



2017  
ANNUAL  
REPORT

# STANDING *the* TEST *of* TIME



# 2017 BOARD OF DIRECTORS

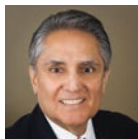
## EXECUTIVE COMMITTEE



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Board Chair  
Director, Office of Central Services  
Prince George's County Government



**Sharon R. Pinder**  
President and CEO  
Capital Region MSDC



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Senior Director Supplier Diversity  
& Performance Management  
Supply Management  
Hilton Worldwide



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2<sup>nd</sup> Vice Chair  
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Business Programs  
BAE Systems, Intelligence  
& Security Sector



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Supplier Diversity Program Manager  
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Sourcing Manager  
Technology Supplier Management  
Capital One



**Barron L. Stroud, Jr.**  
General Counsel  
Partner/CEO  
Stroud Priest, LLC

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**Tomaneci A. Day**  
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Supplier Diversity Manager  
Vendor & Diversity Management Office  
Freddie Mac



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Program Manager  
Business Enterprise Office  
Washington Suburban Sanitary Commission



**Christina Fitts**  
1<sup>st</sup> Vice Chair, MBEIC  
Executive Vice President of Corporate  
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Arrise Consulting Enterprise



**Darlene Fuller**  
Co-Chair Certification  
Senior Director, Supplier Diversity  
Sodexo, Inc.



**Chireda Gaither**  
Manager, Supplier Diversity  
CSRA

# 2017 BOARD OF DIRECTORS

## DIRECTORS



**Monica M. Graham**  
Sector Manager, Global Supplier Diversity Programs  
Northrop Grumman Corporation Mission Systems



**Claude Gregory**  
Managing Member  
Financial & Realty Services, LLC



**Anthony Irudhayanathan**  
President & CEO  
Zillion Technologies, Inc.



**Frank Kelly**  
Director, Procurement Opportunity Program  
Baltimore Gas & Electric Company—  
An Exelon Company



**Kimberly Marcus**  
Director, Supplier Diversity  
AARP



**Charles Martin**  
Co-Chair, Certification Committee  
Admin Vice President & CRA Officer  
M&T Bank



**Charlie Partridge**  
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Supplier Diversity  
Regional Manager  
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**Anjali "Ann" Ramakumaran**  
CEO  
Ampcus



**Jimmy Rhee**  
Special Secretary  
Governor's Office of Small, Minority &  
Women Business Affairs



**Jarred Mikael Ricks**  
Business Banking -  
Relationship Manager  
M&T Bank



**Graylin Smith**  
Chair Finance Committee  
Managing Partner  
SB & Company, LLC



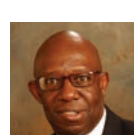
**Michelle Smith**  
National Vice Chair, MBEIC  
President  
1<sup>st</sup> Choice



**Robyn Snyder**  
Chair, Membership Committee  
Supplier Diversity Program Manager  
Lockheed Martin



**Paul Taylor**  
Director  
Mayor's Office Small, Minority and  
Women Business  
City of Baltimore



**DeVance Walker, Jr., Ph.D.**  
Co-Chair Strategic Planning Committee  
Senior Manager  
Business Procurement Development  
Department of Procurement  
Montgomery County Department of  
Economic Development



**Robert L. Wallace, Ph.D.**  
President & CEO  
BITHGROUP  
Technologies, Inc



**Rupert R. Warner, Jr.**  
Program Manager, Supplier Diversity  
United States Postal Service



**Cora Williams**  
President  
Ideal Electrical Supply Corporation



**Roxanne Wilson**  
Chair, Procurement Committee  
Supplier Diversity Manager  
Fannie Mae





**Capital Region  
Minority Supplier  
Development Council**

CERTIFY • DEVELOP • CONNECT • ADVOCATE

# LET'S TALK BUSINESS

Corporate Membership and MBE Certification Has Its Privileges



To find out more information about CRMSDC, please:

CALL  
301.593.5860

CLICK  
[www.crmsdc.org](http://www.crmsdc.org)

EMAIL  
[membership@crmsdc.org](mailto:membership@crmsdc.org)

10750 Columbia Pike  
Suite 200  
Silver Spring, MD 20901

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## Message from the President and Board Chair



Our 45th anniversary year served as an inspiration for retrospection and as an impetus for reassessment. Experts say that the key to a non-profit organization’s longevity is the relevancy of its mission and its ability to adapt—planning ahead, building new relationships and implementing new impactful programs. While recent events underscore that the continued relevancy of our mission has not diminished, we recognized it was time to pivot.

The Capital Region Minority Supplier Development Council (CRMSDC) has remained steadfast in its commitment to support our MBE, corporate and government members by providing services that help ensure supplier diversity goals are met through the engagement of highly qualified, prepared MBEs. However, we recognized that sustainability and meeting our strategic goals rest on our ability to provide services that better position our MBEs to succeed in today’s more competitive economic landscape.

That is why, in 2017, we announced the formation of the CRMSDC MBE Business Consortium. The Consortium consists of CRMSDC, the MBDA Business Center, Washington D.C. and the Federal Procurement Center. Together, these three powerful entities offer the most comprehensive suite of MBE business services in the region. The Consortium offers MBEs expert guidance in all facets of business development, including planning, marketing, funding and improved access to government and corporate opportunities. We also identify opportunities for MBEs to form joint ventures to respond to “bundling” requirements in corporate and government requests for proposals.

Everyone that knows me, knows my mantra—“Business is about relationships and turning those relationships into revenue.” That is why in 2017 we established several new programs to assist MBEs in developing critical relationships with corporate decision makers and other MBEs both in our region and nationally.





“

*Time is the friend of the wonderful business, the enemy of the mediocre.*

— Warren Buffett,  
Business Magnate,  
Investor

”

Our inaugural *Get on the Plane Business Tour* marked the first time two NMSDC affiliates participated in an event of this kind. The MBEs participating in this event were able to begin building new relationships that will lead to profitable business opportunities. We are planning additional Business Tours in 2018.

Additionally, we kicked off a new program, *Breakfast with the President featuring...* This quarterly event allows MBE suppliers to meet with the CEOs of our corporate members to gain a broader, more thorough understanding of the challenges our corporate members face and the resulting opportunities that exist for suppliers.

Finally, we developed an enhanced communication plan with more emphasis on social media. We will also be unveiling our new Consortium websites early in 2018.

In 2018 we will be expanding on the groundwork laid in 2017, by continuing to implement our strategic plan to leverage our resources to both expand membership (Corporate and MBEs) and to further enrich our current programs, while initiating new ones.

We could not achieve any of these outcomes without you. We hope you are as pleased as we are by the progress we've made in 2017, and as excited as we are about the opportunities and challenges 2018 will bring.

Sincerely,

Sharon R. Pinder  
President and CEO

Roland L. Jones  
Board Chair

# ABOUT CRMSDC



**CRMSDC** is celebrating its 45<sup>th</sup> anniversary as a not-for-profit economic development organization supporting growth in Maryland, the District of Columbia, and Northern Virginia through programs and services that help corporations enhance the diversity and innovation of their supply chains. CRMSDC connects corporate members to well established, certified minority-owned business enterprises.

We accomplish this through a rigorous process of certifying that MBE suppliers are at least 51% owned, controlled and operated by ethnic minorities; providing educational programs and advice to certified businesses; and finally, creating strategic opportunities for corporate members and certified MBEs to connect for the purpose of doing business.

CRMSDC was established in 1972. It is one of 23 regional affiliates of the National Minority Supplier Development Council the only nationally recognized MBE certifying authority. CRMSDC is headquartered in Silver Spring Maryland.

CRMSDC also the operates two U.S. Department of Commerce, Minority Business Development Agency (MBDA) Business Centers. The MBDA Business Center, Capital Region, helps minority-owned firms create jobs, compete in the global economy and

grow their businesses; and the nation's only MBDA Federal Procurement Center to assist MBEs in obtaining Federal contracts.

CRMSDC is now the region's only mega-center of economic development exclusively for minority businesses, offering MBEs the most comprehensive array of resources and services in the country.

## OUR MISSION

CRMSDC provides its corporate members and certified MBE suppliers with a thriving ecosystem that fosters opportunities for partnership and growth.

CRMSDC acts a catalyst for this network by providing progressive programs and developing events that (1) assist our MBE suppliers to develop their capabilities and their inherent entrepreneurial spirit, thus making them better prepared to engage with our corporate members; (2) serve our corporate members by helping to ensure the success of their supplier diversity programs; (3) cultivating relationships between our corporate members and MBE suppliers; and finally (4) to advance the U.S. economy through successful MBEs who provide jobs and pay taxes.





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# Methodology

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CERTIFY



Examine and investigate each MBE, verifying its viability, its practices and its capacity for growth.



DEVELOP



Assist and enable MBEs in expanding their visions and their capabilities to meet the needs of corporate members.



Introduce and facilitate a mutually beneficial business relationship between MBEs and corporate members.



Promote and strengthen a universal understanding of the value of minority supplier development.

CONNECT

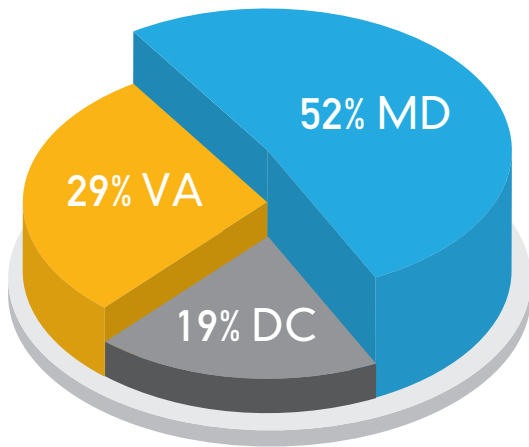


ADVOCATE

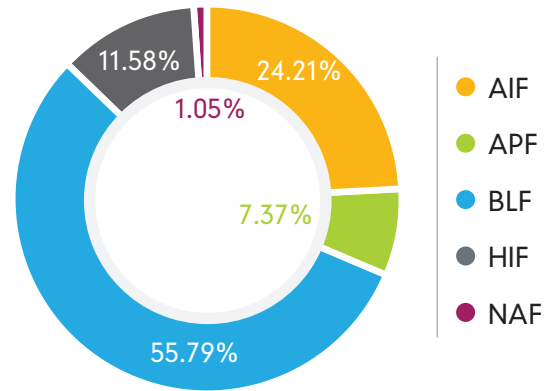


# Fast Facts About CRMSDC MBEs

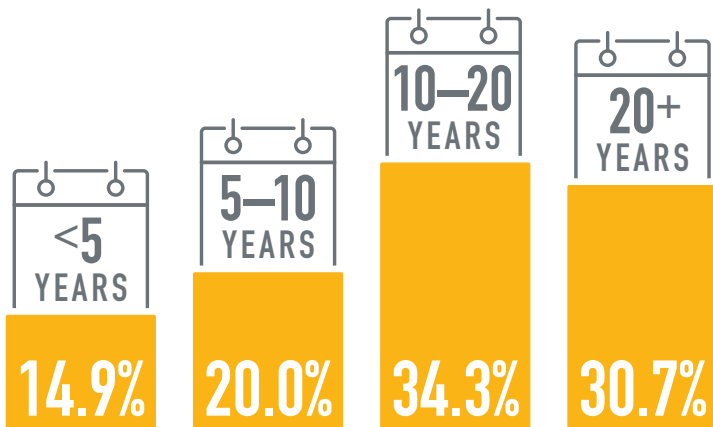
CRMSDC MBEs by Location



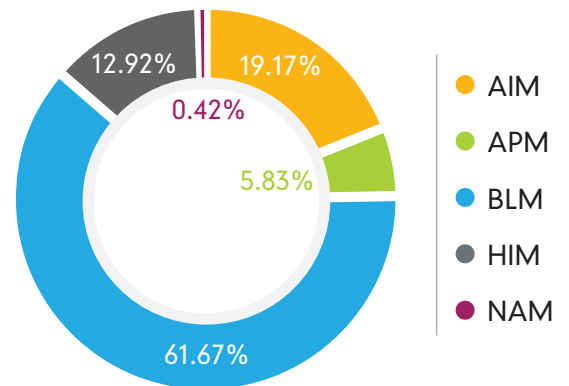
Female Owners by Ethnicity



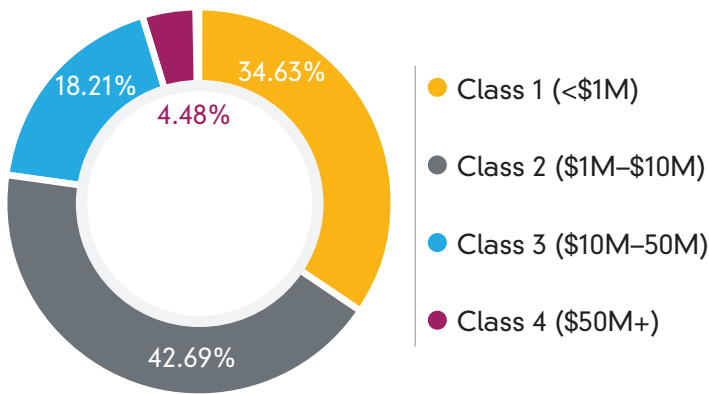
CRMSDC MBEs Years in Business



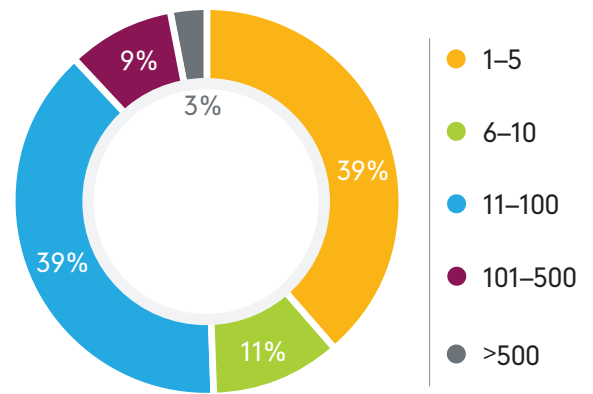
Male Owners by Ethnicity



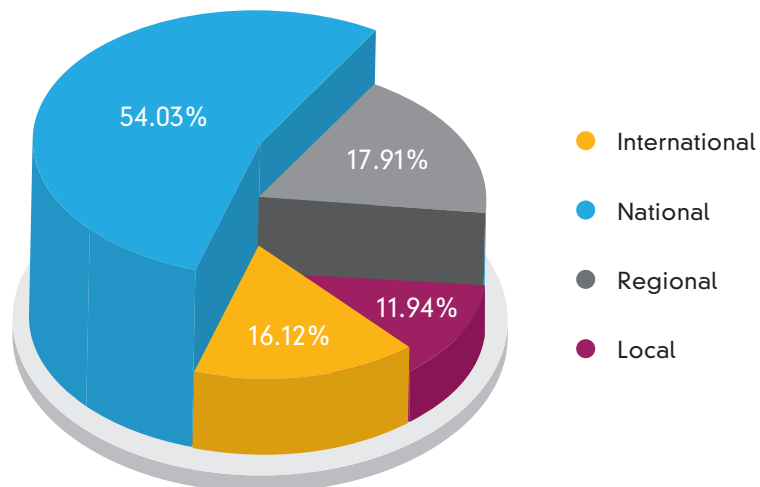
### MBEs by Class / Revenue



### Number of Full-Time Employees



### MBEs by Geographic Market Area







**The CRMSDC's service area is the epicenter of federal agencies and headquarters to the nation's top government contractors.**

As a result, other Fortune 500 companies have chosen to locate to this area to provide services to the employees of these agencies and contractors. Additionally, Maryland, the District of Columbia and Virginia have the most progressive MBE programs in the nation.

The key to accessing contracts and markets is understanding the marketplace – locally and nationally. We regularly review and evaluate economic data and forecasts to better understand the market to position our clients for opportunities.

# Headlines

## We've Captured

The following was taken out of the headlines regarding some of CRMSDC's Corporate members and MBE supplier's.

December 2017 >

**AARP Urges Congress to Prevent \$25 Billion in Medicare Cuts**

**Exelon Recognized for Sustainability Leadership in Newsweek's 2017 Green Rankings**

**Northrop Grumman Earns Top Score in 2018 Corporate Equality Index**

< November 2017

October 2017 >

**J.D. Power Names M&T Bank "Highest in Small Business Banking Satisfaction in the Northeast Region"**

*U.S. Air Force Awards Lockheed Martin \$131 Million Contract for Paveway II Plus Laser Guided Bombs*

**CSRA No. 1 in Technology Services to U.S. Government—According to Bloomberg**

August 2017 >

**Southwest Airlines Declares 164th Consecutive Quarterly Dividend**

*AstraZeneca & MedImmune Enter Strategic Collaboration with Ethris To Develop mRNA Therapies For Respiratory Diseases*

**McCormick Announces Acquisition of Reckitt Benckiser's Food Division**

< July 2017

June 2017 >

*Hilton Launches Revolutionary New Guest Room, Five Feet to Fitness*

**WSSC Approves Nearly \$150 Million in Contracts to Repair Roads and Improve Infrastructure**

**Sodexo Ranks in the Top 10 for Ninth Consecutive Year on Diversity Inc's 2017 Top 50 Companies for Diversity**

< May 2017

February 2017 >

**Fannie Mae Closes 2016 with Record Multifamily Volume of \$55.3 Billion**

**Marriott Signs Letter of Intent for Headquarters in Downtown Bethesda in Montgomery County, Maryland**

< January 2017

Forbes' 2017 Top 500 World Largest Public Companies **10**

Corporate members were included in this year's ranking:

- Capital One
- Fannie Mae
- Freddie Mac
- Hilton
- Lockheed Martin
- M&T Bank
- Marriott
- Northrop Grumman
- United Rentals
- Voya

☆ CRMSDC Corporate Member Fannie Mae Ranked #20



# Highlights

## Strategic Plan 2016–2021

In 2017, we continued to make progress towards reaching the organizational goals presented in our Strategic Plan. The plan serves as our blueprint for achieving our mission, focusing on the areas of: budget, increasing our membership; and enhancing our services.

Our plan continues to will guide us as we initiated bold changes in our programs and enhanced service delivery.

The Plan presents five organizational goals developed to ensure the success and continued relevancy of CRMSDC into the next decade.

These goals are:



### GOAL ONE

Increase the amount of new spend by corporate members and MBEs.



### GOAL TWO

Increase the number of corporate members by adding an additional 20 members.



### GOAL THREE

Expand framework of services to corporate members and suppliers.



### GOAL FOUR

Recruit, retain, and develop MBEs capable of meeting the needs of our corporate members. Retain number of certified MBEs (313) and increase new certifications by 20%.



### GOAL FIVE

Identify and implement sustainable sources of revenue and operate efficiently and to NMSDC Z.O.N.E. Standards.



## Press Announcement

CRMSDC MBE

# BUSINESS CONSORTIUM



On March 31st, at our second annual Super Matchmaker Conference, Sharon R. Pinder and Roland Jones, joined by U.S. Senator Christopher Van Hollen (D-MD) and Maryland Lt. Governor Boyd Rutherford, in a ribbon cutting ceremony, officially announcing the opening of a consortium which provides minority business owners with unprecedented access to new regional, national and global business opportunities. The CRMSDC MBE Business Consortium combines the power of three powerful entities: CRMSDC, the MBDA Washington DC Business Center and the MBDA Federal Procurement Center, the nation’s only Federal Procurement Center (FPC). The Consortium provides MBEs the most comprehensive suite of MBE business services in the region.

Edith J. McCloud, Acting National Director, MBDA also participated in this event, ceremoniously presenting Pinder and Jones with two checks, totaling more than \$4 million. These checks represent the MBDA grants CRMSDC won to operate the Business Center and the FPC, over a five-year cycle, FY 2016 – FY 2020.



MINORITY BUSINESS DEVELOPMENT AGENCY  
**BUSINESS CENTER**  
U.S. DEPARTMENT OF COMMERCE

## MBDA Business Center, Capital Region

The MBDA Business Center, Washington DC, serving the DMV, is one of a national network of business centers, funded by a grant from the U.S. Department of Commerce, Minority Business Development Agency, providing tools and technical advice to help minority-owned firms create jobs, compete in the global economy and grow their businesses.

The Centers are located in areas with the largest concentration of minority populations and the largest number of minority businesses. The Centers are staffed by business specialists who have the knowledge and practical experience needed to run successful and profitable businesses. Business referral services are provided free of charge. However, the network generally charges nominal fees for specific management and technical assistance services.

The MBDA Business Center, Washington DC is co-located with CRMSDC. In 2017, the Center served 120 clients, achieving an overall rating of “Outstanding.”

The Center obtained over \$80 million in contract and procurement goals, which contributed to MBDA’s principle drivers for success – jobs created, awarded contracts and access to capital.

The Center has four employees, Dennis Smith, Program Director, Kyla Ramdat, Program Coordinator and two business consultants. Ramdat replaces former Program Coordinator Jolie Bermudez, who left in July to pursue another opportunity.



MINORITY BUSINESS DEVELOPMENT AGENCY  
**FEDERAL PROCUREMENT CENTER**  
U.S. DEPARTMENT OF COMMERCE

## MBDA, Federal Procurement Center

The MBDA FPC is the only MBDA Business Center that exclusively helps MBEs compete for and win federal government contracts.

Specific services offered include:

- Facilitating relationships between minority business clients, and federal program managers and acquisition professionals
- Aligning client’s mission, vision and capabilities with targeted procurement opportunities
- Initiating teaming of minority businesses with other clients, other minority enterprises, and strategic partners
- Providing information on federal agencies’ buying trends, policy and program initiatives, and regulatory changes.

The FPC is located in downtown Silver Spring, Maryland. We are in the process of looking for new, affordable office space, large enough to house the entire Consortium. In 2017, the FPC served over 70 clients. Notable accomplishments for 2017 included:

- Establishing a formidable presence in the region for federal government relationships.
- Mentoring, through The Rutgers University Center for Urban Entrepreneurship and Economic Development’s Pipeline to Inclusive Innovation Initiative (CUEED PII), over 20 high-growth, technology-focused MBEs who lead innovative startups and corporate ventures.
- Facilitating a business forum with Congressman Donald Payne, Jr., Chairman of the Transportation and Infrastructure Committee, targeting businesses from various states.

The Center, which assists MBEs nationwide, is spearheaded by Gail Bassette, Program Director. Claudia Barrera, serves as Program Coordinator. The FPC has five business consultants, all of whom are master business strategists with extensive experience as either a federal government executive and/or a federal government contractor.



## Staffing

In February, Christine Bivens joined the CRMSDC team as a program analyst. Bivens is the former Director of the Baltimore City Mayor's Office of Minority and Women-Owned Business Development. Bivens primary function at CRMSDC is to assist P. Bai Akridge in recruiting and certifying new MBE suppliers and to help current certified MBE suppliers in accessing CRMSDC's services and opportunities.

### 2017 CRMSDC TEAM

**Sharon R. Pinder**  
President & CEO

**Jonice S. Adams**  
Vice President of Corporate Services

**P. Bai Akridge, Ph.D.**  
Director of MBE Services

**Christine Bivens**  
Program Analyst

**Gina Dyson**  
Manager of Operations

**ShaDale Totten**  
Administration and Executive  
Assistant to the President

### 2017 MBDA BUSINESS CENTER, CAPITAL REGION TEAM

**Dennis Smith**  
Director

**Jolie Bermudez**  
Program Coordinator

### 2017 MBDA FEDERAL PROCUREMENT CENTER TEAM

**Gail Bassette**  
Program Director

**Claudia Barrera**  
Program Coordinator

**Carl Evans**  
Business Consultant

**Owen Jackson**  
Business Consultant

**Kenneth Clark**  
Business Consultant

**Anthony Robinson, Esq.**  
Business Consultant

**Dayvie Paschall**  
Business Consultant

**Randy Raigns**  
Business Consultant

**Margy Rhodes**  
Business Consultant

In 2017, the team has participated in numerous outreach activities designed to facilitate matchmaking between MBE suppliers and corporate members, these included:

6/19/17

Clark  
Construction  
Outreach Event  
Greenbelt, MD

6/27/17

ABT Associates  
4th Annual  
Small Business  
Opportunities  
Matchmaker  
Bethesda, MD

8/10/17

How to do  
Business with  
SMECO

8/16/17

How to Do  
Business with the  
Red Cross  
Silver Spring, MD

8/26/17

CVS Supplier  
Diversity  
Workshop: How  
to do Business  
with CVS  
Washington, DC

11/8/17

AmeriHealth  
Caritas B2B  
Small Business  
Matchmaking  
Forum  
Washington, DC



## Business Programs

The following sessions were held in 2017:

**March 31, 2017**

### 2017 2nd Annual Super Matchmaker Conference

On March 31st, CRMSDC hosted its Super Matchmaker Conference at the Silver Spring Civic Building. Approximately 350 MBE suppliers attended the conference. More than 75 corporations and government agencies were represented. The Conference included opportunities for NMSDC-certified MBEs to participate in one-one-one sessions with procurement officials; small targeted open round table discussions; the CRMSDC MBE Business Consortium Press Announcement; and specialty workshops. Some of the region's most eminent subject matter experts led the workshops which included:

#### Under New Management: Strategies for Doing Business with the New Administration

Facilitator:  
Dr. Robert Wallace  
CEO  
The BITH Group

Panelists:  
James Bach  
Federal Contracting Reporter  
Washington Business Journal

Robert McCartney  
Senior Regional Correspondent  
Associate Editor  
The Washington Post

Joset Wright-Lacy  
Former President  
NMSDC



#### Cybersecurity: Protecting Your Business, Your Customers and Yourself

Facilitator:  
Ann Ramakumaran  
CEO  
Ampcus, Inc.

Panelists:  
Reguel Days  
Senior Technology Strategist  
Microsoft Corporation

Mark D. Fisk  
Partner - IBM Digital -  
Global Business Services  
IBM

Col. (Ret) Kenneth O. McCreedy  
Senior Director for Cyber  
Security and Aerospace  
Maryland, Department of  
Commerce

#### Who's Buying What

Facilitator:  
Jimmy Rhee

Panelists:  
Eugene Cornelius, Jr.  
Deputy Associate Administrator  
Office of International Trade  
U.S. Small Business  
Administration

Marcellous P. Frye, Jr.  
Vice President, Business Services  
and Public Policy  
Washington Gas Company

Roland L. Jones  
Director, Central Services  
Prince George's County  
Government

William F. Kornegay  
Senior Vice President, Supply  
Management  
Hilton Worldwide

T. Suzette Moore, CPPO, CPPB  
Chief Procurement Officer  
Washington Metropolitan Area  
Transit Authority

#### MBDA Presents: Infrastructure and IT Opportunities

Facilitators:  
Gail Bassette  
Director  
MBDA Federal Procurement  
Center

Dennis Smith  
Director  
MBDA Business Center,  
Washington DC

Panelists:  
Sharon Jones  
Director, Small Business  
Programs  
Defense Information Systems  
Agency

Austin Kuecher  
Underground District Engineer  
Kiewit

Christopher O. Ward  
Senior Vice-President and CEO,  
Metro New York  
AECOM

## Business Programs

May 11, 2017

### Tips for Effective Sales & Marketing to Large Corporations

CRMSDC board members, and veteran supplier diversity professionals, Diane Dempsey, BAE and Sheila Dews Johnson, McCormick, led a seminar on May 11th, to help MBE supplier more effectively market goods and services to large corporations. The seminar provided insights and practical tips to assist the suppliers in obtaining contracts and to identify and overcome the biggest obstacles suppliers face when selling to corporations.

The seminar was held at the Prince George's County Office of Central Services in Largo, Maryland.



September 22, 2017

### Inaugural Get on the Plane Business Tour

On September 22nd, 10 CRMSDC MBE suppliers flew to Nashville, Tennessee, courtesy of Southwest Airlines to explore new business opportunities.

This was the inaugural trip of the Capital Region Minority Supplier Development Council's first Get



on the Plane Business Tour, an innovative program designed to help make minority businesses more profitable through introductions to corporate decisionmakers and MBEs in other parts of the country. Sharon Pinder created the concept and led this trip.

Meeting the group in Nashville, were MBEs from the TriState Minority Supplier Development Council. TSMSSDC President and CEO, Cheri Henderson, ensured that the participating TSMSSDC MBEs' core capabilities complemented those of the CRMSDC group. This was the first time two NMSDC affiliates have joined together for an event

The group had the opportunity to meet some of the TSMSSDCs corporate member's procurement officials and large MBE suppliers and the President and CEO of the Metropolitan Nashville Aviation Authority. The MNAA is seeking minority contractors for their \$1.2 billion renovation and expansion project. Several members of the group hope to be chosen to participate in this project.

In 2018, we are planning additional business tours, including a "Get on the Train Business Tour" to New York.

#### **Feedback from the participants:**

**Tony Hill**, managing partner of Edwards & Hill Office Furniture, said "The Get on the Plane

Business Tour is an amazing idea. It takes an incredible amount of time, money and resources to pursue business in another state. In Nashville, CRMSDC had already identified opportunities that matched our core competencies. Amazing efficiency that simply can't be accomplished by any company on its own."

Hill also said, "For me personally, the greatest value of this trip was the realization that I have helped to build my company to the point that we are deemed 'ready' for opportunities like the Get on the Plane Business Tour. For my business, was the opportunity to put into motion part of my business plan, which is to begin to do work outside of the DMV and see what it might look like. I have identified the new Airport Hotel as a potential opportunity for our company."

**Tracy Balazs**, CEO and President, Federal Staffing Resources, LLC, said, "This trip gave me the opportunity to meet and connect with Cheri Henderson and get to know my fellow MBEs from CRMSDC. For the business, it gave me the opportunity to connect with the leadership at Remar, Nelson Remus and Tracy Batts, regarding a future government opportunity. It also turned out that my VP of Business Development has met Nelson in the past and it was

## Business Programs

helpful for them to know how much we knew about the future government opportunity we were presenting. Let's hope when the time comes, we will all win, and it be very profitable! This trip also gave me the opportunity to meet briefly with the supplier diversity professional from HealthTrust, Janet McCain (who I am still trying to connect with) regarding a business suggestion.

**Robert Wallace**, CEO, BITHGroup reports, "I saw a real opportunity for our business in technology and renewable energy to be used in the expansion of the Nashville International Airport. I am working on arranging meetings with the staff at the airport to discuss their plans for the airport expansion and how it will incorporate renewable energy technologies. The greatest value for me was networking with the folks in Tennessee and the other CRMSDC MBEs on the airplane.

**Salil Sankaran**, President, Ampcus, Inc. said, "The greatest value to me personally was building the network of friendship with co-delegates. For our business it was helpful as we met the airports authority of Nashville and learned about their procurement process. The planned tour to the fulfillment plant was a great learning experience. We have a meeting set up with the CIO of one of the corporations that we met, and we will be presenting our capabilities and see if we can offer our services. We also

reconnected with the TSMSC MBEs at the NMSDC national conference and are continuing to engage with them for potential teaming opportunities."

### CRMSDC MBE Participants

Tracy Balazs, CEO and President, Federal Staffing Resources, LLC (FSR) (Annapolis, MD)

Tony Hill, Managing Partner, Edwards & Hill Office Furniture, LLC (Annapolis Junction, MD)

M. Anthony Irudhayanathan, President and CEO, Zillion Technologies, Inc. (Ashburn, VA)

Necole Parker, CEO, The Elocen Group, LLC (Washington, DC)

Salil Sankaran, President, Ampcus, Inc. (Chantilly, VA)

Abrar Solatch, President, Trinity Sterile, Inc. (Salisbury, MD)

Shelonda Stokes, CEO, greiBO Entertainment (Baltimore, MD)

Jason Vaughan, Vice President and Owner, Blue Chip, LLC (Gaithersburg, MD)

Robert Wallace, Ph.D., President & CEO, Bithgroup Technologies, Inc. and Bithenergy (Baltimore, MD)

Reginald Waters, Founder & Chairman, AED Inc. (Hyattsville, MD)



September 27, 2017

### Breakfast with the President featuring...

On September 27th, we kicked off another new program—Breakfast with the President. This program, which will be held quarterly, allows our MBEs to meet our corporate members' top leader and get to know them "up close and personally". It also provides our MBEs with a forum to ask questions and be briefed on upcoming opportunities with the corporate host. Our inaugural breakfast was hosted by Ricky D. Smith, Executive Director, Maryland Department of Transportation, Maryland Aviation Administration.

The more than 150 MBE business executives who attended this breakfast heard Sharon Pinder interview Smith in detail about his background and about plans for expanding BWI and his philosophy and commitment to supplier diversity.

Also presenting business opportunities were Karen Price-Ward, Community Affairs & Grassroots Regional Leader, Southwest Airlines; Brett C. Kelly, MBA, CLS, Vice President, AIRMALL and Linda D. Dangerfield, CPPB, Director of Procurement, Maryland Aviation Administration.

Many attendees have followed up with Smith and his associates and are already participating in some projects.



**Business Programs**

June, 2017

**Advanced Management Education Program**

Jeff Hargrave – Mahogany, Inc., Ann Ramakumaran – Ampcus, Inc. and Venkat AR Subramanian – Angarai International were among the NMSDC-selected executives who completed the annual AMEP in June.

AMEP is a custom executive education program created by NMSDC in partnership with the Kellogg School of Management at Northwestern University to provide certified, established, expansion-oriented MBEs with the skills and tools needed to achieve and sustain accelerated growth. NMSDC corporate members recommend high-potential MBEs with sales greater than \$5 million in manufacturing, and \$3 million in service firms, for participation in the four-day program. Through this interactive curriculum and team-based study MBEs learn growth strategies specifically to build capacity and sustainability for the future.



June, 2017

**CRMSDC MBE Academy**

In June, we celebrated the graduation of the second class of local executives to participate in The CRMSDC MBE Academy. This executive program advances MBEs through an aggressive curriculum that enhances their entrepreneurial skills and assisting them to attain a higher level of business success.

The 14 participants in the Academy were selected by CRMSDC based on their business acumen, revenue and leadership ability.

During the 26-week program, participants developed the knowledge and skills needed to increase business revenue, create jobs and invigorate local economies. The curriculum included. business and strategic assessments, financial management and analysis, marketing and sales, and information to obtain additional resources.

**CRMSDC Academy Graduates**

- Wesley Cruise, CEO  
Arrise Consulting
- Jean Pierre Bassi Bikai, CEO  
Bass Accounting and Tax Service
- Costello Wilson, Owner  
CPN-Network
- Vinny Raj, Managing Director  
Diligent Consulting
- Allwyn Costa, President  
Endure Technology Solutions
- Lunique Estime, President  
Estime Enterprises, Inc.
- Nagoor Inaganti, Director  
ISofttech, Inc
- Florence Amate, President/CEO  
Laisar Management Group, LLC
- Mercedita Roxas-Murray, CEO  
Montage Marketing Group
- Reginald Vigilant, COO  
Omni Systems, Inc.
- Sonya Hopson  
Sage Services Group, LLC
- Gladys Wade Bragg, Owner  
Specialty Marketing and Printing
- William McAfee, President  
Sustainable Facilities  
Management Services
- Jamal Chappelle,  
Managing Partner  
The Chappelle Group, LLC



## Certification Activities

### Certification Committee

The Certification Committee is comprised of dedicated professionals with legal and financial backgrounds, as well as senior supplier diversity professionals from some of the country's leading corporations. The Committee meets monthly to conduct a comprehensive review of MBE Applications to ensure they meet NMSDC's rigid certification criteria. Once the review is completed, if the MBE has been sanctioned by the Committee, the application is submitted to the Board of Directors Executive Committee, then to the full Board of Directors for final approval.

### Pre-Certification Briefings

On the first Wednesday of each month, pre-certification briefings are held in our Silver Spring location. This provides MBEs with: individualized information concerning the benefits of certification; an opportunity to learn about CRMSDC services and to network with fellow MBEs.

### Certification Orientation

Certification orientation is held bi-monthly. The purpose of this orientation is to give newly-certified MBEs with a blueprint for accessing CRMSDC services and to answer questions, helping these MBEs to leverage their certification.

## Board of Directors

### Board Meetings

In 2017, we continued the practice of monthly update meetings with our Board of Directors. In 2017, there were four scheduled face-to-face board meetings, and in the months that the board does not meet face-to-face, we conduct teleconferences.



## Signature Events

Our 2017 events model was focused on leveraging our 45th anniversary to maximize revenue. To accomplish this, we created experiences that participants thought about long after the day of the event. This model reaps the following benefits: increased profitability, ability to showcase CRMSDC brand; engages sponsors and provides a pipeline of attendees for future events and creates an experience so memorable that participants will refer new corporate members and MBE suppliers.



June 12, 2017

### Annual Business Golf Classic

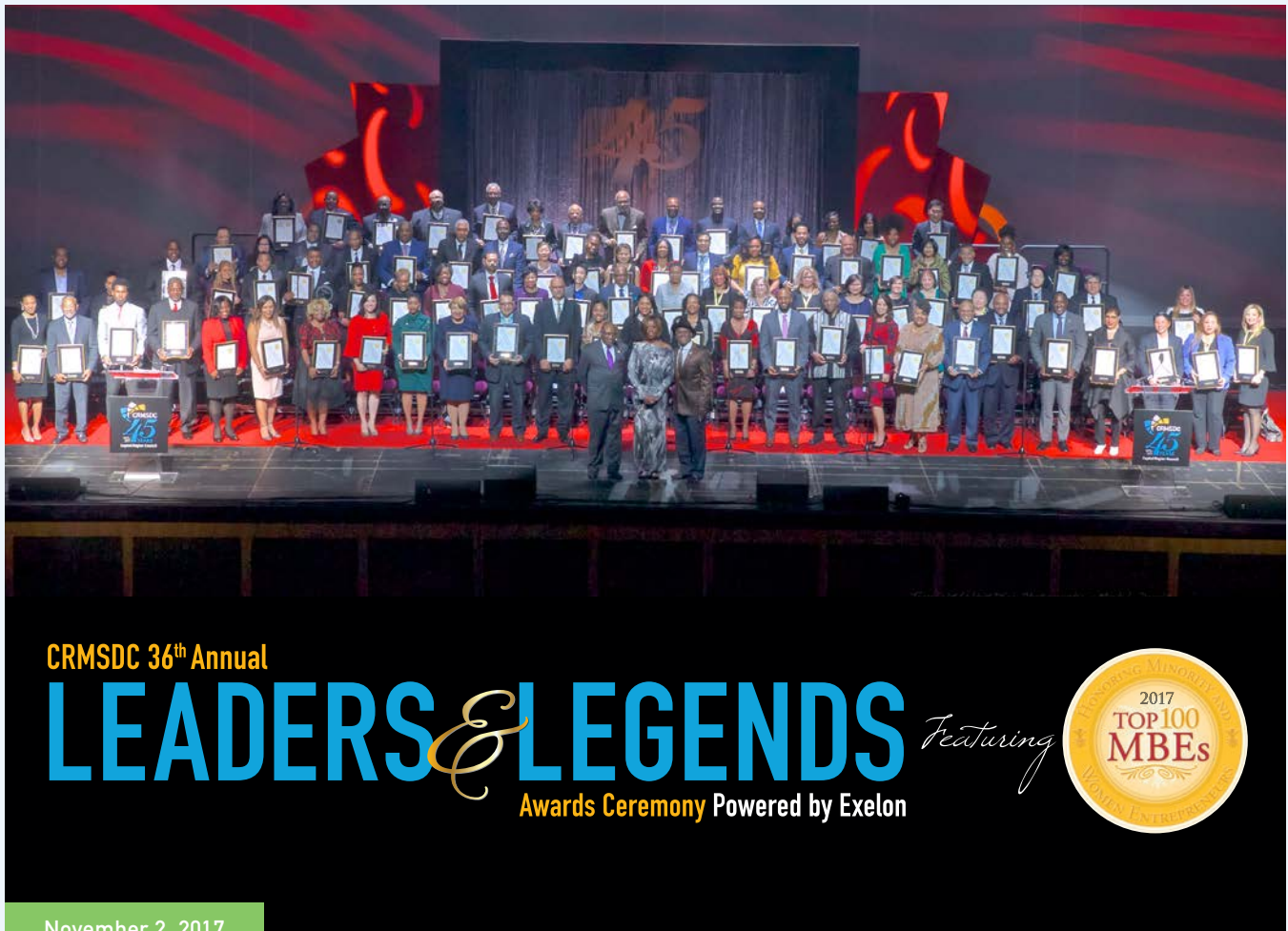
CRMSDC's Annual Golf Classic and Golf Clinic was held on June 12th at the Country Club at Woodmere, in Mitchellville, Maryland. This event provides an opportunity for our members and suppliers to network in a non-business setting.

In honor of our 45th anniversary, we established a 45th Anniversary Scholarship Fund, with proceeds from the event donated to a deserving student attending the University of Maryland Eastern Shore (UMES). UMES is the only historically black college and university that offers a PGA Golf Management Program Curriculum.

The Classic featured Roland Martin, host of TV One's, News One Now, as celebrity golfer.



## Signature Events



CRMSDC 36<sup>th</sup> Annual

# LEADERS & LEGENDS

Awards Ceremony Powered by Exelon

Featuring



November 2, 2017

This year we pulled out all stops to honor our awardees in a way befitting an organization celebrating 45 years of service. On November 2nd we held our award ceremony at the beautiful new MGM Resort at the National Harbor. The National Harbor has become the must-see destination for tourists in our region and the MGM resort is its crown jewel. We are particularly proud of the National harbor because more than 50 of CRMSDC's MBE suppliers participated in its construction.

The award ceremony, attended by nearly 800 people, was in the MGM Theater, whose stage had previously held only performances of superstars such as Bruno Mars and Cher.

It was therefore a fitting venue for our superstars, the CRMSDC's corporate members and minority business enterprises whose stellar achievements have exceeded expectations; the 10th annual regional Top 100 MBE

Award® winners; and, as a tribute to our history, CRMSDC's past presidents and board chairs who were inducted into the CRMSDC Legacy Circle.

Comedian, actor, author and producer Michael Colyer, master of ceremonies, kept the audience laughing while he and Sharon Pinder, joined by board members and other celebrities presented the awards to our honorees who entered the theater in a processional serenaded by the Morgan State University Choir. Special guest speakers included, Maryland's Lt. Governor, Boyd Rutherford, MBDA National Director, Chris Garcia, and William A. Von Hoene, Jr., Senior Executive and Chief Strategy Officer for our title sponsor, Exelon.

The event also included video congratulations from Congressman Elijah Cummings, Nicole Ari Parker, Boris Kodjoe Michael Steele, and Joe Hinrich, President of Ford Motors and NMSDC Board Chair.

Signature Events

## 2017 Winners Leaders & Legends Awards

Corporation of the Year



An Exelon Company



### Reginald F. Lewis Lifetime Achievement Award

*presented by Lewis' widow, Loida and  
his mother Carolyn Fugett*

### Eddie Brown

Brown Capital Management



**Signature Events**



MINORITY BUSINESS DEVELOPMENT AGENCY  
**BUSINESS CENTER**  
 U.S. DEPARTMENT OF COMMERCE

**MBDA Business Center, Capital Region Awards**

**Pedro Alfonso**  
 President & CEO  
 Dynamic Concepts, Inc.

**Charles Davis**  
 President and CEO  
 Technology Automation and Management, Inc.



MINORITY BUSINESS DEVELOPMENT AGENCY  
**FEDERAL PROCUREMENT CENTER**  
 U.S. DEPARTMENT OF COMMERCE

**MBDA Federal Procurement Center Award**

**Clyde Penn**  
 President & CEO  
 Penngood, LLC



Legacy Circle Inductees – Past Chairs of Board

Commissioner Harold William BGE	Roland Jones Sprint/Nextel
Vernestine Davis MCI	John Marshall Verizon
Clyde Jackson AT&T	James Sturgis Ahold
Sheila Dews Johnson McCormick	Fred Lona Hilton Worldwide



Legacy Circle Inductees – Past Presidents

Harry Bass	Kenneth Clark
Charles Owens	Tracey Jeter Wiley
Kwame Brown	



## Signature Events

### Supplier of the Year – Class 1

#### Kim Harwell, DB Commercial Group

Kim Harwell doesn't just own and operate DB Commercial Group, he owns and operates a conglomerate of businesses as diverse as his background is. DB Commercial Group is just one of the businesses that he runs under the umbrella of the National Bid Network, the Harwell owned parent company, that provides overall management and financial support for the rest of Harwell's empire.

Harwell traces his entrepreneurial spirit to his youth when he became fascinated with the idea of buying something for one price and selling it at a higher price. From a newspaper route when he was nine years old, to a loan business while he attended college, through the businesses he now has, Harwell says, "I have always been able to identify and seize opportunities that others miss, and turn nothing into something."

He also credits his mother, a mathematician and the first African American woman systems analyst at the Ford Motor Company with his success, "She brought me up to be independent and to always be a leader."

After graduating college, Harwell worked for several companies in the telecommunications industry. In 1990, he traded his Mercedes Benz for one of the first robocall telemarketing systems. In 1990, he co-founded the first African American long-distance service company in the nation. At its peak, Harwell's company employed 300 people, including a 100-person call center on the island of Jamaica.

In 1993, while maintaining his telecommunications business, Harwell became a lobbyist whose clients included AT&T, MCI and Sprint. In this role, Harwell became well-acquainted with President Clinton and testified before Congress on proposed legislation. He was also an original investor in Detroit's Motor City Casino.

In 2010, Harwell founded GovPurchase, the world's largest database of federal, state and local procurement opportunities. Thousands of businesses use GovPurchase to win billions of dollars of government contracts, subcontracts and teaming arrangements. GovPurchase is also used by government procurement officials conducting market research.

By 2012, GovPurchase grew to the point, that the company relocated from Detroit to D.C. In 2014, Harwell co-founded DB Commercial Group, an IT, consulting and program management firm headquartered in Silver Spring, MD. He also acquired a majority interest in Political Productions, a business that provides production support to government agencies, campaign and inaugural events for political candidates and their surrogates.

Harwell runs his business with his incredible team. This includes his son, Kim, a former professional football player and Northwestern University graduate. His vision is that within the next 10 years his businesses will be worth billions of dollars and he will be traveling the world speaking and teaching millions of people to succeed both financially and spiritually.

### Supplier of the Year – Class 2

#### Angela Graham, Quality Biological

Quality Biological which manufactures and sells solutions to the life science research community was founded by Solomon Graham in 1983. When current President & CEO, Angela Graham, was growing up, the last thing she wanted to do was to join the company her father founded. Instead, she aspired to be a teacher and world traveler. However, as often happens, circumstances and life-decisions lead us back home.

"When I decided to take over the business, I knew that I needed to jump in with both feet. Many family businesses fail in the second generation because they are inherited, and the heirs have 'no skin in the game'. I used my life savings to acquire controlling interest in the company. I did this for two reasons; I wanted to be the sole decision maker and, because I knew that if I was invested so heavily in the company, I couldn't just get tired and walk away," said Graham.

Graham followed a circuitous route back to Quality Biological. After college she interviewed for a position at Dow Chemical and after learning about her background the interviewer asked why she wanted to make money for Dow Chemical instead of her father's business? Graham saw the logic in his question, and despite her misgivings about working for her father, she decided to give it a try.

"My father believed nothing is going to be given to you for nothing, so he gave me a low-level position as a sales rep. I stayed with him for four years and then I decided to leave so I could make more money."

Graham then began an extremely successful 15-year stint in pharmaceutical sales, rising to the top rungs of this industry. Success rarely comes without a cost, and in Graham's case the cost was that her job required constant travel and that meant being away from her young son from Sunday night to Friday night, every week.

"When my son was about 5 years old, I called him from the road and he was crying and asking, 'Mommy when are you going to be here?' It broke my heart and I knew that something had to change. So, I decided to quit my job and open a consulting firm to help small businesses market their products. One of my clients was my father. After a couple of years my father was talking about retirement and by then I had learned so much about the company and saw the opportunities available to expand our reach. Buying the company and running it, myself, seemed like a natural leap."

Quality Biological is still a family business. Her husband, an engineer, oversees the manufacturing process and both of her step-sons have held summer jobs there. Graham is passionate about STEM programs for girls believing that too many of them doubt their abilities to succeed in this arena.

## Signature Events

### Supplier of the Year – Class 3

#### Abrar Solatch, Trinity Sterile

Abrar Solatch, President & CEO, Trinity Sterile Inc., has entrepreneurship in his DNA. His father had built a successful business in his native country, Pakistan, manufacturing surgical instruments. When Solatch immigrated to the U.S. in 1985, his goal was simple—he wanted to make his father proud.

“My father is a self-made man. He started from nothing. Now he has 800 employees. I wanted to prove that I could do the same thing.”

In 1998, Solatch moved to Pennsylvania and bought a business that assembled small medical kits. Recognizing an industry need for larger kits, Solatch bought Trinity Sterile in 2004. At the time of the acquisition, Trinity had 25 employees and annual revenue of \$4 million. Today, Trinity, is one of the fastest growing certified MBEs serving the healthcare industry, with 120 employees and annual revenue exceeding \$36 million. Trinity Sterile assembles, sells and ships medical kits, procedure trays and a wide range of disposable or reusable medical supplies. Its mission is to deliver cost-saving, standardized solutions to reduce the risk of infection and decrease readmission rates.

“What distinguishes Trinity from other medical suppliers is my passion for hard work and customer service. Unlike other suppliers, we never have backorders. We fulfill our customers’ orders timely, every time.”, says Solatch.

Solatch also is passionate about his employees and giving back to the community.

“My employees work with us, not for us.”, he said. “My father always took good care of his employees and I do the same. I don’t even have an office. Instead I am on the floor working beside my employees and making sure they are happy. This allows me to get to know everyone personally and creates an environment where we are loyal to each other.”

Solatch and his employees also generously support many community organizations, volunteering and providing resources. He is currently pursuing a partnership with Bon Secours Health System, to provide training and jobs in west Baltimore. Paying backwards and forward is also something his father taught him.

Solatch’s wife of 30-years is one of his closest advisors. She travels with him and attends meeting providing him with insights he may have missed. She also provides valuable input to help resolve problems.

Solatch hopes to double his business within the next five years by expanding his current private corporate client-base and for the first time, pursuing government contracts. He is working to create a legacy for his children. His daughter is an entrepreneur also, with her own beauty supply business that she runs while at the same time obtaining her MBA. His son is currently pursuing a master’s degree in mechanical engineering.

Solatch returns home to Pakistan, where his 82-year old father still runs his business, at least twice a year and his father often tells him how proud he is of his success.

### Supplier of the Year – Class 4

#### Ann Ramakumaran, Ampcus, Inc.

When accepting the award for National Supplier of the Year (Class 3), at the 2017 NMSDC National Conference, Anjali (Ann) Ramakumaran, Ampcus CEO, said, “Next year, this award will be for Class 4.” Sure enough, not two weeks later, Ampcus was named CRMSDC’s Supplier of the Year, Class 4.

The ability to consistently meet and exceed stated goals is one of the hallmarks of Ramakumaran’s success. This talent and determination, when added to business practices that merit a case study for MBA programs, have served to jettison Ampcus to an international company, with an annual growth rate of 40%, an employee retention rate of more than 90%, and zero debt.

Ampcus is an innovative global Business and Technology consulting and a Staff augmentation company firm with headquarters in Chantilly VA and multiple offices across the U.S., three delivery centers and innovation labs. Ampcus specializes in Digital Transformation, Big Data, Advanced Analytics, Cyber Security, Infrastructure Management Services and Testing & IVV solutions.

Ramakumaran says, “We focus on our clients and, most importantly, our clients’ customers changing needs and demands. When we do business we not just think about today but 5-10 years ahead.”

She is also careful to “not put all of her eggs in one basket.” Ampcus’ derives 60% of their revenue from commercial clients and non-profits and the remainder from Federal agencies.

Ramakumaran takes full advantage of her status as a minority and woman-owned business, joining every applicable organization and leveraging her membership in each, to build relationships that lead to new clients and expand Ampcus’ business with current clients. In addition to CRMSDC, Ampcus is an active presence, and generous supporter, of four other NMSDC affiliates, corresponding to Ampcus’ offices throughout the United States. In fact, it was the Georgia MSDC that selected Ampcus as Supplier of the Year, Class 3, which subsequently won Ampcus the national title.

Recognizing that their employees are their brand ambassadors, Ampcus invests heavily in hiring and retaining their workforce. They offer a full range of benefits and training on new technologies. Most importantly Ramakumaran fosters a culture where employees are inspired to present new ideas and changes to processes. “We give our employees the freedom to explore their innovative ideas and the opportunities to advance their careers by encouraging them to get out of their comfort zone.”, she says. “Our high retention rate is a direct reflection of the high value we hold for our employees. They are truly our most treasured assets.”



# 2017 CRMSDC CORPORATE MEMBERS

AARP  
Aerotek  
Ahold USA, Inc.  
Alion Science & Technology  
American Red Cross  
AmeriHealth Caritas  
AREVA, Inc.  
AstraZeneca/Medimmune  
BAE Systems, Inc.  
Baker Botts, LLP  
Baltimore Gas & Electric,  
An Exelon Company  
BWI Thurgood Marshall Airport  
Bechtel National, Inc.  
Bon Secours Health System, Inc.  
Capital One  
Ciena Corporation  
Clark Construction Group, LLC

Cordish Company, The  
CSRA  
EMCOR Government Services  
Fairfax County Economic  
Development Agency  
Fannie Mae  
Freddie Mac  
Hilton Worldwide  
Lockheed Martin Corporation  
M&T Bank  
Marriott International, Inc.  
McCormick and Company, Inc.  
McGuire Woods LLP  
Metropolitan Washington Airports  
Authority  
Montgomery County Government  
National Railroad Passenger  
Corporation (AMTRAK)  
Navient Solutions, Inc.

NEA Member Benefits Corporation  
Northrop Grumman Corporation  
Pearson  
Pepco Holdings - An Exelon Company  
Potomac Edison First Energy  
Prince George's County Government  
Sodexo, Inc.  
Southern Maryland Electric  
Cooperative (SMECO)  
Transdev  
United Rentals, Inc.  
United States Postal Service, Inc.  
Volkswagen Group of American, Inc.  
Voya Financial  
Washington Gas and Light  
Washington Suburban Sanitary  
Commission (WSSC)  
Washington Metropolitan Area Transit  
Authority (WMATA)

