Annual Report NMSDC 2017

The *Power* of The Network

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Get in touch online

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

www.facebook.com/NMSDCHQ

- www.twitter.com/NMSDCHQ
- www.instagram.com/NMSDCHQ



07 OUR MISSION

Chartered in 1972, NMSDC has established a network of corporate members, now numbering 1,595. Among them are America's top companies–publicly, privately and internationally owned – as well as universities, hospitals and other institutions with supply-chain needs.

32



16

2017 PROGRAM HIGHLIGHTS

Thousands of participants emerged from 2017 with a richer and more useful understanding their roles in minority supplier development because of NMSDC's educational programs.



26 #WEARENMSDC

One of the most spirited highlights of NMSDC's 45th anniversary year was the success of our #WeAreNMSDC campaign.



MEMBER PROFILES

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

"We must collectively continue to learn and grow. The more we work together the more we learn together. "

The NMSDC Network is here to deliver progress and make a positive impact on the U.S economy.

MBEs are certified so they can compete for opportunities with our corporate members.

Our corporate members pay dues and participate in events with the goal of developing ways to build internal programs that support minority suppliers and allow them to engage minority businesses in the network.

The national office and the 23 affiliates work hard to connect the dots between the minority businesses and the corporate members.

As we celebrated our 45th anniversary, we engaged in new conversations with our network about how we can best serve members and MBEs. The network is working on developing strategies to identify new services and programs that meet the needs of the marketplace today. We must collectively continue to learn and grow. The more we work together the more we learn together.

It is gratifying to have so many of our members and MBEs fully engaged in this continuous learning process.

In 2017, we continued to build on the double and triple digit percentage increases in social media performance through our successful #WeAreNMSDC Campaign. This was NMSDC's first-ever social media branding campaign which generated over 182k+ video views and over 60k podcast plays.

The Council experienced tens of millions of impressions and viewership throughout the year – and corresponding growth in ad value as well.

We thank all of our corporations and minority businesses who supported and contributed to the campaign.



Chairman's Message Breaking Records

The 2017 Conference was our strongest yet, breaking several records which we are extremely proud of:

MOST CO-CHAIRS

/S SPONSORSHIPS

2.17m

SPONSORSHIP REVENUE 875 BOOTHS SOLD

6.5K

As we celebrate our accomplishments and successes, we recognize there is more that can be done to certify, develop, connect and advocate for minority businesses. We must continue to act inclusively and embrace diversity in all business opportunities to support and add value to the industries, corporations and communities that we serve.

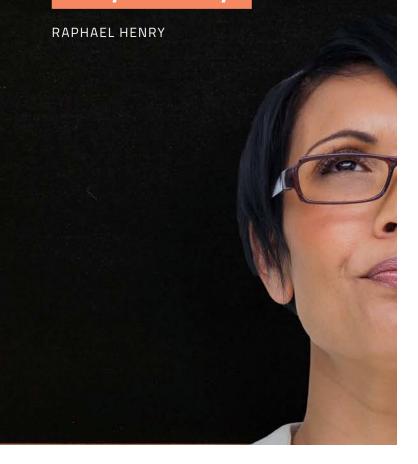
Regards,

Joe Hinrichs

Chairman of the Board of Directors NMSDC President, Global Operations Ford Motor Company

Our Goals Why We Work

"A pessimist sees the difficulty in every opportunity; an optimist sees the opportunity in every difficulty."



OUR MISSION

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

Chartered in 1972, NMSDC has established a network of corporate members, now numbering 1,595. Among them are America's top companies—publicly, privately and internationally owned — as well as universities, hospitals and other institutions with supply-chain needs.

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

NMSDC ensures that standard in four essential steps:

- Certify
- Develop
- Connect
- Advocate

From its headquarters in New York, NMSDC coordinates its work nationally through 23 regional councils, each of which certifies, develops, connects and advocates for the relationship between MBEs and corporate members in its region.

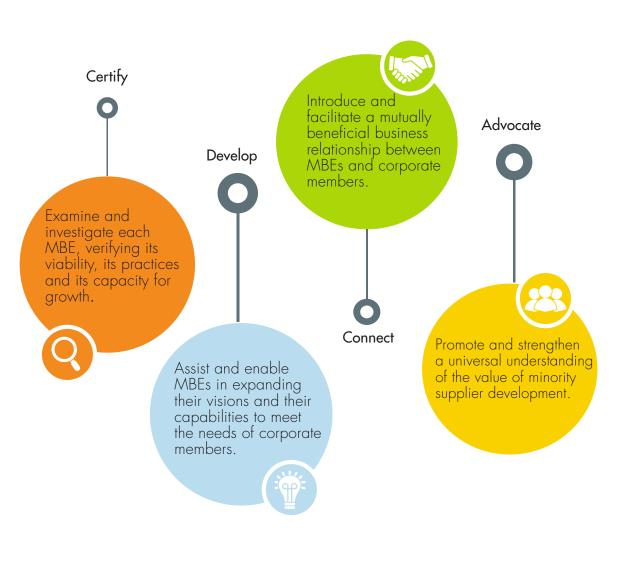
ONE NMSDC



Passion inspires the mission of NMSDC.

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

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

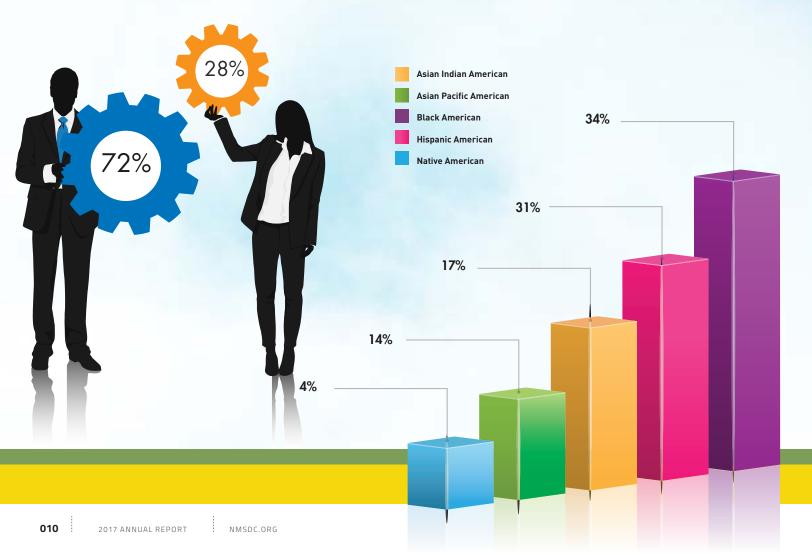


NMSDC By The Numbers

NMSDC connects 1,595 corporations (including 430 national corporate members and 1,165 local corporate members) with nearly 12,000 nationally-certified Asian, Black, Hispanic and Native American-owned businesses.

MBE Gender

Currently, the number of NMSDC certified MBEs is 12,000. Of that total, 72% are male and 28% are female.



70% 💉

GROWTH RATE

INCREASE EXPECTED BY 3.3 MILLION MINORITY BUSINESS OWNERS FROM 2000 TO 2045.

1,595 CORPORATE MEMBERS

INCLUDING 430 NATIONAL CORPORATE MEMBERS AND 1,165 LOCAL CORPORATE MEMBERS.

š\$400

BILLION

ANNUALLY 2.25 MILLION PEOPLE ACTIVELY EMPLOYED BOTH DIRECTLY AND INDIRECTLY BY NMSDC-CERTIFIED MBE FIRMS.

12,000 CERTIFIED MBES

.

ASIAN, BLACK, HISPANIC AND NATIVE AMERICAN-OWNED BUSINESSES



NMSDC By The Numbers

NMSDC MBE Community EMPLOYMENT IMPACT

3.1 MILLION

Multi-cultural women-owned firms employ an estimated 1.6 million workers in addition to an estimated \$268 billion in revenue.

(\$) 12,000

NMSDC certified MBEs disbursed over \$53 billion in salary, wages and benefits.



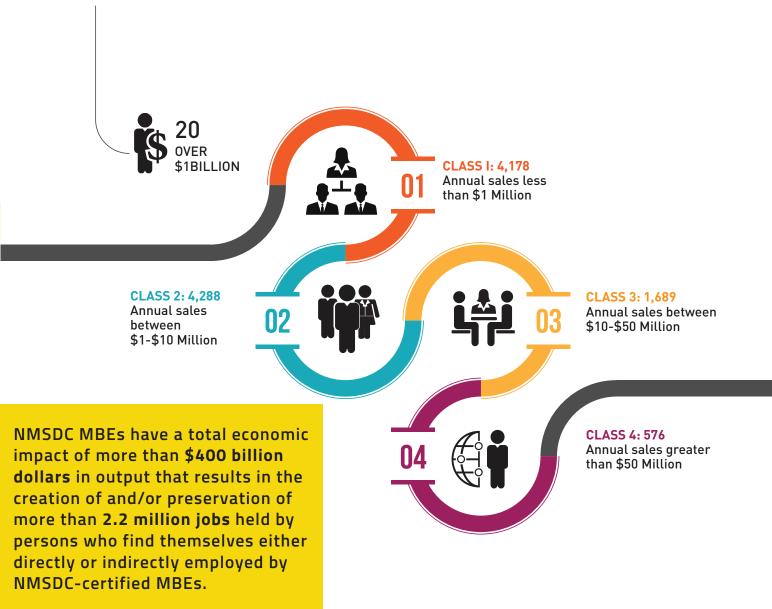


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Daily labor income

Annual Sales of Certified MBEs





GROWTH RATE

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

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





28% PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES

> **13%** MANUFACTURING

30

13%

ADMINISTRATIVE AND SUPPORT, WASTE MANAGEMENT, AND REMEDIATION SERVICES

11% CONSTRUCTION

11% WHOLESALE TRADE

05

Q.

02

03

TOP 10 INDUSTRY GROUPS

THE BEDROCK OF OUR MISSION

Education continues to be the bedrock of NMSDC's mission. It firmly anchors the four pillars that support our work – Certify. Develop. Connect. Advocate.

Creating, first of all, an urgent awareness of supplier diversity and its importance, our educational efforts also address the evolving needs of both Corporate and MBE members of our network – the specific challenges on both sides of the equation and how each can work most effectively and productively with the other.

Throughout 2017, NMSDC produced a robust program of summits, workshops, forums and webinars to enhance the development of the Corporate/MBE relationship, with collaboration throughout our network and with governmental agencies.

NMSDC Enterprise Learning Solutions offered a full agenda of programs and webinars throughout the year, while the 2017 NMSDC Conference in Detroit presented a variety of workshops for attendees.

Thousands of participants emerged from 2017 with a richer and more useful understanding their roles in minority supplier development because of NMSDC's educational programs.

2017 PROGRAMS





PROGRAMS IN REVIEW

corporate plus® 2017

Five new members were added to NMSDC's elite Corporate Plus® program in 2017.

Corporate Plus[®] designates MBEs that have demonstrated their capacity to execute national contracts for major corporations. Corporate members identify and sponsor the nomination of MBEs for this distinction.

Selection for Corporate Plus[®] elevates an MBE's profile and creates opportunity for broader participation throughout the NMSDC network.

Chosen to join the 86 members of Corporate Plus® in 2017 were:

- Logistic Solutions (sponsored by Merck & Co., Inc.)
- Select Source International (sponsored by Medtronic)
- Spectraforce Technologies, Inc.
 (sponsored by ManpowerGroup Solutions)
- Universal Display & Fixtures Company (sponsored by PepsiCo, Inc.)
- Westnet, Inc. (sponsored by DuPont)



Corporate Plus[®] Summit 2017

The first-ever Corporate Plus[®] Summit took place Citi headquarters on May 17, 2017 – an instant success that coincided with NMSDC's annual CPO Summit.

Some 25 Corporate Plus[®] members had the opportunity to network with CPOs during breakfast and lunch at the Summit. Its agenda also presented new methods and strategies to the participating members, to meet future innovations and disruptive technologies. The Summit also provided corporate members with access to MBEs that can deliver quality, scalable work with a national scope.

Corporate Plus® Forum

The Corporate Plus[®] Forum drew 55 members of the elite program at NMSDC's 2017 Conference and Business Opportunity Exchange in Detroit, MI. The annual forum was an invaluable opportunity for Corporate Plus[®] members to network, exchange quality content and ideas, and provide feedback.



2017 PROGRAMS



Centers of Excellence

A Corporate gift of \$350,000 from Communities Foundation of Texas to the Centers of Excellence (COE) program has allowed NMSDC to expand the program's scope to all its regional councils, through scholarships in a competitive bidding process to certified MBEs.

COE are regional business modules designed to strengthen the processes of corporate supplier diversity, and to help minority businesses compete in a global environment.

The program allows corporate participants to identify MBEs in their region that can participate in the modules and be integral to their growth. Administered by affiliate councils, COE teaches and implements NMSDC's best practices, with the mentorship of our corporate members.

Each COE module is comprised of 8-10 corporate members, 16-20 MBEs and an affiliate council president, meeting over an 18-month period.

COE programs have been completed successfully at Chicago MSDC, Georgia MSDC, Mid-States MSDC, NY/NJ MSDC, Ohio MSDC, Southwest MSDC and Tri-State MSDC.

Over the next 18 months, NMSDC seeks to provide COE program scholarships for 50-75 MBEs.

Advanced Management Education Program

In 2017, 26 NMSDC-certified MBEs participated in our Advanced Management Education Program (AMEP), offered through the Kellogg School of Management at Northwestern University, in Evanston, IL.

AMEP trains qualified MBEs in strategies for growth – the skills and tools necessary to achieve and sustain accelerated company development. An interactive curriculum and team-based study teach CEOs and owners how to plan for and realize goals that expand their business and its potential.

Minority Business Executive Program

MBEs ready for rapid growth get the guidance and tools they need in NMSDC's Minority Business Executive Program (MBEP).

Global markets and technological changes pose real-world, every-day challenges.

MBEP shares the perspectives and counsel of expert faculty in helping MBEs achieve the next level of business success.

Executive education comes in six functional areas in MBEP, positioning minority suppliers to increase procurement opportunities in the domestic and global supply chain. "What do you want to achieve or avoid? The answers to this question are objectives. How will you go about achieving your desired results? The answer to this you can call strategy."

WILLIAM E. ROTHSCHILD

Strategies For Growth

PROGRAMS IN REVIEW

conference **2017**

A Year of All Time Highs

With the theme "Minority Supplier Development: Fueling Economic Growth," NMSDC's annual Conference and Business Opportunity Exchange convened October 22-25, 2017 at the Cobo Center in Detroit, MI. Its economic impact in Detroit was estimated at \$7.5 million.

Records were shattered at this year's Conference, beginning with **an unprecedented seven Conference Co-Chairs** – from our Corporate membership, Fiat Chrysler America (FCA), Ford, General Motors and Toyota; and from our MBEs, Acro, Ampcus and Kyyba.

With MetLife and Kelly Services providing essential support and assistance throughout the Conference, NMSDC has never produced a Conference with such a broad and effective representation from its sponsors. Sponsorship dollars also reached **an all-time high of \$2.1 million**, provided by a record **75 companies**, including nine at the Leadership level and 11 new sponsors.

The 2017 Business Opportunity Exchange (BOE) on Monday, October 23, NMSDC sold 875 booths to 504 participating exhibitors—a record number of booths and an increase of almost 100 over 2016. New to the BOE in 2017 were Industry Group Pavilions on the tradeshow floor.

Joined by Conference sponsors, NMSDC Interim President Louis Green presided at the ribbon-cutting for this pivotal event at the Conference.

The BOE is a perennially successful one-day tradeshow that allows NMSDC's corporate members to connect with diverse suppliers; NMSDC-certified MBEs to showcase their innovative products and services; and resource and government organizations to support development that fosters business opportunities for MBEs through these relationships.



U.S. Commerce Secretary Wilbur Ross delivered the Conference's keynote address at the Monday luncheon, where the Minority Business Development Agency (MBDA) also presented its annual awards. In addition, the MBDA's Minority Enterprise Development (MED) Week was celebrated, in conjunction with the Conference.

A 45th Anniversary NMSDC Timeline was featured throughout the Detroit gathering, as well as a commemorative auto display in the Cobo Center, created by the four Corporate Co-Chairs. For the first time, a Social Media Hub, a Media Wall and a TechBar upgraded the Conference's digital communications presence. New to the Conference in 2017 were express hotel registration and a sponsor suite on the weekend preceding the BOE and the Conference kickoff.

Women-owned businesses, the digital age and technology were focal subjects in Conference programming. Twenty workshops covered topics ranging from "Adapting to Digital" and "Supply Chain of the Future: A Self Organizing Network Including All Tiers," to "Winning Federal Contracts" and "How to Effectively Pitch to Get Corporate Contracts." Five Signature Sessions addressed specific challenges in the MBE community, and eight Special Programs included the International MBE Forum and Luncheon, four sessions of the MBE "Boot Camp," the Emerging Young Entrepreneurs (EYE) Program and a forum and reception for NMSDC's Corporate Plus® members.



Sponsorship dollars

all-time high of \$2.1

million, provided by a

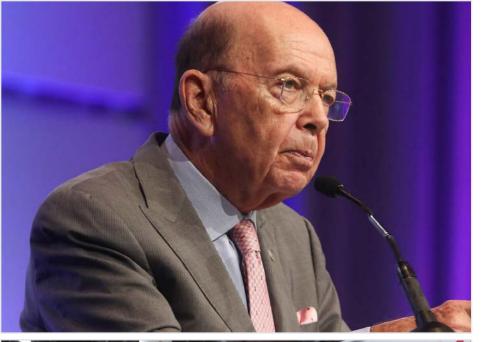
record 75 companies.

also reached an

2017 NMSDC CONFERENCE+

ETROIT, MICHIGAN

=)







Emceeing the Conference's concluding Awards Banquet was the legendary Isiah Thomas, Naismith Memorial Basketball Hall of Famer and himself an NMSDC-certified MBE. In the course of the evening, NMSDC recognized the Top 45 figures from its 45-year history, as well as the winners of its annual achievement awards:

Council of the Year Award

o Chicago Minority Supplier Development Council (CMSDC)

Suppliers of the Year Award

- o Class I Sumnu Marketing
- o Class II Ice Safety Solutions
- o Class III Ampcus
- o Class IV ATR International / VDart

Corporation of the Year Award

- o AT&T
- o Ford
- o Toyota

Corporate Gazelle Award

- o Comcast NBCUniversal
- o CVS Health
- o Intel Corporation
- o Nissan
- o Wells Fargo

Corporate Development Award

- o General Motors
- o Kaiser Permanente

Corporate Financial Award

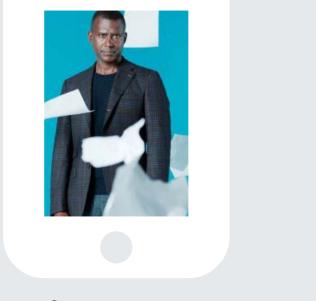
o Bank of America

Corporate Global Link Award

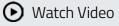
- o Ernst & Young
- o IBM

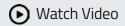
Harriet R. Michel Leadership Award

- o Pauline Gebon, MetLife
- o I. Javette Hines, Citi

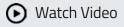














🕑 Watch Video

#WeAreNMSDC

Power of the Network

Total Video Views: **182,830**

One of the most spirited highlights of NMSDC's 45th anniversary year in 2017 was the success of our #WeAreNMSDC campaign.

The campaign's mission was not only to distinguish the NMSDC brand and celebrate our anniversary, but also showcase the national organization, our affiliate councils, our corporate members and our MBEs – as well as the economic impact of minority businesses on the American economy.

Participants were asked to create 60-90-second videos about what they do, to be posted on their websites and social media channels, shared throughout NMSDC, and across their own networks. The videos were an invitation to aspirational and inspirational story-telling, in a creative and entertaining format.

#WeAreNMSDC videos were made available on NMSDC's website, podcast and app, as well as through an e-mail campaign and press outreach. A simultaneous social media campaign spread the word via Facebook, Twitter, LinkedIn, Instagram and YouTube.

>>> View highlights of the Campaign at: NMSDC.org/wearenmsdc

FIELD OPERATIONS 2017

Refinement & Realignment

Throughout 2017, the Field Operations team at NMSDC continued to implement and refine the realignment of the 23 Regional Minority Supplier Development Councils (RMSDCs).

Using the existing key performance indicators (KPIs), we have monitored their effectiveness to improve:

- Affiliate board leadership;
- MBE, board and member engagement;
- Best/next practices designed to drive member engagement and satisfaction;
- Certification protocols.

With the Supplier Diversity Advisory Committee, we continue to review and improve certification standards and procedures, to demonstrate the value of NMSDC certification in today's corporate community.

The Chicago MSDC was recognized as the 2017 Regional Council of the Year for achieving the highest level of performance operational and constituent service in the affiliate network.

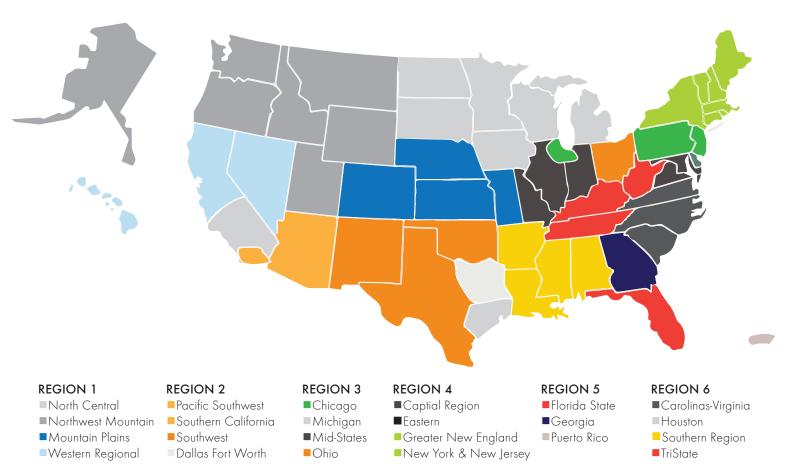
NMSDC also recognized Eric Watson, President/CEO, Carolina-Virginia MSDC, with the 2017 Vanguard Award, for his leadership in driving minority business development.



NMSDC NATIONAL AFFILIATES

Certification and front-line service to corporate and MBE constituents begins with the affiliate councils.

The Regional Affiliates certify and match 12,000 minority-owned businesses with member corporations that want to purchase their products, services and solutions.



"Commitment is an act, not a word." - Jean-Paul Sartre

2017 IN PICTURES

2017 annual conference.



 Meet the 2017 EYE program class! The Emerging Young Entrepreneurs (EYE) program is designed to mentor the next generation of minority millennial entrepreneurs who will support the needs of corporate members, MBEs and additional stakeholders.



- NMSDC's conference network leadership meeting featured the network's leadership speaking on the stand of the business world.

2017 IN PICTURES



 Avis Yates Rivers, the President and CEO of Technology Concepts Group International, LLC. (TCGi) speaking at the 2017 NMSDC Leadership awards.

MBEs making) connections during the 2017 annual conference matchmaking session.



 EYE program attendees focusing during meetings at the 2017 annual conference.

The first annual Corporate Plus[®] Summit was a success as it was attended by dozens of industry leading MBEs.





 Isiah Thomas serving as the master of ceremonies at the NMSDC's 2017 conference awards banquet.

MEMBER PROFILES



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

JOHN C. MAXWELL

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 the following Corporate members and MBEs—Acro, Ampcus, FCA, Ford, General Motors, Kyyba, Toytota—and their commendable supplier diversity processes.



NETWORK PARTNER: MBE - ACRO

UNIQUE INTEGRATED STAFFING & CONSULTING SOLUTIONS ACRO

With its unique integrated approach to staffing and consulting solutions, Acro Service Corporation continues its commanding growth trend by providing excellent customer service to existing clients, attracting new clients and expanding our service lines to meet customer demands.

We also invest in talent by working hard to create a corporate culture that is fun, inviting and nurturing.

Acro introduced in 2017 a unique brand for our recruitment processing outsourcing (RPO) services – **Hello RPO**. This new concept offers both onsite and offsite recruiting models. It handles both full-service, end-to-end solutions and, to service each client's specific needs, individual components of the recruiting processes (i.e., sourcing, pre-screening).

As a global organization, Acro has the unique position and reach to provide sourcing and recruiting models to businesses onshore, near-shore and offshore.

To serve clients with cost pressures, we have a significant presence in India. It can either support our U.S. operational recruiting teams in sourcing or recruiting, or provide services direct to the client.

The Acro philosophy is to remain flexible and ready to meet the unique, evolving needs of companies operating in the challenging global marketplace.



Acro takes pride in its fourth consecutive selection in 2017 for the **Best and Brightest** Top 101 Companies to Work for in the Nation. We take great pride in creating a culture that invites people to enjoy coming to work.

From our facilities to our culture, we strive to be the best employer, placing significant value on the day-to-day contributions our talented employees make for Acro and our clients.

Working with Minority Suppliers

As a diversity-owned firm, Acro exemplifies what an employer can and should be with regards to workplace diversity, inclusion, and equal opportunity. Acro is also among the nation's top five minority-owned staffing companies and a Corporate Plus® Member of NMSDC.

We take pride in fostering a highly diverse network of suppliers. Among the 1800 suppliers within our networks, **25% are minority businesses**.

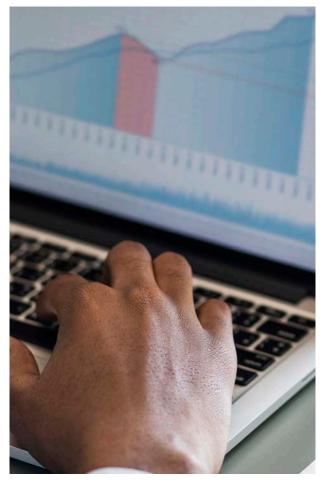
We have a proactive supplier diversity program to nurture their success, providing mentoring and coaching to disadvantaged suppliers to help them perform at their full potential. Among the tangible benefits we offer are help in implementing banking relationships to facilitate loans; providing low group rates for background checks and drug screening processes; and liability and other insurance at special rates through an agreement with our insurance provider.

NMSDC and Acro

NMSDC helped Acro establish itself on the national stage, as a leader both in the services we provide and in the cause of supplier diversity.

We have built industry relationships through NMSDC that opened the door for us to clients seeking to partner with a certified Corporate Plus® Member of NMSDC.

NMSDC has also allowed us to meet and build relationships with other minority companies to find ways of partnering, and to learn more about new members who may need mentorship and guidance.







Global Marketplace

In a highly competitive global marketplace, the creative spirit that minority suppliers bring – more often than not, born out of adversity – may infuse a new dimension or way of thinking that yields innovative solutions for large corporations desiring a competitive advantage."

- Ron Shahani President, Acro Service Corporation

DIVERSITY: ONE OF OUR HIGHEST PRIORITIES

We believe that Acro's large impact on the minority community has tracked the company's growth, from a startup in 1982 to a multi-million-dollar corporation that serves large and small organizations globally.

Other minority businesses see Acro as a role model in developing their organizations' growth strategies. As we expand, we are committed to inspiring, mentoring and partnering with new diverse organizations entering the often daunting global marketplace.

Diversity within Acro is one of our highest priorities: we want to create a workplace that is diverse in all areas. Talent comes in all kinds of packages, from all kinds of places.

Our recruiting teams do their utmost to identify and offer a diverse pool of talent, for employment at Acro as well as for our customers.

At Acro, diverse workers comprise about **23%** of our staffing in all areas of our business, including professional, technical and commercial positions.

Acro's non-contingent staff boasts an even more impressive number – **43**% are diverse workers in executive, management, sales, recruiting and other operating staff.

ACRO'S IMPACT on the Minority Community





23%

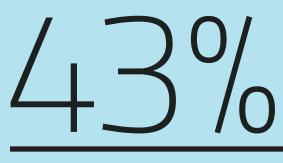
DIVERSE WORKERS COMPRISE 23% OF OUR STAFFING IN ALL AREAS INCLUDING:

- PROFESSIONAL
- TECHNICAL

SALAN

COMMERCIAL POSITIONS.





DIVERSE WORKERS COMPRISE 43% OF OUR STAFFING IN THE AREAS OF:

- EXECUTIVE
- MANAGEMENT
- SALES
- RECRUITING & OTHER
 OPERATING STAFF



global leader



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@ m DHR

🕑 Watch Video





"Stay focused, remain patient and be persistent. You need to remain confident about your vision, even in the face of adversity, as your passion will lead to success.

Always be prepared to work hard, embrace diversity and surround yourself with like-minded people who support your vision. Always support those who support you."

- Anjali "Ann" Ramakumaran Ampcus CEO/Founder

Tell us about Ampcus Inc?

Ampcus Inc. is a global leader in end-to-end IT business solutions and services, providing our customers with the latest technologies and insights.

Listed among the top 50 fastest-growing companies in the U.S., we give our customers a seamless experience, allowing them to leverage the value of their technology investment and drive true results in performance improvement.

We help to choose the right technology for each client. For over 14 years, we have been providing innovative cost effective, quality and sustainable solutions and services to Fortune 1000, commercial customers, Federal and State agencies and Non Profits.

Ampcus offers both the certifications and the practical experience to handle all of our clients' needs.



What has been Ampcus' growth in 2017?

Ampcus grew **40% last year**, with great success in both the commercial and federal spaces.

At the same time, Ampcus created the competencies in digital transformation, big data and cyber security that helped us implement large projects with Fortune 500 companies, non-profits and Federal agencies.

Ampcus outlines aggressive growth plans for the coming five years and beyond. A healthy blend of organic and acquisition strategies will facilitate deliberate and profitable growth. Our service to the public and private sectors will continue, while maintaining a balanced portfolio across multiple industry verticals.

As part of our growth strategy, we will seek to acquire companies that complement and expand our service areas. We will also continue to evaluate opportunities to expand into additional markets outside the U.S. Within the next five years, Ampcus plans to achieve over **40% YOY revenue growth**.

How does Ampcus Advance Supplier Diversity?

At Ampcus, we value supplier diversity and understand the benefits in doing business with minority- and woman-owned organizations. Our experience confirms that doing business with diverse suppliers is the right thing to do. It offers flexibility, cost savings, innovation and speed. We partner with other NMSDC-certified MBE's. Ampcus brings W/MBE, SBA 8(a), SDVOB, Hubzone, WOSB as teaming partners to various opportunities.

It allows us to leverage the talent and innovation of those companies that share similar values of our own.

To partner with us, please introduce your company in an email to info@ampcus.com.

Please describe your relationship with the NMSDC?

Ampcus is proud to be a certified NMSDC supplier.

We firmly believe in taking full advantage of the many opportunities NMSDC offers to engage with fellow MBEs, corporate members, government entities, and non-profit organizations.

By participating in capacity-building programs, networking events, and the numerous other sessions made possible by NMSDC, our business teams have gained insight into current and future opportunities. These have contributed in a meaningful way to our success in building long-lasting relationships and ultimately increasing business opportunities with new and existing clients.





How does Ampcus give back and take charge in its community?

Ampcus – Giving Back, Driving Change

Ampcus believes in giving back to the community. Ampcus also takes deliberate actions to contribute to causes that are important to our clients and their communities; as well as, sponsor organizations/councils that are supportive in the Development of Diverse and Small Businesses.

Ann believes that our Country's future is highly dependent on the development of the next generation of business leaders.

As such, she has invested time and money with numerous organizations across the United States that help to further the education and advancement of future business leaders.

This includes mentoring, providing scholarships, internships and other financial support that make it possible for those less fortunate to excel as they plan for their future. (NMSDC, USPAACC, WBENC, 21st Century Leaders to name a few)

Ampcus believes that the minority business community must stand together and drive change by demonstrating that diversity inspires innovation and generates value.

About Anjali "Ann" Ramakumaran Ampcus CEO/Founder

Anjali "Ann" Ramakumaran, founder and CEO of Ampcus, is a technology-savvy entrepreneur who has, for more than fifteen years, contributed to the design, development and delivery of cutting-edge technology solutions and human capital management across the globe.

Her leadership has cultivated Ampcus into a rapidly growing consulting and a professional services firm.

Ampcus has been honored as a Top Asian American owned business for **over 8 consecutive years** and have also been awarded as a **Top 50 Fastest growing women owned business in the US by Women's Presidents Organization for 9 consecutive years**.

Ann serves on the Capital Region MSDC Board of Directors, the Womens Presidents' Education Organization (WPEO) Leadership Committee, and the USPAACC Scholarship Committee. She has been a speaker at numerous national and local procurement and diversity Conferences. In addition, Ann has mentored several women and minority start-ups in an effort to help them grow their business.



Fiat Chrysler Automobiles (FCA) US has been in the vanguard of the supplier diversity movement since 1983 and continues to be a trailblazer, implementing new and innovative approaches to include minority-, women- and veteran-owned businesses into our supply chain.

NETWORK PARTNER: FIAT CHRYSLER AUTOMOBILES (FCA)



FCA broke a record in 2017, achieving **18.3% diverse spend with certified minority and women suppliers, equating to over \$6 billion** with 128 NMSDC-certified suppliers. In 2017, 80% of our Tier I supply base reported minority spend.

FCA US embraces and recognizes the importance of diversity in all areas of our business, from the workplace to the employees, dealers and suppliers, and has established Corporate Diversity Goals. The company's corporate policy is to source a combined Tier I & Tier II spend percentage of 17.0% with minority suppliers. This goal is included in performance metrics on our internal and external scorecards. The goal is traced and monitored monthly by the Chief Procurement Officer of Purchasing and Supplier Quality. In addition to the corporate goal, every Tier I supplier is assigned a diversity spend goal, which is specifically stated in the terms and conditions of their contract.

The **High Focus Program** at FCA US – ensuring sustainability and immediate sourcing opportunities to minority suppliers – continued through 2017, with Tier I suppliers earning a red diversity score improving their diverse spend. The result was a combined increase of **\$1.3 billion**.

In September 2017, FCA US reaffirmed its position as a leader in the supplier diversity arena with our annual **Matchmaker** event, this year the best-attended in its highly successful eighteen-year history – a total of 3,000 participants and 287 exhibitors. Matchmaker allows our suppliers and future suppliers the opportunity to have direct access to FCA US purchasing teams and Tier I suppliers, to whom doors might not have been open before. Since 2000, Matchmaker has generated more than **\$2.5 billion** in new business opportunities for minority-, women- and veteran-owned suppliers.

THE VANGUARD OF THE SUPPLIER DIVERSITY

\$6 BILLION WITH 28 NMSDC-CERTIFIED SUPPLIERS

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Throughout 2017, a key initiative for FCA was our Tier I Strategy Grow, which began in 2016. FCA saw the importance in focusing on our MBEs' Tier I growth and developing a Tier I Improvement Strategy.

3M Annually

\$3 million annually with ChemicoMays The plan's objective was to identify and develop suppliers in each commodity group to be in position for next-stage growth with FCA.

Each commodity team was introduced to pre-selected MBEs, already vetted by the diversity team for best quality, on-time deliverables, cost and global capabilities. The team identified short- and long-term sourcing opportunities to include in our FCA US supply chain.

FCA Helps Seal the Deal

Cutting-edge opportunities for and with minority suppliers are priorities for FCA, and we are proud of FCA's initiative and resources that helped the Detroit-based Piston Group acquire Irvin Automotive, an automobile interiors provider, from the Takata Group as part of Takata's restructuring process. Sig Huber – FCA's Director, Global Supplier Relations and Risk Management – was a leader of the restructuring process on behalf of the global original equipment manufacturer (OEM) group. Huber was instrumental in bringing Piston Group to the table. FCA created incentive for the transaction, providing financial accommodations and commitments of ongoing and future business. Piston Group CEO Vinnie Johnson, also its founder and chairman, has succeeded in assimilating the company, with a strong outlook.

Vital at the Core: ChemicoMays

ChemicoMays supplies FCA with a total chemical product and management program – a nontraditional field for MBEs in which this company has built a distinctive record and reputation. Its work for FCA work regularly exceeds expectations. Headquartered in Southfield, MI, the 27-year-old company is 100% African-American-owned.

ChemicoMays flawlessly executed the transition of additional plants from a competitor, and it achieved an average savings in assembly plants of 11.7% – a first for any assembly chemical management company. It successfully expanded the Total Chemical Management program in Mexico, Europe, the Middle East and Africa. A Diversity Supplier of the Year nominee, ChemicoMays provides a high level of cooperation and transparency in world-class management involvement and understanding of FCA systems.

The company won FCA's 2016 Diversity Award during our annual tradeshow event. FCA sources over \$3 million annually with ChemicoMays.

MBEs in Non-Traditional Areas

FCA US stresses the importance of suppliers looking for "non-traditional" procurement opportunities, where most companies only looking at those items directly related to the product/ service they provide. The message is relayed at FCA diversity suppliers training and in webinar sessions we provide.

Our annual Matchmaker event is a great opportunity to expand the matrix for MBE participation, and here FCA allows 30% of professional services and minority businesses to exhibit and network free of charge. The one-on-one access is invaluable, both to MBEs and to FCA.

For Matchmaker, FCA also designs training sessions to successfully onboard professional services in the OEM space. It allows a Professional Services business to exhibit and walk the tradeshow floor, and it invites FCA Indirect Purchasing Commodity teams to visit their exhibit booths, to learn more about the companies for future onboarding.

Making a Positive Impact: Chyrsan Industries

Chrysan Industries, a minority-owned Michigan-based global supplier of automotive lubricants and specialty chemicals, has become an invaluable recourse for FCA providing global coolant service business from one of our Tier I supply chain partners.

Chrysan's External Balance Scorecard score with FCA is an impressive 94%. The company meets all source package requirements and provides a 38% cost reduction, resulting in annual savings of \$750,000.



The Power of Engagement: New FCA US Supplier Diversity Initiative Strengthens Ties With Minority Business Associations

"Today's forum is just the beginning of a new initiative in the supplier diversity group where we want to create more customized opportunities to interact with minority-owned businesses to promote growth and collaboration.

The more we can get one-on-one with diverse companies, who can bring new ideas to the table, the better our businesses will be in the long term."

– Scott Thiele, Chief Purchasing Officer, FCA Global



Power of Engagement

Minority Business Organizations

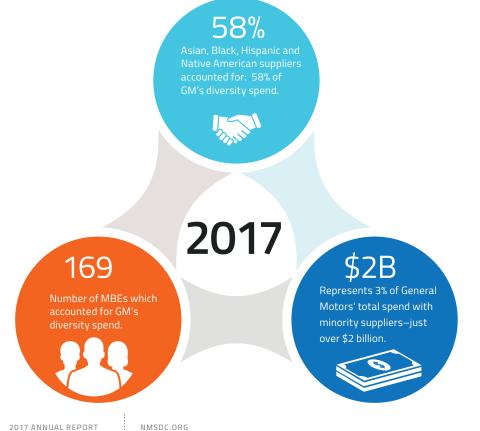




A Richly Diverse & Dedicated Team

General Motors is a global automotive company "united by a single purpose: to earn customers for life." For GM, a part of the commitment is taking pride in the global community of people it employs-"the finest workforce in the automotive world. We are a richly diverse and dedicated team."

This giant of American industry has been dynamic presence both in the cause of minority supplier development and in the mission of NMSDC. In 2017, Asian, Black, Hispanic and Native American suppliers accounted for: 58% of GM's diversity spend, spread across 169 MBEs, representing 3% of the corporation's total spend-just over \$2 billion.











STRENGTHENING THE VALUE CHAIN

"Supplier diversity is a process of inclusion that strengthens our entire value chain with focused development plans, networking initiatives, and community outreach projects that drive awareness and enhance advocacy efforts. We remain committed to utilizing our external and internal resources to help competitive and innovative diverse suppliers realize their full potential."

– STEVEN A. KIEFER SENIOR VICE PRESIDENT, GLOBAL PURCHASING & SUPPLY CHAIN GENERAL MOTORS

General Motors: 2017 by the Numbers

| ETHNICITY | TOTAL | % DIVERSITY SPEND | % TOTAL SPEND | # OF SUPPLIERS |
|----------------------|------------------|----------------------|------------------|-------------------|
| African American | \$ 1,054,042,482 | 30% | 1.60% | 58 |
| Asian Pacific/Indian | \$ 588,027,150 | 17% | 0.90% | 51 |
| Native American | \$210,030,382 | 6% | 0.30% | 13 |
| Hispanic | \$164,257,527 | 5% | 0.30% | 47 |
| Grand Total | \$2,016,357,541 | 58% | 6% | 169 |





MBE MAKING A DIFFERENCE: KEY SUPPLIER

BRIDGEWATER INTERIORS

GM initiated the development of Bridgewater Interiors, founded in 1999 as a joint venture between Johnson Controls Inc. and Epsilon LLC.

A 51% African-American-owned MBE, Bridgewater manufactures car seats for GM. In the beginning, it produced seats, in the Detroit Empowerment Zone, exclusively for the Cadillac Deville. It has since become a key supplier in GM's Interiors supply base, and it is a four-time winner of GM's coveted Supplier the Year Award. Ron Hall Jr., Bridgewater's current CEO, sits on the GM Supplier Diversity Council.

MBES MAKING A DIFFERENCE FOR GM

- Production Services Management Inc. (PSMI)
 Engineering services
- Carol H. Williams Diversity advertising
- Starsource Laundry/uniform services
- Goss LLC Insurance
- Worldwide Technology (WWT) Information technology
- Multi-training Systems Training
- Caravan Facilities management
- Robinson Facilities management
- Commodity Management Services
 - Print management / business forms
- Workplace Solutions Office supplies
- Aquent Staffing / bundled services
- Diversity Sourcing Solutions Data scrub
- The Harmon Group Event management

NON-TRADITIONAL



IDEAL GROUP

Ideal Group is a construction company established 100 years ago in the Southwest Detroit area. Over the years, it has become a key supplier of services to GM. Together, Ideal Group and GM have worked to establish community footprints to develop Southwest Detroit, and they have partnered in supporting initiatives for Cristo Rey High School and Detroit Hispanic Development Corporation.

Ideal Group Chairman/CEO Frank Venegas has played a vital role in GM's Supplier Diversity Council and its General Council, as one of the first diverse suppliers asked to join them.





CHEMICOMAYS

ChemicoMays, LLC is the only MBE that provides chemical management services to GM on the Tier I level – a large dollar area where MBEs have historically not been represented. More than 25 years ago, GM helped develop ChemicoMays, a chemical management company that is 100% African-American-owned. ChemicoMays services GM facilities across North America.

For seven consecutive years, the company has won GM's coveted Supplier of the Year Award. Its President/CEO, Leon Richardson, co-chairs the GM Supplier Diversity Council.



INNOVATION FIRST



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NETWORK PARTNER: FORD

A Major Force In Supplier Development Ford Motors Leads The Way Through Innovation

For more than a century a symbol of American industry and a bold American future, Ford Motor Company is a major force in the cause of minority supplier development. Emphasizing that commitment throughout 2017 was the leadership of Joe Hinrichs, Ford's Executive Vice President and President of Global Operations, as NMSDC's Chairman.

Innovation has been central to Ford's history, and Ford's MBE supply base grew by more than **4% in 2017**.

Ford is transforming its Dearborn facilities into a modern, green, high-tech campus, and much of this growth is related to that ongoing process. Over a 10-year period, it will co-locate 30,000 employees from 70 buildings, primarily, into two campus locations, with an investment estimated at more than \$1.2B.

MBEs are vital, even non-traditional players in this grand plan.

For Ford's Dearborn campus transformation, the Devon Industrial Group (DIG), an NMSDC-certified and African-American-owned construction management company, was awarded the Design/Build Contract for construction of three Research & Engineering Center parking decks. DIG worked in a challenging environment to keep the project on schedule and on budget while minimizing the impact on the R&E Center.



The Part of the Pa



The Mentor Me Program

As part of Ford's Chairmanship of NMSDC, the Mentor Me program was developed – in partnership with the Michigan Minority Supplier Development Council (MMSDC) – as a way to leverage the knowledge of corporate executives and share that information with MBEs.

Mentor Me is a group mentoring experience where MBEs were matched with teams of three corporate mentors. As it unfolded, the group dynamic allowed ideas bounce off multiple participants while creating a friendly, low-stress environment.

Breakout sessions afforded a deep dive into business challenges, in a healthy discussion for both MBE and mentors about the way forward. More networking and a recap of lessons learned concluded the mentoring day.

Mentor Me has two purposes. MBEs can benefit from access to a cross-functional team of professionals focused on helping them grow and develop. At the same time, corporate volunteers/mentors derive an intensive appreciation of the value of having diverse suppliers in the supply chain. When they go back to their own skill teams, they act as true advocates for diverse businesses in the supply chain.

Ford is now working with MMSDC to ensure that **Mentor Me** can pay it forward, by encouraging other corporate members within the Michigan council and across the country to follow suit.

Three **Mentor Me** events were held in Michigan in 2017, supported by a total of 15 MBEs and 45 corporate executives.

Flex-N-Gate is making a \$160 million investment, building a 460,000-square-foot facility in the inner city of Detroit.



An MBE at the Core: Flex-N-Gate and Ford

Underlining Ford's commitment to minority suppliers is its partnership with Flex-N-Gate, a Michigan-based MBE that was recently awarded business for metal-stamped and injection-molded parts for the all-new Ford Ranger.

To support this sizeable program, Flex-N-Gate is making a \$160 million investment, building a 460,000-square-foot facility in the inner city of Detroit, in an economic empowerment zone. The 30-acre facility is part of 186-acre industrial park that sat vacant for nearly 15 years.

Flex-N-Gate will hire 51% of its construction workforce from within the city of Detroit, and at least 30% of the construction work will be awarded to Detroit-based companies. Tooles Contracting Group, a Detroit-based MBE, was selected to perform the majority of the civil work. Ground was broken for the new facility in April 2017, and it is scheduled to open in October 2018.

Flex-N-Gate has commenced with hiring between 400-750 people to staff this operation, with a focus on employing people from the immediate community.

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Expanding its Positive Impact: The UniWorld Group

An NMSDC-certified, African-American-owned multicultural advertising agency, the UniWorld Group has been Ford Motor Company's advertising agency of record for African American media for several years. In 2017, it took over Ford's Hispanic media buy.

The UniWorld Group is now responsible for managing the communication and branding for Ford Motor Company in both the African-American and the Hispanic markets.

In this role, UniWorld manages media buying and Ford's presence at experiential events in these growth markets. UniWorld's spend with Ford has increased by **135%, to more than \$100 million**.

UniWorld's spend with Ford increased by





We believe in economic empowerment and equality, and we work hard to live this every day. When it comes to working with Minority Business Enterprises, the team is working hard to continue to increase spend and find more opportunities for MBEs in the years to come."

Kycha ON THE RISE IN 2017



Providing business solutions that match the real and compelling needs of our customers – in staff augmentation, application software and project solutions – Kyyba has been growing in revenue, geography, services and industries year over year for the past nine years.

Kyyba now have two locations in Mexico, giving the company a physical presence in every country throughout North America. We have also expanded into the Commonwealth of Massachusetts, for both staffing and technology solutions.

Our ASG Staffing Division acquisition in late 2016 has allowed Kyyba to acquire 13 new clients, 127 new external resources and six new internal team members. In 2017, Kyyba expanded with three distinctive new companies – Kyyba Innovations, Kyyba Ventures and Kyyba Films – a move that signals not only the company's success but its embrace of the future.

A Dedication to Supplier Diversity

NMSDC-certified minority suppliers as part of Kyyba's core business. The NMSDC network has introduced the company to minority suppliers that have provided goods and services in travel, marketing and supplies, legal and other areas.

A proud, NMSDC-certified MBE itself, Kyyba is committed to using innovative approaches for increasing minority expenditures. We look forward to this continuing as our company continues to grow.

In Partnership with NMSDC

As an NMSDC member for 15 years, Kyyba owes much of its success to NMSDC and its network. We started off as a small supplier for Chrysler, and we are now one of the largest suppliers to what has become Fiat Chrysler America (FCA). In strategy and action, the NMSDC network has been invaluable in helping Kyyba use supplier diversity initiatives to expand its reach into other industries.

At Kyyba, we strongly encourage other MBEs to actively engage with NMSDC and their local affiliates. Attend NMSDC's conferences and meetings. Make the most of the networking opportunities they present. You will increase your growth and brand awareness.

As a global company, Kyyba understands globalization offers many new opportunities, and with those opportunities comes new responsibilities.

A Dedication to Supplier Diversity

"As a global company, Kyyba understands globalization offers many new opportunities, and with those opportunities comes new responsibilities. With that in mind, we work together with our customers, consultants and the Kyyba team to understand and accept diversity and focus on minority supplier development, and we look to partner with those with the same values.

Minority supplier development provides innovative approaches to business, technology, products and the workplace as a whole. Our diversity initiative has improved the quality of our organization's workforce and has been the catalyst for building a better ROI in human capital. Our multicultural, talented and trained employees are key advantages for our success. Our unique approach in understanding and reaching out to the individual needs of people from other cultures has helped us to maintain a high-quality workplace while expanding our service offerings."



Kyyba and the Minority Community

Giving back to the community is key to the way Kyyba does business. We have devised a number of strategic initiatives that focus on partnership with MBEs and their success. Our annual MBE spend was designed to identify and select the MBEs we need who meet our requirements, provide them with exclusive opportunities for success, and support their progress.

At Kyyba, we also stand behind our employees. We are proactive and thorough in assisting our immigrant employees: our dedicated, experienced immigration team is well versed in all visa types. Our employees can count on the immigration support they require by starting the green-card process as soon as Kyyba's team has their H1B visas.

Supporting our employees' visas is crucial to their peace of mind, and it ensures our ability to provide secure, uninterrupted service at our client sites.

To attract and retain a diverse workforce, Kyyba also makes a priority of providing internships and job opportunities to international students. We provide the necessary job training as well as life skills, promoting a better way of life as they adapt to their new surroundings.

INUAL REPORT

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Toyota's founding principles of respect for people and continuous improvement help to guide our vision of improving society by building ever better cars.

If Toyota wants to build the industry's best cars and trucks for the way our customers live, we need to reflect the diversity of our team members, suppliers, dealer partners, customers and the communities we serve."

– Jim Lentz

Chief Executive Officer / President and Chief Operating Officer, Toyota Motor North America, Inc.

\$3 billion in 2017 with more than 150 NMSDC-certified suppliers.

Leading The Charge

Toyota Motor North America is the U.S. sales and manufacturing subsidiary of Toyota Motor Corporation, the world's largest automotive manufacturer.

A member of NMSDC's Billion Dollar Roundtable, Toyota spent over **\$3 billion in 2017 with more than 150 NMSDC-certified suppliers**. Our ongoing record of achievement in minority supplier development reaffirms our core belief that our success in building the best cars and trucks is a reflection of the diversity of our team members, suppliers and business partners. Toyota enjoyed a successful 28th year of Opportunity Exchange, as well as a third year of Power of Exchange, fostering the relationship with the Toyota Tier I network and minority- and women-owned businesses.

With Adient, Toyota completed a Business Module, held in Michigan in 2016-17. Similar to Centers of Excellence, the Business Module allows corporations to strengthen their supplier diversity programs, while also mentoring diverse companies. This Business Module included 13 diverse minorityand women-owned business enterprises and nine corporations, in addition to Toyota and Adient.

Toyota works hard to include diverse businesses in our program, particularly in non-traditional purchasing categories. For example, we have increased our minority-spend target in construction from 10% to 20% for any future projects. We are proud to have achieved 25% at our new headquarters in Plano, TX, as well as our engineering building in Georgetown, KY. Additionally, we achieved 100% minority spend with our new Research & Development Supplier Center and Powertrain buildings in Saline, MI. NETWORK PARTNER: TOYOTA

How Minority Suppliers Benefit Toyota KEY SUPPLIER

At Toyota, our goal is the sustainability of our supply base, ensuring and maintaining it rather than consolidating vendors. We continue to look for strategic ways to manage, strengthen and increase our supply base. That growth and level of commitment remains constant.

We work hard to sustain our supplier relationships, especially with our diverse suppliers. We are open to expanding and diversifying our supply base, with specific goals set to incrementally increase MBE participation with both Tier I and Tier II Suppliers.

Toyota has developed strong mentoring programs, to strengthen this fundamental capability and better enable those suppliers to withstand consolidation by other original equipment manufacturers (OEMs). Toyota and its suppliers use self-assessments to monitor the working relationship and identify potential problems before they occur. Our commitment to these goals has remained unchanged.

To include more diverse suppliers in Tier I and Tier II, TOYOTA includes MBEs in IT consulting and staffing, general staffing, food service, janitorial and other service areas. Toyota is always working to diversify further our supply base beyond production.

We strive to include diverse companies on every bid going out for professional services, by working closely with the Supplier Diversity team. Our Supplier Champions and procurement team have a goal of identifying and extending bid opportunities to diverse suppliers in all areas of professional services. If we cannot find viable MBEs in our online database, we reach out to our NMSDC regional councils. "Great companies are built in the office, with hard work put in by a team."

NETWORK PARTNER: TOYOTA

TOYOTA IN 2017

A Year of Achievement



- Corporation of the Year NMSDC
- Billion Dollar Roundtable NMSDC
- Top 8 NMSDC
- Top 45 NMSDC
- Top 50 Companies for Diversity
 - Diversity, Inc. (10th consecutive year)
- 100% Score: Corporate Equality Index
 - Human Rights Campaign
 (10th consecutive year)
- Corporation of the Year
 - Dallas-Fort Worth Minority
 Supplier Development Council
- Corporation of the Year

 SouthernCalifornia Minority
 Supplier Development Council
- Executive of the Year Michigan Minority
 Supplier Development Council
- Hollis Smith Legacy Award

 Southern California Minority
 Supplier Development Council

VALUE AND IMPACT: MINORITY SUPPLIERS AND TOYOTA

No matter the size or the amount of spend, all Tier I suppliers provide a huge value and impact to Toyota's supply chain. Two special suppliers – **Devon Industrial Group** and **TKTKonnect** – have delivered outstanding results in providing consistent value to Toyota's core business.

Devon Industrial Group (DIG) won two contracts in 2015 to manage Toyota construction projects at our location in Saline, MI. A third project – awarded in 2016 to Ideal Contracting to manage the Powertrain Building Expansion TOYOTA – demonstrates how Toyota's commitment to economic inclusion extends far beyond the Tier 1 level. We have partnered also with our construction management companies in Plano, TX; Georgetown, KY; and York to ensure inclusion at all levels. We have met or exceeded the overall targets in each location.

Toyota's decision in 2016 to centralize our staffing needs with one managed services provider (MSP) led us a diverse supplier, TKTKonnect. The success of this decision is expected to grow TKTKonnect's revenue to more than **\$300 million annually**.



SPECIAL RECOGNITION

NMSDC acknowledges with appreciation the following generous support:

Scholarships for Advanced Management Education Program (AMEP)

Anthem AT&T Automotive Industry Group Baxter International Bayer EBCO, Inc.

Edify Technologies, Inc. Ernst & Young Ford Motor Company Hilton Honda Johnson & Johnson MetLife New York Life Insurance Pfizer Toyota Motor Manufacturing of America U.S. Bank

Scholarships for Minority Business Executive Program (MBEP)

Capital Region MSDC Ford Motor Company NPL Construction Robert Half International Shell Oil Company U.S. Bank

Scholarships for Emerging Young Entrepreneurs (EYE Program)

Adient Ampcus Inc. Citi MetLife Raytheon Company U.S. Postal Service





2017 NMSDC Leadership Awards

Corporate Co-Chairs MetLife Toyota Motor North America

Corporate Plus Member Co-Chair World Wide Technology

MBE Co-Chair Technology Concepts Group International

Reception Sponsor Northrop Grumman Corporation

Media Partner Black Enterprise

Leadership Tables

Bristol-Myers Squibb Company Honda North America Hilton MetLife MUFG Union Bank Pfizer Inc. Toyota Motor North America World Wide Technology

Chairman's Tables

Ampcus Inc ExxonMobil MetLife PepsiCo, Inc. Pinnacle Group Raytheon Company Technology Concepts Group International Thompson Hospitality Toyota Motor North America Wells Fargo & Company World Wide Technology

2017 Meetings, Summits and Seminars

May Board of Directors meeting: MetLife

CPO Summit and Corporate Plus Summit: Citi

Network Leadership Meetings: January: Shell Oil Company July: Google

Program Managers' Seminar

Workbooks: MetLife

2017 NMSDC CONFERENCE

Partners Make The Difference

NMSDC wishes to thank the following corporate members and certified MBEs for their generous support of the 2017 Conference and Business Opportunity Exchange:



New Corporate Plus® Members



The Corporate Plus® program of NMSDC, created to address corporate member requests for assistance in locating minority suppliers with the capacity to fulfill national contracts, offers special designation for NMSDC certified MBEs.

Corporate Plus® members have both succeeded in fulfilling national contracts and demonstrated the capacity to increase their national contracts. They earn Corporate Plus® designation 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.

For 2017, Corporate Plus® membership increased by five. These extraordinary new members, approved by the NMSDC Executive Committee, are:

Logistic Solutions Select Source International (SSI) Spectraforce, Inc Universal Westnet Inc.



Logistic Solutions Inc., founded in 1990, is an established IT solutions and services provider, offering domain rich execution, capability and commitment to client engagements. Their global delivery model, diversified technology services and solutions are built to align with their clients' dynamic goals.

LSI's mission is to provide holistic, high value technology solutions to companies in need, to meet their evolving business challenges.

LSI's vision is to become a preferred partner with fortune 500 companies globally, thereby enabling their businesses grow smarter, stronger and faster.

LSI has over 20 years of experience in providing Quality IT Services, specializing in innovative business for reselling, consulting, retailing and any technology logistics demands. They combine great execution capability and commitment to providing aligned solutions for various technologies.

LSI relies on planning, design, customize and building of each solution, to provide excellent software development to support the goals that your company demands.

Al Limaye President



Select Source International (SSI) is an innovative Staffing firm, and a Human Resources Software developer. We have been supporting the Talent Supply chain of major corporations worldwide since 2000. Our offering includes Contingent and Permanent Placement as well as it includes our Video interviewing and evaluation platform – JOBMA.

We have grown geographically following our client's footprint and their needs. Our global reach extends to all 50 US states and Puerto Rico, Canada, UK, India and Ireland. Several large and medium-sized corporations have found a reliable partner on SSI, and we place a great value on their trust. We successfully provide thousands of contingent workers every year.

Companies such as TAPFIN, and KellyOCG have recognized our performance and partnership by honoring our firm with excellence awards and top supplier status. Our industry focus is in the Life Sciences. Energy and IT verticals. We support our clients in all the categories spectrum, with our specialties being IT, Engineering and Clinical recruiting.

Select Source International strives for improving the hiring process and experience for both jobseekers and hiring companies. Our response to that desire Is our Jobma Platform. Jobma is our proprietary, leading edge, video job interviewing platform with advanced, high tech features allowing hiring companies to save time, money and hassles inherent in the traditional, outdated, hiring process.

Jobma also enables the jobseeker to obtain an advantage over the competition by showcasing their soft skills in an introductory video that is branded to their name and that offers high quality and share-ability. The video introduction can integrate seamlessly with the hiring company systems.

The platform also offers resume-sharing, and integrated candidate evaluation which allows for a collaborative and faster decision-making process, as well as it allows Applicant Tracking Systems integration capabilities.



Spectraforce is a leading global services firm that provides a portfolio of consulting, staffing and outsourcing services and solutions to a broad range of clients and industries worldwide. Headquartered in Raleigh, NC, USA, they have offshore global delivery centers in Pune, Chandigarh and Hyderabad, India.

Spectraforce offers a powerful suite of consulting and outsourcing solutions in Information Technology, Clinical, Technical, Pharmaceutical and Engineering domains; enabling companies to focus on their core competencies, while they handle the integral details of building infrastructure. The result is guaranteed quality delivery with major cost savings.

Spectraforce provides full-service staffing solutions for large fortune clients in Scientific, Clinical Research, Engineering and Financial Services to Information Technology, which includes legacy, current and emerging technologies, data warehousing, ERP, CRM, e-Commerce, enterprise application integration, conversions and interfaces and n-tiered web-enabled applications.

Spectraforce offers global staff augmentation solutions to recruit in North America, Europe and Asia. This allows their clients to deal with a single company with central governance for all of their needs whether they are completely local or multinational. Spectraforce's unique model works much like a local company with a global outreach. Our recruitment engine fulfills needs in arenas such as IT, Engineering, Clinical and Scientific staffing.

With delivery centers in both the U.S. and India, Spectraforce can offer a unique service to build effective virtual teams that combine onsite and offshore development services through our cost-effective, on-demand service delivery model.





Universal is a global, custom designer and manufacturer of semi- permanent and permanent merchandising displays and retail environment solutions. With over 50 years experience, Universal's capabilities combine creative and engineered designs with full-service manufacturing and distribution facilities. Our process delivers well-tested, captivating solutions, which drive measurable results for iconic brands worldwide. We partner with our customers to design unique, innovative merchandising solutions that build brand awareness, attract shoppers' attention and deliver winning results at retail.

Universal was founded in 1962 and is headquartered in Lewisville, Texas. They are100% privately owned and employee 300+ globally with more than 883,000 ft2 of global manufacturing and distribution capacity in the US, Greater China Area & Mexico

Chief Officers: Francisco De Jesus - President & CEO Joe Battaglia - Executive Vice President Shawn Kerns – Vice President Luis Barbero – Vice President





Westnet Inc. is a distributor of medical/surgical supplies and equipment, life science products, and industrial paper. Distribution facilities are located in Canton, Massachusetts and Baltimore, Maryland. Other locations include Delaware and Boston Massachusetts, where we provide inventory management services for Dow/Dupont and Merck.

The company was established in 1994 as a regional distributor that specialized in "wrapping their arms" around the customer.

Westnet operates according to the highest standards. Our manufacturers must uphold the same level of integrity and maintain our commitment to providing quality and innovative products to our customers.

Westnet believes that a diverse environment will bring different perspectives to our business and help us better understand our customers and thus enrich the partnerships. Our expectations are that our suppliers embrace this operating philosophy. Westnet team members are committed to build on these partnerships. We feel diversity can only enhance our partnerships, as they, and we, each bring different views to the table. This model continues to build upon a more harmonious and productive environment for Westnet as well as their customers and suppliers.

Some of our earliest customer partnerships were developed with Partners Healthcare and Harvard institutions. These relationships grew, leading to Westnet becoming a prime vendor within our prestigious customer base, including but not limited to: Dana Farber Cancer Institute, Dartmouth College, Harvard University and Medical School, Howard University, Johns Hopkins University, University Maryland, Massachusetts Institute of Technology, Merck, National Institute of Health, University of Massachusetts, Tufts University, USDA, Whitehead Institute and many other academic, biotech and government institutions. Westnet takes pride in delivering everything that we sell to all communities. The delivery is customized based on the needs of the customer. Westnet has the capability to deliver inside for an acute/non-acute facility, or directly to the desktop for the research community. We work with customers to identify the most efficient way for them to receive product.

Westnet can work with you to create an inventory management system by establishing par levels. Usage analysis reports can be provided on a monthly, quarterly or annual basis. This system/report can simplify the ordering process and work to minimize inventory levels.

Community Impact - Westnet continues to have a very positive impact on the communities that we are a part of, creating jobs, sponsoring events, utilization of other MBEs as a part of strategic sourcing process and providing internships for students.

In 2017 Westnet proposed to partner with Johns Hopkins University (JHU) in the creation of a STEM program for students in the Baltimore public school system, resulting in ten students receiving internships at JHU. We hope to continue and expand on this very important and impactful program.



CORPORATE PLUS® MEMBERS

Acro Service Corporation ACT 1 Group AEL Span, LLC Aldelano Packaging Corporation All American Meats, Inc. Alliance of Professionals and Consultants, Inc. Altimetrik Corporation Aquent LLC Artech Information Systems, LLC B & S Electric Supply Co, Inc. Baldwin Richardson Foods Co. Best Upon Request Corporate, Inc Blackstone Consulting, Inc. Campos EPC, LLC CB Tech ChemicoMays, Inc. Collabera, Inc. **Colonial Press International** CSA Architects and Engineers LLP D.W. Morgan Company, Inc. Diversant, LLC EWIE Company, Inc.

Faison Office Products, Inc. FCI Management Consultants Goodman Networks, Inc. Group O, Inc. **Guy Brown Products** Harris & Ford, LLC Heritage Vision Plans, Inc. Hightowers Petroleum Co. HireGenics, Inc. Hooven-Dayton Corp. Ideal Electrical Supply Corp. Image Projections West, Inc. Infinite Computer Solutions, Inc Integrated Systems Analysts, Inc Kem Krest Corporation LaCosta Facility Support Service Liberty Power Corporation Logistic Solutions Lopez Negrete Communications MarkMaster, Inc. MasTec, Inc. Mays Chemical Company, Inc.



Mentor Technical Group MPS Group, Inc. MW Logistics, LLC **Omar Medical Supplies** Ongweoweh Corporation Pacific Rim Capital, Inc. PC Specialists Inc. Dba Technology Integration Group (TIG) Perfect Output, LLC Prystup Packaging Products PS Energy Group Inc. Pyramid Consulting Inc. **RCF** Group Republica, LLC Rose International, Inc. Rush Trucking Corporation SBM Sites Services, LLC SDI International Select Source International SHI International Corp. South Coast Paper, LLC Southern Fasteners & Supply Inc.

Spectraforce Summit Container Corporation Superior Maintenance Company Taylor Bros. Construction Compan Telamon Corporation Telcobuy.com Total Technical Services, Inc., nowka, The Panther Group Trillion Communications Corp. Tronex International Universal Displays and Fixtures Co Urban One, Inc. *(formerly 'Radio One, Inc.') VDART Inc. Vision Information Technologies, VXI Global Solutions Inc. Westnet, Inc Williams Capital Group, L.P., Th World Pac Paper, LLC World Wide Technology, Inc. Zones, Inc.

AFFILIATE COUNCILS

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

Capital Region Minority Supplier Development Council

Serving the District of Columbia, Maryland and Northern Virginia Sharon Pinder President/CEO 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 Dominique Simpson Milton President/CEO 9115 Harris Corners Parkway Suite 440 Charlotte, NC 28269 (704) 549-1000 dominique.milton@cvmsdc.org

Chicago Minority Supplier Development Council

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

Dallas/Fort Worth Minority Supplier Development Council

Serving Metro Dallas - Fort Worth 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 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

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

Georgia Minority Supplier Development Council

Serving Georgia 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 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 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 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 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 Terrence Clark President/CEO 65 West 36th Street, Suite 702 New York, NY 10018 (212) 502-5663 tclark@nynjmsdc.org

AFFILIATE COUNCILS

North Central Minority Supplier Development Council

Serving Minnesota, Wisconsin, Iowa, No. Dakota, and So. Dakota Heather Olson Interm President 111 3rd Avenue South, Suite 240 Minneapolis, MN 55401 (612) 465-8881 holson@northcentralmsdc.net

Northwest Mountain Minority Supplier Development Council

Serving Washington, Alaska, Oregon, Montana, Wyoming, Idaho, and Utah Fernando Martinez President/CEO 545 Andover Park West Building 1, Suite 109 Tukwila, WA 98188 (253) 243-6959 fmartinez@nwmtnmsdc.org

Ohio Minority Supplier

Development Council Serving Ohio Jacqueline Neal President 100 East Broad Street Suite 2460 Columbus, OH 43215 (614) 225-1565 jneal@ohiomsdc.org

Pacific Southwest Minority

Supplier Development Council Serving Arizona & Metro San Diego Rainey Alben President/CEO 8655 East Via de Ventura Scottsdale, AZ 85258 (602) 495-9950 ralben@pswmsdc.org

Puerto Rico Minority Supplier Development Council

Serving Puerto Rico & U.S. Virgin Islands 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 Alvin-O Williams Interim President 400 Poydras Street, #1960 New Orleans, LA 70130 (504) 293-0400 awilliams@srmsdc.org

Southwest Minority Supplier Development Council

Serving New Mexico, Oklahoma and Southwestern Texas Karen Box President/CEO 912 Highway183 South Suite 101 Austin, TX 78741 (512) 386-8766 karen@smsdc.org

TriState Minority Supplier Development Council

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

"A small body of determined spirits fired by an unquenchable faith in their mission can alter the course of history."

- MAHATMA GANDHI



AARP Abbott Laboratories, Inc. AbbVie Abercrombie & Fitch Co. Abt Associates Inc. Accenture Adecco USA, Inc. Adient ADP, LLC Aetna, Inc. AFLAC US Airbus Americas, Inc. Aisin World Corporation Akebono Brake Corporation Alkermes, Inc. Allergan Sales, LLC Allstate Alstom Transportation, Inc Altria Client Services, Inc. Amdocs Inc. American Airlines, Inc. American Express Company American Red Cross Amgen Inc. AMN Healthcare Inc. AMTRAK Anschutz Entertainment Group Ansco & Associates, LLC Anthem, Inc. Aon Services Corporation Apple, Inc. ARAMARK Corporation ARCADIS U.S., Inc. ArcelorMittal USA Inc. Archer Daniels Midland Company AREVA, Inc. ARRIS Group, Inc. Associated Banc-Corp AstraZeneca Pharmaceuticals LP AT&T The Auto Club Group Autoliv Inc.

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Capgemini USA Capital One Cardinal Health, Inc. Cargill, Inc. CarMax, Inc. Caterpillar Inc. Catholic Health Initiatives CBRE Group, Inc. CBS Corporation CDK Global, Inc. CDW Corporation CenterPoint Energy, Inc. Change Healthcare Charter Communications CHEP International, Inc. Chevron Services Company Ciena Corporation CIGNA **Cintas Corporation** Cisco Systems, Inc. CITGO Petroleum Corporation Citigroup Inc. Citizen Bank CLEAResult Consulting, Inc. The Clorox Company CNA Financial Corporation Coca-Cola Company The Colgate-Palmolive Company Comcast NBCUniversal Comerica Bank Communications Test Design, Inc. Compass Group, North America Division Computer Task Group, Inc. Conduent, Inc. ConocoPhillips Construction Specialties, Inc Continental AG Corizon Health, Inc. Corning Cable Systems Covestro LLC Cox Enterprises, Inc. Cracker Barrel Old Country

Store, Inc. Credit Suisse CSX Transportation Inc. Cummins Inc. CVS Health Darden Restaurants, Inc. Dawn Food Products, Inc. DDB US **Dell Technologies** Deloitte Services LP Delphi Automotive, PLC Delta Air Lines, Inc. Delta Dental Insurance Company Denny's Corporation DENSO International America, Inc. Diageo North America, Inc. Dow Chemical Company Dresser-Rand DTE Energy Company Duke Energy Duke Realty The Dun & Bradstreet Corporation DuPont Eaton Corporation Fcolab. Inc. Education Networks of America Eli Lilly and Company Elior North America **EMCOR Government Services** Entergy Corporation Enterprise Holdings EQT Corporation Ericsson, Inc. Ernst & Young LLP Essendant Co. Exelon Corporation Exide Technologies, Inc. Express Scripts Exxon Mobil Facebook, Inc. Fannie Mae Farmers Insurance Group, Inc. Fastenal Company

Federal Home Loan Bank of Chicago Federal Home Loan Bank of Des Moines Federal Reserve System FedEx Corporation Fiat Chrysler Automobiles Fifth Third Bancorp Firmenich, Inc. First Advantage Corporation First Data Corporation Fiserv, Inc. Fluor Corporation Ford Motor Company Fox News Network, LLC Freddie Mac GCA Services Group Inc. Genentech, Inc. General Mills, Inc. General Motors Company, LLC GlaxoSmithKline Global Experience Specialists, Inc. **GM** Financial Goodyear Tire & Rubber Company Google, Inc. Haartz Corporation The Hallmark Cards, Inc. Halyard Health, Inc. Harley-Davidson Motor Company Harman International Industries Health Care Service Corporation HealthTrust Purchasing Group Henkel of America, Inc. Henkels & McCoy Group, Inc. Herman Miller, Inc. Hertz Corporation The Hewlett-Packard Enterprise Hilton Worldwide The Home Depot, Inc. Honda of America MFG. Houghton Mifflin Harcourt HP Inc. Humana, Inc. Huntington National Bank Hyatt Corporation

Hyundai Motor Manufacturing Alabama, LLC Iberdrola USA **IBM** Corporation Indiana University Infinera Corporation Ingersoll Rand Company Intel Corporation Interface Inc. International Monetary Fund International Paper Company Interpublic Group of Companies, Inc., The J.C. Penney Company, Inc. Jacobs Engineering Group Inc. IE Dunn Construction JM Family Enterprises, Inc. Johnson & Johnson Johnson Controls, Inc. Jones Lang LaSalle, Inc. JPMorgan Chase & Co. Kaiser Foundation Health Plan, Inc. Kellogg Company Kelly Services, Inc. KeyBank National Association Kimberly-Clark Corporation **KPMG LLP** The Kroger Company L Brands Las Vegas Sands Corporation Lear Corporation Leggett & Platt Incorporated Lend Lease Americas Lenovo (United States) Inc. Liberty Mutual Insurance Loram Maintenance of Way, Inc. L'Oreal USA Lowe's Companies, Inc. Macy's MAHLE Behr USA, Inc. Major League Baseball Mallinckrodt Pharmaceuticals ManpowerGroup



Marathon Petroleum Corporation LP Marsh & McLennan Companies Inc. McCain Foods USA, Inc. McCormick & Company, Inc. McGraw-Hill Education McGuireWoods LLP Medtronic, Inc. Memorial Sloan-Kettering **Cancer** Center Merck & Co., Inc. Meridian Medical Technologies, Inc. Messer Construction Company MetLife, Inc. MGM Resorts International Michelin North America, Inc. Microsoft Corporation Mine Safety Appliances Company MolsonCoors Mondelēz International, Inc. Monsanto Company Morgan Stanley Motion Industries, Inc. Motorola Solutions, Inc. MUFG Union Bank, N.A. National Basketball Association (NBA) National Grid USA Nationwide Insurance Nestlé USA, Inc. New York Life Insurance Company The Nielsen Company Nike, Inc. NiSource Inc. Nissan North America, Inc. Nokia Nordstrom, Inc. Northern Trust Company Northrop Grumman Corporation Novartis Pharmaceuticals Corporation NPL Construction Co. NRG Energy, Inc.

O.C. Tanner Company Oakwood Home Services Office Depot, Inc. Omnicom Media Group Inc. On X **Enterprise Solutions Oracle Corporation** Ortho-Clinical Diagnostics **Owens & Minor** Pacific Gas and Electric Company PCM, Inc Penske Truck Leasing Co., L.P. Pepco Holdings, Inc. PepsiCo, Inc. PerfectVision Manufacturing, Inc. Pfizer, Inc. PGA of America Phillips 66 Pitney Bowes Inc. The PNC Financial Services Group Poettker Construction Company PowerTeam Services, LLC Praxair, Inc. Premier, Inc. PricewaterhouseCoopers LLP Principal Financial Group Procter & Gamble Prudential Financial PSC Industrial Outsourcing LP **Publicis Healthcare** Quad/Graphics, Inc. Quest Diagnostics Inc. **R&R** Partners R.J. Reynolds Tobacco Company R.R. Donnelley & Sons Company Randstad USA **Raytheon Company Realogy Corporation Regions Financial Corporation RELX Group** Resource Group, LLC An Ascension Subsidy Robert Half International, Inc. **Rockwell Automation**

Ross Stores, Inc. Ryder System, Inc. S&P Global, Inc. Saatchi & Saatchi Sallie Mae Bank SAP SE SAS Institute Inc. Savannah River Nuclear Solutions LLC Schneider Electric USA, Inc. Scientific Games Corporation Scripps Networks Interactive, Inc. Securitas Security Services USA, Inc. Sedgwick Claims Management Services, Inc. Shell Oil Company Shire Skanska USA Building Snap-on Incorporated Sodexo, Inc. Sonoco Products Company Sony Pictures Entertainment Southern Company Gas Staff Management Standard Insurance Company Staples Inc. Starbucks Corporation Starwood Hotels & Resorts Worldwide, Inc. State Farm Insurance State Street Corporation Steelcase Inc. Stryker Corporation Sunbelt Rentals, Inc. SunTrust Banks, Inc. SUPERVALU, Inc. Synovus Financial Corp. Target Corporation Tata America International Corporation TD Bank Group Tenneco Inc. **Terex** Corporation

Teva Pharmaceuticals Thermo Fisher Scientific Inc. TIAA-CREF Time Warner Inc. Title Source, Inc. The TJX Companies, Inc. T-Mobile USA, Inc. Toyota Motor North America Trans Canada Corporation **Turner Construction Company** Tyco International Tyson Foods, Inc. U.S. Bank U.S. Cellular UAW Retiree Medical Benefit Trust Unilever Union Pacific Railroad United Airlines, Inc. United Parcel Service, Inc. United Services Automobile Association (USAA) United States Postal Service United States Tennis Association UnitedHealth Group Inc. University of Pittsburgh Medical Center Univision Communications Inc. Unum Group **US Steel Corporation** USM Valeant Pharmaceuticals International Valvoline LLC Veolia North America Operating Services, LLC Veritas Technologies LLC Verizon Communications, Inc. Vision Service Plan Visteon Corporation Vistra Energy Vizient Volkswagen Group of America, Inc. Volvo Trucks North America, Inc. Voya Financial

VWR International, LLC W.W. Grainger, Inc. Walgreen Co. Walmart, Inc. The Walt Disney Company Washington Gas Light Company Waste Management, Inc. Wells Fargo & Company Westinghouse Electric Company WestRock Wieden + Kennedy, Inc. Willis Towers Watson Wisconsin Energy Corporation /We Energies Wyndham Worldwide Corporation Yanfeng Global Automotive Interiors Yazaki North America, Inc. Yum! Brands, Inc.

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Vice Chairman

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Shelly Brown Diversity Solutions Leader Aon Services Corporation

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

Katheryn Burchett SVP, Visual Environment & Business Development JCPenney

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

Dan Carrell VP, Global Procurement IBM Corporation

Gabe Castro Vice President of Business TXU Energy Bob Currey Managing Director-Operations Supply Chain Delta Air Lines Inc.

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

Tiffany Eubanks-Saunders Global Support Services Executive Bank of America

Pauline Gebon Global Head of Supplier Diversity MetLife Inc.

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

Stephen L. Hightower President and CEO Hightowers Petroleum Co.

Michael Hoffman Vice President - Global Procurement Pfizer Inc.

Jim Holloway General Manager Toyota Motor North America

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



"If your actions inspire others to dream more, learn more do more and become more, you are a leader." - јонк quincy адамs "Do not go where the path may lead; go instead where there is no path and leave a trail."

- RALPH WALDO EMERSON

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

Sidney Johnson Senior Vice President, Supply Chain Management APTIV

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

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

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

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

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

Ruby McCleary Director Supplier Diversity United Airlines, Inc.

David McMurray North American Chief Procurement Officer Kellogg Company

Carolyn E. Mosby President and CEO Mid-States MSDC

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

Robert W. Noel Global Procurement ExxonMobil Global Services Company Brad Pomerleau Vice President, Indirect Spend and Procurement Center of Excellence Target Corporation

Terri Quinton Chief Executive Officer Q2 Marketing Group

Jeni Rajbhandari Head of Services & Indirect Procurement, NAM Nokia

Roderick K. Rickman Chairman and CEO Rickman Enterprise Group LLC

Michelle Sourie Robinson President and CEO Michigan MSDC

Frank Sanders Vice President, Corporate Strategic Procurement Intel Corporation

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

Peter Stoynoff Chief Procurement Officer Monsanto

Teresa Tanner Executive Vice President Chief Administrative Officer Fifth Third Bank

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



INDEPENDENT AUDITOR'S REPORT

Board of Directors National Minority Supplier Development Council, Inc.

Report on the Financial Statements

We have audited the accompanying financial statements of National Minority Supplier Development Council, Inc. (the Council), which comprise the statement of financial position as of December 31, 2017, 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.

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of National Minority Supplier Development Council, Inc. as of December 31, 2017, 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, 2016 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated June 14, 2017. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2017 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

May 17, 2018

NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL, INC. Statements of Financial Position As of December 31, 2017 and 2016

December 31. 2017 2016 ASSETS Current assets 1,204,264 Cash and cash equivalents \$ \$ 964,083 Short-term investments 3,115,128 Accounts receivable, net 1,139,550 1,223,252 Prepaid expenses 119,305 132,972 Total current assets 5,578,247 2,320,307 Cash - collateral 169,161 169,128 Long-term investments 4,902,297 7,958,349 Furniture, fixtures, equipment and leasehold improvements, net 761,626 1,027,550 Security deposits 860 Total assets \$ 11,411,331 \$ 11,476,194 LIABILITIES AND NET ASSETS Current liabilities Accounts payable and accrued expenses \$ 625,468 \$ 859,661 Due to regional councils 1,200,533 1,351,802 Deferred revenue 1,886,945 1,803,550 Total current liabilities 3,712,946 4,015,013 Deferred compensation 438,396 374,071 Deferred rent credits 169,953 219,325 **Total liabilities** 4,321,295 4,608,409 Commitment and contingencies Net assets Unrestricted Board-designated 1,367,286 1,324,550 Unrestricted 5,617,750 5,438,235 Temporarily restricted 5,000 5,000 100,000 Permanently restricted 100,000 7,090,036 Total net assets 6,867,785 Total liabilities and net assets \$ 11,411,331 \$ 11,476,194

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NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL, INC. Statement of Activities For the Year Ended December 31, 2017

(With Summarized and Comparative Totals for 2016)

| | | Temporarily Permanent | | Total | |
|--|--------------|-----------------------|------------------|--------------|--------------|
| | Unrestricted | Restricted | Restricted | 2017 | 2016 |
| REVENUE | | | | | |
| Special event | \$ 933,500 | \$- | \$ - | \$ 933,500 | \$ 957,700 |
| Less: Direct benefit to donor costs | 214,600 | φ - | φ - - | 214,600 | 217,200 |
| | | | | | |
| Not a sector sector for the sector | 718,900 | - | - | 718,900 | 740,500 |
| Membership dues Seminar registration, trade show, | 8,983,542 | 3. 1 | | 8,983,542 | 9,254,750 |
| and meeting fees | 3,900,158 | 11,600 | | 3,911,758 | 4,087,351 |
| Contributions | 2,208,121 | 220,350 | _ | 2,428,471 | 1,929,208 |
| In-kind contributions | 2,200,121 | 220,330 | - | 2,420,471 | 31,682 |
| Investment income | 117,871 | - | | 117,871 | 108,117 |
| Other income | 212,762 | 380,894 | 24 <u>-</u> 2 | 593,656 | 1,069,516 |
| Net assets released from restrictions | 212,102 | 000,001 | | 000,000 | 1,000,010 |
| Purpose restrictions satisfied | 612,844 | (612,844) | | | |
| Total revenue | 16,775,989 | - | - | 16,775,989 | 17,221,124 |
| EXPENSES | | | | | |
| Program services | | | | | |
| Field operations | 7,292,373 | - | <u>_</u> 2 | 7,292,373 | 7,693,379 |
| Member services | 1,144,695 | - | - | 1,144,695 | 1,116,388 |
| Annual conference | 2,819,180 | 8 70 | | 2,819,180 | 2,979,766 |
| Business opportunity exchange | 421,320 | - | - | 421,320 | 677,693 |
| Programs and enterprise learning | 832,849 | - | - | 832,849 | 913,580 |
| Other program services | 245,894 | | - | 245,894 | 248,440 |
| Total program services | 12,756,311 | <u> </u> | <u> </u> | 12,756,311 | 13,629,246 |
| Supporting services | | | | | |
| General administration | 3,221,289 | - | - | 3,221,289 | 3,450,462 |
| Fund development | 576,138 | | | 576,138 | 602,041 |
| Total supporting services | 3,797,427 | - | 2 | 3,797,427 | 4,052,503 |
| Total expenses | 16,553,738 | | - | 16,553,738 | 17,681,749 |
| Change in net assets | 222,251 | 121 | 2 | 222,251 | (460,625) |
| Net assets, beginning of year | 6,762,785 | 5,000 | 100,000 | 6,867,785 | 7,328,410 |
| Net assets, end of year | \$ 6,985,036 | \$ 5,000 | \$ 100,000 | \$ 7,090,036 | \$ 6,867,785 |

NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL, INC.

Statements of Cash Flows

For the Years Ended December 31, 2017 and 2016

| | Y | Years Ended December 31, | | |
|---|----|--|----|---|
| | | 2017 | | 2016 |
| CASH FLOWS FROM OPERATING ACTIVITIES Change in net assets Adjustments to reconcile changes in net assets to net cash provided by operating activities | \$ | 222,251 | \$ | (460,625) |
| Depreciation and amortization Amortization of deferred rent credits Unrealized depreciation on investments <i>Change in assets/liabilities</i> | | 474,093 (49,372) 124,232 | | 645,272 (49,372) 102,755 |
| Decrease (increase) in accounts receivable, net Decrease (increase) in prepaid expenses (Decrease) increase in accounts payable and | | 83,702 13,667 | | (361,358) (13,898) |
| accrued expenses (Decrease) increase in due to regional councils Increase (decrease) in deferred revenue Increase in deferred compensation | | (234,193) (151,269) 83,395 64,325 | | 264,681 122,377 (212,225) 51,085 |
| Net cash provided by operating activities | | 630,831 | | 88,692 |
| CASH FLOWS FROM INVESTING ACTIVITIES Purchase of investments Proceeds from maturity/sale of investments Purchases of furniture, fixtures, and equipment, and leasehold improvements | | (371,691) 188,349 (208,168) | | (1,457,004) 312,124 (165,268) |
| Security deposits refund Net cash used in investing activities | | 860 (390,650) | | - (1,310,148) |
| Net increase (decrease) in cash and cash equivalents | | 240,181 | | (1,221,456) |
| Cash and cash equivalents, beginning of year | | 964,083 | | 2,185,539 |
| Cash and cash equivalents, end of year | \$ | 1,204,264 | \$ | 964,083 |

NMSD



1359 Broadway, Tenth Floor NY, NY 10018 O: (212) 944-2430 NMSDC.org

"Power isn't control at all—power is strength, and giving that strength to others. A leader isn't someone who forces others to make him stronger; a leader is someone willing to give his strength to others that they may have the strength to stand on their own." - Beth Revis