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 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**

**SAVE THE DATE!**

Business Beyond Gaming is a groundbreaking one day conference aimed at fostering sustainable economic growth in Indian Country and increasing opportunities for Minority-owned businesses everywhere. Attendees will gain in-depth exposure to business experts, innovated ideas, new tools, techniques and resources for establishing successful enterprises.
We look forward to seeing you on March 5, 2015 at Mashantucket Pequot Museum and Research Center. For more information contact Jade Melvin: Jmelvin@bridgeportmbdacenter.com

**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 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.
Inclement Weather Coming This Week!

The National Weather Service is predicting a very bad winter storm Monday night through Tuesday. We have a Quarterly Meeting scheduled on Wednesday, January 28. We may have to cancel this meeting and close the office on Tuesday and Wednesday. We will send out a special newsletter on Tuesday morning informing everyone of our plans. We have our fingers crossed that they NWS is wrong.

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:

- **January 27, 2015** - Clark Skanska Subcontractor Open House in Boston. Click here to RSVP
- **January 28, 2015** - GNEMSDC 1st Quarterly Meeting hosted by Boston Scientific
- **February 27, 2015** - Certifications Panel hosted by Operational Services Division (OSD), Transportation Building, 10 Park Plaza, Boston, MA; click here for more information and RSVP
- **March 5, 2015** - Business Beyond Gaming, at Foxwoods
- **March 12, 2015** - CT Lottery 2nd Annual Supplier Diversity Open House, 777 Brook Street, Rocky Hill, CT
- **March 25, 2015** - 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
- **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](http://1.usa.gov/1BbG0xG)
Corporate Member of the Week: Federal Reserve Bank of Boston

As part of the nation's central bank, the Federal Reserve Bank of Boston promotes sound growth and financial stability in New England and the nation. The Bank contributes to local communities, the region, and the nation through its high-quality research, regulatory oversight, and financial services, and through its commitment to leadership and innovation.

The Bank has established a supplier diversity program designed to maintain a diverse pool of qualified suppliers. The Office of Diversity and Inclusion as well as our Procurement Unit actively solicit and provide small, minority, and women-owned businesses with equal and practical opportunity to compete for supplying the Bank with goods and services.

As part of our commitment to maintaining a diverse supplier base, the Bank participates in vendor fairs, uses supplier databases to search for qualified candidates, and holds memberships in organizations that help facilitate connections with a broad range of diverse suppliers. The Bank offers technical assistance to suppliers through capacity building workshops and matchmaking events.

Suppliers interested in doing business with the Bank should contact Carole Sears, Supplier Diversity Manager at (617) 973-3868.

MBE of the Week: iTech US, Inc.

Kishore Khandavalli founded iTech US in 2001 and remains the conglomerate's CEO today. Under Kishore's leadership, the company has established key partnerships internationally and has been steered to be one of the fastest-growing technology companies by making strategic acquisitions; offering solutions in professional, strategic, and data services for over 15 years for some of the largest and most well-known corporations in America.

Clark Skanska Subcontractor Open House, January 27

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, January 27
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
With services consisting of software development and professional consulting, data capture and management, and mobile app development with a performance guarantee. That all starts with hiring top-notch employees coupled with iTech's unique 3C4 approach.

The 'C' principles that iTech employees pride themselves on practicing include the **competence** of industry expert employees, **clarity** in the project vision, **communication** throughout the project and **cost-optimization** by minimizing budgets and avoiding delays.

iTech has been highly recommended for the past 10 years and are a valued partner in the growth of many businesses, providing the very best resources to their clients. For more information on iTech US services please call 1-877-276-9500 or send an email to info@iTechUS.com.

Daniel Penn Associates LLC

Daniel Penn Associates, LLC (DPA)'s perspectives on workflow and human behavior have been published in Plant Engineering magazine (PE). DPA consultant Jon Thorne's post, "Key Steps to Workflow Improvement in Maintenance" appears on PE's website at http://tinyurl.com/nvxx6a. "Key Steps to Workflow Improvement In Maintenance"

Questions or Comments: Contact DPA @ (860)232-8577 or info@danielpenn.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@gnemscd.org for one on one consultation. Get ready today to develop a Disaster Recovery Plan.

Invitations for Bid and Opportunities

- 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
Bridgeport MBDA Project Director - Job Posting

The Greater New England Minority Supplier Development Council (GNEMSDC) is the program operator of the Bridgeport Minority Business Development Agency (MBDA) Business Center. The Center is funded by the U.S. Department of Commerce, Minority Business Development Agency. The purpose of the Center is to assist minority business enterprises with growing their sales and profits, and increasing their access to capital. The Center supports its clients by offering business critical advice and expert consulting services. The Bridgeport MBDA Business Center is one of 44 Business Centers across America. The Bridgeport MBDA Business Center has a particular focus on growing Native American business enterprises.

The Project Director is the professional responsible for the accomplishment of performance goals and metrics. The goals include contracts, client financings, exports, the establishment of maintenance of strategic relationships and job creation and retention. The position is full-time. The Project Director reports to the CEO of the GNEMSDC and works closely with other MBDA Centers across the country and the National Office of the MBDA at the U.S. Department of Commerce in Washington, D.C. The Project Director needs to possess strong senior-level managerial and business development skills along with great oral and written communication skills. The position also requires that the person have experience in corporate and government supply chain management and minority business development. The position is available immediately.

If interested, send your resume to Diane Thomas at dthomas@gnemsdc.org.

FYI

- 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 Business Journal on February 3, 2014
- Dr. Fred interview with Gwen Edwards on News12
- Please enjoy this video message from Dr. Fred on Supplier Diversity.
It is often stated that you must be careful what you wish for because it might become a reality. I have seen too often where entrepreneurs seek the sale and forget that the purpose of the sale is to make a profit. One MBE recently told me that they "bought" a contract. In effect, they made a sale that they knew, and the buyer knew, that this was a deal where it would be impossible for the MBE to make a profit. Obviously, the question is why.

In retail, it is not uncommon for stores to have "loss-leaders", where some items are heavily marketed in an attempt to attract customers into the store, hoping that they would buy other stuff that has positive margin. In wholesale, this is not generally a good strategy, because the customer and he deals are larger and fewer. So I do not recommend this to any supplier.

This desire for sales and not profits, demonstrates a lack of judgment and foolish desperation. The solution to this problem is strategy. Profits only come to entrepreneurs who have a coherent strategy that focuses on long-term profitability. A good strategy forces the entrepreneur to make tough choices. There will be some deals that fit the strategy and others that don’t. There are some paths that are consistent with the direction of the goal, and there are other paths that lead you astray. It is your job as the owner of the enterprise to set the path an to choose the goal. And it is your job to execute. Choose wisely.

In your service,

Dr. Fred