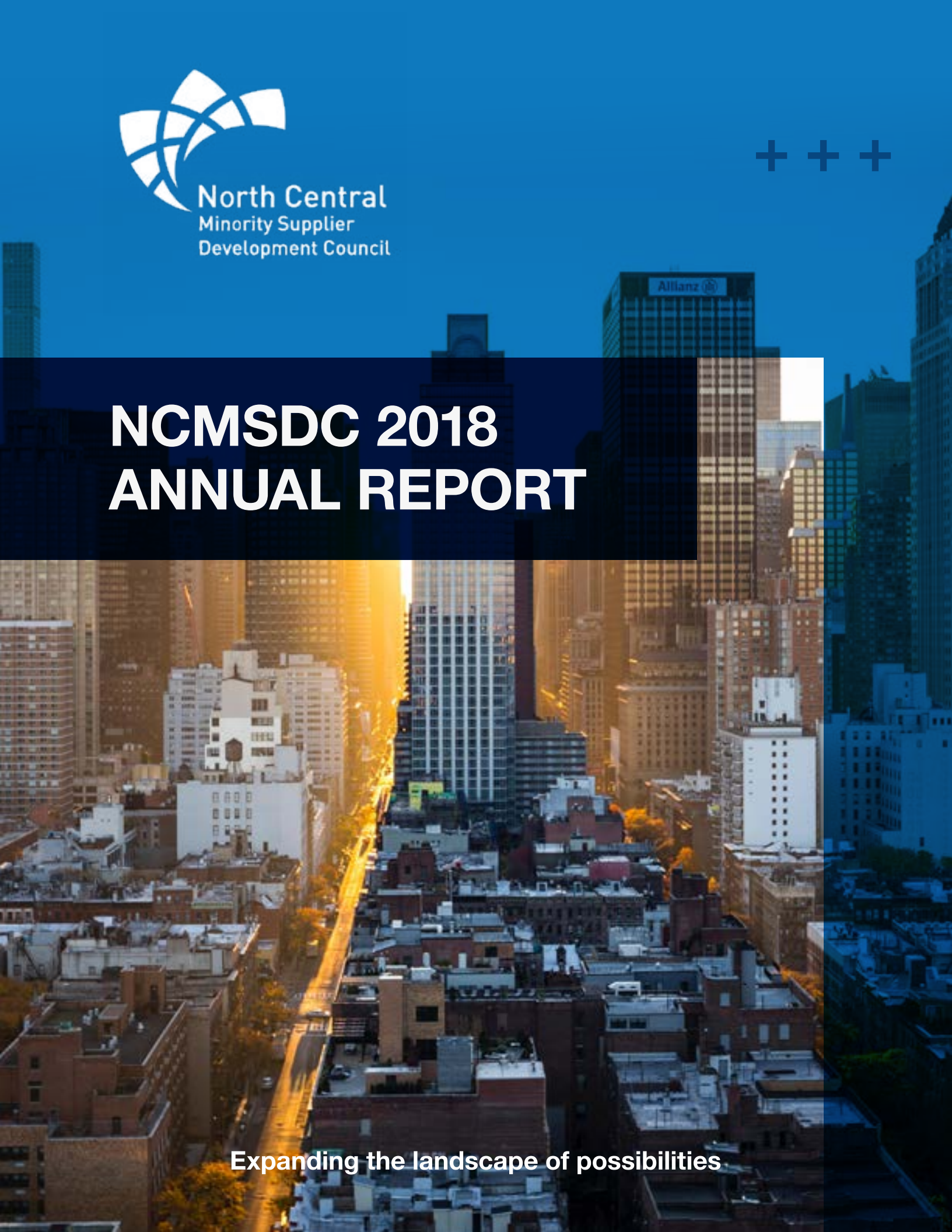
North Central
Minority Supplier
Development Council

NCMSDC 2018 ANNUAL REPORT



Expanding the landscape of possibilities

Annual Report
2018

mission

A Company with Values.

NCMSDC's mission is to provide business development services to corporate members and certified MBEs to enhance relationships and maximize business opportunities.

Annual Report
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Leadership Letter

Dear Corporate Members,
Minority Business Enterprises (MBEs) and Partners:

NCMSDC stands at the unique juncture of working with our Corporate Members and MBEs, in the age of digital transformation.

The unprecedented opportunities for minority supplier engagement, comes with the need to retool and reimagine the supplier diversity space.

The increased demand for a new level of supplier engagement by our Corporate Members requires the NCMSDC to create value-based programs. These programs have to support our corporate members internally in their organizations and enhance the way they engage with minority suppliers externally.

The changed landscape requires a new view on MBE competencies and capabilities. This requires the NCMSDC to serve our MBEs by creating value-based programs that offer relevant skills development and more strategic ways to connect to opportunities.

2018 marked a year of Corporate Member growth for the NCMSDC, as we ramped up existing programs and rolled out new programs. We grew from 61 to 64 Corporate Members, and 2019 new member growth is looking even stronger.

We are committed to significantly increasing efforts to identify and engage more MBEs with our Corporate Members and to involving more corporations as members, to provide access to more opportunities for our MBE firms.

2018 also marked a successful year both in operations and in finances for the NCMSDC. The NCMSDC received a perfect score from the National Minority Supplier Development Council (NMSDC) in its Z.O.N.E. (Zeroing in On Network Excellence) reporting, which is one of the KPI measures for operational effectiveness that focus on service to constituents and effective operations.

The NCMSDC also improved its financial position by ending the year with $191,000.00 in net assets, compared to $43,000.00 in 2017 and $5,000.00 in 2016.

We are extremely fortunate to have a talented and dedicated Board of Directors, Corporate Members, MBEs, staff, volunteers, and supporters.

Our accomplishments would not be possible without this great group of people. ***Thank you for your commitment and your support.***

Jerry Fulmer
Chairman

Heather N. Olson
President & CEO

Edna Abernathy
MBEIC Chair

Mission

NCMSDC's mission is to provide business development services to corporate members and certified MBEs to enhance relationships and maximize business opportunities.

Vision

The North Central Minority Supplier Development Council (NCMSDC) endeavors to become the ultimate link between corporations and minority-owned businesses with four major objectives:

vision

1. To increase the dollar amount of purchasing from certified minority vendors by corporations while assisting Minority Business Enterprises (MBEs) in the creation of markets for their products and services

2. To promote the awareness of minority vendors and their capabilities in the business community while exchanging information on corporate purchasing programs.

3. To increase the number of minority businesses capable of supplying corporate buying needs and maintaining a database of MBEs for the use of corporate members.

4. To encourage the cooperation of the business community in the purchase of products and services of MBEs by developing and conducting special programs to facilitate business relationships between such suppliers and corporate purchasing representatives.

Insights:
Year-in-Review & Program/Event Highlights

Stepping up:

The NCMSDC actively engaged in stepping up programming and events throughout 2018 in alignment with the four core competencies of the NMSDC- "Certify," "Develop," "Connect," and "Advocate."

New NCMSDC Programs in 2018:

- Prescheduled, monthly Pre-certification Webinars, where any company with questions around the value of MBE certification, can join the free webinar.
- The twelve Pre-certification Webinars aligned with the "Certify" core competency and covered topics ranging from how to navigate the certification process and the value-add of certification for our Corporate Membership.
- Monthly scheduled Post-certification Webinars were added as an opportunity to learn best practices in MBE certification utilization. These webinars help answer the question, "I am certified, now what?" These free Post-certification Webinars also serve as a refresher for MBEs who have been certified for many years and want to get re-acquainted with the NCMSDC, its Corporate Membership and its support and program offerings.
- The NCMSDC MBE Input Committee had member participation in each of these webinars to talk peer-to-peer with other company owners and executives regarding how their company is successfully utilizing their MBE certification. The NCMSDC hosted 12 Post-certification Webinars in 2018, aligned with the "Develop" core competency.

Enhanced Advocacy Initiatives in 2018:

- The NCMSDC promoted MBE certification by actively collaborating with our strategic partners, fellow advocacy organizations, and government agency partners.
- Involvement in programs such as the Annual Greater Minnesota Government Procurement Fair, the annual Wisconsin Marketplace Conference for diverse businesses, and the annual Wisconsin Department of Transportation Golden Shovel Program, helped the NCMSDC present the value of our MBE certification with the aim of significantly increasing the number of targeted and certified MBEs.
- The NCMSDC continued to shine, by hosting or providing integral support for 15 "Connect" core competency programs and events in 2018. The NCMSDC partnered with Corporate Members such as University of Minnesota, Xcel Energy, Thrivent Financial, Veolia Water Milwaukee, the Milwaukee Metropolitan Sewerage District, Best Buy, the American Red Cross, Medtronic, AT&T, Aurora Health Care, Northwestern Mutual and General Mills to host company-specific sourcing conferences.

Stellar Corporate Partnerships with an Industry Vertical Emphasis:

- As part of the NCMSDC's efforts to add to the strategic programs of value for our Corporate Members and MBEs, the NCMSDC continued to provide and enhance the industry vertical program model.
- The vertical program models allow our Corporate Members within aligned industry groups to come together and share key information specific to their industry with each other and the attending MBEs. The vertical programs give us significantly better insights into sourcing pipelines and competencies required for these opportunities.
- In September, the NCMSDC hosted the third annual Construction Industry Business-to-Business Forum in partnership with the National Association of Minority Contractors, Wisconsin. Corporate Members such as Cargill, Johnson Controls, ManpowerGroup, Michels Corporation, Milwaukee Public Schools, Ryan Companies and WEC Energy Group.
- The inaugural NCMSDC Financial Services and Insurance Industry Vertical Symposium was new to the NCMSDC industry vertical programming model in April of 2018. This successful program brought together key Corporate Members in the financial services and insurance industry vertical such as US Bank, Ameriprise Financial, Aon, Blue Cross Blue Shield of Minnesota, Securian Financial, Thrivent Financial, and UnitedHealth Group.

Integration into High Impact Events:

- The state-based business opportunity fairs were strategically woven together into one regionwide NCMSDC Business Opportunity Exchange (BOE). The goal was to further connect our five-state region together and to provide one day of development programming and one day of business-to-business networking in one place, at one time, annually. The first integrated NCMSDC BOE was held in September at the Minneapolis Convention Center.
- The NCMSDC Annual Meeting and the multiple golf outings were aligned into one program. This helped further the connection of our five-state region. The NCMSDC Annual Meeting and Invitational Golf Classic was held in June at the Silver Spring Golf Club in Menomonee Falls, Wisconsin.
- We at the NCMSDC expanded our five-state regional presence in 2018, part of the "Advocate" core competency, by hosting a Northwest Minnesota Supplier Diversity Symposium and a Northeast Wisconsin Supplier Diversity Symposium.

A Great Year Overall:

Coupled with the program offerings, the NCMSDC improved its financial health in 2018. Good financial health fuels the NCMSDC's ability to provide services for our Corporate Members and MBEs. The NCMSDC continues its commitment to sound operational and financial practices. The NCMSDC completed a successful 2018 audit. The NCMSDC improved its Net Assets by ending 2018 with $191,000.00 in Net Assets, compared to $43,000.00 at 2017 year-end and $5,000.00 at 2016 year-end. The NCMSDC also saw an increase in Local Corporate Membership dues by 9% in 2018. The NCMSDC tackled the 16% decrease in contributions from the NMSDC and projected decrease in event revenues, by reducing expenses by 33% from the prior year.

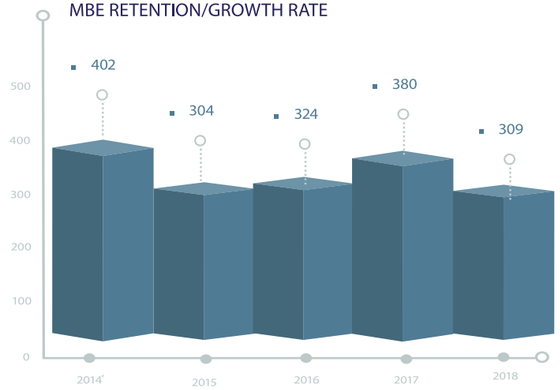
None of the successes in 2018 could have been accomplished without our NCMSDC Board of Directors, our Corporate Members, our MBEs and our strategic partners. Thank you to all of you for your active involvement and participation. Please find our NCMSDC Board of Directors, Corporate Members and MBEs listed within this Annual Report. Thank you also to the hard work and dedication of the NCMSDC team. The supplier diversity landscape has changed and what our Corporate Members and our MBEs need from the NCMSDC has changed. The NCMSDC is committed to further enhancing our service delivery in 2019. We look forward to your continued engagement in this process, toward our mutual success.

Thank you!

HIGHLIGHTS

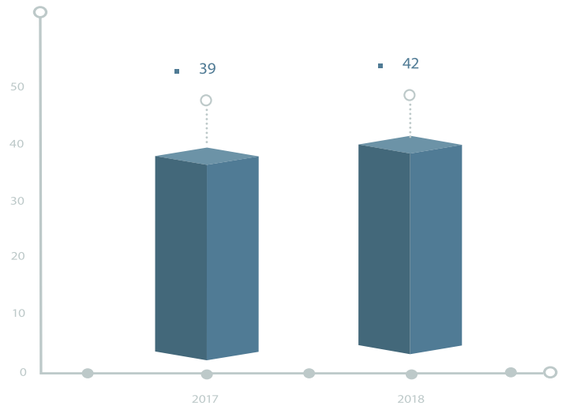
The Data & Metrics

MBE RETENTION/GROWTH RATE

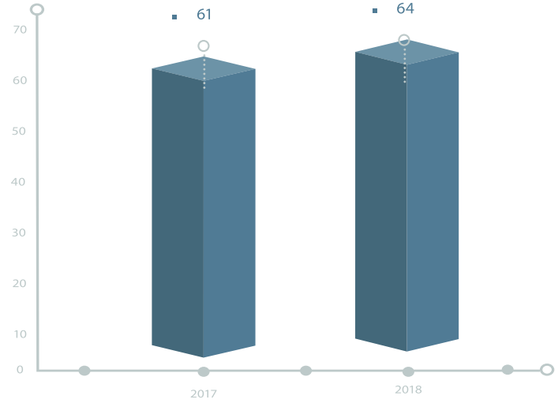


** 2014 MBE number reflects total number of MBEs for two Affiliates, at the time of the NMSDC nationwide Affiliate restructuring, when we became the North Central NCMSDC.*

LOCAL CORPORATE MEMBER GROWTH RATE



LOCAL AND NATIONAL CORPORATE MEMBERS PER YEAR



Corporate Members & MBEs Represented by State Year-end 2018

IA

National Corporate Members | 2

Local Corporate Members | 2

MBEs | 22

SD

National Corporate Members | 0

Local Corporate Members | 0

MBEs | 5

MN

National Corporate Members | 11

Local Corporate Members | 25

MBEs | 159

WI

National Corporate Members | 8

Local Corporate Members | 15

MBEs | 119

ND

National Corporate Members | 1

Local Corporate Members | 0

MBEs | 4

Net Assets

$191,000

The NCMSDC Financial Position improved, with Net Assets of $191,000.00 at 2018 year-end, compared to $43,000.00 at 2017 year-end and $5,000.00 at 2016 year-end.

Local Membership Dues

9%

Local Membership Dues were up 9%.

Strengthened Financial Footing

33%

Strengthened financial footing through expense controls of 33%.

Financial Performance KPI's		2017	2018
1.	Reliance on Sources of Income Ratio *(lower number is better)*	27%	31%
2.	Self-Sufficiency Ratio *(higher number is better)*	62%	81%
3.	Days Cash on Hand (s/t sources) *(higher number is better)*	44	122
4.	Current Ratio *(higher number is better)*	280%	723%

Corporation of the Year

Corporation of the Year & Chief Procurement Officer of the Year

Reggie Layton

Vice President, Supplier Diversity and
Supply Chain Sustainability
Johnson Controls

Johnson Controls' commitment to minority and women-owned business development runs deep and wide across the company, starting from the very top of the company and cascading through every level of its organization. It has built a culture where supplier diversity is integrated with its corporate strategy, tied to performance metrics and rewarded. In addition, its supplier diversity program is successful because of accountability, training and supplier diversity processes that extend into its customer network.

"Supplier diversity is important to us because we discovered that it enhances our revenue and strengthens our network of suppliers," said Reggie Layton, Vice President of Supplier Diversity and Supply Chain Sustainability. "Johnson Controls designs, installs and manages equipment that controls buildings. So as part of the proposal process during the sales phase, we not only offer equipment, but we offer having diverse suppliers install the equipment on customer projects. This means diverse electrical, mechanical, construction contractors, IT firms and others help us commission our equipment on customer projects. "Our sales and procurement teams do not run away from customers who want diverse businesses involved in their project. Our teams treat our portfolio of diverse suppliers as a competitive advantage."Since 1993, Johnson Controls has spent more than $21.6 billion with certified women- and minority-owned suppliers.

Among its many initiatives:

- It holds Supplier Diversity Operations Review meetings to enhance accountability.
- It requires supplier diversity training for every employee responsible buying the company's goods and services.
- It holds orientation sessions in cities throughout the U.S. and Puerto Rico, Canada, South Africa, China and the U.K. to explain its pre-qualification process and review purchasing plans with potential minority suppliers.
- It provides executive-level training for manager of diverse firms, minority scholarships to high schoolers and internships to college students, and mentoring modules for minority suppliers.

In turn, the company credits its diverse supply base for helping to expand its markets, extend its capabilities and strengthen its network of suppliers. "Every day our diverse suppliers are contributing to our success," Layton said. "It is not one deal or one diverse supplier who has helped us. The 300+ diverse suppliers we work with have proven themselves to be innovative and competitive in terms of cost, quality and ability to deliver goods and services to Johnson Controls."

Peder Gustafson

Vice President, Enterprise Sourcing & Procurement
UnitedHealth Group

"The company I work for values diverse people and perspectives," said Peder Gustafson, Vice President, Enterprise Sourcing & Procurement for UnitedHealth Group. "As a result, we build stronger connections with each other and achieve more powerful results for the millions of people we serve."

According to Gustafson, valuing and involving a range of voices also lead to insights and ingenuity that make possible the company's important mission: To help people live healthier lives and to make the health system work better for everyone. Suppliers for the company take many forms, including those who provide traditional SG&A categories, those who provide clinical goods and services that directly influence patient care, as well as a vast network of healthcare providers. Gustafson added, "By including and appreciating diverse perspectives and backgrounds – both in our employees and our suppliers – we generate stronger commitment, more creative solutions and better results."

UnitedHealth Group's mission is to help people live healthier lives and to make the health system work better for everyone. Peder Gustafson's role in the company's mission is supporting the development of a robust and diverse group of suppliers, whom he believes can help the company grow and better serve its members. At UHG, he leads the Enterprise Sourcing & Procurement function, which includes Supplier Diversity. He and his team partner with business leaders and stakeholders across UnitedHealth Group, UnitedHealthCare, and Optum to identify, select and manage the suppliers who support the business.

The Supplier Diversity Program at UHG aims to match business opportunities with certified diverse suppliers. We seek partners and vendors who reflect and represent our communities and customers. Through our supplier diversity program, we actively pursue affiliations with businesses owned by minorities, women and veterans, and those addressing the needs of underserved markets. As a result, we aim for suppliers to strengthen and grow their businesses through their association with UnitedHealth Group and our growing presence in markets globally. "Building relationships and sharing feedback are important to developing supplier relationships," Peder said.

He has been active in NCMSDC activities and has served on its board in various capacities since 2011. Before joining UHG, Peder has led procurement functions in other Fortune 500 corporations and has served as a management consultant focused on strategic sourcing and procurement transformation. He lives in Orono, Minn., with his wife and three children.

Chief Procurement Officer of the Year

Tom Lutz

Vice President and Chief Procurement Officer
U.S. Bancorp

For Tom Lutz, a successful supplier diversity program takes involvement beyond having diverse businesses as vendors.

"It requires listening to communities, to investing in relationships, to mentoring, and advocacy for diverse suppliers not only within your own company, but with your prime suppliers as well," Tom said. As a senior vice president and Chief Procurement Officer at U.S. Bancorp, Tom takes this all-in approach to the bank's strategic sourcing, vendor management and supplier diversity.

He focuses on delivering greater value across the enterprise through better internal alignment, vendor relationships, talent management and a shareholder-centric view of operating costs and business practices.

"The importance of a diverse supply base cannot be overstated – the creativity, agility, customer focus, and competitiveness we value at U.S. Bank is best represented by our diverse and inclusive suppliers," he said. "I am tremendously proud of my procurement team, the bank's supplier diversity task force members, and our diverse business partners."

For those who seek to improve their supplier diversity, Tom urges focus on three elements:

- Actively engage in local and regional councils that represent diverse businesses, such as NCMSDC
- Create goals and objectives, with measurement, visibility and recognition for those committed to the work
- Involve the entire organization in this effort so people understand and promote the value of diversity and inclusion.

"Doing this well serves individuals, communities, and corporations," Tom said. "Involvement and growth happen when companies are engaged and senior leaders foster a culture of accountability and stewardship."

Tom has more than 33 years of experience in procurement, supply chain management, and information systems. Before joining U.S. Bancorp, Tom spent 20 years with General Mills in a variety of roles and three years with Pulte Homes as National Vice President of Procurement. Tom is active in NCMSDC activities and serves on the board of the Midwest Chapter of the U.S. Pan Asian American Chamber of Commerce Education Fund (USPAACC).

Advocate of the Year

Jerry Fulmer

Director of Supplier Diversity Initiatives
WEC Energy Group

In his role as director of supplier diversity initiatives for WEC Energy Group, Jerry Fulmer is an advocate both in and out of the company. Internally, he leads businesses to establish related goals and objectives and trains employees to meet them through better business and procurement practices. At the same time, Jerry works in the business community outside of WEC Energy Group to facilitate relationships with business advocacy groups and businesses owned and operated by women, minorities veterans and disabled veterans. He played a key role in helping a WEC subsidiary (WE Power) achieve the supplier diversity goals in the company's 10-year growth plan.

Jerry is active in local chambers of commerce and supplier development councils and programs. "Minority business development is a vital importance to the economic and business objectives of corporations and government agencies," said Jerry, who also chairs the NCMSDC's Board of Directors. "It also supports workforce initiatives." He has been in minority business development for about 18 years, and he not only views this as part of his work responsibility, but he has a personal passion and commitment, especially when this contributes to the business and economic development climate of the communities we serve and our country.

WEC Energy Group's Supplier Diversity Initiative (SDI) is an important performance and incentive goal throughout the company, from their Board of Directors to their senior officers and other procurement and business decision makers throughout our utility subsidiaries.

To increase their spend with minority–owned businesses, the company enhanced its Tier II SDI to engage more of its Prime Contractors/Suppliers to increase their use of MBEs. This complements WEC Energy Group's Tier I SDI, and it has enhanced its commitment, outreach and spend results with MBEs.

Jerry has received many awards and recognition, including:

- America's Top 100 Leaders in Corporate Supplier Diversity, Women's Enterprise USA
- Top 75 Leading Men in Corporate Supplier Diversity, MBN USA magazine
- Outstanding Contribution to Minority Business Development Award, Wisconsin Dept. of Commerce
- Corporate Diversity Executive of the Year
- Distinguished Executive Award, Business Council Inc.

Impact Award

Kile Husen

Director of Sourcing and Procurement

Xcel Energy

By day, Kile Husen works for Xcel Energy as Director of Sourcing and Purchasing. Then, there is the NCMSDC, the organization that he partners with for Xcel and the organization where he volunteers as Treasurer. For the past year, he has logged more than 75 hours in that role, which nets him smiles and appreciation from the staff.

Kile has worked at Xcel Energy in the Supply Chain department for over 15 years, and Xcel Energy has been a long-time corporate sponsor. In fact, it was a founding sponsor of the NCMSDC. Xcel Energy has always encouraged people to participate in community organizations. Kile explains, "With my background in sourcing and accounting, it seemed a natural fit to work with the NCMSDC and help bridge the diverse supplier community and the corporations they'd like to do business with.

He believes for communities to thrive and grow, they need to be diverse. He also understands it's important to help nurture smaller diverse businesses because, many time, they are closer to what is happening in the community, are passionate about growing their business and working that much harder, and bring a different perspective and new solutions. "This helps companies from being insular and preparing for the future," said Kile.

Kile is a member of the community and enjoys the great cultural diversity in the metro area. To the extent that he can help nurture that diversity by working with the NCMSDC, he feels good about giving back by helping diverse businesses and their employees grow in the community. He also believes using diverse suppliers is good for the overall economy of the communities Xcel serves, tending to hire diverse workers, and thus, improving the overall economic climate. Furthermore, he has witnessed many times smaller diverse businesses are often able to pass cost savings down to Xcel Energy customers due to their lower overhead expenses.

Kile considers NMSDC a central resource for successfully connecting diverse suppliers with large companies such as Xcel Energy to compete for substantial business.

Class IV Supplier of the Year

Hoyt Hsiao

President and CEO

Shaw-Lundquist

That's the mission Fred Shaw picked for his budding construction business 44 years ago. Today, Shaw-Lundquist Associates is still building and providing general contracting services and construction management for the corporate, entertainment, retail, hospitality, municipal, education, and multi-family housing sectors. It's still a family-owned business, this time led by Fred's son, Hoyt Hsiao. He is President and CEO of a business that continues to grow in the Midwest and the West regions of the country. Shaw-Lundquist is the third largest minority-owned company in the Twin Cities and one of the largest Asian contractors in the U.S. This is the second time it is honored as a Supplier of the Year; the first was in 2015.

"This awards acts as a reminder to us that we need to continue to pursue improvement and embrace change so that we can create the best value for our clients and associates," Hoyt said. One such example is in its customer-centric value engineering services, which start with the end mind and explore alternatives, constructability and sustainability reviews and value engineering to arrive at a menu of options that fit the budget. In addition to new constructions, the firm also tackles complex renovations in occupied spaces, such as schools. Its workforce totals about 200 employees in supervision, management and administrative roles, as well as field staff.

What does it take to be a successful entrepreneur, especially as a MBE?

As a minority entrepreneur, we strive to create an environment that provides our team with engaging work and opportunities as we focus on our clients' needs. We are more than an MBE… we are a GREAT company that happens to be minority-owned. As a proud MBE contractor, we will continue to be active in our community, provide opportunities, and advocate for other diverse firms.

What are your plans for your business in the future?

We look forward to a future of growth for us as well as the NCSMDC, so that together we can provide more opportunities and continue to be a valued partner for our clients. Shaw-Lundquist established an Annual Mentorship Program to help local minority businesses in its community and has many initiatives to support MBEs, including soliciting them to participate in all of its projects. It has deep roots in community and civic involvement, starting with Fred – who co-founded the Upper Midwest chapter of the National Association of Minority Contractors, among others -- and continuing with Hoyt, who is on the board of Twin Cities Habitat for Humanity.

Class III
Supplier of the Year

Venkat Kota

Founder

Javen Technologies

Venkat Kota has always wanted a company of his own one day. When he was pursuing his MBA in India, his coursework often included cases studies of multinational companies. So, when he arrived 20 years ago, he knew this was the right place for him to start his business.

"It's the land of opportunity," he recalled thinking. "This is the place to do business." And, he did just that and formed Javen Technologies, an IT staffing and consulting business with him as the sole employee. Today, Javen Technologies pulls in millions of dollars in revenue and employs more than 100 people, half of whom are minorities.

Business Journal has ranked it among the top 50 fastest growing private companies six time in the last 10 years. Inc. magazine listed it as among the fastest growing companies in the U.S. for the last eight years, and USPAACC named Javen as one of the top 100 fastest growing Asian companies in the country.

Quality is the critical factor, Venkat said. "In the manufacturing world, you can touch your assets. In our world of staffing and consulting, there's nothing to touch. People are our assets. Without our people, we have nothing."
He focuses on recruits with strong technical expertise and provides regular training on the latest technologies so they can keep up with clients' needs. Javen's clients include 3M, Thomson Reuters, Cummins, Best Buy Pearson and many others.

What does it take to be a successful entrepreneur, especially as a MBE?

Staying focused on what we do best helps us achieve our results. A bigger company may be apprehensive about us initially because of our size, but they become convinced once they see our performance. Our work speaks for our-selves. Paying detailed attention to our clients' needs and following value-based pricing also help us stay relevant and competitive and deliver on our promises.

What are your plans for your business in the future?

We want to sustain our competitive advantage, invest in new technologies and expand into other markets so we may continue to deliver superior IT technology solutions nationwide.

Class II
Supplier of the Year

John Nakasone

Founder

Painting By Nakasone

John Nakasone's approach to business is pretty basic and not particularly innovative, he said: "I want to provide excellent work, on a timely basis, every time you hire us, at an affordable price. And then do it again – over and over again. When I do this, I provide value to my customers.

"My goal is to make the person who hires me look good."

Based on his client list, John has accomplished that for more than 30 years through his business, Painting By Nakasone, a commercial and residential painting and wallcovering contractor. U.S. Bank, Greiner Construction, Bremer Construction and Robert Carr and Associates all have been clients for 30-plus years. His business performs all aspects of painting and specializes in painting tenant improvements, retail stores, office buildings, hospitals, banks, restaurants, churches, housing and other residences.

In his first year of business in 1978, he earned $20,000. Today, his sales total in the millions and his employs nearly 40 people, 11 of whom are minorities. "We have learned to be flexible and react to challenges as quickly as we can," John said. "The discipline of facing challenges swiftly and head-on has allowed us to survive in a competitive marketplace."

What does it take to be a successful entrepreneur, especially as a MBE?

I believe that you have to forget about being a minority supplier while you are doing your work and focus on being the best overall vendor, giving the best service that money can provide. In the end, I want to earn, deserve and keep my place at the table by the quality of the services I provide.

What are your plans for your business in the future?

I want to continue to grow Painting by Nakasone, so that my family and employees can take it to the next level. This is way too much fun to stop now!

Class I
Supplier of the Year

Richard Aguilar
Founder
Aguilar Productions

For 22 years, Richard Aguilar has been producing and promoting marketing conferences, seminars and special events that feature the buying power of emerging markets in the United States, consisting of Hispanic Americans, African Americans, Asian Americans, as well as the growing communities of African immigrants.

Through his business, Aguilar Productions, Richard has held annual multicultural marketing conferences that provide insights and strategies to reach these markets to corporations and small businesses in the Twin Cities, networking events with multicultural marketing professionals, and special sessions for companies to promote their product and services to members of this multicultural communities.

“I’m so pleased to receive this award, especially from an organization that has been supporting minority business owners for over four decades,” Richard said. “Winning an award is recognition that the work we do is on the right path, that we’re making a difference in our business community and that the support from our sponsors and supporters was part of our success.”

U.S. Bank was among his first clients, and he helped the bank hire its first Hispanic agency of record in 1998. Subsequent work included helping to form a diversity marketing department for the Minnesota Twins, a multicultural marketing department for Allianz Life, and many others. In 2008, Aguilar Productions partnered with New American Dimensions in L.A., the Minneapolis Foundation, and the African Chamber of Commerce to produce the first marketing research study of new African immigrants who have lived for at least five years in the U.S.

What does it take to be a successful entrepreneur, especially as a MBE?

Being successful in business takes a combination of loving what you do, being confident of what your business can deliver and being prepared for the ups and downs. As an MBE, you should always feel that you belong and that you can meet and sell your business idea and be successful at it.

What are your plans for your business in the future?

Expanding our client base, updating our marketing efforts to include more social media and finding more ways to bring ROI to our clients and supporters.

Financial Insights

Statement of Financial Position
Year Ended December 31, 2018
(With Summarized Comparative Actual Totals for Year Ended December 31, 2017)

	Without Donor Restrictions	With Donor Restrictions	Total 2018	Total 2017
Assets				
Current assets				
Cash and cash equivalents	$ 144,916	$ 17,500	$ 162,416	$ 30,321
Accounts receivable – net of allowance	22,330	–	22,330	1,150
Due from National Minority Supplier Development Council	27,254	–	27,254	15,349
Prepaid expenses and other current assets	4,220	–	4,220	2,561
Total current assets	198,720	17,500	216,220	49,381
Property and equipment				
Property and equipment	53,900	–	53,900	53,900
Less accumulated depreciation	(53,567)	–	(53,567)	(53,347)
Net property and equipment	333	–	333	553
Long-term assets				
Security deposits	4,100	–	4,100	5,390
Total assets	$ 203,153	$ 17,500	$ 220,653	$ 55,324
Liabilities and Net Assets				
Current liabilities				
Accounts payable	$ 22,815	$ –	$ 22,815	$ 5,434
Deferred revenue	2,500	–	2,500	2,500
Accrued expenses	4,577	–	4,577	4,421
Total liabilities	29,892	–	29,892	12,355
Net assets	173,261	17,500	190,761	42,969
Total liabilities and net assets	$ 203,153	$ 17,500	$ 220,653	$ 55,324

Statement of Activities
Year Ended December 31, 2018
(With Summarized Comparative Actual Totals for Year Ended December 31, 2017)

	Without Donor Restrictions	With Donor Restrictions	Total 2018	Total 2017
Unrestricted support and revenue				
Member dues	$ 362,784	$ –	$ 362,784	$ 394,106
Programs	287,874	–	287,874	433,705
Certifications	93,150	–	93,150	104,750
Contributions, grants, and scholarships	500	17,500	18,000	15,500
Interest income	56	–	56	44
Total unrestricted support and revenue	744,364	17,500	761,864	948,105
Net assets released from restrictions	3,354	(3,354)	–	–
Total support and revenue of net assets released from restrictions	747,718	14,146	761,864	948,105
Expenses				
Program and fundraising events	127,249	–	127,249	298,798
Payroll and benefits	259,610	–	259,610	320,813
Professional fees	53,616	–	53,616	97,318
Rent	58,102	–	58,102	57,206
Travel	34,613	–	34,613	24,912
Insurance	2,482	–	2,482	978
Meeting expenses	7,444	–	7,444	9,316
Bad debt expense, net of bad debt recovery	10,000	–	10,000	36,638
Payroll taxes	17,599	–	17,599	22,669
Office expenses	11,656	–	11,656	7,661
Sponsorship and registration fees	5,410	–	5,410	9,467
Bank and merchant fees	9,496	–	9,496	12,147
Advertising and promotion	2,050	–	2,050	1,775
Professional development	–	–	–	125
Telephone	12,736	–	12,736	10,161
Website	1,789	–	1,789	60
Depreciation	220	–	220	470
Contributions and scholarships	–	–	–	100
Total expenses	614,072	–	614,072	910,614
Change in net assets	133,646	14,146	147,792	37,491
Net assets				
Beginning of year	39,615	3,354	42,969	5,478
End of year	$ 173,261	$ 17,500	$ 190,761	$ 42,969

Statement of Functional Expenses
Year Ended December 31, 2018

	Minority Supplier Development Services					Support Services		
	Membership Development	Annual Meeting and Reception	Business Opportunity Exchange	Certifications	Industry Vertical Program	Total Program Services	Management and General	Fundraising	Total
Business opportunity exchange expenses	$ –	$ –	$ 91,998	$ –	$ –	$ 91,998	$ –	$ –	$ 91,998
Annual meeting expenses	–	12,691	–	–	–	12,691	–	–	12,691
Golf event expenses	–	–	–	–	–	–	–	6,908	6,908
Procurement meeting	64	113	113	161	177	628	660	–	1,288
Industry vertical program expenses	–	–	–	–	4,018	4,018	–	–	4,018
Annual reception expenses	–	10,346	–	–	–	10,346	–	–	10,346
Payroll and benefits	21,960	30,962	37,349	47,399	25,730	163,400	85,788	10,422	259,610
Professional fees	–	–	–	–	12,410	12,410	41,206	–	53,616
Rent	2,905	5,084	5,084	7,263	7,989	28,325	29,777	–	58,102
Travel	1,731	3,029	3,029	4,327	4,759	16,875	17,738	–	34,613
Meeting expenses	–	–	–	–	–	–	7,444	–	7,444
Bad debt expense, net of bad debt recovery	–	–	–	–	–	–	10,000	–	10,000
Payroll taxes	1,490	2,098	2,532	3,213	1,744	11,077	5,815	707	17,599
Office expenses	583	1,020	1,020	1,457	1,603	5,683	5,973	–	11,656
Sponsorship and registration fees	1,470	738	1,852	963	117	5,140	–	270	5,410
Bank and merchant fees	2,579	1,296	3,251	1,691	205	9,022	–	474	9,496
Telephone	637	1,114	1,114	1,592	1,751	6,208	6,528	–	12,736
Other	–	–	–	–	–	–	6,541	–	6,541
Total expenses	$ 33,419	$ 68,491	$ 147,342	$ 68,066	$ 60,503	$ 377,821	$ 217,470	$ 18,781	$ 614,072

NORTH CENTRAL MINORITY SUPPLIER DEVELOPMENT COUNCIL

Statement of Cash Flows
Year Ended December 31, 2018
(With Summarized Comparative Actual Totals for Year Ended December 31, 2017)

	Total	
	2018	2017
Cash flows from operating activities		
Change in net assets	$ 147,792	$ 37,491
Adjustments to reconcile change in net assets to net cash (used) provided by operating activities		
Depreciation	220	470
Bad debt expense	16,000	36,638
Bad debt recovery	(6,000)	–
(Increase) decrease in current and long-term assets		
Accounts receivable	(31,180)	10,330
Due from National Minority Supplier Council	(11,905)	(6,417)
Prepaid expenses and other current assets	(1,659)	17,370
Security deposits	1,290	–
Increase (decrease) in current liabilities		
Accounts payable	17,381	(10,608)
Deferred revenue	–	(77,000)
Accrued expenses	156	(19,909)
Contracts payable	–	(13,470)
Net cash provided (used) by operating activities	132,095	(25,105)
Increase (decrease) in cash and cash equivalents	132,095	(25,105)
Cash and cash equivalents		
Beginning of year	30,321	55,426
End of year	$ 162,416	$ 30,321
Supplemental disclosures of noncash activity		
In-kind goods and services received and expensed	$ 28,370	$ 20,000

National Corporate Members

Non-Headquartered Active National Corporate Members

Local **Corporate Members**

MBE **Firms**

#1 Transportation
11 East Kellogg Boulevard LLC
26 Letters, Inc
411 Minnesota Street, LLC
4AM Consulting, LLC
Abaxent, LLC
Abernathy Consulting, Ltd.
Absolute Commercial Flooring, Inc.
Abundant Office Solutions, LLC
Adam Information Technologies LLC
Adobe DeSigns LLC
Advanced Technologies Integration
Aero Assemblies, Inc.
Agilea Solutions, Inc.
Aguilar Productions, Inc.
AIM Global Trading, LLC.
Alden Group, Inc.
All Season Lawn Care & Landscaping, Inc.
Allume Worldwide, Inc.
American Mergers & Manufacturing - International, LLC
American Metal Technologies, LLC
American Technology Consulting, LLC
AMERICLEAN JANITORIAL SERVICES CORP
AMF Consulting & Services, Inc.
Andros ENT & Sleep Center, P.A.
Applied Sales & Installation Services, Inc.
Arteaga Construction, Inc.
ASTER Labs, Inc.
Aston Technologies
Avenue Staffing, Inc
B&D Contractors, Inc.
B&L Supply Inc
B2B Technology Inc
Bald Eagle Erectors, Inc.
Barrientos Design & Consulting, Inc.
Be Graceful Bakery and Catering LLC
Belonger Corporation Inc
Best Ed LLC
Best-DataCom, Inc.
Bird Industries, Inc.
Blackwell Burke P.A.
Bloom Companies, LLC
BodyTogs, LLC
BPK Inc.
BTM Global Consulting, LLC
Buildings Consulting Group, Inc.
C.B. Distributors, Inc.
C4 Technical Services
Cambodian Employment Inc.
Caribou Thunder, LLC
Cartridge Savers, Inc.
Catalina Specialty Foods Inc.
Catallia Mexican Foods LLC
Central Wisconsin Flex, Inc
Chapman Technology Group, Inc
ChemCeed, LLC
Chenhall Staffing Services, Inc.
Chippewa Office Solutions
Choice Construction Companies, Inc.
ChRi Laboratories, Inc
CIO Services Practice, LLC
Classic Acrylics, Inc.
Clinton Consulting, Inc.
cmnd+m LLC
Coleman & Williams, Ltd
Columbia Precision Machine Corp
Comcentia, LLC
Convenience Electronics, Inc.
Copeland TrucKing, Inc
Corporate Image Group, Inc.
Creative Marketing Resources, Inc.
Creek Oilfield Services, LLC
Cribbs Landscaping Co., Inc.
Cross Management Services, Inc.
CS Solutions, Inc
Custom Service Manufacturing, LLC
Dairyland Energy Solutions, Inc.
Dakonte Product Group, Inc.
Dakota Intertek Corp.
Dakota Lines, Inc.
Denysys Corporation
Destin Die Casting, LLC.
Destination Management Connection LLC
DI & Associates, Inc.
Diamond Discs International
DigiGrated, LLC
Diverse Maintenance Solutions
Dragon Technology Solutions, LLC
Duffs Doorstopper LLC
Dynaband, LLC
E. R. Abernathy Industrial, Inc.
Electrical Testing Solutions.
Electronic Office Environments
Elliott Contracting Corporation
Engelmeier & Umanah, P.A.
Engineered Plastic Components, Inc.
Enterprise Content Solutions II, LLC (ECSII)
EP Acquisitions
Epic Event Rental, Inc.
Equity Supply Group, LLC
EVS, Inc.
Exterior Experts of Iowa
Fair Oaks Farms, LLC
FLYNN ADVANTAGE LLC
Focus & Find, LLC
Forever Fit Group Ltd
Fusion Integrated Solutions, LLC
Gaffaney's Total Office Source
GANTON INTERNATIONAL, INC.
Genisys Technologies, Inc.
Genome International Corporation
GESTRA Engineering, Inc.
Giri Corporation
Global Capital Group, LLC
Global Electrical Inspector Consultants
Global Employment Solutions, Inc.
Global Intellectuals LLC
Global International LLC
GonDolly LLC
Got Knot Inc. / Got Knot Designer Men's Wear
Greenfire Management Services, LLC
Growth Capital Management, LLC
GVM Services, LLC
H. Derksen & Sons Co., Inc.
Hallberg Engineering Inc.
Halverson Carpet Center LTD.
Hawk Health and Safety
Healthy America
Herrera Property Group LLC
HFM Packaging, Ltd.
HINCKLEY LAUNDRY, LLC
Horizontal Integration
Hurt Electric Inc
HUSCO International, Inc.
HVA PRODUCTS INC
I S P T, LLC
Icon IT Group, Inc.
Ideal Commercial Interiors
Ideal System Solutions, Inc.
IFC Research Ltd
Igbanugo Partners Int'l Law Firm, PLLC
ILM Professional Services, Inc.
Infinite Computing Systems, Inc.
Infinity Wireless, Inc.
Integrated Systems Corporation
Ithaca Promotions
J.SELMER LAW, P. A.
JAB Companies, Inc.
JAB Solutions, Inc.
Jade Logistics, Inc
Javen Technologies, Inc.
JCP Construction, LLC
Jeneil Biotech, Inc.
JIA International LLC
J-I-T Services, Inc
Kapur & Associates, Inc.
Kelly Computer Supply Company, LLC
Keystone Electrical Manufacturing Co.
KNOCK, Inc.
KNZ Solutions Inc.
Latitude Prime LLC
Lennox Logging LLC
Limitless Exposure, LLC
LKT Laboratories, Inc.
Loeffler Construction Consulting
Lynn Marie's Cleaning Service, Inc.
Malleswari Inc
Mantz Automation, Inc.
Market Probe
MARS IT Corp
MCC Industries
Metal-Era, Inc.
Metropolitan Transportation Network, Inc.
Meyer Contracting Inc.
Midwest Structure Engineering
Minority Business Enterprises, LLC
MLCV 20/20 HOLDINGS, LLC
Modern Maintenance Building Services, Inc.
Modern Manufacturing & Engineering, Inc.
Monarch Builders & Commercial Services, LLC
MWH Law Group LLP
My3Tech Inc
Native American Natural Foods, LLC
Neo Brake Systems, Inc.
Night Train Trucking,Inc
NNE Enterprises, Inc.
North Shore Rubber, LLC.
NORTHERN U&S, INC.
Oasys Technologies, Inc
OHE Industries LLC
Painting by Nakasone, Inc.
Performix
Perkins Broker Group, LLC
Pioneer Plastics, Inc
Platt Construction, Inc
Pointward Inc.
Polybest, Inc
PR International
Price and Sons, Inc.
Prism Technical Management & Marketing Services, LLC
Pro Electric, Inc.
Professional Consulting Inc
Professional Power Engineering Company, LLC
Proto Edge, Inc
QCI Tech
Qualmar Technology Group, LLC
Quinn David & Associates, LLC
R3 Uniq Inc
Rachel Reese and Associates, LLC
Rams Contracting, Ltd.
RDY ENTERPRISES, INC.
Realty Among Friends LLC
Revelation, LLC
Robinson-Robinson & Associates, Inc.
Rx Connection, LLC
Samah Home Health Care, LLC
SanKar Inc
Sapientia Law Group PLLC
SAPPHIRE CLOUD LLC
Sarink LLC
Sawatdee, Inc.
Scientific Molding Corporation, Ltd.
Seeghra Technologies Inc.
Select Source International
Shaw Trucking, Inc.
Shaw-Lundquist Associates, Inc.
Smart Delivery Service Inc
Software Analysts Corporation
SP Custom Carpentry & Windows, Inc
St. Croix Promotions, Inc.
Subtle Tech Solutions Inc.
Suburban Auto Body, Inc
Sudhko Inc.
SUNTRAND INTERNATIONAL, LLC
Superior Support Resources, Inc
Supremacy Consulting LLC
SUR Natural Health Brands LLC
Symphony Corporation
Synico Select
SysLogic, Inc.
Tainter's Optimized Mechanical Solutions, LLC
TAJ Technologies, Inc.
Tanson Corp
Team One Printing
TechDigital Corporation
TechniSource Packaging Group
Tech-Pro, LLC
Terra Translations, LLC
Terry-Durin Company
The Collaborative Company
The Post Top Group, Inc.
Thomas A. Mason Co., Inc.
Thunder Road LLC
Tips Consulting
Titan Data Group, Inc.
TOGO Disposal, Inc
Toki & Associates, Inc.
TORCOM CONSTRUCTION LLC
TPR Enterprises, LLC
Trans Atlantics, LLC
TransformationServices, Inc.
Unique Contracting Service Corp.
Unitech Electronic Contracting LLC
UpNet Technologies Inc.
Urban Design Perspectives, Inc.
Urban Strategies, US, LLC.
Urethane Systems Plus, Inc
USDME MEDICAL SUPPLIES LLC
V&V LLC
Vajraasys Limited
Valdes Lawn Care and Snow Removal, LLC
vikRti Management Consulting, LLC
VIRTELLIGENCE, INC
Visions, Inc.
Visnec Technologies LLC
Visual Consultants, Inc
Vizance, Inc.
Wangard Partners, Inc.
Webber Law Firm, LLC
websolv computing, inc.
Wells Technology, Inc.
Wendy S. Tai LLC
West Central Environmental Consultants, Inc.
Wisconsin International Services, Logistics, Inc
Wisdom InfoTech
Wissen Infotech, Inc.
Wolke Tek llc
WRNB FM Media, Inc. dba: Urban Mass Media Group
X-Centric IT Solutions, LLC
Xylo Technologies,Inc.
Yahna, LLC
YFI Technologies
Zaylore Stout & Associates, LLC

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- **Adonica Randall,** MBEIC Co-2nd Vice-Chair
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- **Marshall Payne**, Qualmar Technology Group, MBEIC Secretary

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- **Tito Machado**, Electrical Testing Solutions
- **Brian Mitchell**, Choice Construction Company
- **Jacqueline Moore**, Creative Marketing Resources
- **Ugo Nwagbaraocha**, Diamond Discs International
- **Dele Ojelabi**, Comcentia, LLC
- **Prema Patil**, Tanson Corporation
- **Cherise Rachel Salim**, Rachel Reese And Associates, LLC (RRA)
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NCMSDC

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