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Minority Enterprise Advocate

NOVEMBER-DECEMBER 2015

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CEO
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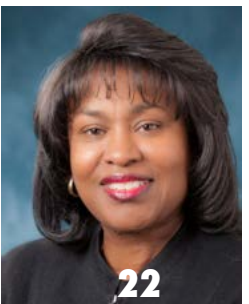
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Publisher's Message

Have you heard about Tony Elumelu Foundation Entrepreneurship Programme established in Nigeria by billionaire Tony Elumelu? Mr. Elumelu is a Nigerian businessman, investor and philanthropist who chairs Heirs Holdings, Transcorp, and is founder of Tony Elumelu Foundation. In 2014 Elumelu along with other business leaders established a program to aide African and African-American businesses the opportunity to build their business and develop partnerships. Elumelu has pledged \$100 million dollars to the program to help women and minorities. The foundation provides training, mentorship, seed capital and jobs. The ultimate goal is to create 10,000 African entrepreneurs in 10 years. There is an application for selection process with an aggressive 12 month program.



**Debra Williams,
Publisher**



**Sunny Ezeji,
President**

Tony Elumelu achieved his success through banking, real estate, energy and investments. He is using his experiences as a businessman to help up-and-coming businesses thrive and survive.

This initiative is intended to impact trade from Africa to the United States and explore new opportunities for collaborations and investments.

People of African descent building professional skills, achieving economic empowerment to cultivate financial success that can be passed down through generations. . . this is what we should be excited about and talking about continuously. This is a great initiative that every Fortune 500 company should find a way to support.

Sunny Ezeji and I applaud the exceptional Tony Elumelu for his passion, vision and mission.

African Americans ought to care about Africa and the Caribbean because we are much stronger together than separate. Our potential as black people is to harness our power globally. – Randall Robinson

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Minority Enterprise Advocate

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US-Africa Business Council
Sunny Ezeji, Founder



WE ARE A REFLECTION OF THE COMMUNITIES WE SERVE.

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Al Porter Joins MEA as the West Coast Editor



Al Porter

Al Porter is a popular national speaker on contemporary educational issues, trends, legislative policy, reforms, and initiatives. As an education columnist with the RootDC (Washington Post) he covers a wide spectrum of issues pertaining to schools, students, and teachers. His radio show entitled "Say What??" w/ Alfonzo Porter challenges conventional pedagogy and is broadcast on WOL AM1450 in Washington DC.

Porter is currently the Managing Partner of Vertex Learning, an Educational Publishing and Consulting firm with offices in Washington DC, St. Louis, Denver, Dayton, and Atlanta. He is a professor in both the School of Education and the College of Journalism at MSU-Denver. Additionally, he serves as MEA Magazine's West Coast USA Editor. He is the past President/CEO of Porter Education & Communications, Inc. (PE&C). From 1999 thru 2010, PE&C served as a national education management and development company specializing in a full portfolio of services to students, families, government agencies, and school systems. He has also been a public school teacher and principal.

A native of St. Louis, MO, Porter received his undergraduate degree in

Journalism and Public Relations from MSU-Denver. He attended The Ohio State University where he completed his Master of Arts degree in Educational Policy and Leadership. He holds a Graduate Certificate in Management from the George Washington University School of Professional Studies. He completed his Doctorate degree in the Administration of Teaching and Learning.

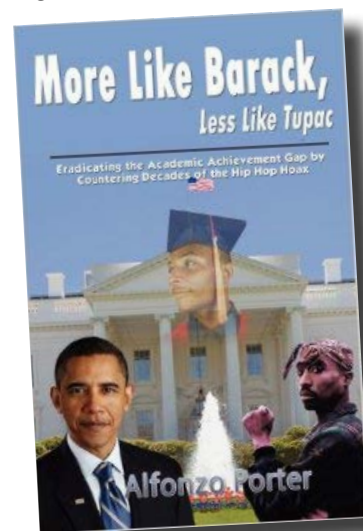
Porter has been named Small Business of the Year by the Chamber of Commerce, One of the Fastest Growing Firms by Inc. Magazine. He received a National Leadership Award from the



Business Advisory Council. Additionally, Mr. Porter has been honored as Businessman of the Year by the NRCC. He is listed in Who's Who among Executives and Professionals. He received the Network Journal's 40 leaders under 40 Award, as well as the Wynnwood Image Award. He was twice honored as one of 50 Influential Minorities in Business by the Minority Enterprise Executive Council.

Porter is a highly charged, dynamic speaker in the areas of business motivation, education, personal growth, and inspiration for both youth and adults groups. He is also perfect for corporate, government, and national association events. Porter is a former award winning CEO, journalist, educator, author, trainer and youth advocate.

He is a highly sought after trainer and presenter on the academic achievement gap and its impact upon the American Workforce, Global Competitiveness, Economic Development, Teacher Training, and Student Preparedness from Kindergarten through College Graduation.



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Together we'll go far



Alexander R. Giron Joins MEA as Vice President Automotive News



Alex Giron

Alex Giron joins MEA as the Vice President of Business Development. His initial focus will be the Automotive section of MEA.

Alex has always had a passion for cars, which resulted in him joining Decisive Media Magazine to help develop the Hispanic Market as the Multimedia Manager for Decisive Latino Magazine. In 2012 he decided to launch his first automotive website: AutoWorldGuide.com.

Within two months of launching, the Baltimore Grand Prix asked him to be a media partner and within seven months, the Washington DC Auto Show also included him as media partner. In 2014, he renamed that platform Carsfera.com, which gave a fresh look and a new vision in the automotive news.

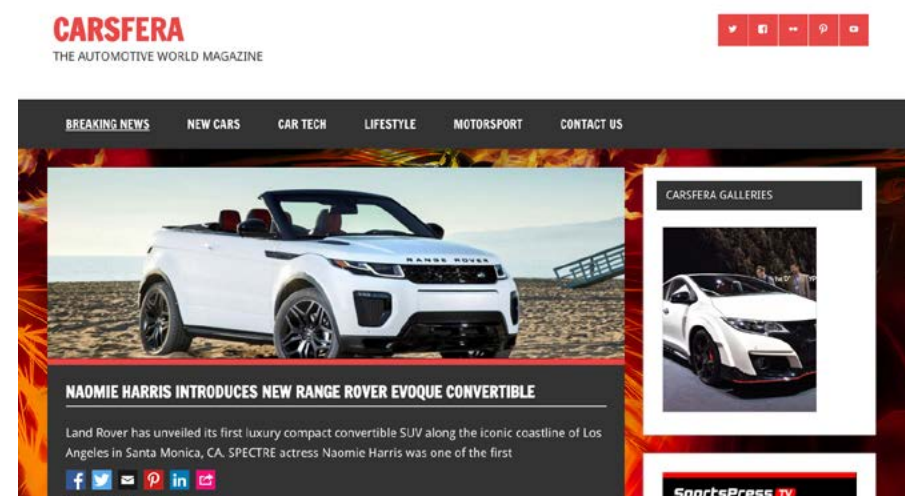
Giron, a graduate of the International Business and Communication in Seville, Spain in 2005. Has a very diversified background. Sales Executive for El Tiempo Latino, the His-

panic Publication of The Washington Post Company, working to develop the Property Management Category and was a leading sales person in that area. He has also worked in radio sales.

Alex has another passion, tourism, because of the tie-in with traveling and the auto industry. Therefore, he also has experience within the Hospitality Industry, working in the management

area as Food & Beverage for leading corporations like Starwood Hotels & Resorts, and Hilton Worldwide.

Alex will bring that passion and enthusiasm to MEA Magazine and MEA.com as he develops this very important category.



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POPE'S VISIT WARMED SOME BLACK CATHOLICS, CHILLED OTHERS

By Avis Thomas Lester
Urban News Service



While Donna M. Moore was eager to see Pope Francis, Martina Callum decided to stay away.

Moore, of Glenn Dale, Md., and Callum, of Baltimore, both were born into Catholicism and raised in families close to the faith. Both still attend the churches where they were baptized, took their first communions, and celebrated confirmation. Moore worships at Our Lady of Perpetual Help in southeast Washington and Callum at St. Francis Xavier Catholic Church in Charm City, the nation's oldest African-American Catholic congregation.

Moore, a retired police officer, believes Pope Francis covered the themes relevant to black Catholics during his recent visit to the United States; Callum, a physician, believes blacks largely have been locked out of the church, an issue she believes the pope failed to address.

"I didn't look at his trip as the time for him to address issues about blacks. I looked at it as he was coming to see us all as Christians," Moore said. "He talked about us looking out for each other. He talked about poverty, homelessness, and the environment. He

talked about Dr. Martin Luther King's dream. He didn't speak specifically to African-Americans, but he touched on a lot of our concerns."

As the pontiff was feted by legions of the faithful during visits to Washington, New York City, and Philadelphia last week, many African-Americans were among the throngs.

There are about 70 million Catholics in the U.S., including three million blacks, according to Fr. Thomas Gaunt, executive director of the Center for Applied Research in the Apostolate at Georgetown University. Of that number, about 340,000 are African born. Gaunt said urban centers, such as Los Angeles and Brooklyn, have high percentages of black Catholics, as do regions including southern Maryland and the Gulf Coast, where there were significant numbers of Catholic slaveholders.

The U.S. Conference of Catholic Bishops counts about 800 predominantly black Roman Catholic parishes among 17,337 overall. There are only 15 African-American bishops; and six of America's 175 heads of dioceses are black bishops.

During his Sept. 24 speech to a joint session of Congress, Pope Francis cited Dr. Martin Luther King, Jr.'s "I Have a Dream" speech and the 1965 march from Selma to Montgomery, which, the pontiff observed, King led to "fulfill his dream of [attaining] full civil and political rights for African-Americans." U. S. Rep. John Lewis (D - Ga.), who marched with King in Selma, Ala., was visibly moved by the pontiff's words.

"That dream continues to inspire us all," the pope said. "I am happy that America continues to be, for many, a land of dreams – dreams which lead to action, to participation, to commitment."

Several African-Americans said Pope Francis's tenure has been marked by an acknowledgment of problems that have alienated some blacks.

Michael P. Davenport, 53, a security expert from Bowie, Md., was among 28 honor-guard members who led the procession for the Papal Mass at Washington's Basilica of the National Shrine of the Immaculate Conception.

"I thought things should be colorblind and positive," said Davenport, who



was confirmed while attending boarding school in England. "I'm an optimist. My dad was a postal worker in one of the richest parts of D.C. He told us all about segregation. We heard it from our grandparents, too ... King said: 'We shall overcome.' We have overcome – knowing and not forgetting that we have a way to go."

Although black contributions to the Catholic Church often have been "silenced, forgotten, overlooked, or ignored," blacks were excited about the arrival of Pope Francis, said C. Vanessa White, director of the Tolton Pastoral Ministry Program at Chicago's Catholic Theological Union.

"Through the various images that have been displayed of the Pope, we see one who is striving to share with us the good news of hope, who has shown a pastoral sense, and who unabashedly is showing to the world the meaning of being Christian in this day and age — one who is focused on word and action," White said.

Vera Patterson, former chair of the Black Catholic Advisory Circle at the Archdiocese of Seattle, said she believes the Catholic Church has done a poor job of

retaining blacks and recruiting African-American priests.

"And for the few who come, there is little support for them," said Patterson, whose own son, after growing up Catholic, became a minister in the Church of Christ.

However, Francis is supported by many blacks, Patterson observed. "He said in one of his speeches in Washington that the church's relationship, historically,

"That dream continues to inspire us all," the pope said. "I am happy that America continues to be, for many, a land of dreams – dreams which lead to action, to participation, to commitment."

with people of color, has not been one of respect. That was a positive message for African Americans to hear."

Some believe the pope was responding to requests that the church acknowledge its history during the days of slavery. On Sept. 2, the congregation of the majority-black St. Columba Catholic Church in Oakland, Calif., sent a letter asking that the pope "openly acknowledge and officially apologize to African-Americans for the Roman Catholic Church's role in the enslavement of and acts of racial injustice against people of color."

According to the National Black Catholic Congress' website, the late Father Cyprian Davis, author of *The History of Black Catholics in the United States*, wrote that slavery "touched every part of the Catholic Church."

In 1839, Pope Gregory XVI condemned slavery, although "Catholic slaveholders did not consider slavery immoral, since the Bible did not forbid it," Davis concluded. "Many priests and religious sisters owned slaves. So did some bishops. Even some African-American Catholics had slaves."

Pope John Paul II apologized for Christians' involvement in the slave trade during a 1985 stop in Cameroon. "... We ask pardon from our African brothers who suffered so much because of the trade in blacks," *The New York Times* reported.

Callum, the Baltimore doctor, said the church needs to lure blacks back to Catholicism. St. Francis Xavier, founded in 1863, once boasted thousands of members. Her great-grandfather, Henry Kane, joined the church in 1896. Her mother was its historian.

Today, Xavier has fewer than 1,000 members, and she attributes that decline partly to a lack of connection that many blacks feel with the Catholic Church.

"We are still on the sidelines as African-American Catholics," Callum said.

As Original Tuskegee Airmen Fade, an Effort to Save the Legacy Grows

By Avis Thomas Lester
Urban News Service



More than 16,000 Tuskegee Airmen made history, but now only about 250 remain. They see each other mostly at funerals these days.

When the heroes returned some from overseas after World War II, they were still treated as second-class citizens in the south. They were simply known as participants in the Tuskegee Experience – pilots, engineers, mechanics, instructors and other support personnel enrolled in an Army Air Force program to train black aviators at the Tuskegee Institute in Alabama from 1941 to 1946.

Ten years after the war's end, they became household names when Capt. Charles E. Francis, a Howard University graduate, published "The Tuskegee Airmen: The Men Who Changed a Nation," about the unit's exploits during the war.

Today, only few now attend the Tuskegee Airmen's annual conventions, where one of the most popular events is the Lonely Eagles Ceremony, where a bell is tolled and the name recited of each member who has passed since the last convention.

"They are dying off at a pretty rapid rate," said Byron Morris, 74, of Bowie, Md., a retired civilian U.S. Air Force official who joined the East Coast chapter of Tuskegee Airmen Inc. in 1994. Morris is one of a few new members who are working to ensure the world never forgets their contributions.

Several veterans of the Tuskegee program formed Tuskegee Airmen Inc. in 1971 to keep the legacy alive. They opened the membership in 1975. Tuskegee Airmen Inc. now numbers about 1,500, including the 250 known original members. There are a number of living Tuskegee program veterans who do not belong to the group, officials said.

"We are always seeking and soliciting new recruits," said C.D. Smith, 64, of Ashburn, Va., a retired U.S. Air Force colonel and the past president of the East Coast chapter of Tuskegee Airmen Inc. "People think that you have to be a descendant of one of the Airmen or affiliated with the military ... but [membership] is open to anyone who would support the goals of the organization."

Recently, 200 people – including a few "Originals," as they are called – gathered at Fort Lincoln Cemetery in Washington, D.C., for a memorial service for William E. Broadwater, who died Sept. 22 at age 89 of complications of coronary disease.

Broadwater was among the youngest of the Originals. A native of Bryn Mawr, Pa., he served as a Federal Aviation Administration chief, and graduated as a bomber pilot in the Class of 45E, in August, 1945. By the time his aviator training was over, so was the war.

"The Germans had capitulated the first week of May, 1945 ... so Bill missed out on going overseas," Morris said. "The guys who were older than Bill, the original guys who went overseas, would all be in their 90s now."

Smith, now a senior defense analyst at the Pentagon, said Broadwater's was the fourth Airmen funeral he has attended recently.



According to the groups website, Broadwater was the 12th Original to die this year. Twenty-four died in 2014 and 35 in 2013. Including Broadwater, at least 129 Airmen have passed since 2011, the website shows. At least three additional Originals who died this year are not listed.

In March, Leroy A. Battle, of Harwood, Md., a Harlem-born jazz drummer, longtime member of the Washington Redskins Marching Band and a music educator for Prince George's County, Maryland, schools, died at age 93. He passed on a Saturday night, wearing his Tuskegee Airmen hat while listening to a recording of "Roy Battle and the Altones," the jazz band he started years ago, according to the Capital Gazette.

Perhaps the most poignant of the 2015 deaths were those of Charles Huntley, Jr. and Joseph Shambrey, who both died on Jan. 5 at age 91 in Los Angeles. They grew up as friends in South Central Los Angeles, enlisted in the military together in 1941, trained at Tuskegee as mechanics, were assigned to the same fighter squadron and were deployed to Italy together. They both returned to Los An-

geles, where their friendship continued until their end.

"They were both members of the Los Angeles chapter of the Tuskegee Airmen," said Ron Brewington, president of the Los Angeles chapter and an expert in the organization's history. "Shambrey hadn't been to meetings in some time, but Huntley – we called him Uncle Bud-

106 on Oct. 27th. He served as a mechanic from 1942 to 1944.

Oliver Carter, 73, of Sterling, Va., a former East Coast chapter president and Air Force veteran, said the Airmen will be remembered for initiating what would become the civil rights movement. Their success led to the desegregation of the military in 1948 and integration of society in general, he said.

He recalled a group of Tuskegee pilots, who, in April 1945, protested against segregated

facilities by forcing their way into an officers' club at Freeman Field in Seymour, Ind., that had been designated for "supervisors," who were all white, instead of using one designated for the "trainees" – or blacks. The incident came to be known as the Freeman Field Mutiny.

"Ten years before Rosa Parks refused to give up her seat on that bus, those men disobeyed an order in protest," Carter said. "Some of them were arrested ... Technically, they could have been executed. At the time they didn't know what would happen. But they ... were heroes. That should never be forgotten."



dy – was at a meeting about two weeks before he died."

Brewington helps people to document their participation at Tuskegee, such as a West Virginia man who was subsequently given a replica of the Congressional Gold Medal that was presented to the Tuskegee Airmen by President George W. Bush in 2007.

"He died a short time later having proven that he was indeed a member of the Tuskegee Airmen," Brewington said.

The oldest known Original is Walter Crenshaw, of Los Angeles, who will turn

REVEAL GLOBAL CONSULTING: LEADING THROUGH SOLUTIONS, INTEGRITY AND ACCOUNTABILITY

By **Alfonzo Porter, Ed.D.**
MEA Editor, West Coast USA

Growing up in the small town of Cade LA, with a population of just above 600 residents and one traffic light, Ryan Davis, could have never imagined the success that he would eventually come to attain in his life. As CEO of Reveal Global Consulting, headquartered in Rockville, MD, he is poised to launch his firm into the stratosphere. Reveal Global Consulting is a Service Disabled, Veteran Owned Small Business (SD-VOSB), 8a certified and also HubZone certified.

With clients such as the Departments of Defense and Commerce, the IRS, US Census Bureau, Defense Intelligence Agency (DIA) and the Defense Information Systems Agency (DISA), among others, the company has become a power player in the field of data analytics, cyber security, and software development.

Davis admits that many of the skills he learned were honed through the training received over the course of his career in the Navy. Davis joined the Navy when he was 18 years

old as a result of his dad encouraging him to do so. Being from a military family, it seemed natural and intuitive that he would enlist and serve his country. His grandfather is a Navy veteran from World War II, and his father was a member of the US Army, fighting in Vietnam.

"Serving our nation in the armed services is a family tradition. I remember my dad telling me that it would be a great move and since we were at peace there was nothing to be apprehensive about," he reasoned.

As fate would have it, he enlisted on September 7, 2001, four days before the 911 attacks on the World Trade Center and the Pentagon. He recalls that during boot camp, leaders kept telling the recruits that they were destined for war.

"As a young recruit, I simply dismissed it as the rudimentary mind tricks associated with the training process. It wasn't until November of that year when I actually saw the reports of that tragic day. I immediately realized that



Ryan Davis,
CEO of Reveal Global Consulting



war was imminent and as a new member of the armed services, my life had changed forever. Even then, I did not regret my decision to enlist," Davis says.

During his six year naval career, he worked as a Cryptologist. His primary role was to provide support for the Navy's 2nd Fleet conducting exercises as a ready-for-deployment certification specialist for Carrier Strike Groups, Amphibious Ready Groups, as well as independently deploying units.

"I was the only African American in my Cryptology 'A' school class," Davis says. "I graduated head of my class and quickly advanced through the ranks. I was immediately assigned to the USS SAIPAN stationed in Pensacola, FL, spending two years in intelligence. I was then ordered to Operation Iraqi Freedom to support the Navy and the Marine Corps as a Technical Support Specialist where my job was to conduct surveillance and intelligence against enemies of the United States; both foreign and domestic," He said.

After his stint in Iraq, Davis was stationed in Bahrain at the U.S. Naval Station as an Information Systems Security Officer for Operation Enduring Freedom. He ultimately received an

honorable discharge in August 2006 from the Navy.

Oddly, it was not the field of information technology where Davis would develop his business acumen. He spent a number of years working in network marketing, financial services and insurance before eventually launching Reveal Global Consulting in 2013.

"It feels a bit strange to have those who mentored and guided you for years to now work, alongside you. It's like the student becoming the teacher,"

My greatest motivation is rooted in the principles of servant leadership," he insists. "I value bringing answers to problems that exist in the marketplace. I believe that success is found in solving problems, and not by chasing money." "Service is the rent you pay for the space you take up on Earth"

Davis says that if business leaders

realize that the key components of corporate success lie in being accountable and responsible for outcomes, many of the other challenges associated with operating a small business may dissipate.

"I was inspired by one of my business mentors, a man by the name of Michael Humes. He famously once told me that success only comes before work in the dictionary and that message remains with me to this day," he says.

"Also I was inspired by one of my chiefs in the Navy, named Yacha Hodge. He taught me two core principles that I apply in my business today. Those two principles are accountability and responsibility." Hodge is currently serving as the Chief Operating Officer of Reveal Global Consulting.

Yet, it was another longtime mentor, Neveen Kapoor, who first taught Davis to not chase money but rather to chase problems. Kapoor is now Reveal's Chief Information Officer.

"It feels a bit strange to have those who mentored and guided you for years to now work, alongside you. It's like the student becoming the teacher," Davis said. "These men are responsible for helping me to develop an outlook based upon having the



right intentions, operate with integrity, and to be a finisher and not just a starter.”

Although the company is just now completing its second fiscal year, it has experienced rapid growth. With revenues reportedly nearly \$1million per month, Reveal is well positioned to become a major force within its core competencies.

The firm is a worldwide solution provider with a mission to drive savings to clients and to improve flexibility and resiliency in enterprise solutions. The company’s solutions address fluid organizational, national, and international conditions and are engineered to reduce the total cost of ownership. Reveal achieves these cost-savings through reusable, highly flexible enterprise systems based on its core skills in virtualization, business intelligence, and automation.

Among its primary offerings are Cyber Security & Information Assurance, Software Development Solutions, Data

Analytics & Business Intelligence, Program and Project Management. Its mission is to help defend the nation’s critical cyber resources and networks. With a team of cyber security professionals possessing a full range of Computer Network Attack, Defense, and Exploitation experience protecting and monitoring client’s data, networks and infrastructure in the Federal, Defense and Commercial environments, the

“I watched as my mother worked three jobs while raising us as a single mom. She went back to college later in life and is now a college professor. She was a major source of inspiration throughout my life,”

company is a vital resources for government agencies.

According to Davis, Reveal Global Consulting has a unique insight into real world threats posed to US national and commercial infrastructure. This understanding allows Reveal’s cyber security professionals to preemptively source emerging threats and leverage cutting edge technologies to detect any intrusion. As a leading cyber security integrator, Reveal Global Consulting delivers agile, defense-in-depth solutions geared to our customer’s unique mission and enterprise requirements.

Additionally, the firm provides accurate and comprehensive support for Cybersecurity services and Information Assurance (CSIA). The purpose of these programs are to provide for protection against unauthorized modification or destruction of systems, networks, and information, and system and information authentication. We provide protection against unauthorized access to and disclosure of information.



Seizing upon new and emerging opportunities are critical in maintaining Reveal Global Consulting’s impressive growth strategy. “Data and Big Data Analytics have recently emerged as major areas of focus,” according to Davis. “Reveal Global Consulting is one of the leading providers of skilled professionals with this critical skill set. Our database managers are top notch professionals that deliver cutting edge solutions to our customers which provides them with the tools for improved decision-making and increased efficiency.”

“We utilize Business intelligence (BI) as a tool for the transformation of raw data into meaningful and useful information for analysis purposes,” he explained. “BI technologies are capable of handling large amounts of unstructured data to help identify, develop, and otherwise create new strategic business opportunities. Common functions of business intelligence technologies are reporting, online analytical processing, analytics,

data mining, process mining, complex event processing, business performance management, benchmarking, text mining, predictive analytics and prescriptive analytics. We provide this intelligence for the easy interpretation of large volumes of data. Identifying new opportunities and implementing an effective strategy based on insights can provide businesses with a competitive market advantage and long-term stability.”

As traditional IT services continue to evolve, Reveal Global Consulting’s goals are to meet clients where they are and work to create an environment that effectively meets existing requirements while maintaining a focus on agility and scalability for the future.

The main challenges facing organizations today on their path to growth, according to Davis, are complex technologies and a rapidly evolving business environment. Consequently, it is imperative that leaders understand the complexities of the IT environment to ensure that the technology meets the needs of

your business. The Reveal Global Consulting team will ensure that its customers achieve operational excellence while maximizing efficiency and, many times, reducing costs.

“I watched as my mother worked three jobs while raising us as a single mom. She went back to college later in life and is now a college professor. She was a major source of inspiration throughout my life,” he said. “My beautiful wife, Joyce, who still serves in the Military as a Lieutenant Commander, continues to support and encourage my growth and development, not just as a business owner, but as a husband and father. What I have been able to achieve would have been impossible without her.” The Davis’ have three children—Zakee, 15; Ryan Jr, 8; and Zion, 8 months.

Central to Davis’ business philosophy are his core beliefs of integrity, passion, and providing solutions. Davis lives by a simple philosophy drilled into him by his mother; and that is to never give up.

NMSDC HONORS TOP CORPORATIONS AND MINORITY BUSINESSES



Wells Fargo & Co Chair Executive Officer John Stumpf and Joset Wright-Lacy, NMSDC President

The National Minority Supplier Development Council (NMSDC) held its 2015 Annual Conference and Business Opportunity Exchange at the San Diego Convention Center from October 18-21. The four-day event brought together over 6,000 minority suppliers and representatives from some of America's largest corporations.

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

NMSDC also presented awards for leadership in Minority Supplier Development, Suppliers of the Year, Regional Council of the year, and Top

Performing Corporations.

Reginald Humphrey, manager supplier diversity at General Motors, received the Minority Supplier Development Leader of the Year award in recognition of his impact throughout his



Tyco and Joset Wright Lacy

company and in the minority business community. A few of Mr. Humphrey's highlights included spending more than \$3 Billion with certified MBEs, representing 3.5% growth over 2013.

In second tier, they have reached a milestone of \$2.7 billion, a 50% increase over 2013. Reginald is also in his second year serving as president of NMSDC's auto industry group.

Four top minority businesses were recognized as National Suppliers of the Year in recognition of their business acumen and excellence in community service. They are: AHRMDCO International LLC in Houston, Texas, in the category for businesses with sales less than \$1 million; Beyond Curious Inc. in Los Angeles, California among firms with \$1 million to \$10 million in sales; Systel Inc. in Alpharetta, Georgia in the category for businesses with sales between \$10 million and \$50 million; and Zones, Inc. based in Auburn, Washington for firms with sales greater than \$50 million.

Twelve minority businesses were honored as Regional Suppliers of the Year. They are Glory Professional Cleaning Services Conveys, Georgia; Picture That, LLC., Stamford, Connecticut; Strategic Management Solutions, LLC., Indianapolis, Indiana; Foresight Con-



Top Row Left to Right

Jamie S. Saliba (Vice President/ General Manager, Manpower Group), Scott Gregory (President and Chief Executive Officer, Pacific Southwest Minority Supplier Development Council), Clifford A. Bailey (Chair, National Minority Business Enterprise Input Committee, President and Chief Executive Officer of TechSoft Systems Inc.), Bruce Geier (Chief Executive Officer, Technology Integration Group), Ray Dempsey (Vice President External Affairs, BP America Inc), Chester "Chet" Yancy (Chair, Pacific Southwest Minority Supplier Development Council, Manager Small Business and Diversity Programs Purchasing and Business Services Arizona State University), Reginald K. Layton (Chairman, Chairman's Committee and Vice President, Supplier Diversity and Supply Chain, Johnson Controls Inc), William F. Kornegay, Jr (Chairman, Field Operations Committee and Senior Vice President, Supply Management Hilton Worldwide),

Bottom Row Left to Right

Regina Edwards (Senior Vice President, Head of Supplier Diversity, Wells Fargo & Company), Margo Posey (President Dallas Fort Worth Minority Supplier Development Council), Kathleen Trimble (Vice President, Supplier Diversity, Robert Half), Joset Wright-Lacy (President, National Minority Supplier Development Council), Tiffany Eubanks-Saunders (Senior Vice President, Global Support Services and Supplier Diversity & Development Executive, Bank of America Corporation), Michele Ruiz (President & Chief Executive Officer Ruiz Strategies), Farryn Melton (Senior Vice President & Chief Procurement Officer, Bristol-Meyers Squibb)

struction Group, Gainesville, Florida; Global Strategic Supply Solutions, Livonia, Michigan; Horizon Services Corporation, Birmingham, Alabama; Dynamic Language in Seattle, Washington; VIVA USA in Rolling Meadows, Illinois; CB TECH in Gahanna, Ohio; Hightower Petroleum Company in Middletown, Ohio; Pyramid Consulting Inc. Alpharetta, Georgia; Dakkota Integrated Systems, LLC. In Holt, Michigan;

The Dallas/ Forth Worth Minority Supplier Development Council earned Council of the Year honors for providing outstanding service to corporations and minority businesses in



Dallas Forth Worth.

New to this year's conference awards was the addition of the Top Performers Awards which included six categories: 1) Gazelle Companies; 2) Best Development Programs; 3) Top Tier 2 Programs; 4) Access to Capital; 5) Global Program and 6) Innovation.

The first category, Gazelle Companies

are being recognized for their rapid growth pace – the five winners had a growth pace of 25% or more in one year alone. The Gazelle companies winners are: Dell, Exxon Mobile, Merck, Starbucks and Wells Fargo.

The second category, the best development programs are being recognized for having the best minority supplier development program. The Best Development Programs winners are: The Boeing Company, General Motors, and Johnson & Johnson.

The third category, Top Tier 2 programs recognizes corporations with top tier 2 programs. The Top Tier 2



Corporation of the Year: Ford Motor Company



Wells Fargo & Co Chair Executive Officer John Stumpf speaking at Monday Luncheon

Programs winners are: Walmart, Pepsico and Toyota Motor Engineering and Manufacturing North America.

The fourth category, Access to Capital, is given to a corporation that has demonstrated a corporate initiative to provide access to capital solutions and unique financial arrangements to minority sup-

pliers. The Access to Capital winner is Comcast.

The fifth category, global program, is given to the corporation with the top performing global program, the Global Program winner is IBM.

The sixth category, innovation recognizes a new corporate method, initiative, or process to accelerate and positively impact minority supplier development supporting NMSDC's vision. The innovation winner is Johnson Controls Inc.

"The NMSDC Conference offers an environment to identify business opportunities and to attend workshops and seminars to help corporate members and MBEs develop their skills," said Joset Wright-Lacy, President of NMSDC. "This year's award winners are advocates and leaders in the supplier diversity space."

About NMSDC

The National Minority Supplier Development Council advances business opportunities for certified Asian, Black, Hispanic and Native American business enterprises and connects them to corporate members. One of the country's leading corporate membership organi-

zations, NMSDC was chartered in 1972 to provide increased procurement and business opportunities for minority businesses of all sizes.

The NMSDC Network includes a National Office in New York and 24 affiliate regional councils across the country. There are 1,750 corporate members throughout the network, including most of America's largest publicly-owned, privately-owned and foreign-owned NMSDC companies, as well as universities, hospitals and other buying institutions. The regional councils certify and match nearly 12,000 minority-owned businesses with member corporations that want to purchase their products, services and solutions.

The NMSDC network also includes five international partner organizations located in the United Kingdom, Canada, Australia, China and South Africa. For more information, visit www.NMSDC.org.



November-December 2015



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Supplier Development & Diversity Division
The Official Certification Agency for Prince George's County

Corporate Director for Global Supplier Diversity Northrop Grumman Corporation

NORTHROP GRUMMAN



Gloria Pualani
Northrop Grumman

Gloria Pualani is a seasoned professional in the supplier diversity arena. As Corporate Director for Global Supplier Diversity for Northrop Grumman Corporation (NGC) she is responsible for developing and implementing the corporation's Global Supplier Diversity Programs (GSDP) Operating Plan. This operating plan is updated annually and provides corporate policy and strategic guidance for the Northrop Grumman supplier diversity program. The plan is reviewed and signed at the executive level distributed throughout the company. This strategic plan is regarded as an industry best practice for supplier diversity management.

Ms. Pualani has expanded her efforts to engage the company's employee resource groups to develop new and innovative methodologies for inclusion of Asian, Black, Hispanic, Native American and LGBT businesses. Ms. Pualani provides diversity and inclusion training to internal and external customers of NGC. One of the by-products of this training is, the ERGs have become advocates on behalf of NGC's GSDP and have emerged as a new source to access suppliers in the Asian, Black, Hispanic, Native American and LGBT business community. In addition to these categories of small businesses, out-

reach to those companies who employ and support people with disabilities is also a part of Ms. Pualani's advocacy.

Ms. Pualani has formalized a process that requires the Small Business Liaison Officers from each major business unit to serve as advocates for small and minority businesses that are interested in bidding on enterprise-wide subcontracting agreements. These SBLOs participate as members of the enterprise agreement sourcing teams and helps to shape the sourcing methodology for each commodity.

The corporation's outreach program is tailored to meet the needs of small and minority businesses. In an effort to bring together end users and potential suppliers, outreach events are hosted at various company locations as well as at the request of regional councils, customers and congressional representatives. NGC conducts external outreach programs by commodity, location, small business category and for contract-specific requirements.

Under Ms. Pualani's leadership, an on-line small business awareness training program was established that is available to all employees. This training serves to educate and inform employees about the company's commitment to supplier diversity by providing information about

the various programs and corporate initiatives that comprise the GSDP. Special emphasis is placed on the importance of subcontracting to minority businesses; Veteran owned small businesses; businesses located in Historically Underutilized Business Zones (HUBZone), AbilityOne firms, and LGBT owned firms, as well as the Mentor-Protégé Program, Small Business Innovative Research Program and Historically Black Colleges and Universities program. This training includes several quizzes to insure comprehension of training content. Participants receive training credit for a successful completion of the course and this course is a mandatory training requirement for all buyers.

Ms. Pualani has received numerous awards and other recognition for her support and advocacy of the small business community. This is demonstrated in the fact that NGC has met and exceeded its small business performance goals for over 11 consecutive years.

Ms. Pualani is a 34 year employee of NGC. She serves as a Respite Foster Parent, teaches a young adult Bible study, and is a wife, mother and grandmother. Her favorite quote is from Martin Luther King, "Our Lives begin to end the day we become silent about things that matter".

Director, Supplier Diversity Outreach Shell Oil Company



Debra Clark Stewart
Shell Oil Company

Debra Clark Stewart is Director of Supplier Diversity and Diversity Outreach for Shell Oil Company. In this role she leads a team responsible for developing and implementing strategies and programs that support U.S. supplier diversity, a critical component of U.S. local content.

With Bachelor and Master degrees in Polymer Engineering from Case Western Reserve University in Cleveland, Debra began her career with Exxon Corporation in research & development and technical sales roles. As a result of her early R&D work, Debra and her co-patent authors in 2001 were awarded ExxonMobil Chemical's Most Valuable Patent Award for the success of a new line of elastomeric materials for automobile tire applications.

In 24 years with Shell Debra has worked across a spectrum of businesses (plastics, intermediate chemicals, basic chemicals, refining and lubricants) in roles of increasing responsibility and challenge in market and business management, technical management, international marketing, project management and mergers/acquisitions/divestitures. Just prior to assuming her current role in 2010, Debra served as Manager of Special Projects in the Diversity and Inclusion

(D&I) directorate of Shell. In that role she led projects in organization design, organizational effectiveness, and development and rollout of strategy in D&I and Corporate Affairs/Social Investment. Previous roles include an assignment as Vice President of Technology at Shell Deer Park Refining Company, where Debra led a department of 100 managers, engineers, inspectors and technicians responsible for developing and ensuring the capability and reliability of the > \$1 BB of refinery assets. Prior to that, she served as Business Manager for Aromatics products in the U.S., a > \$1 BB revenue basic chemicals business.

Debra is a recognized leader in a number of activities in support of the Shell community and the external community. A previous Chair of Shell's United Way campaign and a graduate of United Way's "Project Blueprint", Debra serves on the board of directors of Target Hunger, a United Way agency that seeks to eradicate hunger and its root causes in Houston's inner city neighborhoods. She is a member and past officer of the North Houston Frontiers Club, a community service organization that focuses on providing college scholarships to needy minority students in the Houston area. Debra was a member of the start-up team for the Shell Black Networking Group (SBNG) in 1996 and served as

the inaugural Chair of the network's Mentoring Committee. Currently she serves as Executive Co-Sponsor of Shell's multicultural women's affinity group, POWER (Promoting Opportunity for Women across Ethnicities and Races). She mentors a number of employees and is a frequent speaker for diversity activities both inside and external to Shell.

In her current professional role, Debra chairs the Petrochemical & Energy Industry Group of the National Minority Supplier Diversity Council and serves on the board of the Women's Business Enterprise National Council. She also serves on the board of the LULAC National Education Services Centers (LNESEC), an affiliate of the League of United Latin American Citizens (LULAC) that provides innovative educational programming to high-need students in the U.S. and Puerto Rico. She is active in many other regional and national organizations supporting economic development through supplier and workforce diversity.

Under Debra's leadership, Shell has been recognized by numerous organizations and publications for excellence and leadership in supplier diversity and STEM workforce development. Individually she has been repeatedly recognized by Minority Business

WOMEN IN SUPPLIER DIVERSITY



News and Women's Enterprise USA publications as one of the country's top leaders in supplier diversity. In 2013 she was inducted into the Hall of Fame of the Greater Houston Women's Chamber of Commerce.

A native of Chicago, Debra and husband Tony have two adult sons, a grandson and granddaughter. She is active in her church and has a wide variety of interests including read-

ing, practicing the piano, decorating, dancing, and studying, writing about and teaching the Bible. Shell holds a graduate certificate in Biblical and Theological Studies from Dallas Theological Seminary, and serves on the board of Girlfriends PrayTM, an international ministry connecting over 100,000 women in prayer.

Supplier Diversity Program Manager Tyco International

Christine Pincus is the Supplier Diversity Program Manager responsible for Tyco International's Supplier Diversity Program. Her role includes raising internal awareness and expanding the presence of diverse suppliers in Tyco's global supplier base. Christine is dedicated to increasing Tyco's visibility in the Diversity community through attendance at industry conferences, networking events, matchmakers and business fairs. Over the last several years, Christine has established the Supplier Diversity Council, with representation from all of Tyco's commodity teams, which is charged with helping to inform and educate U.S. employees about this vital program. Currently, Christine is a Board Member of the Women's

Business Development Center of Florida where she is committed to the mission of expanding corporate access to women business enterprises.

Previously, Christine was the Supplier Diversity Manager for Office Depot where she doubled spending with Diversity Suppliers within two years. During her tenure, Christine also sat on the board of the South Florida Minority Supplier Development Council and helped promote matchmaker activities between corporations and the local diversity businesses.

Christine is an Industrial Engineer from the California Polytechnic University, SLO with an MBA in Supply Chain from the University of North Carolina, Chapel Hill. Her strong



Christine Pincus
Tyco International
Supplier Diversity Program
Manager

background in IT and Supply Chain has provided the opportunity to consult globally for companies such as Ernst & Young, Oracle and System & Computing Technology. Christine's distinguished career has given her the knowledge and experience to develop and expand numerous Supplier Diversity initiatives at Tyco.



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Supplier Diversity Regional Manager Pepco Holdings, Inc.



Charlie M. Partridge
Pepco Holdings, Inc.

Charlie M. Partridge is a member of the Pepco Holdings Incorporated (PHI) Supplier Diversity team and headquartered in Washington, DC. She serves as Supplier Diversity Regional Manager for the PHI subsidiaries Pepco, Delmarva Power, and Atlantic City Electric.

Prior to joining PHI, Ms. Partridge was self-employed business consultant doing business as Strategic Marketing Services; executive director for the National Business League of Southern Maryland; held various positions for the Howard University Small Business Development Center concluding as deputy director; served as sales manager for a minority owned foodservice distributor, Save More Foods, in Washington, D.C. She began her career working for consumer foods company Kraft Dairy Group as Key Account Manager for two of its top 20 national accounts in the Baltimore-Washington markets.

She has served on boards, and

committees of numerous organizations, including the Big Sisters of the Greater Washington (Big Brothers Big Sisters), and has represented PHI Supplier Diversity with the Women Presidents Educational Organization (WPEO) DC, the SBA Washington District Advisory Council, and the National Association of Minority Contractors DC Chapter, amongst others. She currently serves on the Capital Region Minority Supplier Development Council (formerly the MD/DC MSDC) Board of Directors. She has served as past chair of the MSDC Board Policy Development Committee, the Membership Committee, and currently chairs the CRMSDC Education and Training Committee.

She has garnered numerous awards including two awards from the MD/DC MSDC Minority Business Enterprise Input Committee as "Minority Business Advocate of the Year" and the MD/DC MSDC "Supplier Diversity Coordinator of the Year" award, the Dialogue on Diversity "Entrepreneurial Mentor" award,

the Prince George's County Small Business Institute "Dedication and Commitment" award, and more.

Ms. Partridge holds a BA from Howard University in Washington, DC and an MBA from the University of Maryland University College.



Director Supplier Diversity AARP



Kimberly Marcus
AARP

Mrs. Kimberly Marcus is the Director of Supplier Diversity for AARP. Mrs. Marcus is responsible for redefining supplier diversity at AARP. The AARP supplier diversity program resides at the intersection of who we are, what we do, and how we do it. AARP's supplier diversity program is directly linked to our mission and why we exist. AARP not only seeks to work with diverse suppliers, we also serve them by helping them grow their businesses and promoting them in the marketplace.

Mrs. Marcus comes to AARP with over 15 years of combined experience in both the corporate and non-profit worlds. Prior to AARP, Mrs. Marcus was a presidential appointee for the Department of Commerce. Mrs. Kimberly Marcus was appointed in July 2012 to serve as Associate Director for the Office of Legislative, Education & Intergovernmental Affairs (OLEIA) at the Minority Business Development Agency (MBDA). In this capacity, she led all Agency efforts in the areas of communications, public affairs, external relationships, outreach, research, and policy development. She also oversaw the Agency's relationships with elected officials, as well as its advocacy and outreach strategies. Mrs. Marcus focused primarily on stakeholder outreach, with an emphasis on

global business development. Fortune 500 stakeholders, both domestic and international, were key to her outreach methodology.

One of her career highpoints before her appointment was when she was the National African American Outreach Director for the Democratic National Committee (DNC). In this high-profile role, Mrs. Marcus worked closely with the African American community to emphasize the importance of the African American vote.

Mrs. Marcus also worked for the Rainbow PUSH Coalition, serving as Executive Director of its Public Policy Institute's Government Relations office. Mrs. Marcus advocated on behalf of urban communities and minorities by interacting with members of Congress, the Executive Branch, and the Federal Communications Commission (FCC). She was responsible for the creation of public forums and the development of influential coalitions, as well as the publication of relevant policy analysis and research studies.

Mrs. Marcus considered her position as Director of Economic Development for the NAACP to be an exciting turning point in her career, as it gave her the chance to tackle issues of immediate relevance to equal opportunity for people

of color. Mrs. Marcus is no stranger to the world of minority-owned business, as she owned and ran her own diversity consulting firm, KC Consulting. As the Principal Consultant for her firm, Mrs. Marcus expanded on the type of work she had done for the NAACP. She continued to advise client firms on diversity initiatives, and recommended implementation strategies.

At the outset of her career, Mrs. Marcus worked as a Senior Sales Executive at the Strategic Research Institute (SRI), where she spearheaded the organization's successful launch of African American/Multicultural conferences and seminars. At Bank of America, she established a Living and Learning Center—a cutting-edge facility designed to help employees enhance skills related to both business and personal issues.

A native of Oakland, California, Mrs. Marcus holds a Bachelor of Arts degree in Marketing from Clark Atlanta University. IMPACT and The Loop recognized Mrs. Marcus among the 40 Most Influential Young Professionals Under 40 In Washington. Mrs. Marcus is happily married, with a twin son and daughter.



Sr. Manager Supplier Diversity, Union Pacific Railroad



Sheila M. Estes
Union Pacific Railroad

September 2008, Sheila was appointed Sr. Manager Supply Diversity. In her role, she is responsible for the development and expansion of Union Pacific's Supplier Diversity Program. Building program awareness and ensuring diverse supplier participation at all levels of Union Pacific's procurement process.

Under her leadership, Union Pacific was awarded "Corporation of the Year" by the Great Plains Minority Supplier Council, "Award of Excellence" by the Wisconsin, Iowa Central Illinois Minority Council and nominated for the National award for "Corporation of the Year". Union Pacific has also been recognized by Hispanic Business Magazine's for "Best of the Best" for Supplier Diversity and Professional Woman's Magazine's "Top Supplier Diversity Programs for Women". Sheila was named, "Ambassador for Supplier Diversity" by Minority Business News. She was also recognized by the Union Pacific's Chairman and CEO as Union Pacific's Leader for her "Vision". Sheila began her career with Union Pacific Railroad May 1981

as an Intern and has held several positions in procurement and logistics management where she was responsible for a \$50M and \$100M spend respectively. Sheila earned her degree in Business Finance from Creighton University in 1982. She also holds a Certificate in Transportation Management from Iowa Community College.

She has served in various leadership capacities for many community based organizations. She was a member of the Board of Directors for Butler-Gast YMCA, Great Plains Minority Supplier Diversity Council and Advisory Chair for Midwest Minority Supplier Diversity Council. Sheila was a member of the National Council of Negro Women and the Omaha Junior League. Sheila was also a member of the NAACP, UP Black Employee Network, UP Lead-Women's Network, and a Life member of the Urban League of Nebraska. Sheila currently serves as the Chair for the National Minority Supplier Development Council Rail Industry Group. Sheila is member of Alpha Kappa Alpha Sorority, Inc. and currently serves as the Co-Chair for the Scholarship Committee for the

Omaha Alumnae Chapter.

Sheila is married to Ronald J. Estes and has 2 children, Ron-Eric and Nicole and 2 step children Dena and Michelle. She has nine grandchildren and four great grandchildren.



Director of the Washington Suburban Sanitary Commission Minority Business Enterprise Office



Towanda R. Livingston
Washington Suburban Sanitary Commission

Towanda R. Livingston is the Director of the Washington Suburban Sanitary Commission's (WSSC) Small, Local and Minority Business Enterprise (Supplier Diversity) Office. WSSC is among the largest water and wastewater utilities in the nation, serving nearly 1.8 million residents and approximately 460,000 customer accounts in Prince George's and Montgomery counties, over a area of nearly 1,000 square miles. WSSC operates and maintains eight water and wastewater plants, more than 5,500 miles of fresh water pipeline and nearly 5,400 miles of sewer pipeline. WSSC currently employs approximately 1,600 people. In the more than 90 year history, WSSC's drinking water has always met or exceeded federal standards.

Towanda has more than 20 years of experience in the Utility Industry. She has played an integral role in shaping and leading efforts addressing issues of diversity, strategy, organization, operations and the community. She has worked extensively on issues related to fair and equal access to competitive contracting, as well as, advising and supporting small, minority, and women-owned businesses with competitive positioning, developing business

plans and start-up opportunities.

Prior to joining the Commission's Senior Executive Leadership Team in November 2006, Towanda served as the Supplier Diversity Coordinator for Exelon/PECO Energy. She was with Exelon/PECO Energy for approximately 11 years, and served in various progressive capacities during her tenure.

Towanda's appointment as Director of the SLMBE Office has been marked with several key achievements. Under Towanda's leadership the Commission continues to exceed its SLMBE/Supplier Diversity Program goals and objectives. She guided the transformation of the SLMBE/Supplier Diversity Program into a process which is vastly becoming just the way the Commission does business. As Senior Project Sponsor, Towanda's insight and leadership enabled the Commission to complete its 2010 Disparity Study in record time, which led the Commission to adopting a new MBE Program (the prior Program had been in existence for 20 years). She has effectively led the Commission in achieving 26% or more in contract expenditures with certified Minority/Women/Small Business Enterprise firms consistently

over the past five fiscal years (totaling approximately \$713.6 million and counting). This is not to overshadow the approximately \$174.4 million (and counting) in expenditures with Small Local Business Enterprises (SLBEs) that she has successfully led the Commission in achieving. She strategically and successfully developed and implemented a communication, outreach and development program for businesses that has led to over 4,500 firms currently being registered to do business with the Commission.

Under Towanda's leadership, the SLMBE Office has increased its reporting to the Maryland General Assembly, achieving for the first time on-time delivery of the annual Legislative Report, a performance guide about the SLMBE Programs.

Towanda has designed, implemented and embedded into the Commission's contracting processes a SLMBE/Supplier Diversity Program that is deeply rooted in Supplier Advocacy, Compliance and Extensive Outreach.



Prince George's County Supplier Development & Diversity Division



Sharon Moore Jackson
Acting Executive Director
Prince George's County

Sharon Moore Jackson is the Acting Executive Director for the Prince George's County Supplier Development & Diversity Division (SDDD). She joined the SDDD Team as Deputy Executive Director on January 28, 2013. Just short of one year later, Mrs. Jackson was named Acting Executive Director where she oversees a \$1.9 million budget and the County's diversity program activities while working with internal/external stakeholders to further expand opportunities for local, small and minority businesses.

From 2007 to 2013, Mrs. Jackson served as the Minority Business Enterprise (MBE) Compliance and Outreach Manager for the State of Maryland Governor's Office of Minority Affairs (GOMA), where she managed and led the O'Malley-Brown Administration's premier outreach initiative, MBE University, first launched in Prince George's County in 2009. In addition, Mrs. Jackson also served on the State of Maryland's Department of Transportation's (MDOT) Minority Business Enterprise (MBE) Advisory Committee for MBE/DBE Certification, GOMA representative for three StateStat Agencies, Committee Member for the Governor's Hispanic and Asian Commission's Conference Plenary Meetings, conducted MBE

Compliance reviews and agency assessments and resolved numerous advocacy inquiries and prompt payment disputes.

Prior to returning to GOMA in 2007, Mrs. Jackson was the Minority Business Coordinator for Prince George's County Public Schools (2004-2007) and the Minority Business Administrator for the State of Maryland's Department of Human Resources (2000 -2004), where she implemented strategic alliances and leveraged resources for maximum MBE utilization. Mrs. Jackson is a seasoned and respected professional who began her career with the State of Maryland in the mid-1970's. A true advocate for small and minority businesses, she has received numerous awards and citations for her commitment and dedicated service.

Among her many honors and recognitions, includes the Metropolitan Executive & Professional National Registry Who's Who, which profiles executives, professionals and entrepreneurs, the Prince George's County Economic Development Corporation's 2015 Women in Government Award, the Parren J. Mitchell Gladiator Award presented at the 2014 Top 100 MBE Celebration, the State of Maryland Governor's Office

of Minority Affairs 2014 Advocacy Award, the WETATi Impact Our Community Service Award 2013, recognized by MEA Magazine's as one of the 25 Influential Women Making Difference Corporation, 2012 Graduate, Leadership Prince George's, Appreciation Award from Howard University Girl Scout Council of the Nation's Capital, Women Business Owners of Prince George's County Advocate of the Year 2011, and Prince George's County Economic Development Corporation Small Business Initiative.

On a personal note, Mrs. Jackson is married to Joseph and they reside in Prince George's County. She is the proud mother of adult daughters Kelli Renee and Lesli and the Creator of Sisters Led by the S.P.I.R.I.T. a ministry grounded on biblical principles for addressing the needs of women through self-empowerment and inspiration. Mrs. Jackson is a servant at heart and understands that "to much is given, much is required".



Supplier Diversity Manager at Kellogg Company



Debra Quade
Kellogg Company



Debra Quade is the Supplier Diversity Manager at Kellogg Company. Prior to joining Kellogg, she served as Supplier Diversity Specialist at Toyota Boshoku America in Erlanger, Kentucky and Magna Donnelly in Holland, Michigan.

Chamber of Commerce and the Supplier Diversity Council for the Canadian Gay & Lesbian Chamber of Commerce in addition to Chairing the Certification Committee for the National Veteran Business Development Council.

Supplier Council Inclusive Leadership Procurement Committee and the National Minority Supplier Development Council Working Group.



Debra serves on the Board of Directors for WBE Canada, and the West Michigan Hispanic Chamber of Commerce. She currently leads a MiDiCo Module for supplier inclusion and opportunity and serves on the Advisory Board for the Ohio River Valley Women's Business Council.

Debra represents Kellogg Company on the Corporate Advisory Council for the National Gay & Lesbian

She participates on the Women's Business Enterprise National Council Programs Committee, the Canadian Aboriginal & Minority

THE BOTTOM LINE: S.O.S. (SAVE OUR SISTERS!)

WHEN BLACK WOMEN SUFFER, THE NATION SUFFERS

A 2015 research study confirmed that Black women are at the rock bottom of the economic yardstick, in spite of being the most educated demographic group in the nation. Sponsored by **The National Coalition on Black Civic Engagement and the Black Women's Roundtable**, this document displayed current statistics demonstrating that the recent economic recovery had ignored the losses that Black females experienced during the recent recession. **Black Women in the United States**, funded by The Moriah Fund, Ford Foundation, and AARP, clearly illustrates the vulnerability of the Black woman's role as the foundation of countless relationships in our community and the world. Listed below are some of the sad truths about the lifestyle of a Black woman today:

BLACK WOMEN ARE MORE LIKELY TO LIVE IN POVERTY THAN ANY OTHER DEMOGRAPHIC GROUP IN THE CENSUS DATA.

- A Black woman high school graduate fails to earn as much as a white male dropout with a 9th grade education or less (\$30,450 vs. \$32,675).
- Black women with Bachelor's degrees, on average, earn about \$10,000 less than White men with an Associate's degree (\$49,882 vs. \$59,014).
- In fact, it would take nearly two Black women college graduates to earn what the average White male college graduate earns by himself (\$55,804 vs. \$100,620).
- Compared to other women, Black women fall at or near the bottom in earnings across every level of education. Among college degree holders specifically, Black women take home the lowest earnings across the board!
- The poverty rate of Black women (25.1%) more than doubles that of White women (10.3%) and Asian women (11.5%), and just slightly eclipses that of Latinas (24.8%).

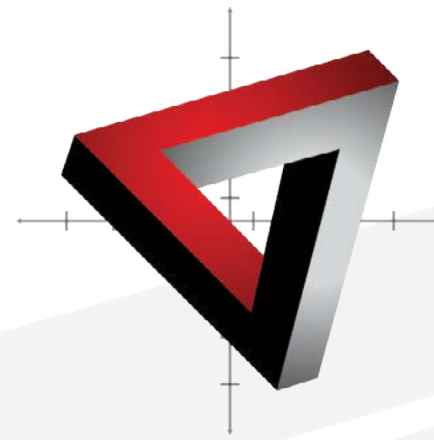


By Iris Ann Cooper

- Among single mother households, nearly half of such families headed by Black women are poor (46.7%), just below the proportion attributed to Latina-headed households (48.6%), but significantly more than is the case among single white (33.1%) and Asian mothers (26.3%).

Why are Black women lagging behind? Perhaps Black women fail to negotiate an appropriate salary when hired to avoid the possibility of losing the position to her white counterpart. Perhaps Black women accept employment with substandard compensation

and benefits because a job is better than no job when there are multiple mouths to feed. Perhaps Black women don't know their value in the workplace, so they accept less than what they deserve. None of these propositions are acceptable for a society that relies on Black women to perform so many critical services to and for others. Black women are caregivers for their families and oth-



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Shree W. Taylor, PhD
President & CEO

Kim W. Barnette, PhD
Chief Operating Officer



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Wise politicians should create and sustain policies that bolster the economic status of the Black woman as one of society's model citizens and a guardian for our community.

ers without families. Black women are leaders in organizations that address the inequities in health, education, employment, and criminal justice in our community; their actions impact, influence, and sustain others within their reach, regardless of race, creed, or color. The ripple effect of despair snowballs and the community suffers when Black women suffer.

Wise politicians should create and sustain policies that bolster the economic status of the Black woman as one of society's model citizens and a guardian for our community. Wise voters should endorse those politicians that demonstrate their respect, (by word and deed), for the Black woman's value to our community.

To align with the Black woman is to align with humanity.

"...If you have the courage of your convictions, you must stand up and be counted. I hope that the day will come in America when this business of male versus female does not become such an overriding issue, so that the talents and abilities that the almighty God have given to people can be utilized for the benefit of humanity." - Shirley Chisholm

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Business News

How To Fundraise Without a Powerful Board



By Mel and Pearl Shaw

What if your nonprofit isn't comprised of people with power, wealth and influence? What if your board chair can't pick up the phone and raise \$1 million? How do you compete when you feel other organizations are supported by power-brokers and you can't get your message heard?

Here are our thoughts. Use the assets available to you. Build a team and relationships that will serve you for the long run. You may be surprised by the resources and riches available within your network. Here are some suggestions to consider.

First, remember it's hard to raise money from behind a desk. You have to be constantly out in the community making the case for your organization or institution and developing relationships. This is your work as CEO. It's also the work of board members and your development director or vice president. Get the pulse of your community and find ways to implement your vision in partnership with others. Take names! Build your

list of contacts. Stay in contact. Don't depend on social media for your communication – build and nurture mutual relationships that include in-person visits and phone calls.

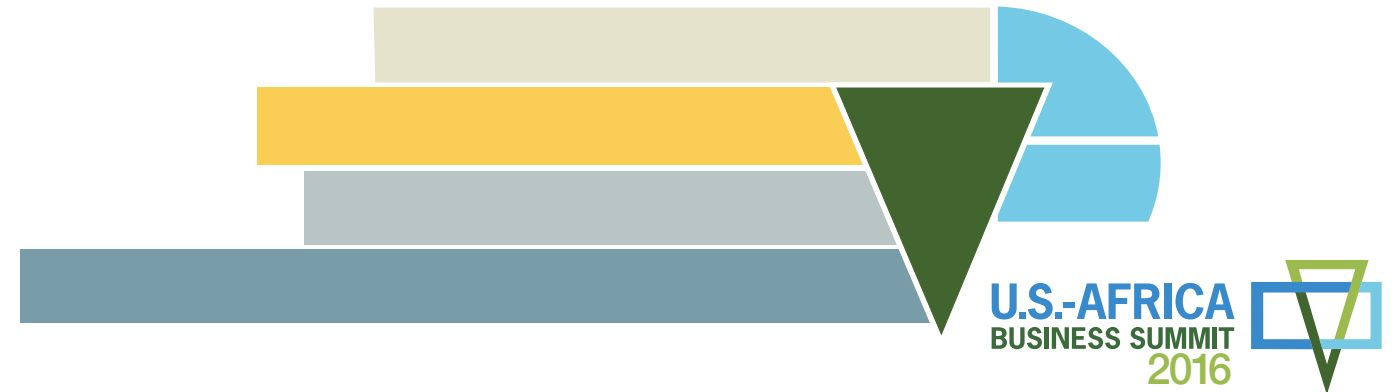
Consistently grow your list of prospective donors. If you need to raise \$250,000 we recommend creating a list of people, businesses, foundations and granting agencies who can give a

First, remember it's hard to raise money from behind a desk. You have to be constantly out in the community making the case for your organization or institution and developing relationships.

combined total of \$750,000. You don't have the luxury of assuming people will give the amount you request: you need enough prospective donors to cover the reality that not everyone gives. Even if you think it is a "sure deal" make sure you have a Plan B. We suggest building a pool of prospective donors who can collectively give three times the amount you want to raise. That may seem like a lot, but you have to build "no" into your fundraising plan. Next year the answer may be different, but you need to raise your money this year.

Talk with your staff, advisors, board members and friends. Ask them who they know and who they can influence. Strategizing and planning with others allows people to help you reach your goal. Don't be afraid to ask. And remember, it's not only high profile people who can open doors. You don't know who knows who – if you don't ask you may be missing an opportunity. For example, our experience has shown that barbers, hair stylists, maids, waiters and waitresses have the pulse of a community.

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Keep it personal. If there is someone within your organization who knows a donor or volunteer, ask them to take the time to personally thank those who give their time and money. Always debrief with your development director. Let him or her know who you are visiting. When you come back from appointments or a trip make sure contact information for those you meet is entered in the organization's fundraising database. Share the business cards you collect with the development department. Include short notes regarding your meeting and their interest in your college or institution. Related to this, don't assume you are the only person with relationships: ask team members for suggestions before going into a "big meeting" or on a "big trip."

Become politically astute – know your government leaders and make sure

You don't have the luxury of assuming people will give the amount you request: you need enough prospective donors to cover the reality that not everyone gives.

they know you and the priorities of your organization. Your representatives can't help you if they don't know your vision.

Last words: Don't stay frustrated with the "limitations" of your board. It is your responsibility to communicate with passion and vision, set direction, and invite others to join you.

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Africa: Discovering New Markets



A meeting of presidents: L-R: Stephen Hayes, President and CEO, The Corporate Council on Africa; H.E. Paul Kagame, President of the Republic of Rwanda; H.E. Denis Sassou Nguesso, President of the Republic of Congo at the U.S.-Africa Business Summit in 2009

Many American business leaders are unaware of the potential Africa holds to expand their businesses and increase profitability," according to a report published in April, 2015 by the President's Advisory Council on Doing Business in Africa (PAC-DBIA). Perception, critical to business decisions, is one of the biggest barriers to doing business in Africa successfully.

When American business owners think about global trade and international investment, chances are that Africa is the furthest market from their minds. However, a little digging into the potential of African markets immediately reveals some impressive statistics, including the fact that six of the 10 fastest growing economies in the world are in Africa. African consumers spend \$860 billion on goods and services and U.S. corporations such as General Electric and Walmart are rapidly expanding.

It is also true though that Africa is a challenging market with 54 different countries, eight regional economic communities and over one billion

consumers. There are real risks, especially for businesses that are not prepared for the business environment they are entering. For small and medium sized businesses, there is even more reason to be wary, as most business owners cannot afford to make a mistake on a bad investment. However, if you are an entrepreneur considering investing in Africa, or a decision maker at a company interested in expanding to several African countries, the Corporate Council on Africa's (CCA) U.S.-Africa Business Summit is a great conference to get your feet wet and dive in to the African market.



Widely regarded as the essential conference for companies interested in doing business in Africa, CCA's 10th Biennial U.S.-Africa Business Summit will be hosted on February 1-4, 2016 in Addis Ababa, Ethiopia. More than 1,000 attendees from every region

in Africa, the United States, Europe, Asia and the Middle East, investing and doing business in agriculture, finance, health, technology, infrastructure, security, retail, real-estate, power and energy will be in one place, at one time to do business, but also to tell the real story about investing in Africa.

Without a doubt, the best reason for business leaders to attend the U.S.-Africa Business Summit is that it presents an unparalleled networking opportunity for attendees, including the opportunity to meet with African Heads-of-State, high-level government representatives from U.S. agencies and African ministries, as well as CEOs and other company decision-makers. Attendees will jump start their business relationships across the continent through business-to-business meetings and business-to-government meetings at the conference.

However, the CCA Summit also provides insight into the challenges and opportunities in African business today, which will be invaluable to SME businesses and entrepreneurs. The Summit will feature panels cov-



Plenary on doing business differently at the 2013 U.S.-Africa Business Summit in Chicago featuring CCA members including Chevron, Freeport McMoRan, General Electric and Procter and Gamble.

ering everything from understanding U.S. agencies' procurement processes and the opportunities for companies interested in President Obama's Power Africa Initiative, to appreciating the value of regional economic communities and how technology has changed the way business is done in Africa. Speakers, who are experts in their fields and currently do business on the continent, will have frank, open discussions about their successes and the challenges they face. The conference also features special country-specific 'Doing Business in Africa' sessions which delve even deeper into the market and business cultures in specific countries such as Angola, Nigeria, Ethiopia and Kenya.

The Corporate Council on Africa is a membership-based business organization established in 1993 to promote business and investment between the United States and the nations of Africa. Over the last 22 years, CCA has established itself as the premier American organization devoted to U.S.-Africa business. There has been even more interest in Africa lately as the 'Africa Rising' narrative is finally breaking into previously held notions about the continent.

In 2015, more than at any other time, Africa has been discussed as the last emerging market and the largest emerging market. CCA has gone beyond these clichés and frequently cited statistics to showcase investment-friendly and stable environments, and has made strides to unpack African policy agendas and regulatory frameworks that make great investments possible. The U.S.-Africa Business Summits have been some of the best examples of the Corporate Council on Africa's work. Additionally, on the heels of President Obama's U.S.-Africa Leaders' Summit in August 2014, the organization has carried the baton highlighting the depth and breadth of U.S. investment in Africa. CCA has expanded its efforts to bring companies to Africa leading three successful trade missions to Madagascar, Mauritius, Mozambique, Nigeria, Zambia and Zimbabwe in 2015. Furthermore, 25 percent of the council's membership is headquartered in eight African countries and 16 percent of CCA staff are on the ground, in different regions of the continent.

The U.S.-Africa Business Summit in 2016 will be a distinctly different conference. According to CCA President and CEO, Stephen Hayes "this will be the best and most comprehensive opportunity for American businesses to understand the diverse markets of Africa and create the relationships necessary to do business on the continent." The Summit in Addis Ababa will be the first CCA Summit in Africa since 2007. This Summit will feature leading American and African corporations looking for new deals and initiatives, as well as hundreds



Former Secretary of State, Hillary Clinton speaking at the 2009 U.S.-Africa Business Summit

International News



U.S. Senator Chris Coons (D- Delaware) giving welcome remarks at the U.S.-Africa Business Summit in 2011

of smaller innovative companies and businesses.

There will also be several new features unique to the 2016 U.S.-Africa Business Summit including site visits

to manufacturing facilities around Addis Ababa and a dedicated business-to-business networking center. CCA is also strategically partnering with the African Union (AU) and the Federal Democratic Republic of

Ethiopia, which is also the fastest growing economy in Africa. In Addis Ababa, home of the African Union and growing international business hub, companies will enjoy the ideal setting for building new partnerships and expanding business.

On the global stage, the United States is behind when it comes to investing and doing business on the continent. At CCA's U.S.-Africa Business Summit, your company has the best opportunity to get ahead in Africa.

The Corporate Council on Africa's 10th Biennial U.S.-Africa Business Summit will be hosted in Addis Ababa, Ethiopia on February 1-4, 2016. To attend the Summit and for more information, please visit www.summit.africacncl.org or e-mail summit@afriacncl.org.



2013 Summit attendees enjoying a boat cruise around Lake Michigan



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Why Have Life Insurance?

Finding the right policy may be simpler than you think.

Life insurance is not an easy decision. When is the last time you thought about your policy? Do you have the right kind? The right amount of coverage? Is the coverage at work adequate? Or for some the issue is even: Do they need it at all?

These are all important questions and the insurance companies have made them even harder to answer. With an assortment of products bearing confusing names like whole life, term life, universal life, variable life and second-to die-life insurance, the public is often frustrated into inaction. Some of these policies build up cash value with each premium paid, some invest that cash value in the stock market, while others pay a fixed rate of interest. Some have zero cash value; and a few combine all these ideas.

No wonder so many Americans lack life insurance. A recent study by life insurance advocacy group LIMRA discovered that most Americans thought a 20-year \$250,000 level term life policy for a healthy 30-year-old costs about \$400 a year.

In reality, annual premiums for such a policy typically run about \$150. LIMRA noted that 83% of consumers forego buying life insurance. I see this misperception all the time. In addition, lots of people are paying for insurance that is not right for them, paying too much for their insurance or flat out have insufficient coverage

for their family.

Just to clarify a 20-year term policy for \$250,000 is a 20-year agreement between you and the insurance company that it will pay \$250,000 to your beneficiary upon your death at any time between day 1 and the last day of year 20 (as long as you pay the premiums). Oh, and a term policy does not build any cash value either.

This is why it is important for you to sit down annually with an insurance professional to review how your policy works and how it will help you to protect your family.

When you're young, you need a certain type of policy. As you raise a family and take on more responsibilities, your needs change again. At some

Shopping for coverage may seem confusing, boring or unnecessary. Yet when you have kids, get married, buy a house or live a lifestyle that significant salaries power, the need arises.



By Walid L. Petiri

point when the nest is empty or other life changes occur, you don't need life insurance at all, or you may desperately need it to protect your estate.

Reviewing your life insurance policies is one way to make sure you have the coverage that is right for you and your family now, today – not when you bought it.

Young adults don't buy life insurance. In a 2014 report covering attitudes about life insurance, LIMRA found that only a third of Gen Y Americans have any life insurance coverage. In the same survey of 6,000 respondents, six in 10 Gen X and Gen Y Americans said their households would be hard pressed to make ends meet if their primary income earner passed away.

This is important, as the primary reason for life insurance is income replacement for the family, and today even in two income households not only does that need persist in almost all cases life insurance is needed on both earners.

Shopping for coverage may seem confusing, boring or unnecessary. Yet when you have kids, get married, buy a house or live a lifestyle that significant salaries power, the need arises. While the confusion on product abounds, insurers are trying to make purchasing insurance easier these days. By making more choices accessible online and shortening the length of time it takes to approve and issue a

new policy.

Finding the right policy may be simpler than you think. There are two basic types of life insurance: term and cash value. Cash value (or "permanent") life insurance policies offer death benefits and some of the characteristics of an investment – a percentage of the money you spend to fund the policy goes into a savings program. Cash value policies have correspondingly higher premiums than term policies, which offer only death benefits during the policy term. Term is a great choice for many young adults because it is relatively inexpensive.

Term life has an economic downside, though: If you outlive the term of the policy, you or your loved ones get nothing back. Term life policies can be renewed (though many are not) and some can be converted to permanent coverage.

The key question is: How long do you plan to keep the policy? If you would rather not have to pay premiums for decades, then term life stands out as the most attractive option; especially if you are just looking for a short-term hedge against calamity. If you are looking further ahead or starting to think about estate planning, then permanent life insurance may prove a better choice.

Consult and weigh your options. Talk with a financial or insurance professional you trust before spending money for a policy. That professional can perform a term-versus-permanent analysis for you and help you weigh the variables. Additionally together you can map out a strategy to make sure that your coverage adjusts over time as your family needs change.

Mr. Petiri is the owner of Financial Management Strategies, LLC (FMS) a Registered Investment Advisor established in the year 2000. He has



over two decades of financial experience that covers virtually all areas of finance from tax, insurance, stockbroker, personal financial planning and personal banking to corporate credit, business planning and consumer lending. Additionally in 2011 he co-founded CASI Institutional Consulting, Inc. (CIC) an institutional investment advisor that provides Investment policy statement (IPS) preparation, investment manager search and selection, and state of the art asset allocation designs including the creation and implementation of emerging and diversely owned investment manager initiatives. Combined he advises on over \$3.3 billion of assets invested by clients who are public pensions, state funds, private endowment and foundations, as well as select individuals.

He is a graduate of New Jersey's Montclair State University with a degree in both business management and finance. Mr. Petiri is a recipient of the Accredited Asset Management Specialist designation from the College of Financial Planning in Denver, Colorado. He is also a Registered Financial Consultant and select member of the International Association of Registered Financial Consultants, an organization of professional financial advisors who are required to maintain

a high standard of education, experience and integrity.

Mr. Petiri has frequently been heard on WEAA (88.9 FM) as a financial commentator, appeared on WMAR-TV 2 regarding the 2008 & 2009 economic downturn, and MTA Commuter Connections regarding residential land development. He has been interviewed and quoted by the Investment News magazine, written for the Journal of Personal Finance, is a frequent contributor to the IARFC publication, The Register, Popular Finance (of China), Minority Enterprise Advocate magazine, and publishes a monthly financial advice column called the Foresight. Mr. Petiri was also quoted in Bankrate.com and currently writes for the Baltimore Examiner. Most recently, Walid's articles can also be found on Aging News Alert, Morningstar.com, USAToday.com, TheStreet.com, Wall Street CheatSheet, Examiner, and AdviceIQ.com.

In June 2012, Walid was featured in SmartCEO Magazine - Baltimore for the 2012 Top Money Managers Wealth Management. Walid also serves on the Finance Committee of Associated Black Charities and is member of Bethel African Methodist Episcopal Church. He is a devoted parent to his son and daughter.

Sole Source Contracts for Small Woman-Owned Companies

If you're gonna be a contractor for the U.S. Government, ya gotta love acronyms.

There are two different kinds of woman-owned small businesses in the federal contracting community; regular Woman-Owned Small Businesses (WOSB) and Economically Disadvantaged Woman-Owned Small Businesses (EDWOSB). They both get certain advantages on government contracts, similar to other socio-economic categories of contractors. Up to recently, these advantages did not include sole source contracts.

The definitions of the terms WOSB and EDWOSB are tied to certain kinds of work, as defined by North American Industry Classification System (NAICS) codes. Woman-owned companies of either type can only get favorable treatment for woman-owned work in these categories.

All agencies have goals for award of contract dollars to the different socio-economic categories, of which woman-owned is one. For the last two years, agencies met or exceeded their prime contracting achievement goals for small businesses as a whole,

but fell short of meeting the goal for WOSBs by .68 percent in 2013 and .32 percent in 2014. The theory is that a new Small Business Administration (SBA) rule will be the final tool contracting officer need to get agencies to meet or exceed the WOSB goal.

Under the new rule, effective October 14, WOSBs and EDWOSBs may now be the beneficiary of sole source contracts. The new final rule includes

According to SBA's research, there's only some 34,000 woman-owned small businesses on the government lists. But, not all of these may be your competitors, for a number of reasons



By Gary Shumaker

only minor changes from the draft rule published on May 1.

The draft rule also addressed new rules for certification of woman-owned small businesses, but this issue was not included in the final rule scheduled to go into effect on October 14. This is a more complex issue and will take more review. This means that a contracting officer, if all of the stars are properly aligned, can just pick a woman-owned small business and make an award.

Three important rules: (1) the WOSB or the EDWOSB can demonstrate that it is a responsible contractor, (2) the contracting officer does not have a reasonable expectation that two or more WOSBs or EDWOSBs will submit offers (the so-called rule of two, used for many small business contracting rules), and (3) the award can be made at a fair and reasonable price.

So, should you expect to see a sudden deluge of sole source contracts awarded to woman-owned companies? Um, not really.

According to SBA's research, there's only some 34,000 woman-owned small businesses on the government lists. But, not all of these may be your competitors, for a number of reasons.

For one thing, not all contracting officers know about the new rule yet. If they've never heard of this rule, the chances that they'll make an award under it are slim. If you want to get an award like this soon, you may have to do some educating. There's a wealth of stuff on the Web that you can reduce to hard copy and take with you when you go to visit your favorite contracting officer.

A similar stumbling block is that government contracting officer are normally a pretty usually pretty conservative lot, and they don't always want be the first one on the block to try something new. They'd much rather be the second one to use something new. If you can find a couple of examples where this new rule has been used successfully that you can document for your contracting officer, your chances that he will try it go up significantly.

Next issue: the Federal Acquisition Regulation (FAR) Council—the folks who actually write the FAR—hasn't written regulations for woman-owned sole sourcing yet. Even though it's legal to base an award on the SBA regulations, some contracting officers will want to wait until they

can see in the FAR where this is a valid contracting strategy. The rule of two (see above) can pose another obstacle. Be sure you're prepared to address it when you're trying to convince your contracting officer that he can easily give you a sole source award.

The cap on the total dollar value of the contract is also a potential issue. Sole source contracts may be awarded with a total value of up to \$4 million, or for a manufacturing contract, up to \$6.5 million. That's over the total life of the contract, including options if any.

The NAICS Codes are another constraint. If the work you want to get

awarded doesn't fall in one of the right NAICS Code, it's unlikely to happen. Good news: rumor has it that the SBA is looking at expanding the NAICS Code lists!

Gary E. Shumaker is the founder and senior consultant for Gary E. Shumaker, Inc. He has spent 20 years inside government and nearly 25 years in the industry as an executive, business developer, chief operating officer and chief executive officer for multiple small companies in the federal contracting market. He helps small companies develop the intellectual infrastructure to succeed in the federal marketplace. For more information, visit garyeshumaker.com.



Jaylen Bledsoe, Teenage Millionaire Entrepreneur

*Committed to Inspiring More Teens to Business
Ownership With Young Entrepreneur University*

By Curtis Bunn
Urban News Service

Jaylen Bledsoe, 17, was astonished when a teenager told him his life's goal was to become a drug dealer.

Bledsoe, who gained national attention for creating a thriving Internet design company, could not fathom the youth's position ... at first.

"That was his dream," Bledsoe told Urban News Service in a rare extended interview. "(But) knowing the (lack of) support he had and the community he (lived in), there was no one there to teach him beyond school. (It) was the community, the drug dealer. That's where he saw success. He saw drug-dealing as the (reason) they have the cars they have, the money they have, the women they have."

In that moment, for Bledsoe, a larger vision came into focus. He had achieved astonishing success in building a website design business when he was just 14, inspiring business camps in St. Louis and Dallas for teenagers, and developing the Jaylen D. Bledsoe Global Group — a com-

pany that specializes in brand expansion consulting for celebrities like Steve Harvey, business development, venture capital funding and direct marketing strategies, among other disciplines.

But the talk with the young man inspired him, he said, to prioritize the Young Entrepreneur University, a program for teenagers where he would "teach students who have not been heavily exposed to entrepreneurship the concepts and fundamentals of building a business, based on the idea of innovating for people."

Bledsoe has partnered with major companies, including K Swiss and AT&T, was featured on the Bishop T.D. Jakes Show and, through referrals, has a growing clientele of celebrities in need of brand development. This includes developing online strategies that expand companies' reach and product identification.

That's heady stuff for anyone — especially a teenager. But then, Bledsoe is

hardly a typical 17-year-old. It would be too simplistic to call him a millionaire boy-genius. Yes, four years ago, he became an Internet sensation when his IT company reportedly was worth \$3.5 million.

And, yes, he scored 28 out of 36 on the ACT ... without even studying. But the true measure of this wonder-kind is in his mission — and it has nothing to do with taking over the world, but certainly is about changing the business world.

"It's more like crafting young people in our society to be entrepreneurs," Bledsoe said. "Entrepreneurship is a hot topic right now for young college students trying to find their way, but that's the youngest age in which efforts extend to. If I can use my story to motivate, inspire and push a young person who may be lost in life, then that's my purpose."

"To work for him now is pretty remarkable," said Wilmer Jackson-Spencer, Bledsoe's business



Jaylen D. Bledsoe
Global Group



manager, who grew up in the same neighborhood. "He has such a high aptitude. He's very clear in what he wants done and how he wants it done. He doesn't watch football or play sports. He's all about the Jaylen Bledsoe Global Group. His focus and diligence force me to put that into my work — and I'm 37. It's amazing to have the kind of engagement he has."

Bledsoe is so fiercely private that he frowns on his family having access to the media. He says "fun" is limited to an infrequent episode of video games or trips to the mall with a small group of like-minded friends.

Working is his "rush," he said, with his Young Entrepreneurs University among his top initiatives. Through a digital curriculum of online courses, he plans to make an "international program teaching youths (around the world) how to innovate" in new businesses.

Bledsoe already employs 180 people across the nation. His company used its search engine optimization experience to help comedian and entertainment star Steve Harvey earn \$8 million in presales of his book, *Act Like A Lady, Think Like A Man*, according to Jackson.

Remarkably, Bledsoe insists he is not driven by "chasing money" or material possessions — he drives a used Nissan Altima — a mindset that he

realizes makes him unlike the average teenager.

He shuns discussing the financial part of his life, believing that the focus on money subtracts from his work and gives the false impression that money rules his life.

"I look back at an interview I did at 14," Bledsoe said, "and that interview went viral (because of the headline 'teenage millionaire'). For me, the focus shouldn't have been that.

"Success is not about the money you've made or how much your company is worth. Success is the ability to impact lives (within) your purpose, doing something you love. For me it's about distancing myself from the numbers ... Money's not that solution."

Then what is, especially to a teenager? "Success is impacting and innovating and helping people in their lives," Bledsoe said. "Whether it's through philanthropy efforts or through innovating a business idea for them ... We help companies and individuals understand and operate better with technology. Now we're helping celebrities and major brands reorganize their brands and grow and inspire people."

Asked if he is surprised by his success, Bledsoe was typically beyond-his-years introspective. "I'm sur-

prised," he said, "but do I understand why? Yes. God has a divine purpose in life for me ... My principle is that we all get a dream. But the difference between the successful dreamers and not-successful dreamers is that the successful dreamers take God's dream and act on it."

Bledsoe said he is ready to take on college, but he has to endure his last year of high school first. He has been accepted at Stanford University and plans to study international business and psychology. Meanwhile, though, high school is not much of a challenge for Bledsoe, even while taking advanced courses.

"If compared to average 17-year-olds in my community, my focus is different," he said. "For them, it may be, 'How do I get my next paycheck or buy some jewelry?' For me, it's, 'How can I innovate for people? How can I build my brand so I can help people and save someone's life?'"

"I want to be the go-to guy for digital strategy and business development among celebrities and Fortune 500 companies."

"It's a cliché, but everyone agrees," said Jackson-Spencer. "Jaylen hasn't even scratched the surface. The best thing about that is that he will help people, especially young people, along the way."

THE BOTTOM LINE: YOUR BEST TIME IS RIGHT NOW!

LATER
LATER
NOW!

By Iris Ann Cooper

Are you familiar with the famous procrastination triplets: Woulda, Coulda, and Shoulda? These devious rascals steal the best intentions of completing your “to-do” list. As you reflect on 2015, pay attention to the following actions that the triplets may have tripped up.

- **Your Budgeting:** Did you follow the budget? The bank statements do not substitute for financial statements or projections, contrary to what you may have heard. The time is nigh when you will be scrambling to prepare your taxes. You will probably blame the terrible triplets for why you didn’t meet your profit goals and are definitely not ready to face the accountant or the banker.
- **Your Organization:** Can you immediately go to the January, 2015 invoice? Do you know where the business card is from the prospect

you met at the networking event? When are you supposed to meet with that new customer and where? Organization is a challenge for many small business owners, and some rely on technology or human resources to keep them on track. Some of us just weren’t wired to immediately see the systems necessary to make every minute count. Smart phones, business apps, and administrative support persons are necessities if you fall into the “whatever, whatever” category. Delegation is a natural step in your firm’s development, leaving more time for your brilliance. Leadership, creativity, and ethics are much more crucial to your business success than filing or scheduling.

- **Your Planning:** The direction is forward: not neutral and definitely not reverse. Forward means executing the steps necessary to achieve the sales and profitability goals for the company. A mental plan won’t work; when mission, strategies, and

tactics are written down and shared with others, accountability is created. Schedule a retreat with yourself or your team to critique 2015 actions and to develop a plan for improvement for 2016.

- **Your Follow-up:** After you master the above concepts and put the treacherous triplets in the trash, follow-up is critical. Regular financial, marketing, and operational check-ups are necessary to maintain your strategic plan. Unexpected obstacles are inevitable, and if left to fester, will derail the direction of your trajectory. A speedy decision to move around, over, below, or through a barrier will help to maintain the momentum and keep you on track to meet your goals.
- **Your Voice:** Did you participate in the legislative process? Did you vote for the issues and candidates that reflect your views? Regulations and laws impact your business and your stakeholders. Your voice mat-

Woulda Coulda Shoulda?

ters and there is absolutely no excuse not to speak up for what you believe in; one vote multiplied by “x” equals power!

The ups and downs of 2015 are still visible in your rear view mirror and the outcomes can be used to nurture future results. Take a “business health” day to plan for 2016 success. Your best time is now!

Iris Ann Cooper is owner of “JustAskIris!” (www.justaskiris.com) an entrepreneurial coaching firm. She is one of the founders of Glory Foods, Inc. a multi-million dollar food marketing company, among several other enterprises. She is recognized nationally as an expert in business strategy and branding, having coached many startup enterprises to sustainability. She is the former Director of the Ohio Division of Entrepreneurship and Small Business, featuring the Small Business Development Centers, under Governor Ted Strickland. As director,

Iris led the state from 29th worst place for small business in 2007 to the 9th best in the nation, and 1st in the Midwest in four years. In 2011, she was appointed to the US Small Business Administration Regulatory Fairness Board.



Tech Out My Car: Cars to Scan Human Body for Healthier, Safer Motoring

BY LYNN WALFORD

Medical-related technology could become integrated into cars of the future for safer and healthier driving. Researchers are working on technology to detect heart rates, brain waves, blood pressure, and even blood sugar levels -- all to help the driver be safe and healthy. Research continues in the area of preventing drunk driving, too.

Skin Deep Alcohol Detection

The best way to stop drunk driving accidents is to keep those with unsafe alcohol levels off the road, which can be done with technology. Currently, there are alcohol ignition interlock devices available that require the driver to blow into a device before the car will start. These devices are often mandated by courts for DUI convictions and are very costly.

But now a high-tech firm in Waterloo, Ontario, Canada, called Sober

Steering, developed a touch-based alcohol interlock that is installed on the steering wheel. Upon ignition, a driver places a hand on the biosensor pad in the wheel, which detects alcohol by touch. If alcohol detected exceeds a pre-set limit, then the vehicle is immobilized and an instant message is sent to dispatch (or parents). Random retests ensure that the driver maintains sobriety while en route. Advanced biosensors analyze the gases exuded from the skin to non-invasively diagnose the body's condition. Sensors can detect alcohol at the palm of the hand in less than five minutes after initial ingestion.

"Sober Steering is first concentrating on installation in school buses," said Catherine Carroll, CEO of Sober Steering. The company will then expand to fleet vehicles, such as those carrying hazardous materials. The technology can be retrofitted into existing cars.



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Blood Sugar Sensing

Another Waterloo-based company, Intelligent Mechatronic Systems develops DriveSync software for insurance companies, departments of transportation and fleet management. The company has a working Fiat, called the IMS Connected Car that demonstrates possible future technology.

The connected car platform senses if a driver is hungry by integrating data from a wearable device such as non-invasive optical scanner or contact lenses that detect glucose levels. The devices communicate to the system via Bluetooth, says Dr. Ben Miners, vice president Innovation, IMS.

When the glucose level is low the driver receives a verbal warning asking if the driver is ready to drive and suggests that the driver be "refreshed if possible."



Jaguar Land Rover is testing ways to monitor well-being and concentration of drivers. Based on a technique used by NASA to improve concentration, sensors detect brainwaves through the hands via sensors embedded in the steering wheel to determine if the driver is focused, daydreaming, sleepy, or distracted.



"The glucose level feature can be helpful to diabetics, long haul truck drivers or any driver, depending on their willingness to be monitored," said Dr. Miners.

The system can also monitor sleep and abnormal heart rates to signal driver drowsiness and alert the driver. Currently, the DriveSync connected car platform is deployed by car insurers to give drivers personalized audible coaching, as well offer discounts for good driving. The company also makes systems to coach new young drivers. Systems can be deployed through a smartphone app or an OBD-II device connected to the vehicle. (Note: the sensors used in the vehicle for glucose are not commercially available yet).

Alertness of an Astronaut

Jaguar Land Rover is testing ways to monitor well-being and concentration of drivers. Based on a technique used by NASA to improve concentration, sensors detect brainwaves through the hands via sensors embedded in the steering wheel to determine if the driver is focused,

daydreaming, sleepy, or distracted. When the driver is daydreaming or distracted the steering wheel or pedals could vibrate as a warning or an audio alert can be sounded.

Jaguar Land Rover is also evaluating how a vehicle could monitor the well-being of the driver using a medical-grade sensor embedded in the seat of a Jaguar XJ. The sensor detects vibrations from the driver's heart beat and breathing. In cases of emergencies the car can be programmed to call for help.

Monitoring physical health will also allow the car to monitor driver stress levels. For example, to help reduce stress the car may change mood lighting, audio settings and climate control.

Doctor on Board

Since cars are becoming giant computers, their computing power can be used to wirelessly connect to health monitoring devices and then alert the driver or even medical professionals.

Ford patented a vehicle computing system that goes further than moni-

toring health issues for safe driving, titled "Medical data acquisition and provision." The computer gathers information from wireless health monitors than can detect heart rate, blood pressure or weight. A remote doctor can be sent stored information with the driver's permission. The system can be programmed so that drivers and their doctor are warned if there's a problem and even call the doctor or 911 in case of emergency.

"Integrating medical information into cars is important because today all cars do is monitor how the car is driving, not human behavior," said Dr. Miners, "Biomedical devices will help understand driving behavior for more effective driving and safety."

(Note: Ford stopped research on the Heart Rate monitor seat and is instead connecting to wearables).

Lynn Walford, Motor Matters
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GREEN WHEELING

BY EVELYN KANTER



Audi A3 e-tron: Plug-in Hybrid Wagon

A six-year-old boy greets his dad coming home from work, “Daddy, can I plug in the car?” Ajay Chawan, manager of Audi’s electric mobility program, is excited that his small son is fully charged about the future of automotive driving. Chawan has been commuting to work between home and Audi’s U.S. headquarters in suburban Washington, D.C., in the newest addition to Audi -- the 2016 plug-in hybrid A3 Sportback e-tron wagon.

I test-drove the A3 Sportback e-tron with him in Manhattan recently, and was impressed by this hybrid electric car’s power and performance. It has the same kick-butt acceleration and precision braking and handling as the “regular” A3, and gets even better miles per gallon than the A3 diesel. I averaged in the high 70s in city driving, where I hardly ever got out of battery mode.

Audi has placed the charging outlet on the front of the vehicle, accessed by sliding the famous four-ring logo to the left. Front and center

means it’s easy for the charge cord to reach an outlet no matter how or where you park your car. The Nissan Leaf electric, which Chawan helped launch before joining Audi, also has a frontal plug.

“People who will come to this car are not the traditional luxury buyer,” Audi’s Brad Stertz told me. He says they are cross-shopping plug-ins from Tesla to Prius.

Beyond its sensible location, I was impressed with the practicality of the charging system: Audi gives you two cords as standard equipment, one for a regular 110-volt household socket, a 220-volt cable for faster charging, and a compact transformer unit to navigate the difference so you can use whatever power system is handy. It’s all packed in a handy zip bag to keep in the roomy cargo bay, simple enough -- and safe enough -- that a six-year-old can do it.

Audi really isn’t sure what age demographic will gravitate to the company’s first plug-in mass-market hybrid. They’re targeting college-educated buyers in their 40s, but its impressive fuel economy and luxury features also likely will attract the parents of those Gen X and Y buyers. That’s what happened with the Scion, too.

“People who will come to this car are not the traditional luxury buyer,” Audi’s Brad Stertz told me. He says they are cross-shopping plug-ins from Tesla to Prius.



The 2016 Audi A3 Sportback e-tron combines the benefits of a hybrid powertrain with all-electric range. The package makes the A3 Sportback e-tron a versatile choice for the full array of daily commuting challenges, some of which can be handled on battery power alone. The A3 Sportback e-tron features a 1.4-liter TFSI engine with a six-speed Stronic transmission. Combined with a liquid-cooled, permanent magnet-driven electric motor, the A3 e-tron produces 204 horsepower and 258 lb.-ft. of torque for impressive off-the-line acceleration and high-end power.

The new A3 Sportback e-tron has a base price of \$37,900, which is in between the \$45,000 BMW i3 all-electric and the \$33,000 Lexus CT 200h hatchback, a non-plug-in pure hybrid. Subtract approximately \$4,200 in federal tax credits, plus up to another \$4,500 in state tax credits, and you could be driving a 70-plus-mpgE luxury car for a song -- which you can sing in the HOV lane.

I also loved the mix-and-match electric and gas system with five driving modes. EV mode is emission-free, battery only. The A3 e-tron batteries promise a 19-mile range, the same as the Ford C-Max Energi hatchback, and a good bit more than the Honda Accord PHEV.

Hybrid mode allows the car to select

the most efficient way to drive, from EV only, gas only, or a combination of both. Hold battery mode provides hybrid driving while the car reserves EV range for later. Charge battery mode uses the gas engine to recharge the battery at highway speeds. And then there’s sport mode, which combines the output of the electric motor and the gasoline engine for that kick-butt acceleration and handling.

The A3 e-tron boasts 204 combined horsepower, more than any of its plug-in competitors: more than the Chevrolet Volt (149 horsepower), Ford Energi models (141 horsepower), or Toyota Prius PHEV (134 horsepower). The A3 e-tron can accelerate from 0-to-60 mph in 7.6 seconds, also better than its buddies in the plug-in garage.

I was at the Frankfurt Auto Show

in 2011 when Audi introduced the e-tron version of the R8 supercar, with a combined horsepower of 313 mph from four electric motors (one at each wheel), to resemble Audi’s famous Quattro AWD system. Audi also has shown an e-tron Spyder roadster and an A1 e-tron compact at other recent auto shows in Europe, as concepts.

The A3 e-tron Sportback, however, is reality, and arrives in North America this fall as a 2016 model.

Evelyn Kanter, Motor Matters
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Automotive News

FREEWHEELING

BY HOLLY REICH

Ed Welburn: from Average Student to Car Design Star

"I was an average student that worked really hard," says Ed Welburn, vice president of global automotive design for General Motors.

He was speaking to a classroom of high school students in Manhattan. The theme was "Find Your Passion" follow it, work hard, and find a career in fine arts and design. It fits the story of Welburn's life.

He was there to tell students about the many openings in automotive design, drawing attention to opportunities that stretch beyond the predictable. These automotive design positions could include digital animation, sculpting (both by hand and on the computer), textiles, color trim, and video.

The talk, produced by Exploring the Arts (www.exploringthearts.org), was established by renowned singer Tony Bennett and his wife to help strengthen the role of the arts in public education in New York. And at the heart of this is a long-time friendship between Bennett and Welburn.

Bennett was there at the school basement to hear his friend speak about automotive design. And I couldn't wait to ask Bennett about his collaboration and tour with Lady Gaga; he beamed when I mentioned her name.

"I'm sharing my life experiences so that you can get a glimpse into my life of designing cool cars," Welburn enthused. He mentioned that he was the first African American that General Motors hired and showed us slides of him with executives in the earlier days. He was sporting an Afro, which he jokingly pointed out to some of the kids, saying, "I looked just like you all do today!"

"When I was three years old, I started sketching cars," he said. "I pulled books from my mother's bookcase and drew with crayons on the first blank page. She was mad at me then, but now she's so proud of those pictures," says Welburn.

When he was eight years old, his parents took him to the Philadelphia Auto Show. Seeing the Cadillac Cy-

clone nailed it for him. He knew from that point on that he wanted to design cars. I deeply wanted to design," he reminisced.

At the age of 11, Welburn wrote GM asking them what he needed to do to become a designer. "Believe it or not they actually sent me a reply and through the years my communication with GM continued," Welburn notes.

But even for a guy deeply passionate about cars, getting into design school was no piece of cake.

"It was a frightening process," he quipped. "I was rejected by everyone, except Howard University. The lesson is to keep pushing."

During college, Welburn applied to GM for a 10-week internship -- an op-

portunity where he learned as much as from his courses in college.

Welburn was hired by GM after graduating from Howard. "I am now living my life-long dream and surrounded by talent," he noted.

Today GM has 10 design centers in seven countries around the world and 2,600 designers globally.

"Design is the great differentiation in the market place. We have studios dedicated to display, color, and trim that follow fashion trends and a visualization team that creates animation of our design," he added.

The students on hand proved to be as articulate and interested as a room of reporters. "Do you ever get out of your comfort zone?" asked one. The designer smiled and answered.

"I worked with director Michael Bay on all of the Transformers Sci-Fi movies and had a small part in Transformers 4. I had to play an angry boss. It's hard for me to get angry because I enjoy what I do!"

"Where do you get inspiration?" asked another student. "Inspiration can come from anywhere," explained Welburn. "For instance, last week we were trying to figure out how to

light a white car at an auto show. We looked outside our office and took photographs of white snow drifts in bright sunlight against a deep blue sky."

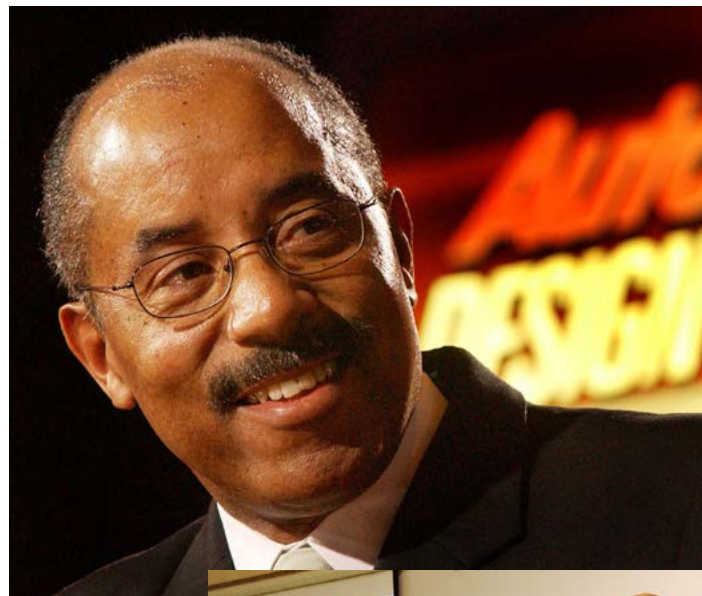
And the last student asked, "How do you work with your automotive design studios globally?"

"We have a room in our studio in Detroit with three screens as large as a wall, so we can talk with other studios," said Welburn. "Sharing makes us much stronger and collaboration makes it better."

According to General Motors, Welburn has overseen the development of such products as the recently introduced 2016 Cadillac CT6 and CTS, 2016 Chevrolet Camaro, Malibu, Cruze, and Volt models, and of course, the seventh-generation 2014 Chevrolet Corvette Stingray. Recent concept cars overseen by Welburn include the Cadillac Ciel, Cadillac Elmiraj, Chevrolet Chaparral, Chevrolet Bolt-EV and Buick Avenir

-- **Holly Reich, Motor Matters**

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Photos courtesy Holly Reich



Welburn shares with school students his history of pursuing his passion for car design.



Cadillac unveils the CT6 sedan -- its top of the range entry into the global prestige luxury segment to journalists in New York.



General Motors' Vice President of Global Automotive Design Ed Welburn, right, chats with long-time friend singer Tony Bennett.

CONGRESSWOMAN ADAMS INTRODUCES LEGISLATION TO NAME WINSTON-SALEM POST OFFICE AFTER MAYA ANGELOU



Congresswoman Alma S. Adams (NC-12)

Washington, DC -

Congresswoman Alma S. Adams (NC-12) introduced H.R. 3735, legislation to name the post office located at 200 Town Run Lane in Winston-Salem, North Carolina after Dr. Maya Angelou. Winston-Salem was Dr. Angelou's primary residence and final resting place. She called Winston-Salem home for more than 30 years.

Dr. Maya Angelou was a visionary who is a celebrated activist, author, poet and actress. She was born in St. Louis, Missouri in 1928 and grew up in rural Arkansas. Dr. Angelou became the first nonfiction best-selling African-American female author for her 1969 memoir, *I Know Why the Caged Bird Sings*. She was the first African-American woman to have a script filmed for the 1972 movie *Georgia, Georgia* - which was nominated for a Pulitzer Prize. Dr.

Angelou received many accolades for her work, including three Grammys for spoken word albums and two NAACP Image Awards. She was awarded the Presidential Medal of Arts in 2000 and also received the National Medal of Arts during the same year. In 2010, President Barack Obama presented Dr. Angelou with the county's highest civilian honor: the Presidential Medal of Freedom. Dr. Maya Angelou has written 36 books and received more than 50 honorary doctorate degrees. She was appointed a Reynolds Professor of American Studies at Wake Forest University in 1982 - where she taught humanities courses for more than 30 years.

"Dr. Maya Angelou is an iconic figure who is one of our country's greatest writers, inspirational thought leaders and an overall phenomenal woman," said Congresswoman Alma Adams. "Naming the

Winston-Salem Center City Post office after her is a way to honor her many lifelong achievements and the mark she left on the Winston-Salem community, our country and our world. Her legacy will continue to inspire for generations to come."

"Renaming the Center City Post Office for Maya Angelou is a way to honor her work and recognize what she meant to Winston-Salem, the city she called home for more than 30 years," said Congresswoman Virginia Foxx.

"Dr. Maya Angelou was a dancer, a singer, an actress, a director of film, a poet, an autobiographer, a social commentator, a teacher and an activist," said Guy B. Johnson, son of Dr. Maya Angelou. "Yet if you asked her what her life mission was, she'd answer that she had to confront injustice wherever she found it and remind each of us that we are



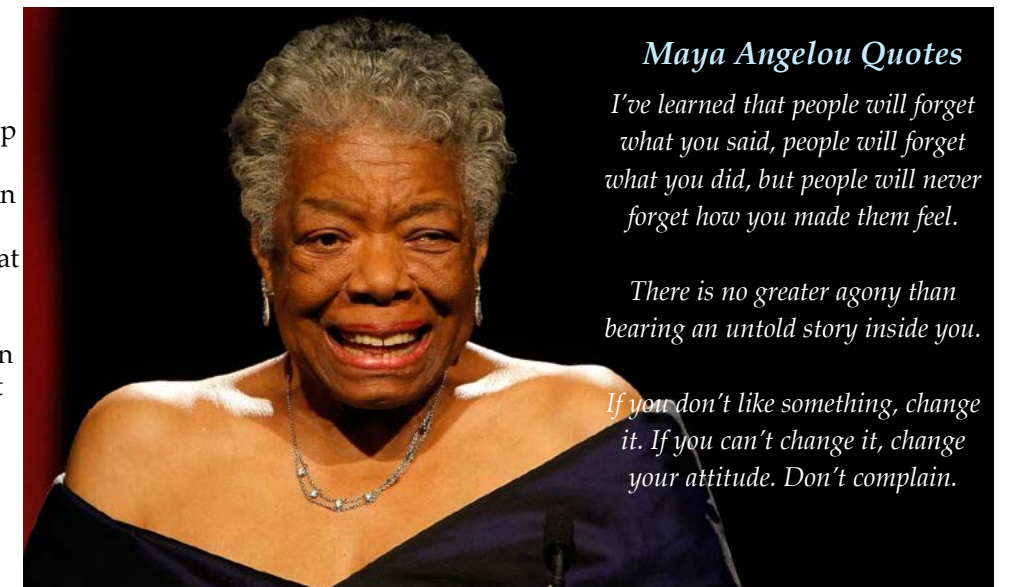
First Lady Michelle Obama and Oprah Winfrey stood onstage in front of a giant reproduction of the Angelou stamp at the official unveiling, everyone knew that the words behind them belonged to someone else. PHOTOGRAPH BY KEVIN LAMARQUE / LANDOV / REUTERS

more alike than unlike. It was her belief that every one of us has the responsibility of being our brothers and sisters keepers. For if human beings are to survive the grave difficulties that range from ethnic hatred and religious conflict to the destruction of the environment, it can only be done if we unite together to develop coherent and effective remedies. The Angelou Johnson family remain extremely grateful for your efforts to bestow our matriarch such a great honor."

Congresswoman Adams' legislation would rename the Center City post office to that of the Maya Angelou Memorial Post Office. The legislation is cosponsored by every member of the North Carolina congressional delegation: Representatives G.K. Butterfield (NC-01), Renee

Ellmers (NC-2), Walter B Jones (NC-3), David Price (NC-4), Virginia Foxx (NC-5), Mark Walker (NC-6), David Rouzer (NC-7), Richard Hudson (NC-

8), Robert Pittenger (NC-9), Patrick T McHenry (NC-10), Mark Meadows (NC-11), George Holding (NC-13).



Maya Angelou Quotes

I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.

There is no greater agony than bearing an untold story inside you.

If you don't like something, change it. If you can't change it, change your attitude. Don't complain.

EPA Adds Five Hazardous Waste Sites to Superfund's National Priorities List and Proposes an Additional Seven



Mathy Stanislaus,
Assistant Administrator for
EPA's Office of Solid Waste
and Emergency Response

WASHINGTON –

The U.S. Environmental Protection Agency (EPA) is adding five hazardous waste sites that pose risks to human health and the environment to the Superfund National Priorities List (NPL). A separate action includes a proposal to add seven sites to the list.

“Since the creation of the Superfund program 35 years ago, EPA has been addressing the risk to human health and the environment as well as blight to the economy due to contamination left behind by owners and operators,” said Mathy Stanislaus, assistant administrator for EPA’s Office of Solid Waste and Emergency Response. “Superfund cleanups protect communities’ health, their environments and their economic wellbeing, including some of the country’s most vulnerable populations.”

Sites EPA adds to the NPL represent the nation’s most serious uncontrolled or abandoned hazardous waste sites. Only sites added to the NPL are eligible to receive federal funding for long-term permanent cleanup. Cleanups reduce adverse human health impacts, including those affecting infants, and

also help facilitate economic revitalization of formerly toxic sites. The list serves as the basis for prioritizing both enforcement actions against polluters, and long-term EPA Superfund cleanup funding. The time it takes to prepare to propose a site to the NPL varies depending on many factors, for example, the site complexity, the extent of stakeholder interest, state and tribal support, and the availability of other cleanup options.

State partnership is critical to the cleanup of Superfund sites. EPA responds to requests from states/tribes and communities to propose a site to the NPL when non-NPL response options have not proved viable. EPA requests state support to list sites on the NPL and coordinates with them to conduct early site assessments. In some cases, states may lead the remedial action work with EPA oversight. Addition of a site to the NPL helps address potential adverse human health impacts.

The National Bureau of Economic Research study, Superfund Cleanups and Infant Health, shows that investment in Superfund cleanups reduces the incidence of congenital abnormalities

in infants by as much as 25 percent for those living within approximately 2100 yards of a site. Cleanups involving lead-contaminated soil have contributed to documented reduced blood-lead levels in children. If left unaddressed, elevated blood-lead levels may result in irreversible neurological deficits, such as lowered intelligence and attention-related behavioral problems.

Adding a site to the NPL also stimulates economic revitalization. A study by researchers at Duke and Pittsburgh Universities found that once a site has all cleanup remedies in place, nearby property values reflect a significant increase as compared to their values prior to the site being proposed for the NPL. Cleanups also increase tax revenue for local communities and state governments, including helping to create jobs during and after cleanup. For example, at 450 of the 800 sites supporting use or reuse activities, EPA found, at the end of fiscal year 2014, that there were ongoing operations of approximately 3,400 businesses, generating annual sales of more than \$31 billion and employing more than 89,000 people.

EPA and its partners continue to discover new sites qualifying for NPL addition. The contamination of some sites was caused by recent activity. At other sites, contamination has been discovered due to factors such as increased population growth, urban growth and the migration of contaminants from the source. EPA works closely with states and tribes and seeks public comment prior to adding sites to the NPL.

The Superfund program operates on the principle that polluters should pay for the cleanups, rather than passing the costs to taxpayers. EPA searches for parties legally responsible for the contamination at sites and it holds those parties accountable for the costs of cleanups. For the newly added sites without viable potentially responsible parties, EPA will investigate the full extent of the contamination before starting substantial cleanup at the site.

The following five sites have been added to the NPL:

- Illinois - Estech General Chemical Company (pesticide manufacturer) in Calumet City, Ill.;
- Louisiana - Colonial Creosote (wood treatment plant) in Bogalusa, La.;
- Massachusetts - BJAT LLC (various industrial operations) in Franklin, Mass.;
- Texas - Main Street Ground Water Plume (ground water plume) in Burnet, Texas.;
- Washington - Grain Handling Facility at Freeman (grain handling facility) in Freeman, Wash.

The following seven sites have been proposed for addition to the NPL:

- Iowa - PCE Former Dry Cleaner (dry cleaner) in Atlantic, Iowa;
- Illinois - Old American Zinc Plant (zinc smelter) in Fairmont City, Ill.;
- Indiana - West Vermont Drinking Water Contamination (ground water

plume) in Indianapolis, Ind.;

- Louisiana - SBA Shipyard (barge construction and maintenance) in Jennings, La.;
- Nebraska - Iowa-Nebraska Light & Power Co. (former manufactured gas plant) in Norfolk, Neb.;
- New Jersey - Former Kil-Tone Company (pesticide manufacturer) in Vineland, N.J.;
- New Mexico - Lea and West Second Street (ground water plume) in Roswell, N.M.

The sites announced today have characteristics and conditions that vary in size, complexity and contamination. Past and current uses of the sites announced today include pesticide manufacturing, dry cleaning, grain handling, wood treatment, zinc smelting and former manufactured gas plant operations. Operations at some of the five sites listed today continued until as late as the 1990s and 2000s. Many site contaminants were released into the environment, including lead, mercury, zinc and other metals;



polychlorinated biphenyls; pesticides; and semi-volatile organic compounds (SVOCs). Contamination affects surface water, ground water, soil and wetlands.

From the late 1800s until 1985, the BJAT LLC property in Franklin, Mass.

was used for industrial operations including the manufacture of rubber and plastic products. Lead, mercury and zinc, as well as a number of SVOCs are contaminating the soil, sediment and ground water. Over the years manufacturing activity has left areas of process waste and debris on the property. A contaminated ground water plume is affecting nearby properties and wetlands, and contamination on the property poses a hazard to people that may come in contact with soil and debris.

The Grain Handling Facility at Freeman, Wash., constructed in 1955, is a seasonally active grain handling facility equipped with silos, a grain elevator, and a subterranean receiving pit. Contaminants found in soil samples collected at the grain handling facility property include carbon tetrachloride and chloroform. Contaminants found in ground water samples collected from the nearby Freeman School primary drinking water supply well, located downgradient of the grain handling facility property, include carbon tetrachloride and chloroform at concentrations above the Safe Drinking Water Act’s Maximum Contaminant Levels. The school used its own funds to install a water treatment system. Sources and extent of the ground water contamination must be further evaluated.

This year marks the 35th anniversary of the enactment of the Comprehensive Environmental, Response, Compensation and Liability Act, the law establishing the Superfund program. Superfund’s passage was a giant step forward in cleaning up industrial waste sites to help ensure human health and environmental protection. The Superfund law gives EPA the authority to clean up releases of hazardous substances and directs EPA to update the NPL at least annually.

Government News

USDA and Department of Defense Announce Agriculture Education Effort that will Reach 200,000 Transitioning Military Service Members Each Year



**Agriculture Deputy Secretary
Krysta Harden**

Release No. 0252.15
Contact:
Weldon Freeman (202) 690-1384



WASHINGTON, Sept. 14, 2015 –

Agriculture Deputy Secretary Krysta Harden and Dr. Susan Kelly, Director of the Department of Defense's Transition to Veterans Program Office, today announced the integration of agriculture into the career training and counseling programs Service members receive as they transition out of the military. Information about USDA resources and programs will now reach 200,000 transitioning Service members every year.

"Rural America disproportionately sends its sons and daughters to serve in the military. When Service members return home, we want them to know that rural America has

a place for them --no matter where they're from," said Deputy Secretary Harden. "This expanded collaboration between USDA and DOD will help to ensure that returning Service

"Our transitioning Service members leave the military with a variety of essential skills - including leadership and discipline - that could be directly applied to a career in agriculture," said Dr. Susan S. Kelly

members know that there are a wide variety of loans, grants, training and technical assistance for veterans who are passionate about a career in agriculture, no matter their experience level."

"Our transitioning Service members leave the military with a variety of essential skills - including leadership and discipline - that could be directly applied to a career in agriculture," said Dr. Susan S. Kelly, Director of the Department of Defense's Transition to Veterans Program Office. "For those members who are considering farming or ranching as a post-service career, I encourage them to learn more about the opportunities, preferences, and incentives offered by the USDA."



**Dr. Susan Kelly, Director of
the Department of Defense's
Transition to Veterans
Program Office**

Every year, approximately 200,000

Service members complete the Transition Assistance Program as they prepare for civilian life. This partnership will help to ensure that returning Service members know about the incentives for military veterans in USDA programs, and the many ways USDA can support military veterans and their families, from farm loans to conservation programs to nutrition assistance to rural rental housing and homeownership opportunities. Veterans can also visit www.usda.gov/veterans, a website designed specifically to educate them about USDA programs.

Since 2009, USDA has provided \$438 million in farm loans to help more than 6,482 veterans purchase farmland, buy equipment and make repairs and upgrades. Our microloans, which offer smaller amounts of sup-

port to meet the needs of small- or niche-type farm operations, have also grown in popularity among veterans. Since it was launched in January 2013, USDA's microloan program has provided more than \$22.6 million in support to help 1,083 veterans grow their farming businesses.

Today's announcement reflects USDA's continued commitment to assisting veterans as they start or expand farming and ranching operations, in order to strengthen the American economy and provide livelihoods to our returning veterans. Today, more than 5 million veterans live in rural areas, a higher concentration than in any other part of the country.

Government News

FAA Issues \$27 Million Grant for Replacement Airport in North Dakota

New airport will accommodate growing aviation demand

WASHINGTON,

The U.S. Department of Transportation's Federal Aviation Administration (FAA) today announced a \$27 million Airport Improvement Program (AIP) grant to the City of Williston, N.D. to purchase land to build a new airport and meet growing aviation demand by replacing Sloulin Field International Airport.

"This grant reflects our commitment to meet the changing aviation needs of airports around the country," said U.S. Transportation Secretary Anthony Foxx. "As economic and demographic changes occur, the U.S. Department of Transportation remains committed to helping state and local governments provide the necessary infrastructure to meet transportation demands."

North Dakota is the second largest oil-producing state in the United States. Oil drilling operations have increased Williston's population and increased passenger traffic, corporate aviation activity, and cargo operations at Sloulin Field. From 2008 to 2014, passenger enplanements increased from 10,894 to 114,281, with more

growth expected. The FAA has been working with the North Dakota Aeronautics Commission and the City of Williston to address the region's aviation needs.

The FAA recently completed an Environmental Assessment that identified no significant environmental concerns with the proposed project.

"Investing in our nation's airports is important to the national air transportation system," said FAA Administrator Michael Huerta. "We look forward to continuing to work with our partners in North Dakota as we embark on this important project to provide safe and efficient air transportation to the Williston region."

The new airport will be called Williston Basin International with XWA as the three-letter airport identifier. It is expected to be open in 2018.

Prior to the environmental work, the FAA funded a master-planning study to determine how to best address capacity at the existing airport. The study showed that Sloulin Field is constrained by surrounding development and the cost to improve the



October 6, 2015
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airport is not economically feasible. The study recommended building a new airport in a different location that could safely accommodate current and future demand.

This AIP grant will help with the purchase of 1,540 acres of land. The land transaction is expected to be completed by summer 2016. Construction should begin in fall 2016.

The total project cost, including land and construction of the new airport, is an estimated \$254 million. The airport will be built in phases, with future funding from the City of Williston and the State of North Dakota with the possibility of additional grants from the FAA.

The AIP provides more than \$3 billion in annual funding for projects that are vital to maintaining the safety, security, capacity, efficiency, and environmental stewardship of the nation's airports. More than 3,300 airports are eligible for AIP grants benefiting commercial passengers, cargo operations, and general aviation activities throughout the nation.

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CIO, Defense Intelligence Agency, Janice Glover Jones

DoD Acting Deputy Assistant Secretary for Manufacturing & Industrial Base Policy, Andre Gudger

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VIP Networking Reception

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Technology Business Executives Awards Luncheon

Procurement and Mentor Protégé Matchmaking

Walter E. Washington Convention Center
Washington, DC

Thursday, March 10, 2016

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Black History Heroes



Jane Cooke Wright (1919-2013) – Born in New York. She graduated with an M.D. in 1945 from New York Medical College. She became the first woman to serve as president of the New York Cancer Society. She became the highest ranking African American woman in the United States medical institution. In 1955 she was the New York Medical Center director of cancer chemotherapy research which changed the face of medicine today.



Pinckney Benton Stewart Pinchback (1837-1921) – P.B.S. Pinchback was born in Macon, Georgia. He was the first African American to become a governor of a U.S. state. He was a Republican and served as governor of Louisiana from 1872-1873. He was a civil rights activist and U.S. Representative. His father was a white Mississippi planter and his mother a former slave. Later he moved his family to New York where he became a federal marshal.



increased productivity and efficiency in planting.

Henry Blair (1807-1860) – Born free in Maryland. He was a farmer who patented two agricultural devices. He became the 2nd African American to receive a United States patent. He operated an independent business. He invented a corn planter in 1834 and in 1836 he invented a cotton planter. Both inventions



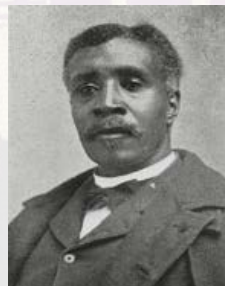
to the bench by popular vote.

Edith Spurlock Sampson (1901-1979) – Born in Pittsburgh, she became the first woman to receive a Master of Law degree from Loyola University. In 1950 she became the first African American named to the permanent United States delegation of the United Nations. In 1962 she was elected judge on the Chicago Municipal Court making her the first black woman in the U.S. elevated



the United States. She started a practice in Chicago and became the first African American to service men and women of all races.

Ida Gray Nelson Rollins (1867-1953) – The first African American woman dentist. She was born in Clarksville, Tennessee. She worked part time in a dentist office. In 1890 she graduated from the Dental College at the University of Michigan in Ann Arbor. She was the first African American to graduate with a Doctorate of Dental Surgery in



and fought for the betterment of his people. He founded the True Reformers Bank in 1888, the first black-owned bank chartered in the United States.

Reverend William Washington Browne 1849-1897 – Born a slave in Georgia. He was a Union soldier, a teacher, a Methodist minister and founder of Richmond Grand Fountain of the United Order of True Reformers, an African American fraternal organization. He was well educated and respected by many. He boldly spoke out against the KKK in the early 1870's



African American of his time.

James Forten (1766-1842) – Born free in Philadelphia, Pennsylvania. He joined the Navy at the age of 15 and became an apprentice sail-maker. He became a very wealthy businessman and black community leader. He was well respected and devoted his riches to abolishing slavery and gaining civil rights for African Americans. He was known as the most extraordinary



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