



Certify

Develop

Connect

Advocate

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2015 and Beyond!



Welcome to HMSDC's E-Network! As we come upon the end of the first quarter, many businesses are looking at their revenue stream and asking themselves, how is my business fairing during these economic times? One might discover there is a need to make changes in how they look for new business. Or, find resources and consultants to assist them in getting to the next level. This volume of the E-Network will provide you with: tips and tools to put a spark in your business development, information on P2E, a program specifically targeted to attract major corporations to you and success stories of our MBEs to encourage you to keep going!

Remember, HMSDC has something to offer all businesses that are willing and ready to grow their business. However, you have to want to change and accept the assistance provided. We welcome the task of assisting you in your business growth.

Houston Minority Supplier Development Council
Three Riverway, Suite 555
Houston, Texas, 77056
Phone: 713-271-7805/Fax: 713-271-9770
Email: info@hmsdc.org
Website: www.hmsdc.org

Our mission is to actively involve our members in efforts that will increase and expand business opportunity and business growth for minority business enterprises.

Certify * Develop * Connect * Advocate

president's comments



What do you see in 2015?

As we look into our crystal balls in 2015, what do you see? Is it doom and gloom, or is it opportunity and success?

We read in the papers daily of massive cuts in jobs, business and companies. Likely, there will be nobody in Houston that is not affected in some way or another by the lowered cost of oil. So how do we approach 2015?

Here are a few suggestions that might help:



First, seek and see possibilities. Action follows thought. If you think you can succeed, you can! There are possibilities all around you. Some are created by the void left by your competitors that only saw darkness. Others are "new" opportunities created by your customer's pain and willingness to consider new solutions. Others may be found in shifting industry focus. Envision your success, then pursue it.

Second, be deliberate and confident in yourself. Now is the time to step up and stand out. Plan your steps, then take them with confidence. You'll be amazed at how people jump in along with you. They want to be part of a winning team and the team that wins is the one who thinks it can...then does it.

Third, grow yourself so you can grow your company. The one thing that is constant is change. We face a different marketplace today than yesterday and a different way of doing business. How attuned are you to your customer's business – what they do, trends affecting them, and how they are changing how they do business? Now is a good time to read up on your industry, take some courses and expand your capabilities. HMSDC has some phenomenal programs to help you!

Fourth, position yourself for success. Now is the time to be visible if for no other reason than to show your customers that you are still around. Show your interest, listen carefully, help your customers understand your value proposition. It is up to you to define your right fit!

Fifth, maintain balance. Don't sacrifice short term gains for long term losses in key relationships, family, health, etc. Get into a good exercise regimen, meditate, watch your diet and regain some of that lost energy. Set priorities, chunk your time around them, and don't spread yourself too thin. This is the age of expert leader, not the jack of all trades.

In 2015 HMSDC will be your pathway to success. Let's walk the walk together.

Join a Committee!



Committee participation is just one more tool that should be in your toolbox. Whether you use the committee system to meet a potential client or to shape the direction of the organization, there is value in actively participating in HMSDC. For contact and more information on the committees, turn to page 17 in your newsletter TODAY!



Make Plans to Attend
(registration for the following events isonline at www.hmsdc.org)

March 10
6:00 am - 9:00 pm

Texas 84th Legislative Session and Statewide Public Policy Day
State Capital - Austin, TX (Bus boards from HMSDC at 6:00 a.m)
See flyer on next page for details.

March 27

Scholarship Fundraiser Golf Tournament - Early Bird Registration Ends.
BlackHorse Country Club - 12205 Fry Rd., Cypress, TX 77433
www.hmsdcsc.org

Come as an individual or bring a foursome "Play, Partner and Prosper" embodies the spirit of what will take place at this year's annual golf tournament. All proceeds from the golf tournament benefit our minority business executive scholarship program. Whether you know or like golf, this day is guaranteed to be a fun and relaxed alternative to networking with potential customers.

Save the Date

BUSINESS EXPO 2015 **EVOLVING. EXPANDING. EXCEEDING.** 
HMSDC
Houston Minority Supplier
Development Council

WEDNESDAY, NOVEMBER 4, 2015
THURSDAY, NOVEMBER 5, 2015

George R. Brown Convention Center | Exhibit Hall B3
1001 Avenida de las Americas | Houston, TX 77010

SCHEDULE OF EVENTS

WEDNESDAY, NOVEMBER 4, 2015
MBE Bootcamp
Coaching Corner
20/20 Insight - Industry Forums
Capital Connections Luncheon
Corporate Seminar
Best of Class Reception sponsored by MBEs

THURSDAY, NOVEMBER 5, 2015
Early Bird Energizer - Sponsors Breakfast
The MarketPlace (EXPO)
One to One Sessions
The Rigel Awards Luncheon

Registration at www.hmsdcexpo.org
For more information /13 2/1 /835

Did You Know

HMSDC offers **TWO** monthly potential MBE certification workshops:
3rd Wednesday - 9:00 am - 11:00 am
UH Small Business Development Center
2302 Fannin, Suite 200
1st Thursday - 11:00 a.m - Noon
HMSDC Offices
Three Riverway, Suite 555

If you know of a minority business that should be certified, refer them to attend one of the certification briefings.

Let's Grow HMSDC Together!





The State of Texas spends billions annually of your tax dollars purchasing products and services. Are you getting your fair share of opportunities? HMSDC along with MBEs across the state of Texas will gather in Austin to meet with elected officials and department heads to discuss issues and opportunities for minority business owners. Where will you be?

Join the Houston Minority Supplier Development Council Statewide MBE Public Policy Day

March 10, 2015
Austin, Texas
6:00 a.m. - 9:00 p.m.
(Bus boards at 6:00 a.m. at the HMSDC Office)

Register online at www.hmsdc.org

COME ABOARD AND RIDE ON A FANTASTIC OPPORTUNITY

We have a seat reserved for YOU!

Be a part of the MBE coalition across the State of Texas providing the voice of minority-owned businesses to the State Capitol for the 84th Legislative Session on Tuesday March 10, 2015. This is the day to make a strong MBE statement regarding public policy issues impacting the inclusion of MBEs in public and private sector contracting.

Registration Cost for MBE Public Policy Day:

Includes roundtrip transportation, on-board refreshments, entry to all sessions, legislative visits, conference materials, breakfast, lunch and reception in the Lieutenant Governors reception room.

\$75.00 per person (HMSDC Members)

\$85.00 per person (Non-Members)

Reception Sponsorship Opportunity for MBEs:

\$250.00 - 1 registration to Public Policy Day, Recognition at the Public Officials Reception, Signage at the MBE Public Policy Day activities in Austin Texas





U.S. Small Business Administration

Invest in Yourself and Your Business;
Join the Entrepreneurs Shaping the Future of Houston

Houston District Office
8701 South Gessner,
Ste. 1200
Houston, TX 77074
(713) 773-6500
www.sba.gov/tx/houston

The Houston District Office provides SBA programs and services in our 32 counties. Working with SBA's resource partners SCORE, SBDC, and WBC, we can help you start, grow, and achieve business success.

Visit SBA online: www.sba.gov for 24/7 access to small business news, information and entrepreneurs training.

SBA offers help in the following areas:

Starting a Business

Financing a Business

Growing a Business

Government Contracting

Disaster Assistance

Advocacy – Your Voice in Washington

For local SBA information visit: Houston District Office Resource Guide: www.sbaguides.com



Emerging Leaders Initiative

Join the SBA for the first Houston Emerging Leaders Initiative, an intensive executive-level training series to accelerate the growth of high-potential small businesses. Developed by the U.S. Small Business Administration, and drawing on the experiences of advisors and business leaders in our area, this comprehensive curriculum provides the tools to catapult your company to the next level and help it emerge as a force in the Houston area.

WHO: The Emerging Leaders advanced training series is open to small business CEOs whose companies:

- Have annual revenues of at least \$400,000.
- Have been in business for at least 3 years.
- Have at least one employee (other than self).

WHEN: Classes are forming now to start in April. Space is limited.

COST: The only costs are your time and commitment to complete the curriculum. All other costs are assumed by the U.S. Small Business Administration and local partners.

TO LEARN MORE: www.sba.gov/emergingleaders

REGISTRATION: www.interise.org/sbaemergingleaders

CONTACT: Steve Curry, SBA Economic Development Specialist
Stephen.Curry@sba.gov or (713) 773-6542.

Reasonable accommodations for persons with disabilities will be made if requested at least two weeks in advance. All SBA programs and services are provided on a nondiscriminatory basis.



Money and Golf - What's the Connection?

So, you're not a golfer. You know very little about the sport except that it's expensive and if given three options of how you'd like to spend your R&R, playing golf would not be on your short list. Here's some information that could change your mind.



1. The golf tournament is an annual fundraising event, and the 2015 tournament is the 37th annual event. This year the tournament will be held at Black Horse Country Club in Cypress, Texas.
2. The purpose of the golf tournament is to raise money to fund executive scholarships for MBEs to attend HMSDC approved developmental experiences. Previous scholarship recipients have attended classes at prestigious business schools, acquired industry-acknowledged certifications, and participated in other learning experiences designed to enhance the credentials of the business owner.
3. Exxon Mobil is the title sponsor and last year the tournament raised over \$90,000. This year a number of other corporations have already committed to sponsoring the tournament and there are also opportunities for MBE sponsors.

Play, Partner and Prosper in the scholarship fundraiser golf tournament!
Play - Donate - Sponsor!

4. Savvy business owners know the tournament is not about golf – it's about power networking, a rare opportunity to spend five hours on the course with other golfers who are corporate representatives and prime contractors. Golfers are paired in teams of four. More practiced MBEs use the tournament to develop relationships they've already established. They invite decision-makers of key clients to play on their team. Others decide in advance the companies with which they would like to initiate relationships and rely on HMSDC to put them on a team. The earlier you register, the better your chances are of being teamed up with players from the companies on your list.
5. If you're a bit intimidated by the prospect of tackling 18 holes, then network at the Golf Clinic where non-golfers – MBEs and procurement officers – learn the fundamentals of the sport from country club pros. You don't need clubs or golf shoes and, at the clinic, you can rest assured you won't be the only one missing the ball. But you won't be missing the opportunity to connect with procurement officers who can connect you with internal buyers.



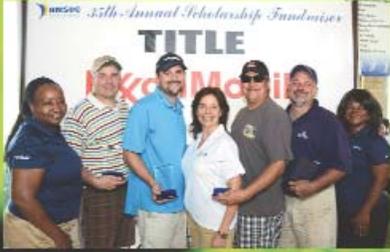
There is a strategy for everyone to utilize for the golf tournament in an effort to grow your business, ***Play, Partner & Prosper!*** For more information visit the scholarship fundraiser website, www.hmsdcsc.org or register today!



Play, Partner & Prosper!

May 18, 2015
Scholarship Fundraiser
Golf Tournament

benefiting the MBL Executive Scholarship Fund
Black Horse Golf Club
12205 Fry Rd.
Cypress, TX 77433
www.hmsdc.org



Save the Date



Sponsorship Opportunities

For major sponsorship opportunities, contact HMSDC at (713) 271-7805 or visit www.hmsdc.org.

Golf Course Sponsorships

- Closest to Pin: \$250
- Longest Drive: \$250
- Tee Boxes: \$100
- Putting Contest: \$350
- Exit Banners: \$250
- Soft Drink Refreshment Cart: \$350
- Beer Refreshment Cart: \$450
- Hole Promotional Package: \$800
- Hole in One: \$750

Golf and Golf Clinic Participants

*All Inclusive includes breakfast, special gift, cart and course fees, putting contest, practice range, hole-in-one and Awards Luncheon.

Monday Event Fees

- Awards Luncheon ONLY: \$35 per person
- Mulligans: \$10/player or \$20/team
- Easy Eagle: \$20 team

***Golf:**

- Early bird Registration (March 27th): \$175/player or \$600/team
 - Regular Registration (May 8th): \$200/player or \$750/team
- (Each team consists of four players with at least one MBE.)

***Golf Clinic**

- Early bird Registration (March 27th): \$85 per person
- Regular Registration (May 8th): \$100 per person

If you would like to donate to the silent auction, contact Constance Y. Jones at constance.jones@hmsdc.org.



Supplier Diversity

PROFILES



DONALD SHEFFIELD

ATLANTIC PETROLEUM & MINERAL RESOURCES INC.

THIS FORMER MARINE STILL HAS MOTIVATION, DETERMINATION AND PERSEVERANCE

Donald Sheffield built his company, Atlantic Petroleum & Mineral Resources, Inc. (APMR), through sheer motivation, determination and perseverance—all traits that stemmed from his military experience. He enlisted in the U.S. Marine Corps while still in high school and served as an active-duty Marine for the next 23 years. He held numerous leadership, supervisory and management positions within his military career while serving his country throughout the world.

Smooth Transition

“Because recruiting put me in the middle of the civilian community while wearing the uniform, I transitioned easily from the military to civilian life,” explains Sheffield. “My biggest challenge was accepting that while it’s always been about the team and the mission in the military, it’s sometimes about you as an individual and your job security in the civilian world.”

He quickly adapted to the “civilian world,” and when an opportunity arose for him in the oil and gas sector with a major contract drilling company, he took it. Global Marine Offshore Drilling hired Sheffield to penetrate the military bases and recruit quality transitioning service members to hire for offshore positions on their drilling rigs.

“When recruiting the transitioning military members into the oil drilling industry, I would always tell them to just be themselves,” Sheffield says. “The military trains you for what its specific needs are at that particular time. You have already proved that you are trainable, so be open to new ideas and options, and never be content with just having a ‘job’ when you have so much more to offer.”

Hard Work and Higher Education

After much success with the quality of men and women who were sourced from the military, Sheffield proceeded to source and hire U.S. Coast Guard licensed mates and engineers from the maritime academies all across the United States.

At the same time, Sheffield was attending the University of Phoenix, where he obtained



APMR Co-Owner, President and CEO Donald Sheffield

his bachelor’s degree in business management, in addition to working part time as a licensed loan officer for National Lending Corporation. After obtaining his degree, he transitioned over to Pride International Offshore Drilling while assuming the same role and responsibilities as with Global Marine, but in a broader arena within the international marketplace.

Value of Certification

Meanwhile, Sheffield was also growing his own company, APMR, in conjunction with his full-time job. He finally left corporate America to pursue his goals, dreams and aspirations of building a legacy and becoming one of the premier petroleum suppliers in the world. APMR has grown—with no support from financial institutions—to become a sought-after supplier for fuels, oils and lubricants in the city of Houston. Sheffield has built a team that

now provides products and fuel transportation services for numerous local, state and federal contracts that include domestic and international opportunities through the company’s designation as MBE/DBE/SBE/SVOB/SDVOB-certified.

“I think our being certified through the National Minority Supplier Diversity Council (NMSDC) has given larger companies a certain comfort level when working with us,” states Sheffield. “I believe it takes away some of the fear, from a risk-assessment standpoint, that a company has gone through a rigorous vetting process, and now, it is willing to take the chance on these small businesses.” He says this is beneficial, because it enables his company to “be a part of the conversation in the planning phase of the projects, as opposed to being forced to them just to satisfy the numbers to win a bid.”

Entrepreneurial Spirit

To other veterans looking to start their own businesses, Sheffield advises, “Think about your military accomplishments—you did not get there alone. You had a supporting cast, by way of your drill instructors, fellow recruits and family back at home, waiting for you.” He suggests, “You won’t reinvent the wheel, so surround yourself with like-minded people who you can learn from, and gravitate to them. Truly successful people will get just as much satisfaction as you will if they know you have worked to earn it.”

Sheffield plans to do many great things in the energy sector while maximizing his relationships with the NMSDC, Small Business Administration and U.S. Commercial Service while reflecting on his past, grasping the present and being proactive for the future.





Selling to Big Companies - Strategies to Break Through II

SUCCESS magazine - Jill Konrath

Below you will find Part II of the Strategies to Break Through in order to sell to big companies. If you missed the first 4 tips, visit the HMSDC website and download the November 2014 Edition of the E-Network.

Plan your campaign from the onset. Decide what business results you want to emphasize in your various contacts. Spread your value proposition over multiple voice mail or e-mail. Send interesting articles with short personal notes. Invite prospects to hear an industry speaker. Put on your own events, too. One to two contacts per week is appropriate, so long as you leave a business-focused message.

Focus on trigger events. One of the best ways to crack into corporate accounts is to leverage trigger events—those happenings that cause a sudden shift in corporate priorities. Internal examples are mergers, spinoffs, venture capital funding, new leadership or changing corporate direction. External triggers include industry trends, economic issues, competitive moves or government legislation. Savvy sellers continually monitor the media for information about what's happening in their targeted accounts. They're constantly thinking, "What could this mean for the company? How can I use this information to create a new opportunity?" Then they launch a time-sensitive account entry campaign to their targeted account, emphasizing the urgency and value of taking action soon. By doing this, they speed up the sales cycle and encounter minimal competition.

Pursue multiple relationships. When you're working with big companies, you don't want to have your entire future resting in the hands of a single person. This individual could change jobs, leave the company or even blockade you from meeting other decision makers within the organization. Initiate contact with multiple people concurrently. Let them know you're speaking to others in the company. Engage your contacts in helping you identify everyone you should know in the account. Most corporate decisions involve

multiple people, so it only makes sense that you'd have relationships with many of them.

Use Sales 2.0 productivity tools. Use Jigsaw.com or NetProspex.com to find decision makers' names. Check out LinkedIn.com to see if you have any networking relationships you can leverage. When you've identified people you want to reach, see if they've posted a profile online. Google their names to learn as much as you can. Use InsideView.com to be alerted to trigger events as well as possible door opening connections. Set up Google alerts to be notified of changes in your targeted accounts. Some of these Sales 2.0 tools are free. Others cost a small monthly fee. In every case, they significantly enhance your productivity and your expertise, making them a wise investment.

Don't fool yourself, though, into thinking that landing big corporate clients is just a numbers game. Traditional sales gurus tell you to just keep dialing, smiling and making those calls.

That doesn't work when you're trying to crack into big companies. Lots of planning, creative thinking, research and persistence are needed. A strong business case is essential. Corporate decision makers demand that you come prepared—with valuable ideas, insights and information that can help them improve their business, reduce expenses or increase revenue.

By using these strategies, you'll turn your entrepreneurial dreams into a reality. First you'll land one corporate client, then another. Before you know it, you'll have an impressive customer roster with lots of upside potential.



Pathways to Excellence (P2E)

Pathways to Excellence (P2E) was started with the question to corporations: "What are the expectations of a business at different stages that you look for when evaluating companies to be considerate for opportunities?" After spending a year and multiple committee meetings with Corporate Members and MBEs, a guide was presented called *Pathways to Excellence*.



P2E addresses the various steps in guiding a business from an idea to the implementation of a culture within the business to being the best and being able to compete in the open market.

In the four stages of transformation of the business you will be able to assess your own business and determine how far you are willing to commit to creating a business and taking it to the next level. Nothing guarantees success but P2E can increase your chances of success and create a sound foundation for longevity. The P2E assessment should be a guide used to measure and plan the success of your business.

The reasons to take the assessment:

- Every business needs a strategic plan to achieve success.
- Become familiar with expectations at different levels of business.
- Be aware of the requirements of each business component in developing a road map for the business.
- Understand what it takes to play in the game.
- Understand the commitment needed from your management team.
- Develop a business culture for success.
- Understand Risk Management, Quality, Business Strategy, Business Capacity, and Business Continuity.

There is no shortcut to success, only hard work and a commitment to being the best. P2E will document and prove your qualifications beyond those of your competitors. (P2E is only one of the tools that HMSDC offers in your tool box of resources, but an important one. P2E will position you and your company as "Best of the Best".

Below are questions that were asked to MBE's that have completed and/or in the process of taking the P2E assessment and their comments:

- **After the assessment did it better position the business entity through the completion of various metric's associated with the five business components and categories?**

Strategy, Quality Assurance, Capacity, Risk Management and Continuity are major elements for growth and sustenance of any business or industry. The metrics associated with these elements in the evaluation process has definitely positioned me and my organization to understand and continuously improve operation, revenue, safety, quality, profitability, accountability, stability and foremost understand weakness and strength.

N.K. Gupta, CEO, Cornerstone Valve

- **Did the assessment highlight the various weaknesses and strengths of the business entity according to each business component?**

Yes, the assessment highlighted weaknesses that we immediately put action plans in place to address, but more importantly it allowed us to be objective about where we are and put strategy in place to get where we want to be.

Gwen Mitchell

- **Was the assessment used as a guide in the planning and operations of the business entity pertaining to which category (Early stage, Premier, Superior, and World Class) was needed to obtain the objective of the company and customer needs?**

Yes. We used the guide to assist in business planning and to set goals and objectives.

Joshua A. Pellerin, President, Pellerin Energy Group, L.L.C.

- **Was Pathways to Excellence a useful tool in providing a guideline to the business entity depending on its objectives and needs as a business and requirements of its customers.**

It most definitely was and it could be of great benefit to businesses as they grow.

Kai, Q-Environmental, Inc.
President/CEO

For additional information contact:

Robert S. Gonzalez, Director of Consulting Services
Phone 713.271.7805 or email Robert.gonzalez@HMSDC.org



A Mentor is Just What the Doctor Ordered

Luke Skywalker had Obi-Wan. Rocky Balboa had his grizzled trainer, Mickey. Those movie mentor/mentee relationships have counterparts in the business world. Richard Branson – founder of Virgin Group – was a protégé of British airline entrepreneur Sir Freddie Laker. Peter Drucker, the father of management consulting, served as a mentor to Jim Collins, author of the classic business books *Good to Great* and *Built to Last*. And Bill Gates was so inspired by his mentor's role in the microcomputing revolution, that he named half of his company after Dr. Ed Roberts' pioneering work.

Whether fictional or real world, there's tremendous value in having an experienced champion by one's side, offering strategic advice and expert counsel. In fact, that's just what the doctor orders for minority-owned entrepreneurial startups hoping to gain a foothold in today's competitive health care marketplace.

Decades of Mentoring

Approaching its 20th year, the mentor/protégé program at The University of Texas MD Anderson Cancer Center (MD Anderson) pairs established companies with historically underutilized businesses (HUBs), helping them become valued partners with the world-class research institution. The state of Texas requires agencies with a biennial appropriation of more than \$10 million to have such programs in place to help increase HUB contracts and subcontracts. MD Anderson's program has forged more than 30 relationships over the years and received several awards from organizations such as the Women's Business Enterprise Alliance and the Houston Minority Supplier Development Council.

Marian Nimon, Associate Director, HUB & Federal Small Business Program and HUB Coordinator Barbara Howard work with MD Anderson's sourcing teams to identify potential mentors and then play matchmaker, pairing protégé applicants, who must develop an average of four measurable goals for which to strive, with mentors who can help turn their dreams into reality. If the mentor agrees that the goals are achievable and the protégé embraces the suggested strategies and approaches, an agreement is signed between all parties, the protégé, the mentor and MD Anderson. Participation in the program is voluntary and not a guarantee of future business; its purpose is to establish relationships and build capacity. In fiscal year 2013, MD Anderson currently had seven active mentor/protégé agreements in place.

"Capacity building wasn't even part of the vernacular when we started," says Marian Nimon. "Now it's a common term. And it really makes sense for us to help grow vendors."

Constructing Capacity

The mentor/protégé relationship between Vaughn Construction and B&MS Construction, a Hispanic male-owned company that wanted to create a niche in the health care industry, is a recent example of impressive growth and capacity building. Under the mentoring relationship, Vaughn helped B&MS develop a new air purification/infectious control division that provided clean air during construction work in hospitals. As a result, B&MS grew the new arm from two employees to 28 in less than two years. The expansion included two new project managers and an office manager, as well as the purchase of three box trucks and investment in more than \$150,000 in high tech equipment for infectious control and heating, ventilation and air conditioning.

TCH Services, a Native-American-owned protégé company, partnered with The Trevino Group, a Hispanic-owned venture, and is experiencing record sales. They attribute this, in large part, to suggestions that Trevino's CEO, Chief Operating Officer and President offered that led to a realigned organization and staffing. Trevino's project administrator also walked TCH personnel through the contract process from A-to-Z, and its human resources director provided assistance with company policies and procedures. The result? TCH's sales are 80 percent higher this year than they've been in their seven years of business heretofore.

More than Sales

Senior executives from mentor companies often ask to see the mentee's business plan and three year's worth of financial statements. The exchange of such detailed, confidential information establishes open communications and trust, which Nimon believes is essential for a truly beneficial relationship to blossom.

Protégés often benefit in more ways than they anticipated. When Vaughn Construction was serving as a mentor to Remington Support Services, Inc., a senior executive asked if the protégé company had an exit strategy in place and contingency plans in case anything happened to its owner. Learning they had none, Vaughn offered to assist Remington's owners in setting up a plan. Five years later, one of the owners passed away suddenly and his wife, the primary owner, was able to sell two-thirds of the company and stay involved in management. "She was able to maintain her quality of life and do some traveling, which simply might not have been possible without that caring mentor's assistance," says Nimon.



DPS Awarded Contract for The City of Houston Temporary Staffing Services



Dean's Professional Services is now providing temporary, long term staffing services for the City of Houston. DPS was awarded two separate temporary staffing contracts in October 2014.

Dean's Professional Services bid for and was selected to be a part of the 3 year contract (with two, one year option renewals) that was released earlier this year for both the Temporary Staffing Services as well as the Information Technology Staffing Services to all applicable City of Houston departments. Job opportunities with the City of Houston contract include administrative, customer service, healthcare, light industrial and IT.

Current open positions with the City of Houston can be found on their website at <http://deansprofessionalservices.com/city-of-houston/>.

"We are honored to be among those selected to participate in the staffing contract," said Jennifer Dean, President of Dean's Professional Services.

Dean's Professional Services is a national and award winning staffing, staff development, and consulting company. In 2012, 2013, and 2014, Dean's Professional Services was named Best and Brightest Companies to Work for in Houston. In 2011 and 2012, Dean's Professional Services was listed in the Inc. 5000. Since 1999, Dean's Professional Services has ranked among the largest permanent placement, largest area temporary placement, largest minority owned, and the Fast 100 by the Houston Business Journal. In 2010, Dean's Professional Services became a Joint Commission Certified Health Care Staffing Service.

Dean's Professional Services has been a career home-base for over 25,000 people, servicing Texas (Greater Houston, The Woodlands, Dallas/Ft. Worth Region), Tennessee (Knoxville Area), Florida, Louisiana, Arkansas, New York, and Ohio (Akron Area). Founded in 1993, by Mrs. Jennifer Dean, Dean's Professional Services is a National, Award-Winning Staffing Staff Development and Consulting Company.

Divisions of DPS:

- DPS Outpatient Staffing Solutions
- DPS Inpatient Staffing Solutions
- DPS Urgent Care and ER Staffing Solutions
- DPS Healthcare Insurance Staffing Solutions
- DPS Professional & Administrative Staffing Solutions
- DPS Hospitality & Environmental Staffing Services
- DPS IT Staffing Solutions

For more information about Dean's Professional Services visit www.deansprofessionalservices.com or call 713-785-7483 or 1-800-805-9318.



Join us in saying Salute to our HMSDC family for achieving monumental milestones!

Keith Davis of D-Mars.com for opening a new office on the North side of Houston.

Flor Dimassi, CEO of Global Speak Netowrk for being featured in the Houston Chronicle discussing the Mexico Energy Reform.

Krystal Johnson of Mariga CPA for being the second place winner in an extremely close race for the Nationwide NCI CSR competition grossing the second highest in outsourced accounting sales during the period of August 1, 2013 thru June 30, 2014. This makes them the second fastest growing CPA firm in the NCI program and potentially the country!

Roxana Heredia of Listo Translating Services & More for being selected as a success story for the City of Houston Office of Business Opportunity and for being a part of an exceptional group of 28 others, who published an international inspiring anthology, *Share Your Message with the World*. This collection of personal stories is a testament to the breadth and variety of the human experience.

C.C. Lee of STOA Architects for being named to the Asian's Who's Who list.

Chris Passmore of A1 Shredding, Inc. for earning the Esteemed 2014 Angie's List Super Service Award.

HMSDC would like to thank our dedicated MBEs for staying the course with us as we continue to go through our technology change. We know it has not been an easy transition, but we would like to sincerely thank everyone for their patience and willingness to work with YOUR Council!

We are still working with our National office on the new system so we continue to ask for you patience during this time.

However, for upcoming information and a refresher of your Plan for Success for 2015, visit the HMSDC website at www.hmsdc.org!



New MBEs

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Andrea Hoxie
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E-mail: andrea@lrabiz.com
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HiramStyle

Hiram Smith
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E-mail: hiramstylenola@gmail.com
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Kimberley Buckner-Manley
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Laura Morales
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E-mail: srinivasap@mpowertechinc.com
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One Source International, LLC is a management consulting firm focused on helping customers create industry solutions for their Records and Talent Management.

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E-mail: aaron.mccloud@p2g.org
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E-mail: nreddy@mysbscorp.com
Sai Business Solutions LLC, dba SBS Corp. is a rapidly growing SAP Business Solutions Provider with offices and solution centers located in the USA and offshore development centers located in India.

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hmoore@energyconsultingtexas.com
TMG Industrial provides craft labor, professional services, project management, facility maintenance and support services. We also provide MRO Products, industrial and safety supplies.

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tiffany@twicemediaproductions.com
Twice Media Productions, LLC, is a full-service, commercial video production company based in Houston, TX

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julius.davis@voltaireengineers.com
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<p>HMSDC NetWork Newsletter A Publication of the Houston Minority Supplier Development Council Chairman Alastair Donald President Richard A. Huebner</p> <p>NetWork Newsletter Team Editor Constance Y. Jones Layout & Design Constance Y. Jones Contributing Writers Angela Freeman Robert Gonzalez Richard A. Huebner</p> <p>All correspondence should be mailed before the 15th of each month to: Editor, HMSDC Network Three Riverway, Suite 555 Houston, Texas 77056</p> <p>Phone 713.271.7805 • Fax 713.271.9770 URL http://www.hmsdc.org E-Mail info@hmsdc.org</p>	<p><i>Committee Chair</i></p> <p>EXPO American HVAC</p> <p>MAC <i>(MBEs Only)</i> NSC Companies</p> <p>Membership Facility Interiors</p> <p>Pathways to Excellence</p> <p>Program Al-Razaq Computing</p> <p>Scholarship Fundraiser Taylor Construction Mgmt. (281) 898-4741</p> <p>SDAC <i>(Corporate Only)</i> Unied Airlines</p>	<p><i>Contact</i></p> <p>Tony Samper (713) 271-7805</p> <p>Patricia Thompson (713) 789-9191</p> <p>Frederick Barksdale (713) 585-7870</p> <p>Robert Gonzalez (713) 271-7805</p> <p>Stormy Suber (713) 839-9613</p> <p>Troi Taylor (281) 898-4741</p> <p>Layle McKelvey (713) 324-2462</p>	<p><i>No. Meeting</i></p> <p>2nd</p> <p>3rd</p> <p>2nd</p> <p>Varies</p> <p>4th</p> <p>2nd</p> <p>3rd</p>	<p><i>Day/Time</i></p> <p>Monday, 2:00 p.m.</p> <p>Wednesday, 4:00 p.m.</p> <p>Thursday, 9:00 a.m.</p> <p></p> <p>Tuesday, 11:30 a.m.</p> <p>Friday, 11:00 a.m.</p> <p>Wednesday, 2:00 p.m.</p>
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