



DIVERSITYBUSINESS.COM

16<sup>TH</sup> ANNUAL  
✘✘✘ NATIONAL ✘✘✘  
BUSINESS SUMMIT

TIME WARNER CENTER

NEW YORK, NY APRIL 26<sup>TH</sup>, 2016





***THE VALUE OF  
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EFFECTIVE  
ADVANCED  
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A key component to Northrop Grumman's success is its diverse supply base.

A diverse supply base creates an environment of inclusion and promotes innovation and creativity. Ultimately, it reflects and strengthens the communities we live and work in and makes the world a safer place.

***THE VALUE OF PERFORMANCE.***

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# WELCOME TO THE 16<sup>TH</sup>



## ANNUAL NATIONAL BUSINESS SUMMIT

Another year has passed- another year of resounding success for diverse-owned business throughout the country. There are no longer any doubts about the economic muscle that diversity business commands. As this lucrative market place continues to grow, it becomes more crucial for multicultural businesses and the organizations that utilize their products and services have a place to interact and network.

One way to do this is online. The U.S. is so vast and business moves so fast, that no organization can survive without the Internet and other telecom technologies. As many of you know, our online portal, DiversityBusiness.com, is the nation's primary resource for small businesses and large organizational buyers. It's a membership-based exchange platform that facilitates contacts and communication, streamlines business processes and provides vital business news and information. We have over 1.5 million registered member companies and over 1.7 million visitors a month.

But the Internet is not the only way to do business- despite the extreme popularity and efficiency of the Internet, good old-fashioned face-to-face contact remains a fundamental value in our society. Doing business with people you know is better. This is why we produce this conference every year.

This is our 16th year, and each year it gets better: more dynamic presenters, more attendees and more networking. But for us, it's not about numbers or quantity- its more about the quality of your experience, the relationships you make, and the new ideas and strategies your able to formulate for your business.

We want you to come away with something of real value to you. We therefore encourage you to network with your colleagues, introduce yourself to as many people as possible, and participate actively in our panel and workshop discussions. Also, if you have any ideas or suggestions that will make this conference a more valuable experience for you next year, we invite you to talk to us at anytime during or after the event.

Welcome to our summit, and welcome to another vibrant and successful year of multicultural business.

With Warm Regards,

Kenton Clarke

A handwritten signature in blue ink that reads "Kenton Clarke".

President & CEO  
DiversityBusiness.com



# The Best and Brightest Have Many Faces — You'll See These Faces in Our Business Network

Outreach to the multicultural business community is how we get the best. It's also how we earned the right to be called the *"Top Agency for Multicultural Business Opportunities."* Our business partners, like us, strive for economic growth, prosperity, and sustainability. To gain access to business opportunities, visit us at [www.usps.com](http://www.usps.com) or write [business@usps.gov](mailto:business@usps.gov).

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# ABOUT THE

# ANNUAL NATIONAL SUMMIT

# WELCOME

Welcome to the 16th Annual National Summit!

We are excited that our nation's most prominent leaders are set to converge in the heart of the "Big Apple" on April 26th. As we entered into our 16th year, our central focus remains the same. To ensure our attendees walk away motivated, inspired and fired up by the key takeaways given by the strong mix of influential and well-renowned business leaders gathered to lead this invigorating event. Addressing topics which include: motivation, leadership, entrepreneurship/innovation, technology/social media and diversity; the summit offers a rich spectrum of perspectives that are pertinent to all business professionals. In addition, the summit offers a solid platform for the kind of interactivity, exchange and networking that is usually missing from daily business life due to physical distance, busy work schedules and other factors.

This is a summit for any person with an interest in, and concern for building our economy, educational system and society through innovation, diversity and inclusion. All are encouraged to register and attend this significant and timely event.

We look forward to you joining us this spring in NYC for what is slated to be one of the most invaluable and exciting summits this year!

Now a major national business summit, DiversityBusiness.com first annual summit was held in Fairfield University in Connecticut during 2001. The summit has a history of bringing together entrepreneurs, corporate supplier diversity and procurement executives, chief diversity officers, diversity and inclusion and hr practitioners, government agencies and college/university practice-based participants with an interest in the issues of multicultural business and community. The summit examines the concept of entrepreneurship and multiculturalism as a positive aspect of a global world and globalized society.

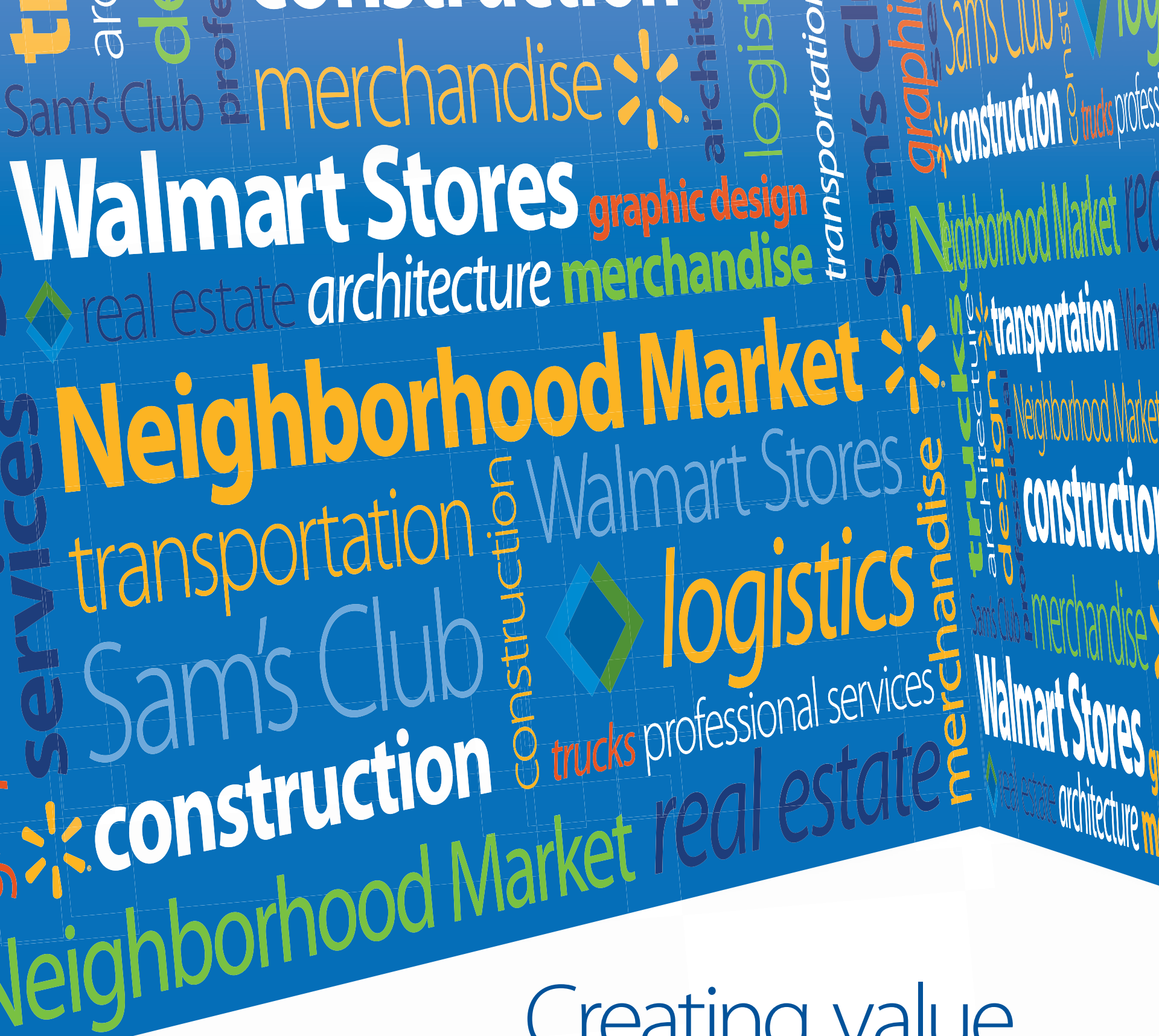
Diversity is in many ways reflective of our present world order. Diversity as a mode of social existence can be projected in ways that deepen the range of human experience. The summit will seek to explore the full range of what diversity means and explore modes of diversity in real-life situations of living/working together in community. The summit supports a move away from simple affirmations that 'diversity is good' to a much more account of the effects and uses of diversity on differently situated communities in the context of our current epoch of globalization.

The summit looks at the realities of diversity today, critically as well as optimistically and strategically. The summit will be a place for speaking about diversity, and in ways that range from the 'big picture' and the theoretical, to the very practical and everyday realities of diversity in organizations, communities and civic life.

The annual national summit is a participants' event, including numerous parallel sessions.

Summit attendees have benefited from the numerous networking and educational sessions. The summit also has a special focus on forging long term relationships for businesses and major corporations. Attendee's have reported millions of dollars in contract awards from attendance at the summit.





# Creating value through synergy.

At Walmart Stores, Inc. our supplier opportunities are as diverse as the customers and communities we serve.

For further information on becoming a supplier or questions regarding Supplier Diversity, please visit:

[www.corporate.walmart.com/suppliers/](http://www.corporate.walmart.com/suppliers/)



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to

***Time Warner Inc.***

***&***

***Melanie Gunn,***

*Manager, Supplier Diversity*

*for your gracious  
support in hosting our*

***16<sup>th</sup> Annual  
National Summit!***



# DIVERSITY FUELS OUR CREATIVITY

Time Warner is proud to be recognized  
as one of BusinessDiversity.com's

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Colgate



# MAKING A WORLD OF DIFFERENCE TOGETHER

*Colgate-Palmolive is a \$16.7 billion global company serving people in more than 200 countries and territories with consumer products that make lives healthier and more enjoyable. We take pride in our globally recognized brand names including Colgate, Palmolive, Ajax, Speed Stick, Softsoap, Irish Spring, Tom's of Maine, Hill's Science Diet and Hill's Prescription Diet.*

*Colgate people use their individual strengths to achieve business results by working together as a worldwide team. This strong global teamwork requires a company culture in which everyone truly values one another. At Colgate, we make a world of difference together, every day.*

*If you would like to learn more about the world of Colgate-Palmolive, please visit our website at [www.ColgatePalmolive.com](http://www.ColgatePalmolive.com).*



# Agenda

Business Attire Required



Tuesday, April 26th

- |                            |                                                                                                                                                     |
|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>8:00 AM - 8:45 AM</b>   | <b>Registration/ Continental Breakfast</b>                                                                                                          |
| <b>8:45 AM - 9:05 AM</b>   | <b>Welcome Address/ Opening Remarks</b><br><b>Kenton Clarke, President &amp; CEO of DiversityBusiness.com</b>                                       |
| <b>9:10 AM - 9:35 AM</b>   | <b>Importance of entrepreneurship in driving our nation's economy</b><br><b>Gene Waddy, Chief Executive Officer of DIVERSANT LLC</b>                |
| <b>9:40 AM - 10:05 AM</b>  | <b>Millennials Approach to Entrepreneurship</b><br><b>Tiffany Pham, Founder &amp; CEO of MOGUL</b>                                                  |
| <b>10:05 AM - 10:35 AM</b> | <b>Personal Journey and Impact of STEM on our Global Economy</b><br><b>Aisha Bowe, Co-Founder &amp; CEO of STEMBoard</b>                            |
| <b>10:35 AM - 10:50 AM</b> | <b>Coffee Break</b>                                                                                                                                 |
| <b>10:50 AM - 11:05 AM</b> | <b>Disability inclusion in the workplace, finding the "Acers of Diamonds"</b><br><b>William Evans, President of Current Staffing Solutions, LLC</b> |
| <b>11:10 AM - 11:55 PM</b> | <b>Reinvention through Branding and Marketing</b><br><b>Michelle Van Otten , Founder and Managing Director of Profit Ventures, LLC</b>              |
| <b>12:00 PM - 2:15 PM</b>  | <b>Lunch/Award Celebration of Top Businesses and Top Organizations for Multicultural Business Opportunities</b>                                     |
| <b>2:15 PM - 4:15 PM</b>   | <b>Chief Diversity Officers Panel</b>                                                                                                               |



# SUPPLIER DIVERSITY

# INCLUSIVE. INSPIRING. INNOVATIVE.

Raytheon's success has always been fueled by diversity. Today, our Supplier Diversity Program ensures that the inclusive environment we've built within our walls extends to our supplier base. We continue to work with small, minority and women-owned businesses, and remain committed to supporting diversity in everything we do.



INNOVATION IN ALL DOMAINS

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## Raytheon

*Customer Success Is Our Mission*



# DiversityBusiness.com

## VISION



American business has arrived at the next step in its evolution - the era of global diversity.

In business, global diversity means operating in a global marketplace with an understanding of and respect for local market dynamics. It means providing goods and services that respond to local needs. It means strategically partnering with local companies and employing local professionals who know the marketplaces best. It means communicating the right message to the right audience.

Global diversity means achieving success in a vast variety of dissimilar markets and consumer demographics.

Diversity just got bigger.

In business, diversity used to mean:

**businesses owned by people of color**

**businesses owned by women**

**businesses owned by the disabled**

**businesses owned by the LGBT**

And it still does. But today, diversity also means:

**innovative ideas, solutions and approaches**

**different business and industry competitors**

**new and different products and services**

**a more varied pool of employees**

**lower costs**

**greater quality**

**greater efficiency**

**and...small businesses of all kinds, including those owned by Caucasian men**

**small businesses owned by the 55+**

But today's business is more than diverse.

It's multicultural.

Markets are multicultural. Products and services are multicultural. But most of all, people are multicultural. It's the vast range of knowledge, experience, skills and that

And that opens many more opportunities for your business than you have probably ever thought of.

And that's what DiversityBusiness.com is all about. We help you harness the expertise, talent and intelligence of our nation's multicultural companies to achieve true global diversity in your business.



Many diverse suppliers sharing one common goal:

# GLOBAL SUCCESS



Our success is in our diversity. Become part of our supplier network, connected through diversity, quality products and services, and competitive pricing. For more information or to apply to become a Hilton supplier, please visit us at [hiltonsupply.com](http://hiltonsupply.com).

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# *Kenton Clarke*

President & CEO

***DIVERSITYBUSINESS.COM***

Kenton Clarke is the Founder, President and CEO of Computer Consulting Associates International, Inc. (CCAii) and the founder of DiversityBusiness.com. CCAii, of Southport, Connecticut, is one of the nation's leading multicultural Information Technology consulting firms. DiversityBusiness.com, CCAii's flagship product, is the nation's largest and most comprehensive online resource center for small businesses and large procurement organizations.

Mr. Clarke's accomplishments have been recognized by numerous local and national awards, including the Regional Minority Small Business Person of the Year Award from the US Small Business Administration, the Ernst & Young's Southwestern Connecticut Entrepreneur of the Year Award and the Connecticut's "Small Business Person of the Year" Award from the SBA.

With Mr. Clarke at its helm, the US Small Business Administration also honored CCAii with its Nation's Top Diversity Owned Business Award, for the development of DiversityBusiness.com and its commitment to business development for Diversity business owners.

Considered one of America's authorities on diversity business issues, Mr. Clarke is frequently quoted in local and national publications on diversity business development and technology issues, including Fortune and Black Enterprise magazine. He has also appeared as an industry spokesperson on PBS, CNBC, CBS News Radio and Yahoo! Finance Vision.

An active supporter of the United Fund (formerly the United Negro College Fund), Mr. Clarke has established his own scholarship program which provides full two-year scholarships for students at Norwalk Community Technical College.

Mr. Clarke serves on the boards of a number of local and national organizations, including the Governor's Council on Economic Competitiveness and Technology, where he and other top leaders in business, government, labor and academia advise the Governor of Connecticut on a variety of issues, with the overall goal to drive innovation, productivity and job growth in the state. He also serves on the Board of Trustees of the University of New Haven, and the Advisory Board of the Graduate School of Management of Sacred Heart University.

Mr. Clarke received his Associate's Degree in Computer Science from the Norwalk Community Technical College and his Bachelor's Degree in Operations Management from the University of New Haven in Connecticut, and has completed Northwestern University's J.L. Kellogg Executive Management Program.





Minority-owned enterprises can register to become suppliers at: [www.apple.com/supplierdiversity](http://www.apple.com/supplierdiversity)





# Honorary Chairs



## **CARMEN CASTILLO**

Founder & President

***SDI, INTERNATIONAL INC.***

Carmen Castillo is the President/CEO of SDI International Corp. (SDI), which she founded in Fort Lauderdale, Florida in 1992. The company provides its clients with full or partial lifecycle procurement service programs centered on Procure-to-Pay and Source-to-Pay, and fully automated by leading-edge vendor management systems. SDI's core competencies span supplier management and managed services programs, including independent contractor compliance and payrolling services.

Carmen's daily responsibilities as President/CEO of the firm revolve around the overall coordination of company operations, global advertising and marketing programs, along with proposal strategies and preparation. She evaluates new markets for SDI's service offerings and monitors compliance with contract administration and corporate agreements.

The success of SDI's customers remains paramount, as does the company's commitment to the extended community, evident in our certifications: ISO 9001:2008, SOC Type 1 and Type 2, EIC and CPUC compliant.



## **DIONISIO ORTIZ**

Founder, President & CEO

***CORPORATE DEVELOPMENT SOLUTIONS, INC. (CDS, INC.)***

Dionisio Ortiz is a Graduate of City College of New York with a Bachelors of Science, Majoring in Architecture, and Minor in Computer Science. With over 30 years of IT experience and hands-on implementation of high-tech communications systems, and working as an International Consultant for Johnson & Johnson, Caribbean and Latin American regions, Ortiz formed Corporate Development Solutions, Inc. in 2001.

Today, working along a dedicated support staff, CDS, under Dionisio's leadership, has raised the bar throughout the Caribbean by providing highly sophisticated IT infrastructure installation services. Their clients include some of the most demanding United States Federal Government Agencies. Among them, The Department of Homeland Security, Department of Transportation and Security Administration (TSA), U.S. Corp of Engineers, U.S. Department of Immigration & Border Control, U.S. Air National Guard, and the U.S. Disaster Recovery Division of its Armed Forces. In April, 2012, Dionisio had the distinct honor of receiving the 2012 Champion of Diversity Award given by the National Diversity Business Group. In July 2012, Dionisio was nominated for Minority Small Business Person of the Year Award, by the U.S. Small Business Administration (SBA), Puerto Rico Office.





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Learn more about Cisco Diversity Business Practices at [cisco.com/supplier/diversity](https://cisco.com/supplier/diversity).







# Featured Presenters



## **GENE WADDY**

Chief Executive Officer

### ***DIVERSANT LLC***

Gene C. Waddy is a visionary entrepreneur and owner of DIVERSANT LLC, the nation's largest African-American owned IT staffing and solutions firm. In many ways, DIVERSANT is a reflection of Gene's professional expertise, personal drive, and his commitment to helping others. The company has enjoyed dramatic growth, even during the economic downturn, and has developed a reputation for excellence among numerous Fortune 500 companies.

In his local community, Gene coaches minority youth about how they can get involved with technology and use it to advance their careers and lives. Gene is an active member of the Board of Directors of PACE Monmouth. PACE, the Program for Acceleration in Careers of Engineering, is a science and engineering awareness program in which professionals volunteer their time to work with local minority high school students to help prepare them for technical careers. Gene also serves as an active board member with Marion P. Thomas Charter School in Newark, and the New Jersey Tech Council. A member of Alpha Phi Alpha, the country's first African-American fraternity, Gene is very active in many of their community service programs. Gene was named the 2013 Ernst & Young Entrepreneur of the Year New Jersey winner, as well as a 2011 NJBiz Executive of the Year Finalist.



## **TIFFANY PHAM**

Founder & CEO

### ***MOGUL***

Tiffany Pham is the Founder & CEO of Mogul, an award-winning worldwide platform connecting women to trending content, including stories, products, and jobs that are personalized to their interests. Mogul is visited by millions of women from over 196 countries and 30,000 cities worldwide. Mogul was listed as one of the Top NYC Startups to Watch in 2015 by Entrepreneur.com, listed as one of the Best Websites for Finding Top Talent by Inc.com, listed as one of the Top Websites for Marketing Your Company Online by Forbes.com, and has been honored and recognized by Bustle and Harvard Business School.

Tiffany was named one of Forbes "30 Under 30" in Media, Business Insider "30 Most Important Women Under 30" in Technology, ELLE Magazine "30 Women Under 30 Who Are Changing the World," and also the Recipient of the Cadillac "IVY Innovator" Award. She has spoken at the United Nations, Microsoft, Bloomberg, AOL, Harvard Business School, Wharton, Prudential, UCSD, Northeastern, Columbia, and in Dubai.

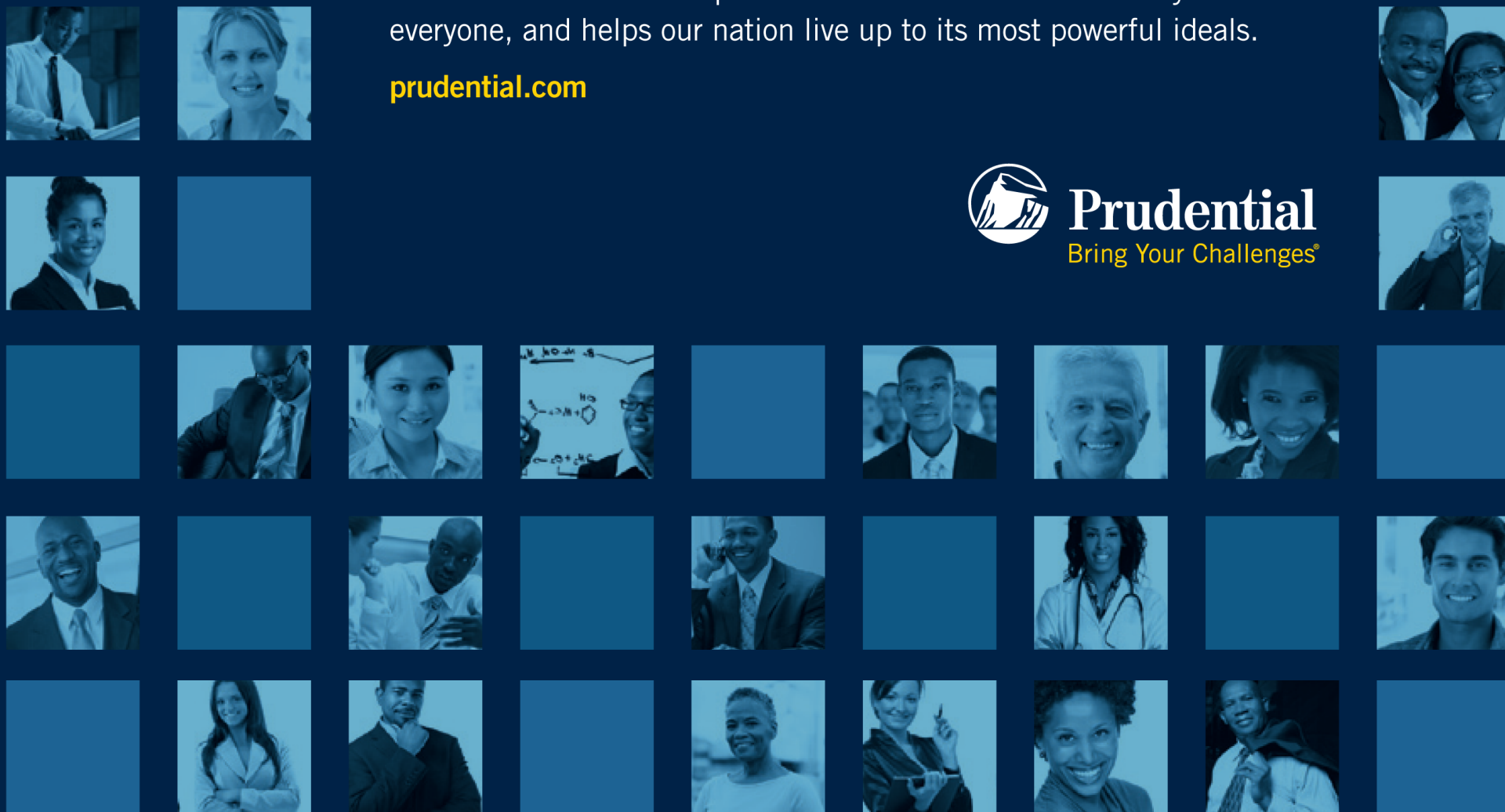




# WHEN DIVERSITY WORKS, SO DOES AMERICA.

At Prudential, diversity plays a fundamental role in our success as a business — and as corporate citizens. We believe diversity benefits everyone, and helps our nation live up to its most powerful ideals.

[prudential.com](http://prudential.com)







# Featured Presenters



## **AISHA BOWE**

Co-Founder & CEO

### ***STEMBOARD***

Aisha co-founded STEMBoard in 2013, having spent several years as a researcher at the NASA Ames Research Center. Aisha has conceived and implemented programs aimed at encouraging students to pursue careers in science and technology, which included a stint as NASA's liaison to the board of the San Jose State University Mathematics, Engineering and Science Achievement program. Aisha holds a B.S.E. in aerospace engineering and an M. Eng. in space systems engineering, both from the University of Michigan.



## **MICHELLE VAN OTTEN**

Founder and Managing Director

### ***PROFIT VENTURES, LLC***

Michelle Van Otten is the Founder and Managing Director of Profit Ventures, LLC. She humbly serves 'Profit's' clients as chief strategist and consultant, developing and overseeing the execution of client's branding, marketing, systems, software development and overall social and business strategy.

With a burning obsession for creating purpose-driven branding & marketing in today's 'we' marketing cycle, she's created market dominating products, services and companies using her 8 Pillar process. She's recognized for her ability to tap into and leverage the subconscious and conscious minds to create products and services that hook and engage. Her focus is ultimately on pushing companies to become the preeminent choice in their market, creating engaging social brands and marketing strategies that connect, build relationships and convert customers.





# Featured Presenters



*Luncheon Keynote*

## **BEN-SABA HASAN**

SVP Chief Culture, Diversity & Inclusion Officer

### **WALMART**

With the goal to expand their diversity and inclusion efforts, Walmart has appointed Ben Hasan to the position of chief culture, diversity, and inclusion officer.

Hasan, who joined the Walmart family in 2008, will work to bring a more global perspective to the retail giant's diversity efforts and will focus on maintaining an inclusive workforce within the company. Prior to his new position, he served as senior vice president of strategic services in Walmart technology. In this role, Hasan led the company's technology strategy, communication, innovation, and global partnerships with India, and Mexico.

Before joining Walmart, Hasan worked at Dell Inc. for 11 years where he held several leadership positions in IT for teams in Texas, Shanghai, Taipei, and Singapore. He also served as general manager for Dell's IT development centers in Brazil, and India. Prior to his career run at Dell, Hasan had a 14-year career with ENSERCH Corp., an oil and gas company based in Dallas, Texas. While there, he gained experience in several departments including IT, human resources, rates and regulatory affairs, and customer service.

Stepping into his new role with years of global experience, Hasan holds a masters in business administration from Amber University and a bachelor's in business administration, with a concentration in computer science, from Temple University.





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201.365.6080

aircraftsales@freestream.com

**LONDON**

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sales@freestreambermuda.bm

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# Chief Diversity Officer Panel



## **JENNIFER BROWN**

Founder, President & CEO

### ***JENNIFER BROWN CONSULTING***

Jennifer Brown is a passionate advocate and social entrepreneur committed to guiding leaders and organizations to create healthier workplace cultures that resonate with current and incoming leaders. With two Master's degrees – in Vocal Performance and Organizational Development – and experience in non-profit management and marketing, Jennifer founded Jennifer Brown Consulting in 2006, and she and her team have since facilitated and coached hundreds of leaders and their teams all over the world on critical issues of strategy, leadership and integrity.

Her focus today is on continuing to build JBC's "triple bottom line" as a company, identifying emerging workplace trends and building more enlightened organizations with her clients. Her areas of expertise include catalyzing diversity to drive innovation and business results, ERG/Affinity Group development, growing leaders in the new global, generationally-diverse and technology-connected workplace ecosystems, and aligning corporate strategy with individual, team, and societal values.



## **JERRELL MOORE**

VP & Chief Diversity Officer

### ***TIME WARNER CABLE***

Jerrell is an inspirational voice and sought after thought leader on a variety of topics including diversity and inclusion, brand strategy, and leadership development. His client list ranges from the Hollywood actress to the C-Suite Executive. He is often invited to speak on career realignment, finding the "authentic you" and women's leadership. Currently, Jerrell serves as Vice President of Diversity and Inclusion for the second largest provider of cable, video, high-speed data, and voice services in the U.S., Time Warner Cable. In this role, his responsibility is the enterprise diversity strategy for TWC's 50,000 employees and 15 million daily customers.

Prior to joining TWC, Jerrell was Vice President and Chief Diversity Officer for BURGER KING®, one of the most iconic brands in the world. There, Jerrell was responsible for BK's diversity and community affairs efforts. He helped create and launch strategic initiatives that led to an increase in the BURGER KING® brand's minority franchisees. Jerrell also helped develop a strategic framework that assisted BURER KING® franchisees identify and capture new market opportunities. His work helped the brand maintain its positive year-over-year trend of increasing its minority owned restaurants. Jerrell has also held roles as MassMutual, Nike, CSX Transportation, and the Department of Justice.

# Rosetta Brown

is President and CEO of **R.H. Brown & Company, LLC.** and **Global Security & Logistics, LLC.**, both in Columbus, Ohio, with a satellite office in Los Angeles. Our focus is on strengthening businesses through communication, business planning, relationships, and financial resource collaboration. Our primary core business is residential and commercial relocation where we assist in the planning and implementation of government relocation projects.







# Chief Diversity Officer Panel



## **ELIZABETH NIETO**

SVP, Global Chief Diversity & Inclusion Officer

### ***METLIFE***

Elizabeth assumed the role of Global Chief Diversity & Inclusion Officer at MetLife in June 2012. Since then, the company has defined and implemented its first global Diversity & Inclusion strategy, which is supported by the Global D&I Council chaired by MetLife's CEO. The strategy focuses on the development of women globally, various regional initiatives (e.g. emerging talent, LGBT, people with different abilities, veterans) and accountability metrics to help achieve the company's world-class status aspiration.

Before joining MetLife, Elizabeth was the Global Head of Talent, Learning and Diversity for Marsh, Inc. and was responsible for talent management and all learning initiatives including leadership and management and core processes. She also led the Talent Management task force as part of the Marsh & McLennan Companies HR transformation initiative. Before joining Marsh, Elizabeth spent almost 20 years with Citigroup, holding positions for more than 10 years in Global Talent Management, Diversity & Inclusion and as an HR Business Partner. Previously, she managed global and regional learning organizations working extensively in Europe, Latin America and Asia. Early in her career, she worked at Arthur Andersen/Andersen Consulting in the newly launched change management practice, both in the U.S. and Latin America.



## **MICHAEL GARNER**

Chief Diversity Officer

### ***METROPOLITAN TRANSPORTATION AUTHORITY***

After a long and distinguish career at the New York City School Construction Authority ("SCA"), Michael J. Garner was recruited and appointed as Chief Diversity Officer at the Metropolitan Transportation Authority Headquarters in New York City. Mr. Garner is responsible for the development and expansion of Minority, Women-Owned, and Disadvantaged Business Enterprise Programs; MWDBE Contract Compliance Monitoring and Enforcement; Title VI and Equal Employment Opportunities Programs; and other existing activities and functions within the MTA's Department of Diversity and Civil Rights.

The Metropolitan Transportation Authority is the parent organization of six operating agencies: MTA New York City Transit, MTA Long Island Rail Road, MTA Metro-North Railroad, MTA Bridges and Tunnels, MTA Capital Construction and MTA Bus Company. The MTA's subways, buses, and railroads move 2.4 billion New Yorkers a year, and MTA Bridges and Tunnels carries nearly 300 million vehicles annually. The MTA employs more than 60,000 employees and has a five-year capital budget in excess of \$26 billion.

# Procuring Results



For 20 years, SDI International has been a leader in outsourcing scalable and sustainable business solutions to Fortune 500 companies across the globe. By providing specialized procurement process outsourcing, managed service programs, and business process outsourcing, SDI gives you the services and tools that produce bottom line growth to strengthen your business model.







# Chief Diversity Officer Panel



## **DONNA JOHNSON**

Chief Diversity Officer

### ***MASTERCARD***

Donna Alligood Johnson is chief diversity officer for MasterCard Worldwide and is responsible for developing and implementing the company's integrated global diversity and inclusion strategy. In her role as chief diversity officer, Ms. Johnson is focused on creating and executing programs that leverage diversity to create a work environment that fosters inclusion and innovation; increases employee productivity and engagement; develops the company's talent pipeline; and ultimately drives business results.

Since joining MasterCard in 1995, Donna has held positions of increasing responsibilities in the B2B Marketing Group and the Commerce Development Group. In 2008, Ms. Johnson launched the MasterCard Business Resource Group (BRG) for employees of African descent, known as "LEAD" and served as the BRG co-chair; the BRG program has since grown to include eight distinct employee cohorts representing a variety of diversity dimensions. Ms. Johnson is also a member of the MasterCard Global Diversity and Inclusion Council and the Multicultural Steering Committee. Under Ms. Johnson's leadership, MasterCard has scored 100% on the Human Rights Campaign's Corporate Equality Index for three years and has steadily risen in the ranks of DiversityInc's Top 50 Companies for Diversity, most recently advancing to #15.

## **KENNETH HUNTER**

Chief Diversity and Inclusion & EEO Officer

### ***NYC DEPARTMENT OF INFORMATION TECHNOLOGY***

Kenneth (Ken) B. Hunter is the Chief Diversity & Inclusion Officer and Equal Employment Opportunity Officer for the City of New York's, Department of Information Technology and Telecommunications (DoITT). He is an accomplished human relations leader and program architect with extensive expertise in the principles of Diversity, Inclusion, and Equal Employment Opportunity regulatory guidance.

He is skilled at defining, applying and measuring the principles and metrics of organizational development and change management within Federal, healthcare, and higher education institutions. He has implemented Diversity programs at Louisiana State University Health Sciences Center in Shreveport LA and in his current position at DoITT. Previous to his position at DoITT, Ken was the Deputy EEO Officer for the Department of Navy, Naval District Washington, in Washington DC. Previous to that he worked at the US Department of Veteran Affairs (VA) serving in dual positions managing two nationwide programs – The National Diversity Internship Program (NDIP) and the Lesbian, Gay, Bisexual, and Transgender (LGBT) program. Ken also served as the Equal Employment Opportunity Officer for the US Coast Guard in New London, CT.





Caribbean Life, New York's largest newspaper  
reaching the African / Caribbean American community presents

# DIVERSITY in the WORKPLACE 2016

## A Guide for New York Job Seekers

With over 200,000 readers in New York City,  
Caribbean Life's DIVERSITY in the WORKPLACE supplement  
provides the perfect opportunity to promote your company's  
multicultural recruitment efforts.

Your advertising message will be seen  
alongside other companies  
whose recruitment of talented people  
from New York City's  
ethnic communities is important.

### **PUBLICATION**

#### **DATE:**

Friday,  
September 23, 2016

### **RESERVATION**

#### **DEADLINE:**

Friday,  
September 9, 2016

#### **AD**

#### **DEADLINE:**

Monday,  
September 19, 2016

Editorial content of this important newspaper  
section will include:

- Best practices for job seekers
- Interviewing 101
- Dress for Success
- Resources for job seekers -  
from entry level to senior managers
- Plus, ask how a story about your company  
can be included

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Discounts are available for attendees of DiversityBusiness.com  
16th Annual National Summit.



# DiversityBusiness.com Honors 2016

## *“America’s Top 50 Organizations for Multicultural Business Opportunities”*

Over 1,500,000 diversity business owners participated in an online election to determine the nation’s “Top” fifty organizations for multicultural business opportunities. Wal-Mart Stores, Inc. was named the number one organization for providing business opportunities to diverse business owners throughout the United States.

The honor extends itself to another forty-nine major U.S. corporations which call themselves the Div50. This esteemed, elite list is coveted by the most successful companies in the United States and has become the most recognized and respected in the country. These companies truly differentiate themselves in the market place in a time when diversity is on the rise.

“The diversity practices of the Div50 has changed the course of economic inclusion and thereby the world as we know it”, said Kenton Clarke, CEO of DiversityBusiness.com. “The great diversity and vision of our country and our people have made this possible. DiversityBusiness.com is proud to have been a force in the business world for such positive change and opportunity. The initiative that we have led has been instrumental in equalizing the playing field and for that we are very honored indeed.”

The 16th annual list is produced by DiversityBusiness.com, the nation’s leading multicultural B2B online website. The voting business owners were asked to answer 10 questions about diversity business in the marketplace. Their answers were based on factors such as volume, consistency and quality business opportunities granted to women and diverse-owned companies.

### **TOP HONORS FOR TOP CORPORATIONS**

While other awards and “Top” lists crown companies for metrics such as overall economic growth and returns to shareholders, The Div50 is an indicator of which organizations provide the best and the most business for diversity-owned companies. “In a marketplace that is increasingly as sensitive to diversity as it is to revenues, awarding the top buyers of multicultural products and services is becoming a natural part of the new socioeconomic food chain. Organizations that consistently buy the most products and services from diversity businesses, and that sustain the most mutually beneficial business relationships with their multicultural suppliers, should be recognized not only by the business community but also by the general public. That is what we have accomplished in creating The Div50.” said Kenton Clarke.

### **THE BUSINESS POWER OF DIVERSITY**

As multicultural and female owned businesses gain more buying power and their lifestyles become more affluent, multicultural markets are growing in economic muscle. This in turn attracts more corporations, as they compete for market share. The Div50 list has therefore become the consumer guide for women and minority consumers. “As a diversity business owner, I appreciate the business we receive from corporate buyers; and in turn, when I buy products and services, either personally or for my company, I am much more likely to buy from the same companies that support my business or are supporting businesses like mine,” said Kathy Steele, principle of Red Caffeine marketing + technology headquartered in Lombard, IL.

### **THE DIV50**

The Div50 is a listing of the top 50 corporate and organizational buyers of diversity products and services throughout the U.S. It represents the voice of over 1,500,000 diversity-owned (women, African Americans, Hispanics, Asians, Native American, and other multicultural groups) businesses in the U.S., in sectors such as technology, manufacturing, food service and professional services. It has become the Gold Standard to its members and their associates and reaches millions of consumers every year. In sixteen years, it has become a highly valued metric of corporate excellence in the diversity space.

# America's Top Organizations For Multicultural Business Opportunities



Rank	Top 50 Corporations	Rank	Top 50 Corporations
1	Wal-Mart Stores, Inc.	26	Comcast Corporation
2	IBM	27	Blue Cross and Blue Shield Association
3	Northrop Grumman Corporation	28	General Motors
4	AT & T Inc.	29	Johnson & Johnson
5	Apple Inc.	30	Turner Construction Company
6	Toyota	31	The Home Depot, Inc.
7	Verizon	32	Avis Budget Group
8	Raytheon Company	33	Nordstrom
9	Microsoft	34	Pfizer
10	Kroger	35	Capital One Financial Corporation
11	Lockheed Martin	36	Metlife
11	Time Warner	37	Hilton Worldwide
12	Boeing Company	38	Prudential Financial
13	Cisco Systems, Inc.	39	Nationwide
14	The Coca-Cola Company	40	Miller Coors
15	United Parcel Service	40	Nestlé
16	Altria	41	Ahold USA
17	PepsiCo Inc.	42	Delphi
18	Target Corporation	43	Cardinal Health
19	Bank of America	44	New York Life
20	Ford	45	Fannie Mae
21	Johnson Controls	46	Nielsen
22	Colgate-Palmolive Company	47	Vizient
23	Hewlett-Packard Enterprises / HP Inc.	48	Cargill
24	Wells Fargo	49	Starbucks
25	Pacific Gas & Electric	49	CVS Health
25	Walgreens	50	Public Service Enterprise Group



# *America's Top Organizations For Multicultural Business Opportunities*



<b>Rank</b>	<b>Top Government Agencies</b>
1	United States Postal Service
2	Small Business Administration
3	Department of Defense
4	National Aeronautics and Space Administration (NASA)
5	Department of Homeland Security
6	U.S. Army
7	U.S. Air Force
8	Army & Air Force Exchange Service
9	Department of Commerce
10	Department of Veteran Affairs
11	U.S. Navy
12	Department of Energy
13	Central Intelligence Agency (CIA)
14	Minority Business Development Agency
15	Federal Reserve Bank of New York
16	Department of Treasury
17	U.S. Department of Transportation
18	Department of Health and Human Services
18	General Services Administration
19	Export-Import Bank of United States
20	Environmental Protection Agency (EPA)
21	Department of Education
22	Department of Agriculture
23	Defense Logistics Agency
24	Federal Communications Commission (FCC)
25	Department of Interior



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# DiversityBusiness.com

## *Honors Nation's*

# Top 500 Diverse-Owned Businesses for 2016

DiversityBusiness.com, the nation's leading multicultural business website, announced the Div500, the 16th annual listing of the nation's top 500 diverse-owned businesses. Ranging in revenue size from \$20 million to over \$1 billion, the companies listed on the Div500 represent the nation's top companies and challenge the long-held notion that diverse-owned businesses are small or insignificant.

At the top of 2016's Div500 are three distinguished companies with over \$1 billion in annual revenues: World Wide Technology from St. Louis, MO; SHI International Corp from Piscataway, New Jersey; and CAMAC International Corporation from Houston, Texas. The "Top 500" companies will be honored at a special awards ceremony at DiversityBusiness.com's 16th Annual National Entrepreneurship Summit, taking place April 26, 2016 at the Time Warner Center New York in NYC.

Diverse-owned businesses generate over \$495 billion in sales to the U.S. economy," said Kenton Clarke, CEO of Computer Consulting Associates International, the company that built DiversityBusiness.com. "It is no longer just "the right thing" to do business with diversity suppliers. Because of recent economic and demographic trends and changes, major corporations are realizing that having a diverse supplier base positively impacts their business revenue from this sector of buyers".

### **The Div500**

The Div500 is a classification that represents the top 500 diverse-owned businesses in the U.S., in sectors such as technology, manufacturing, food service and professional services. Major corporations, government agencies and college/universities throughout the country which do business with diverse and women-owned businesses use the list. The Div500 is produced annually by DiversityBusiness.com, the nation's leading multicultural B2B Internet portal that links large organizational buyers to multicultural product and service businesses.

"The Div500 companies are the heroes of diverse-owned business in America," said Kenton Clarke. These are the entrepreneurs that have conquered the hurdles and made the sacrifices, building and strengthening their communities, providing jobs and helping to keep the fabric of the U.S. economy together."



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# *About The* “TOP BUSINESSES IN AMERICA” *Program*

The “Top Businesses in America” program was established in 1999 by DiversityBusiness.com as part of its ongoing commitment to remain at forefront in championing the entrepreneurial spirit. The “Top Businesses in America ” program recognizes and honors individuals who have established themselves as a world class community of entrepreneurs that continue to transform the way we live and move our economy forward. In recognition of these outstanding accomplishments and contributions, the program is also designed to celebrate and support their efforts in order to generate public awareness among their peers, customers, press and to organizations who seek their products and services.

Now in its 16th year, Diversitybusiness.com has been privilege through business intelligence in identifying the nation’s most successful entrepreneurs on a state and national basis. The “Top Businesses” are determined by a selection committee which evaluates the eligibility for all submissions in each award categories . Some of the categories for nomination include “Top 500 Privately-Held businesses in the U.S.”, “Top 500 Women Owned businesses in the U.S.”, “Top 500 Diversity Owned businesses in the U.S.” and “Top 500 Emerging businesses in the U.S.” The selection committee based their decision on an extensive set of criteria which includes: reviewing each entrant’s business profile, website and gross annual sales submitted. The companies selected on these prestigious “Top Business Lists” become collectively known as “The Div 500.”

The “Top Businesses in America” program is sponsored by major brands which include: U.S. Postal Service, Wal-Mart, Apple, Northrop Grumman, Time Warner, Hilton, Raytheon, and Colgate Palmolive, among others. This ongoing partnership and support has allowed the “Top Businesses in America” program to progress into the nation’s most coveted awards program. Over 3,500 award recipients have been honored since the program inception. These recipients have been featured in over 1 million Google and media references, secured million of dollars in contract and have become some of the most distinguished brands.

Each year, DiversityBusiness.com holds an annual conference at different strategic locations around the country to honor and celebrate these individuals’ remarkable achievements and contributions. This year, DiversityBusiness.com is hosting its 16th Annual National Entrepreneurship Summit on April 26, 2016 at the Time Warner Center in New York in NYC. The event will feature keynote and panel presentations from some of the world’s most renowned leaders, senior executives and industry experts. The event will also host a number of networking events and recreational activities.

The goal each year of the “Top Businesses in America ” program is to continue to celebrate another year of innovation, progression and growth. Also, to raise the profile of entrepreneurs who remain committed in strengthening our competitive global landscape and rebuilding our future.

No matter what circumstances, these men and women continue to build successful business relationships. They also continue to create an atmosphere of pride, camaraderie and confidence among their family, customers, suppliers and communities they serve. DiversityBusiness.com is proud to be in the position to identify and stand behind these individuals. We know their accomplishments will serve as inspiration to current and future generations.

*Our sincere gratitude to  
DiversityBusiness.com  
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# Honorees



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**Colgate-Palmolive**

**Collabera**

**Comcast NBCUniversal**

**CVS Health**

**Dagle Electrical Construction Corp**

**DIVERSANT LLC**

**ePerformax Contact Centers & BPO**

**Fannie Mae**

**Fourth Wall Events**

**Global Business Consulting Services,  
Inc.**

**Hilton**

**Hired by Matrix, Inc.**

**IBM**

**InfoMart**

**KRG TECHNOLOGIES INC.**

**Lexair Electronics**

**LifeCare, Inc.**

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**Nationwide**

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**New York Life Insurance Company**

**Nexus Direct**

**Northrop Grumman Corporation**

**Omega World Travel, Inc**

**Pacific Gas & Electric**

**Polaris Direct**

**Raytheon**

**Red Cloud LLC**

**State and Federal Communications,  
Inc.**

**Systems Application & Technology,  
Inc.**

**The Kroger Co.**

**Time Warner Inc.**

**Translingua Associates, Inc.**

**United States Postal Service**

**UPS**

**Virpie Tech**

**Walgreens**

**Walmart**

**Wells Fargo**

# Top 2016 Businesses



## **ALECIA M. MCCLUNG**

CEO

### ***ADMINISTRATIVE RESOURCE OPTIONS***

Alecia founded ARO and heads ARO's executive team. Previous to taking the reigns as CEO of ARO, Alecia was the founding and managing member of a national wholesale equipment provider. Besides her oversight of our management team, she plays a prominent role in ensuring that ARO's customer focused culture continues to flourish throughout our organization. Alecia is also sought out as a public speaker in the area of charitable works and organ donation, and has worked closely with various government, community and public organizations for this cause. She has been profiled by network news stations (ABC, NBC, CBS) as well as major newspapers.



## **HANNAH KAIN**

CEO

### ***ALOM***

Hannah Kain is President and CEO of ALOM, a global supply chain company she founded in 1997 headquartered in Fremont, California. Hannah was born in Denmark and immigrated to the US in 1990. She taught at Copenhagen Business School and holds three university degrees.

She has been honored with the Manufacturing Institute STEP Ahead award, YWCA Tribute to Women award, inducted into the Silicon Valley Capitol Club wall of fame, named a "Woman of Influence" by the Silicon Valley Business Journal, and won the global Vistage Leadership Award.

ALOM has earned numerous quality certifications, including ISO 9000, ISO 13485, TL 9000 and DMSCA CMP Level 3.0.

Hannah is a Board member of WBENC, the National Association of Manufacturers and Watermark. She serves on the Advisory Council of The Michelle R. Clayman Institute for Gender Research at Stanford University. Kain is a member of the Committee of 200 for executive women.



# Top 2016 Businesses

The logo for BaselineGroupNY, featuring the text "baselinegroupny" in a lowercase, sans-serif font. "baseline" is in blue, "group" is in orange, and "ny" is in blue.

## **DARCY ANN FLANDERS**

Founder/Chief Design Officer

### ***BASELINEGROUPNY***

As founder and chief design officer for BaselineGroupNY, Darcy is the visionary, project strategist and project manager. Her strength lies in her ability to interpret clients' spoken goals into impactful and targeted design solutions. Her passion for design is contagious and her emphasis on teamwork leads to great collaborative solutions. Drawing on 24+ years of expertise, you can count on Darcy to lead an information-oriented, responsive and time-sensitive creative process that considers the big picture and instinctively understands the importance of the littlest detail and the strictest schedule.

Darcy has envisioned and managed large scale branding initiatives for Citigroup Alternative Investments, Citi Private Bank, HSBC and Deutsche Bank. Darcy's extensive knowledge of pre-press and print production infuses her approach to design planning and implementation.

Her work has received numerous awards including the Financial Communications Society, Society of Technical Communication, the Association of the Graphic Arts, and Graphic Design USA as well as numerous awards for her entrepreneurial spirit and leadership.

## **HITEN PATEL**

Founder & Chairman

### ***COLLABERA, INC.***

Hiten Patel is the Founder and Chairman of Collabera, Inc.- ranked consistently as a rapidly growing IT services companies in the US. Founded in 1996, Hiten through his aggressive, customer-driven focus on Fortune 100 clients has steered the company to its present size of over 20 offices, operations in 3 continents and more than 4,000 employees globally. Under his vision and guidance, Collabera transitioned from being a staffing firm to an end-to-end IT services and solutions provider with a Global Delivery Model – stitching together a unique combination of onsite, offsite and offshore capabilities.

Hiten has been instrumental in shaping the company's vision and strategy and has been in the forefront of many recognitions including "Entrepreneur of the Year" award by Ernst & Young. Under Hiten's leadership, Collabera has also won through the years, numerous other awards recognized by International Association of Outsourcing Professionals (IAOP), Fintech100, DiversityBusiness.com, InformationWeek, Software Magazine, New York/New Jersey Business Council, USPAACC and more.

The logo for Collabera, Inc. It features the word "Collabera" in a large, white, sans-serif font with a registered trademark symbol. Below it, the tagline "Value. Accelerated." is written in a smaller, white, sans-serif font. The entire logo is set against a solid blue background.

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# Top 2016 Businesses



## **TERESA HARTSAW**

President & CEO

### ***EPERFORMAX CONTACT CENTERS & BPO***

As president and CEO of ePerformax Contact Centers & BPO, Teresa Hartsaw is responsible for the strategic leadership driving the focus, performance and growth of the company. She is a proven leader and entrepreneur who founded Performance Consulting Group (PCG), a WBENC certified Women-Owned Business in 1988, which in turn partnered with Transnational Diversified Group of the Philippines to form ePerformax in 2002. Since founding ePerformax almost 13 years ago the company has grown to two locations in the Philippines and over 5,000 employees.

With more than 30 years of experience in sales, marketing and contact center operations, and as a Six Sigma Black Belt, Hartsaw is responsible for the company's proprietary, Six-Sigma based Performance Maximization Model, Process and Training that enables the company to deliver best-in-class customer service and BPO services to English-speaking customers in the U.S., Canada and Australia on behalf of a select group of Fortune 500 companies.

## **JEFF GUBERMAN**

President

### ***FOURTH WALL EVENTS, INC.***

Fourth Wall Events is a global, award-winning event design, production and management company built on many years of experience and providing a wide array of resources. Our meticulous planners are attentive to the smallest detail, ensuring that every event unfolds on time and within budget. Whether the event is domestic or international, our gifted designers can turn the blank canvas of any location into a fantasy world. Our account managers are sensitive listeners, uniquely responsive to corporate needs. Together, working in partnership with our clients and vendors, we create events that forge unforgettable connections between guests and their host.



# Top 2016 Businesses



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## **NICOLE MICHEL-DESHAGETTE**

CEO

***TRANSLINGUA ASSOCIATES, INC.***

Founded in 1972 in New York City, TransLingua's mission was to provide language training for professionals in government and industry. As the global marketplace expanded, our clients' need to communicate in an increasingly wide array of languages grew. In order to meet those needs more efficiently, TransLingua joined with The Translation Company of America, assumed the translation arm of the French Institute Alliance Francaise and, more recently, merged with Language Matters to offer a comprehensive range of services in over 80 languages.

Owned and operated by women, TransLingua's management team is comprised of leading linguists from around the world. This means the rate of our growth, the translation tools we use, and the rate of our expansion is dictated by our commitment to deliver the highest quality translations.

Working together in Boulder and New York, we offer an expanded array of services, resources, and language tools that allow us to offer cost savings, consistency, and accuracy.

## **PAULA TURNER-EDWARDS**

President and CEO

***LEXAIR ELECTRONICS***

Paula Turner-Edwards is the CEO of Lexair Electronics Sales Corporation, a WBENC certified distributor of communication equipment and logistics management service provider founded in January, 1998. Lexair specializes in the supply and support of headsets, telephones, audio conference devices and cellular accessories. Lexair also offers a host of logistic management services such as end user fulfillment, warehousing, asset management, firmware upgrades and equipment repair to Fortune 500 enterprises both nationally and globally. By focusing on multi-year, tier-one national and global contracts, Paula has grown her business from an in home start-up to a multi-million dollar corporation headquartered in Greensboro, NC with a second distribution center in Kent, WA. It is noteworthy to mention that greater than 90% of the employees at Lexair are women, from the warehouse to the executive level.







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# Top 2016 Businesses



## **MICHAEL T. GRIER**

Founder, President & CEO

### ***MOSAIC TECHNOLOGIES GROUP***

Michael T. Grier is the Founder, President, and CEO of MOSAIC Technologies Group. Mr. Grier oversees the strategic and tactical direction of the Maryland-based business and technology consulting company. Previously Mr. Grier held management positions at the Boeing Company and Titan Systems; was a Senior Consultant at KPMG and PriceWaterhouseCoopers, and a Senior Systems Engineer at Conquest, Inc. He has managed Task Order-based programs at \$25M and developed business upwards of \$250M.

Mr. Grier has expertise in business development, systems and software engineering, enterprise architecture, performance measurement, and process engineering and development. A Native of Washington, DC, Mr. Grier earned a BA in economics, an MBA, and an MS in Systems Management all from the University of Maryland at College Park. Mr. Grier is a certified Project Management Professional (PMP) from the Project Management Institute.

## **SUZANNE COLE NOWERS**

CEO

### ***NEXUS DIRECT***

Nexus Direct, an award-winning direct response marketing agency with offices in Atlanta, GA, Virginia Beach, VA and Alexandria, VA, has been recognized twice by Inc. magazine as one of the fastest-growing companies in the country and now three times by DiversityBusiness.com — this year as a Top Woman-Owned Business, Top Diversity-Owned Business and Top Privately Held Business. Specializing in direct response marketing solutions for both non-profit organizations and Fortune 500 corporations, the company's work has included campaign solutions for clients such as The Hartford, Chase, the National Park Foundation and Service, and the National Museum of Women in the Arts.

Prior to founding Nexus Direct in 2004, CEO Suzanne Cole Nowers was Senior Vice President and General Manager of Protocol Marketing Group's Virginia Beach, VA office. She became part of Protocol when her prior direct marketing agency, MC Direct, was acquired in 2001. As a partner at MC Direct based in San Diego, CA, Suzanne established the agency's East Coast presence and led its success in the non-profit arena. Suzanne is an active volunteer in the direct marketing industry, a past board member of the Direct Marketing Association of Washington, and a nationally recognized thought leader, speaking regularly on direct response trends and the future of the marketing landscape.





# Top 2016 Businesses



## **GLORIA BOHAN**

Founder

### ***OMEGA WORLD TRAVEL***

Gloria Bohan founded Omega World Travel in Fredericksburg, Virginia, in 1972, and since that time has transformed her one-person office into a travel agency with sales revenues in excess of \$1 billion a year, approximately 200 company-owned offices and 600 employees worldwide. Omega is ranked the 3rd largest travel agency in the United States by Business Travel News (June, 2010) and is the largest travel agency founded by, operated by and majority-owned by a woman.

Omega World Travel, considered in the travel industry as an innovative, trend-setting company, is now headquartered in Fairfax, Virginia. Ms. Bohan, a hands-on owner, has continually diversified Omega, which now serves every major area of corporate, leisure and government travel. Omega's full service, on-site corporate and on-site government offices are located in cities throughout the United States and abroad in Okinawa, Japan, the United Kingdom, Guam, Kuwait and Bahrain.

Ms. Bohan views diversification as the key to continued success. A firm believer in personal contact, Ms. Bohan created and pioneered the small office concept, an innovation among travel agencies, which has enabled the company to meet its goal of personalized service.

Today, Omega has augmented its office locations with high-touch, high-tech customer service centers in select areas of the U.S. that provide the highest quality reservation services to Omega customers 24 hours a day.



## **JUDITH MALOY**

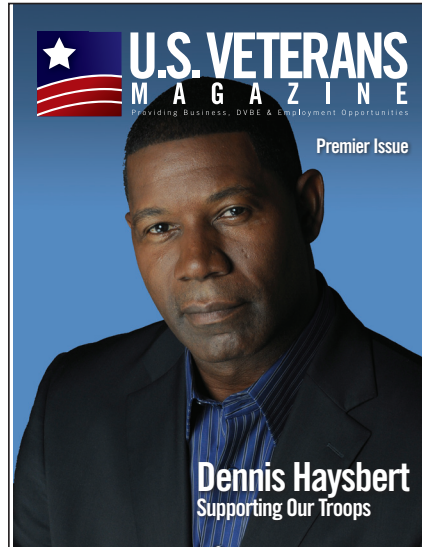
Managing Director

### ***POLARIS DIRECT***

Founding director, Judith Maloy realized a dream of building a better lettershop when she and her partners started their own in 2003. Polaris Direct, a high-volume direct marketing services company, specializes in creating one-to-one marketing communications for Fortune 500 companies and agencies.

Judith brings her 30 plus years of experience and knowledge of the direct marketing industry to Polaris Direct. She began her career in list brokerage in New York City and spent most of her career there working at advertising agencies providing account management for large international corporations. Later she launched a NY office for a full-service direct mail fulfillment operation located in Miami, FL, providing marketing expertise and consultative services for mail and telemarketing campaigns.

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# Top 2016 Businesses

## DANIELLE DUPUIS

President

### ***CENTURY WIRE PRODUCTS CORP.***

DANIELLE DUPUIS started Century Wire Products Corp. in 1998 after many years of experience in the wire industry. Her background is very diversified in all fields of business operations and she has done consulting work in the area of Quality Assurance and Facilitation. Her business is based on quality products and top-notch customer service. CWPC is an ISO9001:2008 considered to be number one in its field and is celebrating 18 successful years. There are warehouse locations in Georgia, Utah, Idaho, Missouri and Texas as well as the factory in Wind Gap, Pennsylvania.

Danielle is President and CEO and runs the business on a day-to-day basis. She partners with her customers on their technical needs to give them a leg up on their competitors. CWPC is a global company and exports throughout the world.

She is a member of SCTE (Society of Cable Television Engineers), PCCA, NFIB and is WBENC certified. Community Service Activities include member of the Board of Directors of Abilities of NW Jersey (501C3), State Council member of the National Federation of Independent Business (NFIB) which represents 15,000 small businesses in Pennsylvania and 350,000 in the United States, Founders Committee for the proposed Slate Belt YMCA and other philanthropic organizations.



## MAUREEN DAGLE

President

### ***DAGLE ELECTRICAL CONSTRUCTION CORP***

Dagle Electrical Construction Corp. is a leader in providing value-added electrical services to our customers by creating a successful partnership with them throughout the construction process. With the exceptional performance of our construction team we are able to establish a lasting relationship with our customers.

DEC Corp. is a Massachusetts based electrical contractor with over 30 years of experience in both the private and public sector. We are a multifaceted firm with a history of successfully completed projects in the commercial, industrial and multi-residential markets.

Our highest level of quality is weaved throughout our businesses performance in all areas with our installations, our service, our workmanship and our dedication to meet the customer's needs.

In short, our greatest level of skill is the reason Dagle Electrical Construction Corp. is successful. The ability of our management team offers their many years of experience in making your project on time and on budget. Our pool of highly trained electricians is the best in the state and continues to exceed industry standards. Please consider Dagle Electrical Construction Corp.



DAGLE ELECTRICAL  
CONSTRUCTION CORP.

# Top 2016 Businesses



## SHARON OLZEROWICZ

President and CEO

### ***HIRED BY MATRIX, INC***

Sharon Olzerowicz is the President and CEO of Hired by Matrix, Inc., a full service staffing and recruiting company that meets the strategic needs of its Fortune 500 clients. Since founding the company 27 years ago, Sharon has led Hired by Matrix to become a trusted resource for professional talent in the IT, Finance and Accounting, R&D, Engineering, Administrative and Light Industrial arenas.

Sharon's visionary approach to serving her clients has enabled her to anticipate and meet the changing imperatives of the marketplace. Not only does Hired by Matrix deliver superbly matched candidates, it also provides its clients with timely industry knowledge that helps them position for the future.

As an entrepreneur, Sharon embodies the creativity and innovation that keeps her company ahead of the competition, along with the reliability and trust that clients and employees value. She has prepared Hired by Matrix for continual growth by developing its distinctive business model, client relationships and depth of staffing expertise.



## TAMMY COHEN, PHR

Founder & CEO

### ***INFOMART***

Armed with an innovative business idea and her strong work ethic and determination, Tammy Cohen started InfoMart in 1989. A multi-million dollar pre-employment screening company, InfoMart provides services to Fortune 500 companies nationwide. As a recognized expert in the employment screening industry, Ms. Cohen is often referred to as "The Queen of Screen." Ms. Cohen is a founding member of the screening industry's first trade association, the National Association of Professional Background Screeners (NAPBS), and the Association of Consumer Reporting Agencies (ACRA). In addition to her contributions to her profession, Ms. Cohen is actively involved in a number of business and civic organizations. During her many years of volunteer and professional service, she has received numerous honors for her contributions and achievements.



*"I'll register my business profile with ALL corporations, even if it kills me!"*



*DiversityBusiness.com*



# Top 2016 Businesses

## MUTHURAMALINGAM UMAPATHI

President

**KRG TECHNOLOGIES INC.**

KRG leverages its technical expertise, years of in-depth experience and competent resources to operate as the perfect partner for its clients. Our offerings are based on the premise of ensuring for our clients lowered TCO (Total Cost of Ownership). By adopting mature SDLC (Software Development Life Cycle) processes which cover all phases from initiation through planning, design, deployment, integration, implementation, maintenance and support, we provide holistic concept-to-rollout solutions. The measure of our success is client satisfaction and appreciations that we have earned over the years.



## PETER BURKI

Chairman & Chief Executive Officer

**LIFECARE, INC.**

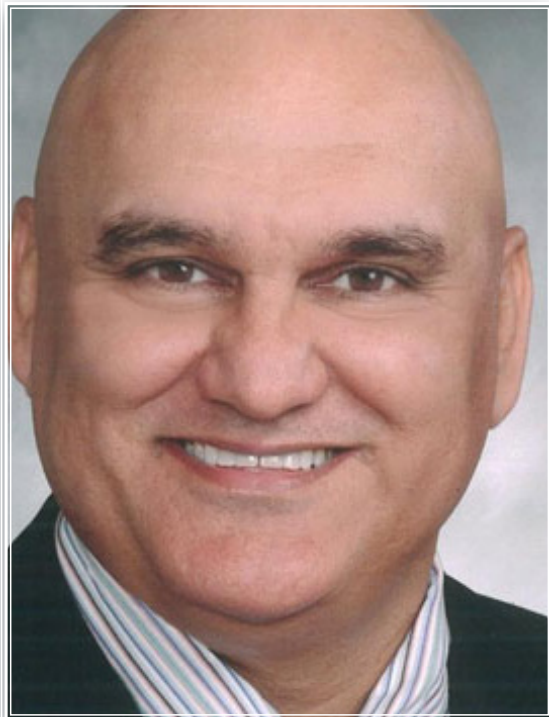
Peter is a co-founder and LifeCare's Chairman & Chief Executive Officer. A true entrepreneur, Peter launched LifeCare as a start-up in 1984 in Westport, CT to help employees manage their child care needs.

Today, LifeCare is the leader in productivity and employee loyalty solutions, serving thousands of employers and millions of members worldwide. Peter has been profiled in the media and is a frequent keynote speaker. Prior to founding LifeCare, Peter worked in product management and marketing for Seiko Time Corporation, an international consumer product company, and worked for MCA as Vice President of Marketing and Promotion focusing on innovative customer growth strategies. Peter attended Cornell University and New York University's School of Business and Public Administration.





# Top 2016 Businesses



## **DR. RAYMOND JARDINE, JR.**

Chairman & CEO

### ***NATIVE HAWAIIAN VETERANS, LLC***

Dr. Jardine's resume reveals a lifetime of progressively significant leadership roles in the armed services. He enlisted to the Army in 1971 and retired as a Colonel in December 2003. He was branch qualified in Infantry, Artillery, Military Intelligence, Quartermaster, Aviation, Military Police, with functional area expertise in Aviation Logistics, Operations, Plans and Training, Maintenance Test Pilot and a Master Fitness Trainer.

In this last assignment in his distinguish military career he was the Commander, Ground Forces Component Command, Hawaii Airport Security Mission and Force Protection of Critical Infrastructures for the State of Hawaii and as the Deputy Commander, 29th Enhanced Separate Infantry Brigade (Light) amazingly leading them from the worst combat brigade in the nation to #1 in readiness in 2003.

In his 32 plus years in the military he participated in intense training in Emergency Preparedness and Response, HazMat Response and Management, Anti Terrorism, Disaster Assistance and Multi-Hazard Planning. He served in key leadership positions in nearly every major Emergency and Disaster Relief effort in Hawaii. He has received innumerable medals, awards and honors for his long distinguish service to his country and state.



## **CLOUD**

President & CEO

### ***RED CLOUD LLC***

We have an award winning team of designers, account managers, quality control specialists and customer service representatives dedicated to providing outstanding service from design conception through product delivery with impeccable attention to detail each step of the way. We not only produce highly customized items but we also conceptualize, design, and manufacture just about any product with ethical sourcing worldwide.



marketing + technology

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and that's **THE +.**



## strategy

- Competitive Analysis
- Market Research
- Online Audit
- Interviews & Focus Groups
- Influencer Identification
- Buyer Persona Profiles
- Annual Marketing Plans



## branding

- Brand Communications
- Logo Design
- Naming
- Corporate Identity
- Marketing Materials
- Sales Tools
- Responsive Web Design



## marketing

- Content Marketing
- Search Engine Marketing
- Email & Direct Marketing
- Social Media & Blogs
- Public Relations
- Experiential Marketing



## technology

- Software Development
- Corporate Websites
- Content Management
- Mobile Applications
- eCommerce
- Platform Integration
- Application Development

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# Top 2016 Businesses



## **ELIZABETH Z. BARTZ**

President and CEO

### ***STATE AND FEDERAL COMMUNICATIONS, INC.***

Elizabeth Z. Bartz is founder, president, and CEO of State and Federal Communications, Inc. The company provides government compliance information and consulting to Fortune 500 companies, many trade and professional associations, legal and accounting firms, and corporate and contract lobbyists in all 50 states.

The firm's in-house staff of attorneys and researchers is expert in state, federal, and municipal laws regarding lobbying, political contributions, and procurement lobbying. State and Federal Communications provides accurate, comprehensive, and timely information to its clients through online and printed resources.

Additionally, the company offers government affairs consulting services, called ALERTS, tailored to specific client needs. The program ensures lobbyists and employers are appropriately registered and file accurate activity reports. The firm's attorneys also provide information and answer questions regarding ethics, gifts laws, corporate political contributions, and government procurement lobbying.



## **TIMOTHY J. ADAMS**

President/CEO

### ***SYSTEMS APPLICATION & TECHNOLOGIES, INC.***

Timothy J. Adams is President and CEO of Systems Application & Technologies, Inc. (SA-TECH), a company he founded in 1989.

SA-TECH is a progressive and steadily growing professional services firm with origins in the high technology and technical support areas of the defense industry. SA-TECH's business lines include technical services (engineering, logistics and information technology) and facilities management.

An energetic, creative and engaging individual, Mr. Adams started SA-TECH with only a few small defense contracts. Since its founding, SA-TECH has grown into a multi-million dollar diversified company with employees around the country.

# Top 2016 Businesses



## **GENE WADDY**

Chief Executive Officer

### ***DIVERSANT LLC***

DIVERSANT is a diversity-based, MBE IT Staffing Agency. We provide IT staffing solutions, MBE training, and veterans program.

We operate under a set of guiding principles that have served us well in our quest to provide the highest level of service and satisfaction for our customers, consultants, and partners. We believe in the value of diversity, in all its forms, as an important component of successful operations. Our team-driven approach to providing business solutions leverages the wealth of expertise and experience within the company for the most effective outcomes. Our focus on client satisfaction means that our services and solutions are designed to accommodate your needs.

We believe in the value of diversity in all its forms, and strive to promote this belief throughout the American workplace. Diversity encourages creative thinking, fosters innovation, and leads to more effective problem solving. It can also help to build strong ties within local communities and connect you to different markets. It is a significant competitive advantage to those who understand how to leverage these strengths. For this reason, we offer programs that promote diversity in both the workplace and in the supply chain for talent acquisition.



## **PRADEEP NIGAM**

President & CEO

### ***GLOBAL BUSINESS CONSULTING SERVICES (GBCS)***

GBCS specializes in the provision of high-end staff to supplement client resources in a variety of technical areas to its clients. Our consultants come to your site to assist in furthering your goals in a time and cost-effective manner. Our qualified staff offers an impressive background of degrees, certifications and hands-on IT consultant experience.

We at GBCS focus at building a long-term symbiotic relationship between the organization and its employees by creating challenging opportunities in work that plays a significant role in the professional and the personal development of the employee. We implement win-win situation strategy, practices empowerment and transparency in our work culture and acknowledge the endeavor of the respective employee / team in accomplishing the goals.



# Top 2016 Businesses



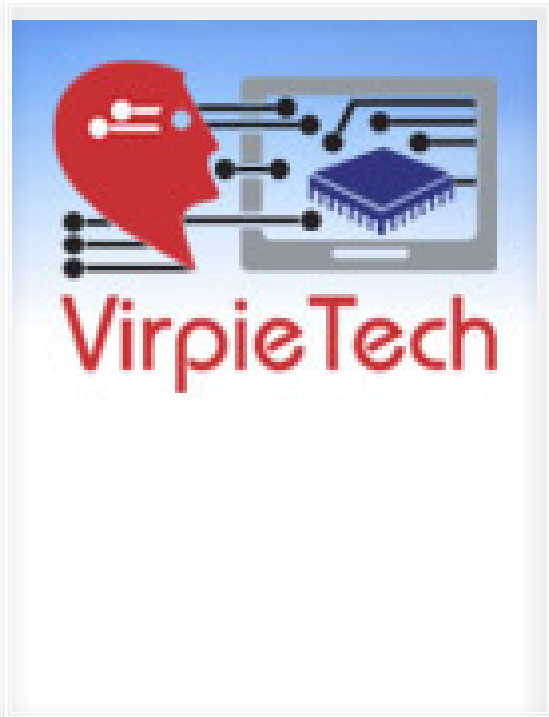
## **RANJINI PODDAR**

President

### **ARTECH**

At the forefront of the staffing industry, Artech is a minority and women-owned business enterprise (MWBE) committed to maximizing global workforce solutions on behalf of its clients. Artech's deep heritage, proven expertise and insightful market intelligence has secured long-term partnerships with Fortune 500 and government clients seeking world-class professional resources.

Established in 1992, Artech Information Systems LLC (Artech) employs over 6,000 industry professionals supported by over 28 national and global locations coast-to-coast across the U.S., India, and China. Artech's Fortune and Global 500 clients leverage this expansive reach by engaging Artech as a preferred go-to supplier across multiple regions and countries in order to receive consistent deliverables, terms, rates and cost savings.



## **SHRE THAMMANA**

President

### **VIRPIE INC.**

Srivinas Thammana (Shre) is the Founder of Virpie Inc and responsible for the development of strategic partnerships and reseller agreements with companies internationally. With his MBA and more than twenty years of experience in staffing, information technology, marketing, and international business he has grown Virpie to be an international INC 500 company. Shre has pioneered an In-Shoring model and brought work back to United States, during one of the worst economic climates in over 70 years. Shre is an entrepreneur with global business knowledge in a variety of industries including IT, pharmaceutical, medical, and construction.

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Kendra Clarke, *Social Media Advisor*  
*St. John's University*

Kenton Clarke Jr., *Student Intern*

Alexander Clarke, *Student Intern*

Bill Stokes, *Director of Member Relations*

Bob Mannes, *Director of Circulation*

Violetta Cedeno, *Creative Director / Designer*

Leroy Moton, *Marketing Research Associate*

Remesh Solomon, *Chief Technical Officer (CTO)*

Zachary Doyle, *Marketing Research Associate*

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Study after study shows people prefer to do business with experienced and successful companies. Each year DiversityBusiness.com collects and compiles the 'Top Business List' on a State and National basis. The data is used to determine the top businesses and the most successful entrepreneur's across the United States. These businesses and individuals become part of our Div500 awards program. Making the list provides significant media exposure and puts their company names in front of Fortune 500 companies, Government Agencies and College/Universities looking to do business with Women, Diversity and Small businesses.

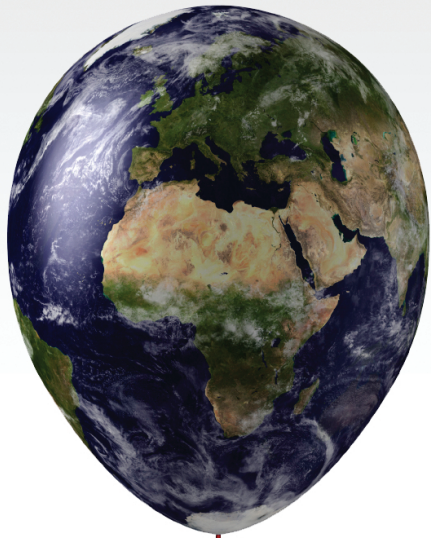
### *This year's survey will determine the following categories:*

- Top 500 Privately-held Businesses in the United States
- Top 500 Women Owned Businesses in the United States
- Top 500 Diversity Owned Businesses in the United States
- Top 500 Emerging Businesses in the U.S. (Under \$1 Million in Annual Revenue)
- Top 500 Veteran Owned Businesses in the U.S.
- Top 100 Privately-held Businesses in every state
- Top 100 Women Owned Businesses in every state
- Top 100 Diversity Owned Businesses in every state
- Top 100 Disabled Veteran Owned Businesses in the U.S.

*To be eligible to participate in the Business Awards Program, a company must register its business profile on our directory. Winners will be honored during our next business conference.*

***REGISTER TODAY***

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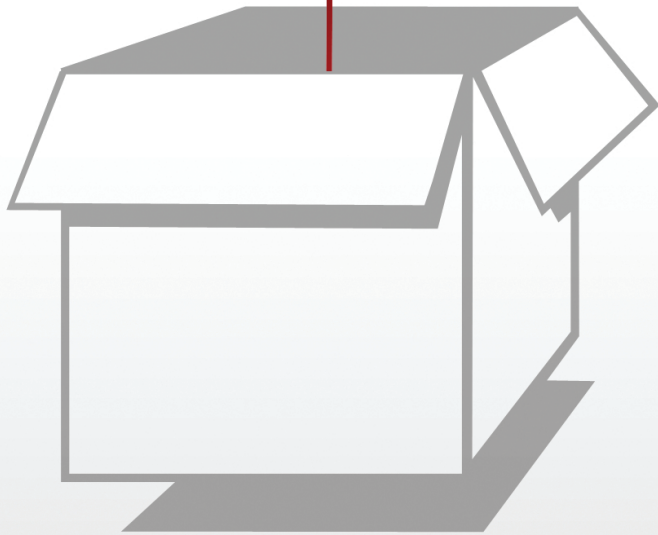


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