Dear Jennifer,

The mission of the Greater New England Minority Supplier Development Council is to significantly increase business relationships between our corporate members and our certified MBEs. We believe that minority business development is a key component of reducing poverty, unemployment, increasing wealth, and integrating American society. You are receiving this email in order to keep you abreast of developments with the Greater New England Minority Supplier Development Council, Supplier Diversity Issues and Minority Business Development. If you like what you read please share internally and externally.

**It's Time to Submit Your Nominations!**

It is time for corporate members to provide their nominations for Suppliers of the Year, and for MBEs to provide their nominations for Corporation of the Year (Local and National), Buyer of the Year, and Advocate of the Year. Corporation members can make one nomination for each of the four categories of MBEs. Council staff can provide you information about the eligibility of the MBE and their category. MBEs will submit their nominations to the MBE Input Committee.

These awards are very important for both corporations and MBES. MBEs on the MBE Input Committee select the corporate awardees, and any NMSDC certified MBE is eligible to submit a nominee. There are not too many better ways for an MBE to say thank you to a corporate client for a job well done, than by nominating them for one or more of these prestigious awards.

Below please find the deadline dates and links to the Nomination Forms for the Corporations and MBEs.

<table>
<thead>
<tr>
<th>Important Deadline Dates</th>
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<tbody>
<tr>
<td>02/20/2015</td>
<td>Nomination Forms due</td>
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<tr>
<td>03/06/2015</td>
<td>Nominee Information due</td>
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</tbody>
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**MBEs** [Click here to nominate a Corporation](#)  
**Corporations** [Click here to nominate a MBE](#)

Thank you for taking the time to complete the nomination Forms.

**REGISTER NOW AT GALA.GNEMSDC.org** And if you register by March 15, 2015, you can save $75 per ticket.
Special Advanced Leadership Program for Construction MBEs/DBEs

The GNEMSDC in conjunction with Connecticut DOT and the Community Capital/GNEMSDC BondSure Program will offer a special 6-week training session for MBEs/DBEs in the construction and engineering areas. This six week program will begin on Friday, February 27th and run through March 27th. Each Friday, we will have experts who will focus on:

1. Construction Accounting and Finance
2. Bidding
3. Construction Contract Law
4. Estimating
5. Construction Marketing
6. Operational Management

Each class will also feature guest presenters from the industry who will share their knowledge and opportunities. Each session will start at 8:00 AM with breakfast, each session will have a luncheon speaker, and each session will end at 4:00 PM.

Outline for this week's class on Accounting

Because of the support from Connecticut DOT, the program is free to certified DBEs. Scholarships are available for other MBEs who are not currently certified by Connecticut DOT.

Upon the completion of the Special Advance Leadership Program for Construction MBEs/DBEs program and if your company is located in Southern Connecticut you will be eligible to apply for up to $100,000 in guarantee/collateral for a performance bond under our BondSure program. For more details and requirements regarding BondSure please go to BondSure.org or email alopez@gnemsdc.org.

Please join us on Thursday April 30, 2015 for the inaugural Business Beyond Gaming Conference with the Minority Business Development Agency (MBDA), the Greater New England Minority Supplier Development Agency (GNEMSDC), and the Native American Contractors Association (NACA).

This event will be held at the Mashantucket Pequot Museum and Research Center. Click the link below for additional event information.

Please RSVP here: http://bbg2015.gnemsdc.org/
We "GUARANTEE" that this class will make your business more profitable and prevent you from making BIG avoidable mistakes. And we say this for any company doing business with state DOTs or other large prime contractors. You really cannot afford not to attend.

If you are interested in attending this program, contact Diane Thomas at dthomas@gnemslc.org. Space is limited. Here is what one DBE said about the GALP program that took place this fall:

"I am pleased to report that the GALP program was outstanding. I was particularly impressed by the level of expertise of all the professors. The subject matter was appropriate and will be instrumental in growing our company and improving operating efficiencies. I was also impressed by the luncheon presenters and the advice provided.

I highly recommend this course to any entrepreneur that is interested in developing his or her management skills and improve their ability to run a more efficient company.” - Ray Boa, A & J Construction, 2nd Place Winner in the GNEMSDC 2014 Shark Tank Competition.

**Black Tie Gala - February 27, 2015**

Dr. Fred will be the Keynote Speaker at the "Black Success Beyond Tomorrow Gala" at the Hartford Club on Friday, February 27. The Gala honors outstanding Black businesses in the Greater Hartford area. One honoree is Rohan Freeman of the Freeman Companies, a certified GNEMSDC MBE. Yvonne Davis of Davis Communications, is the Mistress of Ceremonies for the event. For more information on the event visit, www.smallbusinessnightout.com.

**Institute for Supply Management-Supplier Diversity Forum February 24, 2015**

Register Today!

Register to attend the ISM Supplier Diversity Forum. The guest speaker will be Dr. Fred McKinney. Below is the event details:

**Date:** February 24, 2015  
**Networking** 5:30-6:00pm  
**Meeting Time** 6:00-8:00pm  
**Location:** Bryant University  
Douglas Pike, Smithfield RI 02917  
Gulski Room - Unistructure Building  
**ISM Members:** No Charge, included with membership  
**Non-ISM Members:** $30  
Click here to Register for this event.
SAVE THE DATE!

Tuesday, April 28, 2015
8:00 AM to 5:00 PM
Anthony's Ocean View
450 Lighthouse Rd, New Haven, CT

The theme for this year's Forum is "Responsibility: Social, Economic and Environmental" featuring the phenomenal line-up of presenters.

There will be a panel discussing "Big Business, Government and Small Business Enterprise" and the panelists include Dr. Fred McKinney (GNEMSDC), Jamie Crump (United Rentals) and state officials as well as other big business diversity leaders.

Peter Gioia, from the Connecticut Business & Industry Association, will discuss the state of the Connecticut economy. In addition, the committee is still reviewing speakers on sustainability and how it impacts the bottom line.

This Forum is about Responsibility; helping both big and small businesses in Connecticut and providing economic stability within our world.

Event Registration

GNEMSDC Community Business School Opens
Saturday, February 21, 2015

The GNEMSDC Community Business School opens Saturday, February 21, 2015.

Click on the link CBS 2015 Spring Syllabus to view the schedule of seminars. For more details or to register for a seminar Call the GNEMSDC office at (203)288-9744.

Upcoming Events

There are several events coming up on our calendar that are designed specifically for MBEs to learn about corporate opportunities. We know how busy everyone's schedule is, but these are events often hosted by our corporate members with the expressed purpose of finding out more about you and your business with the ultimate aim, to make you a valuable supplier to their companies. Here are some events you should consider:

- **February 18, 2015** - MBE Orientation @ 9 am to be held at the GNEMSDC Boston Office, Boston MA.
- **February 27, 2015** - GNEMSDC 1st Quarterly Meeting hosted by Boston Scientific
- **February 27, 2015** - Certifications Panel hosted by Operational Services Division (OSD), click here for more information and RSVP
- **March 12, 2015** - CT Lottery 2nd Annual Supplier Diversity Open House, 777 Brook Street, Rocky Hill, CT; registration details to follow
- **March 18, 2015** - Keolis Supplier Diversity Outreach, 8:30 AM - 11:30 AM, Reggie Lewis Track and Athletic Center, at Roxbury Community College, 1350 Tremont Street, Boston, MA; registration details to follow
March 25, 2015 - 5th Annual MBE Capital Summit at the Federal Reserve Bank of Boston

April 7-9, 2015 - Farm to Institution Summit, UMass Amherst, Amherst, MA; click here for more information and to RSVP

April 10, 2015 - Eds, Meds, and Pharma Supplier Diversity Conference at Boston Convention and Exhibition Center

April 11, 2015 - GNEMSDC 40th Anniversary Awards Gala, Boston Convention and Exhibition Center

April 30, 2015 - Business Beyond Gaming at the Mashantucket Pequot Museum and Research Center

July 13, 2015 - GNEMSDC Supplier Diversity Golf Classic, Lake of Isles at Foxwoods

September 24-25, 2015 - GNEMSDC Trade Expo at Foxwoods

November 18, 2015 - GNEMSDC - MBDA - CWE Supplier Diversity Best Practices Forum at Fenway Park, Boston, MA

GNEMSDC 40th Anniversary Annual Sponsorship

We are excited to announce that in 2015, the GNEMSDC will be celebrating 40 years of Minority Business Development and Supplier Diversity. We hope that all of our certified MBEs and Corporate members will consider being an Annual Sponsor this very special year. Attached is the Sponsorship Package for 2015. Your support is greatly needed and appreciated.

Annual Sponsorship Package 2015

Corporate Member of the Week: Keolis Commuter Services

Keolis Commuter Services operates and maintains the Massachusetts Bay Transportation Authority’s commuter rail system, carrying more than 127,000 passengers daily throughout Greater Boston. We are part of Keolis North America, a leading provider of passenger transportation services throughout the U.S. and Canada, carrying nearly 50 million people via train, bus and taxi each year through public contracts. We specialize in helping transportation authorities meet the needs of their communities.

Disadvantaged Business Enterprise Program

At Keolis Commuter Services our core values include a strong commitment to diversity and nondiscrimination at every level of our organization, including the procurement of goods and services. Our Disadvantaged Business Enterprise (DBE) program provides contracting opportunities to small businesses owned and controlled by socially and economically disadvantaged individuals. Please follow our Guide for Disadvantaged Business Enterprises.

For more information about the Disadvantaged Business Enterprise Program at Keolis Commuter Services please visit http://www.keoliscs.com/about-us/disadvantaged-business-enterprise/
MBE of the Week: CHEETAH Toys & More, LLC

Dr. Paulette Trowers-Lawrence, CEO & Founder of CHEETAH Toys & More, LLC (Connect to Higher Education, Electronic Tools, Application and Help) designs, manufactures and distributes promotional plush and stuffed gifts, backpacks and toys that can be sold with complementary books, songs, games and other printed materials that teach the value of education during the formative years.

As an advocate for children, CHEETAH™ seeks to entertain, educate and inspire children and their caregivers, via La Chase the Cheetah and the BagoBaggins, the animated characters of CHEETAH who live on BagoBaggin Island, the program is able to provide the tools that create CHEETAH CUBS (Children Understanding the Benefits of School). Throughout the years, CHEETAH has partnered with several schools, daycares and children organizations to hosted parties and other events with great success.

Tools include proprietary plush and stuffed backpacks (often with music), plush dancing and singing toys, books, puzzles, song, audio CD, mascot, and our puppet. The company’s tools coupled with enrichment programs within schools, among other things, are the vehicles used to deliver our message of a "no-excuse attitude" towards learning.

To learn more about CHEETAH Toys & More, LLC please email paulette@mydreamcheetah.com or call 860-794-5082.

GNEMSC MBE NAICS CODES

Several corporate members have asked for information about which NAICS codes MBEs are currently servicing. The attached list provides that information without providing the names and contact information.

GNEMSDC MBE NAICS CODE LIST

MassMutual Financial Group is one of the largest life insurance companies. Over time, MassMutual provided financial and retirement security to millions of people, and earned financial strength ratings that are among the highest of any company in any industry.

Today, MassMutual ranks in the Fortune 500 and was listed as one of the nine most admired life and health insurance companies in the world in the FORTUNE magazine. While whole life insurance continues to be MassMutual’s foundation, MassMutual and its affiliated companies offer a broad array of insurance and investment products for individuals, families and businesses. The company also provides retirement services for institutional investors and corporate, union, nonprofit and governmental employees’ defined benefit, defined contribution and nonqualified deferred compensation plans.

MassMutual believes diversity includes the broadest possible range of cultures, backgrounds, experiences and perspectives, while inclusion means creating an environment where all people and ideas are valued. Their goal is to welcome everyone - customers, employees, suppliers and visitors alike. Their passion for diversity and inclusion is not only about doing the right thing; it also helps them achieve their purpose to help people secure their future and protect the ones they love.

MassMutual has a growing supplier diversity program in place. MassMutual makes it a point to seek out services from diverse owned businesses. Their belief is that diverse suppliers are critical in their sourcing strategies, and they continually seek to grow their network and spend with diverse owned businesses.

For more information please visit www.massmutual.com.

Introducing New Corporate Member: MassMutual Financial Group

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For more information please visit www.massmutual.com.
**BondSure 2015**

On January 22nd, elected officials from Southern Connecticut gathered in Bridgeport to launch BondSure, a state funded surety bond guarantee program. This program is co-managed by GNEMSDC and Community Capital Corporation. It provides up to **$100,000 in collateral** to facilitate the issuance of a surety bond to minority contractors.

Please click here for a short clip from the event [http://youtu.be/gPU4Ato2_PA](http://youtu.be/gPU4Ato2_PA).

For more information about BondSure go to [www.bondsure.org](http://www.bondsure.org) or email alopez@genmsdc.org

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**MBEIC Meeting and Jazz Evening - May 2, 2015**

The GNEMSDC MBEIC is sponsoring a Meeting and Jazz Evening at the John Lyman Center of Performing Arts on Saturday, May 2, 2015. The dinner meeting is from 5:00 pm - 7:00 pm and the Jazz Concert is from 8:00 - 10:30 pm. The cost for dinner and the Jazz Concert is $33.00.

Tickets are limited and can be purchased via this link [Jazz Concert ticket](#).

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**Can your business survive a disaster?**

Do you have a plan for your business in the event of a prolonged power outage? A **Disaster Recovery Plan** can increase your chances of survival.

According to the Red Cross 40% of businesses do not reopen after a disaster. **YOU NEED A PLAN.**

Please contact Tony Peters [apeters@gnemsdc.org](mailto:apeters@gnemsdc.org) for a free consultation or go to [www.PrepareCT.com](http://www.PrepareCT.com) for more information.
Invitations for Bid and Opportunities

- CT Department of Transportation Examination Announcement:
  Transportation Rail Officer 1 & Transportation Rail Officer 2
- Keolis Commuter Services - following new job opportunities are available: Contract Compliance Manager, Lean Specialist, Signal Maintenance and Construction Apprentice, Training Coordinator, Human Resource Generalist
- Suffolk Construction is currently accepting applications for a Compliance Officer
- Mass Dept of Revenue has several job openings: MassDOR.
- Harvard University is committed to increasing their efforts in hiring a more diverse population at Harvard Medical School. Currently accepting applications for the following position: Senior Advisor, Supplier Development and Diversity
- The Federal Reserve Bank of Boston's vision revolves around the core notion of excellence in serving the public. They have highly skilled and proud employees and provide meaningful and challenging development opportunities to a diverse workforce. Please visit their career page for additional information and a listing of open positions. [http://www.bostonfed.org/about/employment/index.htm](http://www.bostonfed.org/about/employment/index.htm)

FYI

- GNEMSDC MBE Highlight - [Daniel Penn Associates Article Features](#)
- GNEMSDC featured in the latest issue of Mass Lawyer Weekly, Dr. Fred news article on "Champion of Minority Business" January 9, 2015.
- [GNEMSDC 2014 EXPO Photos](#)
- Dr. Fred on Comcast Newsmakers, August 2014.
- [Hartford Office Open House Photos](#)
- [2014 GNEMSDC Annual Gala Photos](#)
- Dr. Fred [Editorial on $2.4 Million Federal Fine of Connecticut Contract at Hartford Business Journal](#)
- Dr. Fred [interviewed on National Public Radio regarding the Manafort Brothers $2.4 million fine](#). Also see last week's And Finally. Last week's And Finally will appear in the Hartford Business Journal next week.
- [SBA Loans Are Not Reaching Black Businesses - A Wall Street Journal Article](#)
- [4th Annual GNEMSDC/MBDA Capital Summit Photos](#)
- [Dr. Fred's "Minimum wage should be significantly higher" Editorial Published in Hartford Busines Journal on February 3, 2014](#)
- [Dr. Fred interview with Gwen Edwards on News12](#)
- Please enjoy this video message from Dr. Fred on Supplier Diversity.

And Finally...

One truth I have often shared with MBEs is that one day, they would be separated from the business that they created. This separation could be the result of a change in control transaction, an illness or death, or the end of the business. This truth also holds for those who lead any organization. This day has come for me as well. It is with a mixture of joy and sorrow that I announce my resignation as President and CEO of the Greater New England Minority Supplier Development Council.

I am leaving to join the staff of the Tuck School of Business in Tuck Executive Education program as a managing director. The Tuck Executive Education (TEE) houses the "Building a Performance Minority Business", the "Growing the Minority Business to Scale", and several other programs designed to improve the performance of MBEs and WBEs across the country. My role at Tuck will be to help develop new and existing programs in the TEE portfolio.

I started my professional career in higher education, first at Sacred Heart University, then at Brandeis University and finally at the University of Connecticut. And now I have the opportunity to return to where I started with the added benefit of joining one of the most successful business schools in the world (Tuck was
ranked recently as the 7th best business school in the world), and join the program that has provided executive education to more MBEs than any other business school in the world.

I am leaving the GNEMSDC in great shape, financially, organizationally and programmatically. Through the support of all of our stakeholders, the GNEMSDC has the financial resources to execute its programs at the level they deserve. When I started with the CMSDC in 2001 there were two employees on the staff, Delores Holley and Gloria Yopp. I made number three. Through organic growth, acquisitions, mergers and aggressive grant writing and program development, we have been able to grow the staff of the GNEMSDC to 16 minority business development professionals. This staff is highly capable and motivated to continue the excellent work without me. The test of good leadership is the ability to build an organization and a team that can quickly adjust to changes in leadership.

I love what I have been doing for the last 14 years as the leader of the CMSDC and then the GNEMSDC. I will miss working with my colleagues at the GNEMSDC. Every current staff member of the GNEMSDC I hired. They are the best and will continue to be the best. I will miss my directors. They have provided great guidance and support for me and the organization. I want to particularly thank Tom Davis my chairman for his encouragement over the years. I will miss the representatives from our corporate membership. You have demonstrated with your support that you share the vision of strong and successful minority suppliers. And I will miss the MBEs of the GNEMSDC. MBEs have provided me with the inspiration and motivation over the last 14 years. Together we are walking up the "rocky side of the mountain." Where I am going will allow me to stay engaged with all of you, albeit in a new capacity. And, you should all know, I will be calling on you. So missing you is really not an option!

I want to thank the NMSDC and all of my colleagues who lead regional councils across the country. This journey has created bonds that will last a lifetime. The network is strong and will get stronger. I want to particularly acknowledge the leadership of two outstanding ladies, Harriet Michel and Joset Wright-Lacy. We are fortunate to have such leaders.

In leaving, I also must thank the U.S. Department of Commerce, Minority Business Development Agency for giving us the opportunity to expand our services to MBEs across the country from both our Boston and Bridgeport Centers. I thank Governor Malloy and the Department of Economic and Community Development for their commitment to MBEs in construction and their support of the BondSure program. I thank Mayor Walsh and the City of Boston for providing us the opportunity to increase our services for Boston based MBEs. I thank the Connecticut Department of Transportation for their support of our efforts to build stronger DBEs. I thank the Fairfield County Community Foundation for their support of our Advanced Leadership Program. I thank the Connecticut Health Foundation for their support of our efforts to increase health insurance enrollment of MBEs in the Affordable Care Act. I thank the Bridgeport Regional Business Council, the Metro Hartford Alliance, the Greater New Haven Chamber of Commerce, the Connecticut Business and Industry Association, the Boston Chamber of Commerce and the Fairfield Business Council for their support on numerous efforts to bring MBEs and the larger business communities together. I am confident the GNEMSDC team and my successor will continue to provide the excellent services you deserve and more importantly, our MBEs deserve.

My plans, board willing, are to remain on staff until the end of April. I want this upcoming 2015 GNEMSDC 40th Anniversary Awards Gala to be a memorable and spectacular event. (Ever the promoter - please become an annual sponsor and buy your tickets now. Let’s make this a really special night.) I am committed to also help insure a smooth transition. I will do all in my power to promote the continued development of the GNEMSDC and its mission. So please keep me in your thoughts and prayers as I keep you in mine. And as always,

In your service,

Dr. Fred