42ND ANNUAL BUSINESS OPPORTUNITY CONFERENCE

EMBRACING THE FUTURE OF OUR ECONOMY

AUGUST 5-6, 2019
VIRGINIA BEACH, VIRGINIA

TITLE SPONSORS
In addition to stocking the most dependable and tough-to-find plumbing, HVAC, waterworks and industrial products at our counter locations, Ferguson also offers an extensive collective of top-tier bath, kitchen, and lighting products at our showrooms across the nation. With 23,000 associates across 1,400 locations, we’ve also got the unmatched experience and expertise our customers have come to expect from us.

Learn more at: ferguson.com
# Regional Organization Maps and CVMSDC Team

1. **Dominique Milton**  
   President & CEO

2. **Debbie Hillery-Pettigrew**  
   Executive Assistant & Council Event Planner

3. **Kirby Watson**  
   Corporate Services Director

4. **Sutrina Benge**  
   Executive Financial Assistant

5. **Marjilette Brown**  
   Director of Certification

6. **Thomas Bowles**  
   Corporate Services Director

7. **Anna Jung**  
   Certification Specialist

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**2019 BUSINESS OPPORTUNITY CONFERENCE**  
3
Altria salutes supplier diversity and inclusion.

Our suppliers' diversity contributes to our companies' success.

Take a closer look at Altria.com.
On behalf of the CVMSDC Board of Directors, I want to welcome all of you to the 2019 Business Opportunity Conference, here in beautiful Virginia Beach, Virginia.

Our conference theme for BOC 2019 is “Embracing the Future of Our Economy.” What stands out about the focus of our work is the CVMSDC staff, board, partners, and MBEs embracing transformational change for where we are heading. Collectively, the Council and its extended network has incorporated and will continue to adopt new technology and innovative strategies into our current business model to deliver increasing value to our constituents.

We are grateful to our BOC 2019 sponsors, Ferguson and the Virginia Beach Department of Economic Development, for their partnership and support to host this powerful and impactful event. We hope that each of you takes advantage of the numerous opportunities for networking and establishing new business connections during BOC – and wish you continued success in your business and professional development.

Regards,

DEBORAH WILLIAMS
CVMSDC BOARD CHAIRMAN
PREMIER INC.
Thank you for investing your time to be with us – we look forward to engaging with our MBEs, Corporate Partners, CVMSDC supporters and prospective new members during BOC 2019.

We are thankful to our title sponsors, Ferguson and the Virginia Beach Department of Economic Development, our BOC Event Sponsors, our Annual Partners and our Board Members for their support. I’d like to acknowledge special appreciation for the volunteers and the BOC 2019 planning committee, led by our Co-Chairs; your dedication and hard work to create this impactful conference is immeasurable – Thank You!

It is our hope that you engage with a V.I.P. Mindset as you navigate the conference. We hope that you walk away with some VALUABLE connections, an INTENTIONAL focus on the future, and POWERFUL insight to propel your businesses.

This 42nd annual BOC includes an A-list of speakers and workshop facilitators designed to appease the appetites of our corporate partners and all levels of business owners. Additionally, we are very excited to welcome our NMSDC President & CEO, Adrienne Trimble, as the luncheon keynote speaker.

Get ready for an action-packed conference, beginning with our Charity Golf tournament sponsored by Virginia Department of SBSD and MEB at the prestigious, picturesque Princess Anne Country Club, on the morning of August 5th.

On August 5th – Day 1: In addition to golf and yoga on the beach, engage in valuable workshops and network at our Annual Awards Banquet. Plan to bid on specialty items in our live and silent scholarship auctions.

On August 6th – Day 2: MBEs will showcase their companies in a reverse trade show, and schedule 1:1 matchmaking sessions with our corporate partners. All will engage in relevant impactful workshops and enjoy the closing economic-focused luncheon with NMSDC President Adrienne Trimble.

As we join together in “Embracing the Future of Our Economy,” we must build on our history, maximize our present, and plan for the future. As our economic landscape changes, the plans we create will solidify the viability of Minority Business Enterprises. Seeking, understanding, and retooling will help us prepare to take advantage of new opportunities.

The CVMSDC team and our volunteer Board Members look forward to engaging with each of you at BOC 2019. We value your investment in CVMSDC – Thank You!

DOMINIQUE MILTON
PRESIDENT & CHIEF ENGAGEMENT OFFICER
CAROLINAS-VIRGINIA MINORITY SUPPLIER DEVELOPMENT COUNCIL
DEAR FRIENDS & COLLEAGUES:

It is my pleasure to welcome all of you to our 42nd annual 2019 Business Opportunity Conference!

This year's conference will feature powerful business networking and business development opportunities for our Corporate Partners and Minority Business Enterprises (MBEs) – as together we focus on Embracing the Future of Our Economy.

I’m grateful to all of our certified Minority Business Enterprises for investing in the Council and working with us to enhance economic development throughout Virginia, North Carolina, and South Carolina. I’d also like to thank our BOC 2019 sponsors, Ferguson and Virginia Beach Department of Economic Development, for their ongoing commitment to support supplier development.

As your CVMSDC MBEIC Chair, I would like to thank you for your support and taking the time to attend this great opportunity to facilitate business relationships between the public/private sector and certified minority-owned businesses. During your time in Virginia Beach, we also invite you to explore the local business community to look for new ways to expand, partner, and support other organizations. Please accept my very best wishes for an enjoyable BOC!

Sincerely,

LaSONYA BERRY
CVMSDC MBEIC CHAIR
CEO, MCPHERSON, BERRY & ASSOCIATES INC.
WELCOME... Participants of the 42nd Annual CVMSDC 2019 Business Opportunity Conference (BOC)!

On behalf of the City of Virginia Beach, it is my great honor to welcome you to our site as you make plans to participate in the 42nd Annual 2019 Business Opportunity Conference (BOC) event, hosted by the Carolinas-Virginia Minority Supplier Development Council (CVMSDC).

Virginia Beach, Virginia, is a thriving area, and we’re excited to help advance the conversation about supplier development and to support strong partnerships between corporations and minority businesses. In alignment with the BOC 2019 theme: Embracing the Future of Our Economy, we are pleased to participate in such a noteworthy conference, which will not only highlight our local economic successes, but also present new opportunities to advance business development throughout Virginia.

In addition to your time at the Business Opportunity Conference, we hope that you will also find some time for leisure and relaxation - and enjoy some of the wonderful amenities available in this beautiful coastal community. We invite you to visit our local restaurants, resort areas, shopping centers and family attractions during your stay.

We are please to have you visiting with us and hope that you have a productive and enjoyable time at BOC 2019 in Virginia Beach!

Sincerely,

Robert M. “Bobby” Dyer
MAYOR
CITY OF VIRGINIA BEACH
TOGETHER.
WORKING TOWARDS A BETTER TOMORROW.

Proud to support the Carolinas-Virginia Minority Supplier Development Council.

bmwusfactory.com

BMW GROUP
THE NEXT
100 YEARS
Plant Spartanburg
On behalf of the staff and leadership of the Virginia Department of Small Business and Supplier Diversity (DSBSD), we welcome you to this year’s annual Business Opportunity Conference on the beautiful shores of Virginia Beach.

One of the Commonwealth’s greatest assets is the economic engine of small, women, and minority-owned businesses (SWaM). More than 95% of all businesses in Virginia are small, and these businesses have the advantage of being both agile and innovative while also driving diversity.

The agency provides services to 15,000 (SWaM) and service disabled veteran businesses from more than 30 states. We support federal highway, heavy construction and the state’s major transportation projects by promoting the utilization of Disadvantaged Business Enterprises (DBEs) in Virginia and around the country. SBSD is the one-stop agency providing a toolkit that includes access to capital, business development, outreach services, and state and federal certifications.

It is the commitment of the Commonwealth and the Governor’s 42% goal to increase utilization and access to procurement opportunities for SWaM businesses. In collaboration with local and private sector partners Ferguson Enterprises and the Virginia Beach Economic Development Authority, we are proud to be the co-host for the matchmaking golf tourney pairing corporate partners, state and local agencies together for an investment in relationship building on the greens!

It is my honor to invite you to take advantage of the diverse businesses represented in the region and across Virginia as you enjoy the conference.

Congratulations to our host, the Carolinas-Virginia Minority Supplier Development Council (CVMS-DC) in serving as the catalyst for economic growth, for businesses in Virginia, North and South Carolina!

Best,

TRACEY G. WILEY
AGENCY DIRECTOR
VIRGINIA DEPARTMENT OF SMALL BUSINESS AND SUPPLIER DIVERSITY
Minority businesses drive growth and entrepreneurship

Bank of America proudly invests in diverse businesses through responsible lending practices and by supporting minority-owned vendors through our Supplier Diversity program. We award capacity building scholarships for executive education and entrepreneurial programs to help diverse business owners take their businesses to the next level. Our full range of relationships with organizations such as the National Minority Supplier Development Council, and their regional partners, help give all communities the opportunity to thrive.

We are proud to be the 2020 Visionary sponsor of the Carolinas Virginia Minority Supplier Development Council Business Opportunity Conference.

To learn more, visit www.bankofamerica.com/suppliers.
DEAR COLLEAGUES:

It is our pleasure to welcome each of you to the 42nd annual Carolinas-Virginia Minority Supplier Development Council (CVMSDC) 2019 Business Opportunity Conference.

The focus of BOC 2019 is Embracing the Future of Our Economy, and this event is proudly co-sponsored by Ferguson and the Virginia Beach Department of Economic Development. This year’s conference will feature powerful business networking and business development opportunities for our Corporate Partners and Minority Business Enterprises (MBEs) – in order to meet the current and future needs of a rapidly changing business environment.

As an affiliate chapter of the National Minority Supplier Development Council, CVMSDC exists to facilitate business relationships between the public/private sector and certified minority-owned businesses. This year, hundreds of corporate purchasing agents and minority businesses will converge at BOC 2019 to establish and cultivate productive, dynamic, and mutually beneficial relationships. BOC attendees will encounter like-minded professionals and entrepreneurs, as well as experienced individuals who can help successfully navigate the procurement process.

During your time in Virginia Beach, we also invite you to explore a few of the area’s many tourist attractions and points of interest. In addition to the BOC golf tournament, there is also a resort area for dining, shopping, entertainment, and a stroll along the boardwalk – or a daytrip to visit the Virginia Aquarium and Marine Science Center.

In a speech he delivered in August 1966, Rev. Dr. Martin Luther King Jr. said: “My place is in the sunlight of opportunity.” Throughout the various activities that take place over our two-day conference, we wish for each of you prosperity and a place in the sunlight of opportunity.

Thank you again for joining us; we look forward to a great BOC 2019!

Sincerely,

CATHY WILLIAMS
BOC 2019 CO-CHAIR
FERGUSON

JEFF SMITH
BOC 2019 CO-CHAIR
VIRGINIA BEACH DEPT. OF ECONOMIC DEVELOPMENT

MARY CRAWFORD
BOC 2019 CO-CHAIR
DUKE UNIVERSITY AND HEALTH SYSTEM

ROGER STONE
BOC 2019 CO-CHAIR
MINORITY SALES CORPORATION
2019 BOARD OF DIRECTORS

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Chairman
Premier, Inc.

Jeff Conley
1st Vice Chair
Henrico County

Roger Stone
2nd Vice Chair
Minority Sales Corporation, LLC

Reuben Essandoh
Treasurer
Capital One

Louise Connell
Secretary
BMW Manufacturing Co., LLC

LaSonya Berry
MBEIC Chairperson
McPherson, Berry & Assoc.

Sonya Cunningham
Immediate Past Chairman
CBRE

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Derek Cantey
Metrolina (NC)
Wells Fargo

Jonathan Wilkins
Piedmont (NC)
LENOVO

T.J. Watkins
Midlands-Lowcountry-PeeDee (MLP-SC)
Enterprise Leasing Company

Derrick Jackson
Triad (NC)
RJ Reynolds

Louise Connell
Foothills (SC)
BMW Manufacturing Co., LLC

Jeff Conley
Standing VA RING CHAIR
Henrico County

AT LARGE

Debra White
Sonoco

Kelly Entas
Bank of America

Priscilla Wallace
Compass Food Group

Jeffrey L. Smith
City of Virginia Beach,
Department of Economic Development

Charise Patterson
Moore & Van Allen

T.J. Watkins
Enterprise Leasing Company

Renee Jones
Skanska USA Building, Inc.

Cathy Williams
Ferguson Enterprises

MBEIC CHAIRS

Ronald L. Harvey
Midlands-Lowcountry-PeeDee (MLP-SC) RING
GCS Consulting, LLC

Rick Harris
Foothills (SC)
RL Enterprise & Assoc., LLC

Tim Catlett
Piedmont (NC)
Progressive Business Solutions

Kenston J. Griffin
Metrolina (NC)
Dream Builders Communications

Larry Fairley
Triad/Piedmont (NC)
Marketing Resource Solutions

Vincent Tucker
Central (VA)
Quality Moving Services
MISSION AND CORE ELEMENTS

Carolinas-Virginia MSDC (CVMSDC or Council) is a membership organization consisting of major corporations, financial institutions, government agencies, and universities that operate within North Carolina, South Carolina, and Virginia. It promotes and facilitates the development of business relationships between its members and certified Minority-owned Business Enterprises (MBEs). The Council works to expand business opportunities for MBEs in an effort to build a stronger, more equitable society by supporting and promoting minority business development.

CVMSDC/ NMSDC is comprised of approximately 494 corporate partners. CVMSDC serves approximately 444 Minority Business Enterprises (MBEs). CVMSDC is a private, non-profit organization categorized by the IRS as a 501(c)(3). It is funded by membership dues, certification fees, and proceeds from program activities. In addition, funds are also received from the National Minority Supplier Development Council.

CERTIFICATION

At the core of CVMSDC’s operations is certification of MBEs. This certification is widely accepted by national corporations and is a model used by various national government agencies, as well. CVMSDC continues to grow its portfolio of qualified MBEs.

DEVELOPMENT

CVMSDC has a two-pronged approach to develop and meet the needs of its stakeholders. For corporations, CVMSDC cultivates and maintains a highly qualified portfolio of MBEs. It also serves as a key advisor to many of these same corporations and their supplier diversity programs. For MBEs, CVMSDC helps build capacity, so they are more competitive and better positioned to do business with corporate members.

CONNECTION

CVMSDC serves as a bridge builder between its corporate partners and certified MBEs. MBEs that commit to being fully engaged in the networking process, established by the Council, can leverage the value derived through these networking opportunities, as well as the many business development opportunities present in the form of RFPs / RFQs, strategic partnerships, expansive resources, and contracts.

ADVOCACY

CVMSDC promotes supplier diversity and advocates on behalf of its certified MBEs by providing unique access channels to opportunities that expose their capabilities and strengths to prospective buyers and procurement specialists.

OUR MISSION

To expand business opportunities for Minority Business Enterprises (MBEs), and create mutually beneficial links between Corporate Members and MBEs. The ultimate outcome is to add economic value to the supply chain while increasing economic opportunities for the minority business community.

OUR VISION

• Innovate Our Work
• Elevate Our Brand
• Transform Our Model

OUR VALUES

• Grow Trust
• Manage Conflict
• Enhance Commitment
• Increase Accountability
• Deliver Results.
### Sunday, August 4, 2019

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:00 P.M. – 4:00 P.M.</td>
<td>Registration Hilton - Cottage Row</td>
</tr>
<tr>
<td>2:30 P.M. – 5:00 P.M.</td>
<td>CVMSDC Board Meeting – Salon A (Board Only)</td>
</tr>
<tr>
<td>5:30 P.M. – 7:30 P.M.</td>
<td>Welcome Reception – Salon C (By Invitation only)</td>
</tr>
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### Monday, August 5, 2019

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:00 A.M. – 12:00 Noon</td>
<td>Hilton Early Registration - Cottage Row</td>
</tr>
<tr>
<td>7:00 A.M. – 8:30 A.M.</td>
<td>Golf Registration</td>
</tr>
<tr>
<td>7:15 A.M. – 8:30 A.M.</td>
<td>Buffet Breakfast</td>
</tr>
<tr>
<td>8:30 A.M. – 8:45 A.M.</td>
<td>Welcome Remarks and Shotgun Starts</td>
</tr>
<tr>
<td>9:00 A.M. – 9:15 A.M.</td>
<td>Stretch &amp; Motivation on the Beach (Optional)</td>
</tr>
<tr>
<td>2:00 P.M. – 3:15 P.M.</td>
<td>Golf Awards Luncheon - Princess Anne Country Club</td>
</tr>
</tbody>
</table>

#### Connections & Development

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:00 A.M. – 11:00 A.M.</td>
<td>MBE Pre-Certification - Salon A</td>
</tr>
<tr>
<td>10:15 A.M. – 2:00 P.M.</td>
<td>Site Tours (Optional) - Retnauer Baynes Architects &amp; Specialty Club Coffee</td>
</tr>
<tr>
<td>11:00 A.M. – 12:00 Noon</td>
<td>MBE Post-Certification - Salon A</td>
</tr>
<tr>
<td>12:00 Noon – 1:30 P.M.</td>
<td>MBE 2 MBE Search and Engagement - Salon A</td>
</tr>
<tr>
<td>2:00 P.M. – 3:30 P.M.</td>
<td>Meet the President (New Corporate Partners and MBEs) - Salon A</td>
</tr>
</tbody>
</table>

#### 42nd Annual Awards Banquet & Auction

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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</thead>
<tbody>
<tr>
<td>6:00 P.M. – 7:00 P.M.</td>
<td>Reception &amp; Silent Auction - Ballroom Pre-function Area</td>
</tr>
<tr>
<td>7:00 P.M. – 9:00 P.M.</td>
<td>Awards Dinner &amp; Live Auction - Peacock Ballroom</td>
</tr>
<tr>
<td>9:00 P.M. – 11:00 P.M.</td>
<td>President's After Party - Hilton Oceanfront Rooftop</td>
</tr>
</tbody>
</table>

### Tuesday, August 6, 2019 Convention Center

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>6:00 A.M. – 6:25 A.M.</td>
<td>Stretch &amp; Motivation on the Beach (Optional)</td>
</tr>
<tr>
<td>6:45 A.M. – 7:45 A.M.</td>
<td>Shuttle bus from Hilton and Sheraton to Convention Center (every 15 mins.)</td>
</tr>
<tr>
<td>7:00 A.M. – 12:00 Noon</td>
<td>Registration - Outside Tower Café</td>
</tr>
<tr>
<td>7:00 A.M. – 8:30 A.M.</td>
<td>Full Breakfast Buffet &amp; Networking - Ballroom 2</td>
</tr>
<tr>
<td>7:30 A.M. – 10:45 A.M.</td>
<td>Reverse MBE Tradeshow - Ballroom Pre-function Areas</td>
</tr>
<tr>
<td>8:00 A.M. – 8:30 A.M.</td>
<td>Breakfast Speaker - Ballroom 2</td>
</tr>
<tr>
<td>8:45 A.M. – 10:45 A.M.</td>
<td>1:1 Matchmaking Sessions (Pre-scheduled) - Ballroom 3</td>
</tr>
<tr>
<td>2:30 P.M. – 3:30 P.M.</td>
<td>Reverse MBE Tradeshow - Ballroom Pre-function Areas</td>
</tr>
</tbody>
</table>

#### Workshops

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:55 A.M. – 11:55 A.M.</td>
<td>Workshop I - 2nd Floor Meeting Rooms 1A; 1D; 2AB</td>
</tr>
<tr>
<td>12:05 P.M. – 1:05 P.M.</td>
<td>Workshop II - 2nd Floor Meeting Rooms 1A; 1D; 2AB</td>
</tr>
<tr>
<td>1:15 P.M. – 2:45 P.M.</td>
<td>Economic Empowerment Luncheon - Ballroom 1</td>
</tr>
<tr>
<td>2:45 P.M. – 3:30 P.M.</td>
<td>Network with the NMSDC President - Ballroom 1</td>
</tr>
<tr>
<td>3:45 P.M.</td>
<td>Adjournment &amp; Departure (Shuttle bus departs for hotels at 4:00 P.M.)</td>
</tr>
</tbody>
</table>

* Shuttle bus runs every 20 minutes up until 8:00 A.M.*
Council Member Rouse was born and raised in Virginia Beach. He attended First Colonial High School and graduated with a bachelor’s degree in sociology from Virginia Polytechnic Institute and State University. Rouse was drafted by the Green Bay Packers in the 2007 NFL Draft and also played for the New York Giants and Arizona Cardinals. After retiring from the National Football League, Rouse returned home to Virginia Beach to begin his career in public service. He served as a coach and a mentor before founding Rouse's House. Rouse's House is a nonprofit organization that serves to establish education as the foundation for today's youth, with a primary goal of exposing youth and families in the community to a broader world of learning. On November 6, 2018, Rouse was elected to Council as an at-large member. Rouse is a strong advocate for the support of first responders and the military along with their families. He is passionate about the potential growth of Virginia Beach into a strong economic, travel and entertainment location. He serves as the City Council liaison to the Minority Business Council and the Transportation District Commission of Hampton Roads (HRT). He currently resides in Virginia Beach with his son and daughter.

AARON ROUSE

Stories bring people together, and over a 20-year career in TV news, Cheryl Tan told thousands of stories while working as a broadcast journalist in Georgia and Virginia. Now a business owner, Cheryl shares those interviewing and storytelling skills with entrepreneurs who want to tell the stories of their companies through video or through the media. She helps businesses in highly-competitive industries determine their messaging, provides training for their digital media strategy and helps them create videos to market their organizations. Cheryl is a mom of three boys. She, her husband and three kids live in Virginia Beach.

CHERYL TAN

Council Member Rouse was born and raised in Virginia Beach. He attended First Colonial High School and graduated with a bachelor’s degree in sociology from Virginia Polytechnic Institute and State University. Rouse was drafted by the Green Bay Packers in the 2007 NFL Draft and also played for the New York Giants and Arizona Cardinals. After retiring from the National Football League, Rouse returned home to Virginia Beach to begin his career in public service. He served as a coach and a mentor before founding Rouse’s House. Rouse’s House is a nonprofit organization that serves to establish education as the foundation for today’s youth, with a primary goal of exposing youth and families in the community to a broader world of learning. On November 6, 2018, Rouse was elected to Council as an at-large member. Rouse is a strong advocate for the support of first responders and the military along with their families. He is passionate about the potential growth of Virginia Beach into a strong economic, travel and entertainment location. He serves as the City Council liaison to the Minority Business Council and the Transportation District Commission of Hampton Roads (HRT). He currently resides in Virginia Beach with his son and daughter.

BREAKFAST SPEAKER

Allison Moore is a full-time comedian and speaker from Hampton Virginia.

Allison Moore proudly holds two degrees: BA Business Management (Norfolk State University) and MA Education and Human Development (The George Washington University). In addition to doing keynote/comedic motivational speaking, Allison also travels performing stand-up comedy. Allison has opened for many legendary comedians to include actor/comedian Sinbad.

Enjoy Allison’s clean, witty and refreshing comedy mixed with an engaging, inspiring and transformational message!
diversity
Allows us to be our best

At Capital One, we view our supply chain as an extension of our business and associates. We believe that different backgrounds, experiences, and perspectives working side by side enable ideas, approaches, and solutions that focus on our customers’ best interests.

SUPPLIERRDIVERSITY@CAPITALONE.COM
2019 BOC KEYNOTE SPEAKERS

LUNCHEON EMCEE

When Theressa Brown talks, thousands listen, especially when she does her inspirational Midday Moment on WVKL 95.7 R&B. Theressa is the 12th child out of 13, holds a B.A. in Journalism from Norfolk State University, and has worked in radio for over 20 years. Theressa has covered such shows as The Steve Harvey Neighborhood Awards, The Essence Music Festival, and the 2014 Soul Train Music Awards.

Theressa finds time to give back with her “Reading & Succeeding with Theressa,” program which she has been doing for the past 16 years. Every Wednesday, Theressa is out in the community talking about the importance of literacy to children. She also adopts schools, puts on SOL pep rallies, and has given out thousands of filled back packs with her School Supply Drive Giveaway. Theressa received the 2012 Media Award from the Virginia Association for Early Childhood Education, Media Professional of the Year Award, the Legends Award, as well as the Back to School Award from Champions for Kids. She is most proud of her two children, Attorney Kristin Bria and Collin Stephen.

LUNCHEON SPEAKER

Adrienne Trimble is the President and CEO of the National Minority Supplier Development Council (NMSDC). She is a known thought leader for advancing corporate Diversity, Equity and Inclusion initiatives. Prior to her role with NMSDC, Ms. Trimble was General Manager, Diversity & Inclusion at Toyota Motor North America, responsible for leading and executing diversity & inclusion strategies across Toyota’s North American operations.

In her role at Toyota, Ms. Trimble worked closely with the company’s senior leadership team in developing advocacy and accountability measures to integrate DEI processes across the organization’s business operations. She also worked closely with the company’s External Diversity Advisory Board, chaired by the Honorable Alexis Herman, former United States Secretary of Labor. She led the company’s rise on the DiversityInc Top 50 list from #42 to #25 in two short years. She also firmly solidified the company’s recognition by third party advocacy organizations such as Black Enterprise Best Companies for Diversity, Hispanic Association on Corporate Responsibility, and The United Hispanic Chamber of Commerce.

Adrienne Trimble’s appointment marks a unique, significant milestone in NMSDC’s long and close relationship with Toyota. Ms. Trimble led Toyota’s Supplier Diversity initiative from 2005 – 2012. In this role, she grew the company’s diverse supplier base to reflect more than a 300 percent increase in total spend, topping nearly $3B in spend with diverse suppliers. Toyota received numerous accolades under Ms. Trimble’s direction, including Corporation of the Year by the National Minority Supplier Development Council (NMSDC) as well as Corporation of the Year honors from the organization’s affiliates in Arkansas, Michigan, South Central Ohio, Southwest Texas and Tri-State KY/IN/WV. She was named Advocate of the Year by the Southwest Minority Supplier Development Council. In recognition of her efforts to advance economic development for diverse suppliers, Rev. Jesse Jackson, Founder and CEO of Rainbow PUSH, presented Ms. Trimble with their Corporate Leader Award and Women in Leadership Award.

A graduate of Wilberforce University, Ms. Trimble earned her Bachelor of Science degree in Organization Management. She was appointed to the Board of Trustees for her alma mater in 2014. Other board and committee leadership positions have included NMSDC and several of its regional Councils, as well as Executive Committee roles for the Billion Dollar Roundtable.

Ms. Trimble has previous Human Resources leadership experience in financial services, healthcare and media industries. She resides in McKinney, Texas with her husband Jamiel.
Fluor is committed to excellence in supplier diversity. As a global company, Fluor operates across highly diverse markets that are best served by correspondingly diverse resources, including suppliers and subcontractors.

Visit us at www.fluorprocurement.com for a list of the products and services that Fluor buys and create your company profile.
2019 WORKSHOP SPEAKERS

GUY TIMBERLAKE

WORKSHOP TITLE
Low-Hanging Fruit in the Federal Sector
(Market Entry and Growth Opportunities for Small Business)

’Go-To-Guy’ Timberlake is a 30-year veteran of government contracting with experience, knowledge and relationships acquired while supporting civilian, defense and intelligence agency programs. He is Chief Visionary Officer and co-founder of The American Small Business Coalition, now known as SCIF, and creator of Ethical Stalking for Government Contractors™ the innovative federal sector business development training program launched 10 years ago. What he considers most important is being a devoted husband and father who loves being the head chef for homemade pizza, stir-fry and Pho nights with family and friends. ’Go-To-Guy’ is the nickname he earned 25 years ago, given to him by Navy and Air Force customers who knew him, liked him and trusted him to get the job done.

Michele McCoy

WORKSHOP TITLE
Strategies for Federal Subcontracting

Michele McCoy started with the Virginia PTAP July 2015. She retired January 2015 after 33 years of federal government service with the U.S. Department of Commerce, National Oceanic and Atmospheric Administration (NOAA). While at NOAA she held the positions of Purchasing Agent, Contract Specialist, and Branch Chief, Simplified Acquisitions. She retired as Contracting Officer with a Level III Unlimited warrant. After retirement she received the Bronze Award and the Distinguished Career Award. Michele was Small Business Specialist since 1994 until her retirement at NOAA. She worked closely with the Commerce Office of Small Disadvantaged and Business Utilization (OSDBU), and often spoke on behalf of the department at various events throughout the country. Michele has a BA in Humanities from Virginia Wesleyan College and post graduate courses in Business Management. She enjoys helping small businesses be successful in understanding the federal, state and local government contracting world.

Jason Caldwell

WORKSHOP TITLE
Maximizing Outcomes Through Negotiations

Jason has more than 20 years of experience in various engineering, operations and procurement roles in the pulp and paper industry. Following obtaining a BS in mechanical engineering from the University of Oklahoma, he took a position as Project Engineer with Georgia Pacific. He advanced through progressive levels of responsibility involving various supervisory roles in Paper, and Pulp. After 10 years with GP, Jason spent 3 years with Weyerhaeuser having responsibility for the kausticizing process. He then joined Smurfit-Stone in their Manufacturing Services group. He was responsible for technical, engineering and operational support for the 12 mill system.

Over the last 7 years Jason has had various procurement responsibilities for Westrock. Today, Jason is Senior Manager converting procurement for WestRock. In that role, he is responsible for over 150MM in annual spend. Jason also holds an executive MBA from Jacksonville University.
Marjilette Brown is the Certification Director for the Carolinas-Virginia Minority Supplier Development Council (CVMSDC). Ms. Brown began working in business certification with the Virginia Minority Supplier Development Council in 2012 and transitioned to CVMSDC in 2013 as a Certification Specialist & was promoted to Certification Manager in 2015. She assumed the role as Director of Certification in September 2018.

Ms. Brown is a firm believer that “Certification opens up a world of endless opportunities for our MBEs, and is the key that opens the door to growth for their businesses.”

Ms. Brown’s previous management and supervision duties include serving on the National Minority Supplier Development Council (NMSDC) Technical Advisory Certification Committee; training NMSDC affiliate presidents and certification staffers on certification best practices; and managing the certification & development process for Minority Business Enterprises (MBEs) and corporate end-users throughout North Carolina, South Carolina and Virginia.

Ms. Brown is a graduate of the 2017 University of Richmond Executive Management Program. In 2015 she received the CVMSDC MBEIC Chair’s Award.

Ms. Brown resides in Richmond, VA and is the proud mother of one son Tyler who is now an anchor in Binghamton, NY.

Clifton E. Clark III considers himself one of the original occupants of today’s digital divide. His first exposure to technology was in his urban high school in Houston, Texas which had been gifted a grant from Apple. It was at this time he truly found the first understanding of “man vs. machine”. Since that time he has stood steadfast in the continuing pursuit of keeping up with today’s emerging technologies.

In 1997 he formed Computer Decisions which had its humble start with basic home and small business p.c. support. Over the years, the passion to master his craft inspired him to start studying ahead. He quickly realized that technology was evolving at such a rapid pace, the solutions being considered today, would be relatively outdated by tomorrow. With a focus on business systems & ecosystems development, strategy & services, enterprise and cloud architecture, corporate acquisitions and divesture IT plans, Computer Decisions has emerged as a premiere global technology solution provider.

Clifton E. Clark III has spent many years overcoming some of the industry’s most difficult technology challenges, and being a contributor to over 20 billion dollars in global IT projects. Today Clifton is transitioning his focus into advocacy, continuing education in technology, and assisting midmarket SBE’s with their technology understanding.

Melissa J. Nixon is a thought-partner, sounding board, and executive coach to high-level leaders and influencers who are experiencing growth while managing day-to-day demands. She is an award-winning change consultant, captivating keynote speaker, and author who shows leaders how to implement their larger than life vision for themselves and their organizations. She is the founder of the Courageous Life Academy, a coaching and consulting firm headquartered in Charlotte, NC and applies a unique “fire-starting” approach to igniting change with her corporate and private clients.

Melissa is known for the success of her program development for organizations such as CVMSDC and the Women’s Business Center of Charlotte. As a result, she was awarded the Presidential Award for her work in leadership and small business development from the Carolinas-Virginia Minority Supplier Development Council. Melissa’s motto is “I’m not afraid of failure, I’m afraid of regret.” Her desire is the same for other leaders and organizations. As a result, she pushes them both to lead courageously!

Melissa’s Motto is, “I’m not afraid of failure but I am afraid of regret!”
J.D. Myers, II serves as the senior vice president and region manager of Cox Communications in Virginia. He leads nearly 2,400 employees and is responsible for all of Cox’s operations in the Commonwealth.

Myers, the son of a military veteran, learned the value of respect, loyalty and hard work at an early age, which influenced his decision to later serve his country by joining the Army. With a professional career spanning more than 30 years, his core principles are deeply rooted in that military experience.

As the 2018 board chair for the Virginia Cable and Telecommunications Association (VCTA), Myers is responsible for leading industry executives, ensuring Virginia remains a worldwide leader in broadband and telecommunications. His role on the Hampton Roads Regional Board for GO Virginia positions the region for job creation and economic growth. Myers’s other notable board involvements include the Virginia Business Council, the Hampton Roads Business Roundtable and the Virginia Chamber of Commerce Blueprint Virginia 2025 Steering Committee.

His three daughters inspire his commitment to nurturing tomorrow’s business leaders. He has been involved with the Hampton Roads Chamber’s tHRive group, helping young professionals through real-world career advice. Myers’s involvement with Fairfax CASA (Court Appointed Special Advocates), helps to protect our community’s children during a critical time in their lives. And, as the executive sponsor of the Cox Virginia Millennial Council, he is ensuring the next generation of leaders have the necessary experience to successfully drive Virginia’s future.

Myers has been named among CableFAX’s Most Influential Minorities in Cable for four years and he recently reaffirmed his commitment to diversity by serving as the executive sponsor for the Virginia Chapter of the National Association for Multi-Ethnicity in Communications (NAMIC). Under his direction, NAMIC-Virginia supports communications professionals in reaching their diversity and inclusion goals in the Hampton Roads and Richmond regions.

Myers holds dual Master degrees in Business Administration in Finance and Marketing from American University, as well as a Bachelor of Science, Business Administration from American University and an Associate of Arts, Electrical Engineering Technology from Regis University.

He currently resides in Virginia Beach with his wife, Gillian and their daughters.

Dominique Simpson Milton is President & CEO of the Carolinas-Virginia Minority Supplier Development Council (CVMSDC / The Council). Prior to assuming this role in June 2018, Milton served as the Director of Corporate Services for CVMSDC, overseeing an affiliate office of the Council in Charleston, South Carolina. Along with her experience as a business owner, Milton also brings more than 25 years of corporate experience to the Council.

A specialist in new business development, Milton earned her B.S. in Economics from Spelman College and an MBA in Marketing from Pennsylvania State University. She is currently working toward a Doctorate in Business Administration, with a focus on Leadership, Supply Chain, and Entrepreneurship.

Milton is a graduate of the South Carolina Diversity Leaders Initiative of the Riley Institute at Furman; a South Carolina Education Policy Fellow; and currently serves as immediate past Board Chair of the Teacher’s Supply Closet. Milton is an engaged volunteer with several community organizations and is very active with the local public school system. Milton is a member of Mt. Moriah Missionary Baptist Church where she is a Women’s Sunday School teacher and a Venture Crew leader. Residing in Mount Pleasant, South Carolina, Dominique and her husband William Milton Jr., CFP™ are the proud parents of three young adults.
Real progress starts with people who are inspired to make a difference. At Duke Energy, inspiration is our fuel. It's what drives us to generate the power of innovation. Here's to those who look at things differently. Those who set the example. Those who inspire and serve others.

And with that, Duke Energy is proud to support the CVMSDC Business Opportunity Conference.
In our network, there is a place for everyone.

Proud Sponsor of the 2019 CVMSDC Conference.

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CVMSDC UOR GRADUATE SEE SUCCESS WITH B2B RELATIONSHIPS

University of Richmond, 2018-19 Class
Hello fellow UOR colleagues and MBEs, my name is Kevin Gatlin!

My company is Playtime Edventures, LLC, and I created interactive bed sheets called Playtime Bed Sheets for children to utilize in multiple settings – including private residences, hospitals and other transitional facilities. I am very honored for my company to be featured in the 2019 BOC booklet this year!

This year we have grown by leaps and bounds! We have had at least 13 media outlets share the story about how our bed sheets have impacted lives. Our story has gone viral on social media, featuring three different videos with over 15 million views, 80,000 likes and over 60,000 shares and still growing! To date we are in 20 Children's Hospitals; seven of which are exclusively using our Playtime Bed Sheets. By the end of the year, we will have our bed sheets in hospitals internationally. I can truly say that my week-long experience at the University of Richmond (UOR) Robins School of Business played a major role in impacting our current success.

As a small business with limited resources, assembling the necessary tools to further grow a company can be very challenging. That’s why I was so excited and humbled to be one of 12 chosen participants for UOR. This was an intense week covering Marketing, Accounting, Finance, Human Resources, Negotiations, Strategic Planning, Communication and Firm Management. The experience was literally one week of brain overload… but in a good way. The intense training provided me the business maturity and confidence necessary to implement strategies to sustain and grow my company. What I most enjoyed and cherished was the camaraderie with the instructors, staff, and fellow entrepreneurs.

As a member of CVMSDC, one thing the presenters emphasized is to always establish B2B (Business-to-Business) relationships with the people in the room. During our week-long training, I met a gentleman by the name of Greg Alan. Greg is the owner of I’m With G Promotional Products located in Raleigh, North Carolina. Greg shared with me his mentality that “a company’s success comes from giving back to the community” and that he wanted to purchase some sheets and donate them to the Children’s Hospitals in his area. On February 12, 2019, we delivered 200 Playtime Bed Sheets to Wake Med and UNC Children’s Hospital in Raleigh and Durham, NC. In the process we received coverage from five local news media outlets. Here’s how it all played out: 1) I’m chosen to attend UOR; 2) B2B relationship leads to a high volume sell/donation to Raleigh/Durham area children’s hospitals with great media coverage for Greg and his company; 3) The story gets tremendous attention here in my local city of Charlotte, NC, leading to live on-air coverage; 4) Neighboring media outlets pick up the story and the video goes viral, resulting in millions of views; 5) Tremendous sales come from all over the world tracing back to the CVMSDC - UOR event!

As you can see by the timeline progression, my investment in time with CVMSDC and UOR paid off. I learned that engagement with CVMSDC is a two-way street. You have to put in the work, make valuable connections, attend events, volunteer, and be coachable to grow. That formula certainly paid off for me and for Playtime Edventures.

I encourage every MBE to continuously tune up your business through developmental programs provided by CVMSDC in addition to outside opportunities. It goes without saying that building relationships is an ongoing process, but it’s worth the investment of your time and resources. While you are waiting on big corporate contract wins, also remember to invest in your growth and seek B2B opportunities with your fellow MBEs.

KEVIN GATLIN
CEO
PLAYTIME EDVENTURES, LLC
We believe in the power of diversity. Atrium Health is committed to economic opportunity for diverse suppliers in our community.

CHAMPIONING THE WELL-BEING OF THE COMMUNITIES WE SERVE.
Understanding Ring Structure

Engage with a V.I.P Mindset

Join a Ring Today to Maximize Your Involvement with CVMSDC!

What is a Ring?
The six Regional Industry Needs Group (RINGS) are local work groups comprised of CVMSDC Corporate Partners and certified Minority Business Enterprise (MBE) owners – our members. Ring groups are designed to focus on specific industry needs; some examples include Banking, Construction, Manufacturing, Retail, etc. Each RING should identify regional industry expertise and develop programming that is germane to their leading industries. Each RING is expected to publish studies, write articles, host workshops, and manage events that support their industry expertise.

Why Does CVMSDC Utilize a Ring Structure?
The purpose of the RING structure is to support the work of CVMSDC through the planning of events, promotion of membership, sharing of industry knowledge, provision of scholarships and sponsorships. RINGs represent the front-line, hands-on work of CVMSDC; communication is enhanced, opportunities are shared, knowledge is retained, and relationships are forged through our RINGs.

Who Runs the CVMSDC Ring?
Meetings are run by our Corporate Partners and governed through our by-laws. The work of each RING is managed by five (5) elected or appointed volunteer leadership positions:

1. Corporate Chair - The RING Chair holds a CVMSDC Board Seat while in office
2. Corporate Vice Chair - Assumes the role in absences of the Corporate Chair
3. MBEIC Chair* - The MBEIC Chair holds a CVMSDC BOARD Seat while in office
   *Note: The MBEIC Chair should be the business owner
4. MBEIC Vice Chair - Assumes the role in absences of the MBEIC Chair
5. Secretary (MBE or Corporate Partner) - Record and maintain minutes in the meetings

When are Ring Meetings Held?
RINGs are designed to meet monthly in rotating locations with an agenda led by the Corporate Chair. RING meetings are listed on the CVMSDC calendar (visit cvmsdc.org) and are open to MBE Members and Corporate Partners. A non-member can attend up to two meetings prior to joining CVMSDC; RING meetings are a great way to introduce potential members to CVMSDC. Please note, some RINGs meet monthly and some meet less frequently; CVMSDC requires a minimum of four meetings per year, per RING.

Where are the Rings?
CVMSDC has six (6) operating RING structures as follows:

1. MLP-RING - Midlands, Low Country Pee-Dee; covering cities East of Columbia, SC
2. Upstate RING - Covering cities West of Columbia, SC
3. Metrolina Ring - Covering Charlotte and the surrounding areas
4. Piedmont RING - Covering the Raleigh-Durham and surrounding Triangle areas
5. Triad RING - Covering Greensboro, Winston-Salem, High Point and surrounding areas
6. VA Ring - Covering the Richmond VA, Western and Coastal areas – and all areas south of Northern VA.

Engage with a V.I.P Mindset
One of the Valuable benefits of CVMSDC Membership is the RING structure. Intentional hands-on work occurs at the RING level. There is a staff representative assigned to each RING to ensure that governance is followed and the mission of CVMSDC is supported. We encourage each of you to tap into the Power of the RING structure by engaging with one of the six rings and attending events outside of your area that cover industry topics important to your work.
The following leading CVMSDC certified MBEs are shining examples of results driven by engagement. All have extensive experience, employ thousands collectively and generate millions annually from NMSDC corporate partners. We encourage all of our MBEs to reach out and foster relationships with our 2019 MBE Stars.

**ALLIANCE OF PROFESSIONALS & CONSULTANTS, INC. (APC) | Est. 1993 | Troy Roberts, CEO**

www.apcinc.com | 919.510.9696 | troberts@apcinc.com

**PRODUCT SERVICE DESCRIPTION:** APC’s focus is finding & placing top IT, engineering, energy, & other highly skilled talent. Additionally, APC offers a full suite of contract labor-related business solutions for mid- to large-sized companies.

**ADDING VALUE:** APC provides highly skilled professionals and service solutions that drive our clients’ success. APC has a proven, award-winning track record developing quality solutions in a responsive, valued manner. With earned client trust and a commitment to excellence, we are “Professionals serving Professionals”®.

**DATASOFT TECHNOLOGIES, INC. | Est. 1994 | Jayadev “Jay” Many, President and CEO**

www.datasoft-tech.com | 864.849.9022 | jmanyapu@datasoft-tech.com

**PRODUCT SERVICE DESCRIPTION:** DataSoft Technologies is a customer-focused Information Technology & Engineering consulting services organization that provides solutions across all disciplines of business. This includes engineering, finance, information technology, professional, consulting, and software development.

**ADDING VALUE:** DataSoft utilizes proven methodologies to deliver an array of capabilities that ensure consistency and quality of service, including business review, HR management, recruiting, fulfillment, deployment, and client relationship management. Our repeatable processes are enabled by a state-of-the-art applicant tracking system, robust human resources information systems, and a team of skilled recruiters and sourcing specialists.

**ENVIRONMENTAL SERVICE SYSTEMS, LLC | Est. 1998 | Edgar Ruth, President**

www.environmentalss.com | 704.527.4099 | eruth@environmentalss.com

**PRODUCT SERVICE DESCRIPTION:** Environmental Service Systems is one of the leading providers of janitorial and maintenance services for clients across the United States.

**ADDING VALUE:** Environmental Service Systems (ESS) is a good fit for organizations that value partnerships over transactional business relationships. We understand the importance of delivering measurable value beyond the services we provide and are diligent in our efforts to eliminate pain points, control costs and retain and empower a talented workforce committed to serving as our clients’ partners in succesS.
FIRE SOLUTIONS | Est. 1987 | Fatima Caldas, CEO
www.firesolutionsinc.com | 804.752.2366 | eruth@environmentalss.com


ADDING VALUE: Striving to improve the communities in which we live, work and play, through our value added inspections, services, engineering & installation teams. Fire Solutions is proud of our stellar reputation & the fact that we retain our first client from the 80's thanks to the hard work, honesty, knowledge, and attention to quality of our Team Members 24-7-365 days a year.

HAZEL SEYBERT CONSULTING | Est. 2017 | Ray and Natasha Gboleeweefaa
hazelseybert.com | 919-421-1910 | ngboleeweefaa@hazelseybert.com

PRODUCT SERVICE DESCRIPTION: Hazel Seybert Consulting partners with business leaders and their teams to help them scale capacity, without adding headcount, through strategic transformation initiatives. Our focus areas include process improvement, workflow automation, project management and Agile transitions.

ADDING VALUE: Identifying how teams can work more efficiently is one thing, but making it happen is another. Our consultants, not only offer world-class analysis and solution ideation but also practical execution. As a boutique firm, we are able to respond to the needs of business clients in real time, as their business realities and opportunities are refined over time. We offer a flexible consulting approach that can grow with businesses on their terms.

KEY LOGISTICS SOLUTIONS, LLC | Est. 2003 | Sylvester Hester, CEO
678.474.4420 | shester@keylogistics.com

PRODUCT SERVICE DESCRIPTION: 3-PL Supply Chain Management Company providing services to include inventory management, assembly, warehousing, ground transportation, LTL, ocean freight, air freight, freight optimization, and other related services.

ADDING VALUE: Key Logistics Solutions, LLC is a trusted manufacturing and supply chain logistics partner which designs end to end solutions and execution for your organization. We carefully create solutions that aid your organization in optimizing your core business principals and objectives which drive efficiencies throughout your entire supply chain. Service offerings include freight forwarding, manufacturing, JIT/JIS assembly and sequencing, warehousing, vendor managed inventory, logistics and ground transportation brokerage.
**Progressive Business Solutions**

**PROGRESSIVE BUSINESS SOLUTIONS** | Est. 1988 | Tim Catlett, CEO
www.progform.com | 919.255.6500 | tcatlett@progform.com

**PRODUCT SERVICE DESCRIPTION:** Commercial Printing, Business Form, Print Management, Promotion Products, Fulfillment, Office Supplies, Pick and Pack, Janitorial Paper Products

**ADDING VALUE:** Progressive Business Solutions quick turnaround on printed jobs and being flexible in our multiple services is a proven value added service to many of our large customers.

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**Quality Moving Services**

**QUALITY MOVING SERVICES** | Est. 1989 | Vincent Alexander Tucker
804-796-4860 | vincent@qmovingservices.com

**PRODUCT SERVICE DESCRIPTION:** Quality Moving Services provide professional residential moving and move management services to small, medium and large companies. This includes office moving, re-configuration of cubicles and installation services.

**ADDING VALUE:** Quality Moving Services will build a lasting relationship that is based on trust and integrity. We will conduct business transactions that are honest and respectful at all times. Our goal is to give you the best customer service, best pricing on goods and services that is within our scope.

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**Southern Fasteners and Supply, Inc.**

**SOUTHERN FASTENERS AND SUPPLY, INC.** | Est. 1982 | R.J. Harris, CEO
www.southernfasteners.com | 919.255.6500 | rjharris@southernfasteners.com

**PRODUCT SERVICE DESCRIPTION:** Southern Fasteners and Supply provides a wide range of commercial fasteners and specialty per print items for MRO and OEM customers. We specialize in vendor managed inventory solutions for cost conscious companies that value dependable service.

**ADDING VALUE:** MRO fasteners of ten represent only 1% of your business cost, but consume 50% of administrative costs. Our Vendor Managed Inventory programs help simplify ordering, reduce customer touches and reduce the risk of zero inventory. We've grown our reputation for excellence over three decades by offering quality parts, outstanding service and costsaving VMI. With Southern Fasteners and Supply, you can focus on running your business - we’ll take care of the nuts and bolts.
SOUTH COAST PAPER | Est. 2000 | Paul Mitchell/ Kenny Loyd
www.SouthCoastPaper.com | 803.758.4054 | supplierdiversity@southcoastpaper.com

PRODUCT SERVICE DESCRIPTION: Independently owned manufacturer that converts coated, uncoated, photographic and board grades into superior paper products. South Coast Paper also sells and produces private label, nationally branded and specialty paper products and corrugated packaging for a diversified customer base.

ADDING VALUE: At South Coast Paper, we are committed to providing quality custom Product solutions, superior Performance across the supply chain spectrum, and infinite Possibilities for our customers working in coordination with our manufacturing, sales and marketing teams. Our Value Proposition is centered around a strong, diverse leadership team, dedicated to serving our customers with a firm focus on quality. With over 80 years of combined paper converting experience, our team is composed of industry professionals with a drive for achievement and success. We’re committed to enhancing our customer’s ability to be a competitive industry leader.

THOMAS ENTERPRISES | Est. 1987 | Kevin L. Thomas, President
www.teogi.com | 336.292.2262 | kthomas@teogl.com

PRODUCT SERVICE DESCRIPTION: Specialized Transportation (trucking - general freight), Warehousing, Trade Show & Event Management, Truck Fleet Washing

ADDING VALUE: Since 1987, we have been providing transportation solutions to the trucking industry from truck washing to heavy hauling to show truck trade shows. Our versatility has proven to not only drive revenue in our business but also in our customers’ business through on-time delivery, image/branding solutions and timely product resale.

US&S, INC. | Est. 2003 | Euleta F. H. Alston, President
www.usands.com | 864.233.8035 | ehagins@usands.com


ADDING VALUE: US&S offers integrated facility maintenance and support solutions across the Southeast to industrial, institutional, government and commercial clients. We are in the business of providing a service and the art of service begins with listening and understanding an organization’s particular facility objectives. We are here to listen and prepared to help initiate, plan, execute and manage non-core activities allowing our clients to focus on what they do best. A few clients include: Lockheed Martin, SRNS, US Navy, Cintas, Boeing and more!
As an MBE, I was responsible for registering our company in corporate supplier portals and maintaining our annual renewable certifications in each of our Advocacy Groups. We joined and worked EVERY Advocacy Group that we were eligible for: Woman-Owned, Minority-Owned, 8A, DBE, DOT, etc. Notice I said, JOINED and WORKED. It is not enough to just become a member of an ADVOCACY GROUP; that is a waste of money – you have to ENGAGE!

As President & CEO of the Carolinas-Virginia Minority Supplier Development Council (CVMSDC), I don’t want you to waste time and money to just become a card-carrying member of our Advocacy Group. At CVMSDC (and other groups), the work truly begins after you complete the membership certification process and start to engage with others.

Advocacy Groups are designed to EXPAND business opportunities for your established business. Sure, you can make connections and grow your business on your own, but you only have 24 hours in a day. Have you ever wondered how successful people excel, win more contracts, create more opportunities, and build more wealth than others using the same 24-hour day? I would argue that they multiply their hours with a factor of HELP and they are intentional with their engagements. Think about this: if you hire three people, then you multiply and increase your capabilities by 72 hours within a 24-hour period.

Ex. Three (3) experts with the capacity of 24 hours each = 72 hours of capability.

Subsequently, if you join and INTENTIONALLY ENGAGE with advocacy groups, you expand your reach with the capacity afforded by each organization.

At CVMSDC, we conduct four major events and several smaller customer targeted events per year. We develop and create opportunities that allow our members to connect with the people they desire to do business with in one room. I like to use the analogy of a High Occupancy Vehicle (HOV) lane. When you drive in an HOV lane, you get to your destination faster than the traffic to your right. Although you’re in the HOV lane, you still need to drive your own car, pump your own gas, and when you arrive, you need to open the door – and be ready to do business. At CVMSDC, we help get you to the destination faster – and we help EXPAND your opportunities.

In addition to opportunity expansion, which we call CONNECTING, we also help DEVELOP our MBEs. Like a car needs a tune-up, a good business owner should be involved in continuous improvement. Most Advocacy Groups offer training programs, mentor/protégé programs, workshops, and certificates of advanced learning. If you are ENGAGED and INTENTIONAL, you can take advantage of this DEVELOPMENT, which is often free for members.

Finally, I am sure you are wondering: Why is CERTIFICATION important to your potential customers? In short, companies look to Advocacy Groups like CVMSDC to vet potential suppliers. They want to know that you truly are who you say you are, and that you are ready to do business today, tomorrow, and next year. They want to measure the impact they have utilizing minority businesses. If you want to do business with major Fortune 500 companies, local companies, government agencies and educational institutions, don’t wait until you get to the door to get certified. I suggest the following steps:

Step 1. CREATE: Set up your business. Have the proper documents to support your business. This makes the certification process move faster.

Step 2. CERTIFY: Identify the certifications and advocacy groups that will be most beneficial to you. Attend meetings, ask questions, and evaluate each organization. Then apply to all relevant organizations. Note, most organizations like CVMSDC.org allow you to attend a few meetings prior to joining.

Step 3. REGISTER: Establish a presence in all company portals and on all government sites that you want to do business with.

Step 4. ENGAGE: Volunteer, show up for meetings, and develop a presence with each respective Advocacy Group.

Engagement makes the difference in membership! Your membership becomes VALUABLE and you increase your Return on Investment (ROI) by engaging with intention. Make yourself visible, top of mind, and familiar to the members of each advocacy group. You have to come to the table to eat, and if you are at the table often enough, you will build relationships that can eventually turn into opportunities.

If you plan to work your membership – Advocacy Groups are for you! NMSDC.org represents the largest certifying agency for Minority Business Enterprises in the USA, and CVMSDC.org welcomes you to explore membership with us!

DOMINIQUE MILTON
PRESIDENT & CHIEF ENGAGEMENT OFFICER
CAROLINAS-VIRGINIA MINORITY SUPPLIER DEVELOPMENT COUNCIL
Development is a pillar of our strategy. CVMSDC knows Leadership Skills are always necessary for successful business executives. As a value added benefit to our certified members, CVMSDC offers executive level programs to help MBEs build skills to grow business to the next level. Please apply now through CVMSDC for Opportunities in the following programs:

<table>
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<tr>
<th>Program</th>
<th>Description</th>
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<tr>
<td><strong>MBE Leadership Academy</strong> sponsored by Sonoco</td>
<td>Provides pivotal training for MBEs. This 12-month small group customized training program helps key stakeholders analyze and evaluate their business offerings. Classes are held in person and on-line with enriching content from industry experts. With an emphasis on value creation, and capacity-building, MBEs meet monthly starting each May to realize opportunities.</td>
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<tr>
<td><strong>The CEO Academy</strong> sponsored by Wells Fargo</td>
<td>Helps drive success. CEOA is a 10-month developmental program customized for MBE CEOs. The participant-focused impact produced increased profitability; developed through bold leadership, visionary future-focus, and professional as well as personal financial growth skills. Additionally, the market-focused impact for the participants was increased capability and scalability to handle larger projects. Success is achieved by enhancement of brand recognition and acquisition of new customers—supported by organizational change and restructuring.</td>
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<tr>
<td><strong>UNIVERSITY OF RICHMOND</strong> The Minority Executive Management Program at The University of Richmond’s Robins School of Business has designed an innovative leadership development program exclusively for Owners and Chief Executive Officers of certified minority owned businesses. Leadership skills, business expansion, and customer service, will be at the forefront of this offering. Sessions run annually for one week of study in September.</td>
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<td><strong>TUCK</strong> Delve into one week of intense business analysis and development taught by top strategists at prestigious Dartmouth. This curriculum designed for MBEs offers two independent one week courses. (Level I and Level II) Each program is designed for Owners, CEOs, and CFOs to take a deep dive into their operations, and develop strategies for business success. A fast-paced MBA style program, will help you identify your weaknesses, assess your strengths, and ultimately create strategies for increased capacity.</td>
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<tr>
<td><strong>KELLOGG AMEP</strong> is a custom executive education program created by NMSDC in partnership with the Kellogg School of Management at Northwestern University to provide certified, established, expansion-oriented MBEs with the skills and tools needed to achieve and sustain accelerated growth. NMSDC corporate members recommend high-potential MBEs with sales greater than $5 million for manufacturing firms and greater than $3 million for service firms. Through this interactive curriculum and team-based study MBEs learn growth strategies specifically to build capacity and sustainability for the future. This program runs annually for one week. *Upon acceptance to a program, attendees are required to commit to the entire course session. For each program, transportation is the sole responsibility of the attendee. Tuition scholarships are provided for most participants.</td>
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PERFORMANCE MEETS ART

FULL RING PREMIUM TOUCH™
DESIGN STANDARD ON SIZES 21" AND UP

OFFICIAL TIRE IMSA

#P545 #MICHELINPREMIUMTOUCH MORE AT MICHELINMAN.COM

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At Sonoco, diversity is a key component of our winning strategy.

We are committed to partnerships with innovative, process-focused suppliers with a passion for excellence.

If you are this kind of company, we want to learn more about you.
WE’RE LOOKING FOR SUPPLIER PARTNERS WITH A FEW MORE KEY INGREDIENTS.

Wildly diverse. Unquestionably fair and equal in opportunity for all.
Demonstrably inclusive. At Denny’s, a culture of diversity, equality and inclusion is a natural extension of who we are.

Are you a natural fit?

WELCOME TO AMERICA’S DINNER®

Visit us at dennysdiversity.com to learn more about doing business with Denny’s and our Supplier Diversity Initiative.
NON-PROFIT
Anna Jung | Keith Lee | Lavera Tolentino

AWARDS
LaSonya Berry | Thomas Bowles
Marjilette Brown | Dominique Milton

REGISTRATION
Marjilette Brown | Jeff Conley
Kirk Stone | Roger Stone |

PROGRAM BOOKLET
Marjilette Brown | V.K. Fields
Dominique Milton | Amy Pecoraro | Kirby Watson

REVERSE TRADESHOW
LaSonya Berry | Marjilette Brown
Dallas Simmons | Vincent Tucker

BOARD MEETING & WELCOME RECEPTION
Mary Crawford | Beverly Richardson
Lavera Tolentino

GOLF COMMITTEE/LUNCHEON & GOLF AWARDS
Angela Barber | Anna Jung
Jeff Smith | Cathy Williams

SILENT AUCTION
Sutrina Benge | Tracey Richardson
Cathy Williams

AWARDS DINNER
Valerie Chapman | Mary Crawford
Beverly Richardson | Lavera Tolentino

MBE PRE & POST CERTIFICATION
Sutrina Benge | Marjilette Brown
Anna Jung | Roger Stone

MATCHMAKING
Sutrina Benge | LaSonya Berry
Marjilette Brown | Lavera Tolentino

WORKSHOP DEVELOPMENT
LaSonya Berry | Marjilette Brown
Louise Connell | Mary Crawford
Dominique Milton | Ashley Reams
Amanda Rogers

TOURS
Sandra Baynes | Sutrina Benge
Mauricio Mova | Cathy Williams

VOLUNTEERS
Marjilette Brown | Anna Jung

NETWORKING BREAKFAST & ECONOMIC LUNCHEON
Sutrina Benge | Tiffany Brooks
Dominique Milton | Priscilla Monti
Ronnie Parker | Lavera Tolentino

We also recognize and thank all unprinted helping hands joining in after 6/30/19 - THANK YOU.
- The CVMSDC Team

IN-KIND SPONSORS

2019 BUSINESS OPPORTUNITY CONFERENCE 41
PRICED LOW EVERY DAY

because

THAT’S WHAT NEIGHBORS DO

This is our home. That's our food.
We like the way you think.

If thinking outside the box comes so naturally to you that you didn’t even know there was a box, you have what we’re looking for in potential suppliers — and now you’re invited to see what it takes to be one.

Register today at Lowes.com/SupplierDiversity.
BY THE NUMBERS

**NMSDC & CVMSDC CORPORATIONS**

494

**CERTIFIED MBEs**

444

**REVENUE CLASS**

- Class I: 11%
- Class II: 31%
- Class III: 5%
- Class IV: 53%

**GENRE**

- Female: 68%
- Male: 32%

**ETHNICITY**

- Asian Indian: 14%
- Asian Pacific: 14%
- African American: 7%
- Hispanic: 60%

**BUSINESS TYPE**

- Broker Agent: 1%
- Distributor: 20%
- Construction Contractor: 11%
- Manufacturer: 40%
- Consultant/Professional: 5%
- Service Contractor: 7%
I’ve been a diversity professional for almost a decade, and the one thing that remains constant is that continuous engagement is essential to sustain the work of supplier development and supplier diversity for years to come. I assumed my new role as CVMSDC Director of Corporate Services during the latter part of 2018. In that time, I also have spoken with many of our Corporate Partners about how can we collaborate in order to improve their results regarding minority spend. The conversations have been informative and insightful.

Some of the feedback I received from corporate representatives reflected a perceived lack of skills, scalability, and capacity of the MBEs. This might be a reasonable response from a bird’s eye point of view, but if we really look into the lack of relevant opportunities, we also need to ask ourselves if there are additional things that can be done in order to bridge the gap between corporate needs and supplier capabilities. I believe finding ways that will create win-win situations for corporations and qualified MBEs is the key.

Instead of simply saying ‘no’ to a potential opportunity, let’s consider a Mentor-Protégé relationship that will provide the necessary tools to support the growth and development an MBE needs in order to meet the requirements of the corporation within an agreeable period of time. Working together, we also can provide alternatives to a Tier I relationship by proposing Tier II/Tier III supply chain opportunities, as well as Joint Venture partnership agreements with other MBEs. These options provide legitimate avenues of possibilities for the MBEs and render credibility to the corporations as being viable advocates – and not just members – of CVMSDC.

Corporate engagement is more than meeting MBEs and attending annual conferences; it involves really understanding internal corporate purchasing needs and being able to translate those needs to qualified MBEs. It also extends to having the courage to advocate for minority suppliers, even when the conversation is tough and unpopular with the decision-makers in the room. Being told no to an idea doesn’t necessarily mean never – it could just mean ‘not right now.’ Persistence, along with a strategic mindset, is the key to overcoming any obstacle or setbacks.

I look forward to engaging and building strong working relationships with our current Corporate Partners. My motivation and drive come from learning and understanding that each partner’s supply chain situation is unique and requires a customized strategy to reach their desired goals and objectives... and it is a privilege for me to assist in that process.

Sincerely,

KIRBY L. WATSON, MSM, PMP, CPSD
DIRECTOR OF CORPORATE SERVICES
CAROLINAS-VIRGINIA MINORITY SUPPLIER DEVELOPMENT COUNCIL
AARP
Abbott Laboratories, Inc.
AbbVie
Abt Associates Inc.
Accenture
Addeo USA, Inc.
Adient
ADP, LLC
AFLAC US
Airbus Americas, Inc.
Aisin World Corporation of America
Aig
AJ Gallagher
Alkermes, Inc.
Allergan Sales, LLC
Allstate
Alston Transportation, Inc
**#Altia Client Services, Inc.
*American & Efird
American Airlines, Inc.
American Express Company
American Red Cross
American Water
**#AmeriHealth Caritas
Ameren Inc.
AMN Healthcare, Inc.
Anschutz Entertainment Group
Anso & Associates, LLC
Anthem, Inc.
Aon Services Corporation
Apple Inc.
Applied Materials, Inc.
Aptiv
ARAMARK Corporation
Archer Daniels Midland Co.
ARRIS, Inc.
Associated Banc-Corp
AstraZeneca Pharmaceuticals LP
AT&T Inc.
**#Atrium Health
Auto Club Group
Automotive Rentals, Inc.
Avangrid, Inc.(former Iberdrola USA)
Avis Budget Group, Inc.
*AW North Carolina
*AXA
Axalta Coating System
B2Gnow (AskReply, Inc.)
*Balfour Beatty
BAMKO
**#Bank of America Corporation
Barclays PLC
Barilla America, Inc.
Bartech Group, Inc.
BASF Corporation
Battelle Memorial Institute
Bausch Health Companies, Inc.
Baxter Healthcare Corporation
Bayer Corporation
Becton, Dickinson and Company
BGRS
BitSight Technologies, Inc.
Black & Veatch Corporation
Blue Cross Blue Shield Association
BMC Software, Inc.
BMO Harris Bank
BMW North America, LLC
BNSF Railway Company
BNY Mellon Corporation
**Boeing Company
Bon Secours Health System, Inc.
Border States Electric
BorgWarner Inc.
Boston Scientific Corporation
BP America, Inc.
Brasfield & Gorrie, LLC
Bristol-Myers Squibb Company
* Buncombe County
Burlington Industries, LLC
Burns & McDonnell, Inc.
C & W Services
C. H. Robinson Worldwide, Inc.
CA Technologies
Caesars Entertainment Corporation
Campbell Soup Company
Capgemini USA
Capital Group
**#Capital One Financial Corp.
Cardinal Health, Inc.
Cargill
CarMax, Inc.
* Carolina Biological Supply Company
Cartus Corporation
Caterpillar Inc.
Catholic Health Initiatives
CBRE Group, Inc.
CBS Corporation
*CCL Label, Inc.
CDW Corporation
CenterPoint Energy, Inc.
Change Healthcare
*Charleston County Aviation Authority
*Charleston County Schools
*Charlotte-Mecklenburg Board of Education
Charter Communications
CHEP International, Inc.
Chevron Services Company
*CIAA
CIGNA Corporation
Cintas Corporation
Cisco Systems, Inc.
CITGO Petroleum Corporation
Citigroup Inc.
Citizens Bank, N.A.
*Citrix
*City of Asheville
*City of Charlotte
*City of Columbia
*City of Raleigh
*City of Richmond
*City of Spartanburg SC
*City of Virginia Beach
CLEAReSult Consulting, Inc.
*Clemson University
Clorox Company
*Columbia Metropolitan Airport
CNA Financial Corporation
Coca-Cola Bottlers’ Sales and Services
Coca-Cola Company
Colgate-Palmolive Company
Comcast NBCUniversal
Comerica Bank
Communications Test Design, Inc.
**#Compass Group, North America Division
Conduent, Inc.
ConocoPhillips
Construction Specialties, Inc
Continental AG
Corizon Health, Inc.
Corning Cable Systems
*County of Henrico
Covestro LLC
Covius Holdings, Inc. (formely LenderLive)
* #Cox Communication
Cox Enterprises, Inc.
Cracker Barrel Old Country Store, Inc.
Credit Suisse
*CrefForm
Crown Castle International Corp
CSX Transportation Inc.
Cummins Inc.
CVS Health
Darden Restaurants, Inc.
Dawn Food Products, Inc
Dell Technologies
Deloitte Services LP
Delta Air Lines, Inc.
Delta Dental Insurance Company
#Denny’s Corporation
DENSO International America, Inc.
Diageo North America, Inc.
**#Dominion Energy
Dow Chemical Company
DTE Energy Company
*#Duke Energy
Duke Realty
* Duke University Health System
* Dun & Bradstreet Corporation
* DuPont
* Eastern First
* Eaton Corporation
* Education Networks of America
* Eli Lilly and Company
* Elion North America
* EMCOR Government Services
* Emergent BioSolutions, Inc.
* Entergy Corporation
* Enterprise Holdings
* EQT Corporation
* Ericsson, Inc.
* Essendant Co.
* Exide Technologies, Inc.
* Express Scripts
* ExxonMobil
* Facebook, Inc.
* Fannie Mae
* Farmers Insurance Group, Inc.
* Fastenal Company
* Federal Home Loan Bank of Chicago
* Federal Home Loan Bank of Des Moines
* Federal Reserve System
* FedEx Corporation
* Ferguson Enterprises
* Fiat Chrysler Automobiles
* Fifth Third Bancorp
* First Advantage Corporation
* First Citizens Bank
* First Data Corporation
* First Financial Bank
* Fiserv, Inc.
* Fluor Corporation
* Food Lion
* Ford Motor Company
* Fox News Network, LLC
* Framatome, Inc. (formerly AREVA Inc.)
* Freddie Mac
* Genentech, Inc.
* General Mills, Inc.
* General Motors Company, LLC
* GlaxoSmithKline
* Global Experience Specialists, Inc.
* GM Financial
* Goldman Sachs (UK) Svs, Limited
* Goodyear Tire & Rubber Company
* Google, Inc.
* Graham White Manufacturing
* Greater Greenville Chamber of Commerce
* Greensboro Chamber of Commerce
* Greenville Spartanburg Airport (GSP)
* Greenville Tech
* Grips

Haartz Corporation
* Hampton Roads Sanitation Dept HRSD
Harley-Davidson Motor Company
Harman International
Health Care Service Corporation
HealthTrust Purchasing Group
Henkel of America, Inc.
Henkels & McCoy Group, Inc.
Herman Miller, Inc.
Hertz Corporation
Hilton Worldwide
Home Depot, Inc.
Honda of America MFG.
* Honda of South Carolina
Houghton Mifflin Harcourt
* Hourigan Construction Corp.
* HP Inc.
* Humana, Inc.
* Huntington National Bank
Hyatt Corporation
Hyundai Motor Manufacturing Alabama, LLC
IBM Corporation
Indiana University
Infinera Corporation
Ingersoll Rand Company
* Ingersoll
* Intel Corporation
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International Paper Company
Interpublic Group of Companies, Inc.
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* JE Dunn Construction
* JTEKT
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* JPS Health Network
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KeyBank National Association (KeyCorp)
Kiewit
Kimberly-Clark Corporation
Kristol of America, Inc.
KPMG LLP
Kroger Company
L Brands
Las Vegas Sands Corporation
Lear Corporation
Leggett & Platt Incorporated
Lenovo (United States) Inc.
Liberty Mutual Insurance
Linamar Corporation

* Lockheed Martin
Loram Maintenance of Way, Inc.
L’Oréal USA
* Lowe’s Companies, Inc.
* M & F Bank
Macy’s
* MAHEC
* Major League Baseball
* Mallinckrodt Pharmaceuticals
* ManpowerGroup
* Marathon Petroleum Corporation, LP
* Marsh & McLennan Companies, Inc.
* McCain Foods USA, Inc.
* McCormick & Company, Inc.
* McDonald’s Corporation
* McCormick-Hill Education
* McGuireWoods LLP
* MEB
* Medical University of South Carolina (MUSC)
Medtronic, Inc.
Merck & Co., Inc.
Meridian Medical Technologies, Inc.
*MGM Resorts International
*Michelin North America, Inc.
* Microsoft Corporation
* Midcontinent Independent System Operator
* Milliken & Co
* Minority Sales Corporation, LLC
* Mission Health System
* Mine Safety Appliances Company
* MolsonCoors
* Mondelz International, Inc.
* Moore and Van Allen
* Morgan Stanley
* Motion Industries
* Motorists Insurance Group
* Motorola Solutions, Inc.
* Mountain Area Health Education Center, Inc. (MAHEC)
* MUFG Union Bank, N.A.
* National Basketball Association (NBA)
* National Grid USA
* National Railroad Passenger Corporation (AMTRAK)
* NCIMED
* Nestlé USA, Inc.
* New York Life Insurance Company
* NewPort News Shipbuilding
* Nielsen Company
* Nike, Inc.
* NiSource Inc.
* Nissan North America, Inc.
* Nokia
* North Carolina Education Lottery
* Northern Trust Company
* Northrop Grumman Corporation
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AS OF JUNE 30th, 2019

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*Plasser American Corporation
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PowerTeam Services, LLC
#Premier, Inc.
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Principal Financial Group
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PSC Industrial Outsourcing LP
Publicis Healthcare
Quest Diagnostics Inc.
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*Raleigh-Durham Airport
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Raymond James Financial, Inc.
Raytheon Company
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*Roberston Marketing
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*Rodgers Builders, Inc.
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*Royall & Company
*Royall Adhesives
Ryder System, Inc.
*S&D Coffee
Saatchi & Saatchi
Salesforce
Sallie Mae Bank
SAP SE
#SAS Institute Inc.
**Savannah River Nuclear Solutions, LLC
*SC Dept of Commerce
Schneider Electric USA, Inc.
Scientific Games Corporation
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Securitas Security Services USA, Inc.
Sedgwick Claims Management Services, Inc.
Shell Oil Company
Shire
Skanska USA Building
Snap-on Incorporated
Sodexo, Inc.
**Sonoco Products Company
Sony Pictures Entertainment
Southern California Edison
Southern Company
*Spartanburg Chamber
*Spartanburg Water
Staff Management
Staples Inc.
Starbucks Corporation
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*State of North Carolina
State Street Corporation
Steelcase Inc.
Stryker Corporation
Sunbelt Rentals, Inc.
SunTrust Banks, Inc.
Swirerton
Synovus Financial Corp.
Target Corporation
Tata America International Corporation
TD Ameritrade Services Company, Inc.
TD Bank Group
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Teva Pharmaceuticals
Thermo Fisher Scientific Inc.
TIAA-CREF
TJX Companies, Inc.
T-Mobile USA, Inc.
Toyota Motor North America
Tram, Inc.
*Towne Bank
**Turner Construction Company
Tyson Foods, Inc.
U.S. Bank
U.S. Cellular
UAW Retiree Medical Benefit Trust
Uber Technologies Inc.
UNFI (formerly SUPERVALU, Inc.)
Unilever
Union Pacific Railroad
United Airlines, Inc.
United Parcel Service, Inc.
**United Rentals, Inc.
United Services Automobile Association
United States Postal Service
United States Tennis Association
UnitedHealth Group Inc.
University of Pittsburgh Medical Center
*University of Richmond
Unum Group
US Steel Corporation
USA Today
USM an EMCOR Company
Vallen
Valvoline LLC
*VCU
Veolia North America Operating Services, LLC
Verizon, Inc.
Viacom Inc.
*Virginia Department of Small Business and Supplier Diversity
*Virginia State University
*Virginia Tech
*Virtexco
Vistra Energy (formerly Energy Future Holdings)
Vizient
Volkswagen Group of America, Inc.
#Volvo Trucks North America, Inc.
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VWR International, LLC
*Wake County Schools
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Walt Disney Company
Washington Gas Light Company
Waste Management, Inc.
Wells Fargo & Company
Westinghouse Electric Company
**WestRock
Wieden + Kennedy, Inc.
Willis Towers Watson
Wisconsin Energy Corporation/We Energies
Wyndham Destinations
Yanfeng Global Automotive Interiors
Yazaki North America, Inc.
*YMCA of Greater Charlotte

AS OF JUNE 30th, 2019
The Power of Diversity

is in every watt of energy we create.

At Dominion Energy, we know diversity isn’t just good—it’s also good for business.

At Dominion Energy, diversity isn’t just something we strive for, it’s something we insist on. The bottom line is that diversity is good business—having a workforce and group of suppliers who come from different backgrounds and who have had different sets of experiences helps us generate a broader range of better ideas. As a result, our company is strengthened, our communities prosper and, most important, our customers benefit.

To learn more about Dominion Energy, our dedication to diversity, and how we help power the communities that power our business, please visit us at DominionEnergy.com.

Dominion Energy

Actions Speak Louder™
Upcoming opportunities

- Bulk chemicals and laboratory equipment
- Compressed gases
- HVAC parts and supplies
- Electrical and mechanical equipment
- Facilities and construction services
- Professional and non-professional services
- Maintenance, repair and operations supplies
- Calibration services
- Site testing and inspection services
- NQA-1 fabrication

Total small business commitments in FY2018: $184 million
New suppliers in FY2018: 129

How to get started
- Register in SAM: https://www.sam.gov/portal/SAM/
- Contact the SRNS Small Business Programs Office at supplierdevelopment@srs.gov
- Visit www.savannahrivernuclearsolutions.com for upcoming opportunities

SRNS. We make the world safer.
DIVERSITY IS OUR MOST IMPORTANT PART.

At Volvo Trucks North America, people are our most important part. That’s why we’re so deeply committed to Supplier Diversity. By embracing diverse individuals and ideas, we’re able to create a company that reflects the communities we serve, and build trucks that look and work like no others. If you have interest in becoming a supplier to Volvo Trucks, please register your company’s information at www.volvo.starsmp.com.
<table>
<thead>
<tr>
<th>Company Name</th>
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<tbody>
<tr>
<td>2019 CERTIFIED MBEs</td>
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<tr>
<td>AS OF JUNE 30th, 2019</td>
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<tr>
<td>2019 CERTIFIED MBEs AS OF JUNE 30th, 2019</td>
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<tr>
<td>Carolinaisville LLC</td>
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<td>CCCS International, LLC</td>
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<td>Ceton Corporation</td>
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<td>Channie’s LLC</td>
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<td>Chapman Products Co., Inc. / Sheen Magazine</td>
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<td>Charleston Gourmet Burger Company</td>
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<td>Charlie T Locklear Vineyard &amp; Winery, Inc</td>
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<td>Christopher Charles Group LLC</td>
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<td>Classic Industrial Supply</td>
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<td>Clean World USA</td>
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<td>Clinical Choice, LLC</td>
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<td>CPH concrete LLC</td>
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<td>CrossComm, Inc.</td>
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<td>Cyber Synergy Consulting Group LLC</td>
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<td>D&amp;R Williams, LLC</td>
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<td>Daily Professions</td>
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<td>DataSoft Technologies</td>
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<td>DC White Enterprises Inc</td>
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<td>DD Consulting and Management</td>
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<td>Define Success Coaching &amp; Facilitation Services</td>
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<td>Detailed By Design, Inc</td>
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<td>Devoted Placement LLC</td>
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<td>double j logistics group</td>
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<td>Dream Builders Communication, Inc.</td>
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<td>Dynamic, Inc.</td>
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<td>Dympro Inc</td>
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<td>E - Ford Commissary Inc</td>
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<td>Eheart Industrial Service, Inc.</td>
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<td>ECH Development LLC</td>
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<td>Eco Capitol, LLC</td>
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<td>Elite Energy</td>
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<td>Emergov Corporation</td>
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<td>energy construction environmental corporation llc</td>
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<td>Envested, Inc</td>
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<td>Enviro AgScience, Inc</td>
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<td>Environmental Service Systems, LLC</td>
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<td>EQUIJEN PLC</td>
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<td>Euclid Innovations Inc</td>
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<td>E-VISION PROJECT DEVELOPMENT CORPORATION Fast Accurate Test Labs LLC</td>
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<td>FDY, INC</td>
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<td>FIDELITY ACCOUNTING &amp; TAX CORP</td>
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<td>Fiestic, Inc</td>
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<td>Force 3 Global Inc.</td>
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<td>Forever B, LLC</td>
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<tr>
<td>Fruitful Resources (dba Promise h2o)</td>
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<td>G&amp;G Gourmet, Inc.</td>
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<td>G. ALAN INCORPORATED</td>
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<td>GaBBY</td>
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<td>Genesis Professional Staffing, Inc.</td>
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<td>getSwag LLC</td>
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<td>GFACTOR ENTERPRISES, LLC</td>
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<td>Gilly Ent., Inc.</td>
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<tr>
<td>Global Circle Recycling, LLC</td>
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<td>Global Care Strategies &amp; Consulting, LLC</td>
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<td>Global Healthcare Solutions</td>
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<td>Global Packaging Solutions, LLC</td>
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<td>Globalpundits Technology Consultancy Inc.</td>
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<td>Glocenet Telecommunications, LLC</td>
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<td>Golden Personnel Services, Inc.</td>
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<td>GP Supply Company, LLC</td>
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<td>Green Harvest Capital LLC</td>
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<td>Green HID LLC</td>
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<tr>
<td>Green’s Commercial Cleaning</td>
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<tr>
<td>Gregory Sylvia, LLC</td>
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<td>GreyFree Partners</td>
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<td>Growth Management Services Inc</td>
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<td>GT Industrial LLC Co.</td>
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<tr>
<td>GTO Drywall Inc.</td>
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<td>Healthcare Business Reps, LLC</td>
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<td>Healthcare Etc., LLC</td>
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<td>Healthy Ideas, Inc.</td>
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<td>Helping Hands Innovations LLC</td>
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<tr>
<td>HH Construction, Inc</td>
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<td>HIT Services, LLC</td>
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<td>HITS Trucking LLC and Brokerage</td>
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<td>KAG1 Incorporated</td>
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<td>BCS and Associates, Inc</td>
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<td>Beano LLC</td>
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<td>Blue Eye Soft</td>
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<td>Bogier Clinical &amp; IT Solutions, Inc.</td>
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<td>Boring and Directional Drilling Professionals, LLC</td>
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<td>Boykin &amp; Davis LLC</td>
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<td>Brandily of NC, Inc.</td>
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<td>BrainRPM, LLC</td>
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<td>Bristol Investments, LLC</td>
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<td>Brown, Alexander &amp; Brown Development, LLC</td>
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<td>Brownstone Construction Group</td>
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<td>Buckingham Greenery, Inc</td>
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<td>Building Bridges, LLC</td>
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<td>Building Industrial Supplies, LLC</td>
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<td>Callis Contractors, Inc</td>
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<td>Can See Fire Service Co Inc</td>
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<td>Cannell Graphics</td>
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<td>Capital Talent Partners Inc</td>
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<td>CapturedbyKevin L.L.</td>
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<td>CARA B Natural Products, Inc</td>
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<tr>
<td>Carolina Center For Occupational Health</td>
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<tr>
<td>Carolina Couriers, LLC</td>
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<tr>
<td>Carolina Machining and Fabrication, Inc.</td>
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<tr>
<td>Carolina Orthopedic and Sports Physical Therapy, Inc.</td>
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<td>Carolina Product Solutions, LLC</td>
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# 2019 EVENTS

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 15-20th</td>
<td>UOR Class &amp; 10-Year Anniversary Celebration</td>
<td>Richmond, VA</td>
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<tr>
<td>October 13-16th</td>
<td>NMSDC National Conference</td>
<td>Atlanta, GA</td>
</tr>
<tr>
<td>October 22nd</td>
<td>International Trade Conference</td>
<td>Charleston, SC</td>
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<tr>
<td>December 2nd</td>
<td>MBE Summit Hosted by Michelin</td>
<td>Greenville, SC</td>
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# 2020 EVENTS

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>January 28-29th</td>
<td>CVMSDC Annual Meeting – Hosted by SONOCO</td>
<td>TBD</td>
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<tr>
<td>April 8th</td>
<td>BMW Diversity Event</td>
<td>Greenville, SC</td>
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<tr>
<td>April 16th</td>
<td>ProForum – Hosted By SAS</td>
<td>Cary, NC</td>
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<tr>
<td>May 12-13th</td>
<td>SONOCO Supplier Conference, SONOCO Leadership Class</td>
<td>Hartsville, SC</td>
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<tr>
<td>June 23-25th</td>
<td>WBENC</td>
<td>Atlanta, GA</td>
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<td>August 10-11th</td>
<td>BOC 2020 hosted by Bank of America</td>
<td>Charlotte/Concord, NC</td>
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<tr>
<td>September 20-25th</td>
<td>2020 UOR MBE Development Program</td>
<td>Richmond, VA</td>
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<tr>
<td>October</td>
<td>NMSDC National Conference</td>
<td>TBD</td>
</tr>
<tr>
<td>December 2nd</td>
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</tr>
</tbody>
</table>

Please visit CVMSDC.org for up-to-date events and local RING meeting locations.

**Connect with CVMSDC with all of the below:**

www.CVMSDC.org
704.549.1000

#BOC2019

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