Tiffany L. Williams is the CEO and creative director for Twice Media Productions, LLC, a full-service, commercial video technology company based in Houston, Texas. She started the business three short months after finishing graduate school in 2012. She is also a former adjunct professor at Prairie View A&M University, where she taught mobile media and video production.

Tiffany brings a wealth of knowledge and familiarity within the technology and digital marketing fields. She began working as a multimedia trainer for the Freedom Forum Diversity Institute in Nashville, Tenn., in 2009, where she taught the basics of video, audio and photography.

In 2019, Tiffany was named Supplier of the Year by the Houston Minority Supplier Development Council (HMSDC). The previous year, she received The Art of STEM Award from STEM Bridges Houston and The Darryl King Paving The Way Award from World Youth Foundation. In 2016, she was named the Emerging Leader of The Year by eWomenNetwork and won 3rd Place in the HCC Newspring Business Plan Competition.

In 2015, she won Supplier of The Year from the Women Business Enterprise Alliance, an Emerging Ten (E-10) Award from HMSDC and Houston Business Journal, and was named a Pinnacle Award Finalist by the Greater Houston Black Chamber of Commerce.

Tiffany is an alumni of Leadership Houston Class XXXIV and now serves on the Board of Directors. She participated in Dartmouth College's Tuck School of Business Executive Education and Google's Digital Excellence programs. She also received her Bachelor of Arts degree in English from Tennessee State University and her Master of Arts degree in Journalism and Documentary Filmmaking from Michigan State University.
Dear Valued Stakeholder:

During a year in which the Houston Business Journal reported that 84% of non-profit organizations reported a significant loss in revenue since the beginning of the global pandemic, we would like to thank our board of directors, corporate members, certified MBEs, and community partners for their commitment to HMSDC. We are thankful for all the ways everyone stepped up to support the mission of the Council. We’ve committed to work even closer with our community partners to create the most meaningful change for MBEs through the power of collaboration.

During this difficult time, we have been inspired by the way our corporate members and minority business enterprises (MBEs) have responded to the obstacles and opportunities presented by COVID 19. It has been said that organizations like HMSDC are truly the economic first responders for minority-owned businesses. Through economic downturns, industry consolidations and now global pandemics, HMSDC has built experience over 47 years at being there for those who rely on us. As a valued stakeholder, we ask that you take solace in our commitment to proactively respond to issues and developments which impact MBEs and their access to business opportunities and growth.

This year has highlighted and exacerbated the gaps in economic opportunities and capital investment in communities of color. We will continue to advocate for business opportunities and promote the capabilities of minority entrepreneurs. We will also remain resolute in our work to eliminate barriers to equal economic opportunity for MBEs and the communities in which they live, work and employ others.

As we all seek to move forward and turn the page on 2020, we thought it was important to share key insights into the work of HMSDC over the past year and how we’ve pivoted the organization while supporting our corporate members and MBEs. Thank you again for your support and we look forward to continuing our work to impact businesses and communities of color across our service territory and throughout the National Minority Supplier Development Council network.

Yours In Service,

Archie Meyer
Chairman, Houston Minority Supplier Development Council
Global Fuels & Lubricants Senior SSH&E Advisor
ExxonMobil

Ingrid M. Robinson
President
Houston Minority Supplier Development Council
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<td>Learn How to Engage in HMSDC</td>
<td>50</td>
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Vision

The Houston Minority Supplier Development Council (HMSDC) is recognized as a model in setting the highest standards of excellence by bringing Corporate Members and Minority Business Enterprises (MBEs) together to create mutual value.

Mission

The mission of HMSDC is to actively involve its members in efforts that will increase and expand business opportunities and business growth for Minority Business Enterprises and to drive excellence in supplier diversity and supplier development.

Guiding Principles

In carrying out its mission, the Houston Minority Supplier Development Council will:

- Be accountable to Corporate Members, MBEs and the Community for verifiable results in minority business development.
- Be a recognized standard of ethics, quality, leadership, cooperation and prestige, reflective of member pride and commitment.
- Promote business opportunities and capabilities of minority entrepreneurs, and work to eliminate barriers to equal economic opportunity for MBEs in the marketplace.
- Be proactive in helping MBEs respond to issues and developments which impact their business opportunities and growth.
- Promote educational research activities and services directed at the establishment, development, expansion and encouragement of minority-owned businesses.
- Be a reliable, effective source for identifying capable and competitive MBEs.
- Help corporations and government agencies develop, maintain and expand minority business development programs and recognize those that conduct outstanding programs.
KEY PERFORMANCE INDICATORS

KPI Results

This chart shows KPIs grouped into performance perspectives.
KPI Results

This chart shows KPIs sorted by degree of importance. KPIs are classified as either low, medium, high or critical importance.
## KPI Results

<table>
<thead>
<tr>
<th></th>
<th>RESULT</th>
<th>TARGET</th>
<th>TREND</th>
<th>IMPORTANCE</th>
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</thead>
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<tr>
<td><strong>ORGANIZATION</strong></td>
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<td>Quarterly Reports</td>
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<td>4 Quarter</td>
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<td>CRM Deployment</td>
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<td>Constituent Surveys</td>
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<td>✓</td>
<td>▲ 9</td>
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<td>Success Stories</td>
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<td>24</td>
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<td>▲ 7</td>
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<td>Facebook Post</td>
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<td>Instagram Posts</td>
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<td>LinkedIn Posts</td>
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<td>Twitter Posts</td>
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<td>Weekly Alert</td>
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<td>✓</td>
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<td><strong>MBE SERVICES</strong></td>
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<td>Achieve 650 Certified MBEs</td>
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<td>Achieve 75% MBE Retention</td>
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<td>75%</td>
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<td>▲ 36%</td>
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<td>Training Academies</td>
<td>19</td>
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<td>▲ 13</td>
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<td>Pathways to Excellence</td>
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<td>CEO Conversations</td>
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<td>Supplier Portal</td>
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<td><strong>CORP. SERVICES</strong></td>
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<td>Corporate Business Reviews</td>
<td>31</td>
<td>24</td>
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<td>Corporate Onboarding</td>
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<td>Local Corporate Membership</td>
<td>598</td>
<td>10</td>
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<td>▲ 588</td>
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<td>75% Corp Retention Rate</td>
<td>104%</td>
<td>75%</td>
<td>✓</td>
<td>▲ 29%</td>
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<tr>
<td>Procurement Referral Notices</td>
<td>1,648</td>
<td>1,200</td>
<td>✓</td>
<td>▲ 448</td>
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<td>Sourcing Opportunities</td>
<td>518</td>
<td>204</td>
<td>✓</td>
<td>▲ 314</td>
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<tr>
<td>E KEY CONNECTORS</td>
<td>RESULT</td>
<td>TARGET</td>
<td>TREND</td>
<td>IMPORTANCE</td>
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<tr>
<td>-----------------</td>
<td>--------</td>
<td>--------</td>
<td>-------</td>
<td>------------</td>
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<td>Annual Meeting</td>
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<td>Business Opportunity Conference</td>
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<td>1</td>
<td>✓</td>
<td>▲ 2</td>
</tr>
<tr>
<td>How To Do Business</td>
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<td>2</td>
<td>✓</td>
<td>▲ 1</td>
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<td>Industry Forums</td>
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<td>L.E.A.D. Conversations</td>
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<td>MBE Matchmakers</td>
<td>1</td>
<td>2</td>
<td>❌</td>
<td>▼ -1</td>
</tr>
</tbody>
</table>

* For this metric, a result below target is favourable
FINANCIALS

Revenue $1,178,535
Negative trend downwards. Revenue decreased due to the impacts of COVID-19 and loss of MBE revenue from programs and events.

Profitability Ratio 15.03%
Positive trend upwards. Strategies to improve profitability include reinstituting program and event fees for MBEs and reducing cost of sales.

Return on Capital Employed 42.38%
Positive trend upwards. A higher ROCE% is favorable, indicating that the business generates more earnings per $1 of capital employed.

Free Cash Flow $140,704
Free Cash Flow is positive. After paying its operating expenses and investing for future growth (capital expenditures) the organization has generated cash.
# Financials

## PROFIT & LOSS

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<thead>
<tr>
<th>Description</th>
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<tbody>
<tr>
<td>Revenue</td>
<td>$1,178,535</td>
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<tr>
<td>Cost of Sales</td>
<td>$7,856</td>
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<tr>
<td>Gross Profit</td>
<td>$1,170,679</td>
</tr>
<tr>
<td>Expenses</td>
<td>$1,001,091</td>
</tr>
<tr>
<td>Operating Profit</td>
<td>$169,589</td>
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<tr>
<td>Other Income</td>
<td>$7,626</td>
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<tr>
<td>Other Expenses</td>
<td>$99</td>
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<tr>
<td>Earnings Before Interest &amp; Tax</td>
<td>$177,116</td>
</tr>
<tr>
<td>Tax Expenses</td>
<td>$0</td>
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<tr>
<td>Earnings After Tax</td>
<td>$177,116</td>
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<tr>
<td>Dividends</td>
<td>$0</td>
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<tr>
<td>Net Income</td>
<td>$177,116</td>
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</table>

## BALANCE SHEET

### ASSETS

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<tr>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Cash &amp; Equivalents</td>
<td>$357,165</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>$61,967</td>
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<tr>
<td>Inventory</td>
<td>$0</td>
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<td>Work in Progress</td>
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<tr>
<td>Other Current Assets</td>
<td>$28,127</td>
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<tr>
<td>Total Current Assets</td>
<td>$447,259</td>
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<tr>
<td>Fixed Assets</td>
<td>$54,551</td>
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<tr>
<td>Intangible Assets</td>
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<tr>
<td>Investments or Other Non-Current Assets</td>
<td>$0</td>
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<tr>
<td>Total Non-Current Assets</td>
<td>$54,551</td>
</tr>
<tr>
<td>Total Assets</td>
<td>$501,811</td>
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</table>

### LIABILITIES

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<td>Short Term Debt</td>
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<tr>
<td>Accounts Payable</td>
<td>($4,512)</td>
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<tr>
<td>Tax Liability</td>
<td>$0</td>
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<tr>
<td>Other Current Liabilities</td>
<td>$88,379</td>
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<tr>
<td>Total Current Liabilities</td>
<td>$84,570</td>
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<tr>
<td>Long Term Debt</td>
<td>$0</td>
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<tr>
<td>Deferred Taxes</td>
<td>$0</td>
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<tr>
<td>Other Non-Current Liabilities</td>
<td>$155,900</td>
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<td>Total Non-Current Liabilities</td>
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<td>Total Liabilities</td>
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### EQUITY

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<td>Retained Earnings</td>
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<tr>
<td>Current Earnings</td>
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<td>Other Equity</td>
<td>$12,618</td>
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<td>Total Equity</td>
<td>$261,341</td>
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<tr>
<td>Total Liabilities &amp; Equity</td>
<td>$501,811</td>
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</table>
2020 HIGHLIGHTS
HMSDC held its Annual Meeting where attendees had the opportunity to engage in an open dialogue and discussion on capacity building for corporate members and minority-owned businesses. HMSDC’s 2020 Strategic Plan is designed to make onboarding and navigating HMSDC easier by providing roadmaps for MBE suppliers and Corporate members. It increases focus on key programs, development initiatives and signature events that make direct and meaningful connections for MBEs. And it creates short term business opportunities for MBEs while addressing long-term business development needs of corporate members.

“We must do a better job at communicating the impact of our key programs and development initiatives, said Ingrid Robinson.” HMSDC plans to showcase MBE success stories and corporate innovation across all media platforms. In today’s economy where all industries are stagnant and most companies are still struggling to determine a path toward recovery, HMSDC believes it is imperative that the Council demonstrates the return on investment for HMSDC programs; communicate the value of HMSDC certification; and leverage the NMSDC network and strategic partner organizations to extend value to corporate members and MBEs.

During the Fireside Chat, long-time certified MBE, Paula Mendoza shared her story of growth and development as a result of her participation in HMSDC. She shared that the support she received over the years through HMSDC has helped her gradually grow from a class 1 MBE, generating revenue under $1M to a class 4 this year with revenue over $50K. This demonstrates why it is so important for MBEs to take a holistic approach to utilization of HMSDC programs including maintaining certification, participation in committees, applying for scholarships, attending networking events and applying developmental training to be better supplier to your customers. Dan Alden, Director of Procurement and Strategic Sourcing at Texas State University shared how they established a relationship with Possible Missions and what makes their relationship continue to grow. He shared the requirements of a "good supplier", what are the keys to doing business with government and educational institutions.

We are excited about this plan and want to promote active engagement and relationship building between corporate members and MBEs. The Minority Business Enterprise Input Committee (MBEIC) led attendees through a Supplier Bridge activity that engaged MBEs and corporate members on teams to facilitate informal networking and relationships. “This by far was one of the highlights of the meeting, said Anthony Curtis, MBEIC Chair”. He went on to say, “Over time, we get to meet and learn the names and faces of supplier diversity managers, but often times, we still don’t feel like we KNOW them. By working on a team together, we got the opportunity to make real connections with them”.

ANNUAL MEETING
L.E.A.D CONVERSATIONS SUMMARY

L.E.A.D. Conversations are designed to “I see this as a crucial role that HMSDC can play to ensure MBEs have access to decision-makers, accurate information to make informed business decisions, and the opportunity to assist in the recovery of the state’s economy.”, stated Archie Meyer, HMSDC Board Chair. “We are not satisfied with being part of the conversation, we are seeking to continually L.E.A.D. the conversation.”, said Ingrid Robinson, HMSDC President.

‘Opening the Economy’ Speakers:

Lizzie Fletcher
US Rep, District 7

Carol Alvarado
TX Senator, District 6

Massey Villarreal
Member of the Lt. Governor’s Business Re-Opening Task Force

Paycheck Protection Program Loan Forgiveness

G. Winston Smith
President
Business Consortium Fun

Mark Winchester
Deputy District Director
U.S. Small Business Administration
2020 New Certified MBEs

Infrastructure Engineering and Construction LLC
Raghu Iyer
raghu.iyer@ieconi.com
713)-885 1622

Anvee International LLC
Ajay Rohatgi
pp510245@gmail.com
713)-939-0500

Vaughn Media, LLC
Chaun Vaughn
chaun@chaunvaughnspeaks.com
(281) 709-5572

Transformative Business Solutions, LLC
Wesleyne Greer
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(281) 709-5572

FELICIA GRIFFIN, MBA, APR
Felicia Renee Griffin
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(832) 312-7477

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Shailender Pinnapureddy
shailender@breezmate.com
(614) 849-2534

Datasoft International LLC
Bilal Muhammad
bilal@datasoftinternational.com
(713) 459-059

RSL Systems, LLC
Charryse Johnson
charrysej@gmail.com
(832) 867-1041

Content That Matters
JeNae Johnson
jenaes@werescuegeniuses.com
(832) 986-0881

Gravitt8 Development LLC
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(832) 329-2554

Forrest Industrial Group, LLC
Jeffery Forrest
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(832) 620-2321

Sentinel Core, LLC
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(346) 337-7788

KR Watson Corporation
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(702) 581-3894

Neoage Services LLC
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(713) 478-2963

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(832) 253-8770

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(434) 090-6045

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(956) 542-7441

Zigon FB&P LLC
Rafael Gonzalez
mcampanascalderon@gmail.com
(346) 351-8566
Allen, Miller & Greene, LLC  
Karl Miller  
kmiller@amgllc.net  
(832) 871-3275

3Q Services Pro LLC,  
Panfilo Chacon  
marioc@3qservicespro.com  
(713) 471-6955

D’Lomb Imports, LLC  
Andres Quintero  
dlombimports@gmail.com  
(504) 313-8219

FCA Construction, LLC  
Albert Courcelle  
mb2@fedbizaccess.com  
(504) 858-9688

Gasochem International LLC  
Charu Jain  
charu@gasochem.com  
(713) 837-6116

Gulf Coast Concrete & Shell, Inc  
Faustino Ramirez  
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(281) 238-8883

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mdancy@atwork.com  
(713) 485-5659

Perfection Staffing  
Barbara Charles  
bcharles@perfectionstaffing.agency  
(713) 485-5659

TAM Logistics, LLC  
Tamara Bluntson  
transportation@tamlogisticsllc.com  
(409) 682-4945

AstuteOne Corp.  
Sandhya Nandiraju  
sandhya.nandiraju@astuteone.com  
(832) 403-2749

Evolve Agility Inc  
Dhaval Panchal  
office@evolveagility.com  
(713)-909-6967

Bayou City Display, LLC  
Steven Santana  
bcdd@bayoucitydisplay.com  
(713)-225-0023

Environer, LLC  
Michael Zhang  
michael.zhang@environerconsulting.com  
(214)-886-6684

Capital Assets Sustainable Energy Development  
and Public Affairs  
Stephen Brown  
sbrown@capcleanenergy.com  
(832) 330-4242

Virtual PJs LLC  
Chassity Robertson  
chassityrobertson@gmail.com  
(832) 274-1576

Paint My Thoughts, LLC  
Stephane Alce  
stephane@mymillenniumtech.com  
(346) 229-8398

Legacies Live Forever  
Mario McCoy  
info@ncmprbl.com  
(713) 364-4045

ABBASI LAW OFFICE  
SHERAZ ABBASI  
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(281) 704-6612

2Fast, LLC  
Damon Wattell  
lacour32@yahoo.com  
(832) 297-7102

Theogony Financial, LLC  
Dyron Bush  
dyronbush@theogonyfinancial.com  
(832) 453-7260

GCC Solutions  
Greg Como  
greg.como@gcc-solutions.com  
(713) 444-7058

Leul Investment LLC  
Leulseged Zewde  
lzewde@gmail.com  
(713) 427-1941
Skilled Construction Subs Unlimited
Julian Johnson
julian@skilledconstruction.net
(832) 265-7275

Horkus Solutions, Inc.
DEEPA BABU
deepa@horkussolutions.com
(832) 239-5041

LAB Information Technology Incorporated
Martin Laster
martin@labusa.com
(281) 393-8003

Zenith Search Partners
Chris Yee
Chris@ZenithSearchPartners.com
(281) 482-6575

Falcon Project Consultants
Michael Fontaine
info@falconprojectconsultants.com
(713) 425-6497

Emergency Safety Solutions, Inc
David Tucker
dtucker@ess-help.com
(281) 507-8800

HAS Construction and Consulting, LLC
Saad Masrur
saad2990@gmail.com
(832) 797-8568

Gary McGuire Development
GARY MCGUIRE
baedgmdi@gmail.com
(713) 939-1072
### 2020 Returning MBEs

- 3-Tier Communications, LLC
- 4W Solutions, Inc
- 7th Echelon, LLC
- A & A Cable Contractors, Inc.
- A Ortiz Construction & Paving, Inc.
- A-1 Personnel of Houston, Inc.
- A-1 Priority Truck Repair Incorporated
- Abacus Quality System Services, Inc.
- ABC Professional Tree Services, Inc.
- Abuata Enterprises, Inc
- DBA Jericho Woodworks
- Abundance Educational Consulting, LLC
- Accredo Packaging, Inc.
- Acrosys Corporation
- ACS Flooring Group, Inc.
- Adaptive Industrial Safety dba Adaptive Industrial Services, LLC
- Advanced Energy & Environmental Company 7G Inc.
- Advent Global Solutions, Inc.
- AE
- After School to Achieve
- AHRMDCO International, LLC
- A-K Building Maintenance
- Akari Energy LLC
- AL Jones Contracting Consulting Services, LLC
- All Print & Office Supply dba All Printing
- All Texas Electrical Contractors, Inc.
- Alliance Global, Inc.
- All-N-One Services, LLC
- AllTech Systems, Inc.
- Alpha Eyecare Associates, PLLC
- Alton and Alton Travel, Inc.
- Amagine Technologies, LLC
- Amani Engineering, Inc.
- American HVAC, Inc. dba American Services
- Americana Business Consultants, LLC dba Americana Wireless LLC
- Amerimed Medical Equipment, Inc.
- AmPac Chemical Company, Inc.
- Amran, Inc. dba Amran Instrument Transformers
- AMSYS Innovative Solutions
- ANB Systems, Inc.
- Anderson WP, Inc.
- Andrea Dyer dba Heavenly Haven
- AP Energy Solutions, LLC
- Apex Structural Engineering, LLC
- Appin Point Technologies, LLC
- Applicantz, Inc.
- Aquila Engineering LLC
- Argio Roofing & Construction, LLC
- Argus Talent, LLC
- Ariel Janitorial Service, Inc.
- Arrati, Inc. dba TexcelVision
- Arthur Lawrence Management, LLC
- Aspire Executive Coaching, LLC
- Atlantic Petroleum & Mineral Resources, Inc.Atlas Field Services, LLC
- Atlas Field Services, LLC
- Audio Visual Data Infrastructure LLC
- Aurora Technical Services, LLC
- Avalon Chemicals, Inc.
- Avangard Innovative, LP
- Avani Systems Inc
- Avventis Tech Inc
- Axiom Project Management
- Axistrade, Inc
- Baker Wotring, LLP
- Bandini Enterprises, Inc.
- Basal Solutions, LLC
- Bastion Technologies, Inc.
- Baycor International
- Bayside Printing Company Inc
- Beaed LP
- Behind The Scene Chic, LLC
- Behzadi Global Cultural, LLC dba International Intercultural Consulting Firm & International Intercultural
- Bellows Systems, Inc.
- Bennett Management Solutions, LLC
- Bergeron Management Services, LLC
- Bickham Services Unlimited LLC
- Billy Edward Consulting Inc. dba Specialized Risk Tx 17-03
- BIO BAG BD, LLC
- BioUrja Trading, LLC
- Birring NDE Center Inc.
- BJackson Enterprises, LLC dba Harvest Renewable Energy, LLC
- BK Corrosion, LLC
- BKJ Global Management Consulting, LLC
- Black’s Fairy Meadery LLC
- Blue Bull Energy, LLC
- Blue Wave International SDP Corporation
- Bluebery Hawaii Technology Solutions LLC dba BHT Solutions
- Bose Corporate Support LLC
- Bose Staffing LLC
- Box Gang Manufacturing
- BQR Advertising and Public Relation, Inc. dba Bishop, Quintana, Roy Advertising & Public Relations
- Bradlink, LLCBranwar, Inc. dba Branwar Wine Distributing Co.
- Breathe Max, Inc.
• Buendia Enterprises, Inc.
• C Solx, LLC dba C Soluxions
• C&C Fence Corp.
• Calberts Tax Service, LLC
• Callier Law Group, PLLC
• CAM Cleaning Services
• Cambay Consulting, LLC.
• Camellia Alise, LLC
• Camelot Integrated Solutions, Inc
• Canalco, Inc
• Cap Kick Company
• Care by Kennedy, LLC dba CareBuilders at Home
• Career Resource Center LLC
• Caring Commercial Cleaning, Inc.
• Carousel Specialty Products, Inc
• Carrion Group, LLC
• Carroll Health Services, LLC
• Cartodyne LLC Certified Personnel LLC dba Certified Staffing
• CGT Capital Group, LLC
• Challenge Office Products, Inc.
• Charter Pest Control
• ChaseSource, LP
• Chastang Enterprises – Houston, LLC dba Chastang Ford
• Chavez Service Companies, Inc.
• Chemplast, Inc
• Chickasaw Distributors, Inc.
• Chief Solutions, Inc.
• Chivalry Capital Partners
• CHM Hire, LLC
• Claudi Villalpando dba Business Operations Support Services
• ClearChoice Chemicals, LLC
• Cli-Energy and Construction, LLC
• Clover Internacional, LLC
• Cole Chemical & Distributing, Inc.
• Collaborate Arch, LLC dba Collaborate Architects
• Collaborate PM LLC
• Colorscape of Houston
• Colossus Media, LLC
• Commsys Technology Corp dba CST CorpComqqsoft, Inc.
• Computer Decisions LLC
• Connective Talent Corp.
• Conquest Solutions Corporation
• Core Design Impact, LLC
• Corpus Christi Surgical Assistants, Inc.
• CPHP Ventures, LLC dba Traveling Grace Vacations
• Creative Works, LLC
• CReed Global Enterprises, LLC dba CReed Global Media
• Custom Technology Solutions, LLC
• Cybersoft Technologies, Inc.
• Cynosure Technologies, LLC
• Daily Instruments Corporation dba Daily Thermetrics Corporation
• D’Ambrosio & Menon, PLLC
• Dan Martinez & Associates, LLC dba M & A State Tax Specialist
• Dana Wells & Associates, Inc.
• DAXX, LLC
• DeannaMichel Inc., dba DeannaMichel
• Decision Information Resources, Inc. dba DIR
• Decundi Inspection Services, LLC
• Defense in Depth Solutions, Inc.
• DeFour, Inc DBA Monitor USA Controls, Inc.
• Destination 4 Relocation, LLC dba Organized SHIFT
• Diehl Chemical, Inc.
• Diosa Procurement, LLC
• DM Electrical and Construction, LLC
• Dobbins International, Inc.
• Dominion Engineering Management Services
• Donatti Corporation - Donatti Translation & Interpreting
• Driz's Shipping & Transport, LLC
• DWG CPA PLLC
• DYD Creative Solutions, Inc
• Dynamic Voice Data, Inc.
• E Contractors USA, LLC
• EA One Enterprises, Inc. dba EA1 Chemical Solutions
• Eagle Fabricators, Inc.
• Eagle Home Health Care
• East West Furniture, LLC
• Eclat Integrated Software Solutions, Inc.
• ECO APPLIANCES / ECO APPLIANCES INC. / ECO INC.
• Edgardo E. Colon, P.C.
• EDH Plumbing Contractors, LLC
• Education Today Enterprises, LLC
• Edwards Energy Environmental & Waste Management, Inc.
• EFI Panels, LLC
• EG Interest, LLC dba Compliance Safety Consulting, EG Services
• EI Systems
• EIS Office Solutions, Inc. dba Buy On Purpose
• Electronic Assembly Services
• Elevation HR, LLC
• Elite Protective Services, LLC
• EllieGrid, Inc.
• Ellis Production & Event Management, LLC
• ELP Enterprises, Inc.
• Emerald Standard Services, Inc.
• Energy Flow Systems, Inc.
• Engy Southwest Container Products, Inc.
• Enlighten Power Brokers, LLC dba Enlighten Energy Consulting
• Enterprise Logic, Inc.
• Entrust Risk Management dba The Joe Stephens Insurance Agency
• EnviroCal, LLC
• E-Procurement Consultants, LLC
• ESG Lynk, Inc.
• Excellence Health Care, Inc. dba Magnolia Home Health Care
• eXcellence in IS Solutions, Inc. dba X-ISS
• Extrawellness Center, LLC
• Ezi Signs Inc.
• Facilities Cleaning Services, Inc.
• Fairmont Advisors, LLC
• Fallows International, LLC
• Ferpa Precision Machine, Inc.
• FFG Strategic Consulting, LLC
• Finoric LLC
• First Genesis Professional Services, Inc.
• First National Trading Company dba Minuteman Press Downtown
• FMG Construction Group
• FocuzMindz, Inc.
• Forever Blossom, LLC
• Freight Logistics Services USA
• Fullidity LLC
• G & A Outsourcing, Inc dba G & A Partners
• Gamma Waste Systems LLC
• Gap Engineering, Inc.
• Gary Mcguire Development, Inc
• GCS Water Purification, LLC dba Gulf Coastal Services
• Genesis Cabling Solutions, LLC dba Genesis Cabling & Lighting Solutions
• Genuine IT LLC
• Geonsites, Inc
• Geotherm USA, LLC
• German Consulting and Resources, LLC
• GHG Corporation
• Gilbreath Communications, Inc.
• Global Force USA
• Gluck Holdings, LLC
• GND Consulting & Supply, LLC
• Gold Star Petroleum, Inc.
• Golden Max LLC dba Optimal
• Gonzales Electrical Systems LLC
• Goodwille Pierre LLC dba The Pierre Firm
• Graniti Vicentia, LLC
• Grayson Armature Works, Inc.
• GreenTek Solutions, LLC
• Groundbreaker Construction, Inc
• Gulf Logistics & Projects, Co., Inc.
• H&I Consulting, LLC
• HaD Design, LLC
• Harbor Logistics, LLC.
• Harris-Jones Staffing & Recruiting, LLC
• Harrison Kornberg Architects, LLC
• Harrold & Associates
• HCG Management, LLC dba Honesty Construction Group
• Heneco Engineering and Consulting
• Hevak Integrity Inspection LLC
• Holeman Industries, LLC dba Borewox
• Honey Bubbles dba Honeyraw
• Horizon Soft Solutions, Inc.
• Houston Avocado Company, Inc.
• HR Technology Consultants, LLC
• Huddled Masses, LLC
• Hulahc, Inc. dba Chick-fil-A
• i3029 Liron Consulting LLC
• ICP, LLC
• iGet Services LLC dba iGet Enterprises
• Imagina Communications
• Imani Quality Concepts, LLC
• Impact Strategies Consultants, LLC
• Indus USA, Inc. dba Indus Oil & Gas Technologies, Inc.
• Industrial Supplier Larey, Inc.
• Instrumentation Commissioning Group, LLC
• Integral Lift Trucks, LLC
• Integrated Traffic Systems USA, Inc.
• Integrity Interior & Exterior, Inc.
• iQG LLC dba iQGateway
• IQS, Inc.ISC Acquisition Corp. dba ISC Building Materials
• J & J Fun Center, Inc. dba Adventure Kids Playcare
• J. Archer Insurance Group, LLC dba Archer Commercial Insurance Group
• J. Simmons Group, Inc.
• Jasore Group LLC dba DIR Sports
• JBR1 Industrial Services LLC
• JC Cantera Homes, Inc.
• JC’s Digital Office Equipment LLC
• JDDA Building Services LLC
• JDDA Concession Management Inc
• JDi Cabling, LLCJFE Franchising, Inc. dba SNOWFOX
• JLA Construction Solutions LLC
• JMAC GROUP LLC dba Craft Safety Inspections
• Josefina Cajti Tay dba Construction Cleaning Crew Services
• JPS Staffing, LLC dba Pridestaff
• JR2 Energy Services, Inc.
• Juzar Sulemanji dba T-Shirts Etcetera
• K Business Solutions, Inc.
• Kaduceus Holdings, Inc.
• Kairos Professional Services
• Karla Jane Horn dba KJH Consultants
• Kathy Norris Hall, LLC dba ATIME4Marketing
• Katy Dreamweaver Home Health Services
• Kennedy International Software, Inc.
• Keshav Nandan, LLC dba Specialty Bindery and Printing
• King Cheesecake Company, Inc.
• Kingspoint Insurance Agency, Inc
• Klassic Printing LLC dba Kiwi Kopy 131
• KRC Kitchen LLC dba Blue Onyx Bistro
• KSB Food Distribution, Inc
• KT Maintenance Company
• Kwame A. Opuni dba Dr. Kwame Opuni
• KyKoE Designs, Inc. dba Keishas Kreation
• LaborNow, LLC
• Lam, Lyn & Phillip PC
• Langrand and Company dba Langrand
• Latavco Consulting Group, LLC
• Latin Specialties, LLC
• Lazarus Energy Holdings, LLC dba Lazarus Energy Services
• Legacee International Environmental Services
• Lin Ho Company dba The Pie Factory
• Links Contracting Partners, LLC
• Live Line Electrical Safety Services, LLC
• Logistics Trade International
• Lopez Negrete Communications, Inc.
• Louis A. Hernandez, Inc.
• LRG Services, Inc.
• LUB-LINE MKT LLC
• Lux Decor Collection Inc
• LY Electronics USA, Inc. dba LY Global
• MAA Mechanical Services
• Maceo Carter Investments, LLC dba Sterling Staffing Solutions
• Magnolia Hospice Care, LLC
• Marco A. Arredondo, Inc.
• Mariga CPA, PLLC
• Mario Parks dba MP Productionz
• Martinez Millwork, Inc.
• Mass Flow Technology, Inc.
• Maxari Energy LLC dba EnergyFundz
• mBridge Solutions Inc
• MCA Communications, Inc.
• Mc-Cica Resources, Inc.
• McConnell & Jones, LLP
• McCrory-CTI Services, Inc
• Mckinney Management, Inc.
• Medical Safe-Cam, LLC
• Mehret-Sopia Inspirational Products, LLC
• Method Architecture, PLLC
• Mexilink Incorporated
• Microlan Integration, Inc. dba KTI Networs, KTI Promotions
• Mid-America Metal Roofing and Siding Installed, LLC
• Midstream and Terminal Services, LLC
• Mobile Math, LLC
• Mona Composites, LLC
• Monty & Ramirez, LLP
• Moreaux Transportation Services, LLC
• mPowerTech Inc.
• Mpulse Healthcare & Technology, LLC
• Multigraphics of Houston
• MVS Supply & Services
• Nakita Germanie Gates dba Executive Search, Recruit
• Nasare Enterprises, LLC dba Nasare Technologies
• National Gateway Solutions, LLC
• National Iron and Metals LLC
• National Wire, LLC
• Native American Marketing, LLC
• Natural Shield Technologies, Inc.
• NAW Consulting, LLC
• NB Business Solutions, LLC
• nCore Solutions, LLC
• NDE Associates, Inc.
• NetSync Network Solutions
• Nexo Solutions LLC
• Nextant, LLC
• Niche Assurance, LLC
• Nino Corporate Lodging, Inc dba Nino Properties
• North American Trade Corp. dba NORAMCO
• Norvik Interest, Inc
• Nuksy's Fine Catering, LLC
• Nuksy's Fine Catering, LLC.
• Objectwin Technology, Inc.
• Occasions Staffing Solutions, LLC
• OEC2 Solutions, LLC
• Oil Patch Supplies and Consulting, LLC
• Om Hospitality Inc dba Four Points Sheraton Houston Energy Corridor
• OmniForce Solutions, LLC
• Orange Venture Construction, LLC dba Nexus Construction
• Orcus Global, LLC
• Oree Group Corporation
• Oxyde Chemicals, Inc.
• Packaging Service Co., Inc.
• Palacios Marine & Industrial Coatings, Inc.
• PERC Engineering
• Persuad Group LLC dba RGP Construction
• Petro Amigos Supply, Inc.
• Petrochem Field Services, Inc.
• PF WaterWorks, L.P.
• Pharmacy 1 Plus Inc
• Phasor Health, LLC
• Phillips Kaiser, PLLC
• Phoenix Swift, LLC
• Piping Technology & Products, Inc.
• PK Inspection/Services, LLC
• PMB Precision Medical Billing Inc.
• Portia Haggerty PC
• Pos Mis Inc.
• Possible Missions
• Power One & Associates LLC
- Pramudji Law Group PLLC
- Precision Task Group, Inc.
- Preferred Technologies, LLC
- Pressure Equipment Engineering Services, Inc.
- Prestige Embossing, Inc.
- Principle Information Technology Company
- Pro13 Staffing Solutions, Inc.
- ProCenture, LLC
- ProTech Group
- Protoline, Inc.
- Pulido Transport, L.P.
- Quest Upscale Inc. dba Kevin Riles Commercial
- Quick Protection Inc
- R.E.D. Construction, Inc. dba 3V Company
- R.S. Concrete, LLC
- R.S. Tile & Marble Inc dba RollingStone Construction & Facility
- RA Group, LLC dba IDGC
- RAG Industrial Solutions
- Ramesh Hingoranee dba Ranee Enterprises
- RC Williams Enterprises dba Robco Services
- Readiness Set Go!, LLC
- Real Shipping and Trade LLC
- Rebar Reinforcement Placers, LLC
- ReMedi Health Solutions LLC
- Reminisce Marketing, LLC
- Revel Solutions, LLC
- RGM Energy Solutions, LLC
- Rhythm Strategy Consultancy
- Rigging and Welding Specialists, Inc.
- RJM Group, LLC dba City Build Utility Supply
- RLS Interest, Inc. dba Prime Systems
- ROC ASC LLP
- ROC HOUSTON PA
- Ron’s Home Style Foods, Inc.
- Roofing Designs by JR, LLC dba Roofing Designs and Construction
- RPC Global, Inc.
- RPH Consulting Group dba RPH
- RTS Supply LLC
- Russell Westbrook Enterprises, Inc
- Ryland Enterprise Inc dba ARVO Realty Advisors
- RZV Ltd Co.
- S & R Professionals, L.P.
- S4 Communications, LLC
- Sacrum Technologies, LLC
- Sahagun Architecture
- Sai Business Solutions, LLC
- Samerica Consulting Group Corp
- Sapo Engineering Consultants
- Savant Solutions & Services LLC dba Savant Infotech
- Saxon Fleet Services, Inc.
- Scarlet Infotech, Inc
- SDB Trade International, LP
- Securranty, Inc.
- Sentinel Biologics, Inc
- Shah, Smith & Associates, Inc
- Sharp Architecture
- Shasta Candy Spray, LLC
- Shedric M. McGill, CPA, P.C.
- Shine AutoSpa, LLC
- Shoot Edit Sleep LLC dba The Storyhive
- Signature Logistics LLC
- Signo LLC
- Simmons-Johnson Consulting, LLC
- Sira Consulting, Inc.
- SKE Construction, LLC
- Skick Concepts Inc
- SmartBridge, LLC
- Smith & Dean, Inc. dba Dean's Professional Services
- SNR Creative LLC
- Sofia Adrogue', P.C.
- Softway Solutions Inc.
- SolvChem, Inc.
- Sound Aerospace, LLC
- SpaceManager Inc. dba SpaceManager Closets
- Sri Global, Inc.
- Star Pipe Products, LLC dba Star Pipe Products
- Star State Marketing Inc dba Vertex Beauty
- Starr Sound Systems, Inc.
- Stephanie E. Freeman, MD, PLLC
- Sterling Electrical Services, LLC
- STOA International Architects, Inc. dba STOA Architects
- Straight Line Industrial Services, Inc.
- Sugar Land Courier Services, LLC
- Summus Industries, Inc. dba Summus Industries
- SunNet Solutions Corporation
- Sunrise Delivery, Inc.
- SuperBag USA, Corp
- SureLinc, LLC
- Swadley Roof Systems, LLC
- Swift Courier Service, Inc
- Swift International Service Group dba Swift Service Company
- T.Z. Trading, Inc.
- Talent Logic, Inc.
- Taylor & Hill, Inc.
- Taylor Construction Management, LLC
- Taylor Smith Consulting, LLC
- TCT Enterprises LLC
- Team Plus Build LLC
- Techsys, Inc
- Tejas Office Products, Inc.
- Teksync Technologies, Inc.
• Teksys, Inc
• Teksys, Inc dba Teksys, Inc
• Telco Intercontinental Corp.
• Texan Stone LLC dba Texan Shale Chemicals
• Texican Natural Gas Company, LLC
• The Allen CPA Firm, PLLC
• The Arbor Experts, LLC
• The Burchell Group, Inc.
• The Curry Law Firm PLLC
• The Document Group, Inc.
• The Donatto Group, Inc.
• The Labor Solution, Inc.
• The Law Office of Darryl E. Scott, PLLC
• The Mayanah Group, LLC dba Mayanah Financial Coaching
• The Myrtle Consulting Group, LLC
• The Organizational Fixer, LLC
• The Perfect Freight Source LLC dba Product-Sol
• The Plaza Group, Inc.
• The Sauce Factory LLC
• The Suite Faith, LLC
• The Technical Initiative, LLC
• The Trevino Group, Inc.
• The Urban Circle
• The Voice Society, LLC
• Thermocontrol, Inc.
• Third Term Inc.
• Third Wave Digital LLC
• Thomasol Group, LLC dba Thomasol Medical Transport
• Titan Controls, LLC
• TL Precision Welding, Inc.
• TLC Adcentives LLC
• TMC Workforce Solutions, Inc.
• TNR Accounting & Management Consulting, LLC
• Today's Business Solutions
• Tolunay-Wong Engineers, Inc.
• Top Circle Inc.
• Topco, Inc. dba Geller Translations
• Tortilla Masters Equipment, LLC
• TouchPoint Strategies
• Tour De Force Advisors, Inc.
• TPIS Industrial Services, LLC.
• Trak Engineering, Inc.
• TransAmerican Power Poles, Inc.
• Transcendence, Inc. dba TE&C
• Transseed Group Companies, Inc.
• Trans-Tech Services dba Trans-Tech Services
• Tray-Tec Inc
• Trice Education Resources, Inc.
• TRW Engineers, Inc. dba TSC Engineering
• TSP Specialty Products, Ltd.
• Twice Media Productions, LLC
• Tyla-Simone Wings LLC dba Sienna Wings, Sienna Sauce

• Uncharted Territory LLC dba Uncharted Territory Solutions
• Unikon IT Inc.
• UR International Inc.
• US Petrochemicals, Inc.
• Vaikunth LLC dba Aiva Products
• Valderrama Energy Services, LLC
• Value Global LLC
• Vantive, Inc.
• Variance Reduction International, Inc.
• Vaskey Media Group, Inc.
• Veaux Professional Services, LLC
• Velocity Unified Communications, Inc.
• Veronica Love International, Inc. dba Prinnacle ProSolutions
• VertiSales dba 3rd I Business Solutions
• VIA Engineering Services, LLC
• Victory Group
• Vifer Carpet Services, Inc.
• VIO Advisors, Inc.
• Virtual Intelligence Providers LLC
• Virtuo Group Corporation
• Vogue Gift Baskets, LLC
• Vortech Contracting, Inc
• W.J. Alexander & Associates, P.C.
• WalkerCom, Inc.
• WatchHerWork LLC
• Wells & Kimich, Inc.
• West Plains, LLC
• Western Motorcoach, Inc.
• White Insurance & Associates
• Winerack dba Sylvan Odobulu
• Wise Men Consultants, Inc.
• Wisestaff, LLC
• Working Object, LLC
• World Commerce Fowarding, Inc.
• Worldwide Oilfield Machine, Inc.
• Youngsun & Essen Corporation
• Zaytec, Inc.
• Zirlen Technologies, Inc.
• Zulfiquer S. Islam dba Travel Spectrum
DEVELOP
CEO Conversations is a transformational learning journey designed to enable large MBE companies to learn from top industry leaders and enable them to innovate within their business and ultimately within their industry. Participants engage in robust dialogue with peers during the CEO Mindshare sessions allowing them to share ideas, seek feedback to develop new solutions to business challenges – all while leveraging learnings from the program.

The CEO Conversations program is designed for CEOs, presidents and senior executives of MBE firms from our larger MBEs who meet quarterly to learn how to become more strategic in growing their companies. While participating MBEs have achieved noteworthy success in their businesses, many are unsure how to transition from operational to strategic leadership.

CEO Conversations allows MBEs to gain an understanding of how Houston’s top executives lead their organizations. It provides them formal instruction, shares best practices between leading MBE CEOs, and builds lasting bonds to drive collaboration and continued support beyond the program. In light of the current economic environment, it is even more important that we provide large MBE suppliers the ability to learn from corporate executives. During these sessions, MBE CEOs also share their insights, methods, tools, mindset and experience in utilizing HMSDC and NMSDC network to lead and grow their companies.
Diversity Growth Initiative - BP

Last year HMSDC partnered with BP to hold the first Cost Modeling course taught by a fellow MBE, Anklesaria who teaches cost modeling to the buyers and category managers at BP. During this 2020 year, we held the class again virtually and it was a resounding success. Cost models span across a myriad of industries and this year we focused on the Oil and Gas industry versus commodities only as we did last year.

The ideal candidate for this Cost Modeling series is someone from the company’s Leadership, Procurement or Sales areas as most time they are the ones who determine where and who the company will procure goods and services. Sales and Leadership team members are ideal because the series helps them to better understand what companies are looking for in an RFP response and as well as a strategic partner.

This year our partnership with BP on Cost Modeling was more centered around business growth, capacity building and increasing the attendees knowledge to sustain their competitive edge. The procurement professionals at BP taught attendees about Strategic Cost Management during the 3 day series (4 hours each day) and it was well received by all.

“The collaboration between bp America, HMSDC, and the Anklesaria Group illustrates just how corporations can work with our minority supplier development councils to create avenues for real supplier development. The Strategic Cost Management class taught virtually this year by Anklesaria, delivered critical supply chain training to MBEs, giving them a line of sight on how procurement professionals measure and assess costs for products and services. This essential information helps drive companies to next-level RFP responses.”

Kimberly Duck
BP America

“During the month of October, I had the pleasure of teaching a class on Strategic Cost Management to a group of Minority Suppliers from the Houston and Chicago area. This particular event was sponsored by BP, the Houston Minority Supplier Diversity Council & the Chicago Minority Supplier Development Council. In itself one may view this as another training, however, from my perspective this initiative launched approximately 2 years ago has established a best practice. If a company is truly interested in being socially responsible and enabling economic growth of a country/region and the supply base within the region, it is imperative to provide the guidance, knowledge, and any tools that enable success. I am a true believer in the saying: ‘Give a man a fish and you feed him for a day. Teach a man to fish and you feed him for a lifetime.’ This collaborative effort between BP & HMSDC to put in the resources to support this kind of effort is not only setting the bar at the highest level it is something required all over the country to enable economic success.”

Rakesh Keswani
Anklesaria
Finance Symposium

On Thursday, February 13, 2020 The Houston Minority Supplier Development Council (HMSDC) in partnership with the Federal Reserve Bank of Dallas, Houston Branch (FRBHB) hosted a Finance Symposium. The purpose of this event was to provide our certified MBEs increased awareness as well as literacy and understanding of financial mechanisms to build capacity of their firms. MBEs had the opportunity to network with the partnering organizations and FRBHB staff. This event provided technical assistance and shared resources to help small businesses further grow.

Attendees learned firsthand from banking industry experts:

- The role of the Federal Reserve Bank of Dallas and the D&I dimension – diverse spend
- The State of Small Business in the Houston region
- Shared learning for capacity and finances
- Overview of resources provided by partners
- How to access capital

This full day of information was presented by experts in the banking (local and national), angel networking, capital investments, private and governmental industries. Panelists shared a wealth of knowledge on topics such as "The 5 C’s of Credit, Loan Packaging, Understanding Traditional and Non-Traditional Financial Services and putting it All Together to ask for Funding.

Lastly, HMSDC asked all attendees to complete a survey about their experience during the Symposium and we received feedback such as:

“This was a great information source on Funding.
I couldn’t have spent my day any better.

When are you all doing this again?
Membership really does have its privileges, I’m glad I came.”

UPDATE: As a result of the information shared and relationships developed at the Finance Symposium, we’ve had MBEs report they have been able to obtain financing, do business with others they met at the event and utilize the resources the presenters provided for their own clients.
MBE Matchmakers - AT&T

During the month of October HMSDC partnered with AT&T to host a virtual Matchmaking event for our diverse suppliers. Our focus was to bring the AT&T Supplier Diversity Category Managers and our MBEs together to meet and exchange ideas, needs and offerings.

Suppliers were matched in areas such as Corporate Real Estate Design & Construction, HVAC, Advertising and Marketing and Facilities Maintenance just to name a few. They were able to request 15 minute one on one virtual appointments with Category Managers to speak in detail about their products and service offerings. In some cases the Category Managers called the Supplier back and scheduled more in depth meetings to further their previous discussion.

Kathy Hall, President of ATIME4Marketing is one such Supplier who received a call back; she had this to say... "I am so excited and just want you to know the Matchmaking event was a great experience. Yvette Mouton from ATT reached out to me and we met virtually today. Her insight and experienced suggestions were very instructive. We have a follow up in a few weeks. I will keep you posted. Supplier Idol was great preparation. Thanks for all you do!"
Pathways to Excellence

Pathways to Excellence (P2E) is a business self-assessment that helps diverse suppliers understand the standards and business requirements used by major corporations and governmental entities in the supplier selection process. P2E provides the technical assistance training to close identified gaps within the six pillars (HSSE, Cyber Security, Quality, Corporate Policies, Technical, and Financials) reflecting business standards and corporate requirements. This increases MBEs ability to compete for higher added value contracts.
Supplier Idol

Our Supplier Idol program has proven to be an effective and highly desired program among our MBEs. This 2020 year through us off track as MBEs were trying feverishly to keep their doors open at the height of the pandemic and therefore not considering Supplier Idol or much of anything else for that matter.

When we finally started gaining interest again it was in July and we had some stand-out presentations! Supplier Idol is an innovative mentoring approach that our corporations use to provide candid feedback to our MBEs. The purpose of this program is to help MBEs on their presentation skills as well as articulating their value when engaging a corporation. We actually have participants prepare as if they’re actually going to a company to meet with executives.

Though it was a short year it was one of our most impactful years as it relates to the qualitative participant pool. We concluded the year with three (3) Supplier Idol finalists and they are listed below.

“The Supplier Idol experience was tremendously helpful. I felt intimidated at first fearing a bad showing could be permanently damaging. Marshette calmed and encouraged me and I left the session with great tips and positive feedback. I highly recommend this experience for all MBEs.”

Kathy Hall, President
ATIME4Marketing

“When I decided to enter the Supplier Idol, I was nervous and unsure but after meeting with Marshette, my hesitation quickly dissipated. She assured me that the competition is all about supplier growth and development as she explained the Supplier Idol process. I learned a lot from the experience, and am looking forward to the final round. Congratulations to all the finalists.”

Shanita Johnson, Owner & President
BKJ Global Management Consulting, LLC

“Supplier Idol was an excellent way for me to polish my firm’s pitch. Getting direct feedback from executives who are very experienced, and have likely heard hundreds of presentations, was invaluable.

I would recommend all CEOs or individuals responsible for business development in their organization participate in HMSDC’s Supplier Idol or something similar - it is a great way to sharpen your saw.”

Shavonnah Roberts Schreiber, Managing Director
SNR Creative
CONNECT

A SERVICE DELIVERY MODEL FOR THE FUTURE
Energized for STEM Academy, Inc.

The mission is to provide among other things exceptional, educational experiences including the highest quality academic fine arts instruction for its students in a caring, nurturing, safe and healthy environment.

Teachers and students conduct themselves in a responsible and respectful manner while focusing on excellence both inside and outside of the classroom. In accomplishing our mission, our employees will be friendly, courteous, empathetic, fair and helpful to our students, parents, visitors and persons with whom they interact.

Our vision is to become the best Middle School and High School in the State of Texas. As such, for Energized for Stem Academy, Inc. embraces a college bound culture designed to increase the likelihood of not only high school completion but of college completion.

Calpine Corporation

Calpine Corporation is America's largest generator of electricity from natural gas and geothermal resources with robust commercial, industrial and residential retail operations in key competitive power markets.

Founded in 1984, we use advanced technologies to generate power in an efficient, cost-effective and environmentally responsible manner. Environmental stewardship is fundamental to Calpine’s philosophy and culture. Generating power in a sustainable and environmentally responsible manner not only positions our business to benefit from the regulatory trends that are shaping the nation’s power generation industry, it is simply the right thing to do – for our communities, employees and future generations. Calpine’s modern, natural gas-fired fleet uses state-of-the-art technology to produce more power from less fuel than coal plants and older natural-gas plants, and we operate more highly efficient cogeneration plants than any other power generator in the nation. The flexibility of our fleet enables us to provide power products to customers when, where and how they need them.

Find out how our quick-ramping natural gas-fired power plants and our dual-fuel capabilities provide critical services that support grid reliability. Calpine provides power, capacity and ancillary services in America’s major competitive wholesale power markets and actively manages our portfolio to strengthen our positions in these regions.

2020 New Corporate Members
For more than 21 years, LiftFund, a 501(c)(3) nonprofit organization, has helped individuals achieve the American Dream by providing small business lending to those who do not have access to capital from typical lenders, such as traditional banks. Along with vital small business loans, LiftFund provides educational services at no cost to borrowers, which are essential to foster self-sufficiency.

Since we opened our first office in San Antonio with three employees in 1994, we have helped thousands of people achieve the financial stability and growth they so richly deserve as a result of their vision and hard work. We’ve made more than 17,000 small business loans totaling more than $210 million. And we’ve grown to include small business lending in 13 states – enabling us to reach more and more people with each passing year.

What we do is rewarding beyond words. And knowing we are helping at the grassroots level in the communities we serve throughout the U.S. is a blessing and an honor.

LiftFund is not a U.S. government agency. We are a registered nonprofit organization, but we do get some funding from government institutions. We also apply for grants and loans from private foundations and individuals, other nonprofit organizations, banks, religious congregations and corporate entities.

EthosEnergy is an independent service provider of rotating equipment services and solutions to the power, oil & gas, and industrial markets. EthosEnergy sets a new standard of service with a broader portfolio, increased global reach, greater choice, flexibility, responsiveness, and well-engineered value-added solutions.

We deliver comprehensive, solution-oriented products and services that will help generate greater benefits for you. Our business has depth and experience in asset management and long-term maintenance agreements, whilst offering transactional, factory-based parts and repair services across all industry sectors.

Houston Methodist Hospital is a not-for-profit, faith-based, 907-bed hospital located in the Texas Medical Center. For nearly 100 years, we’ve been providing highly specialized health care services to our community and the world through our hospital and our six Centers of Excellence. Our services include advanced cancer care, heart care, neurology and neurosurgery, orthopedics and sports medicine and much more.

Houston Methodist is proud to offer the highest quality patient-focused, family centered care in a spiritual environment. In close affiliation with the Texas Conference of the United Methodist Church, Houston Methodist continues its longstanding commitment to improving the community's health and well-being.
Since 1969, Rogers-O’Brien has firmly established itself as a leading general contractor in Texas by providing a wide range of preconstruction and construction management services.

Our unique approach consistently delivers high quality buildings in a variety of market sectors, exceeding the most demanding expectations. Ethics and integrity serve as the cornerstones for everything we do, and the adherence to these values has earned us a solid reputation. The commitment to our customers is evident in the dedication of our people, our open communication policies, pioneering technology, operational diligence and continued process improvement.

Rogers-O’Brien is family-owned, with the third generation leading the company’s operations. The family attitude extends throughout our strong management team, many of whom rose up through the ranks to management. To our offices in Dallas, Austin and Houston, we have also actively recruited a forward-thinking new generation to energize us with knowledge of new tools, techniques and approaches to continually improve the way we deliver services. Others who have joined us in the past decade are seasoned construction professionals, hand-picked for their ability to grow the firm. This controlled growth approach has resulted in $1.5 billion in construction volume over the past five years.

The Texas A&M University System is one of the largest systems of higher education in the nation with a budget of $6.3 billion. The System is a statewide network of 11 universities; a comprehensive health science center; eight state agencies, including the Texas Division of Emergency Management; and the RELLIS Campus. The Texas A&M System educates more than 151,000 students and makes more than 22 million additional educational contacts through service and outreach programs each year. System-wide, research and development expenditures exceeded $1 billion in FY 2019 and helped drive the state's economy.

The Texas A&M University System was created by the Texas Legislature in 1948 to manage the evolution of a statewide educational, research and service system. Its roots lie in the founding of what are now Texas A&M University and Prairie View A&M University as land-grant colleges in 1876. Today, the Texas A&M System provides oversight and leadership for 11 universities and eight state agencies. Its role is governed by the state’s education code (Title 3, chiefly Ch. 51, Sec. 51.353 and Ch. 85, Sec. 85.17). Responsibilities include system-wide planning, coordination, and execution of the policies of The Texas A&M University System Board of Regents.

The A&M System boasts 8 state agencies with missions ranging from research to protecting natural resources and communities.
2020 Returning Local Corporate Members

- Allegiance Bank
- Amerant Bank
- BP America, Inc
- Baker Hughes Energy Services LLC
- Baylor College of Medicine
- Blue Lake - Pacifica Energy Group LLC
- Blue Lake Sarens
- Bottom Line Services
- CenterPoint Energy
- Chevron U.S.A., Inc.
- ConocoPhillips Company
- Direct Energy
- Enable Midstream Partners, LP
- Federal Reserve Bank of Dallas
- Fluor Corporation
- Frost Bank
- Gilbane Building Company
- H-E-B
- Houston Community College System
- Houston Housing Authority
- Houston Independent School District
- ICON Information Consultants
- J.E. Dunn Construction Company
- Lone Star College
- Marriott Marquis Houston
- Metropolitan Transit Authority (METRO)
- Motiva Enterprises, LLC
- NASA-Johnson Space Center
- Port Houston
- Shell Oil Company
- Southern Tire Mart, LLC
- Sysco Corporation
- The Harris Center for Mental Health & IDD
- Trufund Financial Services, Inc.
- Turner Construction Company
- United Airlines
- University of Houston
- University of Texas MD Anderson Cancer Center
Business Opportunity Conference - Transportation

The Houston Minority Supplier Development Council (HMSDC) hosted a Virtual Business Opportunity Conference (BOC) on Wednesday, April 29, 2020. The purpose of this conference was to give our certified MBEs a greater understanding of what it takes to do business in these specific transportation industries. Our panelists were: Mr. Otis Johnson, Director, Office of Small Business for METRO, Ms. Gilda Ramirez, Sr. Director of Small Business and Maritime Education for Port Houston, Ms. Rona Fourte, Global Community Engagement, Supplier Diversity Business Management for United Airlines and Mr. Michael Bryant, Director, Civil Rights Division for TXDOT.

This BOC had a robust audience with a myriad of questions for our industry experts. MBEs asked questions such as: “Who’s a good transportation partner for United Airlines”? “For MBEs not yet certified; do they have to become certified prior to doing business with METRO”? “Are there any immediate opportunities on upcoming projects with Port Houston for small businesses”? And finally, “What certifications are needed to do business with TXDOT”?

Some of the takeaways for HMSDC as well as the audience were:

METRO – Find out about anticipated procurement opportunities by going to ridemetro.org and go to committees. Attend committee meetings and review list of anticipated procurement opportunities to form teams and develop your strategy prior to the issuance of the actual RFP.

Port Houston – Partnering for opportunities is important at the Port of Houston. Register with the small business program and participate in the Small Business University.

United – There is a large need for PPE as the airlines implements new safety protocols for all flights. MBEs interested in providing PPE should email supplierdiversity@united.com. A list of products/services purchased can be found on www.united.com and search for supplier diversity.

And finally, TXDOT – There are many professional service opportunities for SBEs, DBEs, HUBs and MBEs. TXDOT projects are continuing as scheduled. Project priorities and budgets may change with the Texas Legislative Session in January 2021, but until then, projects are moving forward.

Those are just some of the highlights from this BOC that yielded great information to our MBEs and afforded relationship building for our corporate members.
CPO Power Panel

CPO Power Panel shares insight into the buying needs and channels for three of Houston's major industries.

The time for MBEs to begin preparing for the “new business normal” is now and HMSDC convened a CPO Power Panel to discuss the changing face of today’s supply chain organizations and how COVID-19 has changed their sourcing strategies, engagement with current suppliers, and how this global pandemic has created opportunities and/or impacted utilization of MBEs.

“We understand that things are changing everyday – it is our hope that after high impact discussions like this, MBEs will better understand the business environment of their current and potential customers.”, said Ingrid Robinson, HMSDC President.

This session enlightened participants on the challenges faced by Houston industries and the capabilities corporations are seeking in suppliers post COVID-19.

Six Big Ideas from our CPOs:

1. The global pandemic has revealed the need for “right-size” supply chains. CPOs are reconsidering how much of their supply chains are located outside of the US.

2. There is a recognition of the necessity to establish stronger ties to local community businesses that will prioritize their needs and provide them with more flexibility.

3. The downturn across industries has accelerated the need to identify cost savings initiatives and supply chain optimization strategies.

4. There is an increased need for supply chain transparency. Redundancies need to be built into the supply chain and you need to know where your second-tier supply comes from.

5. There is a resurgence in US and local manufacturing.

6. Opportunities are out there – Sourcing is being delayed, not canceled.

Business Opportunities by Industry:

Healthcare
- Face masks and plastic face shields
- Human Resources Support Services in Q3 & Q4
- Need for domestic manufacturing
- Industry supply chains have approximately 90% reliance on international suppliers
- $2B in construction projects

Construction
- Moving to Design-Build projects and Prefabrication
- Municipal Customer Opportunities: Electrical, Plumbers, Mill workers
- Encourages strategic teaming to pre-manufacture components
- Open to co-development on building a project

Oil & Gas Refining
- Seeking to increase utilization of local suppliers operating in the Port Arthur area near the Motiva refinery, which is the largest in Texas
- Spend is categorized in 13 areas including staffing, fabrication, soft services in Q3 & Q4
- Onshore fabrication
Emerging 10

The Emerging 10 Awards (E-10) Ceremony is one of HMSDC’s most popular events of the year. The award is presented to ten of Houston’s most prominent emerging minority-owned businesses. It celebrates their company’s growth, ability to overcome challenges, and community involvement.

People who attend this ceremony are usually inspired and forever changed by the MBEs winning the award. Their stories of tenacity, hard work, and a desire to succeed generally leave people in awe.

The E-10 Award was created by renowned artist and sculptor, Mr. Tony Sherman. Mr. Sherman recently shared how he came to create such an award after speaking with former HMSDC President, Mr. Dick Huebner and hearing his vision for the award and all that it means to the recipients. Mr. Sherman readily accepted the task as he knew that their two visions would turn into a creation and design that winners are always delighted to accept.

The steps represent the MBE climbing their way to the top and once there they can rest but only for a while as there’s much more work to be done.

This year’s awards ceremony was held virtually and when the winners found out they won here are some of the replies...

“This is such GREAT news! I am super excited to stand alongside such an esteemed group of professionals for this huge honor. Congratulations to each of you!!”

Landi Spearman
Organized Shift

“Thanks so much, I am very excited! This is an amazing accomplishment for my team and I.”

Jennifer Dean
Deans Professional Services

“Excited to be alongside such an amazing group of small business owners!”

Nannette Ray
TNR Accounting & Management Consulting
ADVOCATE

A SERVICE DELIVERY MODEL FOR THE FUTURE
Study Finds Minorities, Women Receive Disproportionately Few Harris County Contracts
Houston Chronicle | July 6, 2020 | R.A. Schuetz

Harris County disproportionately awards contracts to businesses owned by white men, found a study.

Harris County awards disproportionately few of its contracts to minority- and women-owned businesses, with Black-owned businesses receiving the most discriminatory treatment, according to a study sponsored by the Harris County Commissioners Court. The findings could help the county establish a legal basis for taking steps to remediate the discrimination.

The study, conducted by the government consulting firm Colette Holt & Associates, compared the amount of minority- and women-owned businesses that were tapped for county contracts to the number that were available to perform the types of work the county was looking for. It found that while contracting businesses owned by white males made up 72 percent of the market, they received 91 percent of the contracts, by dollar amount. In contrast, while Black-owned businesses made up 8.4 percent of the market and received 0.5 percent of contracts.

"While the city of Houston is one of the most diverse cities in the United States, it is unconscionable that Black-owned firms make up less than 1 percent of government and procurement contracts awarded in Harris County," the Greater Houston Black Chamber wrote. The city's first African American civic organization called for immediate rectification of the issue. "There is an inextricable connection between the health of businesses and the communities they serve, which is why it is so important that Black businesses have the opportunities afforded to other groups."

While Black businesses received the greatest disproportionately low number of contracts, all minorities and women were underrepresented in contracts compared to the share of businesses they own. Asian-owned contracting businesses accounted for 3 percent of the market but only 0.6 percent of contracts, Native American-owned businesses made up 0.4 percent of the market but only 0.1 percent of contracts, Hispanic-owned businesses made up 11 percent of the market but only 5 percent of contracts and business owned by white women made up 6 percent of the market but only 3 percent of contracts.
"Many minority and women business owners reported that they continue to encounter discriminatory attitudes, stereotypes and negative perceptions of their qualifications, professionalism and capabilities," Colette Holt & Associates wrote in its report. "The assumption is that (such business owners) are less qualified, and their work is worth less."

The firm recommended Harris County set up a system that could collect data on contracts and subcontracts to make it easy to track the industry, race, gender, dollar amount and procurement method of each, which the county does not currently do.

In addition, it recommended creating an Office of Economic Opportunity and Equity Department to oversee outreach to minority- and women-owned businesses and small firms and unbundle large, complex contracts into smaller projects with lower dollar values to make it easier for smaller businesses to secure contracts.

**HMSDC Receives Strategic Partner of the Year Award**

For more than 20 years, HMSDC has worked as a partner to the Greater Houston Business Procurement Forum (GHBPF). The GHBPF is a great place for the Council to share information on HMSDC pillars to Develop and Advocate for MBEs. The GHBPF provides HMSDC with another way to connect with corporations, government entities, and non-certified MBEs to promote certification and business opportunities for MBEs.

**Maximizing Economic Development Council Relationships**

President Ingrid Robinson was a panelist at NBDA. The organization hosted an event welcoming the Area Economic Development Councils for an engaging fast-paced panel discussion. They shared information about their 2020 growth plans and business opportunities for businesses. Panelists shared key goals for their respective areas of Houston, what their objectives and tactics are and more.
Emerging 10 Winners

The Emerging Ten (E-10) Awards Ceremony is one of the Houston Minority Supplier Development Council's most prestigious awards. This award is presented to ten of Houston's prominent emerging minority-owned businesses that have Excelled in customer service; Established innovative trends in their industry; Embraced the current marketplace; and Engaged in efforts to improve the communities in which they live and work. E-10 celebrates their company's growth, ability to overcome challenges, and their community involvement. Winners shared their journey to emerge as successful small businesses.

Christopher Holeman, President, Boreworx

Boreworx engages in horizontal directional drilling for the installation of utilities such as: electrical, water, gas and fiber. The company specializes in bore projects 1,000 feet and under. They also offer locating services for existing underground utility infrastructure. Their customer base has expanded as well as profitability across electrical, security, and general contractors.

Dawniel Patterson Winningham, CEO, Dawniel Patterson Winningham, International, LLC

Dawniel Patterson Winningham, International is a full-service online business consulting firm that offers business, social media, marketing, and product creation strategies to individuals who want to build online companies. The company recently created a new brand Absentia that focuses on leveraging their internet marketing experience to help businesses recover and pivot from the impacts of COVID-19.

Jennifer Dean, President, Dean's Professional Services

Dean's Professional Services offers temporary, temp-to-hire, and direct hire staffing solutions. The company's workforce solutions programs include PRN, full-time and on-call staffing pools. They created a nurse concierge service and has consistently delivered above average revenue annually.

David Christopher Vasquez, President, ElevationHR, LLC

ElevationHR is a licensed Professional Employer Organization (PEO) and HR Outsourcing and Consulting firm. The company provides back office administrative solutions such as: Recruitment, Staff Augmentation, Labor Management, and HR Payroll, Benefits and Compliance Administration. The company increased sales 618% from 2018 to 2019 and is on pace for a 937% increase from 2019 - 2020.
**Tyrone J. Dixon, President & CEO, Mpulse Healthcare & Technology**

Mpulse Healthcare & Technology provides consultants, professional service, and distribution for the Technology and Healthcare industries. Over the past 3 years, the firm increased its revenue by 118% between 2017 to 2018; and maintained a growth trajectory with a 33% increase from 2018 to 2019.

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**Mike Griffin, President & CEO, OmniForce Solutions, LLC**

OmniForce Solutions is a national staffing and recruiting firm which provides a full slate of staff augmentation services. Since the company’s inception, OmniForce has been able to achieve over 100% revenue growth. This growth has quickly propelled them into a firm generating revenue north of $1M.

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**Landi Spearman, CEO & Executive Coach, Organized SHIFT**

Organized SHIFT delivers executive-level strategies and equips leaders with skills to transcend change, accelerate innovation, and harness disruption. The unique SHIFT Method™ aligns resources and processes to reduce threats, assess opportunity, optimize potential, and discover diversity as a value.

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**Shaun Castillo, President, Preferred Technologies, LLC**

Preferred Technologies creates safer, more secure, and more productive communities by designing, installing, and servicing security systems, data networks, and other low voltage systems. The company is exceeding profitability goals and is ranked among the top 50 security integration firms in the United States by top-line revenue and produces more profit as a percentage of revenue.
The Houston Minority Supplier Development Council (HMSDC) is a 47 year-old non-profit business development organization that is an affiliate of the National Minority Supplier Development Council (NMSDC). Its mission is to actively involve its members in efforts that will increase and expand business opportunities and business growth for Minority Business Enterprises and to drive excellence in supplier diversity and supplier development. HMSDC has assisted approximately 1,500 MBEs to create jobs, achieve economic self-sufficiency and increase purchasing power in diverse communities. HMSDC provides MBEs the opportunity to connect face-to-face with many of America's largest public institutions and private sector companies.

For more information, visit www.hmsdc.org, expo.hmsdc.org, or contact (713) 271-7805.
EXPO 2020 RIGEL AWARDS WINNERS

**Supplier of the Year Award**

This award recognizes outstanding suppliers that encourage a more competitive and successful business environment for all council members.

![Supplier of the Year Award Winners](image1)

**Prime Supplier of the Year Award**

This award is presented to the prime supplier of an HMSDC corporate member who has supported that member's supplier diversity efforts by significantly expanding opportunities for MBEs along the supply chain.

![Prime Supplier of the Year Award Winner](image2)

**Procurement Champion of the Year Award**

This award is presented annually to a company representative who requisitions, buys, uses and/or influences the procurement of products and/or services and has done the most to promote business opportunities for MBEs.

![Procurement Champion of the Year Award Winner](image3)
EXPO 2020 RIGEL AWARDS WINNERS

Strategic Teaming Award

Strategic teaming has become a proven way for MBEs to gain capacity and strengthen the value they bring to their customers.

ARVO Realty Advisors Inc. & Cushman & Wakefield of Texas Inc.

Helping Hand Award

This award recognizes a person who -- in the opinion of MBEs -- has done the most to assist MBEs throughout the year and exemplifies the HMSDC “Connect” pillar.

Shurronda Murray
Small Business Certification Specialist
Metropolitan Transit Authority of Harris Country

Local Corporation of the Year Award

This award recognizes the major corporation or government agency on the local level that has best evidenced its commitment to minority business development.

Marian Nimon
Associate Director, HUB & Federal Small Business Program
UT MD Anderson Cancer Cancer Center
EXPO 2020 RIGEL AWARDS WINNERS

Minority Business Development Award

These awards recognize corporate members who reported the largest increase in annual expenditures with HMSDC-certified MBEs in 2019.

Archie Meyer  
Senior Global Safety, Security, Health and Environment Advisor  
Exxon Mobil Corp.

Donovan Casanave  
Support Services Manager, Supplier Diversity, Diversity Outreach  
Shell Oil Co.

Innovation Award

This award recognizes and encourages innovative practices in supplier diversity.

Robin Hawkins  
Senior Procurement Associate, IT Software  
Exxon Mobil Corp.

President’s Award

This award celebrates the people and/or organizations who -- in the opinion of the HMSDC president -- have gone above and beyond to support the council in executing the mission of the organization.

Monica Campana  
Supplier Diversity Director  
Lone Star College

Linda Graves  
Program Manager, Supplier Diversity  
CenterPoint Energy Inc.
EXPO 2020 RIGEL AWARDS WINNERS

National Corporation of the Year Award

This award recognizes the major corporation or government agency on the national level that -- in the opinion of the minority business owners -- has best evidenced its commitment to minority business development.

Donovan Casanave
Support Services Manager, Supplier Diversity, Diversity Outreach
Shell Oil Co.

MBE-to-MBE Award

This award recognizes MBE suppliers who support other MBEs by reporting the largest annual expenditures with other HMSDC-certified MBEs.

Bryan Jackson
President and CEO
BJackson Enterprises LLC

Cesar Vasquez
President and CEO
Petro Amigos Supply Inc.

Mely Jimenez
Founder
Today’s Business Solutions LLC
EXPO 2020 RIGEL AWARDS WINNERS

Each One - Reach One Award

This award recognizes the MBE that has recruited and assisted the most MBEs to become certified suppliers of HMSDC.

Accountability Champions

This award is an important measurement of HMSDC's overall effectiveness in minority business development. These champions reported over $427 million spend with HMSDC MBEs -- an 8.5% increase in expenditures over 2018.

Corporate Accountability Champions

- BP America Inc.
- CenterPoint Energy Inc.
- Chevron Corp.
- Exxon Mobil Corp.
- Metropolitan Transit Authority of Harris County
- Motiva Enterprises LLC
- Phillips 66 Co.
- Shell Oil Co.
- Southern Tire Mart LLC
- UT MD Anderson Cancer Center
- Turner Construction Co.
- Vistra Corp.

MBE Accountability Champions

- American HVAC Services Inc.
- Bickham Services Unlimited LLC
- BJackson Enterprises LLC
- Candeleria Reyes Consulting LLC
- Genesis Cabling Solutions LLC
- K Business Solutions Inc.
- Lopez Negrete Communications Inc.
- Petro Amigos Supply Inc.
- Pulido Transport LP
- Teksync Technologies Inc.
- Today's Business Solutions LLC
LEARN HOW TO ENGAGE IN HMSDC
Supplier Idol is an innovative mentoring approach used to provide candid feedback to MBEs on their presentation skills. Supplier Idol is designed to assist MBEs with perfecting their business pitch to key decision-makers.

Participants will be evaluated on

- Written Skills
- Verbal Skills
- Presentation Skills

The supplier writes an email to a potential client as if they’ve never previously interacted.

The supplier records a follow up voicemail to the potential client.

The supplier delivers a presentation face-to-face or by video conference to the potential client, our Supplier Idol evaluators.

Contact mbedevelopment@hmsdc.org for more information
The MBE Leadership Academy is a comprehensive 8-week program that develops the essential skills emerging minority business enterprises (MBEs) generating revenue under $10 million need to possess to enhance their strategic and operational leadership. This program is designed to support the growth strategies of their businesses. The MBE Leadership Academy provides the tools that will help them manage their profitability, productivity, and performance, especially in cyclical markets.

**What The Academy Will Teach**

The curriculum focuses on practical business skills that can be applied immediately to business operations and to build a strategic growth plan.

- Business Growth Strategies
- Talent Management
- Cost Modeling
- Understanding financial mechanisms and types of capital
- Creating a Competitive Advantage
- Supplier Idol
- MBE Financial Pitch Competition

**Eligibility Criteria**

- Applicant must be the primary owner, co-owner, or key management of the business
- Must be classified as a Class 1 (less than $1M) or Class 2 ($1 to 9.99M) business based on annual revenue
- Business has been in operation at least 2 years
- HMSDC certification must be in good standing
- Participants must commit to participating in all sessions

For more information, email us at MBEdevelopment@hmsdc.org
CEO Conversations
A STRATEGIC LEADERSHIP PROGRAM

Leadership Lessons

Every leader leaves a legacy. Leaders must communicate and model the values that build the culture for their business. If not protected, over time those values diminish. Participants learn to think strategically and preserve those values that will insulate their company’s vision for future growth.

Learn to bring goals to life and increase productivity through effective employee engagement.

Business Innovation Sessions

Experts from Accenture share insights on how an effective business strategy can foster service excellence, ensure quality products and services, and gain the loyalty of customers. Accenture subject matter experts help participants develop actionable solutions to align employees and work processes so that customers experience your vision of excellence.

CEO Brain Trust Sessions

CEO Mindshare Sessions are open forums for the cohort to discuss hot topics, share ideas and brainstorm solutions to business challenges in a confidential, small-group setting.

These sessions build comradery among the program cohort based on dynamic conversations, shared learning, and first-hand experiences. It is like gaining a peer-based advisory board of sorts to assist in dealing with management issues and growing pains.

For more information, email us at MBEdevelopment@hmsdc.org
Executive Coaching Program

Growing MBE’s Leadership Skills

- Improved personal leadership
- Achievement of personal and professional goals
- Best presentation skills
- Greater perspective and self-awareness

The Benefits:

- Become a better leader
- Get the support and motivation needed to achieve company goals
- Invest in your company and yourself – creating a culture that supports professional growth
- Use your coach as a catalyst to propel you and your management team to success
- Learn from authentic minority business advocates providing inspirational leadership
- Gain a trusted confidential advisor

Expanding MBE’s Ability to Grow Their Business

- Visioning, Strategic and Operational Planning
- Better systems for priority management and increased focus
- Achievement of business growth strategy
- Using supplier diversity to grow your business
- Strategic alliances and international markets

For further details, please email MBEdevelopment@hmsdc.org
Pathways to Excellence (P2E) is a six-month business self-assessment and technical training program that assist in the development and growth of minority-owned businesses (MBEs.)

The program unveils standards and business requirements used by major corporations and governmental entities in the supplier selection process based on six common industry requirements, the Six Pillars. P2E provides technical assistance training to close identified gaps in each pillar.

The result is a strategic business development plan that increases MBEs’ ability to compete for higher added value contracts.

**The Benefits**

- Gain knowledge on the business standard and requirements used by major corporations
- Identify gaps in business growth and apply industry-standard solutions
- Technical training provided across P2E six pillars to assist in addressing business gaps
- Mitigate 10% of gaps within 1 year
- Participants positioned to compete for larger contract opportunities

**The Six Pillars**

1. HSSE
2. Cybersecurity
3. Quality
4. Financials
5. Technical Capabilities
6. Corporate Policies

For more information, email us at MBEdevelopment@hmsdc.org
TOTAL BUSINESS DEVELOPMENT

Total Business Development is designed to address business capability gaps, promote business growth, and increase utilization of the professional services of certified Minority Business Enterprises (MBEs). The program allows MBEs that have identified a strategic need within their organization to hire MBE firms with the technical expertise to provide a solution - at half the cost! The program encourages the utilization of HMSDC’s certified professional service firms by contributing 35% up to $500 towards the cost of professional services needed by other MBEs. (Ongoing)

For Example

You (an MBE Applicant) are an accounting professional service firm or a construction company with a need to meet new cybersecurity standards for your customers. You need assistance with establishing cybersecurity protocols.

1. Request a list of participating service providers through MBEdevelopment@hmsdc.org and select an IT Service provider that could help you establish cyber security protocols.

2. Your company as the (MBE Applicant) would determine which company you would like to work with for development.

3. As a certified MBE of HMSDC, your company could apply to use the Total Business Development (TBD) program once a service provider has been identified and a quote for services has been received.

3. The Information Technology company (MBE Provider) will provide a price quote for services, let’s say $1,000. As a MBE Provider through the program, they are required to discount the cost of the services 15%, which would reduce the price to $850.

4. In addition, once the agreed upon scope of work is received from your company (MBE Applicant) and approved by HMSDC, an additional 35% up to $500 of the original quoted price of $1,000 will be paid by HMSDC upon completion of the services.

5. Leaving your company (MBE Applicant) with the remaining cost of $500 instead of the original $1,000.

For further details, please email MBEdevelopment@hmsdc.org
Lunch with the President is a bi-monthly session held by the HMSDC President with MBEs and Corporate Members of HMSDC to provide candid feedback on HMSDC programming and services and to learn about upcoming programs and events and discuss how to effectively utilize HMSDC to develop and grow. Corporate participants provide insight into marketplace trends and successful strategies to penetrate corporate and government supply chains.

For further details, please email MBEdevelopment@hmsdc.org
HOW TO DO BUSINESS

ABOUT THE PROGRAM

How to Do Business sessions are targeted informational meetings designed to bring corporate members, their prime suppliers and/or a group of companies within a specific industry together to provide insight into procurement opportunities and increase the understanding of how to conduct business with the presenting corporation, government agency or educational institution. These industry sessions educate MBEs on how to do business in a featured industry, introduce them to key contract decision makers.

FOR FURTHER DETAILS:

MBEdevelopment@hmsdc.org
REIMAGINE. RECONNECT. RISE STRONGER.

2020 HMSDC EXPO VIRTUAL BUSINESS
NOVEMBER 18 - 19, 2020

View Highlights of 2020 EXPO at www.expo.hmsdc.org