



THE YEAR OF IMPACT

~~2015~~

ANNUAL REPORT





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MESSAGE FROM THE PRESIDENT

In all that we do at the National Minority Supplier Development Council (NMSDC), the needs of our corporate members come first. A commitment to finding and implementing better service and access to information has been the foundation of our work in 2015. The development and implementation of NMSDC Central testifies to that commitment. NMSDC Central offers an enhanced, responsive online resource that allows our members to search, report and analyze comprehensive, up-to-date information about NMSDC certified Minority Business Enterprises (MBEs).

Innovations like NMSDC Central are part of our organization's renewed spirit – and a reflection of the ever-expanding potential of diverse supplier development in our culture. The U.S. Census Bureau reports that, by the year 2043, more than half of all Americans will belong to a minority group. That is a profound shift in demographics. It will affect every aspect of American life and business, as it ensures greater access to employment and entrepreneurship among minorities – more and more, driving the future of the U.S. economy. A critical element to the growth of these firms is their ability to obtain and leverage capital.

Although NMSDC corporate members spend over \$100 billion with certified MBE suppliers every year, this represents only a fraction of procurement activity in the U.S. While newly emerging companies are disrupting every sector of our economy, many MBEs are struggling to innovate, scale and compete because they are undercapitalized. Access to early stage growth, and expansion financing are critical to the ability of minority entrepreneurs to compete in the future economy. In 2015, NMSDC partnered with the Rochester Institute of Technology to identify ways to address the issue. The Access to Capital study is available at www.nmsdc.org.

Following the strategic restructure of the affiliate network, NMSDC implemented a scorecard to measure our network's performance. We are committed to ensuring and enhancing each affiliate's ability to 1) bring value to NMSDC members and certified MBEs; and 2) operate effectively and efficiently. We are fortunate that our affiliates, as a group, exceeded scorecard goals.

The network achieved an overall average score of **113%**. Individual performance scores for the councils ranged from **96% to 128%** – a gratifying response that demonstrates our commitment to serve our members and certified MBEs better.



2015 represented a year of growth and development across the organization. NMSDC hosted the third annual Chief Procurement Officer Summit at Citi headquarters in New York City. Attendance at this half-day event has nearly tripled in size since it began. The CPO Summit provides an opportunity for senior level procurement officials to discuss how their organizations drive utilization of minority business.

Innovation was on full display at the annual Conference and Business Opportunity Exchange held in San Diego. For the first time, NMSDC partnered with the Department of Commerce's Minority Business Development Agency (MBDA) to co-host the Minority Enterprise Development (MED) Week. This annual event was introduced in 1997 by Presidential proclamation and is designated as a time to recognize and celebrate the accomplishments of the nation's minority businesses. This year we worked closely with MBDA to deliver new workshops and signature sessions to meet the requirements of an expanded group of conference participants. For the first time, twelve government agencies participated at the business opportunity exchange offering exciting new opportunities for certified MBEs.

The San Diego conference also featured an "MBE Bootcamp," at which 91 MBEs participated in an intensive workshop led by Dr. Leonard Greenhalgh of Tuck School of Business at Dartmouth College. Dr. Greenhalgh helped them refine their customer strategies and prepare for the trade. This year's conference also introduced matchmakers at the San Diego event, where 144 MBEs met 33 corporate members in 20 minute intervals. The response was so great that matchmaking will be included in the lineup for the 2016 conference in Chicago. During the conference, NMSDC TV broadcast videos highlighting conference activities and participants, via the conference app, NMSDC's YouTube channel, and on television at the conference hotels. In our quest to refine and improve service to certified MBEs, we also launched an MBE survey at the San Diego conference, to seek their perspectives on the barriers and challenges they experience.

Innovation and change enable NMSDC to renew its focus on the four enduring commitments that drive our work:

► **Certify** ► **Develop** ► **Connect** ► **Advocate**

We are proud of our successes in 2015, but nothing in business raises the bar of achievement like success. More than ever, we are ready to serve the minority supplier development community and its promising future. We look forward to sharing it with you.

Joset Wright-Lacy



CONNECTIONS THAT COUNT

OUR MISSION

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

Chartered in 1972, NMSDC has established a network of corporate members, now numbering 1,750. Among them are America's top companies – publicly, privately and internationally owned – as well as universities, hospitals and other institutions with supply-chain needs.

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

NMSDC ensures that standard in four essential steps:

From its headquarters in New York, NMSDC coordinates its work nationally through 24 regional councils, each of which certifies, develops, connects and advocates for the relationship between MBEs and corporate members in its region.

Passion inspires the mission of NMSDC.

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

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



Certify

Examine and investigate each MBE, verifying its viability, its practices and its capacity for growth.



Develop

Assist and enable MBEs in expanding their visions and their capabilities to meet the needs of corporate members.



Introduce and facilitate a mutually beneficial business relationship between MBEs and corporate members.



Connect

Advocate

Promote and strengthen a universal understanding of the value of minority supplier development.



NMSDC BY THE NUMBERS

NMSDC connects **1,750 corporations** (including **472 national corporate members** and **1,278 local corporate members**) with nearly **10,751*** nationally-certified Asian, Black, Hispanic and Native American-owned businesses.

**NMSDC is transferring its Minority Supplier (MBE) database to the newly created NMSDC Central. This process has created a temporary discrepancy in MBE accounting versus last year.*



70%

GROWTH RATE

Increase expected by 3.3 Million Minority Business Owners from 2000 to 2045.

\$400

BILLION ANNUALLY

2.25 Million people actively employed both directly and indirectly by NMSDC certified MBE firms.

1,750

CORPORATE MEMBERS

Including 472 national corporate members and 1,278 local corporate members.

10,751

CERTIFIED MBES

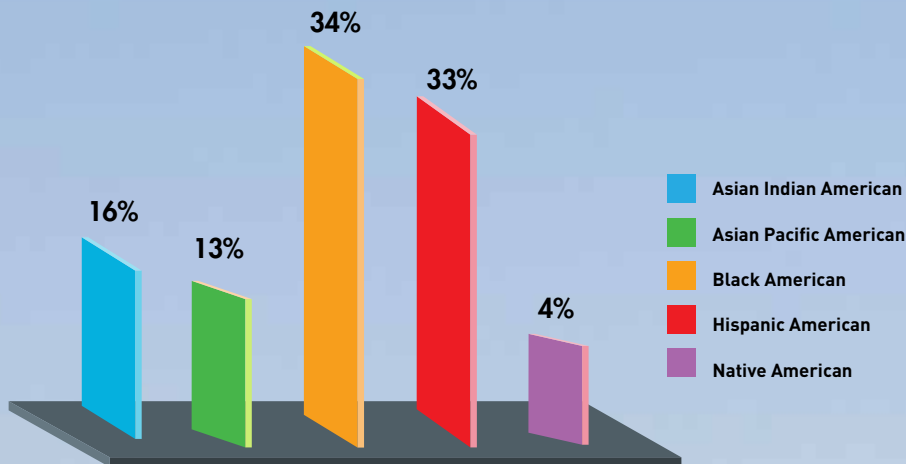
Asian, Black, Hispanic and Native American-owned businesses.

MBE ETHNICITY

Thirty-four percent of certified MBEs are Black American; the next largest group represented is Hispanic American, at **33%**. A total of **16%** and **13%**, respectively, of certified MBEs are Asian Indian American and Asian Pacific American.

Of the four primary ethnic groups represented, **4%** of the total number of certified MBEs is Native American.

According to the 2012 U.S. Census Bureau, minorities represent **35%** of the total U.S. population and are expected to become the majority by 2043.

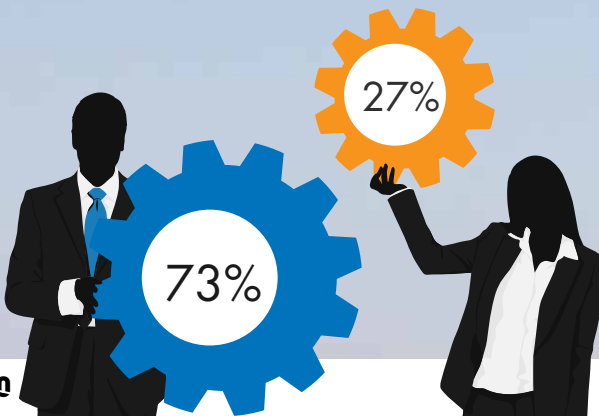


MBE GENDER

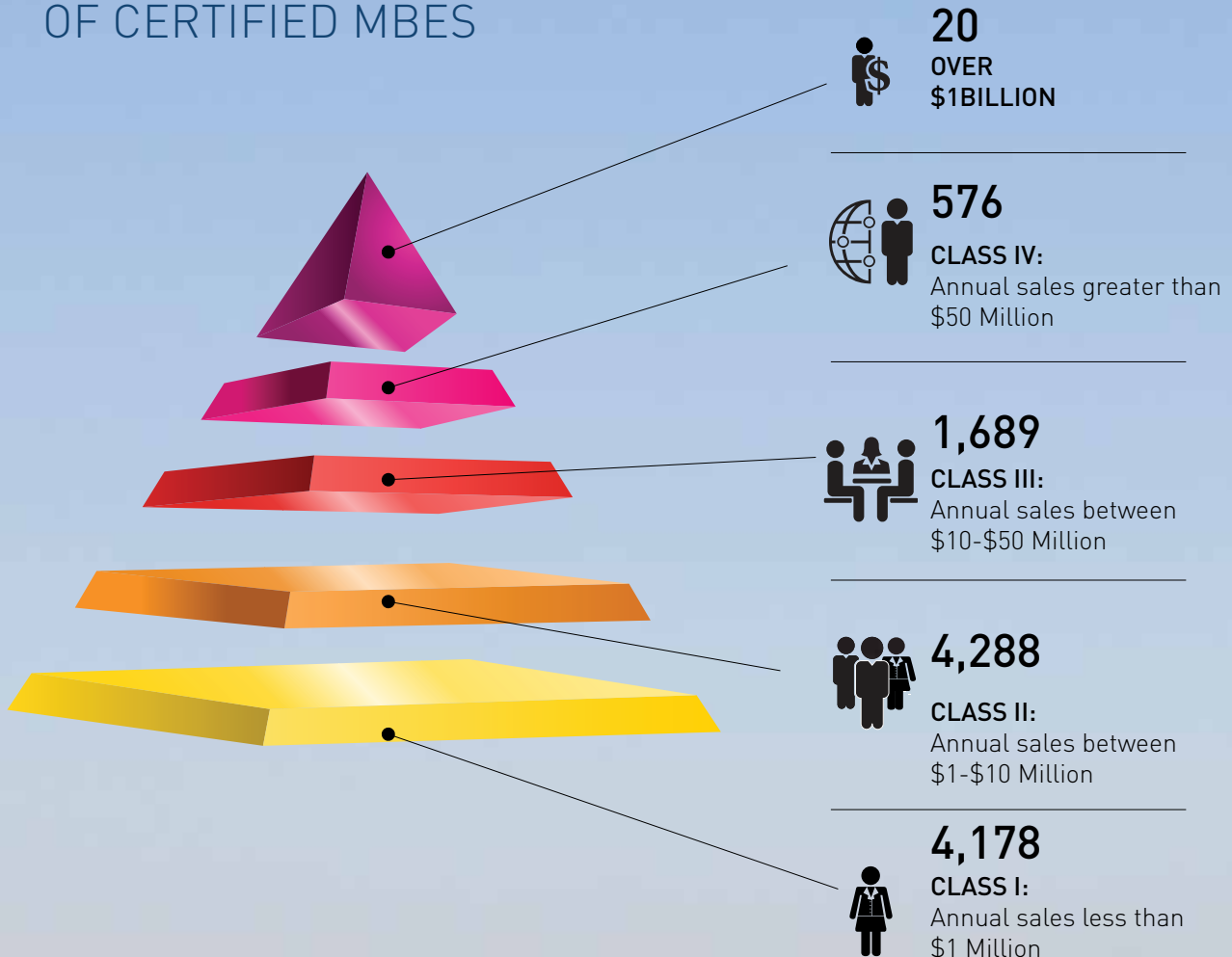
Currently, the number of NMSDC certified MBEs is **10,751***.

Of that total, **73%** are male and **27%** are female.

**NMSDC is transferring its Minority Supplier (MBE) database to the newly created NMSDC Central. This process has created a temporary discrepancy in MBE accounting versus last year.*



ANNUAL SALES OF CERTIFIED MBES





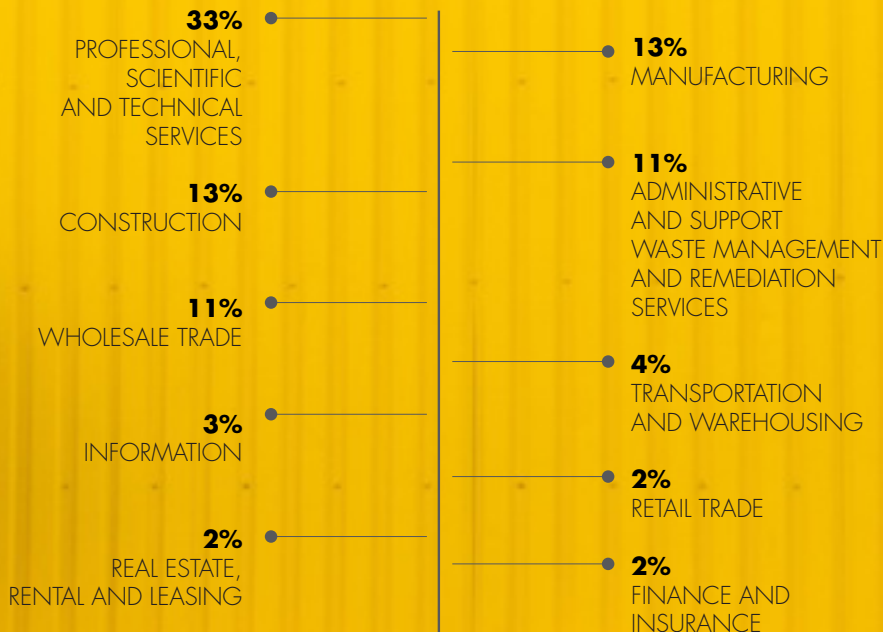
MINORITY ENTREPRENEURSHIP GROWTH

- Minority-owned firms in the U.S. rose from 5.8 million in 2007 to 8 million in 2012.
- Minority-owned businesses employed 7.2 million people in 2012.
- Minority-owned businesses increased by 2.2 million while non-minority owned businesses saw a decline by 1.1 million from 20.1 million in 2007 to 18.9 in 2012.

Source: U.S. Census Bureau's 2012 Survey of Business Owners

Of the 10,751 NMSDC certified MBEs, 94% represent the:

TOP 10 INDUSTRY GROUPS





2015

HIGHLIGHTS

"We must not, in trying to think about how we can make a big difference, ignore the small daily differences we can make which, over time, add up to big differences that we often cannot foresee."

– Marian Wright Edelman





PROGRAMS

Year in and year out, education is NMSDC's most effective tool, both in creating awareness of minority supplier development and in implementing the process that makes it a reality.

Throughout 2015, the program committee oversaw NMSDC's educational effort - in assessing and refining the content and application of our efforts, in reviewing targeted programs for improvement, and in helping MBEs develop their businesses.

Members of the program committee include MBEs, corporate members, and Council Presidents. Their task is to improve existing programs - Centers of Excellence and the National Program Managers' Seminar - and in recommendations for new initiatives.



Centers of Excellence

NMSDC's Centers of Excellence (COE) program sets and maintains a high standard of practice in corporate minority supplier development through the sharing of information and the implementation of NMSDC best practices.

The Ohio MSDC launched the third COE cycle, a revenue-sharing module, on October 10, 2014, scheduled to conclude in October 2016. Cardinal Health, Inc. and Macy's, Inc. were co-leaders of the module, and participants included Honda; The Kroger Company; The Procter & Gamble

Company; Nationwide Insurance; and Toyota Motor Engineering and Manufacturing North America, Inc. For corporations, the best practices assessment rating improved from **2.84 to 3.72 (out of a possible 5)**.

The MBE Operations assessment rating rose from **2.96 to 3.83 (out of a possible 5)**. Additional business was also generated:

- **Corporate-to-MBE payments were \$168,720**
- **Opportunities to bid exceeded \$265,496**
- **MBE-to-MBE contracts were \$49,278**



Joset Wright-Lacy speaking at AMEP 2015.

National Minority Business Program Managers' Seminar

"Economic Impact: Advancing Minority Supplier Development" was the theme of NMSDC's 2015 National Minority Business Program Managers' Seminar, held July 7-9 in Chicago.

This seminar is hosted annually by NMSDC to provide supplier diversity professionals from national corporate member companies the opportunity to gather and discuss the latest trends, challenges and best practices in minority supplier development.

Featured at the seminar were presentations by NMSDC leadership team members, corporate members and invited thought leaders in supplier diversity. When surveyed, participants rated the seminar **4.55 (out of a possible 5)**.



2015 AMEP students discuss business development concerns.

Minority Supplier Development: New Strategies for an Evolving Marketplace

In addition to the national seminar, NMSDC's Regional Seminar explored "Minority Supplier Development: New Strategies for an Evolving Marketplace." Held April 2-3 in Atlanta, the regional seminar was hosted by United Parcel Service and facilitated by Ralph Moore of RGMA. When surveyed, participants rated the session **4.1 (out of a possible 5)**.

Supplier Diversity Online Course

In partnership with Rutgers University, NMSDC developed and instituted a Supplier Diversity Online Course that covered best practices for planning, implementing and assessing a company's minority supplier development process.

The course is designed to advance the competency of supplier diversity professionals at all levels. A self-paced, three-tier program, it also features threaded discussions and chat rooms to lead participants toward new insights and enhanced skills in supplier diversity.

Participants in the Supplier Diversity Online Course earn a Certificate of Completion from NMSDC/Rutgers University, as well as 18 Continuing Education Units (CEUs) (6 for each level) from the Institute of Supply Management.



Alfred Sharp teaching the finance session of AMEP 2015.

Advanced Management Education Program (AMEP)

NMSDC's Advanced Management Education Program (AMEP) assists in the growth and business development for some of our best and brightest Asian, Black, Hispanic, and Native American business owners.

The 2015 AMEP session was held June 7-11 at Northwestern University's Kellogg School of Management in Chicago. 51% of the attendees were participants and 49% were sponsors. Among them, 69% were service firms, and

17% and 14% were manufacturers and distributors, respectively. Participants rated the program 9.75 ("highly recommending the program to colleagues/others"), with additional ratings of 9.85 ("quality of the program") and 9.75 ("highly valuable to their job") out of a possible 10.

In 2016, the AMEP session is scheduled for June 12-16, once again at Northwestern University's Kellogg School of Management.



Joset Wright-Lacy asking a question at AMEP 2015.

Minority Business Executive Program (MBEP)

An annual partnership between NMSDC and the University of Washington's Foster School of Business, the Minority Business Executive Program (MBEP) had its 2015 session on the school's Seattle campus the week of June 14-19.

This intensive, one-week program assists minority business leaders in confronting current and future business challenges.

Among the companies represented, sales have ranged from **\$300,000 to \$35 million**.

The 2016 MBEP session convenes September 18-23 in Seattle.

IMPACT 2015

A new, highly interactive event from NMSDC for its national corporate members – with the theme “**Empowering Minority Women Suppliers**” – **IMPACT 2015** launched in March 2015 with the first of a pair of events. The first event, held in New York City, was sponsored by Time Warner Inc. and the second event, in July, was held in Chicago.

This new forum allowed CPOs, supplier diversity professionals and business owners to discuss challenges and opportunities facing minority businesses.

Facilitating the discussions was an impressive team of experts, including Dr. Katherine W. Phillips, Paul Calello, Professor of Leadership & Ethics and Senior Vice Dean - Dean’s Office, Columbia Business School; Erika V. Hall, PhD, Assistant Professor of Organization and Management, Emory University; Dr. Denise Lewin Loyd, Associate Professor of Organizational Behavior, University of Illinois.

IMPACT 2015 also sponsored a survey of minority women business owners. NMSDC will continue to explore these topics and collect essential data from IMPACT 2015 events held in 2015 and 2016. Preliminary results of this study are to be presented at the IMPACT 2016 session in Las Vegas.



NMSDC CONFERENCE

NMSDC held its signature event, the 2015 Annual Conference and Business Opportunity Exchange, at the San Diego Convention Center from October 18-21. "Economic Impact: Redefining the Business Case" was the theme for the four-day event that featured workshops and plenary sessions lead by top procurement executives and leading MBEs, and culminated with a black-tie Awards Banquet.

John G. Stumpf of Wells Fargo & Company and Bruce Geier of Technology Integration Group (TIG) were the corporate and MBE conference co-chairs, respectively. The event had an economic impact of \$28 million on the city of San Diego.



Minority Enterprise Development Week

President Barack Obama proclaimed October 18-24, 2015, to be "Minority Enterprise Development Week" (MED Week), to coincide with the annual NMSDC Conference and Business Opportunity Exchange in San Diego – the ideal way to frame this pivotal event on NMSDC's annual calendar.

We were pleased to collaborate with the Department of Commerce and the Minority Business Development Agency (MBDA) in creating compelling special programming for

National MED Week. "Powered by MBDA" learning opportunities were available throughout the Conference, and an awards reception (with 193 attendees) recognized MBDA's national award winners.

Twelve federal agencies staffed booths at the trade show, creating a Federal Gateway that emphasized the national commitment to minority enterprise development.



MBE Boot Camp

One of the highlights of the Conference was a deep-dive, two-hour session called the MBE Boot Camp.

Led by Dr. Leonard Greenhalgh, Professor of Management at Dartmouth College's Tuck School of Business, participating MBEs explored and renewed the ways in which they build relationships with their customers – from identifying the right customers, to following the most effective strategy for their companies and managing them in ways that deliver profits and repeat business.



(FL) Derrick Kayongo, Founder Global Soap Project, (FLC) Regina Edwards, Wells Fargo & Company, Denise Gatling, GlaxoSmith Kline, Joset Wright-Lacy, NMSDC President, Darryl Watson, Honda, Bruce Geier, CEO of TIG, Shelley Stewart, DuPont, (L) Rielle Crighton, ABC Anchor, (Top) Leonard Greenhalgh, Professor, Tuck School of Business at MBE Boot Camp, (above) Matchmaker attendees connecting during session.

Matchmaker

For the first time, at this year's Conference, NMSDC hosted a "National Matchmaker" event, putting corporate buyers in direct, immediate contact with NMSDC certified suppliers.

NMSDC corporate member buyers participated in this dynamic encounter, which gave our suppliers the opportunity to meet potential customers and pitch specific goods and services.



Ronda Craig, NMSDC TV, interviewing Nina Vaca, Chairman and CEO of Pinnacle Group.

NMSDC-TV

News of the 2015 Conference was immediately available to the attendees with the launch of NMSDC-TV. Powered by Google, NMSDC-TV produced special on-site content that was made available on the conference mobile app, television channels, and also broadcast at conference hotels.

MBE Survey

NMSDC collaborated with the Columbia Business School to develop a survey focused on gathering information about the barriers and challenges MBEs experience. NMSDC is driven to meet the needs of its constituents and plans to use the survey results to improve its services and offerings on both the national and regional levels.

2015 NMSDC Awards Banquet

NMSDC honored **Ford Motor Company** with the prestigious **Corporation of the Year** award. NMSDC's Corporation of the Year award is the most sought-after honor for major corporations dedicated to improving the overall participation of Asian, Black, Hispanic and Native American suppliers. In winning the award, Ford continues to demonstrate its commitment to increasing procurement opportunities corporate-wide for minority business enterprises (MBEs).

Reginald Humphrey, Manager Supplier Diversity at **General Motors**, was named **Minority Supplier Development Leader of the Year**.

The awards for **National Suppliers of the Year** went to: **AHRMDCO International LLC** in Houston, TX (sales less than \$1 million); **Beyond Curious Inc** in Los Angeles CA (\$1 million - \$10 million in sales); **Systel, Inc.** in Alpharetta, GA (\$10 million - \$50 million); and **Zones, Inc** based in Auburn, WA (\$50 million-plus in sales).



2015 Corporation of the Year Awardee Ford Motor Company.



(Left) Lisa Lunsford, CEO and Co-Founder, Global Strategic Supply Solutions with Joset Wright-Lacy, NMSDC President.

(Middle) Joset Wright-Lacy, NMSDC President with Vasanthi Ilangovan, President and CEO of Viva USA Inc. and family.

(Right) Reginald Layton, Vice President, Supply Chain Sustainability and Business Development, Johnson Controls, Andra Rush, President and CEO of Rush Group and Joset Wright-Lacy, NMSDC President.

Twelve awards were presented to **Regional Suppliers of the Year**:

- ▶ **Glory Professional Cleaning Services**, Conveys, GA
- ▶ **Picture That, LLC.**, Stamford, CT
- ▶ **Strategic Management Solutions, LLC.**, Indianapolis, IN
- ▶ **Foresight Construction Group**, Gainesville, FL
- ▶ **Global Strategic Supply Solutions**, Livonia MI
- ▶ **Horizon Services Corporation**, Birmingham, AL
- ▶ **Dynamic Language**, Seattle, WA
- ▶ **VIVA USA**, Rolling Meadows, IL
- ▶ **CB TECH**, Gahanna, OH
- ▶ **Hightower Petroleum Company**, Middletown, OH
- ▶ **Pyramid Consulting Inc.**, Alpharetta, GA
- ▶ **Dakkota Integrated Systems, LLC.**, Holt, MI

The **Regional Council of the Year Award** was presented to the **Dallas/ Fort Worth Minority Development Council** for providing outstanding service to corporations and minority businesses in Dallas/Forth Worth.

New to this year's conference awards was the addition of the **Top Performers Awards** which included six categories::

Gazelle Companies:

Recognizes companies for their rapid growth pace (25% or more).

Dell, Exxon Mobile, Merck, Starbucks, Wells Fargo

Best Development Programs:

Recognized for having the best minority supplier development program.

The Boeing Company, General Motors, Johnson & Johnson

Access to Capital:

Given to a corporation that has demonstrated a corporate initiative to provide access to capital solutions and unique financial arrangements to minority suppliers.

Comcast

Top Tier 2 Programs:

Recognizes corporations with top tier 2 programs.

Walmart, PepsiCo, Toyota Motor Engineering and Manufacturing North America

Global Program:

Awarded to the corporation with the top performing global program.

IBM

Innovation:

Recognizes a new corporate method, initiative, or process to accelerate and positively impact minority supplier development supporting NMSDC's vision.

Johnson Controls Inc.



Front Row (L-R) Regina Edwards, Wells Fargo, Margo Posey, Dallas/Fort Worth MSDC, Katherine Trimble, Robert Half International Inc., Joset Wright-Lacy, NMSDC, Tiffany Eubanks-Saunders, Bank of America, Michele Ruiz, Ruiz Strategies, Farryn Melton, Bristol-Myers Squibb, Back Row (L-R) Jamiel S. Saliba, Manpower Group, Scott Gregory, Pacific Southwest MSDC, Clifford A. Bailey, Techsoft Systems, Bruce Geier, TIG, Ray Dempsey, BP America, Chester R. (Chet) Yancy, Pacific Southwest MSDC, Reginald Layton, Johnson Controls, William F. Kornegay, Hilton Worldwide.



FIELD OPERATIONS

For the first time, in 2015, NMSDC instituted a performance management process for the Network – the realignment of our affiliates into 24 regional minority supplier development councils (RMSDCs) – to ensure a more mission- and member-focused delivery of services.

RMSDC presidents and corporate members, working with the NMSDC office staff, developed key performance indicators (KPIs) to provide a new performance-based approach to the effective measure of success in:

- **CERTIFYING MBEs**
- **DEVELOPING MBE** scale and capacity, along with corporate member utilization capabilities
- **CONNECTING MBEs** and corporate members within the Network
- **ADVOCATING** on our respective constituents' behalf

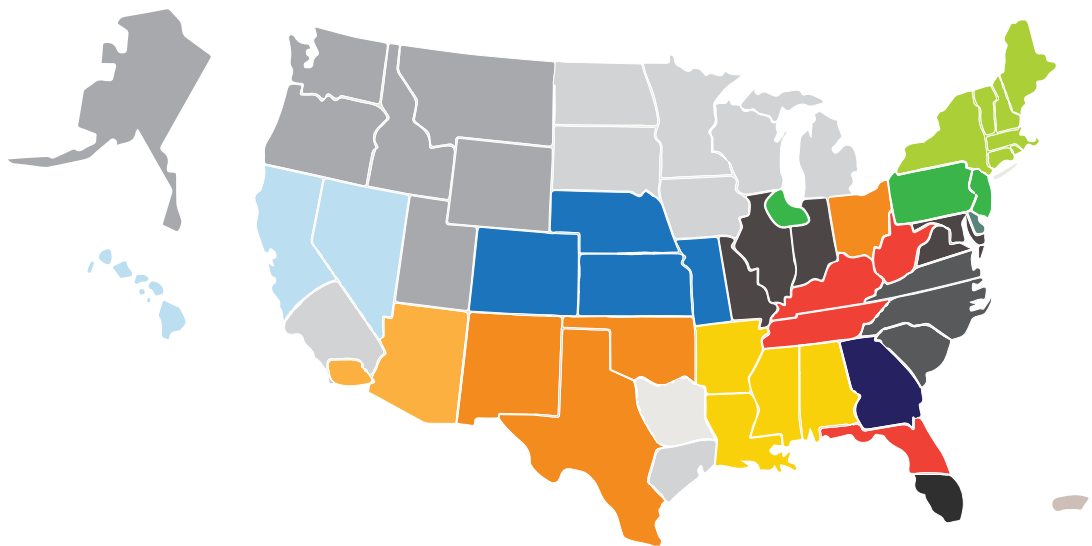
The use of the Zeroing-in On Network Excellence (Z.O.N.E.) tool, as a means of self-monitoring for compliance, enhances RMSDC performance in the service of members and certified MBEs.

The completion of the NMSDC Economic Impact Report added essential insight in the further engagement of our members, and it provided a tangible demonstration of the value MBEs bring to the economy.

Throughout the year, Field Operations provided orientation, training and leadership development for RMSDC presidents, board chairpersons and MBE Input Committee chairpersons, as well as opportunities to participate in the enterprise-wide certification task force. With the collaboration of Strategy & Service Delivery, Field Operations was also instrumental in introducing NMSDC Central, the revamped network-wide online certification and vendor management tool.

Field Operations also conducted two annual certification workshops for new and seasoned RMSDC certification specialists and affiliate staff, to ensure that consistent policy application continued throughout the network.

A second edition of an Affiliates' Handbook was distributed in third quarter 2015.



REGION 1

- North Central
- Northwest Mountain
- Mountain Plains
- Western Regional

REGION 2

- Pacific Southwest
- Southern California
- Southwest
- Dallas Fort Worth

REGION 3

- Chicago
- Michigan
- Mid-States
- Ohio

REGION 4

- Capital Region
- Eastern
- Greater New England
- New York & New Jersey

REGION 5

- Central & North Florida*
- Georgia
- Puerto Rico
- Southern Florida*

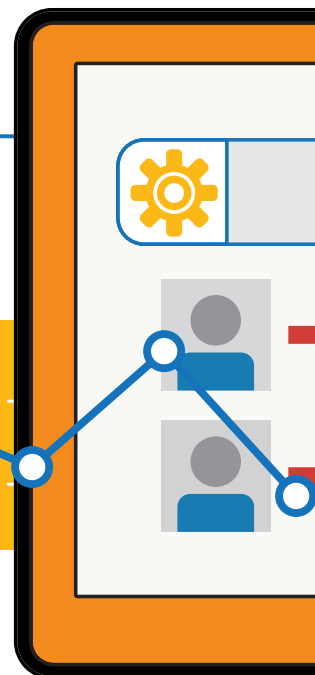
REGION 6

- Carolinas/Virginia
- Houston
- Southern Region
- TriState

*As of April 2016, Central & North Florida and Southern Florida councils have merged to create the Florida State Council.

TECHNOLOGY

"The number one benefit of information technology is that it empowers people to do what they want to do. It lets people be creative. It lets people be productive. It lets people learn things they didn't think they could learn before, and so in a sense it is all about potential." – Steve Ballmer



NMSDC CENTRAL DATABASE


Implemented in fall 2015, NMSDC Central is a redesigned online database for our corporate members and MBEs that offers a more complete and responsive resource to support the business of minority supplier development.

The creation of NMSDC Central was the result of a survey of our corporate members by the NMSDC Leadership team, to assess the evolving needs of our members. The database was a key concern, with requests for a more user-friendly interface

and customer support to address questions about searches and connecting with MBEs. The message we received aligned with an already existing objective – to provide a search engine that kept pace with up-to-date information on MBEs who have completed the NMSDC certification process.



ENHANCEMENTS MADE
SATISFY THE NEEDS OF
OVER 50%
OF SURVEYED USERS



Over 50% of respondents to our survey said we needed to make improvements to our database, specifically, with an easier-to-use application.

With the implementation of NMSDC Central, the search capabilities within the Vendor Management module give members better and more specific reporting – such metrics as how members' internal users are leveraging the information, what type of searches they are completing and how often.

More than 40% of survey respondents asked for more information regarding industry groups served by our MBEs. Additional fields have been added to the database, to allow MBEs to add this information.

These enhancements testify to our commitment to address the needs of our partners, to nurture the environment that allows us to work as partners as we connect, advocate, certify and develop our MBEs.



2015 IN PICTURES



◀ NMSDC Advanced Management Education Program, June 7-11, 2015 at Northwestern University Kellogg School of Management – Front Row (L-R) Maggie Chaparro, Joset Wright-Lacy, Michael Yuan, Srini Lokula, Marie Rosado, Sylvia Nealy David, Ilyas Baig, Richard Wayne Jr., Livia Whisenhunt, James Lowry, Shelly Pinnock – Second Row (L-R) Cindee Bath, Ron Nunez, Courtney Galik, Shannon Langrand, Sreedhar Veeramachaneni, Angelina Gracia, Devon Henry, Rajeev Jindal, Prakash Vasa, Ania Rodriguez, Prasad Valay – Third Row (L-R) Jerome Simmons, Ernest Ellis, Rick Johnson, Lorrin James, Nelson Remus, Lunique Estimate, J.T. Tolston, Eddy Dominguez, Paul Ureste, Justin Bennett.

Maggie Chaparro, Vice President, Enterprise Learning Solutions and Organizational Development, Jim Lowry, President & CEO Jame H. Lowry & Associates, Joset Wright-Lacy, President NMSDC, Jerome Simmons, Consultant James H. Lowry & Associates, Cindee Bath, Program Manager Kellogg School of Management at the 2015 NMSDC's Advanced Management Education Program. ▶





◀ Derreck Kayongo, Founder, Global Soap Project Speaking at the 2015 NMSDC Annual Conference power breakfast.

Rhonda Craig, NMSDC TV powered by Google, interviewing Joset Wright-Lacy, President NMSDC and Leonard Greenhalgh, Professor, Tuck School of Business at the 2016 NMSDC Annual Conference. ▶



▶ Joset Wright-Lacy, President, NMSDC with Raul Suarez-Rodriguez, Manager, Supplier Diversity/ Strategic Procurement, CVS Health and CVS Health Staff on the Business Exchange floor of the 2015 NMSDC Annual Conference.



2015 HIGHLIGHTS



- ▲ Nina Vaca, Chairman and CEO of Pinnacle Group
Accepting the Trailblazer Award at the 2015 NMSDC
Leadership Awards.

Star Jones, Lawyer and Television
personality
Hosting the 2015 NMSDC Leadership
Awards.



John Munson, Jr., Vice
President, Supplier
Diversity - Purchasing,
Macy's Inc.
Accepting the Catalyst
Award at the 2015
NMSDC Leadership
Awards.



“ There are three essentials to leadership: humility, clarity and courage.”
– Fuchan Yuan



▲ Denise Lewin Loyd, Ph.D.
speaking at NMSDC's
IMPACT 2015.

(L-R) Joset Wright-Lacy,
NMSDC, with the 2015
Gazelle Company Awardees
Wells Fargo & Company,
ExxonMobil Corporation, Dell
Inc., Merck & Co. Inc and
Starbucks Corporation.



An illustration at the top of the page shows several stylized human figures in various poses, appearing to walk or move across a light-colored surface. The figures are rendered in a simple, almost abstract manner with some internal shading to suggest form. They are scattered across the top of the page, with some appearing to be in motion, creating a sense of activity and movement.

SPECIAL RECOGNITION

NMSDC acknowledges with appreciation the following generous support:

Scholarships for Advanced Management Education Program (AMEP)

AT&T Inc.
American Express Company
Baxter International
Caesars Entertainment Corporation
Central & No. FL MSDC
Chevron Services Company
Cisco Systems, Inc.
Dallas/Fort Worth MSDC

Dell Inc.
D.W. Morgan (Corporate Plus®)
Hilton Worldwide
Honda North America
Johnson & Johnson
MasTec (Corporate Plus®)
Merck & Co. Inc
Pfizer Inc.

The Procter & Gamble Company
Sprint
Toyota North America
WellPoint
Wells Fargo & Company
Wyndham Worldwide

2015 NMSDC Leadership Awards

Co-Chairs
Corporate Co-Chair
Toyota North America

MBE Co-Chair
ACT•1 Group

Leadership Tables
ACT•1 Group
Exxon Mobil Corporation

Harley-Davidson Motor Company
Hilton Worldwide
Honda North America, Inc.
Pfizer Inc.
Toyota North America
Wells Fargo & Company

Chairman's Tables
ACT•1 Group
BP America, Inc.

Energy Future Holdings
Macy's
Major League Baseball
MetLife, Inc.
PepsiCo, Inc.
Raytheon Company
Thompson Hospitality
Toyota North America

2015 NMSDC Conference and Business Opportunity Exchange

Corporate Co-Chair

Wells Fargo & Company

MBE Co-Chair

Technology Integration Group (TIG)

Accenture LLP

Altria Client Services, Inc.

American Water Company

Anthem, Inc.

AT&T Inc.

Bank of America Corporation

BMW Manufacturing Co., LLC

BP America, Inc.

Bristol-Myers Squibb Company

Business Promotion Ideas, Inc.

Caesars Entertainment Corp.

Capital One

Chevron Services Company

Ciena Corporation

The Coca-Cola Company

Cummins Inc

CVS Health

Dakota Integrated Systems, LLC

DiversityComm

DuPont

Energy Future Holdings

Ernst & Young LLP

ExxonMobil Corporation

Fiat Chrysler Automobiles

Ford Motor Company

General Motors Company, LLC

GlaxoSmithKline

Google, Inc.

Hilton Worldwide

Honda North America

Intel Corporation

Johnson & Johnson

Kaiser Foundation Health Plan

Kellogg Company

Macy's

ManpowerGroup

The Matlet Group

Microsoft Corporation

Minority Business Development Agency

MGM Resorts International

Monsanto Company

Nationwide Insurance

Pacific Gas & Electric Company

The Procter & Gamble Company

Raytheon Company

SEMPRA

SevenTablets, Inc.

Shell Oil Company

Sodexo MAGIC

Sonoco Products Company

Southern California Edison Company

Target Corporation

Toyota North America

Tyco International

United Parcel Service, Inc.

University of Washington Foster

School of Business

US Metro Group

Verizon

Walgreens Co.

Wal-Mart Stores, Inc.

2015 Meetings, Summits and Seminars

Impact

Time Warner, Inc.

NMSDC Board Meeting

MetLife, Inc. (May)

NMSDC Network Leadership

MetLife, Inc. (January)

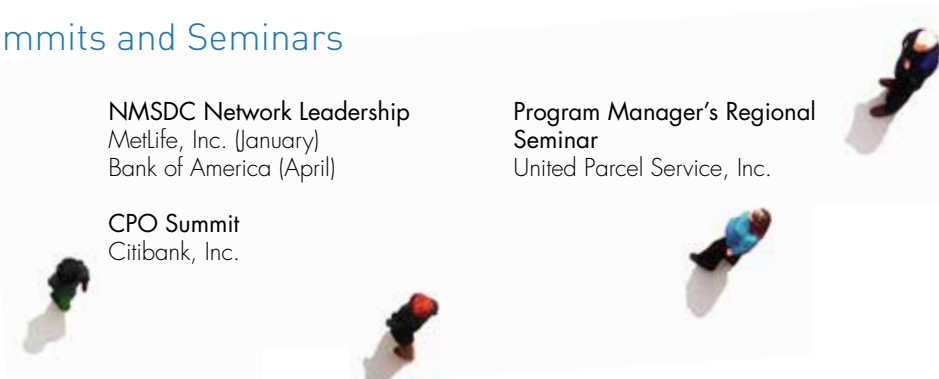
Bank of America (April)

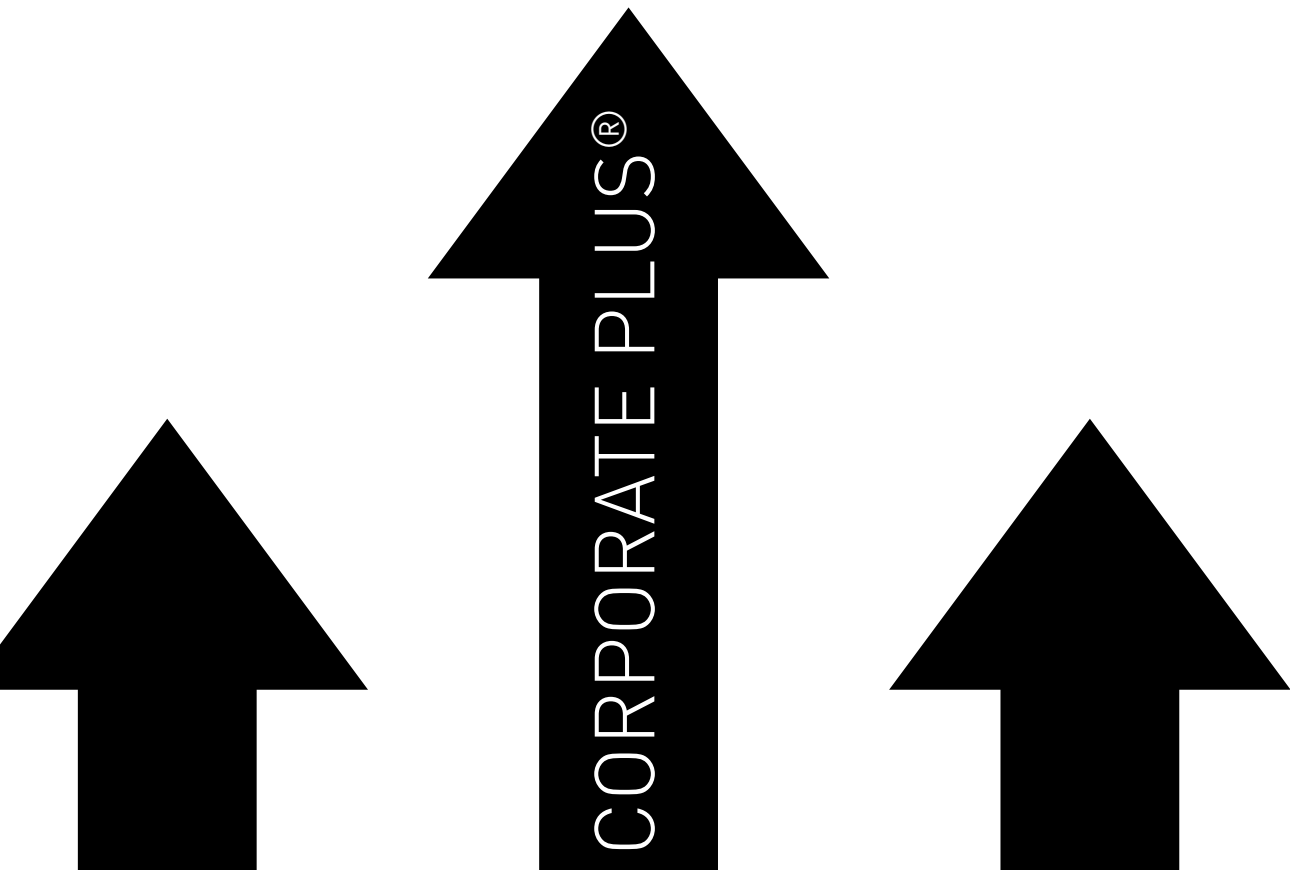
CPO Summit

Citibank, Inc.

Program Manager's Regional Seminar

United Parcel Service, Inc.





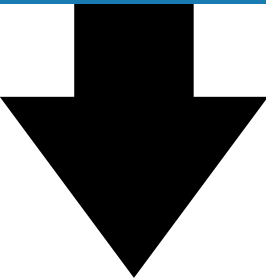
“You gain strength, courage and confidence by every experience in which you really stop to look fear in the face. You must do the thing you think you cannot do”
– Eleanor Roosevelt

The **Corporate Plus® program** of NMSDC offers special designation for NMSDC certified MBEs that have both succeeded in fulfilling national contracts and demonstrated the capacity to increase their national contracts. They earn this recognition with the recommendation of an NMSDC national corporate member.

The **NMSDC Corporate Plus® Management Committee (CPMC)** reviews recommendations and selects new members, with the approval of the NMSDC Executive Committee.

Chairing the CPMC was Jim Holloway, General Manager, Supplier Relations, Toyota Motor Engineering & Manufacturing North America, Inc. [TEMA]. We especially want to acknowledge Mr. Holloway’s outstanding leadership of the CPMC, as well as the committee itself, for their commitment and support in recognizing the success of minority suppliers with proven capability for national contracts.





NEW MEMBERS

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

NMSDC Corporate Plus Members provide an increasingly broad range of non-traditional and traditional products and services in over 40 categories of business. Corporate Plus members have 52 corporate sponsors, five of which are first-time sponsors. In their affiliation, the members represent all 24 Regional Councils.

In 2015, membership in Corporate Plus® increased to 86. CPMC selected six outstanding new members that were approved by the Executive Committee:

- **Best Upon Request**
- **Ideal Electrical Supply Corporation**
- **Mentor Technical Group**
- **República**
- **Southern Fasteners & Supply**
- **Wong Fleming, PC**

Meet these six outstanding Corporate Plus® members.



BESTUPONREQUEST® Best Upon Request

Unleashing the potential of each day®

Best Upon Request provides 24/7 onsite concierge services to hospitals, manufacturers, financial institutions and insurance companies, partnering with corporate HR strategies.

In the corporate world, Best Upon Request's concierges take care of employees' to-do lists and eliminates distractions, allowing the employees to focus on their objectives and work more productively. For hospitals, concierges attend the non-clinical needs of patients and guests, so they can concentrate on healing.

Founded in 1989 and headquartered in Cincinnati, OH - with a national footprint that reaches from Arizona to Puerto Rico - Best Upon Request provides a turnkey operation that includes marketing, customer data tracking and performance measurement. Tillie Hidalgo Lima is President/CEO of Best Upon Request.



Ideal Electrical Supply Corporation

A wholesale distributor of electrical products, this market-driven company partners with the world's leading manufacturers to offer the highest quality products and value-added services.

It distributes electrical and construction material, including cable & wire, batteries, tape conduit, safety, MRO material, tools and other materials.

In an industry where change is constant, Ideal's primary goal is to deliver unsurpassed satisfaction in the utility, construction, government and end-user markets. Since 1991, the company has developed its resources and corporate leadership to support business growth on a national scale.

Cora Williams is President/CEO of Ideal Electrical, headquartered in Washington, D.C.





Mentor Technical Group Corp.

Mentor Technical Group (MTG) provides a complete portfolio of technical support and solutions to the FDA-regulated industry. As a global leader in life sciences engineering and technical solutions, MTG provides the knowledge and experience to ensure compliance with pharmaceutical, biotechnology and medical device safety and efficacy guidelines.

Luis David Soto is MTG's President. Since co-founding the company in 2000, he has led a team of more than 500 highly educated and dedicated professionals, trained to the most rigorous standards.

With offices in Caguas, Puerto Rico, and Raleigh, North Carolina, MTG services life-sciences clients in six global markets: the United States, Puerto Rico, Dominican Republic, Mexico, Germany, and Canada.

republica República, LLC

What began in 2006 as an intriguing idea shared by two friends became, in less than a decade, a national advertising, branding, promotion, digital media and public relations company – República, LLC, headquartered in Miami, FL.

After successful individual careers, business and sports executive Jorge A. Plasencia (Chairman/CEO) and the acclaimed designer and creative thinker Luis Casamayor (President/CCO) decided to build an ad agency on a fresh idea. They envisioned República as a cross-cultural idea incubator, under the banner "Rethink Relevant."

The company's success as an independent cross-cultural advertising, digital and communications agency has been swift and impressive. In 2014, Ad Age ranked it #14 among the Top 50 Hispanic Agencies.





Southern Fasteners and Supply, Inc.

Since its founding in 1982, Southern Fasteners and Supply has become a national leader in the fastener distribution industry by providing superior customer service, quality, reliability and expertise in a timely and cost effective manner.

With clients ranging from theme parks and power plants to general industry, the company provides nuts, bolts, and other commercial and industrial fasteners all around the country – either through its vendor-managed inventory program (serving many Fortune 500 companies) or emergency replacement through its 24-hour on-call service. Southern maintains an inventory of more than 130,000 commercial and industrial grade fasteners.

RJ Harris is President of Southern Fasteners and Supply, Inc., headquartered in Winston-Salem, NC.



Wong Fleming

From its headquarters in Princeton, NJ, the law firm of Wong Fleming provides legal services in the areas of commercial litigation, corporate asset recovery, employment law, insurance defense and intellectual property. A national firm that employs more than 50 lawyers, Wong Fleming maintains 20 offices in many of the major population centers of the United States.

A simply stated mission – to deliver value, solve problems and exceed expectation – guides Wong Fleming, now in its third decade. The firm is committed to ongoing professional education and lifelong learning as well as to the promotion of diversity in the legal profession.

CEO and Partner Linda Wong, who has been nationally recognized for her substantial and lasting contribution to the Asian Pacific American legal community, is one of New Jersey's most respected authorities on employment and civil litigation.

CORPORATE PLUS® MEMBERS

ACT•1 Group	Collabera, Inc.	LaCosta Facility Support & Services, Inc.
AEL Span, LLC	Colonial Press International, Inc.	Liberty Power Corp.
Acro Service Corporation	Devon Industrial Group	López Negrete Communications, Inc.
Adelano Packaging Corporation	D. W. Morgan Company, Inc.	MPS Group, Inc.
All American Meats, Inc.	Evolv Solutions, LLC	MW Logistics, LLC
Alliance of Professionals & Consultants, Inc.	EWIE Co., Inc.	MarkMaster, Inc.
Aquent, LLC	FCI Management Consultants	MasTec, Inc.
Artech Information Systems, LLC	Faison Office Products, Inc.	The Matlet Group, LLC
The Aspen Group	Gonzalez Saggio & Harlan LLP	Mays Chemical Company, Inc.
Atlanta Peach Movers, Inc.	Goodman Networks, Inc.	Mentor Technical Group, Corp.
B & S Electric Supply Co., Inc.	Group O, Inc.	Ongweoweh Corp.
Baldwin Richardson Foods Co.	Guy Brown Management, LLC	PS Energy Group, Inc.
The Bartech Group	Harris & Ford, LLC	Pacific Rim Capital, Inc.
Best Upon Request Corporate, Inc.	Heritage Vision Plans, Inc.	Perfect Output LLC
Blackstone Consulting, Inc.	Hightowers Petroleum Company	Prystup Packaging Products
CB Tech	Hooven-Dayton Corporation	Radio One, Inc.
CSA Central, Inc. & CSA Architects & Engineers	Ideal Electrical Supply Corporation	The RCF Group
Campos EPC, LLC	Image Projections West, Inc.	República, LLC
ChemicoMays, LLC	Infinite Computer Solutions, Inc.	Rose International, Inc.
	Integrated Systems Analysts, Inc.	Rush Trucking Corporation
	Kem Krest Corporation	



SBM Site Services, LLC
SDI International Corp.
SHI International Corp, Inc.
Sayers40, Inc.
South Coast Paper, LLC
Southern Fasteners and
Supply, Inc.
Summit Container Corporation
Superior Maintenance Co.
Synova, Inc.
Taylor Bros. Construction
Co., Inc.
Technology Integration Group
Telamon Corporation
Telcobuy.com
Total Technical Services, Inc.
Trillion Communications
Corporation
Tronex International, Inc.
Urban Lending Solutions
VXI Global Solutions
VisionIT

Vocalink Language Services
The Williams Capital Group, L. P.
Wong Fleming, P.C.
World Pac Paper, LLC
World Wide Technology, Inc.
Zones, Inc.



Member Profiles

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

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

On the following pages, we highlight four members—TIG (MBE), BP, CVS Health and Wells Fargo—and their commendable supplier diversity processes.



**“Leadership is not about titles,
positions, or flow charts. It is about
one life influencing another.”**

– John C. Maxwell





"I had a front-row-seat experience as to how critically important supplier diversity is to TIG business and our customers. It's a ripple effect – large corporate companies do business with diverse companies, both parties thrive, and the economy gets a boost. Everyone wins."

– Bruce Geier
CEO, Technology Integration Group (TIG)



Bruce Geier
CEO
Technology Integration Group
(TIG)

Optimized Performance Solutions. Critical Business Support.

As a growing solutions provider, TIG is acutely aware of the ever-changing demographics and needs in our various customer markets and how these changes influence future technology. For the past 33 years, TIG has consistently delivered innovative technology solutions to an expanding diverse customer base in enterprise, government agency and educational markets.

From software and hardware procurement to discovery assessments, strategic planning, deployment, data center optimization, IT asset management and cloud computing, TIG offers custom-built IT solutions for our customers around the globe.

IN 2015, TIG SAW
MBE PURCHASES
INCREASE BY

45%

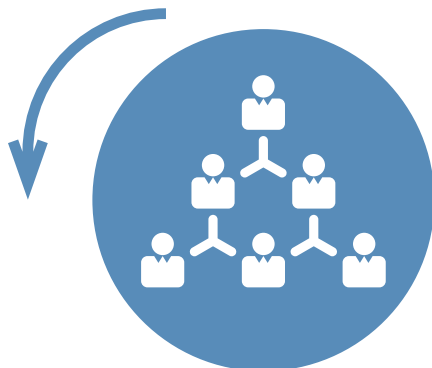
As an MBE, a critical component of our own diversity goal is to identify and collaborate with other diverse suppliers. We understand how these changes influence and shape our future.

An award-winning Certified Minority Enterprise and a Corporate Plus® member of the NMSDC, TIG is a leading diversity supplier.

TIG FACTS:

- ▶ Privately-held and founded in 1981
- ▶ World headquarters in San Diego, CA
- ▶ 25 branch locations
- ▶ 33 years of experience providing customers with best-in-class technology solutions
- ▶ An ISO 9001:2008 with TL9000 certified IT systems integrator Global network that can support 170 countries on five continents

THE TIG ALLIANCE PROGRAM (TAP) has developed a quality pool of **40 diverse businesses** to mentor and partner with for future government and corporate opportunities.



NMSDC'S GLOBAL LINK PROGRAM INSPIRED TIG'S INTERNATIONAL EXPANSION

— after participating in NMSDC's first outreach in China in 2007, TIG's Bruce Geier gained firsthand knowledge of economic acceleration and the vast opportunities China had to offer.

A year later, TIG opened its first overseas office in China, supporting U.S.-based companies with Chinese operations as well as engaging their IT needs.

Today, TIG has three international offices and access to a global delivery partner network covering five continents.

DIVERSE WORKFORCE

TIG's workforce is **40%** minority, and almost **50%** of its employees are women.





John Mingé
Chairman and President
BP America

“Aligning with our corporate strategies and values, BP is committed to providing opportunities to diverse businesses that are competitive, operate safely and efficiently, and are of scale. Partnering with diverse firms allows us to accomplish our objective of being a focused oil and gas company delivering value over volume, while simultaneously bringing economic benefits and job growth to local communities.”

– John Mingé
Chairman and President, - BP America

One of the world’s leading integrated oil and gas companies, BP provides customers with fuel for transportation, energy for heat and light, lubricants to keep engines moving, and the petrochemicals products used to make everyday items as diverse as paints, clothes and packaging.

Operating in 70 countries with almost 80,000 employees worldwide, BP’s projects and operations help to generate employment, investment and tax revenues in communities around the globe.

Signing new contracts, expanding existing contracts and adding more certified MBEs to its supply chain demonstrates BP’s commitment to supplier diversity. The company’s Supplier Diversity Advisory Council (SDAC) is comprised of operations and procurement executive leaders who endorse strategy and present to BP’s board of directors.

Their involvement has resulted in the utilization of MBEs to assist with meeting BP’s cost objectives as the industry continues to adapt to the challenging oil price environment.

Members of BP’s SDAC are actively involved in the world of supplier diversity. They participate in planning and executing supplier diversity targets, webinars, summits and workshops. During these forums, members discuss challenges, solutions, opinions and strategies that prepare them for capacity building.

Leaders from MBEs are regular guests at BP-sponsored events at major conferences, trade shows and national council dinners – all to enable broader exposure of the MBEs to executive leaders. Measuring the effectiveness of these activities helps create the right environment for growth, and both the SDAC and BP’s board of directors review the results of these efforts.

IN 2015, WITH
NMSDC CERTIFIED
SUPPLIERS, BP SPENT
APPROXIMATELY

\$381M



10 YEARS MBE LOYALTY

Louisiana-based **Jackson Offshore Operators** has forged a decade-long relationship with BP that supports numerous deepwater Gulf of Mexico projects.

The unwavering commitment of CEO Lee Jackson to deliver quality services has supported a variety of BP operations in the gulf as exploration and drilling for oil and gas have moved to deeper waters. To meet the demand for larger advanced vessels, Jackson Offshore Operators will operate two new supply ships – the Lightning and the Squall – for BP in 2016.



MBE PARTNERSHIP

Because of the expertise of Texas-based **AIM Global Financial**, BP's rail car division in Naperville, Illinois, has streamlined its payment process for leases, associated repairs and maintenance vendors.

Prior to this partnership, another third party handled BP's payments by handwritten check. AIM Global Financial applied its expertise in electronic media payment systems and, today, 100 percent of the vendors are paid by ACH.

BP has contracts with **124 MBEs** and, in 2015, spent approximately **\$381 million** with suppliers certified by NMSDC.



\$30 MILLION ANNUALLY WITH MBEs

One of BP's top MBE suppliers is **BioUrja Trading, LLC**, a Houston-based private company focusing on trading a diverse range of commodities, from the purchase and sale of ethanol, natural gas, liquefied natural gas, petroleum products and crude oil, to trading renewable energy credits.

BioUrja sells over **\$30 million** per year in ethanol to BP for blending into finished motor gasoline.



MBE COMMUNICATION PARTNERS

Michele Ruiz Productions, LLC — a communications firm based in California and led by founder Michele Ruiz — has become a preferred partner for getting BP's corporate message right.

Consulting on internal and external print communications, as well as social media training, Ruiz and her team have advised BP's communications and external affairs team on strategy and implementation of the BP message.

\$400M+

WITH MORE THAN 300
NMSDC CERTIFIED
MBES

"At CVS Health, we have no lack of innovative, diverse suppliers of goods and services in the marketplace to help us deliver on our purpose of helping people on their path to better health. These suppliers simply need entry into a Fortune 10 corporate relationship, and we're committed to closing that gap between capability and opportunity."

- David Casey -
Chief Diversity Officer - CVS HealthGroup



David Casey
Chief Diversity Officer
CVS HealthGroup

A pharmacy innovation company with a simple and clear purpose - helping people on their path to better health - CVS Health serves millions of customers on a daily basis, with a commitment to "provide a workplace that empowers all of our colleagues, regardless of their age, ethnicity or background."

CVS Health is the largest pharmacy health care provider in the United States. It is best known through its CVS/pharmacy division, in more than 9,500 retail drug stores in 49 states, the District of Columbia, Puerto Rico and Brazil, represented currently in 98 of the top 100 drugstore markets.

Supplier diversity is integral to the company's mission, providing CVS Health with a competitive advantage, contributing to supply chain excellence, and enhancing the company's position as a brand of choice across all customer segments.

The company's supplier diversity program proactively includes and manages the purchase of products and services from diverse businesses and minority-owned independent retail pharmacies. It adds value in the delivery of expert care and innovative solutions in pharmacy and community-based health care that is easily accessible, more affordable and produces better outcomes for our customers and communities.

By strengthening the inclusion of diverse suppliers and the diverse suite of product offerings, CVS Health not only creates economic opportunity, it helps foster strong, enduring relationships with our customers and suppliers who live in the communities we serve and shop in our stores.

SUPPLIER DIVERSITY IS INTEGRAL TO THE COMPANY'S MISSION



MORE THAN 150 DIVERSE SUPPLIERS

CVS Health sponsored a "Partnering for Success" Business Building Event in Providence, RI. More than 150 diverse suppliers were invited to discuss and explore development opportunities, as well as to meet and connect with CVS Health purchasing representatives about business opportunities in the coming year.

160 HOURS OF EDUCATION

The CVS Health Executive Learning Series was launched in 2015, offering 160 hours of education – both face-to-face and online – for diverse suppliers. It covered business competencies in core areas such as IT, legal, human resources, logistics, merchandising, budget and finance. The goal of the series is to elevate the profile of diverse supplier development, with the positive economic impact of increased sales for participating companies and meaningful job creation.



THE 2015 RUBY AWARDS

Hosted by CVS Health for the first time – showcased the accomplishments of the company's suppliers as well as CVS leaders supporting the supplier diversity mission. Among the citations that recognized these achievements were: Star of the Year; Rising Star; Contributor of the Year; Leader or Advocate of the Year; Procurement Champion of the Year; and Business Partner of the Year.

\$128 MILLION GROWTH

Innovation and collaboration are the hallmarks of CVS Health's highly productive partnership with WorldCom Exchange Incorporated (WEI), an NMSDC certified supplier that offers corporate IT consulting and custom technology solutions, located throughout the Northeastern U.S. In the five years since CVS Health began working with the company, WEI has more than doubled its employee base and seen employee-to-revenue growth rise from \$72 million to \$200 million.



RECOGNIZING DIVERSE SUPPLIERS

Recognized in the Ruby Awards by CVS Health as "Star of the Year" among its diversity suppliers, Planned Packaging of Illinois Corp. (PPOIC) has had a significant impact on CVS Health's business as a full-service national provider specializing in industrial packaging and machinery. Notably in the Pharmacy Benefits Management area, PPOIC has provided products and services through CVS Health's mail order facilities and, through its retail side, to distribution centers and retail stores. An indication of the success of this partnership can be found in PPOIC's growth, expanding into manufacturing with the opening of Planned Packaging of North Carolina (PPONC) and Planned Packaging of Tennessee (PPOTN).



IN THE LAST DECADE, WITH DIVERSE SUPPLIERS, WELLS FARGO HAS SPENT MORE THAN **\$10 BILLION**



John G. Stumpf
Chairman and CEO
Wells Fargo

We are a relationship company,” John G. Stumpf, the Chairman and CEO of Wells Fargo, often says when describing what sets the company apart from its peers in the financial industry. Wells Fargo’s vision is to satisfy its customers’ financial needs and help them succeed financially. How that vision is realized includes Wells Fargo’s strong commitment to minority supplier development.

Wells Fargo works with more than 1,400 diverse suppliers in myriad ways to drive success on both sides.

Celebrating its 164th birthday this year, Wells Fargo has relationships with one in three U.S. households and truly is a Main Street bank. The company works to create positive, lasting relationships with the communities it serves. This means providing support with company resources: Wells Fargo has donated \$1.4 billion to nonprofits over the past five years, and its team members volunteered 1.8 million hours of time in 2015.

It also means that the company and its partners, such as suppliers, reflect the diversity of its communities. Wells Fargo had contracts with 28 MBEs in 2014, with a Tier I spend of \$245 million. One such supplier is H&B Elevators, a certified minority-owned business that is one of the few of its kind in the industry, which was invited to bid and won the award to design and construct elevator cabs, interiors and entrances for Wells Fargo’s Minneapolis Downtown East Towers. One aspect is supporting professional development and education. In partnership with the

Carolinas-Virginia MSDC, Wells Fargo sponsored the CEO Academy – a one-year business development program and executive mastermind group to help thriving MBEs with \$3 million-plus in sales.

In addition, in 2015, Wells Fargo provided 23 Tuck Scholarships, including multiple scholarships to professionals in Arizona, California, Georgia, New Jersey, New York, and Texas.

The company also leverages its partnerships with other suppliers. Wells Fargo’s Bobby Anglin worked with Staples through its Staples Advantage program to add South Coast Paper, an NMSDC certified African-American-owned business in Columbia, SC. The paper South Coast provides has been approved for use and purchase for all of Wells Fargo’s businesses.

Wells Fargo’s company’s unwavering commitment is paying off. Last year, the company spent more than 12% of its annual procurement budget with diverse suppliers. In the last decade, the company has spent more than \$10 billion with diverse suppliers.



"To succeed in financial services, we must be committed to serving our diverse customers, team members and suppliers. Therefore, we are committed to building relationships within our communities through the development and engagement of certified minority, women, LGBT, veteran, disabled, and small business enterprises as partners of Wells Fargo products and services. "

- John G. Stumpf - Chairman and CEO, Wells Fargo

\$245 MILLION TIER 1 SPENDING

Wells Fargo had contracts with 28 MBEs in 2014, with a Tier I spend of \$245 million.



OVER \$3 MILLION IN MBE SALES HELP

In partnership with the C-VMSSDC, Wells Fargo sponsored the CEO Academy – a one-year business development program and executive mastermind group to help thriving MBEs with \$3 million-plus in sales.



\$1.5 BILLION IN NON PROFIT DONATIONS

Wells Fargo has donated \$1.4 billion to nonprofits over the past five years, and its team members volunteered 1.8 million hours of time in 2015.



1,400 DIVERSE SUPPLIERS

Wells Fargo works with more than 1,400 diverse suppliers in myriad ways to drive success on both sides.





AFFILIATE COUNCILS

Certification and front-line service to our corporate and MBE constituents begins with the affiliate councils. Our recent restructuring from 36 to 24* affiliate councils has created a stronger network that can more effectively and efficiently meet the changing needs of our growing base of corporate members and certified suppliers.

Here are the leaders who comprise the NMSDC network:

**In April 2016, Central & North Florida and Southern Florida Minority Supplier Development Councils have merged to create the Florida State Council.*

**Capital Region Minority
Supplier Development Council**

*Serving the District of Columbia,
Maryland and Northern Virginia*
Ms. Sharon Pinder, President/CEO
10750 Columbia Pike, Suite 200
Silver Spring, MD 20901
(301) 593-5860
sharon.pinder@crmsdc.org

**Carolinas-Virginia Minority
Supplier Development Council**

*Serving North Carolina, South Carolina
and Southern Virginia*
Mr. Eric Watson, President/CEO
9115 Harris Corners Parkway, Suite
440
Charlotte, NC 28269
(704) 549-1000
eric.watson@cvmsdc.org

**Chicago Minority Supplier
Development Council**

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

**Dallas/Fort Worth Minority Supplier
Development Council**

Serving Metro Dallas - Fort Worth
Ms. Margo Posey, President/CEO
8828 N. Stemmons Freeway,
Suite 550
Dallas, TX 75247
(214) 630-0747
margo@dfwmsdc.com

**Eastern Minority Supplier
Development Council**

*Serving Pennsylvania, Southern
New Jersey and Delaware*
Ms. Valarie Cofield
President/CEO
The Bourse Building
111 S. Independence Mall East,
Suite 630
Philadelphia, PA 19106
(215) 569-1005
vcofield@emsdc.org

**Florida State Minority Supplier
Development Council**

Serving Florida
Ms. Beatrice Louissaint, President/CEO
9499 NE 2nd Avenue, Suite 201
Miami, FL 33138
(305) 762-6151
beatrice@fmsdc.org

**Georgia Minority Supplier
Development Council**

Serving Georgia
Ms. Stacey Key, President/CEO
759 W. Peachtree Street NE,
Suite 107
Atlanta, GA 30308
(404) 589-4929
stacey@gmsdc.org

**Greater New England Minority
Supplier Development Council**

*Serving Connecticut, Maine,
Massachusetts, New Hampshire,
Rhode Island and Vermont*
Mr. Peter F. Hurst, Jr.
President/CEO
333 State Street
Bridgeport, CT 06004
(203) 288-9744
phurst@gnemsdc.org

**Houston Minority Supplier
Development Council**

Serving Metro Houston
Ingrid M. Robinson, President/CEO
Three Riverway, Suite 555
Houston, TX 77056
(713) 271-7805
ingrid.robinson@hmsdc.org

**Michigan Minority Supplier
Development Council**

Serving Michigan
Ms. Michelle Sourie Robinson
President/CEO
100 River Place, Suite 300
Detroit, MI 48207
(313) 873-3200
msrobinson@minoritysupplier.org

**Mid-States Minority Supplier
Development Council**

*Serving Indiana (except NW IN),
Central Illinois & Eastern Missouri*
Ms. Carolyn Mosby, President/CEO
2126 North Meridian Street
Indianapolis, IN 46202
(317) 921-2675
cmosby@midstatesmsdc.org

**Mountain Plains Minority
Supplier Development Council**

*Serving Colorado, Kansas, Nebraska,
and Western Missouri*
Mr. Stan Sena, President/CEO
6025 S. Quebec St, Suite 135
Centennial, CO 80111
(303) 623-3037
stan@mpmsdc.org

New York & New Jersey Minority Supplier Development Council

Serving New York and Northern New Jersey

Mr. Terrence Clark
President/CEO

320 West 37th Street, 9th Floor
New York, NY 10018
(212) 502-5663
tclark@nynjmsdc.org

North Central Minority Supplier Development Council

Serving Minnesota, Wisconsin, Iowa, No. Dakota, and So. Dakota

Mr. Duane Ramseur, President/CEO

111 3rd Avenue South, Suite 240
Minneapolis, MN 55401
(612) 465-8881
dramseur@northcentralmsdc.net

Northwest Mountain Minority Supplier Development Council

Serving Washington, Alaska, Oregon, Montana, Wyoming, Idaho, and Utah

Mr. Fernando Martinez, President/CEO
545 Andover Park West,
Building 1, Suite 109
Tukwila, WA 98188
(253) 243-6959
fmartinez@nwmtmsdc.org

Ohio Minority Supplier Development Council

Serving Ohio

Mr. Keith Eakins
President/CEO
100 East Broad Street, Suite 2460
Columbus, OH 43215
(614) 225-1565
keakins@ohiommsdc.org

Pacific Southwest Minority Supplier Development Council

Serving Arizona & Metro San Diego

Mr. W. Scott Gregory, President/CEO
8655 East Via de Ventura
Scottsdale, AZ 85258
(602) 495-9950
sgregory@pswmsdc.org

Puerto Rico Minority Supplier Development Council

Serving Puerto Rico & U.S. Virgin Islands

Ms. Jacqueline Marie Matos
President/CEO

1225 Ponce de León Avenue
Lobby 2, Suite F
San Juan, PR 00907-3921
(787) 627-7268
jacquelinematos@prmsdc.org

Southern California Minority Supplier Development Council

Serving Metro Los Angeles and Southern California (except Metro San Diego)

Ms. Virginia Gomez
President/CEO
800 West 6th Street, Suite 850
Los Angeles, CA 90017
(213) 689-6965
vgomez@scmsdc.org

Southern Region Minority Supplier Development Council

Serving Alabama, Arkansas, Louisiana and Mississippi

Ms. Mia McNeal, President/CEO
400 Poydras Street, #1960
New Orleans, LA 70130
(504) 293-0400
mmcneal@srmsdc.org

Southwest Minority Supplier Development Council

Serving New Mexico, Oklahoma and Southwestern Texas

Ms. Karen Box, President/CEO
912 Highway 183 South, Suite 101
Austin, TX 78741
(512) 386-8766
karen@smsdc.org

TriState Minority Supplier Development Council

Serving Kentucky, Tennessee and West Virginia

Ms. Cheri Henderson
President/CEO
220 Athens Way, Suite 105
Plaza 1 Building, Metro Center
Nashville, TN 37228
(615) 259-4699
chenderson@tsmsdc.net

Western Regional Minority Supplier Development Council

Serving Hawaii, Nevada and Northern California

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



An aerial photograph showing the lower legs and feet of several people walking on a light-colored surface, likely a sidewalk or plaza. The people are moving in different directions, creating a sense of motion and activity.

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Catholic Health Initiatives
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CHEP International, Inc.

An aerial photograph showing the lower legs and feet of a group of people walking on a light-colored surface, likely a sidewalk or plaza. The people are moving in various directions, creating a sense of motion and activity.

Chevron Services Company
Ciena Corporation
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Global Experience Specialists, Inc.
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Google, Inc.
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Honda North America
Humana, Inc.
Huntington National Bank
Hyatt
Hyundai Motor Manufacturing Alabama, LLC
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International Paper Company
J.C. Penney Company, Inc.
Jacobs Engineering Group Inc.
JE Dunn Construction
JM Family Enterprises, Inc.

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Johnson Controls, Inc.
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JPMorgan Chase & Co.
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Kellogg Company
Kelly Services, Inc.
KeyBank National Association
Kimberly-Clark Corporation
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Nokia
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Novo Nordisk, Inc.
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Office Depot, Inc.
OhioHealth

Omniceil, Inc.
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Owens & Minor
Pacific Gas and Electric Company
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Pfizer, Inc.
Phillips 66
Pitney Bowes Inc.
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Praxair, Inc.
Premier, Inc.
PricewaterhouseCoopers LLP
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Progress Software Corporation
Prudential Financial
PSC Industrial Outsourcing LP
Quest Diagnostics Inc.
R&R Partners
R.J. Reynolds Tobacco Company
R.R. Donnelley & Sons Company
Randstad USA
Raytheon Company
Recall Corporation
Reed Elsevier, Inc.
Regions Financial Corporation
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Robert Half International, Inc.
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Ross Stores, Inc.
Ryder System, Inc.
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Samsung Telecommunications America LLC
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 The Coca-Cola Company
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The Home Depot, Inc.
 The Interpublic Group of Companies, Inc.
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 UAW Retiree Medical Benefit Trust
 Union Pacific Railroad
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 United Parcel Service, Inc.
 United Rentals, Inc.
 United Services Automobile Association (USAA)
 United States Tennis Association
 UnitedHealth Group Inc.
 University of Pittsburgh Medical Center
 Univision Communications Inc.
 Unum Group
 US Cellular
 US Foods, Inc.
 US Steel Corporation
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 Toyota Boshoku America, Inc.
 UST-Global, Inc.

Veolia Water North America
 Veritas Technologies LLC
 Verizon Communications, Inc.
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 Visteon Corporation
 Vmware
 Volkswagen Group of America, Inc.
 Volvo Trucks North America, Inc.
 Vontobel Asset Management, Inc.
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 VWR International, LLC
 W.W. Grainger, Inc.
 Walgreen Co.
 Walmart Stores, Inc.
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 Energies
 Wyndham Worldwide Corporation
 Xerox Corporation
 Yazaki North America, Inc.
 Yum! Brands, Inc.

434 Corporate Members as of June 10, 2016





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Supply Chain Sustainability
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Global Procurement
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Supplier Diversity-Purchasing
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Chief Procurement Officer and
Senior Vice President,
Global Supplier Management
Merck & Co., Inc.

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Vice President/General Manager
TAPFIN NA/ Group Operations
ManpowerGroup

Ric Schneider
Chief Procurement Officer
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Global Operations
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President
National Minority Supplier
Development Council

**Executive Committee Member*





Financials In Review

2015

NATIONAL MINORITY
SUPPLIER DEVELOPMENT
COUNCIL, INC.

Financial Statements and Supplementary
Information For the Year Ended
December 31, 2015
(With Comparative Totals for 2014)
With Report of Independent Auditors

**** These pages include the 2015 Financial
Statements only. Please click here for the
complete Financial Statements with notes.***



INDEPENDENT AUDITOR'S REPORT

Board of Directors
National Minority Supplier Development Council, Inc.

We have audited the accompanying financial statements of National Minority Supplier Development Council, Inc. (the Council), which comprise the statement of financial position as of December 31, 2015, and the related statements of activities and cash flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

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

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

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New York, NY 10004
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mitchelltitus.com



Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of National Minority Supplier Development Council, Inc. as of December 31, 2015, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Report on Summarized Comparative Information

We have previously audited National Minority Supplier Development Council, Inc.'s December 31, 2014 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated May 19, 2015. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2014 is consistent, in all material respects, with the audited financial statements from which it has been derived.

Other Matter

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of functional expenses is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Mitchell Titus, LLP

June 7, 2016

NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL, INC.

Statement of Financial Position

For the Year Ended December 31, 2015

(With Summarized and Comparative Figures for 2014)

	2015	2014
ASSETS		
Current assets		
Cash and cash equivalents	\$ 2,185,539	\$ 1,804,635
Short-term investments	-	1,035,655
Accounts receivable, net	861,894	837,538
Prepaid expenses	119,074	324,781
Total current assets	3,166,507	4,002,609
Cash-collateral	169,094	169,116
Long-term investments	6,916,259	5,659,946
Furniture, fixtures, equipment and leasehold improvements, net \$374,003	1,507,553	1,881,558
Security deposits	860	860
Total assets	\$ 11,760,273	\$ 11,714,089
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accrued expenses	\$ 594,980	\$ 846,496
Due to regional councils	1,229,425	824,506
Deferred revenue	2,015,775	1,648,620
Total current liabilities	3,840,180	3,319,622
Deferred compensation	322,986	300,117
Deferred rent credits	268,697	318,069
Total liabilities	4,431,863	3,937,808
Commitment and contingencies		
Net assets		
Unrestricted		
Board-designated	1,284,230	1,243,471
Unrestricted	5,939,180	6,427,810
Temporarily restricted	5,000	5,000
Permanently restricted	100,000	100,000
Total net assets	7,328,410	7,776,281
Total liabilities and net assets	\$ 11,760,273	\$ 11,714,089

NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL, INC.

Statement of Activities

For the Year Ended December 31, 2015

(With Summarized and Comparative Totals for 2014)

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	
				2015	2014
REVENUE					
Special event	\$ 945,600	\$ -	\$ -	\$ 945,600	\$ 896,000
Less: Direct benefit to donor costs	236,000	-	-	236,000	208,600
	709,600	-	-	709,600	687,400
Membership dues	9,125,910	-	-	9,125,910	9,225,528
Seminar registration, trade show, and meeting fees	3,850,197	17,400	-	3,867,597	3,662,621
Contributions	1,345,745	202,334	-	1,548,079	1,476,675
In-kind contributions	27,682	-	-	27,682	38,599
Investment income	191,421	-	-	191,421	226,516
Other income	339,405	276,427	-	615,832	308,998
Net assets released from restrictions					
Purpose restrictions satisfied	496,161	(496,161)	-	-	-
Total revenue	16,086,121	-	-	16,086,121	15,626,337
EXPENSES					
Program services					
Field operations	7,569,733	-	-	7,569,733	7,714,520
Member services	1,252,999	-	-	1,252,999	977,525
Annual conference	2,858,006	-	-	2,858,006	2,227,856
Business opportunity exchange	600,681	-	-	600,681	603,110
Learning programs	321,991	-	-	321,991	509,642
Other program services	509,137	-	-	509,137	645,955
Total program services	13,112,547	-	-	13,112,547	12,678,608
Supporting services					
General administration	2,892,545	-	-	2,892,545	2,834,101
Fund development	528,900	-	-	528,900	559,539
Total supporting services	3,421,445	-	-	3,421,445	3,393,640
Total expenses	16,533,992	-	-	16,533,992	16,072,248
Change in net assets	(447,871)	-	-	(447,871)	(445,911)
Net assets, beginning of year	7,671,281	5,000	100,000	7,776,281	8,222,192
Net assets, end of year	\$ 7,223,410	\$ 5,000	\$ 100,000	\$ 7,328,410	\$ 7,776,281

NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL, INC.

Statement of Cash Flows

For the Year Ended December 31, 2015

(With Summarized and Comparative Figures for 2014)

	2015	2014
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$ (447,871)	\$ (445,911)
Adjustments to reconcile changes in net assets to net cash provided by operating activities		
Depreciation and amortization	695,990	628,336
Amortization of deferred rent credits	(49,372)	(11,064)
Unrealized depreciation (appreciation) on investments	15,304	(32,681)
Change in assets/liabilities		
Increase in accounts receivable, net	(24,356)	(281,558)
Decrease in prepaid expenses	205,707	17,540
(Decrease) increase in accounts payable and accrued expenses	(251,516)	311,134
Increase in due to regional councils	404,919	432,910
Increase (decrease) in deferred revenue	367,155	(457,575)
Increase deferred compensation	22,869	34,463
Net cash provided by operating activities	938,829	195,594
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of investments	(1,304,275)	(1,243,707)
Proceeds from maturity/sale of investments	1,068,335	1,158,096
Purchases of furniture, fixtures, and equipment, and leasehold improvements	(321,985)	(307,635)
Security deposits	-	(860)
Net cash used in investing activities	(557,925)	(394,106)
Net increase (decrease) in cash and cash equivalents	380,904	(198,512)
Cash and cash equivalents, beginning of year	1,804,635	2,003,147
Cash and cash equivalents, end of year	\$ 2,185,539	\$ 1,804,635



NMSDC

National Minority Supplier
Development Council

1359 Broadway
Suite 1000
New York, NY 10018

