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.

**GNEMSDC Office Closed - Today Monday, February 2, 2015**

Because of the winter storm, the GNEMSDC offices in Bridgeport and Boston are closed today. Most of the staff can still send and receive emails. If you have any questions, or needs feel free to contact me at fmckinney@gnemsdc.org. Be safe!

**Connecticut's Commercial Property Assessed Clean Energy Program Legal Seminar - February 9th**

On Monday, February 9th, please join GNEMSDC for a presentation concerning Connecticut’s Commercial Property Assessed Clean Energy (C-PACE) program. Connecticut’s C-PACE program is an innovative program that is helping commercial, industrial and multi-family property owners access affordable, long-term financing for smart energy upgrades to their buildings.

C-PACE allows building owners to finance qualifying energy efficiency and clean energy improvements through a voluntary assessment on their property tax bill. Once the improvements are completed, the savings from those improvements serve as the source of funds to re-pay the costs of the improvements. Property owners pay for the improvements over time through this additional charge on their property tax bill, and the repayment obligation transfers automatically to the next owner if the property is sold. Capital provided under the C-PACE program is secured by a lien on the property, so low-interest capital can be raised from the private sector.

Alysse Lembo-Buzzelli, and Robert Schmidt of Connecticut’s Green Bank and Lee Hoffman with the law firm of Pullman & Comley will discuss the merits of the C-PACE program and how businesses can get involved in the program.
It's Time to Summit 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.

Corporate members will submit their nominations to Andie Ryoo, the Director for Corporate Services, Akim@gnemsdc.org. These nominations will then be reviewed by the corporate members of the Nominations Committee. After careful deliberations, the Nominations Committee will select the Suppliers of the Year. Corporate members should also note that these awards are very important to MBEs who use these nominations and awards to demonstrate their value to other corporations.

Please take the time to think about those deserving corporations, MBEs, buyers, and supplier diversity advocates. At this point all we need is the names of your nominees. Thank you.

Business Beyond Gaming Conference

Please join us on Thursday, March 5, 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/
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 20 and run through March 27. Each Friday, we will have experts who will focus on:

1. Estimating
2. Bidding
3. Construction Contract Law
4. Construction Accounting and Finance
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.

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.

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@gnemsdc.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.
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 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 2, 2015** - Haynes Construction Subcontractor Meeting to be held at the Norwalk City Hall 4:30 pm - 6:30 pm. For further details.
- **February 3, 2015** - Clark Skanska Open House in Boston
- **February 6, 2016** - Access Health CT will hold a Small Business Benefits Session on the Affordable Care Act 12:00 - 4:00 pm at the GNEMSDC Bridgeport Office, 333 State Street Bridgeport CT 06604. Click here to RSVP.
- **February 9, 2015** - Pullman and Comley presents a Legal Seminar on “Connecticut's Commercial Property Assessed Clean Energy (C-PACE) Program” 9:30 am - 11:00 am at GNEMSDC Bridgeport Office, 333 State Street Bridgeport CT. click here to RSVP.
- **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 5, 2015** - Business Beyond Gaming at the Mashantucket Pequot Museum and Research Center
- **March 12, 2015** - CT Lottery 2nd Annual Supplier Diversity Open House, 777 Brook Street, Rocky Hill, CT
- **March 25, 2015** - 5th Annual MBE Capital Summit at the Federal Reserve Bank of Boston
- **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
- **July 13, 2015** - GNEMSDC Supplier Diversity Golf Classic, Lake of Isles at Foxwoods
- **September 24-25, 2015** - GNEMSDC Trade Expo at Foxwoods

NEW DATE: Clark Skanska Open House, 2/3

Clark Construction & Skanska are hosting an Open House event to provide MBEs with information about:

- Potential Contracting Opportunities
- Certifications Outreach
- Doing Business with Clark Construction & Skanska

Event Details
Date: Tuesday, February 3
Location: District Hall (75 Northern Ave, Boston, MA 02210)

4:00pm - Registration
5:00pm - Program
6:00pm - Networking

Please contact Kayla Carroll at 617-574-1400 with any questions.

Click here to register
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

January 2015 MBE Orientation

Pictured above are the newly Certified MBEs who attended the Connecticut Orientation. Special thanks our corporate member Joan Davidson of United Technologies Corporation for presenting at the orientation.

Corporate Member of the Week: Bank of America

Bank of America

Maintaining Supplier Diversity

At Bank of America, we encourage Supplier Diversity through the use of diverse businesses, based on the categories of goods and services we purchase in the communities we serve. The Supplier Diversity and Development program managers collaborate internally to ensure that we include diverse suppliers across the bank. Some examples of diverse suppliers include: individuals who are minorities, veterans, women, lesbian, gay, bi-sexual or transgender, and individuals with disabilities.

Our Supplier Diversity and Development Program focuses on four major areas:

* Diverse Supplier Development
* Diverse Supplier Inclusion in Procurement Opportunities
* Enabling Diverse Supplier Spend Strategies for the Business
* Diverse Supplier Business Advocacy and Engagement
Bank of America is committed to the development of small businesses and historically underutilized (HUB zone) businesses, through inclusion in our supplier base. We engage these businesses directly through subcontracting relationships with current Bank of America suppliers.


**MBE of the Week: First Light Trading Company**

First Light Trading Company was founded in July 2000 by Gregory McKinney, a member of the Mashpee Wampanoag Tribe of Massachusetts. The company, which is 100% Native American owned and operated, is located in Framingham, MA.

The mission of the company is to provide clients with the best quality hospitality, restaurant and casino supplies available. Their primary goals are to initiate intertribal commerce between Native American Business Enterprises and to create new career opportunities for Native Americans within the gaming industry.

As a result of the strong business alliances we have built, First Light Trading is able to distribute products from over 25 distribution centers located in 20 states.

This proficient company's list of certifications include Minority Business Enterprise (MBE), Native American Business Enterprise (NABE) and Tribal Employment Rights Ordinance (TERO).

For more information regarding First Light Trading Company, send an email to Sales@firstlighttrading.com or call (508) 245-1500.

**Congratulations to Jere Eaton!**

We would like to send a special congratulations to Jere Eaton, the founder and President of [PrintabiliTees, LLC](http://www.printabilitees.com), for being nominated the William J. Hunter Outstanding Minority Business Award recipient. The ceremony will take place at the National Minority Business Council's 35th Annual Award Luncheon & Expo, February 26, 2015 at the Marriot Marquis Hotel in New York.

**BondSure**

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
Workshop for Trucking Companies

CT DOT
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. For more information about BondSure go to www.bondsure.org or email alopez@genmsdc.org

Access Health CT Open Enrollment

Reminder: Open Enrollment Closes
February 15, 2015

- Small Business Health Options Program
  See How it impacts your bottom line: Small Business Health Care Tax Scenarios
- For Small Group Customer Service, Enrollment, Billing, etc., please call 1-855-762-4928 or email Shop.AHCT@ct.gov
- 10 Reasons why Access Health CT is Better for Small Business
- Click here to find out how to enroll with Access Health CT

GNEMSDC is hosting Access Health CT in our Bridgeport Office on Friday, February 6 from 12:00 Noon- 4:00 PM.

Boston MBDA Business Center Featured MBE: RMI

As an entrepreneur, do you have questions about employment concerns, labor laws, employee benefits or payroll? Click here to take our "3 Minute HR Audit" or download our free Human Resource Guides.

Resource Management, Inc. (RMI) is a certified MBE and a member of the GNEMSDC. RMI brings 20 years of experience providing Human Resource solutions to businesses to assist them in growing and managing their organization more efficiently. For more information on RMI's services, please contact Tim O'Brien @ 508-479-9339 or send an email to tim@rmi-solutions.com
Can your business survive a disaster?

According to the Red Cross 40% of businesses do not reopen after a disaster. A Disaster Recovery Plan can increase your chances of survival. Please go to www.PrepareCT.com for more information or email Andres Lopez alopez@gnemsdc.org for one on one consultation. Get ready today to develop a Disaster Recovery Plan.

Invitations for Bid and Opportunities

- Haynes Construction - Subcontractor Meeting Invitation; today February 2, 2015, 4:30-6:30 PM
- MGM Springfield - Call for Bidder for Preliminary Fencing and Demolition
- Greater Hartford Transit District - Contracting Opportunities
- CT Department of Transportation Examination Announcement: Transportation Rail Officer 1 & Transportation Rail Officer 2
- Triad Construction Services is currently seeking HVAC & Refrigeration Installer & Service Technician
- Keolis Commuter Services - following new job opportunities are available: Contract Compliance Manager; Lean Specialist; Signal Maintenance and Construction Apprentice; Training Coordinator
- 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

The GNEMSDC and MBEIC is sponsoring a Jazz Evening at the John Lyman Center of Performing Arts on Saturday, May 2, 2015. The cost of the tickets are $33.00. Tickets are limited and can be purchased via the link Jazz Concert ticket.
And Finally...

It is Super Bowl Monday. However, it is Sunday morning as I write this, so I do not know who has won the game, but by the time you read this, everyone in the world will know. I will not make a prediction, not because I don't have one, but because I do not think anyone cares, and even if I did make one and it turned out right, you probably would not believe that I made it before the game, since after all - it is Monday morning as you read this. And I thought you trusted me!

I believe football is so popular in American culture because it epitomizes competition and it is fundamentally violent. Aside from our vicarious emotional attachments to teams and players, the game translates very easily to the reality of running a business. In both football and business, strategy is critical. A football team and a business must know what they are trying to accomplish and how they plan on accomplishing these goals given a set of constraints, rules and obstacles. No football player just waltzes into the end zone. And million dollar checks don't magically appear in our bank accounts. If you want to score you have to plan to score.

Football and business are also about leadership. Bad leaders produce bad results. Good leaders can also produce bad results, but at least they have the ability to occasionally and even consistently produce great results. I grew up a Washington Redskins fan in the 1960s. They had great leadership for three decades until the current leader took over. You have to credit the leadership of both the New England Patriots and the Seattle Seahawks for having excellent leadership in the ownership box but also on the field. In business, leadership is absolutely critical to success because leaders make decisions. Good leaders make good decisions, bad leaders make bad decision.

In football, execution of the strategy is critical for on the field success. You can have the best plan, but if you do not have the capability of executing the plan, it is all for naught. This is about management. Just as leadership is important, management is important. Russell Wilson, the Seattle quarterback has been described by many analysts as an excellent field general. In other words, he is able to execute the strategic plan and capable of improvising when appropriate. In business and in football, conditions change. Good management knows how to adapt to these inevitable changes and score points. If you are a manager in a business and you are not scoring points, something is wrong.

In football and in business there are also the intangibles. These are factors, behaviors, seemingly random events that support the leadership, the execution, the management and the achievement of goals. Some call it luck. In football, the ball is not round so it bounces funny. Just think about it, we would watching Green Bay instead of Seattle if an on-side kick had been kicked with a round ball. But these intangibles are things that leaders and managers bring to the table. Luck is a reward for being prepared in football and in business.

So I will watch this game today as a fan of the game and the lessons it can teach. That being said, my prediction - as if anyone cares is New England 27 Seattle 24.
In your service,

Dr. Fred