



annual report

2016

Investing In
The Future



"Ultimately, leadership is not about glorious crowning acts. It's about keeping your team focused on a goal and motivated to do their best to achieve it, especially when the stakes are high and the consequences really matter.

It is about laying the groundwork for others' success, and then standing back and letting them shine." - Chris Hadfield

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DELIVERING PROGRESS

We must re-energize our efforts to act inclusively, embracing diversity in business and employment opportunities, and to affect substantial transformation in corporate America, encouraging leaders to recognize that all Americans strive to make America great, adding value to the people, businesses and industries we serve.



LOOKING INTO THE FUTURE

www.NMSDC.org

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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 affiliates work hard to connect the dots between the minority businesses and the corporate members. As we celebrate our 45th anniversary, we are engaging our network in new conversations about how we can best serve members and MBEs.

We have engaged the network in developing strategies to identify new services and programs that meet the needs of the marketplace today. We must continue learning and growing. 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.

Media coverage and the reach of our social media efforts achieved new levels in 2016. We have garnered double- and triple-digit percentage increases in social media performance across all platforms, with tens of millions of impressions and viewership – and corresponding growth in ad value as well.

We again fortified our alliance with the U.S. Commerce Department's Minority Business Development Agency. At the annual Conference and Business Opportunity Exchange in Chicago, NMSDC and MBDA cooperated a second time to kick off the nation's yearly Minority Enterprise Development Week, with remarks by MBDA National Director Alejandra Castillo and Illinois Governor Bruce Rauner, plus a keynote address by Commerce Secretary Penny Pritzker.

As we celebrate our accomplishments and successes, we realize that there are doors left to be opened.

We must re-energize our efforts to act inclusively, embracing diversity in business and employment opportunities, and to affect substantial transformation in corporate America, encouraging leaders to recognize that all Americans strive to make America great, adding value to the people, businesses and industries we serve.

Regards,

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

A high-angle photograph of a modern office lobby. In the center, a long, white, L-shaped reception desk sits on a grey stone base. A woman in a blue top is behind the desk, while a woman in a white top and a man in a light blue shirt and dark trousers stand at the counter. In the foreground, three people are standing and talking: a man with a large black backpack, a woman in a purple top, and a man in a white shirt with a black bag. To the right, a man in a white shirt sits on a curved green sofa, looking at a tablet. The floor is a light grey polished concrete, and the walls are white with some yellow accents.

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 1,750. Among them are America's top companies – publicly, privately and internationally owned – as well as universities, hospitals and other institutions with supply-chain needs.

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

NMSDC ensures that standard in four essential steps:

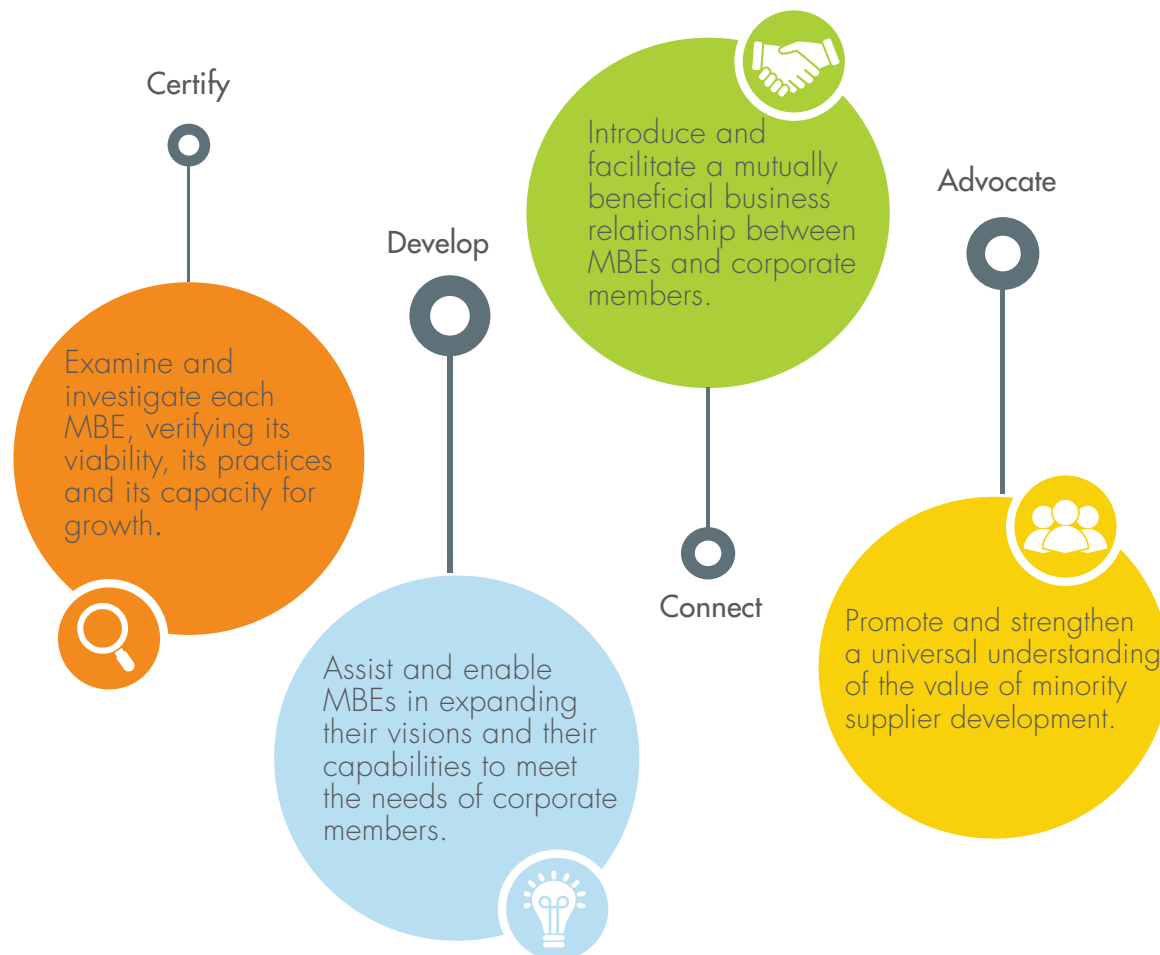
- ▶ **Certify**
- ▶ **Develop**
- ▶ **Connect**
- ▶ **Advocate**

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.

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

3.3M

GROWTH RATE

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

\$400

BILLION

ANNUALLY

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

1,750

CORPORATE MEMBERS

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

11,978

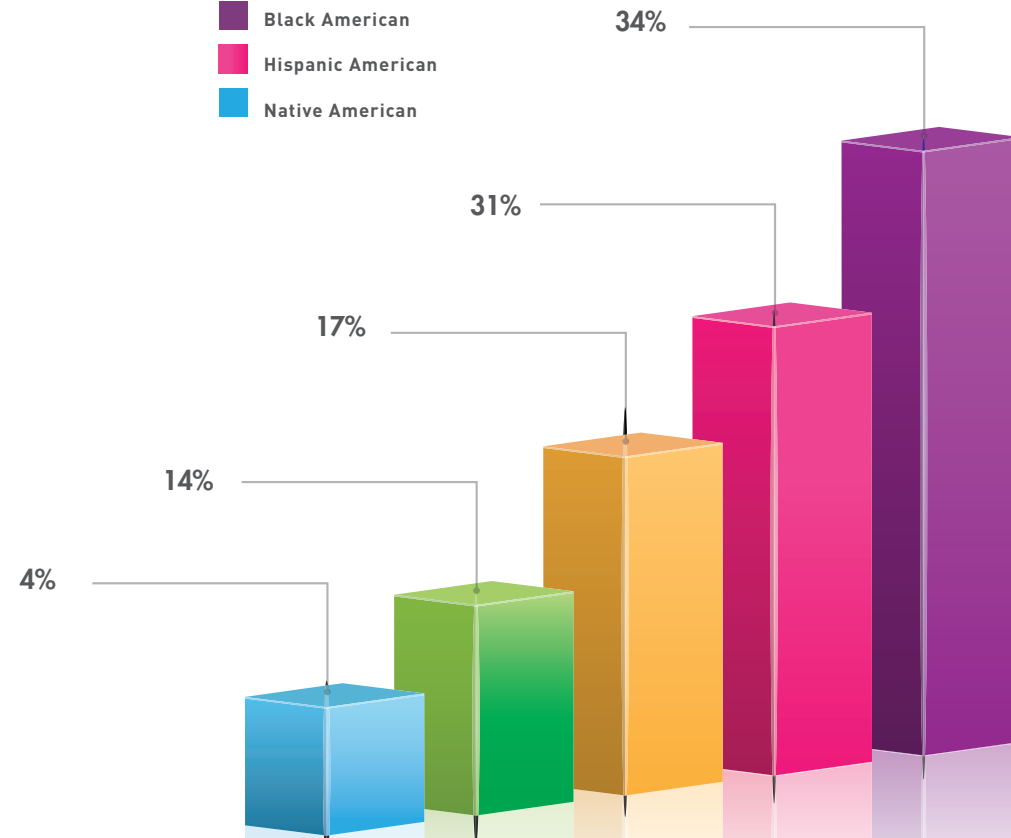
CERTIFIED MBES

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

MBE ETHNICITY

Thirty-four percent of certified MBEs are Black American; the next largest group represented is Hispanic American, at **31%**. A total of **17%** and **14%**, respectively, of certified MBEs are Asian Indian American and Asian Pacific American. Of the four primary ethnic groups represented, **4%** of the total number of certified MBEs is Native American.

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





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

NMSDC MBEs have a total economic impact of over **\$400 billion dollars** in output that results in the creation of and/or preservation of more than **2.2 million jobs** held by persons who find themselves either directly or indirectly employed by NMSDC-certified MBEs.

MBE GENDER

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

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

Annual Sales of Certified MBEs



20
OVER
\$1BILLION



01

CLASS 1: 4,178

Annual sales less than \$1 Million



02

CLASS 2: 4,288

Annual sales between \$1-\$10 Million



03

CLASS 3: 1,689

Annual sales between \$10-\$50 Million



04

CLASS 4: 576

Annual sales greater than \$50 Million



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



11,978

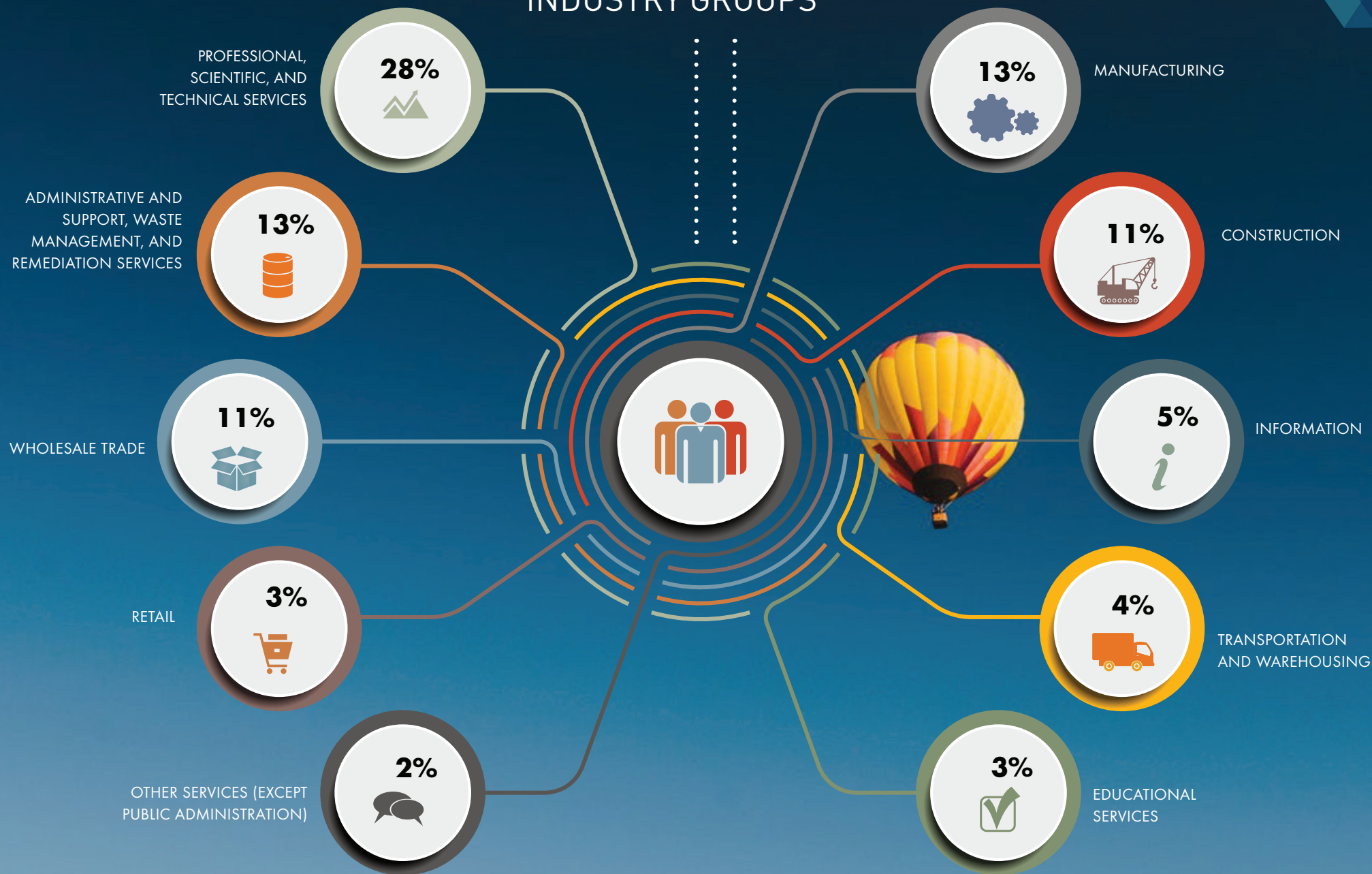
NMSDC certified MBEs disbursed over
\$53 BILLION in salary, wages and benefits.



\$379 MILLION

Daily labor income

TOP 10 INDUSTRY GROUPS



2016

HIGHLIGHTS

SUCCESS

Success is the result of perfection,
hard work, learning from failure,
loyalty, and persistence.

- Colin Powell

PROGRAMS

Education continues to be NMSDC's most effective tool, both in the development of our corporate members and MBEs and creating awareness of the importance of supplier diversity.

Throughout 2016, in conjunction with our corporate members, MBEs, program committee and Government agencies, we offer dynamic programs, workshops, forums and webinars to meet the development needs of our corporate members and MBEs.

In 2016, NMSDC Enterprise Learning Solutions offered 12 programs throughout the year, 22 workshops at the 2016 NMSDC Conference, six webinars, and other learning opportunities. We have trained approximately 3,724 participants.

Our programs and workshops received great reviews and feedback from our participants. Here are highlights of some of our programs and forums:



12
PROGRAMS

22
WORKSHOPS

6
WEBINARS

3,724
TRAINED

Centers of Excellence

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



STRENGTHENING CORPORATE SUPPLIER DIVERSITY PROCESSES

The Centers of Excellence (COE) are regional business modules designed to strengthen corporate supplier diversity processes and to help minority businesses compete in a global environment. Corporate participants have the opportunity to nominate MBEs in their region to participate in these modules and be an integral part of their growth.



Ohio MSDC

In November 2016, OMSDC graduated its third module of participants for NMSDC's Centers of Excellence Program. This year, the module was co-led by Cardinal Health and Macy's Inc.

In a verbal survey at the closing COE meeting, one participating MBE stated "I've broadened my appreciation and understanding of every participating company and representative. As such, I became an advocate for every fellow participant MBE."

Truly, the relationships built here will have a lasting business impact. In addition to the many sentiments expressed throughout the module, the results of the Corporate and MBE assessments are a testament to the benefits of participating in COE.

At the beginning of the program, Corporations and MBEs took an initial assessment, scoring very well and beginning on a high note. When the module ended, the participants retook the assessments to gauge overall improvement. The MBEs raised their assessment scores by 4.4% to average 3.1 out of 5 points.

The Corporate assessment on NMSDC best practices showed a 2% increase to 3.79 points out of 5.



Ohio MSDC

While there is no guarantee of contracts in the COE, the group was able to report that there were 11 contracts awarded valued at \$1.5 million, and more than \$1.7 million in total was exchanged between Corporations and MBEs on current and new business relationships during the module timeframe Participants were:

Corporations

- Cardinal Health (Co-leader)
- Honda North America
- The Kroger Company
- Nationwide Insurance
- Macy's, Inc.
- The Procter & Gamble Company
- Toyota
- Taylor Communications

MBEs

- Coalescence
- Net Pac International
- Autoelectros
- ABEL Building Systems
- COG, LLC (a Che International Company)
- UNICON International, led by Jane Lee
- Moore Air, formerly known as BMES, Inc.
- Parks OV Electric
- Atmos360
- Easley Blessed Photography

Tri-State MSDC

The Tri-State MSDC Centers of Excellence (COE) Program was unveiled as part of the TriState MSDC's Marketplace of Opportunities in August 2016.

COE Tri-State cohort is a mentor-protégé program designed to enhance corporate minority supplier development through knowledge sharing, benchmarking and the implementation of NMSDC's 'best practices.'

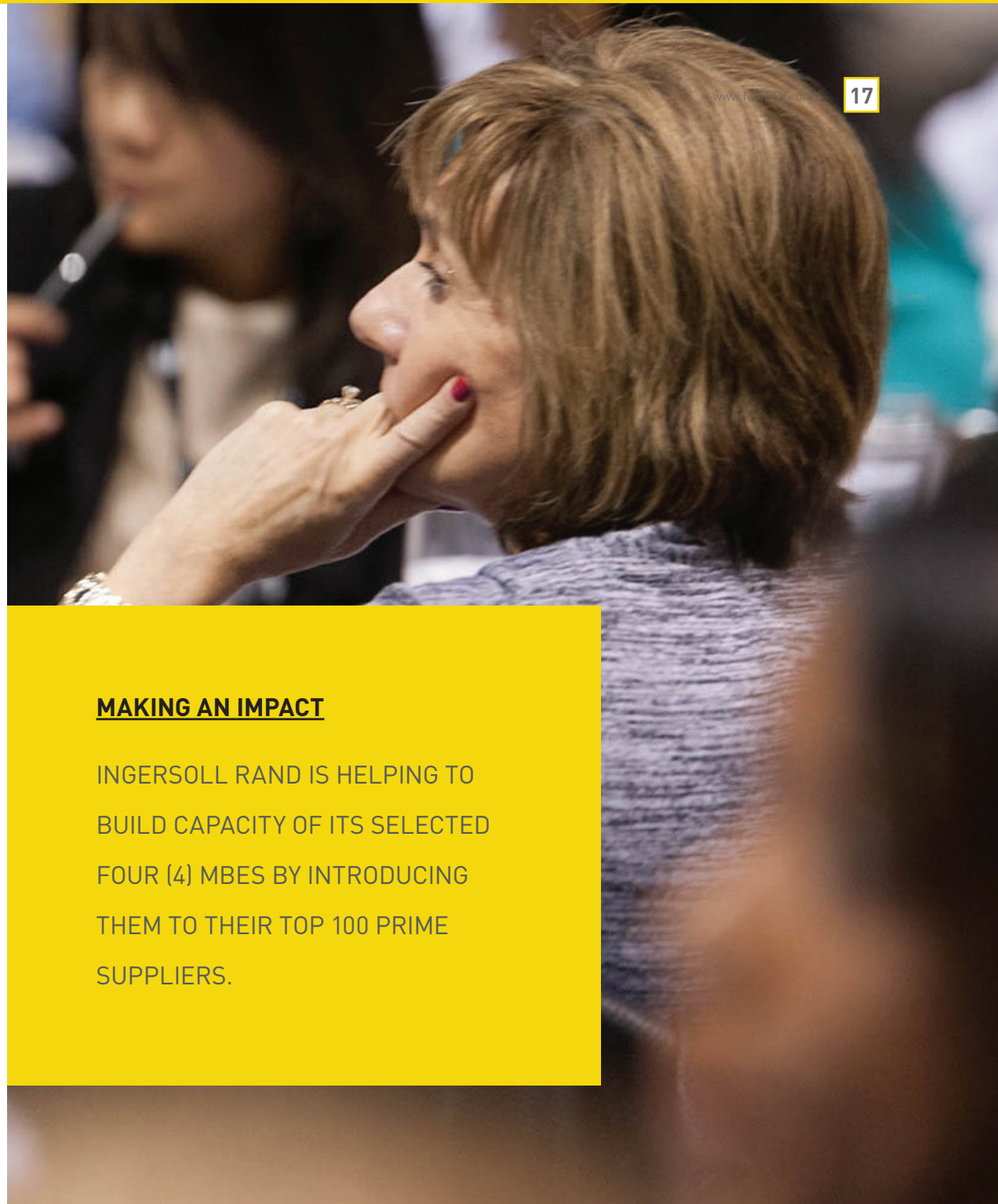
Based on forecasted needs, corporations work with MBEs who received scholarships from Ingersoll Rand to participate and become an integral part of their growth and success.

The desired outcome is to identify the measured satisfaction of the 10 corporate participants and 22 certified MBEs by meeting their respective needs for growth, sustainability, and success during the 18-month cycle.

Lead facilitators are corporate partners CoreCivic, Ingersoll Rand, Nissan North America, and Metropolitan Sewer District of Louisville, supported by six (6) other local and national corporate members. Already, the Tri-State cohort is experiencing promising results.

As an example, Ingersoll Rand is helping to build capacity of its selected four (4) MBEs by introducing them to their top 100 prime suppliers.

Other participating corporations are in the process of closely examining ways for the MBEs to compete for national and global business opportunities, and become strategic partners in their supply chain.



MAKING AN IMPACT

INGERSOLL RAND IS HELPING TO
BUILD CAPACITY OF ITS SELECTED
FOUR (4) MBES BY INTRODUCING
THEM TO THEIR TOP 100 PRIME
SUPPLIERS.

2016

NMSDC CONFERENCE + BUSINESS OPPORTUNITY EXCHANGE



NMSDC Conference and Business Opportunity Exchange

The NMSDC Conference and Business Opportunity Exchange was held in Chicago, Illinois on October 23-26, 2016. 6,450 registrants (up 4% from 6,200 in 2015) convened at McCormick Place for the four-day event and contributed an estimated \$7.5M to the Windy City's local economy.

At the kickoff meeting for the event, which incorporated Minority Business Development Agency's Minority Enterprise Development (MED) Week celebration, Illinois Governor Bruce Rauner and MBDA National Director Alejandra Castillo brought greetings to attendees, and were followed by a keynote address delivered by U.S. Secretary of Commerce Penny Pritzker.

Businessman and Basketball Hall-of-Famer Earvin "Magic" Johnson, Reverend Jesse Jackson, representatives from co-chair sponsors BP, MetLife, Walmart, Ampcus, Ongweoweh Corp and VIVA, and other special guests joined NMSDC President Joset Wright-Lacy for a ribbon-cutting ceremony, marking the official opening of the NMSDC Business Opportunity Exchange.

This one-day, 780-booth tradeshow aims to provide a forum for corporate members to connect with diverse suppliers, for NMSDC-certified MBEs to showcase their innovative products and services, for resource and government organizations to support the development of minority suppliers and, ultimately, to foster business opportunities for MBEs through these relationships.

Over 20 educational sessions were conducted and centered on the theme "Minority Supplier Development: Investing in the Future."

Evening special events presented opportunities to recharge from the day's activities and engage in informal networking. The annual Conference culminated with the presentation of NMSDC's Corporation and Supplier of the Year awards at the closing banquet.

Many thanks to our event attendees, sponsors, volunteers and our local affiliate for their support of the 2016 Conference.



2016 REGIONAL SUPPLIERS OF THE YEAR

- ▶ SquarePac Ltd.
- ▶ Sowell Law Partners, PLLC
- ▶ Castle Business Solutions
- ▶ Covenant Business Concepts, LLC
- ▶ Pro Cutters Lawscapes, LLC
- ▶ CQfluency
- ▶ ThreePDS Inc.
- ▶ KNOCK, Inc.
- ▶ Team Henry Enterprises, LLC
- ▶ Osceola Consulting
- ▶ SAI Systems International, Inc.
- ▶ Burrell Communications
- ▶ Worldcom Exchange, Inc.
- ▶ Hal Hays Construction Inc.
- ▶ NYX, Inc.
- ▶ PS Energy Group Inc.





STRATEGIZING FROM THE TOP DOWN

Strategy requires
thought, tactics require
observation. — Max Euwe

Minority Business Executive Program (MBEP)

The Minority Business Executive (MBE) Program utilizes interactivity through a combination of lectures, discussions, guest speakers, panels, interactive simulations, team exercises, and self-assessments. Participants gain knowledge, tools and a valuable network to help them achieve their business goals.

The Minority Business Executive Program (MBEP) was held September 18-23, 2016 at the Foster School of Business in Seattle, Washington.



Advanced Management Education Program (AMEP)

The Advanced Management Education Program is a valuable program for minority business owners ready for rapid growth for their companies. Global markets and technological changes present real-world, every-day challenges. Participants in this program receive guidance from expert faculty to help them achieve the next level of business success. The program was held June 12 - 16 at North Western Kellogg School of Business.

The Advanced Management Education Program had their reunion on Saturday, October 26, 2016 in Chicago.

AMEP celebrated their 20th anniversary. This year's theme was **"Transforming Minority Inclusion."** Terri Quinton, AMEP Alumni President, made the welcome introduction and class recognitions. Jim H. Lowry, AMEP Academic Advisor and President of the Boston Consulting Group, discussed "The Economic Impact and a Future Look at Minority Business Inclusion." Betty Manetta of Argent Associates/Asociar was the facilitator.



PANELISTS & SPEAKERS (AMEP)

Panelists and speakers during the reunion were: Stephanie Ormston, Lead Product Marketing Manager for AT&T Smart Cities; Farad Ali, President & CEO The Institute, Chair, Airport Minority Advisory Council (AMAC); Denise Linn, Program Analyst, Smart Chicago Collaborative; Kevin Sample, Managing Partner, Opus Acquisitions Group, LLC; and Pat Watts, AMEP Alumni Treasurer, President, FCI Management, Inc.



National Minority Business Program Managers' Seminar

"Prepared for Today. Building for Tomorrow" was the theme of NMSDC's 2016 National Minority Business Program Managers' Seminar, held July 11-13, 2016 in Chicago.

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

Featured at the seminar were presentations by NMSDC leadership team members, corporate members and invited thought leaders in supplier diversity. When surveyed, participants rated the seminar 4.60 out of a possible 5.

Digital Excellence Program (DEP)

Tuck Executive Education is collaborating with Google to offer the Digital Excellence Program for Minority Entrepreneurs. This program — tailored to minority and underrepresented entrepreneurs — features sessions that cover topics ranging from constructing a digital strategy, to marketing businesses online, to managing digital communities. It also includes multiple intensive sessions on analytics.

Participants have multiple opportunities to access experts from Google and Tuck for one-on-one consultations to help them gain hands-on experience as they learn about topics like website design, Search Engine Optimization (SEO), and understanding what makes a digital business model successful.

The program was held at Google Campus on October 21 -23, 2016 in Chicago, IL.

Emerging Young Entrepreneurs (EYE) Program

Created in partnership with McPherson Berry and MetLife, this unique five-day program provides a pipeline of minority millennial enterprises to become certified, innovative, and successful MBEs. Participants are engaged pre- and post-training to continue the development and track progress. The program was held at 2016 NMSDC Conference on October 22 -26, 2016 in Chicago, IL.



CONNECTIONS THAT COUNT

"Take the Initiative. Be proactive. If you want to rock your relationship results, it is going to take action, effort, initiative, and choosing to get in the game—so, step up, step out, and show up!"

— Susan C. Young, The Art of Action

Matchmaker

NMSDC hosted a "National Matchmaker" event, putting corporate buyers in direct, immediate contact with NMSDC certified suppliers. NMSDC corporate member buyers participated in the dynamic encounter, which gave our suppliers the opportunity to meet potential customers and pitch specific goods and services.

The program was held at 2016 NMSDC Conference on October 24-26, 2016 in Chicago, IL.

Global Strategy Summit

The Global Strategy Summit centers on creating the value proposition for our National Corporate Members and Certified MBEs who are focused on global strategy, growth and market intelligence. NMSDC invited Nichole Lamb-Hale from Albright Stonebridge Group LLC, supplier diversity subject matter experts, and MBEs that are global to share knowledge and insights of emerging markets, and their experiences related to cultivating minority supplier development utilizing market intelligence.

The Summit was held at the 2016 NMSDC Conference on October 22, 2016 in Chicago, IL.



MBE Boot Camp

Dr. Leonard Greenhalgh, Professor of Management at Dartmouth College's Tuck School of Business, led MBEs of Levels 3 & 4.

Dr. Fred McKinney, Managing Director of Programs, Tuck School of Business, led MBEs of Levels 1 & 2.

Participating MBEs explored and renewed the ways in which they build relationships with their customers – from identifying the right customers, to following the most effective strategy for their companies and managing them in ways that deliver profits and repeat business.



Our certified MBEs, are in the unique position to promote and market their services to prospective corporate buyers who are looking to build relationships with trusted minority-owned businesses.

Connecting with private-sector buyers, can improve their financial performance and facilitate significant growth.

2016

CORPORATE PLUS®

Year in Review



2016 Corporate Plus® Year in Review

We would like to express our sincere appreciation to the members of the 2016 Corporate Plus® Management Committee (CPMC) for their dedication to Corporate Plus® this past year. We would like to thank our newest member Himanshu Bhatia of Rose International for graciously accepting to be on the Corporate Plus® Management Committee.

This was the third year that the committee used some of the new strategic planning process changes – namely, each nominee is required to submit a case study as to why it should be a Corporate Plus® member and what differentiates it from its peers. The case study supplements the application form. The executive sponsor joins the CPMC teleconference meeting to participate in the nomination discussion.

We are extremely proud to add six new Corporate Plus® members.

- Diversant (sponsor: Merck & Co, Inc.)
- HireGenics, Inc. (first time sponsor Abbott Laboratories)
- Hydrox Laboratories (first time sponsor Cardinal Health)
- Omar Medical Supplies, Inc. (sponsor: Darden Restaurant)
- Pyramid Consulting (first time sponsor: Accenture)
- VDart, Inc. (sponsor: Accenture)

We recognized the six new Corporate Plus® members and presented them with a lapel pin and a Corporate Plus® Banner, at the Corporate Plus® Reception held on Sunday, October 23, 2016 in Chicago, IL.

NMSDC Annual Conference – Chicago, 2016

We would like to recognize Corporate Plus® members who were 2016 National Minority Enterprise Development Week Award Winners:

- Adam Walker, President & CEO, Summit Container Corporation
- Bruce Geier, Founder & CEO, Technology Integration Group
- Roy Roberts, Chairman & CEO, Alliance of Professionals and Consultants (APC)

We would also like to spotlight the Corporate Plus® members who were acknowledged as being among the best diversified suppliers and nominated as Regional Suppliers of the Year.

- Livia Whisenhunt, President, PS Energy Group, Inc.
- Syed Ahmed, President & CEO, VDart, Inc.
- Janice Bryant Howroyd, CEO ACT 1 Group

Corporate Plus® Forum

The Corporate Plus® Forum 2016 was held on October 23, 2016 at the NMSDC National Conference in Chicago, IL. The topic for the Forum was "Corporate Plus 2.0: Taking Corporate Plus® to the Next Level." This year, the Corporate Plus® Forum was sponsored by Ernst & Young LLP, thanks to Theresa Harrison, Director Supplier Diversity.

92 CORPORATE PLUS® MEMBERS AND SPONSORS

There were 92 Corporate Plus® members and sponsors in attendance at the Corporate Plus® Reception. Corporate Plus® members reported spend with other MBEs totaled **\$259 million last year**.



NMSDC Field Operations in 2016

As we began 2016, NMSDC's strategic restructuring carried forward the second cycle of a performance management process for the Network.

This cycle, coupled with a further realignment of the Regional Minority Supplier Development Councils (RMSDCs), emphasized a more member services-focused effort and direction.

Together we will use the existing key performance indicators (KPIs) to measure performance with more weight on:

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

In collaboration with the Supplier Diversity Advisory Committee, we began the examination of our certification standards and procedures to identify opportunities to

continue to uphold NMSDC certification in today's corporate community.

The Houston MSDC was recognized as the 2016 Regional Council of the Year for achieving the highest level of performance operational and constituent service in the Network.

This year the NMSDC recognized Beatrice Louissaint, President, Florida State MSDC with the Vanguard Award for her leadership in driving minority business development.

The Florida State MSDC, formerly the Southern Florida MSDC, was recently awarded two Minority Business Development Agency (MBDA) grants to manage the Orlando and Miami Business Centers.

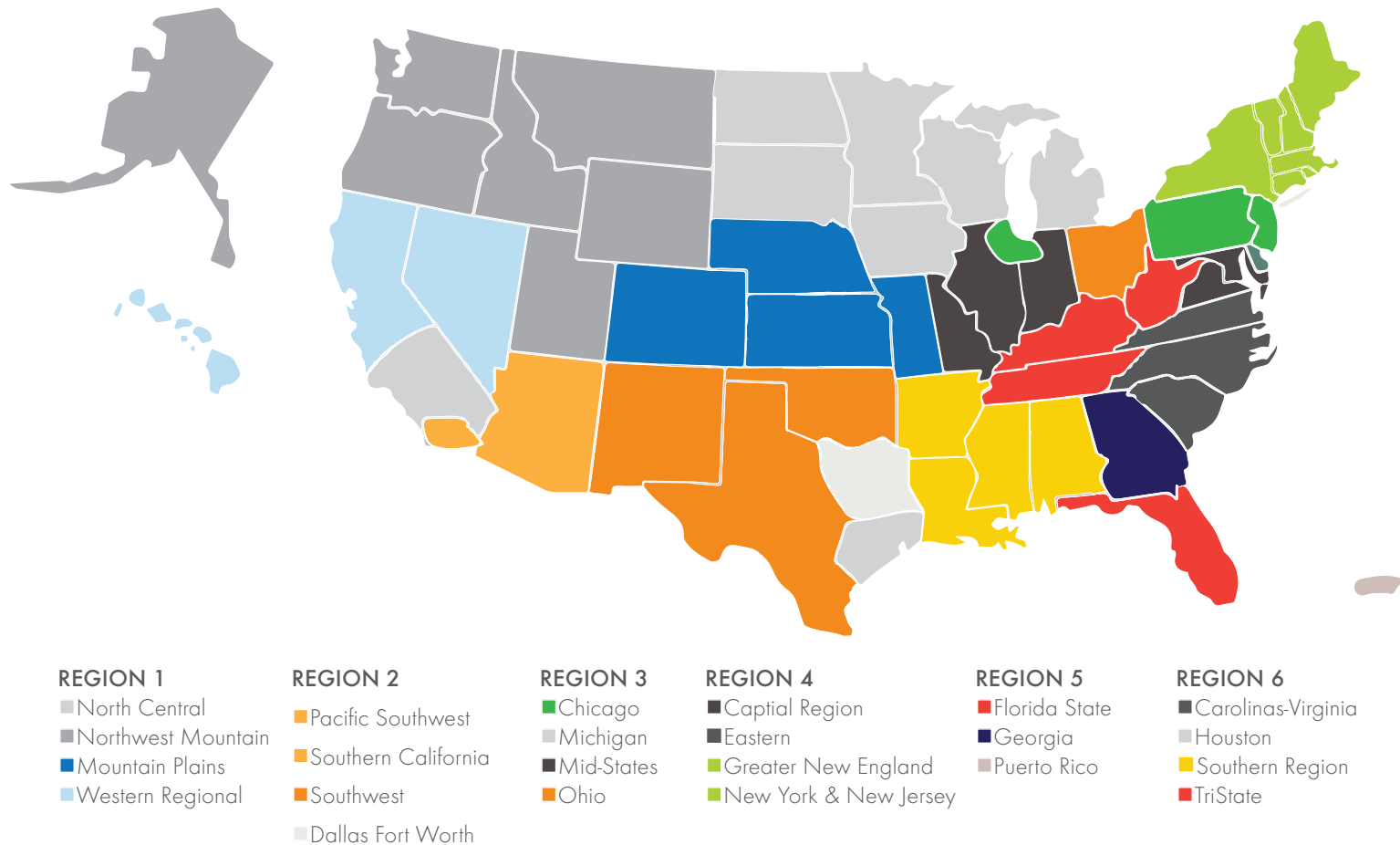
Many of our Affiliate Councils are successfully partnering with agencies like the MBDA to identify opportunities and build a strong community for minority business enterprises.

The 23 RMSDCs are our "boots on the ground" each day. The network of affiliate councils is a critical factor to our impact in minority supplier development.

It is through their commitment to our mission that we are able to provide a direct link between corporate America and minority-owned businesses.

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

Highlights – Information Technology

Vigorous efforts in Information Technology have given NMSDC state-of-the-art systems and solutions. The administrative staff, at both the national council and the regional affiliate councils, migrated to the super-efficient Microsoft Office 365 environment, with intensive training to bring all staff members up-to-speed.

The IT department conducted a thorough systems security audit, to ensure that NMSDC is keeping its Members' and MBE data secure.

Exceptional new services have been provided to NMSDC Central, the database that gives both quantitative and qualitative advantages to our Members and MBEs. Web service creation now facilitates real-time data transfers between the MBE portal and the database.

The portal also now offers an MBE2MBE search tool, a mechanism that now affords MBEs the opportunity to do business with each other.

And to help all NMSDC Central users, a new Dashboard application provides ease of access, with new reports continually being added.

Exceptional New Services!



Marketing/Communications Highlights

www.NMSDC.org

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Through its Marketing and Communications Department (MarCom), NMSDC is making a concerted effort to communicate with our stakeholders — from corporate members, to MBEs and our affiliate network.

In this era of instant communications, NMSDC's social media outreach has emerged as a means of engagement with our stakeholders. Social media platforms highlight our upcoming programs, network news, and member and MBE successes. For 2016, gains in social media performance include:

- Facebook – 30% increase in followers
- Twitter – 25% increase in followers
- Instagram – 150% increase in followers
- LinkedIn – 16% increase in followers

MarCom launched the NMSDC App to better engage our network.

To download the app on your smartphone, go to the App Store on your Apple iOS device or Google Play Store on your Android device.

2016 was a stellar year for NMSDC press coverage. We received coverage in major outlets such as Black Enterprise, TV One with Roland Martin, Professional Woman's Magazine, Hispanic Network Magazine, among others.

For these stories and more, visit our News webpage at <http://www.nmsdc.org/news/>



The success of press outreach may be measured. For 2016, stories about NMSDC garnered:

**TOTAL IMPRESSIONS
Over 20 million**

**AD VALUE EQUIVALENCY
Over \$200,000**

Don't Be a Stranger! Add Marcom@NMSDC.org to your email client's safe list to stay abreast of the NMSDC news — the latest programs, industry advances, exciting opportunities.

2016 IN PICTURES



◀ Members of Corporate Plus® posing for a photo during the Corporate Plus® reception, which is held annually during the NMSDC's conference.

Jaymie White ▶
President and Co-Founder of Diversity
Reporting Solutions, LLC. attending the EYE program
during NMSDC's annual conference.



◀ Gladys Conde, Manager Enterprise Learning Solutions, NMSDC and Tillie Hidalgo Lima President/CEO Best Upon Request are all smiles during NMSDC's annual conference.





◀ Ralph G. Moore, President, RGMA speaking at the 2016 Program Manager's meeting.

Program Managers meeting attendees ▶ discussing ideas generated during the meeting.



◀ Former NMSDC President, Joset Wright-Lacy, joined with NMSDC leadership during the 2016 Program Manager's meeting. (L-R) Arnold Sowa, Senior Vice President and Chief Procurement Officer, Global Procurement, MetLife, Inc. Pauline Gebon, Global Head, of Supplier Inclusion and Development, Global Procurement, MetLife, Inc., Karen Box, President & CEO Southwest MSDC, Clint Grimes, Executive Director Global Sourcing & Supplier Diversity, Time Warner, Inc., Sharon R. Pinder, President & CEO, CRMSDC, Reginald K. Layton, Vice President, Supplier Diversity & Supply Chain Sustainability, Johnson Controls, Inc.

2016 IN PICTURES



◀ Albert Chen, Telamon Founder & Executive Chairman of the Board and Carmen Castillo, President SDI International, attending NMSDC's annual Conference.

Arnold Sowa ▶
Senior Vice President and
Chief Procurement Officer
Global Procurement, MetLife, Inc.
speaking at a plenary session
during the 2016 annual Conference.



◀ Former NMSDC President Joset Wright-Lacy with members of the 2016 EYE Program class during the 2016 annual Conference.



◀ Conference co-chairs and sponsors join former NMSDC President, Joset Wright-Lacy, in cutting the ribbon at the 2016 Business Opportunity Exchange.

Shelley Stewart Vice President, Sourcing & Logistics and Chief Procurement Office, DuPont, and David L. Stewart, Chairman & Founder, World Wide Technology present retired NMSDC President Harriet Michel, with the Robert M. Stuart Award at the 2016 Leadership Awards. ▶



◀ The Field Museum of Natural History was the site of the welcome reception of the 2016 annual Conference.

SPECIAL RECOGNITION

NMSDC acknowledges with appreciation the following generous support:

Scholarships for Advanced Management Education Program (AMEP)

AT&T Corporation
Baxter Healthcare
Corporation
Capital Region MSDC
Carolinas/Virginia MSDC
Express Scripts
Hilton Worldwide

Honda North America
Intel Corporation
Johnson & Johnson
Merck & Co., Inc.
New York Life Insurance
Company

The Procter & Gamble
Company
Toyota North America
U.S. Bank

Scholarships for Minority Business Executive Program (MBEP)

Community Foundation of Texas
Intel Corporation
Robert Half International
U.S. Bank
Wells Fargo & Co.

“Excellence is the result of caring more than others think is wise, risking more than others think is safe, dreaming more than others think is practical, and expecting more than others think is possible.

— Ronnie Oldham

Scholarships for Emerging Young Entrepreneurs (EYE Program)

Program Sponsor
MetLife, Inc.

EYE Champions
Artech Information Systems LLC
Southern California Edison Company

2016 NMSDC Leadership Awards

Corporate Co-Chair
Toyota North America

MBE Co-Chair
GEP

Corporate Plus Co-Chair
World Wide Technology, Inc.

VIP Reception Sponsor
MetLife Inc.

Leadership Tables
BP America, Inc.
Bristol-Myers Squibb Company
Exxon Mobil Corporation
GEP
Hilton Worldwide
Honda North America, Inc.
MUFG Union Bank, N.A.
Northrop Grumman Corporation
Pfizer Inc.
Raytheon Company
Toyota North America
Wells Fargo & Company

Chairman's Tables
Energy Future Holdings
Ernst & Young LLP
GEP
Macy's
MetLife Inc.
PepsiCo, Inc.
Thompson Hospitality
Toyota North America

2016 NMSDC Conference

Corporate Co-Chairs

BP
MetLife
Walgreen Company

MBE Co-Chairs

Ampcus Inc.
Ongweoweh
Viva

Sponsors

AARP
Accenture
Altria Client Services, Inc.
Anthem Inc.
AT&T
Bank of America
Corporation
BMW North America, LLC

BP America, Inc.
Bristol-Myers Squibb
Company
Caesars Entertainment
Corporation
Capital One
Chevron
Coca-Cola Company
Cummins Inc.
Dakota Integrated Systems
Dupont
Ernst & Young LLP
Express Scripts
ExxonMobil
FCA US LLC
Ferreiro Company Corp.
Ford Motor Company
General Motors Company,
LLC
Group O
Honda of North America
Intel Corporation

Johnson & Johnson
Kaiser Foundation Health
Plan, Inc.
Kellogg Company
Macy's
ManpowerGroup
MGM Resorts International
Monsanto Company
Nissan North America, Inc.
Northrop Grumman
Corporation
Pacific Gas and Electric
Company
Pacific Rim Capital
PepsiCo, Inc.
Procter & Gamble
Company
Raytheon Company
Shell Oil Company
SodexoMAGIC
Target Corporation
Time Warner Inc.

Toyota North America
United Parcel Service, Inc.
Universal Displays & Fixtures
Vistra Energy
Walmart Stores, Inc.
Wells Fargo &
Company
WestRock

“

Never be complacent about the current steps; don't agree and follow the status quo. Be determined that you are making an indelible impact with great change. Now, dress up and go to make it happen!

— Israelmore Ayivor

2016 Meetings, Summits and Seminars

Board of Directors Meeting

MetLife, Inc. (May)

CATAPULT Program

Capital One

Chief Procurement Officer (CPO) Summit

Citi

IMPACT 2016

Cole Chemical & Distributing

MGM Resorts International

Minority Business Program Managers' Regional Seminar

United Parcel Services, Inc.

Minority Business Program Managers' Seminar Reception

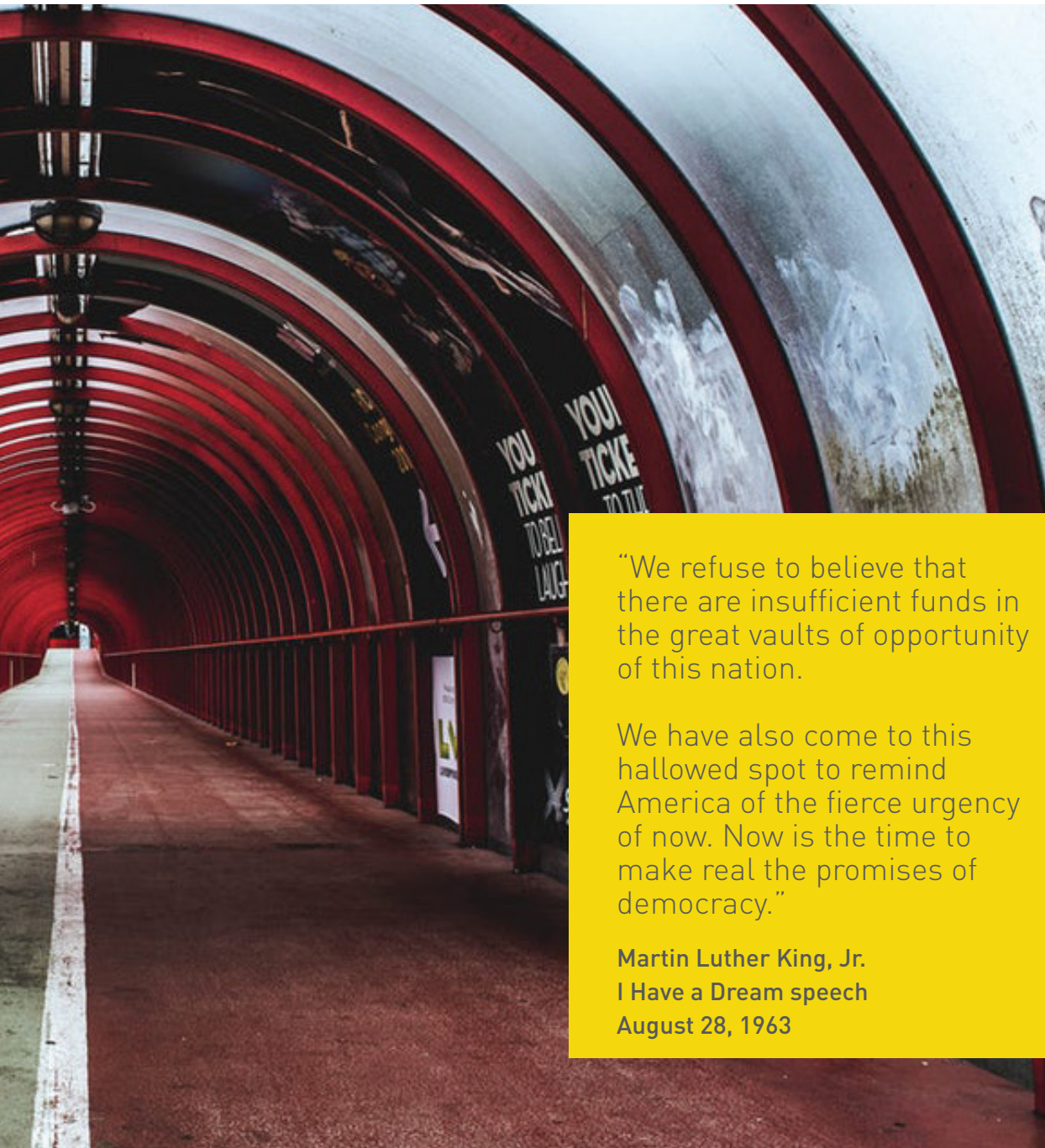
BP

Network Leadership Reception

MetLife, Inc. (January)

GSD&M (April)

Herman Miller (July)



"We refuse to believe that there are insufficient funds in the great vaults of opportunity of this nation.

We have also come to this hallowed spot to remind America of the fierce urgency of now. Now is the time to make real the promises of democracy."

Martin Luther King, Jr.
I Have a Dream speech
August 28, 1963

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 2016, Corporate Plus® membership increased by six, to 92.

These extraordinary new members, approved by the NMSDC Executive Committee, are:

- Diversant, LLC
- HireGenics
- Hydrox Laboratories
- Omar Medical Supply
- Pyramid Consulting, Inc.
- VDART, Inc.



Diversant, LLC
Mr. Gene Waddy, Chief Executive Officer

Diversant is one of the largest African-American owned IT staffing firms in the U.S. providing high quality IT talent to Fortune 500 and midmarket companies. Our organization was founded on the belief that the promotion of diversity, in all forms, is the right way to do business. Diversant is highly active and supportive of National Minority Supplier Diversity Council (NMSDC) in six regional chapters, and has been for over 10 years.

During this time, Diversant has grown its business to \$100M and is leading the way in successfully fulfilling national contracts, supporting MBEs, creating new jobs, and giving back to the community.

Headquartered in Red Bank, NJ



HireGenics, a part of the ACS Group, is a global provider of workforce management solutions to mid-market and Fortune 1000 companies globally. HireGenics provides workforce risk mitigation and talent optimization solutions and currently manages approximately 12,000 consultants working in a variety of job skills and labor categories.

In addition to Employer of Record Services, Agent of Record Services, and Curated Talent Cloud Solutions, HireGenics also provides automated payroll services to ensure compliance, MSP services to optimize the contingent labor process, and procurement strategies that effectively manage deliverable-based projects or services spend. We also specialize in independent contractor and small supplier (or non-preferred vendor) compliance, management, and strategy services.

Headquartered in Duluth, GA





Hydrox Laboratories
Mr. K. Ramanandan (Ram), President & Chief Executive Officer

Hydrox Laboratories is one of the few MBE (Minority Business Enterprise) certified manufacturers of health and beauty products in the U.S. We pride ourselves on the relationships we have built with our many long-term, loyal clients, as evidenced by the numerous World-Class Supplier Awards we've received from healthcare, beauty and retail industry leaders.

As a small company, led by professionals with more than 100 years of experience and expertise in manufacturing and distribution, Hydrox Laboratories is the turn-key solution of solutions.

Headquartered in Waukegan, IL



Omar Medical Supplies
Dr. Willie Wilson, Chief Executive Officer

Omar Medical Supplies, founded in 1997, manufactures industrial and medical supplies. We are one of the fastest growing glove manufacturers in the industry providing quality products and complete satisfaction with a guarantee. As an ongoing commitment to its customers, Omar has expanded its product line to include nitrile, latex, polyethylene and knitted gloves. Vinyl gloves are made at our manufacturing plant in Tullahoma, Tennessee.

This location assures a dependable, cost-efficient means of keeping up with supply and demand by maintaining continued production capabilities at all times. We have expanded internationally, with manufacturing facilities and offices in Asia to better serve our customers. Our mission is to provide high quality products, competitive pricing and unbeatable customer service. We aim to exceed our customers' expectations. Customers can look forward to complete satisfaction.

Headquartered in Chicago, IL



Pyramid Consulting, Inc.
Mr. Sanjeev Tirath, Chief Executive Officer

Pyramid Consulting, Inc., is a leading information technology company that provides a range of IT services to national and global markets. Pyramid Consulting provides rewarding career opportunities for Consultants and enables our Clients to become more agile and competitive through the innovative use of technology, people and process. Founded in 1996 Pyramid supports our Client partners around the world, including the United States, Canada, United Kingdom, European Union and India through a combination of local offices and global delivery.

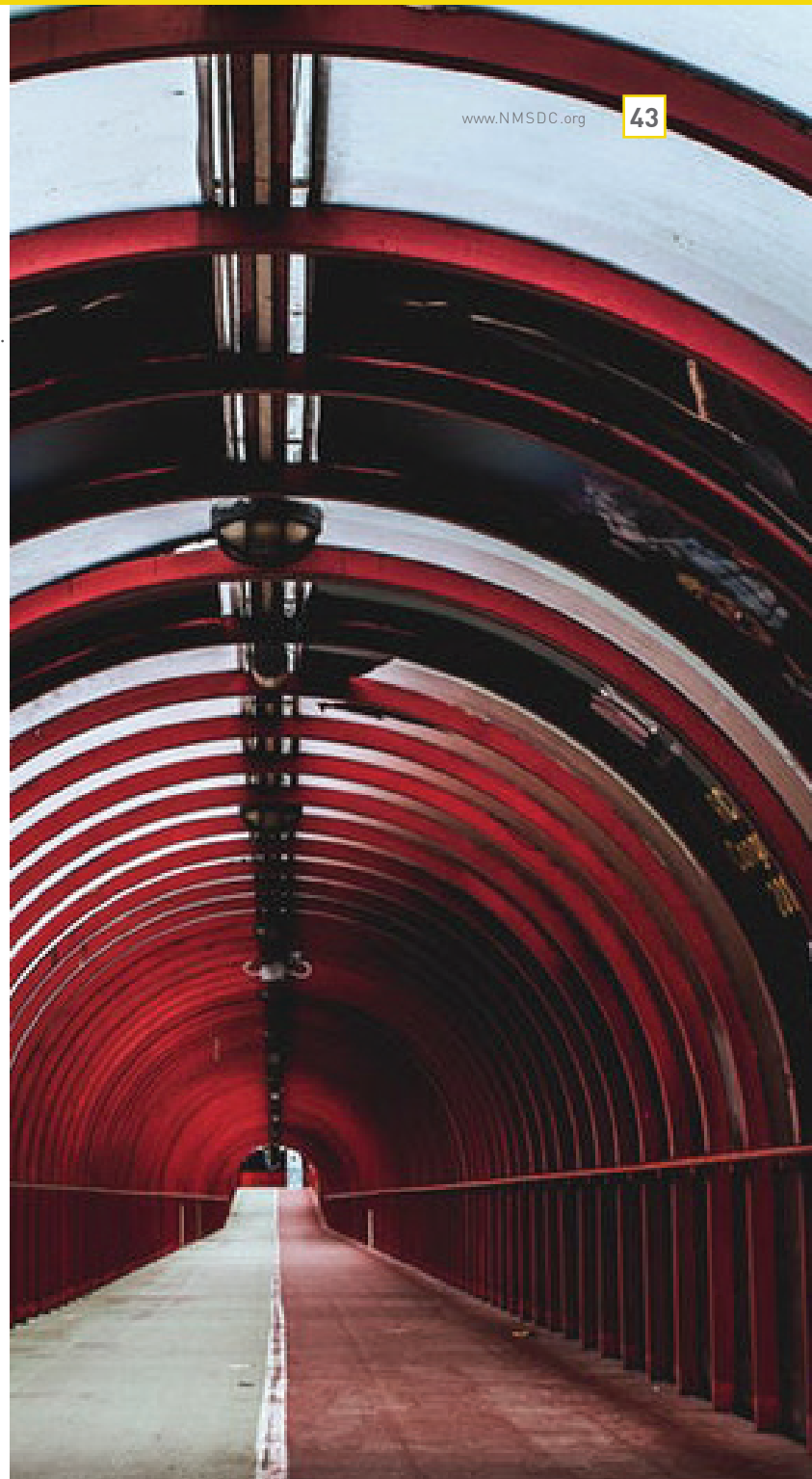
Headquartered in Alpharetta, GA



VDart, Inc.
Mr. Syed Ahmed, President & Chief Executive Officer

VDART, Inc. is a global emerging technology staffing provider with expertise in SMAC (Social, Mobile, Analytics, Cloud), ERP (Oracle Applications, SAP), Business Intelligence (Hyperion), & Infrastructure services. We work with leading System Integrators, private and public sectors. We have deep industry expertise and focus in Energy & Utility, Healthcare and Technology sector. Our scope, knowledge, industry expertise and global footprint have enabled us to provide best in the industry solutions. With our Core focus in emerging technologies we have provided global technology workforce solutions in USA, Canada, Mexico, Brazil, UK, India & Australia.

Headquartered in Alpharetta, GA



MEMBER PROFILES

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

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

On the following pages, we highlight four members—Ampcus, Ongweoweh, VIVA (MBE), BP, Walgreens—and their commendable supplier diversity processes.



44% Growth

Successful both in the Commercial and Federal space, Ampcus created the competencies on Digital Transformation, Big Data and Cyber Security

GLOBAL LEADERS

End-to-End IT Business Solutions and Services

Ampcus Inc. is a Global leader in end-to-end IT Business Solutions and Services with latest Technologies and Insights to our customers.

We are listed among the top 50 fastest growing companies in USA. Our approach ensures that you receive a seamless experience that will allow you to leverage the value of your technology investment and drive true performance improvement results. We help to choose the right technology for your organization.

We have partnered with several commercial, state and local organizations of leading hardware, software and service vendors across the I.T. Industry for over 12 years and possess the certifications along with the practical experience to handle all our clients' needs.

Ampcus Realizes Significant Growth in 2016

Ampcus grew 44% last year. We were very successful both in the commercial and federal space. Ampcus created the competencies on digital transformation, big data and cyber security last year which has helped us implement large projects with Fortune 500, non-profits and federal agencies.

Ampcus has aggressive growth plans outlined for the next 5 years and beyond. Our plans include a healthy blend of organic and acquisition strategies to facilitate deliberate and profitable growth.

We will continue to service the public and private sectors while maintaining a balanced portfolio across multiple industry verticals.



**WITHIN THE NEXT
5 YEARS WE PLAN
TO ACHIEVE OVER**

40%

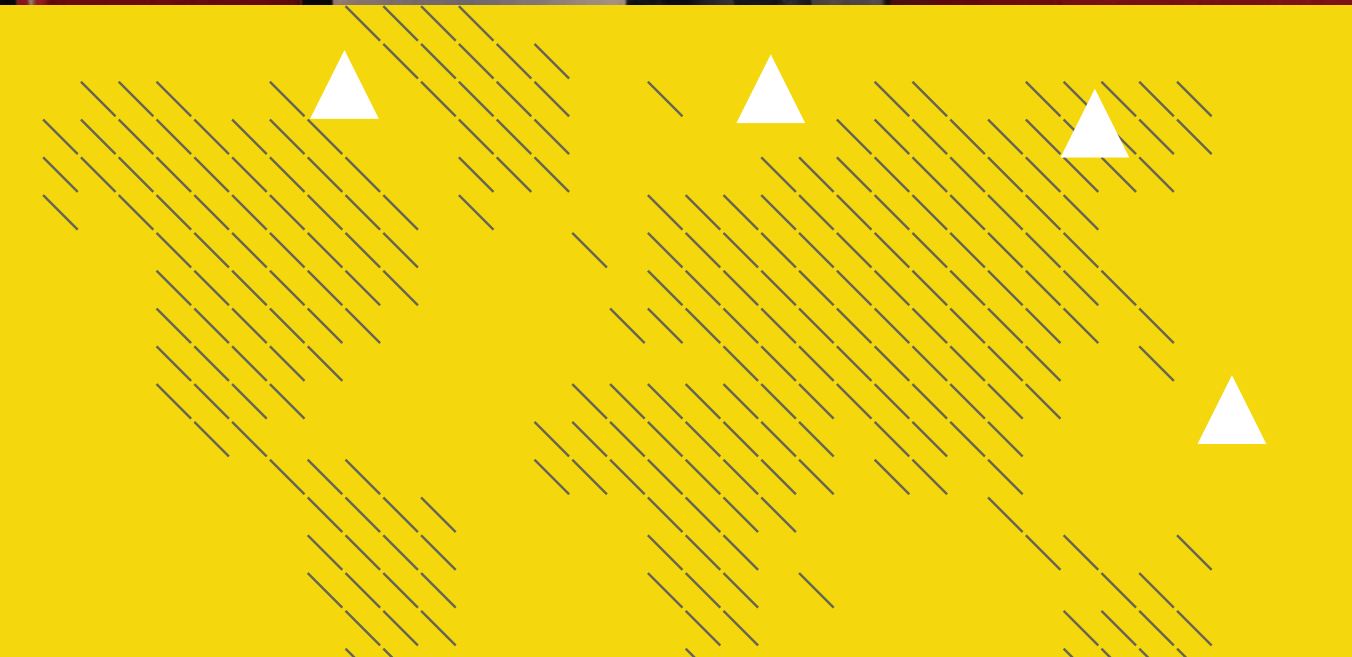
YOY REVENUE GROWTH

As part of our growth strategy, we are looking 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.

NMSDC and Ampcus

Ampcus is proud to be a Certified NMSDC supplier and we strongly believe in taking full advantage of the many opportunities to engage with fellow MBEs, corporate members, government entities, and other non-profits.

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





STAY FOCUSED

Anjali "Ann" Ramakumaran Ampcus CEO/Founder

"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, Founder and CEO of Ampcus, is a technology savvy entrepreneur with more than 15 years of contribution towards the design, development and delivery of leading edge Technology Solutions and Human Capital Management across the globe. Under her leadership, she has cultivated Ampcus into a fast-growing Consulting and Professional Services firm. For eight consecutive years (2009-2016), she has been recognized as a top Asian American owned business by the USPAACC, among many honors she has received.

Ann serves on the CRMSDC Board of Directors, 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 to help them grow their business.

15+
YEARS

Ann has more than 15 years of contribution towards the design, development and delivery of leading edge Technology Solutions and Human Capital Management.



Ampcus – Giving Back, Driving Change

Ampcus believes in giving back to the community. Ampcus values a multicultural workforce and commits to recruiting and hiring employees with diverse backgrounds.

We are proud of our diverse team and work tirelessly to develop our employees giving them the opportunity for personal and career advancement. Ampcus leadership embraces diversity and ensures those values are disseminated throughout the culture of our company.

We know that a diverse employee base is critical to our success. Ampcus is a great place to work exemplified by our very high Employee Retention.

Ampcus believes that we must stand together and drive change by demonstrating that diversity inspires innovation and generates value.



Established in 1996 and headquartered in Rolling Meadows, Illinois, Viva specializes in a broad range of IT consulting and staffing solutions tailored to match our clients' needs while maintaining the flexibility to adapt to dynamic market.

With specialty services catering to Corporate and Government clients with remarkable results, Viva has earned recognition on Capitol Hill (2010) and in the White House (2008). Viva is also listed as one of 50 Fastest Growing Asian American Companies by USPAACC.



EXCELLENCE

VIVA Advances Supplier Diversity Solutions

VIVA is an award-winning core technology solutions vendor with strong financials; technical bench strength and diverse revenue streams focused on performance excellence for our clients' competitive advantage and enhanced productivity. Since 1996, VIVA has had the expertise of serving clients in several industries.

We offer branded solutions for sourcing procurement and a comprehensive supplier diversity hub that includes 2nd tier reporting service and supplier registration activities.

NMSDC and VIVA – A Mutually Beneficial Partnership

At VIVA, we do partner/subcontract with other minority companies certified by both NMSDC and other agencies like NMSDC.

NMSDC has proven to be a bridge to many minority owned businesses in the United States today.

It has helped connect minority owned and certified businesses not only with large corporations that are members of the council, but also with one another.

As a sponsor at the National Conference last year in Chicago, VIVA was provided a great opportunity to market our company during and after the show.

At VIVA, we do employ and work with a variety of minorities and ethnicities in our community.

We volunteer at local community events/centers and also with the regional Council, assisting in scholarship efforts.



ADDING TO THE COST EFFICIENCY OF SUPPLY CHAINS

"We value the opportunity not only to partner with other minority companies but also to do business with each other.

I believe that the fact that we are small and diverse adds to the production, time and cost efficiency of any supply chain."



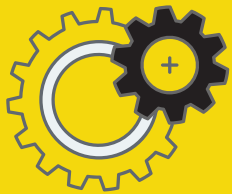
Vasanthi Ilangovan has rich experience in running businesses, with expertise in direct sales and marketing, contract negotiations, strategy planning, new business tie-ups and diversification, cash flow management, logistics, customer relationship management, and HR development.

A focused and aggressive leader with the ability to attract and motivate the best of talent to deliver high quality products and services, Vasanthi has experience in the US and international markets, with expertise in developing market acquisition strategies.

She is committed to the growth of the local community. She exemplifies the character of our company in showing integrity and honesty during times of adversity, and humility and philanthropy during times of success. She sponsors several events in the Chicago region for the uplifting of the poor, eradication of hunger, and access to quality education for everyone. In addition to monetary support, she provides time and resources for such causes directly and through several non-profit organizations.

She currently serves as a Board Member on the Chicago Minority Supplier Development Council.

Vasanthi has been inducted into the Chicago Area Entrepreneurship Hall of Fame 2011 by the Institute for Entrepreneurial Studies of the University of Illinois at Chicago.



CORE VALUES

Our core values include Integrity, Respect, Accountability and Stewardship. These principles have been the foundation of our business.



Ongweoweh Corp is a Native American-owned, pallet management company providing pallet and packaging procurement, recycling services and supply chain optimization programs.

Ongweoweh provides custom reporting along with data and trend analysis for a very diverse customer base of Fortune 500 companies.

Ongweoweh services a variety of industries, including food and beverage, pharmaceuticals, grains, chemicals, automotive components, oil, technology, corrugate, retail, and more.

Established in 1978, Ongweoweh Corp was founded by Frank Bonamie, an enrolled member of the Cayuga Indian Nation of New York, and has grown to be one of the most successful privately-owned Native American companies in the United States.

Ongweoweh strives to abide by our basic corporate values in addition to abiding by the values of the "Seventh Generation" philosophy derived from the Iroquois Great Law of Peace, which advises that, "In every deliberation, we must consider the impact on the seventh generation." Our core values include Integrity, Respect, Accountability and Stewardship. These principles have been the foundation of our business.

A KEEN BUSINESS SENSE

Committed to Quality Management and Expansion

After months of a rigorous audit process, Ongweoweh was awarded the ISO 9001:2008 Management System Certificate for quality management including account administration, sales and services, pooling and recycling as well as pallet design and vendor management.

Our ISO 9001:2008 Certification illustrates our commitment to our quality management system.

We serve as trusted advisers with a goal to provide 100% customer satisfaction and will continually improve the effectiveness of the quality management system.

We aim to provide the correct product, with an on-time delivery at a competitive price.

196MM

GROWTH IN SALES

To close out 2016, Ongweoweh is pleased to announce our exponential growth in sales.

Our team closed out sales at **196MM** dollars compared to **165MM** in the previous year.

Our increase in sales is a testament to our strong team and their hard work each and every day.

Ongweoweh has also expanded our business with the purchase of a new manufacturing facility in Lindley NY to better service our customers in that area.

WORKING WITH MINORITY BUSINESSES

As a minority company, Ongweoweh is proud to contribute to the success of other minority businesses. We instruct our sales team to actively search out minority vendors to better service our customers. In addition, we were proud to enlist the help of a minority supplier in the creation of our new website materials and other marketing items. Ongweoweh uses every opportunity to build up other minority suppliers in all facets of our business.

NMSDC and Ongweoweh

Being part of the NMSDC network has given our business numerous benefits. Our membership, most importantly, has opened up our business to numerous networking opportunities with fellow minority suppliers and companies looking to hire minority suppliers.

Our MBE certification also motivated us to become a Corporate Plus member, bringing us additional benefits.

NMSDC events have given Ongweoweh an opportunity to build relationships where it may not have been possible.

NMSDC conference workshops deliver an inside track that provides our employees innovative business tools to expand our scope and scale.

Ongweoweh was honored to co-sponsor the NMSDC conference in Chicago, IL, in October 2016.

We also were able to host a successful networking event following the conference. We also need to recognize and thank the NMSDC and the networking opportunities they have given us.

“

The current discussions about venture capital, M & A and private equity help MBEs scale their businesses so they are able to compete in the greater market place.

If MBEs are able to enter the supply chain and be competitive, it means more competitive pricing for the end user.

Overall, the growth and development of minority suppliers in the supply chain is better for businesses because it brings costs down.”

- Julian Bennett, Ongweoweh President



Ongweoweh and the Minority Community

Ongweoweh takes the necessary steps to help the minority community. In the early 1970's, Ongweoweh's founder Frank Bonamie was among a group of people who pressed Cornell University to do more to recruit and educate Iroquois students.

These efforts led to the creation of the **American Indian Program (AIP) at Cornell University in 1983.**

Mr. Bonamie and Ongweoweh has been a tireless supporter of the AIP ever since. Ongweoweh also sponsors scholarships through the NCAIED every year.

In 2016, Ongweoweh was honored to sponsor the opening of Ganondagan, a Native American art and culture center that displays the more than 2,000-year-old story of Seneca and Haudenosaunee contributions of art, culture and society.

Ongweoweh also has a strong commitment to diversity, and individuals from diverse backgrounds are encouraged to apply for open positions within the company.

As a Native American company, we also have an HR initiative in place to help hire and build up our Native American candidates. Ongweoweh believes that a diverse workplace and diversity of thought helps build a stronger business and community.



IT'S GOOD BUSINESS

"We view supplier diversity as good business, plain and simple.

It helps us meet some of the best contractors in the cities and regions where we operate, and it helps us develop long-term relationships that support our advocacy work."

John Minge
Chairman and President
BP America



OUR PROMISE

BP's commitment to supplier diversity is aligned with the company's commitment to America.

The company has spent more than \$5 billion with diverse suppliers since 2008, and was one of the first major corporations to create a formal program to increase purchases with minority- and women-owned businesses.

This investment helps the communities where BP operates by boosting economic development while supporting jobs and local employers.

The company is working toward achieving \$1 billion in annual spend with certified minority and women business enterprises (M/WBEs) in the U.S.

BP'S COMMITMENT TO
SUPPLIER DIVERSITY
IS ALIGNED WITH THE
COMPANY'S COMMITMENT
TO AMERICA.

\$5B

The company has spent more
than **\$5 billion** with diverse
suppliers since 2008.

www.NMSDC.org

57



SIGNIFICANT ACHIEVEMENTS

BP Supplier Diversity had a **7% increase** over last year in the midst of a reduction in overall purchasing.

Our significant achievements include logistics from road, rail and in the Gulf of Mexico.

BP has contracts with **115 MBEs** and, in 2016, spent approximately **\$455 Million** with suppliers certified by the National Minority Supplier Development Council.



OUTSTANDING SUPPLIER DIVERSITY

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

The unwavering commitment of CEO Lee Jackson to deliver quality services has supported a variety of BP operations in the gulf as exploration and drilling for oil and gas have moved to deeper waters.

To meet the demand for larger advanced vessels, Jackson Offshore Operators operated two new supply ships – the *Lightning* and the *Squall* – for BP in 2016.



“NON-TRADITIONAL” SUPPLIER DIVERSITY

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



POSITIVE IMPACT

MINORITY SUPPLIERS AT BP

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

Prior to this partnership, another third party handled BP's payments by handwritten check.

AIM Global Financial applied its expertise in electronic media payment systems and, today, 100 percent of the vendors are paid by ACH.

Petro Amigos Supply, Inc has been providing BP with downhole tubular goods, primarily in the deep-water wells in BP's Gulf of Mexico operations, for over six years.

A full-service company fulfilling a specific niche in the O&G industry, Petro Amigos Supply was approached by BP due to its specialized product offering.

"BP had a unique need for a specific type of downhole tubular piping and connection, and we were able to meet that need when no one else could," said Caesar Vasquez, president and CEO, Petro Amigos Supply. "

-Our excellent, very open relationship with BP is based on the value we bring to them in the Gulf of Mexico."





LEADING GLOBAL PROVIDER

MetLife, Inc. is a leading global provider of insurance, annuities and employee benefit programs, serving **90 million customers**. Through its subsidiaries and affiliates, MetLife holds leading market positions in the United States, Japan, Latin America, Asia, Europe, the Middle East and Africa.

MetLife Initiative in Support of Minority Supplier Development “Rule of One”

Rule of One

In 2015, MetLife implemented a minority supplier development initiative, the “Rule of One” — a mandate for the inclusion of at least one diverse supplier in every RFP, leveraging the goal of diverse supplier inclusion throughout MetLife’s procurement organization.

The “Rule of One” has proven to have diversified MetLife’s supplier base, resulting in innovation and cost savings that drove an 82% increase in compliance to the “Rule of One” in 2016.

Performance Goals

MetLife’s Supplier Diversity program derives success from many factors beginning with Global Procurement leadership support at all levels, starting with our Chief Procurement Officer, Arnold Sowa, who sets high expectations of driving supplier diversity performance goals to his leadership teams.

Tracking/reporting, improved metrics targeted to each Global Procurement leadership team and recognizing where to align dedicated resources drives the program’s year-over-year improvement.

A fresh approach to budget strategy, strengthened relationships with advocacy organizations like NMSDC, and improved communication with internal stakeholders to better forecast upcoming opportunities all contribute to credibility to deliver results.



Credibility and accountability are the cornerstones of a mature Supplier Diversity Program – a program that drives the right behaviors within the sourcing process and brings the innovation of the undiscovered MBEs into the process.

Emerging Young Entrepreneur Program

The Emerging Young Entrepreneur (EYE) Program was created to support NMSDC's commitment to advancing business opportunities for certified minority business enterprises and connecting them to corporate members.



A uniquely designed, year-long program created in partnership with McPherson|Berry and MetLife as the title sponsor, EYE provides a pipeline of minority millennial entrepreneurs who will support the needs of corporate members and MBEs.

EYE is an intensive transformational learning and development program designed to provide millennial entrepreneurs, whether at the conception or emerging phases of business ownership, blueprints to outline realistic next steps to become a sustainable business and maximize business growth opportunities with special interest in STEM.

A Core Business MetLife-MBE \Partnership En Pointe Technologies

En Pointe Technologies was first introduced to MetLife as an unknown supplier; our sourcing team took a chance with them and it has paid off. They specialize in Microsoft-centric IT environments offering hardware, software licensing and services.

As one of the largest Systems Integrators and Licensing Solutions Providers, they assist customers in architecting, acquiring and implementing integrated IT solutions anchored to the Microsoft ecosystem.

MetLife and En Pointe Technologies have been partners for 7 years. For the duration of the partnership, En Pointe has been the top diverse supplier in their category and the top for MBE spend overall. En Pointe falls into the category of value added reseller and, as such, a solution provider for MetLife.

Their role in providing hardware, software services, and software licensing positions EnPointe with the opportunity to impact MetLife associates who engage with technology on a daily basis—and that translates to every associate in one way or another.

En Pointe Technologies was not selected because they were a diverse supplier but instead because they had the best solution for the opportunity, an opportunity that started small and significantly increased because of the quality of service and the partnership they fostered with MetLife procurement and, more importantly, the MetLife business leads.





OUR STRATEGY

THE INCLUSION OF DIVERSE SUPPLIERS

"The inclusion of diverse suppliers in the procurement process continues to be a critical component of our strategy and we are proud to be a leader within our industry for engaging and supporting diverse suppliers." - Arnold Sowa

Arnold Sowa
MetLife Chief Procurement Officer

Arnold's engagement in the annual MetLife Supplier Diversity Forum, along with his senior leadership, provides current and prospective diverse suppliers with relevant information about MetLife's procurement process and direction while also providing an overview of MetLife's key initiatives. At the same time, it allows access for the MBEs to develop relationships with Arnold and his leadership team.

Arnold is committed to holding people accountable and has done so by aligning supplier diversity performance goals with compensation for his senior management; he also engages with MetLife prime suppliers to strongly encourage NMSDC membership and the practice of supplier diversity within those organizations; and he leads by example by initiating the formation of a Financial Services CPO committee to better leverage minority business best practices while creating opportunities to increase visibility of qualified MBEs across the industry.

Results 2016

Rule of One

Diversifying MetLife's supplier base, resulted in innovation and cost savings that drove an **82%** increase in compliance.



QUALITY SERVICE BUILDS CONFIDENCE IN THE METLIFE BRAND

“Non-Traditional” Minority Supplier — ALE Solutions

ALE Solutions is the MetLife supplier that fits into the description of “non-traditional,” outside the usual staffing and IT services.

When disaster strikes, ALE Solutions assists MetLife policyholders and deployed adjusters to meet their immediate housing needs.

ALE Solutions coordinates temporary housing from short hotel stays, to long term stays in a single-family home within the policyholder’s neighborhood, and then coordinates a smooth transition back

home. ALE Solutions’ commitment to quality customer service builds confidence in the MetLife brand and is a major contributor to our successful partnership.

We have been fortunate to have done business with ALE Solutions for the last 16 years.



Walgreens

AT THE CORNER OF **HAPPY & HEALTHY**®

2016 Corporate Plus® Year in Review

Walgreens is one of the largest drugstore chains in the U.S. In December 2014, Walgreens completed its strategic combination with Alliance Boots to establish Walgreens Boots Alliance, Inc., forging the first global pharmacy-led, health and wellbeing enterprise.

Walgreens's mission is to be America's most-loved pharmacy-led health, well-being and beauty retailer. Its purpose is to champion everyone's right to be happy and healthy. To achieve this mission and purpose, Walgreens is focusing on three core strategies to better serve customers: offer ultimate convenience, earn customer loyalty, and deliver extraordinary customer and patient care.

Founded with a single store in Chicago in 1901, Walgreens is today continuing to build a seamless customer experience through its nearly 8,200 drugstores and its omnichannel business, Walgreens.com.

Supplier diversity enhances consumer choice

Enlarging our pool of qualified suppliers to include emerging and underutilized enterprises has helped Walgreens expand the array of high quality products and services we can offer to meet customers' and patients' needs. Promoting wider vendor participation also helps fortify the economic base of communities and neighborhoods throughout the country.

For five consecutive years (2012-2016), more than 1.3 million entrepreneurs have ranked Walgreens among Diversitybusiness.com's Top 50 Organizations for Multicultural Business Opportunities. In so doing, they recognized Walgreens as a leading organization that provides the most and best business opportunities for women- and minority-owned small businesses.

The U.S. Hispanic Chamber of Commerce recognized Walgreens as a member of its Million Dollar Club in three consecutive years (2014-2016). To become a member, each company's spending with Hispanic-owned supplier corporations must exceed \$25 million annually.

The Minority Business Enterprise Input Committee of the Chicago Minority Supplier Development Council, Inc. recognized Walgreens Facilities Management with a 2015 MBEIC Sharing Success Awards. These awards pay tribute to companies and leaders demonstrating a commitment to partnering with diverse and small businesses.

The Chicago Minority Supplier Development Council honored Walgreens Facilities Management with a 2015 Construction Buyer of the Year Award.

IN FY2015

- Walgreens documented combined (Tier 1 and Tier 2 reported) spend of **\$1.1 billion**. For FY2016, Walgreens is approaching **\$2 billion** in documented combined spend.
- Walgreens documented more than **\$1.2 billion** in direct spend with small businesses.
- Walgreens documented **\$894.6 million** in combined spend with minority- and women-owned businesses.
- Walgreens documented spend with LGBT-owned businesses was **\$10.2 million**.
- Walgreens documented spend with businesses owned by persons with disabilities was just over **\$2.7 million**.



Walgreens Contracts with Minority Suppliers, by the Numbers

Within its base of more than 2,100 diverse-owned businesses, in 2015 there were **107 certified MBEs** doing business with Walgreens, reflecting an approximately **\$112,000,000** in spend with NMSDC-certified MBEs.

Among these, two stand-outs are World Wide Technology and Trinidad Construction. World Wide Technology supports Walgreens's telecom hardware needs, while Trinidad serves as a general contractor for store remodeling efforts.

Both NMSDC-certified suppliers have been integral in the Walgreens supplier base and continue to be active partners.

In the treasury area of its operations, Walgreens has developed highly successful strategic relationships with Chicago-based Williams Capital and Loop Capital, along with other professional services companies such as Q 1 Technologies.

Walgreens Commitment to Supplier Diversity

Working with an inclusive list of suppliers allows us to offer differentiated products while earning the loyalty of diverse customers and communities—particularly when the products and services they demand are exclusively available at Walgreens.

Walgreens Supplier Diversity Program formalizes our strong commitment to doing more business with product and service vendors owned by minorities, women, lesbian, gay, bisexual, and transgender individuals, disabled individuals and veterans.

Walgreens also is doing business with more diverse and small professional services firms in fields such as information technology, human resources and marketing. As we continue to transform our traditional drugstores into health and daily living destinations, we're also doing business with more diverse small businesses in building construction and heating, ventilation and air conditioning, and other trades.



\$112 M

**SPEND WITH
NMSDC-CERTIFIED
MBES.**



Statement from Steven Pemberton, VP & Chief Diversity Officer, Walgreens Boots Alliance, Inc.

Walgreens commitment to diversity and inclusion dates back generations, and it continues to influence virtually everything we do—from where we locate our stores to who we hire, which products we introduce, how we distribute goods and materials across the chain, and more.

We aspire to be a “Next Practices” company for diversity and inclusion – one whose culture, people, perspectives, and workplaces will reflect the current and future customers we serve while delivering superior business performance.

As we continue to pursue our purpose, which is to help people across the world lead healthier and happier lives, three things will continue to be critical to our success: attracting, retaining and engaging a diverse team that reflects and relates to the increasingly multicultural customers and patients we serve; innovating based on deep customer insights; and making warmth, respect and inclusion hallmarks of our business practices.



“Diversity is less about how we look than what unique experiences we have had and what talents and ideas each of us are willing to invest in achieving success, together.”



AFFILIATE COUNCILS

Certification and front-line service to our corporate and MBE constituents begins with the affiliate councils. Our recent restructuring from 36 to 23* affiliate councils has created a stronger network that can more effectively and efficiently meet the changing needs of our growing base of corporate members and certified suppliers.

Here are the leaders who comprise the NMSDC network:

Capital Region Minority Supplier Development Council

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

Carolinas-Virginia Minority Supplier Development Council

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

Chicago Minority Supplier Development Council

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

Dallas/Fort Worth Minority Supplier Development Council

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

Eastern Minority Supplier Development Council

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

Florida State Minority Supplier Development Council

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

Georgia Minority Supplier Development Council

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

Greater New England Minority Supplier Development Council

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

Houston Minority Supplier Development Council

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

Michigan Minority Supplier Development Council

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

Mid-States Minority Supplier Development Council

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

Mountain Plains Minority Supplier Development Council

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

New York & New Jersey Minority Supplier Development Council

Serving New York and Northern New Jersey
Mr. Terrence Clark, President/CEO
320 West 37th Street, 9th Floor
New York, NY 10018
(212) 502-5663
tclark@nynjmsdc.org

North Central Minority Supplier Development Council

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

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

Mr. 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

Ms. Jacqueline Marie Matos
President/CEO
1225 Ponce de León Avenue
Lobby 2, Suite F
San Juan, PR 00907-3921
(787) 627-7268
jacquelinematos@prmsdc.org

Southern California Minority Supplier Development Council

Serving Metro Los Angeles and Southern California (except Metro San Diego)
Ms. Virginia Gomez, President/CEO
800 West 6th Street, Suite 850
Los Angeles, CA 90017
(213) 689-6965
vgomez@scmsdc.org

Southern Region Minority Supplier Development Council

Serving Alabama, Arkansas, Louisiana and Mississippi
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


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

TriState Minority Supplier Development Council

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

Western Regional Minority Supplier Development Council

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



“ Progress occurs
when courageous,
skillful leaders seize
the opportunity to
change things for
the better.”
- Harry S. Truman

NATIONAL CORPORATE MEMBERS

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.**
 Anschutz Entertainment Group
 Ansco & Associates, LLC
 Anthem, Inc.
 Aon Services Corporation
 Apple Inc.
 Applied Materials, Inc.
 ARAMARK Corporation
 ARCADIS U.S., Inc.
 ArcelorMittal USA Inc.
 Archer Daniels Midland Co.
 AREVA Inc.
 ARRIS Group, Inc.
 Associated Banc-Corp

AstraZeneca Pharmaceuticals LP
 AT&T Inc.
 The Auto Club Group
 Autoliv Inc.
***Automotive Rentals, Inc.**
 Avis Budget Group, Inc.
 AXA Equitable Life Insurance Company
***Axalta Coating System**
 Bank of America Corporation
 Barclays PLC
***Barilla America, Inc.**
***The Bartech Group, Inc.**
 BASF Corporation
 Battelle Memorial Institute
 Baxalta US Inc.
 Baxter Healthcare Corporation
 Bayer Corporation
 Becton, Dickinson and Company
 Belk, Inc.
 BGRS
 Black & Veatch Corporation
 Blue Cross Blue Shield Association
 BMC Software, Inc.
 BMO Harris Bank
 BMW North America, LLC
 BNSF Railway Company
 BNY Mellon Corporation
 The Boeing Company
 Bon Secours Health System, Inc.
 Border States Electric
 BorgWarner
 Bostik, Inc.
 Boston Scientific Corporation
 BP America, Inc.
 Brasfield & Gorrie, LLC
 Bridgestone Americas Holding, Inc.
 Bristol-Myers Squibb Company

Burlington Industries, LLC
 C & W Services
 C. H. Robinson Worldwide, Inc.
 CA Technologies
 Caesars Entertainment Corporation
 Campbell Soup Company
 Capgemini USA
 Capital One Financial Corp.
 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.
 CenturyLink, Inc.
 Charter Communications
 CHEP International, Inc.
 Chevron Services Company
 Ciena Corporation
 CIGNA Corporation
 Cintas Corporation
 Cisco Systems, Inc.
 CITGO Petroleum Corporation
 Citigroup Inc.
 CLEAResult Consulting, Inc.
 The Clorox Company
 CNA Financial Corporation
 The Coca-Cola Company
 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
 The Cordish Companies
 Corizon Health, Inc.
 Corning Cable Systems
 Covestro LLC
 Cox Enterprises, Inc.
 Cracker Barrel Old Country
 Store, Inc.
 Credit Suisse
 Crown Castle International Corp
 Crown Cork & Seal USA, Inc.
 CSX Transportation Inc.
 Cummins Inc.
 CVS Health
 Darden Restaurants, Inc.
 Dawn Food Products, Inc.
 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.
 Dresser-Rand
 DTE Energy Company
 Duke Energy
 Duke Realty
 The Dun & Bradstreet Corporation
 DuPont
 Eaton Corporation
 Ecolab, 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**

ExxonMobil
 Facebook, Inc.
 Fannie Mae
 Farmers Insurance Group, Inc.
 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
 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.

***The Haartz Corporation**

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.
 The Hertz Corporation
 Hewlett-Packard Enterprise
 Hilton Worldwide
 The Home Depot, Inc.
 Honda North America
 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
 The Interpublic Group of
 Companies, Inc.

J.C. Penney Company, Inc.

***Jacobs Engineering Group Inc.**

***JE 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
(KeyCorp)
Kimberly-Clark Corporation
KPMG LLP
The Kroger Company
L Brands
Las Vegas Sands Corporation
Lear Corporation
Leggett & Platt Incorporated
LenderLive
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
Mars Chocolate North America
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
Mondelez International, Inc.
Monsanto Company
Morgan Stanley
Motion Industries, Inc.
Motorola Solutions, Inc.
MUFG Union Bank, N.A.
***NASDAQ**
***National Basketball Association
(NBA)**
National Grid USA
National Railroad Passenger
Corporation (AMTRAK)
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.
OhioHealth
Omnicom Group Inc.
***OnX Enterprise Solutions**
Oracle Corporation
***Ortho-Clinical Diagnostics**
Owens & Minor
Pacific Gas and Electric Company

PCM, Inc.
Penske Truck Leasing Co., L.P.
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
The Procter & Gamble Company
Progress Software Company
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
Rail & Road
Randstad USA
Raytheon Company
Realogy Corporation
Regions Financial Corporation
RELX Group
The Resource Group, LLC,
An Ascension Subsidiary
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 Corpo-
ration

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

TransCanada Corporation
Turner Construction Company
Tyson Foods, Inc.

U.S. Bank

U.S. Cellular

USAA

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 an EMCOR Company

Valeant Pharmaceuticals

International, Bausch + Lomb

Surgical, Solta Medical &

Supplier Diversity

Vallen

Valvoline LLC

Veolia North America Operating

Services, LLC

Veritas Technologies LLC

Verizon Communications, Inc.

Vision Service Plan (VSP)

Visteon Corporation

Vistra Energy

Vizient

Volkswagen Group of America, Inc.

Volvo Trucks North America, Inc.

Voya Financial

VWR International, LLC

W.W. Grainger, Inc.

Walgreens Co.

Walmart Stores, 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
Windstream Communications, Inc.
Wisconsin Energy Corporation/
We Energies
Wyndham Worldwide Corporation
Yanfeng Global Automotive
Interiors
Yazaki North America, Inc.
Yum! Brands, Inc.

***New Corporate Members**



NMSDC Leadership

Chairman

Joseph Hinrichs
President, The Americas
Ford Motor Company

Vice Chairman

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

Treasurer

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

Secretary

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

Interim President

Louis Green

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

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

Sue Bhatia
Founder/Owner
Rose International, Inc.

Katheryn Burchett
SVP, Visual Environment & Business Development
JCPenney

Harvey Butler
Vice President, Global Head of Supplier Diversity
Barclays

Derek B. Canteley
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.

Joseph Hinrichs
President, The Americas
Ford Motor Company

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

Sidney Johnson
Senior Vice President, Supply Chain Management
Delphi Corporation

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

Gary Kallenbach
Chief Procurement Officer
United Parcel Service

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

William Kornegay
Senior Vice President, Supply Management
Hilton Worldwide

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

Farryn Melton
Senior Vice President and Chief
Procurement Officer
Bristol-Myers Squibb Company

John Munson, Jr.
Vice President, Supplier Diversity-Purchasing
Macy's Inc.

Thomas Nash, C.P.M., CPIM
Head of Supply Management
American Red Cross

Robert W. Noel
Global Procurement
ExxonMobil Global Services Company

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

Margo Posey
President & CEO
Dallas/Fort Worth Minority Supplier
Development Council

Jeni Rajbhandari
Head of Services & Indirect Procurement, NAM
Nokia

M. Bridget Reidy
Executive Vice President, Corporations Operations
Exelon Corporation

Quentin Roach
Chief Procurement Officer and Senior Vice President,
Global Supply Management
Merck & Co., Inc.

Eliseo Rojas
Chief Procurement Officer
Interpublic Group

Jamiel Saliba
Vice President/General Manager TAPFIN Global
ManpowerGroup Solutions

Frank Sanders
Vice President, Corporate Strategic Procurement
Intel Corporation

Ric Schneider
Chief Procurement Officer
Abbott Laboratories, Inc.

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

Peter Stoyhoff
Chief Procurement Officer
Monsanto

Teresa Tanner
Executive Vice President
Chief Administrative Officer
Fifth Third Bank

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

Sheila Tierney
Vice President, Product Management, Club Car
Ingersoll Rand

Adam Walker
Chief Executive Officer
Summit Container Corporation

Fred Whipple
Vice President US Diversity,
Community and Workforce
Shell Oil Company



Financials In Review 2016

NATIONAL MINORITY
SUPPLIER DEVELOPMENT
COUNCIL, INC.

Financial Statements and Supplementary Information
For the Year Ended December 31, 2016
(With Comparative Totals for 2015)
With Independent Auditor's Report





INDEPENDENT AUDITOR'S REPORT

Board of Directors
National Minority Supplier Development Council, Inc.

We have audited the accompanying financial statements of National Minority Supplier Development Council, Inc. (the Council), which comprise the statement of financial position as of December 31, 2016, and the related statements of activities and cash flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

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

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

One Battery Park Plaza
New York, NY 10004
T +1 212 709 4500
F +1 212 709 4680
mitchelltitus.com

***Opinion***

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of National Minority Supplier Development Council, Inc. as of December 31, 2016, 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, 2015 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated June 7, 2016. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2015 is consistent, in all material respects, with the audited financial statements from which it has been derived.

Other Matter

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

Mitchell Titus, LLP

June 14, 2017

NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL, INC.

Statements of Financial Position
As of December 31, 2016 and 2015

	December 31,	
	2016	2015
ASSETS		
<i>Current assets</i>		
Cash and cash equivalents	\$ 964,083	\$ 2,185,539
Accounts receivable, net	1,223,252	861,894
Prepaid expenses	132,972	119,074
Total current assets	2,320,307	3,166,507
Cash - collateral	169,128	169,094
Long-term investments	7,958,349	6,916,259
Furniture, fixtures, equipment and leasehold improvements, net	1,027,550	1,507,553
Security deposits	860	860
Total assets	\$ 11,476,194	\$ 11,760,273
LIABILITIES AND NET ASSETS		
<i>Current liabilities</i>		
Accounts payable and accrued expenses	\$ 859,661	\$ 594,980
Due to regional councils	1,351,802	1,229,425
Deferred revenue	1,803,550	2,015,775
Total current liabilities	4,015,013	3,840,180
Deferred compensation	374,071	322,986
Deferred rent credits	219,325	268,697
Total liabilities	4,608,409	4,431,863
Commitment and contingencies		
<i>Net assets</i>		
<i>Unrestricted</i>		
Board-designated	1,324,550	1,284,230
Unrestricted	5,438,235	5,939,180
Temporarily restricted	5,000	5,000
Permanently restricted	100,000	100,000
Total net assets	6,867,785	7,328,410
Total liabilities and net assets	\$ 11,476,194	\$ 11,760,273

NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL, INC.

Statement of Activities

For the Year Ended December 31, 2016

(With Summarized and Comparative Totals for 2015)

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	
				2016	2015
REVENUE					
Special event	\$ 957,700	\$ -	\$ -	\$ 957,700	\$ 945,600
Less: Direct benefit to donor costs	217,200	-	-	217,200	236,000
	740,500	-	-	740,500	709,600
Membership dues	9,254,750	-	-	9,254,750	9,125,910
Seminar registration, trade show, and meeting fees	4,071,159	16,192	-	4,087,351	3,867,597
Contributions	1,760,850	168,358	-	1,929,208	1,548,079
In-kind contributions	31,682	-	-	31,682	27,682
Investment income	108,117	-	-	108,117	191,421
Other income	751,317	318,199	-	1,069,516	615,832
<i>Net assets released from restrictions</i>					
Purpose restrictions satisfied	502,749	(502,749)	-	-	-
Total revenue	17,221,124	-	-	17,221,124	16,086,121
EXPENSES					
<i>Program services</i>					
Field operations	7,693,379	-	-	7,693,379	7,569,733
Member services	1,116,388	-	-	1,116,388	1,252,999
Annual conference	3,100,329	-	-	3,100,329	2,858,006
Business opportunity exchange	677,693	-	-	677,693	600,681
Programs and enterprise learning	913,580	-	-	913,580	658,958
Other program services	127,877	-	-	127,877	172,170
Total program services	13,629,246	-	-	13,629,246	13,112,547
<i>Supporting services</i>					
General administration	3,450,462	-	-	3,450,462	2,892,545
Fund development	602,041	-	-	602,041	528,900
Total supporting services	4,052,503	-	-	4,052,503	3,421,445
Total expenses	17,681,749	-	-	17,681,749	16,533,992
Change in net assets	(460,625)	-	-	(460,625)	(447,871)
Net assets, beginning of year	7,223,410	5,000	100,000	7,328,410	7,776,281
Net assets, end of year	\$ 6,762,785	\$ 5,000	\$ 100,000	\$ 6,867,785	\$ 7,328,410

NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL, INC.

Statements of Cash Flows

For the Years Ended December 31, 2016 and 2015

	Years Ended December 31,	
	2016	2015
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$ (460,625)	\$ (447,871)
<i>Adjustments to reconcile changes in net assets to net cash provided by operating activities</i>		
Depreciation and amortization	645,272	695,990
Amortization of deferred rent credits	(49,372)	(49,372)
Unrealized depreciation on investments	102,755	15,304
<i>Change in assets/liabilities</i>		
Increase in accounts receivable, net	(361,358)	(24,356)
(Increase) decrease in prepaid expenses	(13,898)	205,707
Increase (decrease) in accounts payable and accrued expenses	264,681	(251,516)
Increase in due to regional councils	122,377	404,919
(Decrease) increase in deferred revenue	(212,225)	367,155
Increase in deferred compensation	51,085	22,869
Net cash provided by operating activities	<u>88,692</u>	<u>938,829</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of investments	(1,457,004)	(1,304,275)
Proceeds from maturity/sale of investments	312,124	1,068,335
Purchases of furniture, fixtures, and equipment, and leasehold improvements	<u>(165,268)</u>	<u>(321,985)</u>
Net cash used in investing activities	<u>(1,310,148)</u>	<u>(557,925)</u>
Net (decrease) increase in cash and cash equivalents	(1,221,456)	380,904
Cash and cash equivalents, beginning of year	<u>2,185,539</u>	<u>1,804,635</u>
Cash and cash equivalents, end of year	<u>\$ 964,083</u>	<u>\$ 2,185,539</u>

CONTACT//

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