned a Master of Business Administration Degree from Baldwin Wallace College and a Bachelor of Business Administration Degree from Eastern Michigan University. He recently completed the Consumer Bankers Association's Graduate School of Retail Bank Management Program at the University of Virginia.



PERSONNEL SERVICES, INC.

- Eastern Personnel Services, Inc., is a full-service staffing firm.
- In business since October, 1987

Our Mission

includes

Going "Beyond the Call of Duty"
 To Help You Succeed

Office: (513) 421-4666

Fax: (513) 421-0531

340 Reading Road

Cincinnati, Ohio 45202

"Going beyond the call of duty" is not just a saying, it is my personal commitment to employers and employees."

*Angelita Moreno-Jones,
 President, CEO*

**Have Staffing Needs?
 Professional?
 Temporary?
 Contract?
 Temp-to-Hire?**

Call us! Tell us what you need.

We promise to deliver the quantity and quality
 at a price that is more than competitive!

www.easternhires.com

Eastern Personnel is An Equal Opportunity Employer



Larissa England

Sr. Manager of Corporate Supplier Diversity
The Kroger Company

In 2014, Larissa England joined the Kroger supplier diversity team and serves as the Sr. Manager of Corporate Supplier Diversity for the Kroger Company. She is responsible for assisting the Company in achieving its supplier diversity goals.

Larissa began her career with the Kroger Company in 2004. She started out as a Co-Manager in the Great Lakes division. Since then, she has held numerous roles including; Division Loyalty Data Analyst, Corporate Loyalty Data Analyst, and Regional Loyalty Manager. In 2011, Larissa was appointed Targeted Communications Manager for the Kroger Company. Larissa lead the development and implementation of the Local Direct Mail process and web portal application structure for the enterprise, currently producing 6.3 million prints a year company wide. Over the past three years, Larissa has increased division engagement by 30% and has doubled the project and household count of customers that Kroger talks to on a one-to-one basis, contributing to the growth of customer loyalty.



Stephanie A. Smith

Vice President and Relationship Manager
Community & Economic Development Division (Greater Cincinnati Affiliate)
Fifth Third Bank

Stephanie A. Smith is Vice President and Relationship Manager within Fifth Third Bank's Community & Economic Development Division (Greater Cincinnati Affiliate). Ms. Smith has more than 16 years experience in the banking industry and has held various roles at Fifth Third Bank; including Retail Financial Center Manager, Commercial Relationship Manager, and Foundation Program Officer. Prior to joining the Community & Economic Development Team, Ms. Smith was a Relationship Manager within the Business Banking Group. In her current role, as the Economic Development Relationship Manager, she will be focused on small business development in the Greater Cincinnati region with additional responsibilities within the Greater Dayton and Northern Kentucky markets.

A native of Cincinnati, Ohio, Smith is active in the community serving on various committees, strategic initiatives and focus groups. She currently serves on the following boards; Secretary, Cincinnati State Foundation Board, Treasurer, Coalition for Sustainable Communities; Board Member, University of Cincinnati Research Institute (UCRI); Board Member, U.S. Green Business Council, Cincinnati Chapter; and Board Member, DAAP Alumni Association.



Business Consortium Fund, Inc. Capitalizing Minority Enterprise

The Business Consortium Fund, Inc. (BCF) is a non-profit business development program of the National Minority Supplier Development Council (NMSDC). The BCF is the nation's most comprehensive financing and business support organization dedicated exclusively to the ethnic minority-owned business sector.

The BCF offers a full line of financing products and business services through a national network of strategic alliance partners that include the NMSDC and its affiliated regional councils, major corporations, commercial lenders and financial institutions, and business support organizations.



Mark D. Walton

Vice President & Director of Community and Economic Development
Greater Cincinnati Affiliate
Fifth Third Bank

Mark Walton is Vice President & Director of Community and Economic Development for the Greater Cincinnati Affiliate. In this role he is responsible for managing Affiliate risk associated with fair lending and CRA practices and policies.

Mark has more than 30 years of experience in banking, and most recently served as Vice President and North Regional Manager, Private Banking, where he led a team that provides wealth management advice to physicians, attorneys, accountants and entrepreneurs. In addition to Walton's extensive banking experience, he has been very active in the communities where he lives and works. He currently serves on the Board of Trustees for Cincinnati State Technical & Community College as the Vice Chair, and was formerly the Chairperson for the Board. He is on the Executive Committee for Leadership Cincinnati (Class XIX) and is a 2011 graduate of Leadership Dayton (Class 35). He also serves as a Dayton Business Advisory Committee member for the Federal Reserve Bank of Cleveland, Cincinnati Branch. Mark also serves on the Over-the-Rhine Foundation board and the Cincinnati Equity Fund Committee.



Stefanie Steward-Young

Senior Vice President of Community and Economic Development
Fifth Third Bank, Central Ohio Affiliate

Stefanie Steward-Young is Senior Vice President of Community and Economic Development for Fifth Third Central Ohio. In this role, she oversees the bank's Community Reinvestment Act and Community Affairs efforts for the Central Ohio, West Virginia and Ashland Kentucky markets. Stefanie has 17 years of financial industry experience including Community Reinvestment Act Management, Corporate Philanthropy, Branch Management, Commercial Credit, and Retail Training.

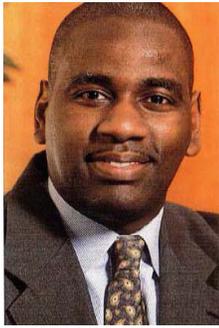
Stefanie was a recipient of the Business First Forty under 40 Award in 2004. She currently serves on the Board of Directors for Homeport, Ohio CDC Association, Community Development Collaborative of Greater Columbus, and Economic & Community Development Institute. She previously served on the boards of the Columbus Urban League, Easter Seals, Homes on The Hill CDC, and Franklinton Development Association. Stefanie also volunteers and serves on advisory committees for numerous other community based organizations.



Mark Schmid

Manager of Purchasing & Materials Management
Sinclair Community College

Mark is the Manager of Purchasing & Materials Management at Sinclair Community College. He has 27 years combined experience in procurement and acquisition in both the private sector and higher education. He is a member of the National Association of Educational Procurement (NAEP) and holds a Bachelor of Arts degree in Purchasing Management from Capital University and an Associate in Applied Science degree in Procurement Management from Sinclair Community College. He spearheads the Minority Business Program for the college.



Thomas J. Winston

Vice President, Administration &
Chief Financial Officer
Toledo-Lucas County Port Authority

Thomas J. Winston serves as Vice President, Administration and Chief Financial Officer for the Toledo-Lucas County Port Authority based in Toledo, Ohio. In this capacity, Thomas has accountability for leading the Port Authority's Accounting, Finance Programs, Legal, IT and Human Resources departments. Additionally, Winston has responsibilities for financial planning and accounting practices, relationships with lending institutions, stakeholders, and the financial community to establish long-range goals, strategies, plans and policies. Thomas also works directly with the President and CEO on strategic initiatives to spur economic growth for the twenty-eight counties within the jurisdiction of the Port Authority.

Prior to joining the Port Authority, Thomas has held positions with responsibilities in various financial capacities with industry leading corporations including; Owens Corning (Toledo), Pfizer Inc. (NJ/NYC) and Nuveen Investments (Chicago).



TiaMarshae E. Sanford

President, CEO & Owner
EGO Trip Media

TiaMarshae Sanford is the CEO and Owner of EGO Trip Media. Ms. Sanford's expertise is creating innovative marketing and media strategies for diverse clients, which include corporate executives, entrepreneurs, coaches, speakers, authors, small/medium businesses, and non-profit organizations.

Her marketing career began while attending college where she served in a variety of campus organizations, overseeing the promotion of student activities including the NAACP, and the Deans Student Advisory Council at Cleveland State University. After college, Ms. Sanford held positions with the United Negro College Fund, Radio One, CBS Radio, ION Television and other media outlets. These experiences refined her knowledge of traditional marketing that transitioned into the field of Online Marketing, culminating in launching online newsletters including The Soul of South Florida, and The Soul of Cleveland.



Vickie L. Davanzo

Supplier Diversity Manager
NiSource Inc.
President Ohio GATE

Vickie Davanzo has more than 20 years of experience in the utility industry and currently serves as the supplier diversity manager for NiSource Inc., a Fortune 500 company that delivers natural gas transmission, storage and distribution, as well as electric generation, transmission and distribution. NiSource companies with a significant Ohio presence include Columbia Gas of Ohio, Columbia Gas Transmission and NiSource Midstream Services.

At NiSource, Vickie leads an initiative to grow a diverse supplier base, encourage competition and develop the capabilities of suppliers. The program began in 2009 and in five years has yielded nearly \$300 million in direct spend with diverse suppliers. Additionally, Vickie is the current president of Ohio GATE (Gaining Access Through Economics) and serves on the executive task force of Edison Electric Institute Supplier Diversity Program. Williams earned both a Master of Science and a Bachelor of Arts degree from Miami University in Oxford.



Thomas C. Lianez

Biographical Information

Tom Lianez is an experienced human resources and diversity and inclusion professional and a respected regional speaker known for his expertise in empowering the Latino community within Ohio. Lianez has worked with numerous companies to promote diversity and inclusion and to promote their products and services to diverse communities.

As the first Executive Director of the Hispanic Chamber of Columbus, Lianez worked to bring the Latino, Asian, African American and LGBT business communities together to increase corporate opportunities for minority owned businesses in Central Ohio. Lianez was also a member of the Governor's Minority Business Advisory Council and a recipient of the

Distinguished Hispanic Ohioan Award.

He is a founding member and officer of the Latino Empowerment and Outreach Network (LEON), a charter board member of the Columbus chapter of the Association of Latino Professionals in Finance and Accounting (ALPFA), and a past board member of the Columbus Hispanic Chamber.

Currently as the Manager for Diversity and Talent management at Bob Evans Farms, Inc., Lianez guides the company's diversity and inclusion efforts including the Supplier Diversity Initiative. This initiative will build relationships by providing resources and jobs to the diverse communities served by Bob Evans.



ACCOUNTANTS
AND
CONSULTANTS

SMALL BUSINESS ◀

NON-PROFIT ◀

COLLEGES &
UNIVERSITIES ◀

GOVERNMENT ◀

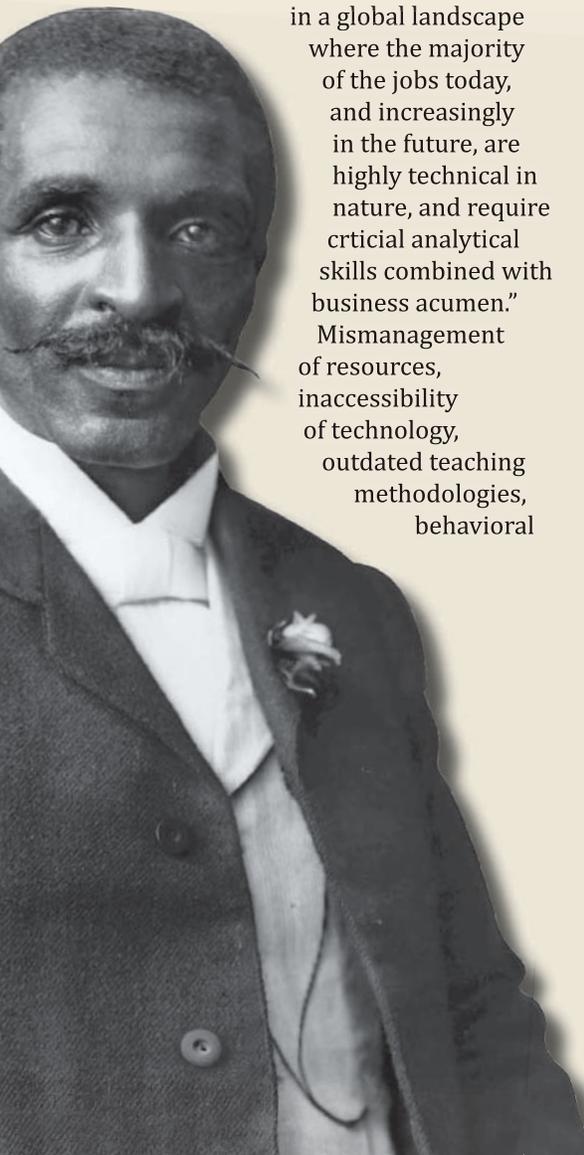
585 SOUTH FRONT ST. • COLUMBUS 43215
(614) 224-3078 • PARMS.COM



Preparing The Next Generation of

Angela Cauley, co-founder and CEO of Coalescence LLC, is passionate about empowering youth to become entrepreneurs and pursue careers in food science. As a food scientist and successful business owner, Cauley realizes the importance of investing in the next generation. "Review the statistics on education outcomes around the world and it is clearly evident that the stronghold America once held in the areas of science, mathematics and language arts has greatly declined," said Cauley.

"Children in the United States are ill prepared to compete in a global landscape where the majority of the jobs today, and increasingly in the future, are highly technical in nature, and require critical analytical skills combined with business acumen." Mismanagement of resources, inaccessibility of technology, outdated teaching methodologies, behavioral



Food Professionals



challenges and inadequate parental support in schools has culminated in what is now recognized as an educational state of emergency. More specifically, underserved children living in both urban and rural environments are disproportionately impacted. This is evidenced by lower than average test scores and high drop-out rates. These challenges have resulted in a strong decline in the number of minority students entering community colleges and universities to study technical fields in the areas of science, engineering and the business of supply chain management.

Angela Cauley, CEO (Food Scientist), Dr. Ian Blount, SVP/COO (Agricultural Economics) and Allyson Sharp, Sr. Manager (Educational Publishing), members of the executive leadership team of Coalescence LLC, decided to address these educational disparities by providing experiential learning opportunities both inside and outside of classroom. These learning opportunities help prepare the next generation to take advantage of the plethora of available S.T.E.M. based career opportunities.

Coalescence is a Columbus-based business that manufacturers and provides innovative functional ingredients, nutritional enhancements and specialty flavors to Food and Healthcare companies around the world. "One of our primary goals is to expose underrepresented youth to fields in agriculture,

and to inspire them to establish sustainable business enterprises in order to break the cycle of poverty and build generational wealth for their respective families," says Cauley. Since inception in 2005, Coalescence has hired five high school students, and fifteen college interns from historically black colleges and universities (HBCUs), Culinary Schools and large land grant institutions. Ninety-one percent of these college graduates have gone on to work in the Food Industry, earning an average annual base salary of \$51K.

The George Washington Carver Food Research Institute Most recently in 2012, Cauley and Sharp launched The George Washington Carver Food Research Institute (GWCfri), a non-profit organization which is dedicated to providing educational training to "at risk" children and their families, in the areas of sustainable food production, food science research, nutrition, self-esteem and entrepreneurship/ job creation. GWCfri is forming partnerships via "Community Webs" by working in





courses at The Ohio State University's College of Food, Agriculture, and Environmental Sciences (FAES). The boot camp received funding from the Franklin County Department of Job & Family Services and Columbus Public Schools. This 9-week immersion session was designed to identify educational "gaps" and to provide additional re-inforcement in the areas of science and technical writing in order to prepare them for the rigors they would face in the fall when taking courses in Horticulture and Crop Science.

The Linden Youth applied what they learned in the classroom to various food growing platforms, utilizing traditional nursery beds at Saint Stephen's Community House, and spending one week at Fresh Harvest Farms, and

Aquaponics Farm located in Richwood, Ohio. Aquaponics is a method used to grow fish and plants in eco-friendly, sustainable eco-system. Run-off water taken from fish growing in tanks is used as a food source for plants. Plants then act as natural filters to produce clean water that is recycled back to the fish tanks. With concepts gleaned from this amazing experience, and assistance from Doug and Jeni Blackburn (founders of the Fresh Harvest Farms) the GWCFRI Entrepreneur students built a model-scale Aquaponics system that was exhibited for two weeks during the 2013 Ohio State Fair. Students shared their newfound knowledge with visitors at the Agricultural & Horticultural Building. This also served as a platform

to highlight their professionalism and work ethic.

The Linden students' efforts were recognized by several visiting dignitaries and they were also interviewed by a local news station. The large amount of interest generated from students who participated in the GWCFRI boot camp has led community organizations to establish similar educational platforms. This past fall, Saint Stephen's Community House announced an initiative to teach Aquaponics and Composting to their constituents in the Linden Community.

"We are hopeful that the Linden Community, a recognized food dessert, will have greater access to nutritious, and high quality foods. We are thrilled that Saint Stephen's has joined the effort to help educate the next generation of food professionals," said Cauley. "It is an honor to play a role in sparking a food revolution and interest in agriculture. The GWCFRI, and programs that prepare students for entrepreneurship and gainful careers in food science, have the potential to break down generational poverty cycles and transform whole communities."

partnership with other like-minded corporations, governmental agencies, academic institutions, and non-profit organizations as a framework to weave strong "threads" as a foundational support around youth.

This past summer, the GWCFRI and the Africentric Personal Development Shop, Inc., worked with over 200 students at the Millennium School to establish educational gardens on their campus. Children were instrumental in the overall design, implementation and sustainability of the garden. One of their main obstacles was overcoming a lack of access to water, which unfortunately is a common challenge in underdeveloped countries. Working with staff, students were able to engineer a temporary solution to address this problem by studying the building design plans and identifying plausible ways to transfer water to the gardens.

Additionally, during the summer of 2013, the GWCFRI conducted a Food Entrepreneurship boot camp for select students from the Linden McKinley S.T.E.M Academy who qualified together with students from the Metro School to take entry level





2013 Cardinal Health National Meeting – Supplier Diversity Forum

“FEARLESS EXECUTION”

During the Cardinal Health National Meeting held in Columbus, Ohio last August, Cardinal’s Supplier Diversity team hosted its second Supplier Diversity Forum (“The Forum”). The Forum is a bi-annual event held in conjunction with Cardinal Health’s largest gathering of the Medical Sales organization and supporting operations functions.

This year, nearly 100 diverse businesses and 50 Cardinal Health employees had the opportunity to connect and explore potential sourcing opportunities.

The Supplier Diversity Forum, themed “Fearless Execution” facilitated an information exchange between diverse suppliers, Cardinal Health’s executives and members of Cardinal Health

Sourcing teams. Not only did the diverse suppliers learn about Cardinal Health strategic objectives, they were able to seek out potential opportunities for collaborative partnerships to meet business and customer needs.

The Forum opened with remarks from Mike Kaufmann (CEO, Pharma Segment), Steve Inacker (President, Hospital Sales

& Services, Med Segment), Stefan Grunwald (SVP, Strategic Sourcing, Medical Consumables) and Therese Grossi (Group VP, Health Systems). This executive-level welcome and knowledge sharing set the tone for the event. Their participation demonstrated the level of executive engagement at Cardinal Health for Supplier Diversity and provided a first-hand account of the trajectory of Cardinal Health in the ever changing healthcare landscape.

Back by popular demand, Dr. Melvin J. Gravely, II returned to share his insights on diverse

to your customer. In his newly published book, "The Capacity to Succeed", Dr. Gravely expands upon these strategies to help suppliers in all industries move forward successfully. Day one closed with breakout sessions for sourcing in the Medical and Pharmaceutical Segments, as well as Indirect Procurement.

The second day opened with a Healthcare Provider Panel featuring representatives from Ohio Health, Premier Health Partners and TriHealth. The panelists shared information

Cardinal Health and provided advice to other suppliers on how they overcame obstacles to success.

Following the panels, attendees participated in the Discussion Lounge – a networking format designed to provide targeted small group interaction with Cardinal Health subject matter experts and supplier partners. Table hosts included Cardinal Health departments (Medical Global Sourcing, OptiFreight, Cardinal Health Supply Solutions, Indirect Procurement and Pharmaceutical



suppliers and the healthcare industry. In his presentation, Dr. Gravely stated that the current business environment demands that diverse firms change their strategy from merely building capacity to focusing on building capacity to succeed. This, he stated, involves realizing that change has become constant and rapid. Additionally, Dr. Gravely asserts that suppliers and customers aren't just interacting, but they're becoming interdependent – working toward the success of each other's companies. In his address, Dr. Gravely laid out his six strategies for healthcare success. The strategies involve lowering what Dr. Gravely calls the "Diversity Dependency Index" by becoming more relevant and meaning more

on their companies and gave professional insight on how suppliers can position themselves for success with hospitals. A Supplier Panel followed, featuring the CEOs of the following Cardinal Health diverse suppliers: Hydrox Labs, NetPAC and Summus Industries. The suppliers shared information on their pathway to becoming a supply partner to

Consumer Health), customers (Ohio Health, Nationwide Children's Hospital, TriHealth and Premier Health Partners), and preferred supplier partners (Jones Lang LaSalle and Novateur). The Supplier Diversity Forum closed with a luncheon featuring remarks and interaction with Cardinal Health's Chairman and CEO, George Barrett.



CardinalHealth

Essential to care™



HONDA INVESTS IN NORTH AMERICA

In 1982, Honda became the first Japanese automaker to produce automobiles in North America. Now more than 90% of all Honda and Acura vehicles sold in the U.S. are produced in North America, using domestic and globally sourced parts. This is the highest percentage of any international automaker. In 2013, Honda became a net exporter – exporting more vehicles from the United States than it imported from countries outside North America.

Honda continues to grow and innovate, creating products that increase mobility and exceed expectations. Since 2011, Honda has announced investments totaling more than \$3.4 billion to increase production capacity and implement new manufacturing capabilities in North America. This investment impacts Honda's plants in Indiana, Ohio and Alabama, as well as an all-new automobile plant in Mexico.

More than \$1 billion of this total is committed to facilities and expansions in Ohio, which also adds more than 450 local jobs. The enhancements include:

- The Performance Manufacturing Center – Home of the Acura NSX supercar, the production facility encompasses 184,000 square feet.
- Honda Heritage Center – Opening in fall 2014, the center highlights Honda's North American history and offers a leading-edge technical training facility for auto manufacturing.
- East Liberty Auto Plant – While maintaining production, the East Liberty Plant is undergoing a major innovation

to replace its entire assembly operation with new main and sub-assembly lines, while also introducing operations from its new on-site parts consolidation center.

- Marysville Auto Plant – The new full hybrid Accord Sedan debuted in the summer of 2013, which necessitated a 95,000 square foot plant expansion.
- Anna Engine Plant – Honda invested more than \$481 million in Anna, Ohio to enhance its parts consolidation center and general production facilities.
- Honda Transmission Manufacturing – A 200,000 square foot plant expansion adds an assembly line for production of continuously variable transmissions (CVT).
- In addition, a second assembly line was added with new aluminum die casting and machining.

The company continues to expand its North American reach with the product startup of a 200,000-unit automobile and engine plant in Celaya, Mexico in late February. The plant is home to Honda's Fit subcompact car production.

The company's growth cannot be achieved alone. Honda works with 632 North American OEM parts and materials suppliers, including more than 500 suppliers in the U.S. and 155 suppliers in Ohio. Honda's investment has a ripple effect on its local communities, helping to create jobs in related industries. In fact, Columbus 2020 estimates that 57 non-Honda jobs are created for every 100 Honda manufacturing jobs in Ohio. Honda is also committed to Supplier Diversity, and is one of eighteen members of the Billion Dollar Roundtable (BDR). The BDR is comprised of corporations that spend over \$1 billion annually with certified minority and women owned businesses.



2014 Honda
Civic Si Coupe

HONDA

SUPPLIER DIVERSITY BY THE NUMBERS

\$1.1 Billion

Spend with certified MBEs in Ohio

\$2 Billion

Annual W/MBE spend nationally

\$22 Billion

Capital investment in North America

> 90MRO
W/MBE Suppliers
(indirect)

80 OEM
W/MBE Suppliers





IS ON TRACK TO GROWING A BEST IN CLASS SUPPLIER DIVERSITY PROGRAM

During the 2014 fiscal year, Sinclair Community College has engaged 22 W/MBEs in 82 contracts resulting in \$816,495 in Tier I spend and \$573,152 in Tier II spend. This results in cumulative spend of \$1,389,647, which is 8.7% of the college's total volume (not including P-card). Sinclair's spend data is a significant increase since the college began growing its supplier diversity program in 2010. Sinclair's 2010 MBE spend volume was only \$500,000, which accounted for 1.9% of the college's total volume.

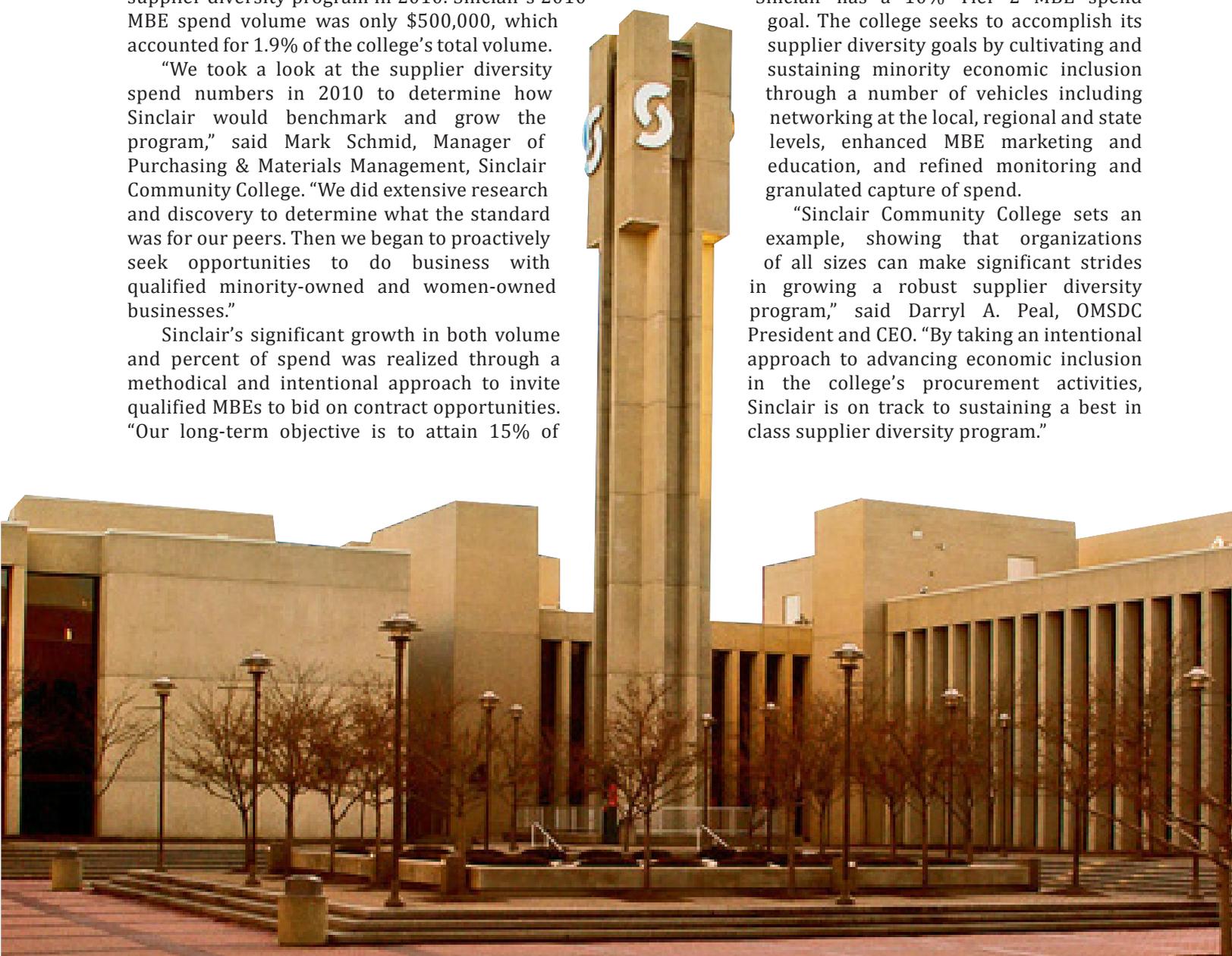
"We took a look at the supplier diversity spend numbers in 2010 to determine how Sinclair would benchmark and grow the program," said Mark Schmid, Manager of Purchasing & Materials Management, Sinclair Community College. "We did extensive research and discovery to determine what the standard was for our peers. Then we began to proactively seek opportunities to do business with qualified minority-owned and women-owned businesses."

Sinclair's significant growth in both volume and percent of spend was realized through a methodical and intentional approach to invite qualified MBEs to bid on contract opportunities. "Our long-term objective is to attain 15% of

annual volume in W/MBE spend," said Andre Butler, Contract Coordinator, Sinclair Community College. "We are committed to the goal of increasing access to economic opportunity for diverse businesses in the Miami Valley, and encourage our Tier 1 suppliers to show a commitment to supplier diversity as well."

In addition to its 15% Tier 1 MBE spend goal, Sinclair has a 10% Tier 2 MBE spend goal. The college seeks to accomplish its supplier diversity goals by cultivating and sustaining minority economic inclusion through a number of vehicles including networking at the local, regional and state levels, enhanced MBE marketing and education, and refined monitoring and granulated capture of spend.

"Sinclair Community College sets an example, showing that organizations of all sizes can make significant strides in growing a robust supplier diversity program," said Darryl A. Peal, OMSDC President and CEO. "By taking an intentional approach to advancing economic inclusion in the college's procurement activities, Sinclair is on track to sustaining a best in class supplier diversity program."





THE KROGER COMPANY

Hosts Manufacturing and Corporate Brands Diverse Supplier Business Interchange

The Kroger Company hosted its Manufacturing and Corporate Brands Diverse Supplier Business Interchange on December 12th, at the Receptions Banquet Facility in Erlanger, KY. The event featured 40 registered minority and women owned businesses that were given the opportunity to present their products to Kroger merchandising and manufacturing executives.

Kroger used this event to connect diverse vendors with its private-label merchandisers to help expand its private label portfolio. Kroger Corporate Brand products are a point of differentiation between them and its competitors. Expanding this network will continue to build relationships to grow that business, and ultimately continue to satisfy their customers and build brand loyalty.

In 2007, Kroger became one of eighteen companies in the nation to join the Billion Dollar Roundtable. This organization created in 2001, is comprised of businesses that achieve spending of at least \$1 billion annually with minority business enterprises (MBEs) and women-owned business (WBEs). In 2013, the Kroger Companies Diversity program generated \$1.9 billion in total spending, including first and second tier contracts.

The success of this event was found in the connections that were made between suppliers and Kroger executives. Those conversations will help lead Kroger to their goal of continuing to increase commitment and spending levels each year, while creating jobs and making a difference.



COLUMBUS CITY COUNCIL

Invests in Growing
Diverse Entrepreneurs
in Central Ohio



THE CITY OF
COLUMBUS

through a curriculum focused on capacity building.

“The MBE Academy allows us to provide a more customized approach to growing minority businesses in this community,” said Darryl A. Peal, OMSDC President & CEO. “OMSDC salutes Mayor Michael B. Coleman, Priscilla Tyson and the Columbus City Council for investing in the development of minority businesses. Training and developing these small businesses will help empower them to grow their companies and better equip them to create jobs in our community.”

The City of Columbus renewed its commitment to the program and included funding for the 2014-15 MBE Academy Class in the 2014 Operating Budget. Information and the application will be released in June 2014 on the Ohio MSDC website.

On February 4, 2013, the Columbus City Council passed a budget that includes funding supporting the growth and development of minority owned businesses in Central Ohio. The 2013 City of Columbus Operating Budget included funds for the MBE Academy, which supports the training and development of small minority-owned businesses in the City of Columbus. In August 2013, OMSDC accepted 30 participants

to the Inaugural Class of the MBE Academy, including 23 businesses headquartered in Columbus, 5 in Cincinnati, 1 in Cleveland, and 1 in Dayton.

The MBE Academy is a tailor suited training and development program that cultivates and strengthens MBE business relationships and the day-to-day operation of newly certified and eligible non-certified MBEs. This program grows the competitiveness of targeted MBEs





The MBE Academy Orientation Dinner was held on August 29, 2013 at The Boathouse at Confluence Park in Columbus, Ohio. The orientation served as a platform to launch the MBE Academy and announce the inaugural class. The program included a welcome by Council President Darryl A. Peal, a course introduction by the Council's Director of Government Affairs, Calvin Cooper, and an MBE orientation by Terrell Knight, OMSDC Certification Coordinator. Councilwoman Priscilla Tyson spoke to the class on behalf of the Columbus City Council, and discussed the City's commitment to growing local businesses and supporting diverse entrepreneurs in Central Ohio.

MBE ACADEMY Curriculum

Module 1 September 2013

Leveraging MBE Certification to Gain Access to Opportunity

Facilitators: Carl Satterwhite, President, RCF Group and Amelia Rodriguez, Founder & CEO,

Module 2 October 2013

Marketing Your Business for Success

Facilitator: Kimberly Blackwell, Founder and CEO, PMM Marketing Agency

Module 3 January 2014

Six Sigma Training

Facilitators: ATS Training and Consulting

Module 4 February 2014

Fiscal Operations and Accounting

Facilitator: John Parmis, Managing Partner, Parmis & Company

Module 5 March 2014

Access to Capital

Facilitator: TBD

Module 6 April 2014

Sales Strategy

Facilitator: TBD

Module 7 May 2014

Corporate RFP Response Training

Facilitator: TBD





LEAN SIX SIGMA

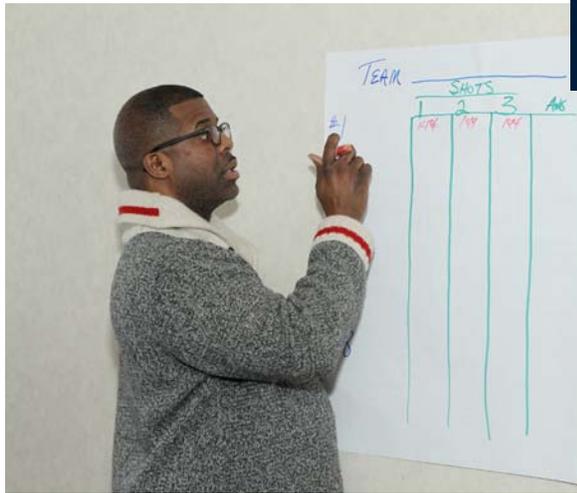


On Saturday, January 25, in spite of a snow storm, eighteen MBE representatives from the Ohio MSDC attended the MBE Academy training program for Lean Six Sigma, conducted by ATS Training & Consulting Company, a certified MBE. The program was kicked off by Council President, Daryl Peal who pointed out the need for and benefits from targeted training for minority business enterprises.

At a time when corporations are continually expecting higher levels of performance from their suppliers, it is vitally important for suppliers to be highly efficient and have robust business processes in place to serve customers in a consistent manner. The training was delivered by seasoned Six Sigma black belt trainers. The interactive training session covered:

1. Lean principles to eliminate waste from operations, identifying value added and non-value added work elements and process mapping.
2. Six Sigma DMAIC (Define – Measure – Analyze – Improve – Control) methodology to insure critical business processes perform well at all times.
3. Change Leadership and Project Management techniques to facilitate MBEs adapt to fast changing business environments and competitive threats.

The training session involved productive dialog with the MBEs to dive into issues of specific relevance to and concerns of individual businesses. The class was rated very highly by the attendees, receiving a rating of 4.5 out a possible maximum of 5.0 Interest





Roland Poindexter, Sr.

RCP Metals

www.rcpmetals.com



RCP Metals' president, Roland Poindexter, Sr., has over 35 years of experience in the metal industry. RCP is a minority owned supplier of metal materials located in Columbus, Ohio. RCP sources materials at the lowest possible prices available through the company's established network of manufacturers and distributors at a discount. This allows the company to sell its materials to customers at a price that is competitive with the open market.



Yohannan Terrell

Warhol & WALL ST., Ltd.

www.warholandwallst.com



Warhol & WALL ST., Ltd. is a marketing and creative design company based in Columbus, Ohio. Warhol & WALL ST represents the future of brand development in today's tech savvy world. Described as a lifestyle marketing and creative development firm, the company's core creative team has worked together on creative projects for a variety of organizations, including Creative Control, The King Arts Complex, MTV, Columbus College of Art and Design, Radio One, Allied Communications, Def Jam, The Ohio State University, the City of Columbus and the Ohio Minority Supplier Development Council.



Sulakshana Singh

JASStek

www.jasstek.com



JASStek is an Information Technology consulting firm that delivers innovative, scalable business solutions to help its clients reduce costs, increase revenue and gain competitive advantage through technology. JASStek partners with clients to understand their unique business needs and develops roadmaps on how to achieve goals with the use of cutting-edge technologies.

JASStek's team is divided across three business units that include Project Solutions, IT Managed Services and Value Added Staffing. The company has over 7 years of industry experience in designing and developing business solutions using development tools, technologies, platforms and architectures. JASStek specializes in serving clients in the Manufacturing, Banking and Financial, Government, Insurance, Healthcare, and Retail industries.



Mike Mamaligas

Global Environmental Products

www.gepltd.com



Global Environmental Products (GEP) is a global supplier and converter of industrial absorbents and spill cleanup products. GEP's catalog includes a wide variety of products including booms, pads, rolls, pillows, socks and spill kits. GEP also provides its customers a 'waste to energy' program. This program recycles wasted absorbents through use in the power generation process.



Colette Williams

Net PAC International, LLC

www.netpacintl.com



Net PAC International, LLC is a broad line distributor of food service/ breakroom disposables, textiles, packaging items, janitorial supplies, safety products, seasonal items, office supplies, material handling and commercial floor cleaning equipment. The company offers customers a single source supplier solution with a comprehensive selection of items and competitive pricing.

Headquartered in Columbus, OH Net PAC has warehouse locations stocked with thousands of line items in nine states across the country with inventory available to support the needs of many of its customers' national delivery points.

Net PAC began as a customer-driven warehouse solution for quality importers. Today, the company continues to provide quality warehousing, drayage services, and order fulfillment. Net PAC customizes warehousing and logistics service offerings to meet the needs of its customers.



Ishmael Jackson

Alpha & Omega Construction Builders LLC

www.a-ocb.com



Founded in 2008, Alpha & Omega Construction Builders LLC (A&O) is an Ohio based company providing commercial construction. The company specializes in drywall, metal stud framing, and acoustical ceilings, as well as specialty works. A&O has over 20 years of experience working on major construction projects. Some of A&O's recent projects include contracted work on the Hollywood Casino Toledo, Horseshoe Casino Cincinnati, Hollywood Casino Columbus, and Raceway Casino Dayton. The company also has extensive experience sub contracting work on hospital, school, and office building projects.



John Larkin

Electronic Systems Consultants

www.electronicssystemsc consultants.com

Electronic Systems Consultants (ESC) was established in 2011 and has gained a reputation as a respected systems integrator and service provider in the Central Ohio and surrounding areas. ESC is a certified MBE, EDGE, and DBE company. As founder and managing Partner for ESC, John Larkin brings over thirty years of fire safety and integrated security system experience to the business.

ESC is a full service systems integrator provider. Clients rely on ESC for premium turnkey projects for security, access control, fire alarm, nurse call, intrusion, and perimeter fence security. ESC also provides correctional facility locking control and video visitation systems, asset tracking, mass notification, media delivery, command center, and security solutions. ESC extends its full range of services to support federal, military, state and local government customers. The company can perform design build projects with strong emphasis on consulting services to help organizations complete projects from budget planning to final commissioning.



Erica Witherspoon

Stevens-Witherspoon Corporation
www.stevenswitherspooncorp.com



Stevens-Witherspoon Corp offers 360 business services, which include business consulting services, and facilities maintenance. Erica Witherspoon is a veteran business consultant with experience working with large corporations including NetJets, Borden Chemical, Unique Industries, Robert Half International, and many more. Additionally, Stevens-Witherspoon Corporation offers property services and has held contracts with the City of Columbus, Hud, and Aveda Stores.



Starla A. McCollum

Tinsley & Associates
www.tabenefits.com



Tinsley and Associates Ltd. (TA) was formed in September of 2009 by President and CEO, Starla A. McCollum. TA provides life, health, and disability insurance products, while specializing in wellness programming. With over 35 years of experience, TA has a solid foundation from which to craft services for its clients. By combining public service, technology, and continuing education, TA has been able to anticipate trends to keep the company at the forefront of industry changes. The company's mission is to provide clients with a wide variety of wellness services with a strong commitment to integrity, character, and good business ethics. TA is structured around the facilitation of its "Health and Wellness Program Management" while leveraging partnerships to broaden the client's resources and benefits and maintaining its vision to provide clients with peace of mind at affordable rates.



William Turner

Allied Cleaning Solutions
www.alliedcleaningsolutions.com



Allied Cleaning Solutions (ACS) is a minority- and military- veteran owned and operated cleaning company. ACS provides a full range of services to meet client facilities maintenance and commercial cleaning needs, including janitorial cleaning, commercial cleaning, post-construction cleaning, pressure washing, post-event cleaning, and facilities maintenance.

ACS' founder, William Turner, was born and raised in Southfield, Michigan. William attended the Ohio State University and majored in International Studies – East Asia. After graduation, he joined the Navy for eight years. In 2012, William returned to Columbus and started Allied Cleaning Solutions. The company is currently engaged in a joint-venture with a company based in Detroit, Michigan that utilizes Allied's Service-Disabled Veteran-Owned verification, as well as its HUBZone status, which will greatly expand both company's national footprint and increase revenues.

As president of Allied Cleaning Solutions, Mr. Turner handles all the day-to-day activities of the company and was recently named to Real Times Media's 2012 "Who's Who in Black Columbus". In 2013, he was also one of ten veterans named to sit on the inaugural Veterans Advisory Council at the Chalmers P. Wylie VA Clinic in Columbus, Ohio. As a member of the council, he and the other members provide insights and suggestions for helping the clinic system operate in a more efficient, yet patient-centric environment. Mr. Turner is also a recent graduate of the Turner School of Construction Management.



Ron Boone

Boone Enterprises, LLC

www.booneenterprises.org



Boone Enterprises, LLC is a minority-owned business with offices in Cleveland and Columbus, Ohio. Boone Enterprises specializes in designing and implementing a variety of comprehensive systems to help organizations sustain a competitive advantage. Boone Enterprises' office supply division provides one stop shopping for a large selection of office supplies, janitorial supplies, and other business products. Boone Enterprises also offers customized learning and developmental programs that help clients improve organizational performance.



Treva (Tee) Peterson Northington

Honeyman Gourmet Products

Honeyman Gourmet Products has 7 products that are sold in several grocery stores in the Central Ohio area, including Kroger (Mores Rd.), Celebrate Local Easton, The Hills Market, Going Green Market Granville, and The Granville Market. Honeyman's product selection includes Hot and Mild Barbecue Sauces, Pork Rub, Seasoned Salt, Garlic Parmesan/ Romano Cheese Mix, and Honey Mustard Salad Dressing.

Ms. Northington is a member of Ohio Proud and ECDI. In 2012, Tee appeared on Good Day Columbus, featuring a cooking demo. She also demos monthly for Kroger. Ms. Northington has a passion for poetry and cooking, and was published in the book "America at the Millennium: The Best Poems and Poets of the 20th Century."



Elizabeth Blount

UNIGLOBE Travel Designers, Inc.

www.gouniglobe.com



UNIGLOBE Travel Designers, Inc. is a minority owned, award-winning, full-service Travel Management Company offering more than 30 years of business, leisure and group travel consulting experience. A proud part of the UNIGLOBE Travel organization, the company uses its vast global resources and wealth of knowledge to provide customers with the best value for their travel dollar while alleviating the stress and frustration typically associated with travel planning.

Travel has become one of the most expensive commodities within an organization and often companies have little control and visibility to one of their most costly expenditures. As industry experts, UNIGLOBE has watched the travel industry come full circle from the "do it yourself" concept through online booking engines to a genuine need for real experts to assist organizations with managing their travel spend. UNIGLOBE recognizes the need for tighter financial and management control of operating expenses, and they partner with companies to analyze their travel needs and programs designed to deliver the maximum savings possible.



Curtis Clark

The Pension & Retirement Group, LLC

www.thepensionandretirementgroup.com



The Pension & Retirement Group focuses on corporate and small business retirement plans, including pensions, 401ks, 403bs, 457, and non-ERISA executive bonus plans. In addition to installing pension and retirement plans, The Pension & Retirement Group places advisors on site to constantly monitor the plan, educate participants, reduce human resources workload, and strengthen relationships.

Curtis Clark has over 14 years in the financial services industry. He has created a new paradigm in the financial services industry that is closer to the client. Through its Retirement Training Program, group seminars and 1 on 1 consulting sessions, The Pension & Retirement Group prepares employees to optimize their investment strategy. The company's value proposition is working directly with employees to maximize their financial planning outcomes.



Keith Echols

w3r Consulting

www.w3r.com



w3r Consulting is a 19-year-old privately held IT consulting firm servicing Fortune 1000 companies and the Federal Government. By combining many years of industry experience and exposure, w3r can objectively view customer challenges and recommend solutions that meet both current and future needs. The company's goal is to provide the highest quality consultants and services to help build versatile, reliable, and flexible solutions that support their clients' businesses. The company has grown an impressive 400% over the past four years, creating more than 1,200 job opportunities.

w3r Consulting brings a unique value & perspective to both IT consulting and staffing services. Through its advisory services, w3r Consulting provides high-value solutions to its clients in the areas of strategic planning, feasibility studies, ROI/ project evaluations and program/ project management excellence.



Maria Lucila Smith

Spanish Business Solutions

www.LucilaOrtiz.com



Spanish Business Solutions (SBS) is a liaison to emerging domestic and international markets. SPB provides a variety of solutions that help businesses reach Latino consumers in America. SBS also helps its clients pursue commercial opportunities in Latin American countries. SBS collaborates with its clients to facilitate idiomatic and multicultural knowledge to strengthen success in Latin Markets by building long-term local relationships. Additionally, Spanish Business Solutions offers high quality translations, interpretations and transcription services.

SBS' founder Maria Lucila Smith was born in Argentina, and has over 15 years experience working with American companies who have business developments in Latin America. Maria Lucila Smith holds a degree in International Relations from the Universidad Católica de Córdoba (Cordoba-Argentina) and is a Spanish Instructor at The Ohio State University.



Robin Walker
 CDM Computers
www.cdmcomputing.com



CDM Computers is a full service Information Technology company offering a wide range of services including full scale business network implementations, website development and marketing. Robin Walker, the President, is focused on providing customers with the ultimate computing experience.

In addition to business services, CDM has 2 retail locations: Cincinnati, OH at 115 W. Kemper Road, 45246 and Indianapolis, IN at 7340 E. Washington St, 46219. Each location provides service, sells components and enhances customer experience through events like Community Tech Days and Business Technology Sessions.



Theresa Harris
 TMH Solutions, LLC
www.tmhsolutions.com



TMH Solutions, LLC (TMH) was founded by Theresa Harris to provide high quality, cost effective information technology solutions through the use of strategic business partners and seasoned management and technology professionals. In 2012, TMH became an authorized dealer for DLT

Solutions, selling Oracle ERP applications and services under Ohio State Term Schedule (STS) 534042-1. In 2013, TMH expanded its offerings to become an Oracle Gold Partner, providing Application and Technology products and services. In 2014, TMH expanded again to become an authorized dealer of BMC Software under the State of Ohio STS Contract #534042-1.

TMH is proud of their strategic clients, business partners and community commitment. Ms. Harris currently serves as Board Chair for the Mid-Ohio Foodbank, Vice Chair and Board member for GroundWork Group and Associate Board member for the Columbus Zoo and Aquarium. In 2013, Theresa was appointed by Governor Kasich to serve on the Ohio Minority Business Advisory Council.



Ron Stokes
 Three Leaf Productions, Inc.
www.three-leaf.com



Three Leaf Productions, Inc. provides a complete project management solutions, including billing services, warehouse fulfillment, printing, telecommunications, creative marketing and graphic design.

Three Leaf's expertise include decal and label application, promotional items, audio and video production, commercial mass print production, mail inserts, business cards, door hangers, brochures, pick and pack kitting, catalogs, and magazines. Additionally, Three Leaf offers technology solutions for branding, web design, and mobile and wireless devices.



Clarence Simmons

SIMCO Construction LTD
www.simcocompanies.com



SIMCO Construction LTD is an urban redevelopment construction company. Located in Columbus, Ohio, SIMCO was founded by Clarence Simmons to address the need for more quality contractors in urban areas with the capacity for multiple small and large projects. SIMCO utilizes Mr. Simmons' urban renovation, new construction, and development expertise to be a multifaceted construction company capable of successfully completing all types of single family, multifamily and commercial projects.



Ron DeLyons

Creekwood Energy Partners
www.creekwoodenergy.com



Creekwood Energy Partners, LLC provides clients with comprehensive energy management and consulting services, arranging project finance where and when required. Founded in 2004, Creekwood was established to develop and finance renewable energy projects. In 2009, the company expanded its service offerings to include comprehensive energy management and consulting services. Creekwood employs a data-driven process, designed to optimize renewable energy, energy efficiency, and sustainability initiatives.



Emmett Drane

Diversified Facility Solutions
www.dfscincy.com



Diversified Facility Solutions (DFS) is a minority business enterprise and federal prime contractor in the SBA 8(a) Program sponsored by the U.S. Small Business Administration. The company provides pre-construction services, program management, project management, owner representation, general construction, and construction management. DFS' serves customers for a broad spectrum of project types including corporate, retail, medical, and government.

DFS concentrates on interior office building renovations, office build-outs, miscellaneous metal fabrication and has developed a specific niche in building/renovating and re-imaging of bank branches, medical office buildings, call centers and retail space.



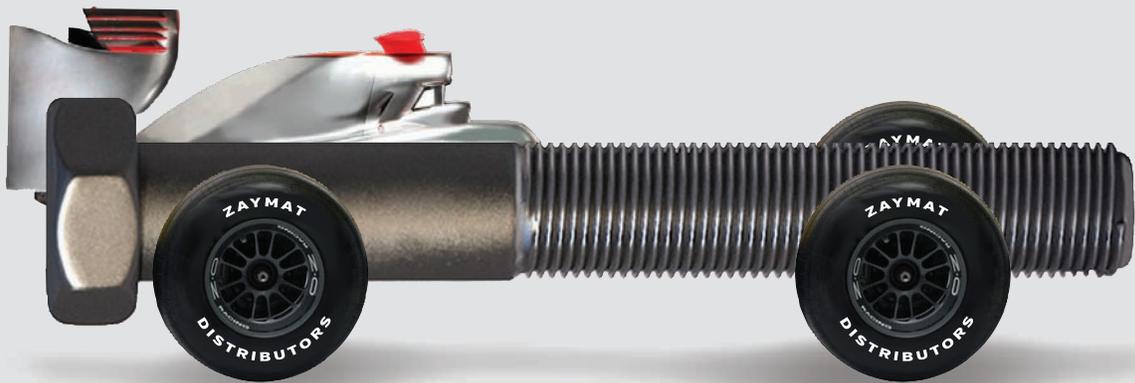
Mark Hall

Kram & Associates Marketing Solutions
www.krammarketingsolutions.com



Creekwood Energy Partners, LLC provides clients with comprehensive energy management and consulting services, arranging project finance where and when required. Founded in 2004, Creekwood was established to develop and finance renewable energy projects. In 2009, the company expanded its service offerings to include comprehensive energy management and consulting services. Creekwood employs a data-driven process, designed to optimize renewable energy, energy efficiency, and sustainability initiatives.

WHAT YOU NEED. FAST.



When you need industrial, construction, electrical, mass-transit and Jan-San supplies and equipment, call ZayMat Distributors at **(440) 605-9000**. You'll get what you need. Fast.



A Leading Industrial Supplies Distributor • *MBE/DBE/SBE/EDGE Certified* • Find us online at zaymat.com

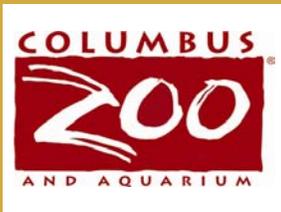


Ohio Business Opportunity Fair



The OBOF Safari Golf Classic

On Monday, May 13, 2013 the South Central Ohio Minority Supplier Development Council opened its Annual Ohio Business Opportunity Fair (OBOF) with the Business Opportunity Golf Classic at the Safari Golf Course. The golf classic is sponsored annually by The Columbus Zoo. Greg Bell, Associate Zoo Director & CFO, welcomed attendees and shared news including upcoming events, features, animals and the new amenities of the Safari Golf Course, the Zoo and Zoombezi Bay Water Park. More than 100 golfers enjoyed the day of network and relationship building. The classic ended with dinner, prizes to the winners of the day and a raffle. Tom Stalf, Columbus Zoo President and CEO, was a surprise guest speaker at the dinner.



OBOF Workshops

On Tuesday, May 14th the conference opened with a series of workshops. Corporate supplier diversity professionals and minority entrepreneurs participated in a full day of training. OBOF workshop opportunities included a corporate track and MBE track series.



The MBE track workshops included:

- **Obamacare and Your Bottomline.** Facilitated by Sandra W. Moody, Principal of Dehan Enterprises and Franklin University Adjunct Professor of Insurance & Finance.
- **Strategic Communications: Aligning Your Value Proposition and Focusing on Core Competencies to Win Business.** Moderated by Amelia Rodriguez, President and CEO of Vocalink. panelists included Edgar Smith, Chief Executive Officer of World Pac Paper, LLC, Jeff Davis, President for CB Tech, Carl Satterwhite, President & CEO of RCF Group, and Steve Hightower, President & CEO of Hightowers Petroleum
- **Improving Fiscal Operations for Business Success.** Facilitated by John Parms Managing Partner and Theodore Johnson Partner of Parms & Company
- **Risk Management Strategies for Your Property and Your People.** Presented by Huntington Bank's Todd Cullen, CLU, CEB Insurance Sales Executive and Mike Long Senior Vice President of Specialty Markets
- **The Advantage: Leveraging Certification and Positioning Your Company to Grow.** Moderated by Clifford A. Bailey, President & CEO of Techsoft Systems, Inc. & OMSDC MBEIC Chair with panelists Michelle Bell, President & CEO of 1st Choice LLC & MBEIC Chair for MD MSDC, Edmond Brown, CEO & Owner of ELB Enterprises, Inc. and Daniel Sung Park, Founder & CEO of Eclaro International Inc. & MBEIC Chair for the NY & NJ MSDC
- **Emerging Contractual Opportunities: Doing Business in the Natural Gas Industry.** Presented by Lance Hyde Supplier Diversity Manager for EQT Corporation

Corporate track workshops included:

- **Advanced Supplier Diversity Strategies and Best Practices.** Facilitated by Dwain Carver, Assistant Director of Corporate Diversity for Procter & Gamble
- **Improving Effectiveness through Minority Supplier Development Planning.** Moderated by Deborah Pickens Director of Supplier

Diversity for Eaton Corporation. Panelists included John Munson, Assistant Manager of Supplier Diversity Purchasing for Toyota Motor Engineering & Manufacturing North America, Inc., Paula Carter, Procurement Diversity Manager for Honda of America and Scott Hardwick Manager of Supplier Diversity for Rockwell Automation

- **Emerging Trends: Identifying Next Practices for Increased MBE Utilization.** Moderated by Denise Thomas Director of Supplier Diversity for The Kroger Company with panelists James Stocks Senior Manager of Supplier Diversity for Macy's Inc., Marlon Moore Vice President of Supplier Diversity for Huntington Bank and Shaun Hamilton Manager of Supplier Diversity for Premier Health Partners
- **Strategies for Diverse Supplier Utilization for Corporations in the Healthcare Industry.** Moderated by Cathy Mock, Director of Supplier Diversity for Cardinal Health



OBOF Town Hall Meeting

Fenorris Pearson was the OBOF Town Hall Meeting keynote speaker. Fenorris is the founder of Global Consumer Innovation. He is an accomplished author, speaker, philanthropist, and corporate executive having served as the Vice President of Human Resources for Formula One. Previously, he also served as Vice President of Consumer Innovation at Dell, Inc.



Private Reception

Hosted by Huntington

Executives from Huntington Bank sponsored and hosted a private reception at the OBOF. The reception provided an opportunity for MBEs to network with Huntington's executives, financial services and sourcing professionals.

Huntington is a \$56 billion bank headquartered in Columbus, Ohio. In 2012, Huntington was ranked highest in the nation in customer satisfaction by small business owners, according to J.D. Power and Associates. In addition, Huntington has lent \$4 billion to small businesses since 2010 and has committed to increasing supplier diversity spend to 14% by the end of 2014.

Mayor Michael B. Coleman OBOF Opening Reception

The OBOF Opening Reception was sponsored by the City of Columbus and Mayor Michael B. Coleman. Mayor Coleman welcomed conference participants to the City of Columbus and highlighted the region's strategic focus on attracting, retaining, and growing entrepreneurs. During the welcome, Mayor Coleman premiered a video that features Columbus' thriving diverse business community. Mayor Coleman also announced the winners of the Frederick J. Yates Jr. Memorial Scholarship Minority Business Awards.

Columbus City Councilwoman Priscilla Tyson delivered remarks and presented a \$60,000 check for MBE development to launch the MBE Academy, a one-year training and development program for eligible non-certified MBEs and newly certified MBEs in Central Ohio. Council President Darryl A. Peal gave remarks and presented the President's Awards. This year's awards included the 2013 Economic Inclusion Award presented to Mayor Michael B. Coleman for leadership and commitment to minority business development and economic inclusion; the 2013 MBE Development Award presented to Columbus City Councilmember Priscilla Tyson for advocacy and supporting MBE development through the MBE





Academy; 2013 MBE Empowerment Award presented to Huntington National Bank for community engagement and providing access to capital for MBEs; the 2013 MBE Empowerment Award presented to Pamela Coleman-Brailsford for supporting MBE education and training opportunities; the 2013 W/MBE Trailblazer Award presented to Bob Ross Automotive for outstanding achievement and success; the 2013 Corporate Commitment Award presented to Greg Bell and the Columbus Zoo for years of support and hosting the Safari Golf Classic; and the 2013 Reciprocal Champion Award presented to Keith Echols and w3r Consulting for exceptional leadership and participation in the Council.

Roland S. Martin delivered the keynote address. Roland Martin is a nationally award winning and multifaceted journalist. He is an author and nationally syndicated columnist with Creators Syndicate. Additionally, he is a commentator for TV One Cable Network and host and managing editor of "Washington Watch with Roland Martin." The Opening Reception concluded with closing remarks from Darryl Peal.



The Trade Fair

On Wednesday May 15th the day began with a Networking Breakfast. After breakfast and the formal ribbon cutting, MBE and corporate guests participated in Ohio's oldest Supplier Diversity and Business Opportunity Fair. With more than 450 participants, there were many industries represented including automotive, retail, construction, energy, professional services, marketing, and manufacturing. Also, the Central Ohio Hospital Councils hosted an industry pavilion for healthcare systems. The companies that participated in the healthcare pavilion were Mount Carmel, Nationwide Children's, OhioHealth, The Ohio State University Wexner Medical Center. During the trade fair, MBEs that signed up for Matchmakers were paired in scheduled meetings with corporate buyers.

The Council extends a special thanks and appreciation to the Board of Directors, volunteers, committees, participants, speakers, and contributors including Honda, The Columbus Zoo, Toyota, Huntington Bank, Che International Group, Hooven-Dayton Corporation, Bob Ross Auto Group, Procter & Gamble, Cardinal Health, The Kroger Company, Modular Assembly Innovations, CB Tech, Limited Brands, Cintas Corporation, Ohio Department Of Development, The City of Columbus, RCF Group, Vocalink, TechSoft Systems, TriVersity, Coleman Spohn Corporation, World Pac Paper, Rockwell Automation, W3r, Macys, Unicon International Inc., Jones Lang LaSalle, Coalescence, Nielsen, New Vision Group, Miles McClellan Construction, Guy Brown Products, Browne Engineering & Construction, Three Leaf Productions, Horseshoe Casino of Cincinnati, KLN Logistics, E.E. Ward Moving & Storage, World Wide Technology, Inc., Ohio Development Services Agency, Digital Color International and US Bank.

Take your
reputati

Few things are as va
company's reputation
it's essential to find
to help you adv
a competitive

Stand







SUPPLIER
DIVERSITY
CORPORATE
SUMMIT

On August 20, 2013, the South Central Ohio MSDC hosted the Cincinnati Supplier Diversity Corporate Summit at the Great American Ball Park in Cincinnati, Ohio. Corporations and MBEs enjoyed a networking breakfast as they exchanged introductions and welcomed new MBEs and new Corporations members to the council. Council President, Darryl A. Peal and Chair Adrienne C. Trimble, General Manager of Diversity & Inclusion and Corporate Responsibility for Toyota Motor Engineering & Manufacturing, N.A. delivered the welcome.

Clifford A. Bailey, MBEIC Chair and President & CEO of TechSoft Systems Inc. presented the Minority Business Enterprise Input Committee (MBEIC) update. Bailey gave an overview of the vision, purpose and significance of the MBEIC. Mr. Bailey also discussed strategic changes in the structure of the MBEIC, the roles and responsibilities of committee members, and announced open positions on the committee.

Steven Easley, Founder and Owner, Easley Blessed photography presented a video presentation on the Ohio Minority Supplier Development Council. The video featured a presentation on the Council's vision, mission, and strategic direction, and included Corporate and MBE testimonials. Once the video concluded Darryl Peal, SCOMSDC President, gave the Council Update and Economic Impact Report. The presentation included in depth information regarding the merger, Council events, and education and development opportunities for MBEs and Corporate Members. The report included the Corporate Member MBE Spend Survey results and statistical information about MBE demographics, industry groups, annual revenue, jobs, and trends. Adrienne Trimble the SCOMSDC Chair and General Manager of Diversity & Inclusion and Corporate Responsibility for Toyota Motor Engineering & Manufacturing, N.A. discussed the NMSDC strategic restructuring and how it impacts the region. The overview addressed the goals, changes and integration of the NOMSDC and SCOMSDC.

Phillip Holloman, President and COO of Cintas Corporation was the featured speaker of the Corporate Summit. He delivered a message that addressed the impact and significance of supplier diversity, the value of MBEs and how Corporations and MBEs can develop mutually beneficial relationships. He gave

key insight into how Cintas has significantly grown its supplier diversity program with his support, and the leadership of Pamela Coleman-Brailsford. He discussed their strategies and tactics for growing a world-class supplier diversity program, and how supplier diversity has positively impacted the Cintas Corporation.

Holloman shared with the participants that, when you are developing a supplier diversity program you must approach it like your are running a marathon. Holloman stated, "you have to be patient, take your time and be intentional about developing a sustainable program. If you treat it like a sprint, you will become disenchanted and fatigued. The development of the program has to be treated like a marathon and not a sprint."

The program concluded with closing remarks from the Council President, Darryl Peal. The council extends special thanks to the Great American Ball Park for their hospitality and the utilization of their facilities and appreciation to the Corporate Sponsors which included Toyota, Cintas Corporation, Procter & Gamble, d.e. Foxx & Associates, Inc., TechSoft Systems Inc., World Pac Paper, The Columbus Zoo, connXus, Smart IT Staffing and E.E. Ward Moving & Storage.



SINCE 1881

E.E. WARD

MOVING & STORAGE CO.

Certified Minority-Owned Small Business

*Professional Movers.
Smart Solutions.*

**Employee Relocation • Commercial Office Relocation
Warehouse & Logistics Services • Portable Storage**



eeward.com • 614.298.8414



Cincinnati MBA Makes History With \$1.7M GrowthBridge Launch

Since being founded in 2003, Cincinnati's Minority Business Accelerator (MBA), an arm of the Cincinnati USA Regional Chamber, has long been considered a nationwide leader in economic inclusion efforts. So much so, that cities including Charlotte, Cleveland, Lexington, Dayton and Greenville used the MBA as blueprint to launch their own. Now, they are leading the way once again, with the February 2014 launch of the L. Ross Love GrowthBridge Fund.

The fund will provide flexible debt capital to finance growth projects of established, highly-competitive, African-American and Hispanic-owned firms in the Cincinnati region. The average loan size will be \$175,000. It is anticipated that three to four loans will be made per year. Once they are, they will be the first of their kind in the country.

Since being announced in June 2013, the Fund has

raised more than \$1.7M from 28 investors representing both corporations and private commitments. The launch will allow the MBA to begin accepting applications from established, highly-competitive regional businesses to receive flexible debt capital. Fundraising will continue until July 31 to secure a goal of at least \$2M.

"It's extremely gratifying to see such a deep level of commitment from our Fund investors, companies and individuals; through them, we will not only advance MBE's, but our region," said Crystal German, vice president of the MBA and economic inclusion at the Cincinnati USA Regional Chamber. "Cincinnati has come far in many areas of diversity and inclusion, but near the top has to be the advances we continue to make in minority economic development," she added.

The fund was named in



Crystal German
Vice President of MBA &
Economic Inclusion
Cincinnati USA Regional Chamber

memory L. Ross Love. The entrepreneur, philanthropist, former Procter & Gamble executive and founder of Blue Chip Broadcasting was dedicated to minority entrepreneurship.



"It's extremely gratifying to see such a deep level of commitment from our Fund investors, companies and individuals; through them, we will not only advance MBE's, but our region"





TOYOTA

DRIVING SUPPLIER DIVERSITY TO THE NEXT LEVEL

The continual development of a diverse and sustainable supplier base is an essential business strategy for Toyota, supporting the company's purchasing philosophy to "buy where we build and build where we buy." As a result, the company meets and works with numerous minority business enterprises (MBEs) in communities near facilities where they design, build and sell vehicles across North America.

Toyota is a regional and national leader in advancing Supplier Diversity, spending billions of dollars with MBEs every year. The company extends its influence to utilize diverse businesses to its Tier I suppliers and encourages them to utilize diverse businesses, as well. Through Toyota's collective Tier I and II minority business development efforts, over 54 thousand jobs were sustained or created, and over \$5 billion was put back into the community in 2012.

Toyota spent \$2.2 billion with Tier I MBE suppliers in 2012. This represents an increase of 29% in one year. Additionally, Toyota's Tier I suppliers spent \$711 million in Tier II spend with MBEs.

Toyota's MBE regional spend numbers are staggering. Toyota's total spend with MBEs in the South Central Ohio Region was \$611 million, representing a 42% increase since 2011. In 2012, Toyota used 32 MBEs as Tier I suppliers and 35 as Tier II in the South Central Ohio Region.

Toyota's spend numbers have earned the company numerous awards and accolades, including the SCOMSDC Class IV Corporation of the Year award for the

past three consecutive years. The company was also the National Minority Supplier Development Council 2011 Corporation of the Year.

The company is also a one of eighteen corporations that are members of the Billion Dollar Roundtable (BDR). The BDR was created in 2001 to recognize and celebrate corporations that achieve annual spending of at least \$1 billion with minority- and women-owned suppliers. Since joining the BDR, Toyota has increased its annual MBE spend by 100%.

Additionally, Toyota takes a personal leadership role in supplier diversity on a regional level. Adrienne C. Trimble (General Manager, Diversity & Inclusion, Supplier Diversity, represented) represented Toyota as the Chairwoman of the SCOMSDC Board of Directors in 2012 and 2013, and earned the 2013 President's Award for Board Leadership. Now, John Munson, Jr. (Toyota Supplier Diversity Manager) represents the company on the Board of the newly formed Ohio Minority Supplier Development Council (OMSDC), following the merger of the South Central Ohio and Northern Ohio Minority Supplier Development Councils.

"Toyota sets the bar for achieving excellence in Supplier Diversity," said Darryl A. Peal, OMSDC President & CEO. "Toyota positively impacts the local, regional, and national economy through its minority business development efforts. By actively engaging and utilizing diverse suppliers, Toyota encourages entrepreneurship in underrepresented demographics, creating and sustaining jobs in the communities that we live and collectively serve."

FEATURED MBE SUPPLIER



Eric Ellis
President & CEO
Integrity Development
Corporation

As an MBE Tier 1 supplier for over 20 years, Integrity Development Corporation has become a trusted partner in Toyota's efforts to create a more diverse and inclusive corporate culture. At the forefront of Integrity Development is Eric Ellis, who is respected for his ability to integrate meaningful diversity initiatives into even the most rigidly structured organizations. A member of the Ohio Minority Supplier Development Council, Ellis is one of the premier diversity and inclusion experts in

The largest percentage of Toyota's diverse suppliers directly supports the automotive leader's manufacturing operations. However, their supplier diversity processes also focus on engaging MBEs in the professional service sectors.

the field.

Ellis founded Integrity Development Corporation in 1991 in West Chester, a Cincinnati suburb, where his company remains headquartered today. Specializing in the development of long-term diversity and inclusion strategies, Integrity Development Corporation has earned a stellar reputation for bringing transformative changes to the corporate cultures of leading companies and organizations.

The company's primary goal is to assist their clients in maximizing the effectiveness of their diverse workforce. Their strategic consulting philosophy is strongly anchored in assessing an organization's unique people development needs.

"Toyota regards Ellis as a true innovator and a dynamic champion for creating a more diverse and inclusive business environment in Ohio and in communities across the nation," said John Munson, Jr., Toyota Supplier Diversity Manager. "We appreciate his leadership at Integrity Development and applaud his company's long-standing service as a Toyota supplier."

TOYOTA

SUPPLIER DIVERSITY BY THE NUMBERS

\$711 Million

2012 total Tier II MBE spend

29% Increase

in MBE spend from 2011-12

\$2.2 Billion

2012 total Tier I MBE spend

\$611 Million

2012 MBE spend in South
Central Ohio Region

42% Increase

in South Central Ohio Region
MBE spend



*There's always a better way...
Together.*



In communities across Ohio and throughout North America, Toyota is building sustainable relationships with MBE suppliers and partners who share our passion for excellence. By creating opportunities to help us design, build and sell quality vehicles, we're also working together to create a more diverse and inclusive business culture.



*Let's
Go
Places*

For more information, please contact one of our affiliates:

Toyota Motor Engineering & Manufacturing North America - www.toyotasupplier.com • Toyota Motor Sales - www.toyotasupplierdiversity.com
Toyota Financial Services - www.toyotafinancial.com | OE SAVE THE DATE » October 27 & 28, 2014 • Duke Energy Center, Cincinnati, OH



CINCINNATI BUSINESS OPPORTUNITY GOLF CLASSIC



9/19

2014

WETHERINGTON GOLF & COUNTRY CLUB
7337 COUNTRY CLUB LANE | WEST CHESTER, OH



FOR MORE INFO VISIT
WWW.OHIOMSDC.ORG

A

◀ B (fold line B to line A & crease)

THE STANDARD FOR MODERN WEB DESIGN AT
 QUÉZ MEDIA IS TO ALWAYS THINK: FIRST
 RESPONSIVE — THEN DESIGN FOR TRADITIONAL MONITORS.

WE STILL FANCY A REALLY CREATIVE PRINT
 AD EVERY NOW AND THEN TOO.

AT QUÉZ, WE ALWAYS PUT OUR HEARTS IN
 THE CREATIVE WORK THAT WE DO, BECAUSE
 SIMPLY PUT, OUR CLIENTS ARE OUR WORLD.



A

◀ B (fold line B to line A & crease)

Call us, we'll surprise you.
 877.969.3614 / quezmedia.com/1



(To whomever advertised on the back of this page, we apologize.)

DRIVING 'FORE' BUSINESS AND ECONOMIC GROWTH

2013 Cincinnati Business Opportunity Golf Classic



The Driving 'Fore' Business and Economic Golf event, sponsored by Toyota Motor Engineering & Manufacturing North America, Inc., was held on September 30, 2013 at the Wetherington Golf & Country Club in West Chester, Ohio. Corporate and MBE golfers arrived early for registration and enjoyed a networking breakfast sponsored by The Kroger Company.





Golf began at 8:30 am with a shotgun start. The foursomes consisted of pairings between Corporate members and MBEs. Additionally, new golfers who did not participate in the pairings were given the opportunity to participate in a beginners' golf clinic. The golf clinic was facilitated by a golf professional that provided an instructional course on golf fundamentals.

Following the 18 holes of golf, a dinner was hosted in the golf club. The dinner and cocktail hour

consisted of cash prizes given for closest to the pin competition and the 9-hole putting contest. In addition to the tee games, golfers participated in a raffle that included gift cards, sports memorabilia, gift baskets, golf clubs, a flat screen TV and other prizes.

Following dinner, Carl Satterwhite, President & CEO of RCF Group facilitated an MBE Executive Straight Talk. Executive Straight Talk is a minority CEO leadership discussion that advocates for the

Council and focuses on accelerated minority business growth, development and the advancement of certified MBEs throughout the region.

A special thank you is extended to the co-chairs, Denise Thomas of Kroger and Carl Satterwhite of the RCF Group. Sponsors of the golf classic included Toyota Motor Engineering & Manufacturing N.A., Honda of America, The Kroger Company, Cintas, and w3r Consulting.





2013 SCOMSDC ANNUAL MEETING

The South Central Ohio Minority Supplier Development Council (SCOMSDC) Annual Meeting was hosted on Tuesday March 26, 2013 at the David H. Ponitz Center on the campus of Sinclair Community College in Dayton, Ohio. The event began with over 200 MBE and corporate members participating in the formal networking breakfast. The networking breakfast was also an opportunity for participants to develop potential business partnerships with other industry professionals. After breakfast, Corporate Members, MBEs and partnering organizations moved to the auditorium to begin the opening ceremonies of the Annual Meeting.





The meeting was called to order by SCOMSDC Board Chair Adrienne C. Trimble, General Manager, Diversity & Inclusion, Corporate Responsibility, Toyota Engineering and Manufacturing N.A., Inc. The Invocation was given by Reverend Dr. Darryl Ward, Senior Pastor of Omega Baptist Church. The 2013 Annual Meeting Agenda was then approved by Adrienne Trimble in addition to the approval of the 2012 Meeting Minutes, which were given by Denise Thomas, SCOMSDC Secretary, Director of Corporate Supplier for The Kroger Company.

Ms. Trimble delivered the welcome on behalf of the Board of Directors. Following the welcome, the introduction of the Board was conducted by Dwain L. Carver, SCOMSDC Vice Chair and Director of Corporate Supplier Diversity for The Procter & Gamble Company. The Honorable Fred Strahorn, State Representative for the Ohio House of Representatives, House District 39, facilitated the installation of the 2013

slate for the Board of Directors.

Adrienne Trimble delivered the Chairwoman's Report. She gave an in depth overview of the Council's vision, the new NMSDC strategic plan, and the planned merger of NOMSDC and SCOMSDC. Paula Carter, SCOMSDC's Treasurer, gave the Treasurer's report. Ms. Carter gave an overview of the Council's financial position, budget performance, expense and revenue reports for SCOMSDC. The President's report was presented by Darryl A. Peal, SCOMSDC President. He discussed the direction of the Council, and tactics for implementing the strategic plan. Clifford A Bailey, MBEIC chair delivered the Minority Business Enterprise Input Committee (MBEIC) report. The roles, responsibilities, vision and mission of the MBEIC were at the forefront of the report. Additionally, he expressed the importance of being involved with the MBEIC and how it could benefit, develop and impact MBE companies.





This year's Annual Meeting featured an Executive Panel that addressed questions from the attendees and gave insight on the impact of Supplier Diversity on Corporate America and the greater economy. The Moderator was Adrienne C. Trimble. The panelists were Reuben Shaffer, Vice President & Chief Diversity Officer, The Kroger Company; Thomas Nash, System Vice President & Chief Purchasing Officer of Premier Health Partners; Deborah Manos-McHenry, Chief Sourcing Officer of Huntington National Bank; Kevin Kline, Vice President & General Manager of the Horseshoe Casino; Carl Satterwhite, President & Owner of the RCF Group;

Melinda Carter, Director, Equal Business Opportunity Commission Office with the City of Columbus; and Tom Lake, Division Manager, North American Purchasing of Honda of America Mfg., Inc. The program concluded with Adrienne Trimble adjourning the meeting and Darryl A. Peal giving final remarks.

Following adjournment of the Annual Meeting, MBEs participated in a workshop entitled "ObamaCare and Your Bottomline." This was a special presentation, sponsored by the MBEIC committee. The workshop was facilitated by Sandra Moody, Principal, Dehan Enterprises & Adjunct Professor of Insurance & Finance, Franklin University.

The Council appreciates the support of the following 2013 Annual Meeting Sponsors:

Connections Host Sponsors – Toyota Motor Engineering & Mfg. N.A. and Honda of America Mfg., Inc. | Breakfast Sponsors – The Procter & Gamble Company and McTech Corp. | MBE Orientation Sponsor – Cintas | MBEIC Meeting Sponsors – E.E. Ward Moving & Storage Co., CB Tech, CDO Technologies, SmartIT Staffing, and Wise Construction | Media Sponsor - Modular Assembly Innovations | Lunch Sponsor – RockTenn | Parking Sponsors - Cardinal Health, The Kroger Company, and TriHealth | MBE Patron Sponsor - Bob Ross Auto Group, TechSoft Systems Inc., Patmon LLC, NA & Associates LLC, and Parks OV Electric | Corporate Patron Sponsors – Turner Construction, Messer Construction, Standard Register, University of Cincinnati, Johnson & Johnson, Danis Construction, and KeyBank.



2013 SCOMSDC AWARDS GALA & SILENT AUCTION

On Friday November 8, 2013 the South Central Ohio Minority Supplier Development Council (SCOMSDC) hosted their final Annual Awards Gala and Silent Auction at the Savannah Center in West Chester, Ohio. The gala is the Council's signature event that recognizes and celebrates the achievements of the region's most notable MBEs and Corporate Members. The SCOMSDC Awards Gala exhibits the growth and success of minority business enterprises and the supplier diversity participation of corporate members in the region. Nearly 700 guests attended this year's gala.

The Gala's MBE host sponsor was Karen Cooper, President and CEO of Smart IT Staffing, Inc. The Corporate Host Title Sponsors were Honda Manufacturing, Inc, The Procter & Gamble Company, Macy's Inc. and Toyota Motor Engineering and Manufacturing N.A., Inc.

The gala commenced with the Silent Auction and VIP reception where guest were welcomed with New Orleans inspired appetizers and harmonious trumpet sounds of the prolific Mike Wade Fo'tet. Diana Lara, Corporate Director of Media & Public Relations of UC Health was Mistress of Ceremonies for the event. Rabbi Abie Ingber gave the Invocation before dinner. The 2013 Gala's menu, entertainment and décor were inspired by the music, diversity and exuberance of the New Orleans culture. Dinner was served as Marquis Miller VP of Field Operations of NMSDC gave welcoming remarks followed by greetings from Adrienne C. Trimble, SCOMSDC Board Chair and General Manager of Diversity & Inclusion Corporate Responsibility for Toyota Motor Engineering & Manufacturing North America, Inc.





Dwain L. Carver SCOMSDC Board Vice Chair and Associate Director of Corporate Supplier Diversity at Procter & Gamble, and Dan Dunn SCOMSDC Board Secretary and Director of Customer Service at Standard Register presented the MBE nominees and winners for the 2013 Annual Awards Gala. Smart Growth Construction was presented with the “Emerging Business of the Year” award, PMM Agency was presented the “Class II Supplier of the Year” award, D.A.G Construction Company was presented the “Class III Supplier of the Year” award, and Hightowers Petroleum was presented the “Class IV MBE of the Year” award.

Karen Cooper, President & Co- Founder of Smart IT Staffing, Inc. and James Stocks Director of Customer Service & Senior Manager of Supplier Diversity & Vendor Management of Macy’s Inc. announced and presented the Corporate Awards for 2013. Sue Huff of Macy’s Inc. received the “Buyer of the Year” award, Denise Thomas of The Kroger Company received the “Advocate of the Year” award, The Standard Register Company received the “Class I Corporation of the Year” award, Cintas Corporation received the “Class II Corporation of the year” award, Macy’s Inc. received the “Class III Corporation of the Year” award, and Toyota Motor Engineering & Manufacturing North America, Inc. received “The Class IV Corporation of the Year” award.

SCOMSDC 2013 PRESIDENT'S AWARD WINNERS

Darryl A. Peal SCOMSDC President presented the President's Awards to recognize notable people for their service and dedication to the mission of supplier diversity. The 2013 Gala President's Awards were as follows:

- Lifetime Service Award presented to Paula Carter retiree of Honda of America Manufacturing, Inc. for Unwavering Leadership
- Board Leadership Award presented to Adrienne C. Trimble SCOMSDC Board Chair & General Manager of Diversity & Inclusion Corporate Responsibility for Toyota Motor Engineering & Manufacturing North America, Inc for outstanding Board Leadership and Commitment to Supplier Diversity
- Leadership Award presented to Kitty Strauss, Senior Director of Community Development, Cincinnati USA Regional Chamber for her unwavering commitment to business development and Supplier Diversity
- Outstanding MBE Participation and Commitment presented to Christopher Che, CEO & Founder of Che International Group
- Leadership Award presented to Greg Bell, Associate Zoo Director of the Columbus Zoo received the award for outstanding program support of the Ohio Business Opportunity Fair
- Regional Economic Impact Award presented to The Procter & Gamble Company for unparalleled investment in MBEs



Following closing remarks, guests enjoyed a concert featuring internationally renowned recording artists Kirk Whalum and Chante Moore. Kirk Whalum is the recipient of numerous awards, including a Grammy for Best Gospel Song. His latest CDs are entitled Romance Language and BWB Human Nature. Chante Moore has seven albums, twenty charting singles and collaborations with artists such as Prince, Babyface, and The Isley Brothers. She also starred in the highly rated reality show spin-off, R&B Divas:

LA on TV One.

A special thank you is extended to all of the Gala sponsors which included: The Procter & Gamble Company, Toyota Engineering & Manufacturing North America, Cardinal Health, Cintas Corporation, Honda of America, Macy's, Standard Register, The Kroger Company, Rock-Tenn Company, Bob Ross Auto Group, L Brands, TriHealth, Modular Assembly Innovations, Huntington National Bank, E.E. Ward Moving & Storage, LLC, Danis Building Construction, Jones Lang

LaSalle, Proteam Solutions, Inc., World Pac Paper, UNICON International Inc., Diversified Systems Inc., Coolant Control Inc., d.e. Foxx & Associates, U.S. Bank, Horseshoe Casino Cincinnati, KLN Logistics, Smart IT Staffing Inc., and w3r Consulting. Additionally, a special thank you is extended to all volunteers, Corporate & MBE Table Hosts, SCOMSDC staff, and the Awards Gala committee, without whom this event would not have been possible.

Inclusion makes us stronger.

At L Brands, we know the more perspectives we bring together, the better the view. That's why we want everything about us — from our suppliers to our products and our people — to reflect the diversity around us.

Lbrands







Smart Growth Construction

SCOMSDC EMERGING BUSINESS OF THE YEAR



The South Central Ohio Minority Supplier Development Council (SCOMSDC) 2013 “Emerging Business of the Year” award was presented to Smart Growth Construction. The award was accepted at the SCOMSDC Annual Awards Gala and Silent Auction on November 8, 2013.

The “Emerging Business of the Year” award recognizes a certified minority business (MBE) that provides outstanding quality and service, and has been in existence for less than five years. Businesses given this award also exhibit a strong potential for expansion and development.

Smart Growth Construction, founded in 2010 by Leonard Stokes, is a full service Construction Management/General Contracting firm. Their founding principles of hard work, quality service, and commitment guide the delivery of their services to their clients. Their team of highly qualified construction professionals allows them to self-

perform work directly to their clients and deliver a level of customer service not often seen in the industry today.

Smart Growth Construction has created over 40 new jobs, of which 18 are minorities. They have also created over 100 jobs for subcontracting firms, of which 21 were minorities. In 2011 Smart Growth had 4 employees, in 2012 they grew to 7 employees and in 2013 they now have 30 employees.

Not only has Smart Growth’s human capital grown dramatically, but also their revenue has seen similar growth. In 2011, Smart Growth Construction grossed \$202,000. In 2012, the company grossed \$473,000 and in 2013 their gross income is expected to increase to \$3,400,000. It should also be noted that on April 24th, 2013 Smart Growth became involved in a formal Mentor Protégé relationship with Turner Construction. As Smart Growth Construction continues to grow, they have plans to implement a

20% MBE goal as part of their formal plan. It is their belief that this will help each company to complement each other in business growth.

Smart Growth’s major clients include but are not limited to Johnson & Johnson, Turner Construction Company and HGC Construction. Smart Growth Construction is an active participant in Council programs and events. Smart Growth connected with the Facilities Manager from Ethicon Endo Surgery at an SCOMSDC golf outing which led to their largest contract to date.

“Smart Growth Construction is an excellent example of a minority business’ ability to quickly scale, grow revenue and create jobs,” said Darryl A. Peal, President of the OMSDC. “What is also impressive about Smart Growth is that the company has already begun implementing a supplier diversity MBE-to-MBE spend strategy.”

PMM Agency

SCOMSDC CLASS II SUPPLIER OF THE YEAR



The South Central Ohio Minority Supplier Development Council (SCOMSDC) 2013 “Class II Supplier of the Year” award was presented to PMM Agency. The company’s President and CEO, Kimberly A. Blackwell, accepted the award at the SCOMSDC Annual Awards Gala and Silent Auction on November 8, 2013.

The “Class II Supplier of the Year” award is given annually to a minority business enterprise (MBE) with annual sales between \$1M and \$10M and has demonstrated its ability to deliver exceptional quality and service to corporate clients. Companies who are given this award have distinguished themselves and their businesses by successfully demonstrating growth in sales and employment; consistently providing high quality products and services at competitive prices, offering innovative approaches, and cost-saving ideas; continuously growing MBE-to-MBE purchases; and significantly contributing to the

growth and development of their community.

Founded in 1999, the Mid-West based brand strategies firm located in Columbus, Ohio, provides comprehensive creative services, marketing, PR/media relations, reputation management, event production, interactive & new media, communications and sports agent representation services to its clientele. PMMs corporate clients are Fortune 50, Fortune 100 global corporations, the public sector, celebrities, tastemakers and elite athletes. The company’s client list includes, but is not limited to, Nationwide Insurance, Macy’s, Dell, American Express, Huntington Bank, USA Track & Field, Toyota, (Delhaize America) Food Lion, The State of Ohio and The City of Columbus. PMM has earned a reputation nationally as a trusted brand manager. With an enterprise focus targeted toward “...all things brand”, Ms. Blackwell’s companies include PMM Agency, PMM Productions, PMM Promotions,

PMM Elite and PMM Media.

Ms. Blackwell is recognized nationally as a thought leader and influencer. In 2013 Black Enterprise magazine featured Ms. Blackwell as one of the nation’s “Top Executives in Marketing & Advertising.” In 2013, Ms. Blackwell was also awarded with The Network Journal’s “25 Influential Black Women in Business”. In 2012, PMM and Ms. Blackwell were highlighted in SAVOY and also featured in the Power Issue of Black Enterprise as “Rising Business All-Stars 40 Under 40.”

“Kim Blackwell, PMM’s founder and CEO, is one of our most notable minority entrepreneurs,” said Darryl A. Peal, President of the OMSDC. “PMM is a leading marketing and media relations agency in our region. Several of our corporate members look to PMM for their marketing and communications needs. They deliver innovative, and cutting-edge ideas on every creative project.”

D.A.G. Construction Co., Inc.

SCOMSDC CLASS III SUPPLIER OF THE YEAR



D.A.G. Construction Co., Inc. received the 2013 “Class III Supplier of the Year” award at the South Central Ohio Minority Supplier Development Council (SCOMSDC) Annual Awards Gala and Silent Auction on November 8, 2013.

The “Class III Supplier of the Year” award is given annually to a minority business enterprise (MBE) with annual sales between \$10M and \$50M. Companies who are given this award have distinguished themselves and their businesses by successfully demonstrating growth in sales and employment; consistently providing high quality products and services at competitive prices, offering innovative approaches, and cost-saving ideas; continuously growing MBE-to-MBE purchases; and significantly contributing to the growth and development of their community.

D.A.G. Construction Co., Inc. serves as a Design Builder, Construction Manager, and General Contractor for commercial construction projects in Ohio, Kentucky, and Indiana. They also offer cost estimating and scheduling services. D.A.G. headquarters is located in Cincinnati, Ohio. Their team works in both the public and private sectors providing new construction and renovation

work for the hospitality, education, healthcare, government, banking, retail, and commercial industries. DAG was a part of the construction management team for the first LEED Silver School in the State of Ohio. Their supportive bonding agency and capable banking agents strengthen them. DAG can bond projects up to \$30 million. Their total gross sales were \$12.76 million in 2011, \$12.66 million in 2012 and projected to be \$12.8 million in 2013.

Not only are they an outstanding minority supplier, they take great pride in employing other MBEs. In 2012 their total dollars spent with other MBEs was \$2.85 million and in 2013 they are projected to spend \$3,200,000.00 with other MBE suppliers. D.A.G. Construction is committed to inclusion on all of their projects, whether required or not. On their P&G Project, they achieved 96% MBE/WBE participation, on their City West Project, they achieved 70% MBE/WBE participation on their MSDGC Project, they achieved 54% MBE/WBE participation and on the Horseshoe Casino project they achieved 40% MBE/WBE participation.

Maintaining the budget and schedule are two of the most important facets of construction in

the eyes of their clients. Over the past 5 years, D.A.G. averages within 4% of the budget. These budgets are set during design and measured on bid day and at the close of each project. Many of these variances are related to Owner additions/changes. They create a schedule during design and update it throughout the project. They also have their subcontractors sign off, committing to the dates. This has helped them to meet the deadlines that their clients have set. Recently, DAG had a hotel project burn to the ground at 60% completion due to lightning striking the building. They were able to assemble crews to rebuild it and make the original opening date. This type of performance is why 60% of their work is repeat business.

“D.A.G. Construction is a leading example of the ability of MBEs to deliver cost savings and innovation to corporate clients,” said Darryl A. Peel, President of the OMSDC. “D.A.G.’s track record of overcoming challenges to complete projects on time and under budget is what has made the company extraordinarily successful. The Council also commends D.A.G. Construction for its impressive MBE-to-MBE spend efforts.”

SAVE THE DATE



THE 2014
**Awards
Gala &
SILENT AUCTION**

NOVEMBER 21 | HORSESHOE CASINO CINCINNATI

1000 BROADWAY STREET CINCINNATI, OH 45202 | WEST CHESTER, OH | OHIOMSDC.COM FOR MORE INFORMATION



Lifetime Achievement Award
James W. Wade

Denise Thomas

SCOMSDC ADVOCATE OF THE YEAR



Supplier Diversity Programs for Hispanics by Hispanic Network Magazine, 2012 Champion of Diversity by DiversityBusiness.com, and 2012 Top 30 Champions of Diversity by Diversity Plus Magazine.

“Denise Thomas serves as an advocate for MBEs on a regional and national level,” said Darryl A. Peal, President of the OMSDC. “Denise leads The Kroger Company’s supplier diversity initiatives and has grown a best-in-class supplier diversity program. Denise plays an integral role in getting the products that MBEs produce to the shelf. I am proud that when I shop at my neighborhood Kroger, I can purchase goods that were produced by MBEs.”

Denise Thomas, Director of Corporate Supplier Diversity of The Kroger Company, received the 2013 “Advocate of the Year” award at the South Central Ohio Minority Supplier Development Council (SCOMSDC) Annual Awards Gala and Silent Auction on November 8, 2013.

The “Advocate of the Year” award is presented annually to individuals that support minority business development, who are visible in the business community, exhibit a strong commitment to supplier diversity, and contribute to the efforts of the Council.

Denise Thomas actively engages supplier diversity on a regional and national level. Ms. Thomas served as the SCOMSDC Treasurer and sits on the Board Executive Committee, in the role of Vice Chair of the OMSDC Board of Directors. She is also a co-chair of the Cincinnati

Business Opportunity Golf Classic every year. She serves as an advocate on the national level, serving on the National Minority Supplier Development Council (NMSDC) Board of Directors and participates on the Strategic Plan Implementation Committee. Additionally, Ms. Thomas is the Chair of the NMSDC Advanced Practices Communications Committee.

Ms. Thomas represents The Kroger Company on the Billion Dollar Roundtable. Last year, Kroger spent nearly \$2 billion with M/WBEs. Denise and The Kroger Company have received numerous awards for being a leader in supplier diversity, including the 2013 NMSDC Awards Gala Corporate Minority Business Partnerships Honoree with TWT Distributing Inc., 2013 Top 50 Women Leaders in Corporate Supplier Diversity by Women’s Enterprise USA, Best of the Best

The “Advocate of the Year” award is presented annually to individuals that support minority business development, who are visible in the business community, exhibit a strong commitment to supplier diversity, and contribute to the efforts of the Council.

Sue Huff

SCOMSDC BUYER OF THE YEAR



Sue Huff, Marketing Buyer, Macy's Inc., received the 2013 "Buyer of the Year" award at the South Central Ohio Minority Supplier Development Council (SCOMSDC) Annual Awards Gala and Silent Auction on November 8, 2013.

The "Buyer of the Year" award is

presented annually to a corporate purchasing agent or buyer who has been instrumental in purchasing activity through purchases made or contracts negotiated directly with MBEs, and who makes substantial purchases from those suppliers.

"Corporate procurement

professionals that have the ability to purchase or influence procurement decisions are essential to diverse business utilization," said Darryl A. Peal, President of the OMSDC. "The Council commends Sue Huff, for her efforts to increase diverse spend in Macy's marketing division."

The "Buyer of the Year" award is presented annually to a corporate purchasing agent or buyer who has been instrumental in purchasing activity through purchases made or contracts negotiated directly with MBEs, and who makes substantial purchases from those suppliers.

Standard Register

SCOMSDC CLASS I CORPORATION OF THE YEAR



Standard Register received the 2013 “Class I Corporation of the Year” award at the South Central Ohio Minority Supplier Development Council (SCOMSDC) 41st Anniversary Awards Gala and Silent Auction on November 8, 2013.

The “Corporation of the Year” award is the most sought-after honor for major corporations and organizations that are dedicated to improving the overall participation of Asian, Black, Hispanic and Native American suppliers in the global corporate supply chain. The class I award is presented annually to a corporation or organization with revenues of less than \$3 billion.

Standard Register is committed to utilizing a diverse supplier base and is an active member of the OMSDC and NMSDC. Dan Dunn represents Standard Register on the OMSDC Board of Directors, and on the

Executive Committee as the Board Secretary.

Standard Register utilizes a diverse supplier base to provide the quality, price and service that reflects their brand. Standard Register also creates opportunities for more suppliers by requesting 2nd tier participation by all of their material suppliers. The company spent \$20 million dollars with NMSDC suppliers and over \$3 million with local MBEs.

Standard Register has grown its diverse spend year-over year. Since 2011, Standard Register has increased its spend with OMSDC certified MBEs by over 20 percent. Standard Register has created contract manufacturing agreements with MBEs and WBEs in several areas of spend including but not limited to manufacturing labels, envelopes and other products.

The company also plays an active

role in mentoring and engaging MBEs in our region. In 2013, Standard Register sponsored Dayton Based MBE Vocalink for the NMSDC Corporate Plus designation. Locally, Standard Register is an active member of the Dayton Chamber of Commerce and participates in the Chambers Minority Business Partnership as a committed buying organization. Standard Register also supports NMSDC’s national programs by sending staff to NMSDC national programs for training.

“Standard Register spends tens of millions of dollars with diverse businesses in our market every year,” said Darryl A. Peal, President of the OMSDC. “Standard Register’s efforts to increase diverse business utilization, particularly in the Dayton market, helps create jobs and plays an integral role in improving the local economy.”

Cintas Corporation

SCOMSDC CLASS II CORPORATION OF THE YEAR



Cintas Corporation received the 2013 “Class II Corporation of the Year” award at the South Central Ohio Minority Supplier Development Council (SCOMSDC) Anniversary Awards Gala and Silent Auction on November 8, 2013.

The “Corporation of the Year” award is the most sought-after honor for major corporations and organizations that are dedicated to improving the overall participation of Asian, Black, Hispanic and Native American suppliers in the global corporate supply chain. The class II award is presented annually to a corporation or organization with revenues between \$3 billion and \$11.99 billion.

Cintas Corporation continues to grow its commitment to supplier diversity and has aggressively increased its diverse spend with MBEs from 6% in 2007 to over 10.5% in 2013. This accounts for almost \$166 million dollars spent with diverse vendors last year. Pamela Coleman-Brailsford leads

Cintas’ Supplier Diversity and Sustainability initiatives, and served on the SCOMSDC Board of Directors.

Cintas has also become a leader in our region for development programs for MBEs. Annually, Cintas offers workshops designed to help grow the capacity of diverse vendors. Recent workshop titles include: Sales Strategy, Leading Negotiations, and Meticulous Hiring. Additionally, Cintas offers other training opportunities for MBEs including the Six Sigma Green Belt Training. Cintas, a national member of NMSDC, was also a participant in the Council’s Centers of Excellence program in 2012.

Cintas Corporation began its journey in supplier diversity just 6 years ago. Since then, it has become an important component of the long-term business strategy and provides a competitive business advantage for the company. Cintas has a top down commitment to supplier diversity, with the active support of the company’s senior leadership

including its CEO, Scott Farmer and President and COO, Phillip Holloman. Internally, Cintas has created a Supplier Diversity Executive Steering Committee that meets quarterly and is comprised of the President and COO, a menu of senior vice presidents, directors and other executives. These senior leaders are able to influence at all levels of the organization in order to align partners and officers alike on the value proposition and competitive advantage of supplier diversity.

“Cintas is a leading example of how quickly a corporation can take a supplier diversity initiative from its infancy to a world-class program,” said Darryl A. Peal, President of the OMSDC. “It is a pleasure working closely with Pamela Coleman-Brailsford. Under her leadership, and with the support of Mr. Holloman and Mr. Farmer, Cintas has set the standard for corporate development programs for diverse suppliers.”

Macy's Inc.

SCOMSDC CLASS III CORPORATION OF THE YEAR



Macy's Inc. received the 2013 "Class III Corporation of the Year" award at the South Central Ohio Minority Supplier Development Council (SCOMSDC) 40th Anniversary Awards Gala and Silent Auction on November 8, 2013.

The "Corporation of the Year" award is the most sought-after honor for major corporations and organizations that are dedicated to improving the overall participation of Asian, Black, Hispanic and Native American suppliers in the global corporate supply chain. The class III award is presented annually to a corporation or organization with revenues between \$12 billion and \$29.99 billion.

Macy's is one of the leading corporations in supplier diversity

in the region and has aggressively increased its spend with diverse vendors. With the help of Macy's CEO and Executive Diversity Steering Committee, Macy's has grown supplier diversity within business departments that historically have not been well represented by MBEs. This is proof of a steady increase of annual goals and spends. Since 2011, Macy's has increased its spend with MBEs certified by SCOMSDC by 80%. Macy's spend was 17 million with SCOMSDC MBEs in 2012 and over 25 million in 2013. Nationally, in 2012 Macy's spend with NMSDC MBEs was \$180 million with a projected spend for 2013 of \$195 million.

Macy's has included supplier diversity in their purchasing policy and includes specific language about

inclusion in every purchasing event including sub contract supplier bids and Tier 2 policy that requires semi-annual Reporting.

Macy's Inc. is a national member of the NMSDC and active local member of the OMSDC. James Stocks, Macy's Senior Manager of Corporate Supplier Diversity serves on the OMSDC Board of Directors.

"We commend James Stocks, and the Macy's supplier diversity team, for increasing local diverse spend by 80% in the past year," said Darryl A. Peal, President of the OMSDC.

"Macy's Inc. continues to support diverse business utilization efforts in our region, and has nationally increased its spend year-over-year with NMSDC certified MBEs."

Toyota Motor Engineering & Manufacturing N.A., Inc.

SCOMSDC CLASS III CORPORATION OF THE YEAR



Toyota Motor Engineering & Manufacturing North America, Inc. received the 2013 “Class IV Corporation of the Year” award at the South Central Ohio Minority Supplier Development Council (SCOMSDC) Annual Awards Gala and Silent Auction on November 8, 2013. Toyota’s commitment to supplier diversity has earned them the SCOMSDC “Class IV Corporation of the Year” award three years in a row. Additionally, Toyota was the National Minority Supplier Development Council 2011 Corporation of the Year.

The “Corporation of the Year” award is the most sought-after honor for major corporations that are dedicated to improving the overall participation of Asian, Black, Hispanic and Native American suppliers in the global corporate supply chain. The class IV award is presented annually to a corporation that exceeds \$30 billion in revenue per year.

Toyota spent \$2.2 billion with Tier I MBE suppliers in 2012. Additionally, they have increased their MBE spend by 100% since joining the Billion

Dollar Roundtable. In 2011, Toyota spent \$1.7 billion with NMSDC certified MBEs. Toyota’s \$2.2 billion spend with MBEs represents an increase of 29% in one year. In 2011, Toyota’s spend with SCOMSDC MBEs was \$429 million. In 2012, Toyota’s spend with SCOMSDC MBEs was \$611 million. This represents a 42% increase of spend with MBEs located in Ohio that are certified by SCOMSDC. In 2012, Toyota used 32 SCOMSDC MBEs as Tier I and 35 SCOMSDC MBEs as Tier II suppliers. Annually, Toyota hosts the Toyota Opportunity Exchange where customized match making sessions are held between Tier I suppliers and MBEs during the trade show. Their Tier I suppliers also spent \$711 million in Tier II spend with MBEs. Through Toyota’s minority business development efforts, over 54 thousand jobs have been sustained or created in our communities and \$5 billion has been put back into the community through minority business efforts.

Toyota also takes a leading role as a member of the Billion Dollar

Roundtable (BDR). Adrienne Trimble, General Manager, Diversity & Inclusion, Corporate Responsibility of Toyota (TEMA), represents the company as Secretary on the Billion Dollar Roundtable. The BDR was created in 2001 to recognize and celebrate corporations that achieve annual spending of at least \$1 billion with minority and woman-owned suppliers. The BDR promotes and shares best practices in supply chain diversity excellence through the production of white papers.

“Toyota continues to support, lead, model, and drive diversity and inclusion in our Council, region, and nation,” said Darryl A. Peal, President of the OMSDC. “Toyota takes a leadership role in minority business development, and supplier diversity efforts regionally and nationally. They show their commitment even during periods of significant economic turmoil and spends billions of dollars with MBEs every year. Toyota’s leadership is firmly committed to supplier diversity and continues to be the model for diversity and inclusion.”



15TH ANNUAL
NOMSDC
AWARDS GALA

The Northern Ohio Minority Supplier Development Council (NOMSDC) celebrated its 15th Annual Awards Gala with Presenting Sponsor Rockwell Automation on November 15, 2013. The event was held at LaCentre Banquet & Conference Center. This black tie affair recognized outstanding minority-owned business achievements and extraordinary corporate leadership in advancing supplier diversity and inclusion. These distinguished leaders were nominated and selected by their peers in recognition of their efforts on behalf of supplier diversity.



The Master of Ceremony, Marcus Walter, Meteorologist, WKYC TV3, and Mistress of Ceremony, Angelica Campos, Meteorologist, WJW Fox 8, opened the evening's celebration with a video that provided a retrospect of NOMSDC's history. The video included interviews and testimonies from integral people that played significant roles in the Council's history. The Lifetime Achievement Award recognizes and honors an individual for a commitment to increasing awareness of Supplier Diversity and the promotion of Minority-Owned Business Enterprises and this year's award was presented to James W. Wade II the former Executive Director of the Cleveland Regional Minority Purchasing Council affiliate of the then Greater Cleveland Growth Association. NOMSDC President Anthony Peebles presented the President's

Awards which honor NOMSDC volunteers from major corporations and the minority-owned business community. The corporate award went to the Federal Reserve Bank of Cleveland and the MBE award went to KLN Logistics Corporation dba AIT Worldwide Logistics. The NOMSDC 2013 MBE Supplier of the Year Award winners were: Class I: TLC Spring Water Class II: KLN Logistics Corporation dba AIT Worldwide Logistics Class III: Janitorial Services Inc. (JSI) The winner of the NOMSDC 2013 MBE to MBE Commerce Award was: TLC Spring Water and the award was presented to President Kazell Pugh. The NOMSDC 2013 MBE Corporate Awards were: MBE Coordinator of the Year: Deborah Pickens, Eaton 2013 Corporate Pacesetter Award: Eaton

2013 Corporate Economic Impact Award: Eaton 2013 Corporation of the Year Award: Rockwell Automation The Council is thankful to its contributing Gala Sponsors Rockwell Automation, The Sherwin-Williams Company, Eaton Corporation, Nationwide Mutual Insurance, Consolidated Solutions, Forest City Enterprises, Huntington Bank, Imagine That..., KLN Logistics (dba Worldwide AIT), PNC Financial Services Group, Cleveland State University, First Energy Corp, KeyBank, Medical Mutual, Honda, University Hospital, ASW Global, Cleveland Clinic, Dominion, Advantage Powder Coating/ Hornish Brothers, Federal Reserve Bank of Cleveland, Fifth Third Bank, Janitorial Service Inc, Kent State University, TLC Spring Water and Northeast Ohio Regional Sewer District.



Left to Right: Anthony Peebles (NOMSDC President), Scott Hardwick (Strategic Sourcing Manager, Rockwell Automation), Stephanie McHenry (Vice President Business Affairs and Finance, Cleveland State University)

Left to Right: Anthony Peebles (NOMSDC President), Joe McClain (Supplier Diversity Manager, Eaton), Stephanie McHenry (Chief Financial Officer, Vice President Business Affairs and Finance, Cleveland State University)

Left to Right: Anthony Peebles (NOMSDC President), Scott Hardwick (Strategic Sourcing Manager, Rockwell Automation), Kazell Pugh (President TLC Spring Water), Stephanie McHenry (Vice President Business Affairs and Finance, Cleveland State University)

Left to Right: Master (Marcus Walter, Meteorologist, WKYC TV3) and Mistress (Angelica Campos, Meteorologist, WJW Fox 8)

TLC Springwater

NOMSDC CLASS I SUPPLIER OF THE YEAR
 MBE TO MBE COMMERCE AWARD



TLC Springwater received the 2013 “Class I Supplier of the Year” award at the Northern Ohio Minority Supplier Development Council’s 15th Annual Awards Gala on November 15, 2303. TLC was also presented the MBE to MBE Commerce President’s Award. TLC’s Founder and President Kazell Pugh accepted the awards on behalf of the company.

The “Class I Supplier of the Year” award is given annually to a minority business enterprise (MBE) with annual sales less than \$1 million and has demonstrated its ability to deliver exceptional quality and service to corporate clients. Companies who are given this award have distinguished themselves and their businesses by successfully

demonstrating growth in sales and employment; consistently providing high quality products and services at competitive prices, offering innovative approaches, and cost-saving ideas; continuously growing MBE-to-MBE purchases; and significantly contributing to the growth and development of their community.

TLC Springwater was launched in 2005 and is one of Northeast Ohio’s fastest growing minority owned companies. Operating out of a 15,000 square foot warehouse, TLC Springwater delivers to more than 1,000 commercial and residential accounts. Their clients include recognizable names like Kent State University, the Cleveland Indians, the Cleveland Cavaliers, and Case

Western Reserve University. The Ohio Minority Supplier Development Council is also a client of TLC Spring Water.

TLC Springwater has realized double digit growth for more than five consecutive years. Committed to delivering exceptional products and services, TLC Springwater’s mission is to be the best bottled water supplier and coffee refreshment service provider in the region. “OMSDC is proud to be a client of TLC Springwater,” said Darryl A. Peal, OMSDC President and CEO. “2013 has been a year of significant growth for the company and Kazell Pugh is one of our region’s most notable entrepreneurs.”

KLN Logistics Corporation dba AIT Worldwide Logistics

NOMSDC CLASS II SUPPLIER OF THE YEAR
NOMSDC PRESIDENT'S AWARD



The Northern Ohio Minority Supplier Development Council 2013 “Class II Supplier of the Year” award and the MBE President’s Award was presented to KLN Logistics Corporation dba AIT Worldwide Logistics at the Northern Ohio Minority supplier Development Council’s 15th Annual Awards Gala on November 15, 2015. Kimberly Martinez-Giering, KLN Logistics’ President and Owner, accepted the awards on behalf of the company. The “Class II Supplier of the Year” award is given annually to a minority business enterprise (MBE) with annual sales between \$1M and \$10M and has demonstrated its ability to deliver exceptional quality and service to corporate clients. Companies who are given this award have distinguished themselves and their businesses by successfully

demonstrating growth in sales and employment; consistently providing high quality products and services at competitive prices, offering innovative approaches, and cost-saving ideas; continuously growing MBE-to-MBE purchases; and significantly contributing to the growth and development of their community. Founded in 2005, KLN Logistics has enjoyed a history of explosive growth and service expansion. Their services have developed from basic transportation services to internationally capable logistics offerings, and has grown from a handful of committed representatives to a full organization of talented, experienced professionals. Through their years of service, KLN Logistics has preserved their original foundation of dedication to client

satisfaction. KLN provides reliable, efficient transportation and logistics services to accommodate any client needs. Operating internationally, KLN Logistics works to ensure client deliveries are made with care at an economical price. KLN Logistics preserves the significance of every processed order, guaranteeing dependable execution and the utmost care. KLN provides 24/7/365 service through every weekend and holiday. “KLN Logistics gives clients a personal commitment to the execution of delivery,” said Darryl A. Peal, OMSDC President and CEO. “Kim Giering guarantees that customer deliveries are made on time no matter what. As the MBEIC chair for the Cleveland region, Ms. Giering is also a leader for the MBE community.”

Janitorial Services Inc. (JSI)

NOMSDC CLASS III SUPPLIER OF THE YEAR



Janitorial Services Inc. (JSI) received the 2013 “Class III Supplier of the Year” award at the Northern Minority Supplier Development 15th Annual Awards Gala on November 15, 2013. The “Class III Supplier of the Year” award is given annually to a minority business enterprise (MBE) with annual sales between \$10M and \$50M. Companies who are given this award have distinguished themselves and their businesses by successfully demonstrating growth in sales and employment; consistently providing high quality products and services at competitive prices, offering innovative approaches, and cost-saving ideas; continuously growing MBE-to-MBE purchases; and significantly contributing to the growth and development of their community.

JSI was started in 1969 by Ronald Martinez Sr. in Cleveland, Ohio. He still maintains ownership to this day, along with his son Ronald Martinez Jr. (Vice President). In the past 45 years, JSI has developed a reputation of being one of Ohio’s premier janitorial providers, offering high quality cost effective building solutions. The company employs over 850 individuals, and has grown a diverse customer base of over 200 accounts. JSI services the entire state of Ohio. JSI’s mission is to provide customers with the best possible service on a nightly basis, proactively find solutions for clients, and maintain mutually beneficial, long term relationships. Their innovative approach to utilizing the most powerful tools available to the industry strengthens JSI’s ability to deliver high quality, cost

effective service. JSI also strives to work closely with their partners to provide the best chemicals and supplies from well known, reputable manufacturers. This effort supports the company’s Green Cleaning program to promote health and sustainability.

“Janitorial Services Inc. continues to operate with the core principles and values upon which the company was founded,” said Darryl A. Peal, OMSDC President and CEO. “JSI maintains an undeniable consistency in its ability to deliver the highest quality service, which their customers have come accustomed to over the past 40 years.”

Rockwell Automation

NOMSDC CORPORATION OF THE YEAR



Rockwell Automation received the 2013 “Corporation of the Year” award at the Northern Ohio Minority Supplier Development Council 15th Annual Awards Gala on November 15, 2013. Scott Hardwick, Strategic Sourcing Manager, Rockwell Automation received the award on behalf of the company.

The “Corporation of the Year” award is the most sought-after honor for major corporations and organizations that are dedicated to improving the overall participation of Asian, Black, Hispanic and Native American suppliers in the global corporate supply chain.

Rockwell Automation is a leading global provider of industrial automation power, control, and information solutions. In its continuing mission to be the

largest and most valued supplier of power, control, and information solutions around the globe, Rockwell Automation has been committed to developing a diverse supply chain. By diversifying its supply chain, Rockwell Automation acquires a variety of industry expertise and experience; which not only creates diverse partnerships but also helps stimulate the economic growth of our communities.

“While the Supplier Diversity Program underscores the Rockwell Automation overall commitment to diversity, we view it as a powerful tool for achieving our business objectives. Diversity is a business imperative at Rockwell Automation,” says Keith Nosbusch, Rockwell’s Chairman and CEO.

Rockwell Automation has grown its

spend from .02% in MBE sourcing spend to 28% in the past decade. This unprecedented growth in MBE spend is due to a complete change in core values towards a strategic investment in the company’s supply base and community.

“Rockwell Automation’s program exemplifies the highest level of corporate commitment to supplier diversity excellence,” said Darryl A. Peal, OMSDC President and CEO. “Rockwell is methodical and intentional in its approach to setting and exceeding MBE spend goals. We are proud to partner with Rockwell as it continues to lead the corporate community towards achieving greater levels of diverse business utilization.”

NOMSDC Cleveland Region President's Awards

THE LIFETIME ACHIEVEMENT AWARD JAMES W. WADE II



The Northern Ohio Minority Supplier Development Council 2013 Lifetime Achievement Award was presented to James W. Wade II, former Executive Director of the Cleveland Regional Minority Purchasing Council affiliate of the then Greater Cleveland Growth Association. The Lifetime Achievement Award recognizes and honors an individual for a commitment to increasing awareness of Supplier Diversity and the promotion of Minority-Owned Business Enterprises.

CORPORATE PRESIDENT'S AWARD FEDERAL RESERVE BANK OF CLEVELAND



The Northern Ohio Minority Supplier Development Council 2013 President's Award was presented to The Federal Reserve Bank of Cleveland. The President's Awards honor notable organizations, and active members of the Council. Corporations are selected to receive the President's award for their dedication to improving the overall participation of ethnic minority owned businesses in the global corporate supply chain. The Federal Reserve Bank of Cleveland, through its Office of Minority and Women Inclusion, strives to provide equal access to potential business opportunities for qualified minority-owned, women-owned, and small businesses. In addition to receiving the 2013 NOMSDC President's award, The Federal Reserve Bank of Cleveland has been recognized by the Commission on Economic Inclusion for the past 3 consecutive years for the non-profit Best-in-Class for Supplier Diversity. The bank also received the Commission's Hall of Fame award.

Eaton Corporation

CORPORATE ECONOMIC IMPACT AWARD
 MBE COORDINATOR OF THE YEAR AWARD
 CORPORATE PACESETTER AWARD



Eaton Corporation's commitment to Supplier Diversity earned the company 3 awards at The Northern Ohio Minority Supplier Development Council's 15th Annual Awards Gala on November 15, 2013. Deborah Pickens Director of Supplier Diversity and Joe McClain, Supplier Diversity Manager were presented The MBE Coordinator of the Year Award, Corporate Pacesetter Award and the Corporate Economic Impact Award.

Eaton is a power management company with 2013 sales of \$22.0 billion. Eaton provides energy-efficient solutions that help customers effectively manage electrical, hydraulic and mechanical power more efficiently, safely and sustainably. Eaton has approximately 102,000 employees and sells products to customers in more than

175 countries. Eaton is committed to creating and maintaining powerful customer relationships built on a foundation of excellence. Eaton has been serving the needs of its customers for more than 100 years. Diversity at Eaton is the rich range of differences that make people unique in which they recognize, value and fully leverage different perspectives and backgrounds to achieve business goals.

More than 100,000 talented women and men from every region of the world serve Eaton customers across 175 countries. They represent a broad variety of backgrounds, experiences and capabilities, and their diversity contributes to Eaton's legacy of achievement. Eaton builds strategic diversity partnerships with select professional organizations that also respect the differences

of individuals and communities. Their Supplier Diversity program encourages small businesses and minority, U.S. veteran, and women owned companies to compete for contract opportunities. By applying inclusive practices and attitudes at every level and location, Eaton attracts and retains exceptional employees, suppliers and other partners around the globe.

"Eaton Corporation is a regional corporate supplier diversity leader," said Darryl A. Peal, OMSDC President and CEO. "Eaton exemplifies supplier diversity excellence. The company understands that engaging qualified diverse business enterprises helps Eaton continue its heritage of innovation and expertise in answering our toughest power management challenges."

2013 Cleveland Region BUSINESS OPPORTUNITY FAIR

Hundreds of minority business enterprises (MBEs), various government agencies, corporations and non-profit organizations gathered at the trade fair to network, build valuable relationships and do business.

The 2013 Northern Cleveland Region Business Opportunity Fair was hosted by Northern Ohio Minority Supplier Development Council with Lead Sponsor Rockwell Automation at Corporate College East on June 4, 2013. Hundreds of minority business enterprises (MBEs), various government

agencies, corporations and non-profit organizations gathered at the trade fair to network, build valuable relationships and do business.

The day began with a networking breakfast, featuring Jeff Thompson, Vice President of Supply Chain Management, Eaton Corporation as the keynote speaker. This was followed by Corporate and MBE Workshops. The corporate workshops included Best Practices in Supplier Diversity and MBE development and mentoring models. Scott Hardwick (Rockwell Automation) and Amy Anderson (Nationwide Mutual Insurance) facilitated the workshop on mentorship. MBE workshops included Purchasing Opportunities with Higher Education and a panel of leading minority entrepreneurs that included Kazell Pugh, TLC Springwater, Kim Martinez-Giering, KLN Logistics, and Claude Kennard, Metaloy.

All of the participants gathered at the luncheon which featured a keynote address by Tilmon "Tim" Brown, President and CEO of New Horizons Baking Company. Brown discussed his personal journey as an entrepreneur and the evolution of his company into a multi million dollar enterprise. His speech epitomized the theme of the trade fair, "Business Connections... Evolving to the Next Level."

After questions and answers by corporations and MBEs, the highly anticipated trade fair and Matchmaker session began. There were corporate and MBE booths that allowed conference participants to connect. MBEs showcased their products and services, and corporations featured upcoming opportunities through their supplier diversity programs.

Additionally, there were two sessions that ran concurrently with the trade fair. MBEs had opportunities to learn about the Goldman Sachs 10,000 Small Business Program presented by Cuyahoga Community College. The State of Ohio Development Services Agency also held a workshop for MBEs that was a prerequisite for participation to immediate purchasing opportunities.

The eventful day culminated with a Fireside Chat, sponsored by PNC Financial Group and co-sponsored by Advance Group, featuring a talk with Invacare Chairman A. Malachi Mixon, III. Mixon discussed his recently published book *An American Journey*, which chronicles his life as a successful entrepreneur and shares his "18 Life Lessons."





These programs provide MBEs a forum to network and connect on a regular basis.

MBE 2 MBE Networking LUNCHEON SERIES

The Cleveland Region MBEIC leadership hosts monthly MBE2MBE Networking Luncheons. These programs provide MBEs a forum to network and connect on a regular basis. Each program features speakers that address a wide range of topics.

The Cleveland Region MBEIC Vice Chair, Kim Martinez-Giering (KLN Logistics), organizes the monthly luncheons. "These events give business owners the opportunity to

network in a peer-to-peer setting," says Giering. "This program series gives MBEs the opportunity to come together as a community, connect, share information and do business."

Topics covered by the series include, but are not limited to, access to capital, finance and taxes, marketing and engagement strategies, leveraging MBE certification, and RFP response strategies.





As the economy continues to recover, many organizations are working hard to ensure the best value for current spend, which means finding suppliers who can deliver exceptional products and services at a fair price. Oftentimes, expanding supplier bases to include diverse suppliers helps businesses reach this goal.

RECOVERING

from
a **MISSED**

OPPORTUNITY

Tips for Rebuilding as a Best-In-Class Supplier After a Contract Loss

By Brian Bensman,
Senior Director of Strategic
Sourcing, Cintas Corporation

“Many organizations encourage both new and incumbent suppliers to challenge themselves to change or improve their value proposition.”

A 2011 survey from the Institute for Supply Management (ISM) reveals that respondents believed supplier diversity programs “are the right thing to do,” keep them in compliance with federal reporting regulations and make sense because their customers are diverse. However, the ISM’s Supplier Diversity Survey found that nearly 72 percent of organizations agreed that the biggest challenge they faced was finding qualified suppliers. The toughest time for a diverse supplier can be the moments after losing out on a contract. Whether large or small, contract wins are key to improving employee morale and keeping business revenue out of the red. MWBEs can recover more easily from a contract loss and rebuild themselves as best-in-class suppliers by following a set of tips for supplier success, which include:

1. DETERMINE AREAS FOR IMPROVEMENT BY REASSESSING THE SUBMITTED PROPOSAL

Winning a contract takes hard work and patience, so suppliers should not be discouraged when they do not secure business on the first attempt. Organizations, especially those with award-winning supplier diversity programs, are rigorous when qualifying MWBEs and reviewing proposals. It’s important for

suppliers to take a step back after being passed on for an opportunity and assess their proposal with a critical eye to see how it can present a more robust proposal at the next opportunity.

MWBEs need to ask themselves: What areas are lacking comprehensive information or fail to set the supplier apart from others? Does the supplier offer a competitive advantage beyond a diverse solution? Did the supplier provide a current client list that highlights competence at meeting the customer’s needs? Does the supplier appear ready to take on a contract of the proposed size? Does the supplier demonstrate an understanding of the customer and the industry? Did the supplier have the opportunity to both quote what was requested in the bid package and offer other creative opportunities that the client might not have considered?

Many organizations issue a Statement of Work (SOW) or similar document to define sourcing requirements when going to market. This outline would be an ideal point of review for self-assessment. It may also be beneficial for MWBEs to ask the customer if they are open to sharing insight on the proposal that can be helpful at the next opportunity, although not all organizations will be able to or choose to provide this information.



2. REVIEW THE VALUE PROPOSITION

A value proposition demonstrates how a product or service solves problems, the specific benefits the product or service offers the customer and how these benefits are unique in comparison to competitors. Organizations should focus on the differentiators of their business, and communicate these clearly during the bidding process in order to stand out. For instance, suppliers may need to think beyond providing a high-quality product or service at a fair price because customers want to have a competitive advantage and will look for suppliers that

(continued on next page)

can offer unique solutions. Many organizations encourage both new and incumbent suppliers to challenge themselves to change or improve their value proposition. If suppliers can offer additional services that reduce the client's total cost and not just the cost per unit, they can increase their chances of being selected by the customer.

3. EXPAND LEARNING WITH THE HELP OF MENTORS AND TRAINING COURSES

Networking enables suppliers to

in place to pair passionate leaders with MWBEs. To identify organizations that may offer these programs, suppliers should do their research and identify award-winning supplier diversity programs. Businesses that have received accolades from national or local organizations are likely to offer mentoring programs. It's also helpful to reach out to leaders within the organization that did not select the MWBE in order to get direct feedback about its proposal and learn how to improve for the future.

quality of a submitted proposal, it's often beneficial to build momentum with smaller projects in the interim. Customers want to see experience, so demonstrating value by winning business, regardless of size, is important. It may also be more ideal to develop a business model that capitalizes on a smaller scale solution for many potential clients versus relying on one customer with a high spend account. By balancing multiple customers, suppliers can build an impressive client list and go after a larger account in the future if they wish.

All MWBEs should be open to methods for developing and improving their operations in order to capitalize on the growth of supplier diversity program spending. Although it takes time to adapt to the requirements and needs of an organization after losing out on business, MWBEs are better equipped to win contracts when they practice the above strategies. After applying these tools for success, if the supplier

“Organizations need to see the silver lining after losing out on a contract. The experience gives suppliers the chance to regroup and work on areas of their business in order to make a proposal stronger at the next opportunity.”



get face-to-face interaction with sourcing and diversity leaders at tradeshows or local business events. Organizational leaders should make it a priority to build relationships with these corporate decision-makers and emphasize that they want to learn from them. Relationship-building opens the door to mentoring, a key to success for suppliers. Mentors serve as coaches to employees and executives of MWBEs in order to improve selling strategy, identify pain points and offer a unique point of view to which suppliers may not previously have had access.

Corporations with best-in-class supplier diversity programs may have formal mentoring programs

Mentors provide one-on-one learning. However, training classes designed for suppliers provide education in a group environment and are critical for learning how to be competitive during the bidding process and after, if selected by the customer.

4. CONSIDER BUILDING MOMENTUM WITH SMALLER, MANAGEABLE PROJECTS

As difficult as it may be, organizations need to see the silver lining after losing out on a contract. The experience gives suppliers the chance to regroup and work on areas of their business in order to make a proposal stronger at the next opportunity. To improve the

is awarded a contract, it can more easily guarantee the renewal of the contract by focusing on remaining competitive and communicating differentiators as often as possible.

Brian Bensman is Senior Director of Strategic Sourcing at Cintas Corporation, which provides highly specialized services, including designing, manufacturing and implementing corporate identity uniform programs, to more than 1 million businesses. For more information, visit http://www.cintas-corp.com/company/supplier_relationships/diversity.aspx or contact Brian at bensmanb@cintas.com.



O'Rourke project manager Jeff Sizemore shows Woodward students proper safety adjustments and equipment at the MidPointe Crossing site.

CINCINNATI PORT AUTHORITY

OFFERS JOB TRAINING TO MINORITIES THROUGH COMMUNITY REVITALIZATION WORK

by Alison Sampson

As an economic development organization, the Port of Greater Cincinnati Development Authority is committed to workforce development and economic inclusion. With its focus on working in neighborhoods to revitalize communities and remove blight, in 2013 the Port Authority partnered on two unique on-site job training programs.

The Port Authority teamed up with Building Value, a community nonprofit, to deconstruct and stabilize vacant and abandoned homes acquired by the Hamilton County Landbank. Founded by Easter Seals Midwest, Building Value provides job training in construction and retail to people with workforce disadvantages, while salvaging reusable building materials for public resale. Building Value provided paid skills training to over 25 individuals, and as a result, ten of the participants found full-time employment.

"We have historically focused on contracting with diverse companies, but decided to increase our reach by assisting in developing skilled workers that we hope will be potential minority business owners one day," said Deborah Robb, Director of Community Revitalization and Inclusion for the Port Authority.

In another program, contracting partner O'Rourke Wrecking provided in-depth skills training for minority

students at Woodward Career Technical High School. The five sessions for Building Technologies students included a mix of classroom and hands-on training, held across the street from the school where the Port Authority is redeveloping a blighted shopping center. Students learned about heavy equipment operations, safety and hazards, and demolition techniques, preparing them for careers in construction and construction management. The students gained hands-on experience in cutting torch operations for steel cutting, and with hydraulic excavating equipment. That class in particular was the students' favorite.

"Though it was very heavy equipment, I was surprised at how easy it was to work on it," said senior Da'Jion Bogan. About nine students participated in the O'Rourke training sessions, which concluded in January.



D'Jion Bogan and Jordan Quinn, both seniors at Woodward, demonstrate structural beam support for classmates.



BECOMES OMSDC'S FIRST NEW CORPORATE MEMBER

FirstMerit Corporation is a diversified financial services company headquartered in Akron, Ohio, with assets of approximately \$23.9 billion as of December 31, 2013, and 404 banking offices and 431 ATM locations in Ohio, Michigan, Wisconsin, Illinois and Pennsylvania. FirstMerit provides a complete range of banking and other financial services to consumers and businesses through its core operations.

FirstMerit is focused on meeting the financial needs of owner-managed businesses and is pleased to be financial partners

with businesses throughout our footprint. From helping companies grow with the capital they need to financing new equipment to personal financial planning to convenient workplace banking for employees, FirstMerit is a preferred financial resource. FirstMerit has been supporting businesses since 1845 and looks forward to providing customized financial solutions for years to come.

Reflecting its commitment to owner-managed businesses, community development corporation Growth Capital Corp. recently named FirstMerit "Bank of the Year" for originating the most

Small Business Administration 504 and Ohio Regional 166 loans with Growth Capital in 2013.

FirstMerit also has a history of putting the communities it serves first, providing lending, leadership and direct involvement for the betterment of residents and businesses. FirstMerit Corporation's Community Reinvestment Act program continues to service low-to-moderate income communities, individuals and businesses. FirstMerit is committed to the health and vitality of the community.



Turner

LEADS THE INDUSTRY IN INCLUSION

Turner Construction Company, a construction management firm with offices in Cleveland, Columbus, Cincinnati and Toledo, continually strives to provide opportunities to minority and women owned businesses. The company has a long history of actively seeking partnerships with M/WBEs when securing new construction projects.

In Ohio in 2012, Turner awarded a total of \$206 million in contracts to M/WBE firms, which equates to 25 percent of its volume of work. "We actively partner with our local minority and women owned firms at the very beginning stages of our projects, and our numbers reflect that," said Tom Manahan, General Manager for the Ohio Region.

"Making sure all local firms have equal opportunities to participate is a big part of supporting the communities in which we live, work and raise our families."

Community outreach meetings for contractors wanting to learn more about specific projects prior to bidding is one of many ways Turner actively engages with M/WBEs. Another is Turner's School of Construction Management (TSCM), which provides M/WBE business owners with free training on aspects of the construction industry. The program began in 1969 out of Turner's Cleveland office and is now held in all the company's offices throughout the U.S. The Turner School of Construction Management has graduated more than 33,000

professionals across the country. Formal courses on topics such as developing a business plan, financial planning, estimating, green construction, construction law, bonding and insurance are offered annually. The TSCM had 104 Ohio graduates in 2012.

With an Ohio staff of almost 600, Turner proudly supports its local communities. Consistently ranked the leading sustainable builder in the nation, Turner was founded in 1902 in New York, NY, and operates through a network of offices in the U.S. Kyle Rooney, Vice President of Turner Construction, serves on the Board of Directors of the Ohio Minority Supplier Development Council (OMSDC).



In Ohio in 2012, Turner awarded a total of \$206 million in contracts to W/MBE firms, which equates to 25 percent of its volume of work.

SKANSKA LAUNCHES INAUGURAL DIVERSITY AND INCLUSION WEEK

Diversity and inclusion are not new buzzwords for international construction firm Skanska – they’re a core part of how Skanska conducts business every day. To raise awareness of diversity, foster an inclusive workplace and illustrate how each employee plays a part, Skanska held its inaugural Diversity and Inclusion Week in April 2013. Skanska offices and project sites across the U.S. participated in team-based educational activities about diversity and inclusion, and showed how they offer a competitive business advantage.

Skanska’s Cincinnati and Cleveland offices, and its Ohio construction teams, organized internal activities to help employees see diversity in a new light. For example, the Rookwood Medical Center project team held daily discussions on various aspects of diversity. The Miami Valley Hospital team participated in a weeklong activity to improve team communication.

Other events engaged Skanska’s community partners and clients, such as the Cincinnati office’s potluck for more than 20 graduates of Skanska’s Construction Management Building Blocks program, a free training course for minority- and woman-owned-business representatives teaching them skills to be successful in the construction industry.

At Skanska, the concept of inclusion is tied to both inclusive business practices and creating an environment where employees can thrive. While this can be challenging on a construction site, Skanska integrated discussions into existing practices.

“To demonstrate inclusion, we built on our Stretch and Flex routine – the group stretching exercises we do every morning on the job to improve safety and promote community,” said Chris Hopper,

vice president with Skanska’s Cincinnati office. “It created the perfect opportunity for employees to collectively define diversity and to discuss how team members’ differences strengthen the team overall.”

Building on this inaugural event’s success, Skanska is beginning to prepare for its 2014 Diversity and Inclusion Week activities to be held in October.

Skanska Recognized for Outstanding Supplier Diversity in Ohio International construction firm Skanska makes a concerted effort to put diversity into action both internally and with its community partners. In April 2013, Skanska was recognized with the “Spirit of Diversity Award” in the major supplier category at the South Central Ohio Healthcare Supplier Diversity Symposium, an annual event bringing together health care industry suppliers and contractors from Ohio and northern Kentucky.

“We were recognized for our commitment to diversity in southwest Ohio, which reflects our firm’s larger, nationwide diversity endeavors,” said Chris Hopper, vice president with Skanska’s Cincinnati office. “We also were honored because of our day-to-day efforts to promote inclusion on local jobsites, regardless of our clients’ supplier diversity goals.”

Since Skanska entered the southwest Ohio market in 2005, all of its projects have achieved or exceeded owner diversity and inclusion goals, and local staff members have developed relationships with small, minority, woman and veteran owned businesses to foster these successful collaborations.

Skanska was also recognized for its commitment to promoting diversity outside of its own projects – most notably through its Construction Management





Building Blocks training programs, which provide free classes and networking opportunities to representatives of small, minority-, woman- and veteran-owned businesses to give them the skills necessary to succeed in the construction industry. Skanska provided a Health Care Building Blocks program in Cincinnati to help local disadvantaged businesses be successful in winning construction projects, specifically in the health care market.

Skanska was selected for this regional supplier diversity award above other major corporations because of its national commitment to diversity, leadership support, supplier development and outreach, and a demonstrated track record of local success.

Since Skanska entered the southwest Ohio market in 2005, all of its projects have achieved or exceeded owner diversity and inclusion goals, and local staff members have developed relationships with small, minority-, woman- and veteran-owned businesses to foster these successful collaborations.

CLEVELAND CLINIC LAUNCHES MENTOR/PROTÉGÉ PROGRAM

In the fall of 2013, Cleveland Clinic launched its Mentor/Protégé program for developing minority business enterprises in the healthcare construction and design field. Representatives from two architectural services contractors, five construction management companies, and seven minority business enterprises (MBEs) unveiled a multi-year partnership designed to increase the capacity of smaller minority firms through mentoring. The ultimate goal is to enable the MBE firms to competitively bid on future larger construction projects, both within and outside of Cleveland Clinic.

"The partnership demonstrates that successful starts equal positive outcomes," said Frank Aucremanne, Executive Director of Buildings & Properties at Cleveland Clinic. One early success is the joint venture between a mentor/protégé on the construction of a new emergency department in 2013.

Partnership mentors include: Gilbane Construction, Krill Construction, Turner Construction, Skanska-Shook, Westlake Reed Leskosky, Whiting-Turner and Bostwick Design Partnership Group. Participating mentees include AKA Construction Management Team, The Coniglio Group, KBJ Construction,

"This is a major and significant step forward for Cleveland... [bringing] more local, minority and female businesses to the table, and... [hiring] more Clevelanders to work on the projects happening in our community."

Key Construction, Roma Designs, Square One and Ubiquitous Design, Limited.

"Collaboration around [this] project sets the stage for a win/win, versus motivating for individual success of the architect/contractor/trades," said mentor Robert Bostwick.

Additionally, on September 16th, Cleveland Clinic participated in a ceremony of the signing of the Community Benefits Agreement at Cleveland City Hall. Mayor Frank Jackson lauded nine private/public-sector business leaders for investing in the City of Cleveland's local residents and businesses. The endorsements cover workforce reporting on hiring contracts, contracting with local minority, female, and small-business enterprises, promoting mentor/protégé relationships and supporting apprentice and pre-apprentice programs. "This is a major and significant step forward for Cleveland," Jackson said, "... [bringing] more local, minority and female businesses to the table, and... [hiring] more Clevelanders to work on the projects happening in our community."



Cleveland Clinic

At w3r, we deliver.



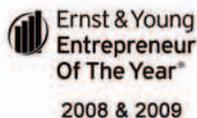
EXPAND YOUR BUSINESS WITH A NEW MOMENTUM

w3r consulting is the driving force behind helping businesses maintain workforce efficiency and productivity.

Attracting and maintaining skilled talent is becoming an ever increasing demand and concern. With 18 years of experience and no signs of slowing down, everyday we provide top talent to businesses across the nation. Our unique formula allows us to serve you with a full range of of staffing, permanent placement, consulting and data analytic options.

For more info visit www.w3r.com
or call 1-866-585-4100
an Equal Opportunity Employer

*Powering Technology,
Empowering People*



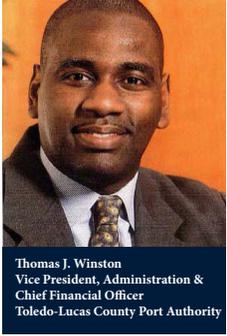
Detroit • Chicago • Columbus • Dallas • Washington D.C.

DIVERSIFIED CONTRACTORS ACCELERATOR PROGRAM



TOLEDO | LUCAS COUNTY
PORT AUTHORITY

DCAP



Thomas J. Winston
Vice President, Administration &
Chief Financial Officer
Toledo-Lucas County Port Authority

The Toledo-Lucas County Port Authority launched the Diversified Contractors Accelerator Program (DCAP) in

2010 to provide financial solutions to encourage increased participation by Northwest Ohio-based minority and women-owned contractors in publicly bid work and privately funded construction projects.

DCAP offers access to bid, performance, and payment bonds to contractors who are unable to obtain bonding through traditional sources and offers access to capital for the purchase of materials and payment of labor costs. Bonding

is an essential piece of both public and private construction and construction-related businesses. Access to capital is equally critical to fund project materials and labor costs. By allowing the bonding and project cash flow decision to be brought to a local community level, DCAP intends to remove some of the obstacles that many minority and women-owned businesses face in securing bonding and managing project cash flow. In addition, the program will supplement the contractors' educational and financial strategies by providing resources to leverage local industry training programs designed to teach the basics of the business of construction and in turn empower them to better compete and to build the tools necessary for long-term business success.

The Toledo-Lucas County

Port Authority developed DCAP in cooperation with the Toledo Minority Contractors Business Assistance Programs, Ohio Department of Development Division of Minority Business Enterprise, Lucas County, City of Toledo, University of Toledo, Northwest Ohio Hispanic Chamber of Commerce, African American Bureau of Commerce, local banking community, and minority and women-owned business community.

The Port Authority continues to reach out to other private and non-profit entities interested in the success of the program to secure additional in-kind contributions to expand the scope of our ability to serve the greatest amount of participants within this constituency base.



Tops \$100 Million in Diverse Supplier Spend



“We’ve seen firsthand that diverse business partners help us harness new ideas, gain a competitive advantage and strengthen the communities we serve”

2013 marked a record year for NiSource Inc., the parent company of Columbia Gas of Ohio. NiSource set a goal to surpass \$100 million in direct diverse spend. In 2013, they shattered the goal, achieving \$103.5 million in diverse spend.

NiSource’s progress toward that goal started five years ago, when the company embarked on a journey to grow its contracts and spending with diverse suppliers. Starting with a baseline spend of about \$12.5 million in 2009, the company has grown its program to yield nearly \$300 million in direct diverse spend over the last five years.

The Ohio Minority Supplier

Development Council has been a key partner in NiSource’s efforts to surpass \$100 million diverse spending level by identifying 37 new diverse suppliers and expanding contracts with existing suppliers. In fact, with the Council’s continued support, NiSource is on track to achieve a long-term goal of at least 15 percent diverse spend within the next five years. Supplier diversity is central to NiSource’s effort to build a stronger company and support economic growth of its communities. The company believes that supplier diversity drives tangible benefits for the company, its customers and stakeholders.

“We’ve seen firsthand that diverse business partners help us harness new ideas, gain a competitive advantage and strengthen the communities we serve,” noted Vickie Davanzo, NiSource Supplier Diversity Manager. “For example, Columbia Gas of Ohio will soon move into a new headquarters in the Columbus Arena District. We are very pleased that Moody Nolan, a local diverse firm, was selected as the interior architectural design firm for that important project. In total, about 20% of the construction contracts for the new headquarters have been awarded to diverse companies.”

Platinum

Nationwide Mutual
Insurance Company

Diamond

Duke Energy
Eaton Corporation
Forest City Enterprises, Inc.
Macy's Inc.
Turner Construction Company

Precious Metal Contributors

Gold

Dayton Power & Light Company
Premier Health Partners

Silver

Baker & Hostetler LLP
Battelle Memorial Institute
Cincinnati Bell Telephone
The Cincinnati Reds
Eagle Realty Group
Fifth Third Bank
Henkel Corporation
Horseshoe Casino Cincinnati
Hard Rock Rocksinio
The Sherman Williams
Company
Standard Register
TriHealth
UC Health

Bronze

Cleveland State University
FirstEnergy Corporation

Billion Dollar Roundtable

The Billion Dollar Roundtable was created in 2001 to recognize and celebrate corporations that achieved spending of at least \$1 billion with minority and woman-owned suppliers. The BDR promotes and shares best practices in supply chain diversity excellence through the production of white papers. In discussions, the members review common issues, opportunities and strategies. The BDR encourages corporate entities to continue growing their supplier diversity programs by increasing commitment and spending levels each year. The BDR inducts new members bi-annually.

The following OMSDC Corporate Members are members of the Billion Dollar Roundtable:



HONDA

Johnson & Johnson

TOYOTA



Who will be next?

South Central Ohio Minority Supplier Development Council

2013 Annual Meeting Minutes

March 26, 2013

I. Call to order

The annual meeting of the South Central Ohio Minority Supplier Development Council (SCOMSDC) was called to order at 9:30 a.m. on March 26, 2013 at Sinclair Community College in Dayton, OH by the Chairwoman of the SCOMSDC Board of Directors, Adrienne Trimble.

II. Invocation

Reverend, Dr. Darryl Ward, Senior Pastor, Omega Baptist Church delivered the invocation.

III. Approval of 2013 Annual Meeting Agenda

The 2013 Annual Meeting agenda was reviewed. A motion to accept the agenda was seconded and approved.

IV. Approval of 2012 Annual Meeting Minutes

The 2012 Annual Meeting Minutes were reviewed. A motion to accept the 2012 Annual Meeting Minutes was seconded and approved. Approval of the meeting minutes was conducted by Denise Thomas, SCOMSDC Board Secretary, Director, Corporate Supplier Diversity, The Kroger Company.

V. Welcome

Darryl A. Peal, SCOMSDC President welcomed the board of directors, SCOMSDC corporate members, MBEs and community members to the 2013 Annual Meeting.

VI. Introduction of the SCOMSDC Board of Trustees

Dwain Carver, SCOMSDC Vice Chair presented the 2012 SCOMSDC Board of Directors and the slate of 2013 Board Members.

Mr. Carver requested the board members to stand as their names were called until all board members were recognized. Board members were asked to be seated.

VII. Installation of the 2013 Slate for the Board of Directors

The 2013 Board of Directors were announced and called to the stage for installation. The motion to approve the Board of Directors slate was seconded, called to a vote and unanimously accepted. The Honorable Fred Strahorn, State Representative, House District 39, Ohio House of Representatives, took to the stage to conduct the Swearing in Ceremony of the Board of Directors.

VIII. Congratulatory Remarks

The Honorable Fred Strahorn delivered congratulatory remarks and presented SCOMSDC with a commendation letter.

IX. Chairwoman's Report

Adrienne C. Trimble discussed the mission and vision of the SCOMSDC. She discussed the national strategic restructuring, and how the merger will affect supplier diversity in the region.

X. MBEIC Report

Clifford A. Bailey, MBE Input Committee Chair and President of TechSoft Systems, Inc. delivered the MBEIC Report. Mr. Bailey began his report by discussing the mission and vision of the MBEIC. He highlighted the accomplishments and outcomes of the MBEIC, discussed the roles and responsibilities of the committee, and announced open positions.

X. Treasurer's Report

Paula S. Carter, SCOMSDC Treasurer, delivered the Treasurer's Report. She presented an overview of the Council's 2012 income and expenses, and gave an overview of the Council's fiscal position.

XI. President's Report

Darryl A. Peal, SCOMSDC President, began his report by giving an overview of the progress that the Council made in 2012. He discussed SCOMSDC's strategy during the merger, and presented the 2013 Strategic Plan.

XII. Executive Panel

An Executive Panel addressed questions from attendees and gave insight on the impact of Supplier Diversity on Corporate America and the greater economy. The Moderator was Adrienne C. Trimble. The panelists were Reuben Shaffer, Vice President & Chief Diversity Officer, The Kroger Company; Thomas Nash, System Vice President & Chief Purchasing Officer of Premier Health Partners; Deborah Manos-McHenry, Chief Sourcing Officer of Huntington National Bank; Kevin Kline, Vice President & General Manager of the Horseshoe Casino; Carl Satterwhite, President & Owner of the RCF Group; Melinda Carter, Director, Equal Business Opportunity Commission Office with the City of Columbus; and Tom Lake, Division Manager, North American Purchasing of Honda of America Mfg., Inc.

XIV. Closing Remarks

Closing Remarks were delivered by Darryl A. Peal, SCOMSDC President.

XV. Adjournment

There being no further business, the meeting was adjourned by SCOMSDC Chair, Adrienne Trimble.



MBE CERTIFICATION REPORTS 2011-2013

The number of MBEs certified by OMSDC has increased every year for the past four years. The following pages give details about the monthly and yearly flow of MBE certification applications. The MBE Certification Status Reports include information on the number of local and reciprocal newly certified MBEs, and MBE recertification.



SCOMSDC MBE CERTIFICATION STATUS REPORT

AS OF DECEMBER 31, 2013

	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	TOTAL
NEW 2013	5	6	8	3	7	7	5	5	5	5	5	6	67
RE-CERTIFIED 2013	61	15	24	8	21	19	17	16	18	27	22	20	268
EXPIRED 2013	2	7	7	12	9	5	6	7	5	6	21	10	97
RECIPROCALLS NEW & RE-CERTIFIED	7	13	7	0	10	4	8	5	7	4	0	1	66
EXPIRED RECIPROCALLS	2	1	0	0	0	4	0	1	2	1	5	11	27

As of December 31, 2013, SCOMSDC has 67 Newly Certified MBEs and a total of 401 Certified MBEs in our database excluding reciprocals. (Reciprocals totaled 66).

Total Certified MBEs in the Database as of 12/31/2012 = 401
 32 - New certified MBEs from the Cincinnati area
 24 - New certified MBEs from the Columbus area
 11 - New certified MBEs from the Dayton area
 2 - Denials in the Cincinnati area
 1 - Denial in the Columbus area
 1 - Denials in the Dayton area

As of December 31, 2012, SCOMSDC has 64 Newly Certified MBEs and a total of 518 Certified MBEs in our database excluding reciprocals. (Reciprocals totaled 102).

Total MBEs in the Database as of 12/31/2012 = 568
 37 - New certified MBEs from the Cincinnati area
 19 - New certified MBEs from the Columbus area
 8 - New certified MBEs from the Dayton area
 2 - Denials in the Cincinnati area
 1 - Denial in the Columbus area
 1 - Denial in the Dayton area

SCOMSDC MBE CERTIFICATION STATUS REPORT

AS OF DECEMBER 31, 2012

	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	TOTAL
NEW 2012	0	7	2	11	1	9	5	6	5	5	7	6	64
RECERTIFIED 2012	22	28	47	18	28	14	15	21	12	17	25	21	268
EXPIRED 2012	3	5	6	6	11	11	12	12	5	7	6	9	93
RECIPROCALLS NEW & RECERTIFIED	10	20	22	4	2	4	2	12	6	2	12	7	103
EXPIRED RECIPROCALLS	1	1	5	5	3	4	5	4	5	3	2	2	40

As of December 31, 2012, we have 64 Newly Certified MBEs and a total of 518 Certified MBEs in our database excluding reciprocals. (Reciprocals totaled 102).

Total Certified MBEs in the Database as of 12/31/2012 = 518
 37 - New certified MBEs from the Cincinnati area
 19 - New certified MBEs from the Columbus area
 8 - New certified MBEs from the Dayton area
 2 - Denials in the Cincinnati area
 1 - Denials in the Columbus area
 1 - Denials in the Dayton area

As of December 31, 2011, we have 67 Newly Certified MBEs and a total of 383 Certified MBEs in our database excluding reciprocals. (Reciprocals totaled 109).

Total Certified MBEs in the Database as of 12/31/2011 = 383
 37 - New certified MBEs from the Cincinnati area
 17 - new certified MBEs from the Columbus area
 13 - new certified MBEs from the Dayton area
 1 - Denial in the Cincinnati area

NOMSDC MBE CERTIFICATION STATUS REPORT

AS OF DECEMBER 31, 2013

	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	TOTAL
NEW 2013	0	5	0	4	3	5	0	1	3	0	2	0	23
RECERTIFIED 2013	30	33	21	9	9	6	5	7	7	13	24	25	189
EXPIRED 2013	12	11	4	3	4	4	1	3	0	1	3	6	52
RECIPROCALLS NEW & RECERTIFIED	6	10	6	4	3	9	4	8	5	2	2	4	63

As of December 31, 2013, NOMSDC had 23 Newly Certified MBEs and a total of 212 Certified MBEs in our database excluding reciprocals. (Reciprocals totaled 63).

- Total Certified MBEs in the Database as of 12/31/2013 = 212
- 16 - New certified MBEs from the Cleveland area
- 3 - New certified MBEs from the Akron area
- 2 - New certified MBEs from the Toledo area
- 1 - New certified MBEs from the Youngstown area
- 1 - New certified MBEs from the Canton area²
- 2 - Denials in Cleveland area
- 2 - Denials in Youngstown area

MINORITY BUSINESS FACT

Did you know?

Minority firms are an engine of job creation, with paid employment growing by 24% from 4.7 million to 5.8 million, compared to a decrease in employment of 1.1% for non minority firms.

Source: U.S. Census Bureau's 2007 Survey of Business Owners (SBO) and were collected as part of the 2007 Economic Census.

LOCAL CORPORATE MEMBERS

Platinum

Nationwide Mutual Insurance Company

Diamond

Eaton Corporation
Forest City Enterprises, Inc.
Macy's Inc.
Turner Construction Company

New as of Jan 2013 - April 2014
Duke Energy

Gold

Dayton Power & Light Company
Premier Health Partners

Bronze

Cleveland State University
FirstEnergy Corporation

Silver

Cincinnati Reds, The
Baker & Hostetler, LLP
Battelle Memorial Institute
Cincinnati Bell Telephone
Eagle Realty Group
Henkel Corporation
Horseshoe Casino Cincinnati
The Sherman Williams Company
Standard Register
TriHealth
UC Health (formerly Health Alliance)

New as of Jan 2013 - April 2014
Fifth Third Bank
Hard Rock Rocksinio

Advance Group
Alexander & Associates Co.
American Greetings
Automatic Feed Company
Baldwin Wallace University
Bob Evans
BP Huskey Refining LLC
Cardinal Health
CareSource
Central Ohio Transit Authority
Cincinnati Children's Hospital
Cincinnati State Community College
Cincinnati USA Convention & Visitors Bureau
Cintas Corporation
City of Columbus
Cleveland Cavaliers
Cleveland Clinic Health System
Cleveland Indians Baseball Company
Cleveland Metroparks
Cliffs Natural Resources, Inc.
Columbus Metro Housing Authority
Columbus Regional Airport Authority
Columbus Zoological Park Association
Crown Equipment Corporation
Cuyahoga Metropolitan Housing Authority
Dana Holding Corporation
Danis Building Construction Co.
Dayton Board of Education
Dinsmore & Shohl LLP
Dollar Bank, FSB
Dunnhumby USA
Federal Reserve Bank of Cleveland
First Merit
Fujitech America
Greenfield Research, Inc.
HDT Global
Hollywood Casino Columbus
Honda of America
Hoover & Wells, Inc.
Hunt Construction Group, Inc.
Huntington National Bank
Invacare Corporation
Johnson & Johnson, Inc.
Jones Day

Jones Lang LaSalle
Kent State University
Kroger Company - Cincinnati Div.
Lincoln Electric Company
Lubrizol Corporation
MAGNET
Medical Mutual of Ohio
Miller Valentine Group
Mount Carmel Health System
National Enterprise Systems
Officemax
Ohio Department of Development MBE Div.
Ohio Development Services Agency
Ohio Health
Ohio State University, The
OmniSource Corporation
Port of Greater Cincinnati Development Authority
Procter & Gamble Co., The
Setex, Inc.
Shiloh Industries Inc.
Shook Construction
Sinclair Community College
Skanska USA Building
STERIS Corporation
Team NEO
Teradata Corporation
Three Bond International
Toledo-Lucas County Port Authority
Toyota
University Hospitals of Cleveland
University of Cincinnati
Viox Services
Worthington Industries, Inc.
Xavier University
Yokowo Manufacturing of America, LLC

New as of Jan 2013 - April 2014
Bob Evans
BP
Catholic Health Partners
Cincinnati Children's Hospital
Dana Holding Corporation
Fujitech America
First Merit
Ohio Turnpike Commission
Toledo-Lucas County Port Authority
Vectren Corporation

2013 LOCAL & NATIONAL CORPORATE MEMBERS

Abbott Laboratories, Inc.
Acument Global Technologies
AK Steel Holding Corporation
Al Neyer, Inc.
Alexander and Associates
American Family Mutual Insurance Company
Baker & Hostetler Llp
Baker Concrete
Berman Printing
Bettelle Memorial Institute
BMW Group
Boehringer Ingelheim USA Corporation
Bricker & Eckler, Llp
Cardinal Health
Caresource
Catholic Health Partners
Central Ohio Transit Authority
Cincinnati Bell Telephone
Cincinnati Reds
Cincinnati State Community College
Cincinnati USA Convention & Visitors Bureau
Cintas Corporation
Citgo Petroleum Corporation
City of Columbus
Coca-Cola Company, The
Columbus Metro Housing Authority
Columbus Regional Airport Authority
Columbus Zoological Park Association
Cooper-Standard Automotive, Inc.
Crown Equipment Corporation
Dana Holding Corporation
Danis Building Construction Co.
Dayton Power & Light Company
Delphi Corporation
Delta Air Lines, Inc
DeVry
Dinsmore & Shohl Llp
Duke Energy
Dunhumby USA
Dupont Company

Eagle Realty Group
Enterprise Holdings
EQT Corporation
Ethicon Endo-Surgery/Johnson & Johnson
Express Scripts, Inc.
F&M Mafco, Inc.
Fifth Third Bank
Ford Motor Company
General Mills, Inc.
Glatfelter
Greenfield Research, Inc.
Haworth, Inc.
Henkel Corporation
Hollywood Casino Columbus
Honda of America
Honeywell Aerospace
Horseshoe Casino Cincinnati
Hunt Construction Group, Inc.
Huntington National Bank
International Paper Company
Johnson Controls, Inc.
Jones Lang Lasalle
JP Morgan Chase & Company
Kantar Group, North America (The)
Kellogg Company
Key Bank
Kroger Company - Cincinnati Div.
Liberty Mutual Insurance Companies
Limited Brands
Macy's Inc.
Major League Baseball
McGraw-Hill Companies, The
Messer Construction Company
Met Life
Miller Coors Llc
Miller Valentine Group
Mount Carmel Health System
Multi-Color Corporation
Nationwide Insurance
NCR Corporation
NiSource Inc.
Novation

Office Max
Ohio Department of Development
Ohio State University, The
OhioHealth
PNC Financial Services Group, The
Porter, Wright, Morris & Arthur Llp
Premiere Health Partners
Procter & Gamble Co., The
Recreation Equipment Inc. (REI)
Reed Elsevier Inc.
Rendigs, Fry, Kiely & Dennis, Llp
Rock-Tenn Company
Rockwell Automation, Inc.
Setex
SGS International, Inc.
Shook Construction
Sinclair Community College
Skanska USA Building, Inc.
Slm Corporation (Sallie Mae)
Sodexo, Inc
Specialized Packaging Group, Inc.
Standard Register
Staples, Inc.
Steelcase, Inc.
Teradata Corporation
Three Bond International
Toyota Boshoku America
Toyota Motor Engineering & Manufacturing, N.A., Inc.
TriHealth
Turner Construction Company
U. S. Bancorp
UC Health (Formerly Health Alliance)
United Parcel Service, Inc.
University Of Cincinnati
Viox Services
Worthington Industries, Inc.
Xavier University
Yazaki North America Inc
Yokowo Manufacturing of America, Llc

Corporate Plus®

Corporate Plus® is a national membership category for National Minority Business Enterprises designed to recognize their national capabilities, bring them to the attention of more National Corporate Members, and expand their participation in the NMSDC network. The program is for the highest caliber minority business enterprises that have the proven capacity to handle national contracts for major corporations. The following Corporate Plus® members are MBEs certified by OMSDC:

- Aquent, LLC
- B&S Electric Supply Co., Inc.
- CB Tech
- CSA CENTRAL, Inc.
- Faison Office Products, Inc.
- Hightowers Petroleum Company
- MATLET Group, LLC (The)
- Nu Tek Steel, LLC
- Pacific Rim Capital, Inc.
- PC Specialists, Inc. dba Technology Integration Group (TIG)
- Quality Packaging Specialists International, LLC
- SBM Site Services, LLC
- SET ENTERPRISES, Inc.
- SHI International Corp.
- Taylor Bros. Construction Co., Inc.
- The RCF Group
- Urban Lending Solutions, LLC
- Vision Information Technologies, Inc. dba VisionIT
- VocaLink Language Services
- World Pac Paper Investors, LLC
- World Pac Paper, LLC
- Zones, Inc.

MBE Listing AS OF DECEMBER 31, 2013

3-Hab, Ltd.
4 Consulting, Inc.
889 Global Solutions, LTD.
A Mop & Two Women, LLC
A. C. Plumbing, Inc.
Abstract Grapfix
Accel Advisors Inc.
ACF Enterprises, LLC
Adagio Business Services Inc.
Adaptive Dental Solutions, LLC
Advanced American Technologies, Inc.
Advanced Engineering Solutions, Inc.
Advanced Interior Solutions, Inc.
Advantage Powder Coating, Inc.
Adventures in Advertising Promotional
Products Solutions
AG Group, Inc., The
Akko Fastener, Inc.
Alegre, Inc.
All Industrial Express, Inc.
Alliance Construction Group
Allied Cleaning Solutions
Alpha & Omega Construction
Builders, LLC
Alphi Manufacturing, LLC
ALPS Services, Inc.
Alternalite Electric, Inc.
Aluminum Wheel Technologies, Inc.
ALW Sourcing, LLC
American Lawn and Snow Removal
Services, LLC
American Merchandising Services
American Movers, LLC
AMG, Inc.
Amir Wallace Johnson LLC
Amy Business Solutions, LLC (ABS, LLC)
Analysis Express, LLC
APB & Associates, Inc.
Apex Capital Management
Apex Environmental Service, LLC
Aquent, LLC (Corporate Plus®)
Ardent Technologies, Inc.
Arrowhead Packaging Services, LLC
Art Resource Team
Ascendum Infrastructure Management
Solutions
Associated Visual Communications, Inc.
Aster Elements, Inc.
Astro Industries, Inc.
ASW Global, LLC.
Atlanta Life Insurance Company
Atlas Limited
ATS Training and Consulting Co.
Autoelectros, LLC
Automation Systems & Design, Inc.
AVM Industries, LLC.
Aztech Conferencing Services, LTD.
B & B Maintenance, Inc.
B&S Electric Supply Co., Inc.
(Corporate Plus®)
Balance Product Development, Inc.
Balton Corporation
Bansal Enterprises, Inc.
Barcode Industrial Systems, Inc.
Barr Engineering Incorporated
Bartech Group, Inc. (The) - (*A Growth
Initiative Firm) (Corporate Plus®)
Bay Corrugated Container, Inc.
Bebley Enterprises, Inc.
Belmont Labs
Benton-Georgia, LLC
Best Upon Request Corporate Inc.
Bio Nutrients Pure Soy, LLC
Black Pages
Black T.I.E. Protective Services, LLC
Blackboard Marketing, LLC
Blaze Contracting, Inc.
Blegalbloss
Blue Apple Technologies, LLC
Blue Stream, LLC
Bob Ross Buick, Inc.
BoLinds Solutions Services, Inc.
BowTies For a Cause, LLC
Brewster Pumping, LLC
Brinker Team Construction
Brodwill, LLC
Browne E & C Services, Inc.
dba Projdel Corporation
Bulk Market Plaza, LLC
Burke Services, LLC
Business technical services, LLC
Byterocket.com., Inc.
C. A. Threatts & Sons, Inc.
C&M Medical Supply, LLC
Calvary Industries, Inc.
Camal, LLC
Cannell Graphics, LLC
Capricorn Systems, Inc.
Cardinal Diversity Group
Cates & Associates, Inc.
Caxino FM Solutions
CB Tech
CDO Technologies, Inc.
Chan Distributors, LTD.
CIC General Contracting
Cimarron Express, Inc.
Circle City Rebar, LLC
City Carpet and Flooring
Clara I. Brown Interiors, Inc. (CIBI)
Cleveland Die & Manufacturing Co.
CM-GC
CMM International Sales, LLC
Coal Equity Inc.
Coalescence, LLC
COG, LLC
Cogent Infortech Corporation

MBE Listing AS OF DECEMBER 31, 2013 (CONT)

Cognitians, LLC	Debra Filbrandt	Elizabeth Park Capital Management, LTD.
Coleman Spohn Corporation	Debt Credit Services and Associates, Inc.	Ellington Management Services, Inc.
Collabera, Inc. (Corporate Plus®)	Deering Supply, LLC	Elliott Management Group
Commodity Management Services (CMS)	Dehan Enterprises Insurance & Financial Services LLC	Emerging Capital Partners, LLC
Compass Consulting Services, LLC	DESMAN, Inc. d.b.a. Desman Associates	Empaques Superiores LLC
Compass Education Strategies, LLC	Development Consultants, Inc.	Engineered Plastic Components, Inc. (EPC)
Complete Building Maintenance, LLC	DHDC Engineering Consulting Services, Inc.	Enlightened, Inc.
Complete Quality Installation Services, Inc./Oneida Solutions Group	Diamond Logistics, Inc.	Enviro-Polymers & Chemicals
Composite Technologies Co., LLC	Diamond Travel and Consulting, Inc.	Environmental and Safety Solutions, Inc.
Comprehensive Benefits Consultants	Digital Color International, LLC	Environmental Service Systems, LLC
Comtech Global	Dingus & Daga, Inc.	Eventfully Yours, LLC
ConnXus, Inc.	Diverse Logistics and Transportation, Inc.	Everest Technologies, Inc.
Consulting Engineering, Inc.	Diversified Engineering Services, Inc.	EXCEL Management Systems, Inc.
Contractor Connection, Inc.	Diversified Supply	Excenture Business Solutions, LLC
Cook Paving & Construction Co., Inc.	Diversified Systems, Inc.	Executive Business Technologies
Coolant Control, Inc.	Diversity in Promotions, LLC	Ezzie Contractors, LLC
Corbus, LLC	Diversity Search Group, LLC	F.M. Packaging Company, LLC
Corrugated Chemicals, Inc.	DLZ Corporation	Facility Source Group (dba Facilities Installation Services, LLC)
Cosmos Technologies, Inc.	DLZ National, Inc.	Faison Office Products, Inc. (Corporate Plus®)
Cousco Brown, LLC	Dmytryka Jacobs Engineers, Inc.	Feasibility Research Group, Ohio LLC
Cox Financial Corporation	DNK Architects Inc.	Ferrolux Metals Co. of Michigan, LLC
Crazy Uncle Jester's Inferno World	Dove Building Services Inc.	Ferrous Metal Processing Co.
creativechange.biz	DraCool USA	Ferrous Metal Transfer Co.
Creekwood Energy Partners, LLC	DTD Construction, Co.	First Systems Inc.
Crestwood Mgmt	Dynamic Market Management, LLC	Flawless Building Services, Inc.
Crystal Window & Door Systems, LTD.	Dynamix Engineering, LTD.	FleetShare Pro, LLC
CSA Central, Inc.	Dynatech Consulting	Flite II Travel
CT Metal Source, Inc.	Dynotec, Inc.	Florida Production Engineering, Inc.
CTL Engineering Inc.	E-Z Electric Motor Service, Inc.	Focus Solutions
Cybervation, Inc.	E. E. Ward Moving & Storage Co., LLC	Forest City Companies, Inc.
d. e. Foxx & Associates, Inc.	Easley Blessed Photography	Foxx Construction, LLC (a division of d.e. Foxx & Associates)
D.A.G. Construction Company, Inc.	Eastern Personnel Services, Inc.	Foxx Danis, LLC
D'Ann Enterprises, Inc.	EBA, Inc.	FPS Executive Search, LLC
DAR Public Relations, Inc.	Ebony Construction Co., Inc.	Frische-Mullin, Inc.
Data Systems Integration Group, Inc.	Edgewood Electric, LLC	Fusion Integrated Solutions, LLC
Daymark Interactive, LLC	El Mechanical	
Dayton Mailing Service, Inc.		

MBE Listing AS OF DECEMBER 31, 2013 (CONT)

G. Stephens, Inc.	Hicks-Carter-Hicks, LLC	JDD, Inc.
G.P. Harris, LLC dba Ohio Loss Prevention Officers	Hightowers Petroleum Company	JDT Concierge
G&A Partners	Hollingsworth Logistics Group, LLC	Jindal Enterprises, Inc.
Galaxy Forest Products, LLC	Hooven-Dayton Corporation	JIT Company Ohio (dba JIT Company)
Game Time Budgeting, LLC	Hornish Bros., Inc.	JMD Staffing Agency, LLC
Gaulding LLC dba SB Energy Solutions	IBC - Industrial Supply Plus, Inc.	JMS Industries Inc.
Gause & Associates	Imagine That Entertainment & Event Management, LTD.	Jones Construction, Inc.
GB Manufacturing Company	IMstar Enterprises Inc.	Jostin Construction Inc.
GC Electrical Solutions, LLC	Indus Construction Products, Inc.	Journey Steel, Inc.
GearyEnergy, LLC	Industrial Electrical Systems Analysis (IESA)	Joy Corporation, Inc.
Genesis Baking Company, Inc.	Infovision21, Inc.	JT Dillard, LLC dba Jan-Pro of Greater Cleveland
Global Environmental Products	Innogistics, LLC	Juemel, LLC
Global Resources, LLC	Innovative Architectural Planners (IAP)	K-Cor, LLC
Global Safe Water, LTD.	Instaknow.com, Inc.	K.T. Lindsay & Associates
Glovon & Clovon Engineering Consulting, LLC	Instatech, LLC	K&M International, Inc.
GoldTech of Ohio, INC	Integrated Supply Chain Solutions (ISC)	Kanga Manufacturing Consultants, Inc.
Gonzalez Saggio & Harlan, LLP (Corporate Plus®)	Integrated Workspace Solutions, LLC	Kanu Global Logistics, LLC
Grand Aire, Inc.	Integrity Development Corporation	Kanu Investments and Advisors, LLC (dba Kanu Asset Management)
Grand-Dads Original Food Products	Interactive Engineering Corp.	Karen Schwarz
Great Lakes Maintenance, Inc.	InterChez Global Services	KASCO Engineering Sales, Inc.
GSR Global Corporation	Interchez Logistics Systems, Inc.	KBJ Incorporated
GT Industrial Supply, Inc.	InterChez Technologies, LLC.	Keith B. Key Enterprises, LLC
Guy Brown Management, LLC	International Resource Group, Inc.	Kemron Environmental Services, Inc.
Guzman & Company	International Software Technology, Inc. (IST)	Kero International, Inc.
H&B Mat Rental Inc.	International Specialty Tube, LLC	Key Cleaning Connection, LLC
Hamlin Newco, LLC	Interscope Manufacturing, Inc.	KLN Logistics Corporation dba AIT Worldwide Logistics
Hammett Enterprises, LLC	Interstate Freight Carriers LLC	Koryak Consulting, Inc. dba Koryak
Hampton Enterprise, Inc. (dba AlphaGraphics)	J & T Welding, Inc.	L & R Enterprise LLC
Harmon Steel, Inc.	J. F. Duncan Industries, Inc.	L.S. Brinker Company
Headen & Co., LLC	Jag'd Construction, Inc.	Labor Remedy Inc.
Hernandez Construction Services, Inc.	Jalsons International Co., Inc.	Lacosta Facility Support Services, Inc. (Corporate Plus®)
Hernandez Piping, Inc.	Jamestown Industries	LC Industrial, LLC
Hess Advanced Technology, Inc.	Janitorial Services, Inc.	Legacy Investment Funds, LLC
Hi-Mark Construction Group, Inc.	Jasco International, LLC./ Jastek, Inc.	LegalShield dba Elizabeth A. England
Hi-Mark Group Inc.	JATDCO, Inc.	Lianda Corporation
	Jayna Inc.	

MBE Listing AS OF DECEMBER 31, 2013 (CONT)

Life Style Staffing	MindPower Enterprises, LLC	Opti-Vision, Inc.
Linked Technologies, Inc. dba 5 o'Clock Computers	Minority Alliance Capital	Optim Environmental Resources, Inc.
Lisa Fuentes, CPA	Minority Executive Search, Inc.	Optima Lender Services, LLC
Locker Liner Products, LLC	Mitchell Snow, Inc.	Optimum Technology, Inc.
Logix Guru, LLC	Mo Vaughn Transport, Inc.	Opus Capital Management, Inc.
LOOP CAPITAL MARKETS, LLC	Modular Assembly Innovations, LLC	Orchem Corporation
Lorain County Automotive Systems	Mondo Mechanical, Inc.	Oscar Robertson Document Management Services, LLC
LynnCo Supply Chain Solutions, Inc.	Montour Machine Sales, Inc.	OTR Connections, LLC
M & R Distribution Services, LLC	Moody Nolan, Inc.	Outreach Promotional Solutions, LLC
M-M Masonry, LLC	MRO Express, LLC	Owen Steel Company, Inc.
M. A. Folkes Company Inc.	Multitec, Inc.	Ozanne Construction Company, Inc.
M. E. Heuck Company	MunozBrandz, LLC	Pacific Rim Capital, Inc. (Corporate Plus®)
M. R. Williams Construction & Supply Co.	MVP Plastics, Inc.	PACTS, LLC
M.O.M. Tools, LLC	Mx2 Consulting And Management Solutions, LLC dba M. Indust. Products	PakTeem Acquisition Company, Inc
Mac Installation & Consulting, LLC	Nagai, LLC	Palmer Promotions
Mafazo, LLC	National Systems Consulting, LP	Parker Precision, Inc.
Magni-Power Company	Native Diversity Solutions, LLC	Parking Company of America Inc.
Make It Plain Consulting, LLC	Net PAC International LLC	Parks OV Electric
Managed Staffing, Inc.	Net Quest Services, Inc.	Parms & Company, LLC
Manufacturing Business Development Solutions, LLC	New Horizons Baking Company, Inc.	Partners In Projects LLC
Marketing and Engineering Solutions (MES) Inc.	New Vision Group, LLC	PC Specialists, Inc. dba Technology Integration Group (TIG) (Corporate
MATLET Group, LLC (The)	Neyra Construction, Inc.	PDT Architects, LLC
MBE Construction Solutions, LLC	dba Neyra Paving	Peak Electric, Inc.
MBJ Consultants, Inc.	Niche Consumer Products, LLC	Peggy's Monogramming and Embroidery
MBJ/Cinfab JV, LLC	North Coast Sales and Maintenance	Penquin Painters
McDaniel's Construction Corporation, Inc.	Northside Construction & Supply Co., Inc.	Perez & Morris LLC
MCM Ind. Co., Inc.	Northstar Contracting, Inc.	Pharos Financial Services, L.P.
McTech Corporation	Nova Consultants, Inc.	Photography by Tony, Inc.
Megen Construction Company	Nu Tek Steel, LLC	Pilot Signs & Designs
Metal-Era, Inc.	Office Partners, LLC	Pinkney-Perry Insurance Agency, Inc.
Mid-America Consulting Group, Inc. DBA Supplier Gateway	OGIS Communication Group Inc. dba OCG Telecom	PK Controls, Inc.
MIG East, LLC	Ohio Collaborative Learning Solutions, Inc	POA Systems LLC
Miles-McClellan Construction Co., Inc.	Ohio Transitional Machine & Tool, Inc.	Poly Services, Inc.
MiMi's 331 Grandpa Sauce	One Vision Optical Center	Polymer Technologies & Services, Inc.
	Onyx Sourcing Solutions, LLC	Precision Medical, Inc.

MBE Listing AS OF DECEMBER 31, 2013 (CONT)

Precision Production Group - LLC	R.K. Levitz LLC	SFA Architects Inc.
Premier Logistical Services	R.M. Personnel, Inc.	ShawnTech Communications, Inc.
Premiere Building Maintenance Corporation	R.W. Delivery, Inc.	Shen Milsom & Wilke
Price Builders & Developers, Inc. LLC dba PB&D, Inc./Price Enve Corp.	Rafael Vinoly Architects	SHI International Corp. (Corporate Plus®)
Pride Insulation Co.	RAMA Consulting Group	Shrewsbury & Associates, LLC
Pride Technologies, LLC	RAR Contracting Company Inc.	Simply Southern Sides, LLC
Prime WoodCraft Inc.	Rath Builders Supply, Inc	Sirius Chemical Group, Inc.
Process Controls & Instrumentation, LLC	RCF, LLC (Corporate Plus®)	Sky Communications, Inc.
Product Movers, LLC	Richardson and Associates Accounting, LLC	Smart Growth Construction, LLC
Professinoal Elevator Services, Inc.	Rickman Enterprise Group, LLC	Smoot Construction Company of Ohio
PROforma Joe Thomas Group	Rittman, Inc, dba Mull Iron	Solica Construction, Inc.
Progressive Marketing & Management, LTD	RLJ Insurance Services, LLC	SourceMark, LLC
Promotion Execution Partners	RM Executive Transportation dba Mosaic Global Transportation	SouthCoast Paper, LLC
Prospect Electric, LLC	Robert Louis Group, LLC	Speedy Signs & Apparel
Proteam Solutions, Inc.	Robotics, Inc.	Sprout Insight, LLC
Protec II Security Systems Inc.- All Occasions Signs & Promotinal Item	Roby Services, Ltd. dba Roby Supply	SRISYS, Inc.
Protech Bio Hazard Recovery, LLC	Rod-techs, Inc.	Statzer Services, Inc.
Purnell Associates International, LLC	Rosemary's Queenstep Carpet, Inc.	Steelcote, Inc.
Putnam Industries, Inc.	Ross PPD Corporation	Stelfast, Inc.
QPI-Cincinnati LLC	Roxbury Technology LLC	Strategic Systems, Inc.
Quality Associates Inc.	Rubi Ho Corporation	Sudden Service Expediting, Inc.
Quality Building Supplies For Industry, Inc.	S & V Industries, Inc.	Sunrise Foods, Inc.
Quality Packaging International, Inc.	Safe Choice LLC	Superior Industrial Supply
Quality Packaging Specialists International, LLC (Corporate Plus®)	Sallie's Wholesale and Construction, Inc.	Superior Laboratory Systems, Inc.
Que Que, Inc.	Sample Machining, Inc. dba BITEC	Superior Marketing Strategists, LLC
QueenAnn Inc	Sanders Business Services, Inc./ Sandhu & Associates, Inc.	Support Services Solutions Group, LLC
Quest Biomedical International, Inc	Sarvian International Inc.	Swarthmore Group, Inc., The
Quez Media Marketing, Inc.	SBM Management Services, LP	Switch Lighting & Design, LLC
Quick Employment LLC	SBM Site Services, LLC	Symcorp Products, LLC
R Engineering Team, LLC	SDI International Corp. (Corporate Plus®)	Synergy Computer Solutions, Inc.
R L Technologies	Seel, LLC	T Rice Communications, LLC
R.B. Stroud & Associates	Self-Care Restorative Solutions, LLC	T3Packaging, LLC
	SET Construction, Inc	TAJ Technologies, Inc.
	SET Duct Manufacturing	Talent Tool & Die, Inc.
	Set Enterprises, Inc. (Corporate Plus®)	Tall View Palladium, Inc.
		Taylor Bros. Construction Co., Inc. (Corporate Plus®)

MBE Listing AS OF DECEMBER 31, 2013 (CONT)

Team Cruiser Conversion, Co. Inc.
 Tech-Sonic, Inc.
 TechSoft Systems, Inc.
 Tek-Sources, Inc.
 Ten10 Design LLC
 Tensho, LLC
 Texcel, Inc.
 The 237 Group, LLC
 The Abercrombie Group
 The Art of Exposure, LLC
 The Che International Group (CIG)
 The Coniglio Co.
 The Dingleline Trucking Company, Inc.
 The Granville Organization, LLC
 dba Granville Financial Group
 The Heritage Group, LLC
 The Knight Group, Inc.
 The Law Offices of John M. Williams
 The Pension & Retirement Group, LLC
 The Prout Group, Inc.
 The RCF Group (Corporate Plus®)
 The Rising Tide Group
 The RK Logistics Group, Inc.
 The Sathe Water Company, LLC
 dba Water & Wastewater Equipment
 Company
 The Sowell Law Partners, PLLC
 The Voice of Your Customer LLC
 The World Packaging Company, LLC
 Third Dimension, Inc.
 THORS, LLC
 Three Leaf Productions, Inc.
 Tia Marie & Company
 Tinsley and Associates, Ltd
 TLC Springwater Of Ohio, LLC
 TMH Solutions
 Tradex International, Inc.
 Treemen Industries, Inc.

Tri-State Consumer Suppliers, Inc.
 dba Legends to Legacy, Inc.
 Trio Trucking, Inc.
 Triton Services Inc.
 Triumph Group, Inc. dba PuroClean
 Unicon International, Incorporated
 Unified Business Technologies, Inc.
 Universal Glass & Metals, Inc.
 Urban Lending Solutions, LLC
 (Corporate Plus®)
 US General Incorporated
 US Tank Alliance, Inc.
 Uzuri Kid Kidz
 V. O. Baker Co.
 Validex (a division of d.e. Foxx &
 Associates)
 Valu-Tech Inc.
 Vantage Agora, Inc.
 Vayu, Inc.
 VeeMost Technologies LTD
 Vela's Industrial Cleaning LLC.
 Versatex, LLC
 Vinimaya, Inc.
 Visibility Marketing, Inc.
 Vision Design Group, Inc.
 Vision Information Technologies, Inc.
 dba VisionIT
 Vivian Llambi & Associates Inc.
 VocaLink Language Services
 WE. Turner Company
 dba Heritage Fare, LTD
 WA, Inc.
 Walker International Transportation,
 LLC
 Warhol & WALL ST, LTD.
 Washington Enterprises, Inc.
 Web Yoga, Inc.
 Webrunners, Inc. / dba w3r Consulting
 Wellness Integrated Network ,LLC

West Enterprises Inc.
 dba Uniglobe Travel Designers
 Western Reserve Technology Ltd.
 wg:Architecture, LLC
 Whisper Creative Products, Inc.
 Wilkerson & Associates Co., LPA
 Williams Interior Designs Inc.
 Wise Construction Management, Inc.
 Wise Services, Inc.
 Wits Solutions Inc
 Wooster Products, Inc.
 Workplace Solutions, LLC
 World Corrugated Container, Inc.
 World Pac Paper Investors, LLC
 World Pac Paper, LLC
 WRENA, LLC dba Angstrom-USA, LLC
 XFactor Media Inc
 XLC Services (a division of d.e. Foxx &
 Associates)
 Yashco Systems, Inc.
 Yellowlite Inc.
 Zones, Inc. (Corporate Plus®)
 ZPA, LLC



P&G Suppliers: As Diverse As Our Products



2013 Economic Impact Report



Gross Annual Revenue of Local MBEs

\$5,248,796,033.96

Includes MBEs headquartered locally in the State of Ohio

Every year, the Ohio Minority Supplier Development Council collects data and conducts an economic impact report to track MBE revenue, capacity, and job creation in the State of Ohio. Data was collected on MBEs certified locally by OMSDC and MBEs that have subscription certification. The data that we collect during the certification process allows us to accurately estimate the aggregate gross annual revenue, job statistics, demographics, industry, and geographic reach. The following Economic Impact Reports include information on the data collected by the NOMSDC in 2013, the SCOMSDC in 2013, and the current combined data collected by the OMSDC.



144

LOCAL NOMSDC CERTIFIED MBES
AS OF 12.31.2013

GROSS ANNUAL REVENUE **\$1,386,196,291,89**

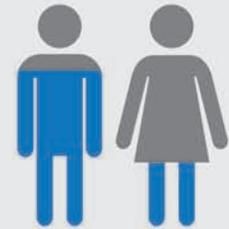
PERCENTAGE OF MINORITY EMPLOYEES



GROSS ANNUAL REVENUE

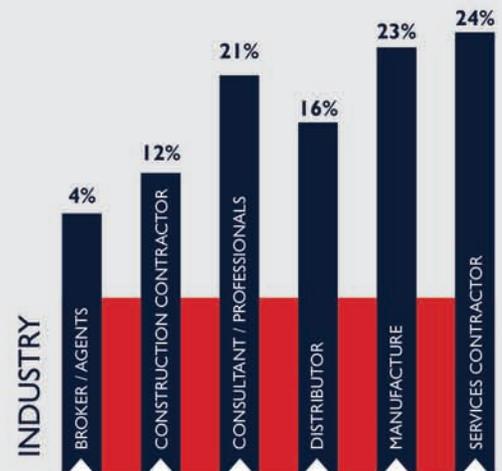
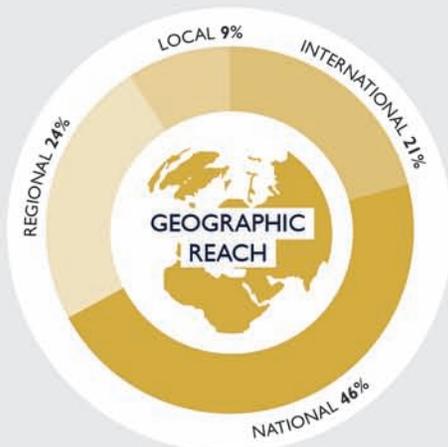


GENDER



71% MALES | **29%** FEMALES

ETHNICITY



LOCAL & RECIPROCAL NOMSDC

GROSS ANNUAL REVENUE

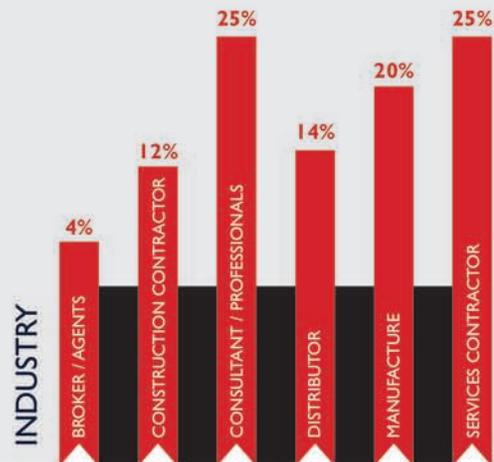
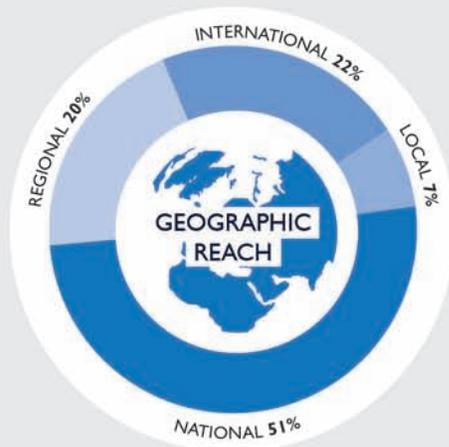


GENDER



75% MALES | **25% FEMALES**

ETHNICITY



GROSS ANNUAL REVENUE **\$10,726,006,647,99**

PERCENTAGE OF MINORITY EMPLOYEES

of all Local NOMSDC MBE Employees are Minorities

29%

of Employees

40876

of Minority Employees

11862

272

LOCAL & RECIPROCAL NOMSDC CERTIFIED MBES AS OF 12.31.2013

316

LOCAL SCOMSDC CERTIFIED MBES
AS OF 12.31.2013

GROSS ANNUAL REVENUE **\$3,862,599,742.07**

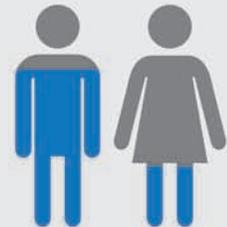
PERCENTAGE OF MINORITY EMPLOYEES



GROSS ANNUAL REVENUE

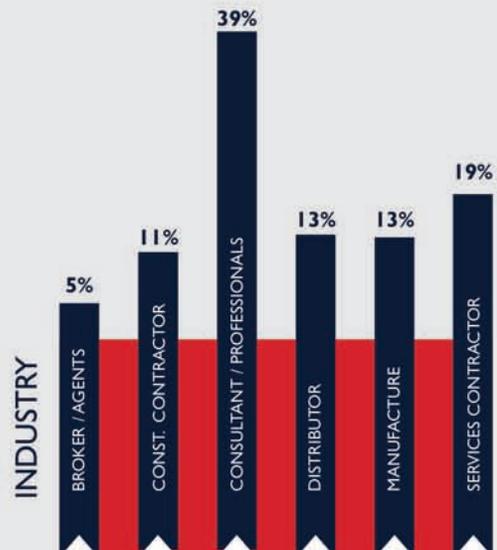


GENDER



72% MALES | **28%** FEMALES

ETHNICITY



LOCAL & RECIPROCAL SCOMSDC

GROSS ANNUAL REVENUE

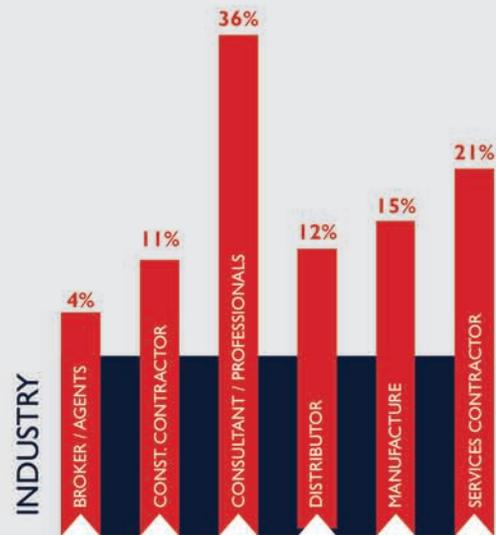
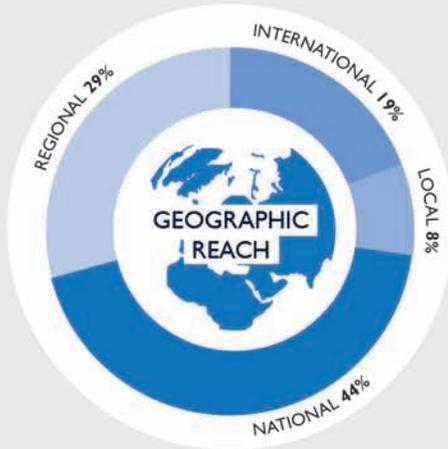


GENDER



75% MALES | **25% FEMALES**

ETHNICITY



GROSS ANNUAL REVENUE **\$13,146,531,823,60**

PERCENTAGE OF MINORITY EMPLOYEES

of all Local NOMSDC MBE Employees are Minorities

42%

of Employees

41622

of Minority Employees

17582

396

LOCAL & RECIPROCAL SCOMSDC
CERTIFIED MBES AS OF 12.31.2013

504

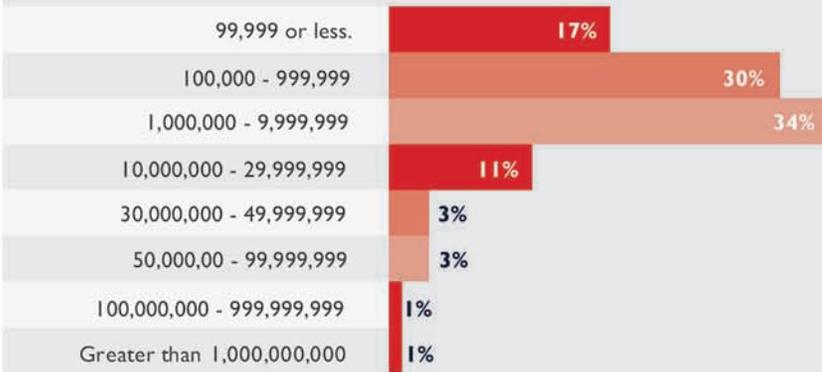
LOCAL MSDC CERTIFIED MBES
AS OF 12.31.2013

GROSS ANNUAL REVENUE **\$5.248.796.033,96**

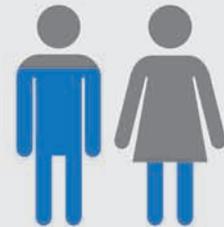
PERCENTAGE OF MINORITY EMPLOYEES



GROSS ANNUAL REVENUE

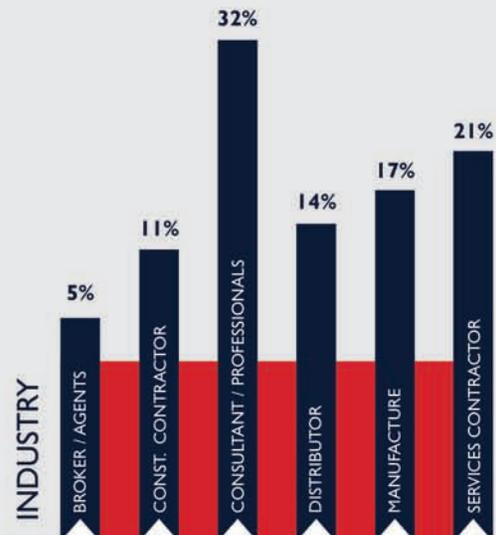
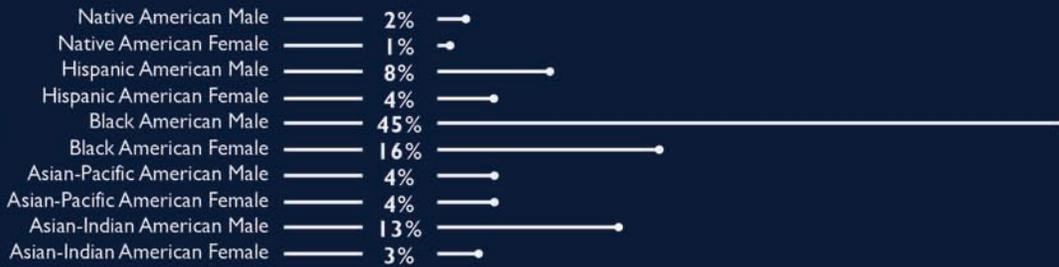


GENDER



72% MALES | **28%** FEMALES

ETHNICITY



LOCAL & RECIPROCAL OMSDC

GROSS ANNUAL REVENUE

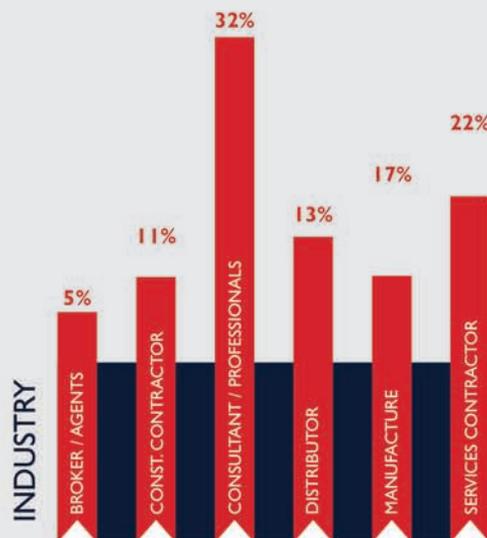
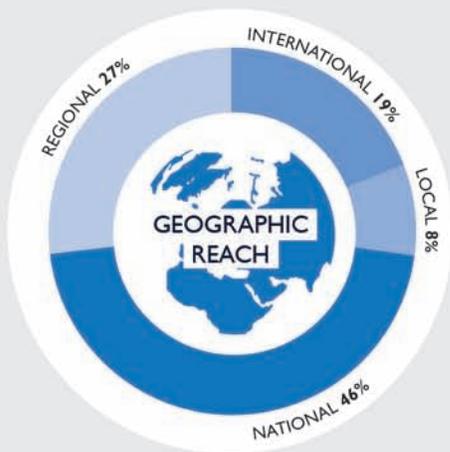
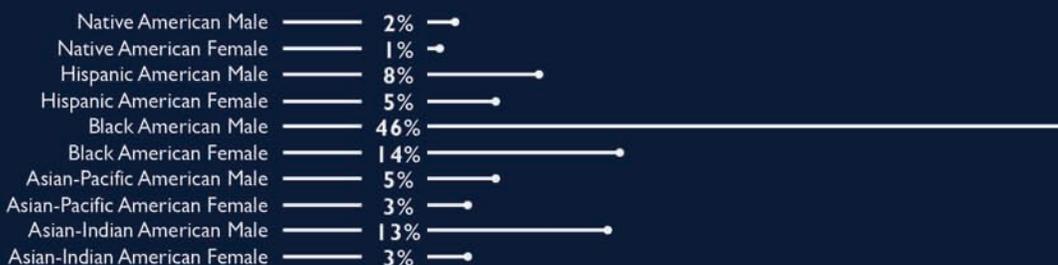


GENDER



74% MALES | **26% FEMALES**

ETHNICITY



GROSS ANNUAL REVENUE **\$16,150,938,465,49**

PERCENTAGE OF MINORITY EMPLOYEES

of all Local NOMSDC MBE Employees are Minorities

38%

of Employees

65766

of Minority Employees

25005

620

LOCAL & RECIPROCAL MSDC CERTIFIED MBES AS OF 12.31.2013



How to Work the Ohio Business Opportunity Fair

Value of Trade Shows

Trade shows are effective outlets to display your products and services to large numbers of customers and potential clients. Over 110 million people attend more than 4,000 trade shows in the US and Canada. Surveys show that business owners rate the importance of trade shows above regular sales contacts and cold calls. Surveys also show that trade show experiences and trade show introductions impact many procurement professional buying decisions. If you have ever worked in a trade show booth, you know it can be a real grind. Therefore, keep it simple, the basic goal should be branding and marketing, not selling. Yes, in a sense you are selling, but the main message with any show is more along the line of communicating your brand, your services and marketing yourself and your company. Selling should not be the goal, if you do sell something, great, but do not make it a priority.

A trade show may be the single best place to collect data about your industry—and your rivals. Define your goals and do some homework beforehand and you will come home with a lot more than a stack of business cards.



PLAN

Planning - The key to success

Too often small companies begin preparation the night before or just days before the trade show. Develop your plan and know whom you want to engage before you get there.

- Create long-term strategy that dovetails your company marketing strategies
- Everything you do in preparation should be consistent with your overall trade show strategy
- Prepare to exploit the opportunity!
- Plan your budget (high tech displays are eye-catching and may not be cost effective)
- Set specific trade show goals with quantifiable objectives
- Determine your objective (is it new leads, increasing your brand recognition, increased awareness of new product?)



PREPARE

Prepare - Sweat the Details

- Must have fact filled capability statement
- Write down your elevator speech or trade show pitch and practice it with every staffer who will staff the booth
- Do not wait to the day of the show to contact you targets
- Do not wait to the day of the show to contact your targets
- Select well-trained people to staff your booth
- Conduct pre show meetings to identify goals and objectives
- Identify individuals you want to meet and events that will be profitable for you to attend
- Walk the floor and attend seminars
- Every employee must be an ambassador and the message must be consistent
- Agree on guidelines for interacting with visitors and qualifying customers
- Do not assume that the box of materials you shipped will arrive on time for the show
- Have a small supply or back up plan for staff, marketing materials and other needs



- Choose a useful give-away (if you decide to have one)
- Create a packing inventory (business cards, credit cards, laptop, cell phone & charger) etc.
- Create a trade show checklist (handout)
- Make a note of every action item that needs to be accomplished and a timeline for completion.
- Make sure your checklist is consistent with your overall trade show strategy.

NETWORK

During the Show – Network

- Do your homework, find out the needs of your targeted corporations and ask appropriate questions
- Have balance ... Don't push products on people
- Seek Competitive intelligence to help you spot openings in the market. Careful monitoring of large companies, for example, could give you a jump on subcontracting opportunities.

- Ask questions and get to know your customer. "Ask corporations what are your needs and what keeps you up at night?"
- Build a relationship
- Always have your business card in your pocket to hand out. It is easier to hand them a card then to walk over to the table to get them a card.
- Arrive early, work hard and stay late

FOLLOW UP

The trade show work does not end at the end of the show

- Hold a post-show debriefing to allow everyone to share what they heard and learned
- Follow up on every lead generated during the show

THE NEW MBE SUBSCRIPTION

What is a subscription? A subscription is an agreement to receive or be given access to affiliate products or services.

Subscription Process

Certified MBEs in good standing will not be required to provide supporting or “required documents,” due to the fact that ALL certified MBEs will be in the national database and will be available for each NMSDC member to source. The affiliate council staff will confirm that the certified MBE is in good standing. Then, affiliate council staff will present the services made available to the certified MBE.

There will be no affiliate council Board or Executive Committee review of final reciprocal applications approval, since there will be no more reciprocal services, and all subscriptions will be available to be marketed to any certified MBE, including home-certified MBEs.

The subscription service period for the certified MBE will be equivalent to the certification period it has with its home affiliate council. For example, if Company X is certified in Georgia with GMSDC from January 30, 2014 until January 30, 2015, then the subscription expiration date in Houston with HMSDC should also expire on the same date as the GMSDC certificate -- January 30, 2015.

Any certified MBE requesting subscription services acceptance within 60 days of their certification expiring at their home affiliate councils will be asked to withhold their request until recertification is completed. ALSO – if an MBE is completing a reciprocal certification purchased prior to January 1, 2014, there must be either: a proration of fees or credit granted for the new subscription term or period, or a subscription pegged to the anniversary date of their certification.

Please visit www.OhioMSDC.org to subscribe to OMSDC.

OMSDC's subscription package includes:

- Access to top corporate purchasing agents;
- Premium business connection outings and networking events;
- Region or industry-specific newsletters
- Vital introductions to nationally known corporations
- Specialized procurement conferences & Trade Fairs
- Supplier Diversity summits and roundtables
- Professional development fellowships
- Mentor-Protégé pairings and other educational or development programs
- Provide access to capital programming and introductions to financial institutions
- Access to conference and meeting space

Subscription Fee - \$350

The OMSDC annual subscription fee applies to all MBEs certified by NMSDC affiliate councils located outside of the State of Ohio, regardless of MBE revenue classification.





2014 CERTIFICATION Fee Schedule

Fee Category by
Annual Revenue
(millions)

New Certification

Recertification

Class 1

<\$1M

\$300

\$250

Class 2

\$1M - \$9.9M

\$550

\$500

Class 3

\$10M - \$49.9M

\$850

\$800

Class 4

\$50+

\$950

\$900

**OMSDC CERTIFICATION
PRICELESS!**

A photograph of a modern university campus. In the foreground, a paved plaza with several young trees and a few people walking. In the background, a large, modern building with a dark, textured facade and a prominent clock tower with a dome. The sky is clear and blue. A red curved banner is at the bottom of the image.

***Building Futures
Providing Opportunities
Committed to Supplier Diversity***

UNIVERSITY OF 
Cincinnati

**A Leader in the Recruiting and Placement
of Minorities and Women for 30 years**

Minority Executive Search

At Minority Executive Search, we help our clients gain a competitive edge by developing a culturally diverse workplace that includes professional minorities and women at all levels. And we do this with knowledge, skills and resources that set us apart.



MINORITY EXECUTIVE SEARCH

Contact us today!

216-932-2022

eral@minorityexecsearch.com

www.minorityexecsearch.com



Cincinnati Local Advisory Committee

John Munson, Chair

Toyota Motor Engineering & Manufacturing North America

Carl Satterwhite, Vice-Chair

The RCF Group

Greg Battle

Coolant Control, Inc

Pamela Coleman-Brailsford

Cintas Corporation

Dwain Carver

The Procter & Gamble Co.

Ken Cartwright

XLC Services

Lisette M. Davis

TriHealth, Inc.

Crystal German

Minority Business Accelerator
Cincinnati USA Regional Chamber

Ron Salerno

Johnson & Johnson

Bethany Rustic Smith

Turner Construction Company

Cheryl Smith

University of Cincinnati

Stanford Williams

Messer Construction

Zola Stewart

Focus Solutions Inc..

Bridget Carter

Caesars Entertainment, Inc.

Cleveland Local Advisory Committee

Deborah Matko

Federal Reserve Bank of Cleveland

Kazell Pugh

TLC Springwater

Scott Hardwick

Rockwell Automation

Veronica Cook-Euell

Kent State University

Joseph Loboda

First Energy

Deborah Pickens

Eaton Corporation

Carolyn Lee

ATS Training and Consulting

Darryl Hunt

ASW Global, LLC

Bob Lanier

Black Pages Ohio

Claude Booker

Simply Southern Sides

Kim Giering

KLN Logistic Corporation dba AIT
Worldwide Logistics

Darrell McNair

Nescor Plastics Corp.

Lee Fields

Dominion

Lisa Gaynier

Cleveland State University

Dayton Local Advisory Committee

Adrian Taylor

Minority Business Partnership

Ricardo Brower

Barr & Prevost

Belinda Stenson

Minority Business Partnership

Chris Kershner

Dayton Area Chamber of Commerce

David Abney

Wise Construction

Denise Smith

Hooven Dayton Corporation

Ed Williams

Cardinal Diversity Group

Irda Hinders

Dayton Power & Light

Jenell Ross

Bob Ross Auto Group

Phil Moore, Vice Chair

Lewaro Construction Inc.

Samantha Ahrman

Dayton Power & Light

Shaun Hamilton

Premier Health Partners

Ronald Todd

Seep, LLC

Sheila Banks

Teradata Operations, Inc.

Terri Allen, Chair

Dayton Public Schools

William Michael Green

WMG. LLC



THE OHIO MINORITY SUPPLIER DEVELOPMENT COUNCIL Supports the Community That It Serves

2013 was a great year for giving by the Ohio Minority Supplier Development Council. The commitment to foster relationships with the communities that the Council serves was a goal encouraged by the President and CEO Darryl Peal. Recipients of 2013 Council giving initiatives were:

- The Muscular Dystrophy Association
- Franklin County Children Services
- Hamilton County Children Services
- The Cincinnati Restoration Church

The giving season started out with the jailbird lockup/ gumbo fundraiser for the Muscular Dystrophy Association. Solicitors were encouraged to buy a gumbo lunch to keep staff out of jail. Sharon Crockett, OMSDC Certification Director, led the staff and the Cincinnati office to raise \$497.00 through those efforts.

As the holidays approached, the Cincinnati office began collecting canned goods and holiday food items, including a 14lb turkey and all of the trimmings for a thanksgiving basket. The basket was donated to the Cincinnati Restoration Church. This organization provides services for men and women recovering drug addict's by helping them to build a stable foundation and encouraging lifestyle changes through temporary housing and economic support. 30 men and 7 women were able to celebrate thanksgiving with a holiday banquet as a result.

The Columbus staff of OMSDC celebrated the holidays with a giving tree and collected toys, warm hats and gloves that were given to Franklin County Children's Services. In Cincinnati, the staff had Santa's helper, Rudolph, collect toys, hats and gloves. These items were donated to the Hamilton County Children's Services.



OMSDC BOARD



President & CEO
Darryl A. Peal
South Central Ohio MSDC



Chair
Dwain L. Carver
Associate Director,
Corporate Supplier
Diversity
Procter & Gamble



Vice Chair
Denise Thomas
Director, Corporate Supplier
Diversity
The Kroger Company



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



Cleveland MBEIC
Vice Chair
Kim Giering
President & CEO
KLN Logistics dba
AIT Worldwide Logistics



Cincinnati MBEIC
Vice Chair
Carl Satterwhite
President & CEO
RCF Group



Columbus MBEIC
Vice Chair
Otto Beatty III
Co-Owner | E.E. Ward
Moving & Storage, Inc.



Dayton MBEIC
Vice Chair
Christopher Che
President & CEO
Che International Group, LLC



Legal Counsel
Mark Hatcher
Attorney
Baker & Hostetler LLP



Secretary
Daniel Dunn
Director of Customer
Service
Standard Register



Treasurer
James Stocks
Senior Manager, Supplier
Diversity & Vendor
Development
Macy's Inc.



Pamela
Coleman-Brailsford
Supplier Diversity &
Environmental Sustainability
Cintas Corporation
Rockwell Automation



John Munson
Supplier Diversity Manager
Toyota Motor Engineering &
Manufacturing NA



Marlon Moore
Vice President,
Supplier Diversity
Huntington National Bank

OF DIRECTORS



Deborah Pickens
Director, Supplier Diversity
Eaton Corporation



Nick Lair
Vice President & Chief
Purchasing Officer
Premier Health Partners



Cathy Mock
Director, Supplier Diversity
Cardinal Health



Kyle Rooney
Vice President and
General Manager
Turner Construction
Company



Scott Hardwick
Manager, Strategic Sourcing
Rockwell Automation



P. Rani Maddali
President
ATS Training & Consulting



Vincent A. Smith
Director,
Marketing Business Services
Limitedbrands

Not Pictured:

Jamie Yolles
System Director,
Strategic Sourcing
OhioHealth

Joseph Han
Assistant Vice President of
Facilities & Safety
Cleveland State University

Ron King
Vice President of Purchasing
Honda of America

Lisa Leemans
Senior Vice President of
Corporate Procurement
KeyBank



OMSDC Staff



Darryl A. Peal
President and CEO
OMSDC
dpeal@ohiomscd.org



Damien Hardy
Executive Assistant to the
President and Government
Affairs Director
OMSDC
dhardy@ohiomscd.org



Robert DeJarnette
Director of Finance and
Business Operations
OMSDC
rdejarnette@ohiomscd.org



Alicia Johnson
Director of Corporate
Relations
OMSDC
ajohnson@ohiomscd.org



Sharon Crockett
Director of Certification
OMSDC
scrockett@ohiomscd.org



Calvin Cooper
Director of Marketing
OMSDC
ccooper@ohiomscd.org



Mara Flood
Director of Programs
OMSDC
mflood@ohiomscd.org



Brandon Laster
Office/ Program Manager
OMSDC
blaster@ohiomscd.org



Kellye James
Dayton Area Manager
OMSDC
kjames@ohiomscd.org



Terrell Knight
Coordinator of Certification
and Data Analysis
OMSDC
tknight@ohiomscd.org

OFFICE LOCATIONS

Headquarters

Columbus Office

The Chase Building
100 East Broad Street
Suite #2460
Columbus, OH 43215
p: 614.225.6959
f: 614.225.1851

Dayton Office

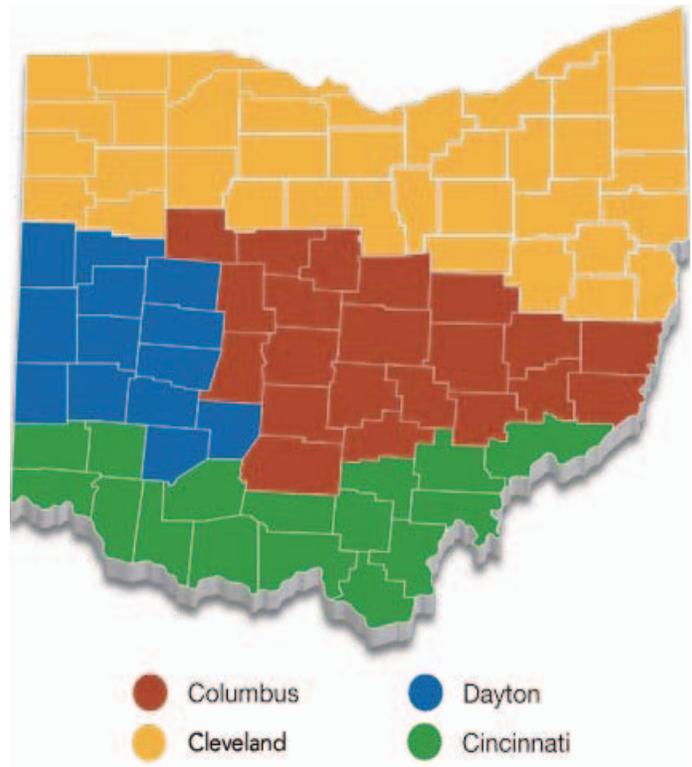
22 East Fifth Street
Dayton, OH 45402
Located inside the Dayton
Chamber of Commerce
p: 937.226.8265
f: 937.226.8254

Cincinnati Office

300 Carew Tower
441 Vine Street
Cincinnati, OH 45202
p: 513.579.3104
f: 513.579.3101

Cleveland Office

737 Bolivar Road
Suite 4500
Cleveland, Ohio 44115
p: 216.363.6300
f: 216.363.0001



We Mean Business

Under the leadership of Mayor Michael B. Coleman, the mission of the City of Columbus Equal Business Opportunity Office is to promote the inclusiveness and provide access to opportunities for small, minority, women, and veteran owned businesses within the city's procurement process, facilitating equitable awarding of contracts. The rationale for that goal is acknowledging that small businesses are important economic engines that create jobs and opportunities for many of our residents, stimulating our community!

Contact EBO, at 614-645-4764, or visit us online, at Columbus.gov to learn how quick and easy it is to get your business ready, willing, and able to do business with the City of Columbus.

Melinda Carter, Executive Director



facebook.com/ebocolumbus



twitter.com/ebocolumbus



youtube.com/ebocolumbus

Signature Services:

Minority, Female, and Veteran Business Enterprise Certification

Contract Compliance Certification - Coleman EBO Academy - We Mean Business on GTC-3

Director to Business Forum - Outreach Events - Mayor's Small Business Conference

Diversity is a reality.
Inclusion is a choice.

HONDA
The Power of Dreams



Honda is a proud sponsor of the Ohio Minority Supplier Development Council and understands the importance of diversity and inclusion for business success.

Honda North American Purchasing
Raymond, Ohio
www.ohio.honda.com