



# NETWORKING EVENT

Sheraton Downtown Phoenix Hotel

340 North 3rd Street | Phoenix, Arizona

Thursday, February 9

9:30 AM-1:00 PM





# AGENDA

<b>Registration</b>	<b>9:30 AM</b>
<b>Meet Legend Participants</b>	<b>9:30 AM – 10:00 AM</b>
<b>Opening Announcements</b>	<b>10:00 AM – 10:05 AM</b>
<b>Panel Presentation</b>	<b>10:00 AM – 11:00 AM</b>
<b>Breakout Group Meeting</b>	<b>11:00 AM – 12:00 PM</b>
<b>Network with Companies</b>	<b>12:00 PM - 1:00 PM</b>







# PANELISTS BIOS



# MODERATOR – RAY MICKENS

**Ray Mickens** was born in Frankfurt, Germany (73') on a military base where his father was in the US army and was stationed. At the age of 2, his father then was sent to Ft. Bliss (El Paso, TX) where Ray attended grade school. After finishing HS, he enrolled at Texas A&M university on an athletic scholarship where he played football and majored in business.



Ray went on to become a three time All-Conference and two-time All-American cornerback while graduating with a degree in Accounting. After a successful college career, Ray was drafted into the NFL by the New York Jets in 96'. He played for 11 years and was a member of the FCA (Fellowship of Christian Athletes), NFL Players Union Rep, SI All Pro Team 98', NY Jets Readers Club Program, and was involved in many NFL players' charities.



He created the Ray Mickens Champions Fund in 04' which goals were to develop, support, and promote educational initiatives that enrich the lives of youth. The fund also supports collaborative efforts among educational institutions, youth organizations, and faith-based groups.



Currently Ray runs an Airport Food/Beverage and Retailing company with operations in 7 airports (DFW, IAD, MSP, BNA, MCO, DEN, SAT). Some of the brands they proudly represent are Starbucks, Chick-Fil-A, Qdoba, Capital One Lounge and Einstein Bagels to name a few. Ray has been married for 22 years to Nicole Gage-Mickens. They met in high school and share 4 kids together (Kamray 26, RJ 20, Preston 17, Baylee 11).

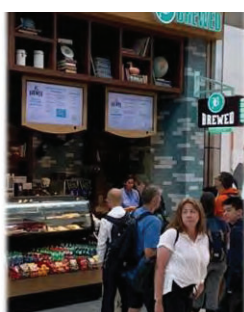
Einstein Bagels



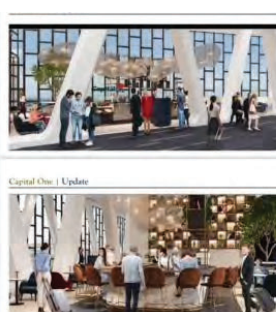
Starbucks in Southlake, TX



Brewed Rest. & Coffee



Capital One Lounge



Qdoba





# PANELIST – DONALD DRIVER

Donald Driver overcame poverty and homelessness to become a Super Bowl champion, Green Bay Packers all-time leading receiver, Green Bay Packers Hall of Famer, New York Times bestselling author, “Dancing with the Stars” champion and award-winning humanitarian.

Donald is the Green Bay Packers all-time leader in receptions and receiving yards and is the only player in franchise history to record seven 1,000 yard receiving seasons. A top performer his entire career, he was a four-time Pro Bowl selection. In 2013, Donald asked the Packers organization to retire the only way he knew how, by celebrating with the fans. He held his official retirement celebration in the Lambeau Field Atrium in front of thousands of fans who lined up in below-zero temperatures to thank him for 14 amazing seasons of playing for the green and gold.



Donald’s on-field success and charismatic personality earned him an invitation onto “Dancing with the Stars” with 35 million viewers tuning in every week. With millions of fans behind Donald and his partner Peta Murgatroyd, the duo clinched the competition.

Donald has served as a guest correspondent for ABC’s “Good Morning America” over a dozen times, guest-hosted “The View” and “Ellen,” and appeared on “Jimmy Kimmel Live,” “On Air with Ryan Seacrest,” “Entertainment Tonight,” CNN, ESPN, NFL Network, People Magazine, the Los Angeles Times, and numerous leading media outlets.

Donald continues to showcase his desire to give back by making extraordinary differences in his communities through the Donald Driver Foundation.

Known for his incredible fitness during his playing career Donald has become a renowned health and wellness expert. Driver released the chart topping book, *The 3D Body Revolution*. Additionally, Donald owns and operates Driven ELITE Fitness and Health centers in Texas, Mississippi and his newest location at the NFL’s Pro Football Hall of Fame Village in Canton, Ohio. He also operates NFL Driven Flag Football, has partnered with NERF kicking off the all-new competitive sports of NERFBALL and trains former NFL players in partnership with the NFL’s Players Trust program.



In addition to owning his fitness facilities, Donald Driver has invested with numerous brands including Asarasi Water, Cousins Subs and Moral Code Footwear. He has served as Goodwill of Southeastern Wisconsin’s ambassador for 20 years and counting, the ambassador for Network Health and is the cultural ambassador for the Marcus Performing Arts Center in Milwaukee, Wisconsin.

# PANELIST – WILL SHIELDS



Will Shields was born on the Fort Riley Military Base and then attended high school in Lawton, Oklahoma where he excelled at football and vocal music. He received his degree from the University of Nebraska, where he connected a passion for volunteerism and community advocacy. Will credits his parents and his time with Nebraska' Coaching Legend, Tom Osborne, for learning about being a role model and positive influence on others.

During a 14-year career with the Kansas City Chiefs, Will Shields became a 12-time Pro Bowler and recognized as the Walter Payton NFL Man of the Year. Will was inducted into the College Hall of Fame in 2011 and Pro Football Hall of Fame in 2015.

Will has owned multiple businesses in the past and now helps build 501c3 Programs, works with NFL Legends, and also resides on multiple business boards.







# DIENYE BENIBO

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SENIOR DIRECTOR,  
PEPSICO SUPPLIER DIVERSITY

## ABOUT

Dienye Benibo is the Supplier Diversity Lead at PepsiCo. In this role, he partners with multiple cross-functional teams to direct PepsiCo \$1B+ investment in diversity-owned business.

Since joining PepsiCo in 2011, Dienye has gained broad experiences in sales, marketing, and finance across a variety of corporate strategy roles. Most recently, he developed revenue growth strategy for its \$25B foods sector. Before his time at PepsiCo, Dienye was a management consultant, working with Fortune500 companies to optimize product COGS.

Dienye is most excited about the opportunity to pair his personal passion of equity with his professional passion of data-centricity.

## EDUCATION

Dienye holds an MBA in Marketing & International Business from Washington University in St. Louis. He also has a BA from Rice University in Political Science & Economics.

## PERSONAL

When not spending time with his family, Dienye can be found hoarding kitchen gadgets or designing his forever home. Dienye lives in Dallas with his wife, Sarah, and his 3-year-old son.



**PEPSICO**



Ben Raju is the Director of Program Management for the U.S. Small Business Administration's (SBA) Office of Field Operations. During his career, Mr. Raju has represented the SBA in various capacities throughout the United States, including Director for the Agency's Office of Continuous Operations and Risk Management (OCORM), District Director in Los Angeles and Nevada, Deputy District Director, Assistant District Director of Lender Relations, and as Public Information Officer with SBA's Office of Disaster Assistance where he was responsible for communicating the agency's Disaster Program for the Western United States and the U.S. Pacific Territories.

Mr. Raju also served as National Co-Chair for the Regional Network of the White House Initiative for Asian Americans, Native Hawaiians, and Pacific Islanders (WHIAANHPI.) With over 300 individuals from more than 20 agencies, in all 10 Federal Regions, the Regional Network is designed to provide a whole-of-government approach in tackling issues in the AANHPI communities.

Mr. Raju is passionate about utilizing his experience and contributing to the Nation's diverse business community and engaging the many resources, ideas, industries, and cultures he is surrounded by to create a strong eco-system where communities can continue to thrive locally and have a dynamic influence globally.

Mr. Raju can be reached by calling (213) 519-7833 or by email at [Ben.Raju@sba.gov](mailto:Ben.Raju@sba.gov).





# PARTICIPATING BUYERS





Amazon's Black Business Accelerator is dedicated to help build sustainable growth for Black-owned selling businesses by explicitly targeting barriers to access, opportunity, and advancement created by systemic racism across America.

## Available benefits

### Financial assistance

Credits and cash investment opportunities to help jump-start business growth and customer acquisition.

- \$500 credit to assist with start-up and operational costs for newly-registered Amazon Professional sellers.
- Sponsored Enhanced Digital Certifications for Black-owned business through SupplierGATEWAY.

### Business education & coaching

Account management and education resources to help you get started and find success in our store.

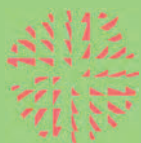
- Up to one year of account management for personalized insights and recommendations, operational support, and issue assistance.
- Access free education resources to help you sell in Amazon's store.

### Marketing & promotional support for brand owners

Free services and credits designed to help brand owners showcase their unique products and increase discoverability.

- Up to \$3,000 in advertising credits to increase exposure for your brand.

**To learn more about Amazon's Black Business Accelerator visit [Amazon.com/BBA](https://Amazon.com/BBA).**







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# Success & Scale Bring Broad Responsibility

Through our AWS Supplier Diversity and Inclusion Program, we extend the concept of diversity in our value creation process to our supply chain partners, by aiming to support diverse suppliers as well as helping our customers to achieve their own diversity goals.

<p><b><u>Who We Are</u></b></p> <p>Amazon Web Services (AWS) is the world's most comprehensive and broadly adopted cloud platform, offering over 200 fully featured services from data centers globally. Millions of customers—including the fastest-growing startups, largest enterprises, and leading government agencies—are using AWS to lower costs, become more agile, and innovate faster.</p>	<p><b><u>Procurement Categories</u></b></p> <p>Freight &amp; Logistics, Construction, Professional Services, Software, Hardware, Electrical Equipment, Mechanical Equipment, Data Center Services, Environmental Health &amp; Safety, General Services (Catering, Janitorial, Security)</p>	<p><b><u>Let's Get Connected</u></b></p> <p>Register to become a supplier!</p> 
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Tiffany McCullough  
Senior Program Manager  
[tiffmcc@amazon.com](mailto:tiffmcc@amazon.com)

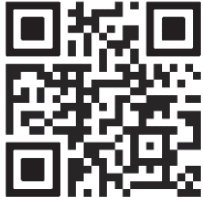
Alexander Bronson  
Senior Program Manager  
[abbrons@amazon.com](mailto:abbrons@amazon.com)







Join the SupplierGATEWAY to partner with us!



When everyone belongs, life is better. Banner Health is the largest employer in Arizona, and creates value through socially responsible and inclusive sourcing practices.

We seek partnerships that share our values and commitment to excellence, including:

- Focus on service excellence
- High-quality products and services
- Continuous innovation and development
- Value and competitive pricing
- Commitment to diversity, equity, and inclusion

Prospective vendors are encouraged to register in the Banner Health Supplier Portal at [Banner Health \(suppliergateway.com\)](https://BannerHealth.suppliergateway.com) or by simply scanning the QR Code on the left. The portal is a great way to introduce your organization and the products and services you offer. We actively review vendor profiles to identify potential suppliers for inclusion in future Request for Proposal (RFP) and procurement opportunities.

## We have the care your team needs

Banner provides the medical care and services you need for your best health.



### Everyday medicine:

Emergency, Imaging, Outpatient Surgery, Physical Therapy, Primary Care, Telehealth, Sports Medicine

### Acute & Specialty Care:

Heart, Neurology, Neurosurgery Orthopedics, Spine, Alzheimer's Cancer, Concussion, Diabetes

### Medical Services:

Women's, Maternity, Behavioral Health Pain Management, Pharmacy Management, Occupational Health

## Our Highly Specialized Institutes



### Banner - University Medicine Heart Institute

The most current  
and advanced care  
for your heart

### Banner - University Medicine Neuroscience Institute

State-of-the-art care  
for neurological  
conditions

### Banner - University Orthopedic and Sports Medicine Institute

Expert care to keep  
your muscles and  
joints moving

### Banner - University Medicine Women's Institute

Comprehensive care  
from maternity to  
menopause

# Supplier Diversity: Inspiring Innovation

The Intel logo, consisting of the word "intel" in a blue, lowercase, sans-serif font, followed by a registered trademark symbol (®).

## Amazing Opportunities Here

Learn more at:  
**[INTEL.COM/SUPPLIERDIVERSITY](https://www.intel.com/supplierdiversity)**

For Suppliers who see the Possible in  
the Impossible

We look for ways to apply our technology to address global challenges while serving as a role model for how companies should operate. We are committed to our vision of a fully representative diverse supply chain, and our goal of \$2B in annual spending with certified diverse suppliers.

We invite you to bring your unique contribution as a supplier to Intel's next technology experience.

# Global Supplier Diversity

## Our global mission

For almost 30 years JPMorgan Chase has been committed to building an inclusive supply chain by developing and engaging diverse businesses. The Global Supplier Diversity mission is comprised of three pillars:

- Increase diversity within the JPMorgan Chase supply chain;
- Create a supply chain that mirrors our customers' demographics; and
- Drive economic growth in the communities in which we do business.

We are guided by our vision of creating an inclusive economy with equal access to business success for all.

## How we define a diverse supplier

JPMorgan Chase defines a "Diverse Supplier" as one certified by a designated third-party as being a minimum 51% owned, operated and controlled by members of historically underrepresented groups, including:

- Minority-Owned Business Enterprise (MBE)
- Women-Owned Business Enterprise (WBE)
- Veteran-Owned Business Enterprise (VBE)
- Service-Disabled Veteran-Owned Business Enterprise (SDVBE / DVBE)
- LGBT-Owned Business Enterprise (LGBTE)
- Disability-Owned Business Enterprise (DOBE)
- Small Business Enterprise (SBE)

## External partners

We partner with several organizations and their regional (or local) affiliates for support to execute on our supplier diversity objectives, including baseline certification standards. The following are examples of our largest community partners:

- National Minority Supplier Development Council
- National Veteran Business Development Council
- National Veteran-Owned Business Association
- Women's Business Enterprise National Council
- Disability:IN
- National LGBT Chamber of Commerce
- Minority Supplier Development United Kingdom
- WeConnect International
- U.S. Hispanic Chamber of Commerce
- U.S. Pan Asian American Chamber of Commerce

## Becoming a supplier with Chase

- The first and most important step is to register in the JPMorgan Chase Supplier Diversity network: [jpmorganchase.com/supplierdiversity](https://jpmorganchase.com/supplierdiversity). This network is a searchable database where your company's profile will be available to our sourcing professionals interested in identifying diverse suppliers to participate in competitive bidding.
- Your information will be viewed by our Global Supplier Diversity team. JPMorgan Chase will retain your profile until a need is identified.
- When an opportunity comes up, you will be contacted directly by a member of our team. Please be sure to keep your certifications and capabilities information up to date.

## Benefits of registration

- Visible to our sourcing team when competitive bidding opportunities arise
- Invitations to participate in internal matchmakers
- Access to education and development opportunities

## Some services and products we buy (partial list)

- Technology: Cyber Security; Enterprise Hardware and Software; Big Data; Cloud; Data Center services
- Professional Services: IT Services; Legal services; Brokerage, Clearing & Exchanges; Advisory, tax & Audit services; Recruitment; Executive search; Relocation Services
- Marketing & Communications: PR and Communications; Bureau Services; Customer Acquisition; Market Data; Creative Agencies; Branded products; Digital Marketing; Media; Direct Mail; Print
- Global Real Estate: Design & Construction; Facilities Management; Utilities
- Loan services: Auto Finance; Repossession; Collection Agency; Property Inspection and Maintenance; Mortgage Related Insurance Services
- Global Security: Fire and Safety; Global Guards; Security - Application/Software; Security Equipment and Maintenance
- Travel & Entertainment: Corporate Events/Meetings; Event Tickets; Car Rental; Corporate Aviation; Car Service/Taxi/Shuttles; Hotels/Lodging

For additional information on our Global Supplier Diversity Program and becoming a supplier of Chase, please contact:

**Breana Chan:**

**408-250-1122**

**[breana.n.chan@jpmchase.com](mailto:breana.n.chan@jpmchase.com)**





PepsiCo products are enjoyed by consumers more than one billion times a day around the world. PepsiCo generated \$80 billion in net revenue in 2022, driven by favorite brands such as Lay's, Doritos, Cheetos, Gatorade, Pepsi-Cola, Mountain Dew, and Quaker.

We believe that diversity and inclusion in all aspects of our business is essential to our success. PepsiCo views supplier diversity as a real business advantage because it **supports building economic wealth with diverse businesses** and the **development of minority communities**. It also helps us to develop innovation to spur growth and **creates a supplier base that mirrors our employee and consumer base**.

Our supplier diversity program supports the inclusion and growth of businesses that are 51% owned and operated by individuals from the following communities: **women, ethnic minorities, US Veterans, individuals with disabilities, and members of the LGBTQ community**. In each of the last three years, **PepsiCo has spent over \$1 billion with these communities**.

All prospective diverse suppliers should visit **[www.pepsico.com/SDregistration](http://www.pepsico.com/SDregistration)** in order to be considered for future bid opportunities.



**PEPSICO**



## **DIENYE BENIBO**

Sr. Director,  
Supplier Diversity

✉ [Dienye.Benibo@pepsico.com](mailto:Dienye.Benibo@pepsico.com)

📞 312-810-6485

Dienye is the Supplier Diversity Program Lead at PepsiCo. He has been with the company since 2011, gaining experiences in sales, marketing, and finance across a variety of corporate strategy roles.

As former D1 football player, Dienye is excited to meet with you today to help his football brethren transition into the next phase of their careers.



## **WHITNEY NOLAN-CAMPBELL**

Sr. Manager,  
Supplier Diversity

✉ [Whitney.NolanCampbell@pepsico.com](mailto:Whitney.NolanCampbell@pepsico.com)

📞 816-729-3721

Whitney is a Sr. Manager on the PepsiCo Supplier Diversity team. She leads all engagement with businesses owned by ethnic minorities. Her extensive procurement background makes her the right partner to help small businesses accelerate revenue.

While she is a loyal KC Chiefs fan, Whitney is willing to set her allegiance to the side for the greater good of supplier diversity.



**DARE TO SWIM WITH THE SHARKS, AS ABC'S HIT SHOW  
"SHARK TANK"  
ANNOUNCES SEASON 15 OPEN CASTING**

The Shark Tank Casting team is now on a nationwide search to discover the next group of driven entrepreneurs, creators and innovators who dream of pitching their breakthrough products and companies to the Sharks in hopes of landing an investment and invaluable mentorship.

Entrepreneurs will get the exciting opportunity to make their business dreams come true in the upcoming fifteenth season of the 4-time Emmy Award winning series, "Shark Tank," the show where Shark investors give the best entrepreneurs from across America the chance to secure business deals that could make their dreams come true.

Shark Tank continues to be a driving force in helping people from all walks of life achieve their dreams and remains committed to helping our nation's incredibly resilient entrepreneurs.

**Applications specific to NFL Legends will be available at our booth during the Legends Business Network - Super Bowl Event.**





# TOGETHER, WE MAKE OUR BUSINESSES STRONGER.

SRP was born out of the community working together to share in a successful future. It's a tradition that continues to this day. As a supplier diversity advocate, SRP is dedicated to supporting business partners who reflect our diverse community. We're working hard to ensure our supply chain is inclusive and sustainable. Let's get to work.

Contact us at [supplierdiversity@srpnet.com](mailto:supplierdiversity@srpnet.com)  
or visit [srp.net/supplierdiversity](http://srp.net/supplierdiversity).





# USDA Rural Development at a Glance

## Rural America's Partner in Prosperity

USDA Rural Development is the lead Federal agency helping rural communities grow and prosper. We increase economic development and improve the quality of life in rural places and small towns.

We provide loans, grants and technical assistance to build critical infrastructure like broadband, water systems, and hospitals. Our programs expand access to e-connectivity, electric, and transportation infrastructure, and support business growth, healthcare, education, housing, and other community essentials.

We stand ready to be your partner in prosperity for rural America. Contact us today to learn more and connect with the local USDA Rural Development team that serves your area:



[www.rd.usda.gov](http://www.rd.usda.gov)



1 (800) 670-6553



@usdaRD

**Contact the USDA Rural Development  
Office in your community to learn more**

## WE HAVE MORE THAN 40 PROGRAMS TO SUPPORT RURAL AMERICA.



Telecommunications Programs



Electric Programs



Community Facilities Programs



Water and Environmental Programs



Business and Cooperative Programs



Single-Family Housing Programs



Multi-Family Housing Programs



# BUYERS

# Virtual Participation





# SUPPLIER DIVERSITY

Since 1992, FedEx has been committed to working directly with diverse businesses that are competitive in quality, service and cost. Our diverse workforce, supplier base and supporting culture enables FedEx to better serve our customers and compete more effectively in the global marketplace.



\$2.6 billion spent with  
women-owned and minority-owned  
companies in FY20



## Welcome to the FedEx Supplier Registration Portal

In a more connected world our customers count on the diverse portfolio of transportation, e-commerce, and business solutions created by FedEx. Our air, ground and sea networks cover more than 220 countries and territories, linking more than 99 percent of the world's GDP.

Delivering on customer value expectations, FedEx actively partners with suppliers who share an exceptional focus on quality, service, and customer value.

All businesses that would like to be considered for a bidding opportunity with any FedEx company are encouraged to register in our FedEx Supplier Registration Portal.

## LeTonya Cooper

Manager Sourcing  
Supplier Relationship Management  
[letonya.cooper@fedex.com](mailto:letonya.cooper@fedex.com)





Working with **Intuit®**

# Supplier Programs

**UNLOCKING OUR SYNERGIES TO POWER  
GROWTH, VALUE AND PROSPERITY**

Intuit's mission is to power prosperity around the world. To do that, we're always looking for opportunities to partner with suppliers who believe in our mission and share our values. Our suppliers are customer obsessed and have a passion for innovation. They champion diversity and inclusion, and they are stewards of the environment and communities around them. Together, we deliver the benefits that matter most to our customers.

We are committed to increasing the diversity of our supplier base, and helping our suppliers advance diversity, equity and inclusion within their own organizations. Embracing the broadest possible array of suppliers creates a more inclusive corporate environment. It also strengthens vital relationships with the broad range of customers and communities we serve.



**J**ohnson & Johnson has long recognized that diverse suppliers play an important role in our success. Our award-winning Global Supplier Diversity & Inclusion program, founded in 1998, aims to ensure that businesses with diverse ownership, control or operations become valued partners and grow with Johnson & Johnson.

By 2025, we intend to achieve Global Impact Spending with small and diverse suppliers of \$4.5 billion, which is a 20% increase from our 2020 spending. We have many programs that support our spending goals, such as identifying small and diverse suppliers in our worldwide purchasing platform and hosting buyer-supplier matchmaking events. We also help suppliers qualify for our Global Diversity & Inclusion program or help them grow to meet Johnson & Johnson's needs through mentoring programs and by connecting suppliers to external resources. In addition, we support and partner with more than 30 advocacy organizations around the world to identify diverse suppliers and to support their development.

Increasing our diverse supplier base—and engaging all suppliers on the importance of diversity, equity and inclusion—helps us contribute to improved social and economic outcomes and reflects the diversity of our patients and consumers around the world.

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Just as we believe that good health is the foundation of vibrant lives, thriving communities and forward progress, at Johnson & Johnson we also pride ourselves on fostering healthy supplier relationships that are built on trust, transparency and unparalleled innovation, quality and reliability.

With an extended supply base comprising about 50,000 suppliers across our three business segments, we proudly honor our commitment to inclusion by building a global group of suppliers that reflects the diversity of our patients and customers.

Working with our valued partners, we uphold the highest standards for responsible sourcing and corporate citizenship, encouraging our suppliers to embrace new technologies, source innovative solutions and deliver new business models that contribute to our mutual objectives for growth, sustainability and streamlined processes.

As we advance our vision of a healthier world for all, we will continue to use our reach and size for good as we pioneer this differentiated, industry-leading procurement approach—one that is innovative, collaborative, ethical, sustainable, diverse and, above all, rooted firmly in Our Credo.

**Charlene Vickers**  
 Director, Supplier Diversity & Inclusion  
[Cvickers@its.jnj.com](mailto:Cvickers@its.jnj.com)

**Johnson & Johnson**  
 GLOBAL SUPPLIER DIVERSITY & INCLUSION

Together. Making a World of Difference

# Supplier Diversity at Procter & Gamble



## What is Supplier Diversity & why is it important?

At P&G, Supplier Diversity has been a business strategy for over 40 years. This is our program to grow and develop business with certified woman-, minority-, LGBT-, Person with Disability- and US Military Veteran-owned companies. When we invest with diverse suppliers, we create value in our business by strengthening our innovation building value in our community through the job growth and economic inclusion created by these companies. We are committed to developing an intentionally diverse supply base by working directly with certified diverse-owned businesses, and indirectly through our majority-owned partners. While we are incredibly proud of our accomplishments – including spending more than \$2 billion with diverse suppliers for eight consecutive years and having surpassed \$3billion since FY20/21 – we know we must continue to innovate and improve.

## Definition of a Diverse Supplier

US - A for-profit enterprise that is at least 51% owned, operated and controlled by a U.S. citizen(s) who is African American, Hispanic, Native American, Asian Pacific, Asian Indian; a non-ethnic woman; Service-Disabled Veteran Owned and Veteran-Owned Small Businesses; Disabled; or Lesbian, Gay, Bisexual, and Transgender-Owned Businesses. We also consider diverse business led by women holding highest CEO position in the company (subsidiary, country or regional CEO does not count). If CEO role is shared 50/50 between a woman and a man, this also counts. The company must be based in the U.S. or its trust territories. We require Diverse Suppliers to be third-party certified to ensure they are meeting the spirit and intent of our program.

1st and 2nd Tier Diverse Suppliers must be certified by one of the following certifying organizations:

- National Minority Supplier Development Council ([nmsdc.org/](https://nmsdc.org/))
- Womens Business Enterprise National Council ([www.wbenc.org/](https://www.wbenc.org/))
- The Department of Veteran Affairs ([www.va.gov/](https://www.va.gov/))
- Disability:IN ([disabilityin.org/](https://disabilityin.org/))
- National Gay & Lesbian Chamber of Commerce ([nlgcc.org/](https://nlgcc.org/))

Outside the US - we track spend with suppliers at least 51% owned, operated and controlled by a woman. Certification is not required if the company is based outside the US. However, we ask the company self-registers at [weconnectinternational.org/](https://weconnectinternational.org/) . We also consider diverse business led by women holding highest CEO position in the company (subsidiary, country or regional CEO does not count). If CEO role is shared 50/50 between a woman and a man, this also counts. In South Africa P&G leverages B-BBEE definitions.

## 2nd Tier

P&G has had a 2nd tier program since 1996. 2nd tier purchasing provides P&G with a way to expand its commitment to Diverse purchasing by enrolling our 1st tier Majority Suppliers (P&G suppliers that are paid directly for goods or services they provide to us) in this process. Simply put, we are asking our suppliers to utilize Diverse Suppliers in their supply chains. By utilizing 2nd tier in conjunction with our direct spending efforts we expand the impact of our Supplier Diversity strategy. We have also begun tracking 3rd tier spend on a limited basis as our business models evolve to ensure we are driving the spirit and intent of Supplier Diversity.

## Our Expectations (What it Means for You)

We make sourcing decisions based on best total value, which includes Supplier Diversity. If you are a diverse owned company participating, this is part of the value proposition you provide. If you are not a diverse owned company, we expect you to drive 2nd Tier spending with certified diverse suppliers – this will be evaluated as part of the proposal and we will track this on a quarterly basis. For more information including videos from our leaders on P&G's commitment, visit the website [supplierdiversity.pg.com](https://supplierdiversity.pg.com). For majority-owned suppliers, we also have a 2nd Tier toolkit that contains additional resources and is available from your Supplier Relationship Owner.

**Donna Mulcahy**

Purchases Capability & Strategy – US/Canada Supplier Diversity

(513) 787-0458 | [mulcahy.d@pg.com](mailto:mulcahy.d@pg.com)

P&G, 1 Procter & Gamble Plaza, Cincinnati, OH 45202





Sysco is the global leader in selling, marketing and distributing food and non-food products to restaurants, healthcare and educational facilities, lodging establishments and other customers around the world.

Sysco's Supplier Diversity program is a well-established and mature example of supplier partnerships in practice and we find that our spending with diverse suppliers is trending in relation to the growth rate of the minority population. Minority consumers are the fastest growing segment of the U.S. population and significantly influence how businesses connect with increasingly diverse customers. This change in U.S. demographics is similarly impacting our customers, their patrons and menu offerings, and as a result of these changes, we are developing plans to continue to evolve our supplier diversity program to meet the changing needs of the marketplace and our customers.

We partner with more than 500 minority- and women-owned suppliers who help us meet the demands of our customers, support our efforts to increase the variety of products we offer, and provide access to new and specialty products.

## Adrienne Trimble

**Vice President &  
Chief Diversity Officer**

346-452-3582  
jennifer.esparza@sysco.com



Trimble is a known thought leader for advancing corporate diversity, equity and inclusion initiatives. She has led DEI and Social Innovation initiatives for large, complex organizations nationally and globally. Additionally, she has served as the leader of a non-profit national organization, with global affiliates, providing certification and development for minority owned businesses. Securing the future and recognizing supplier diversity as part of the larger goal of economic inclusion have been enduring truths in her career, she served as an Executive on Loan as the President & CEO for the National Minority Supplier Development Council from August 2018 – February 2021.

## Darnell Greene

**Director of  
Supplier Diversity**

281-584-5114  
Darnell.Greene@sysco.com



Greene's tenure with Sysco spans across Merchandising and Procurement. He joined Sysco in 2012 as a Category Development and Sourcing Analyst before moving to join the Corporate Marketing team. In 2019, Darnell transitioned to lead Supplier Diversity where he is responsible for the development and execution of Sysco's supplier diversity strategies that support Sysco's 2025 Corporate Responsibility Goals, direct, and manage the overall supplier diversity program.

At Target, we believe that the future we create together is a future at heart. A future where everyone's welcome, where good design is within reach, and where we support the communities we call home.

Learn more about how we're investing in our communities at [Target.com/FutureAtHeart](https://Target.com/FutureAtHeart)



**Karen  
Tobler**  
**Director of  
Supplier Diversity**

Karen Tobler's responsibilities include leading the company's Supplier Diversity vision, mission, goals, and initiatives, while driving diverse vendor inclusion rates and increasing spend with diverse owned companies for Target. In her fifteen years at Target, she has also had roles in Multicultural Marketing and on the retail store side.

Her involvement in Supplier Diversity includes National and Local non-profit organizations that support diverse owned companies (ethnic minority, women, LGBT, veteran, and/or disabled owned companies). She serves as Chair for the Retail Industry Group, is on the board of the North Central Minority Development Council and has also been a featured speaker and panelist across the country. Karen also serves as a Tri-Chair for the Hispanic Latino Business Council, an employee resource group at Target.



**Tonda  
Collier**  
**Supplier Diversity  
Lead**

Tonda Collier's tenure with Target spans across Strategic Sourcing and Store Operation Analytics. She joined Supplier Diversity in 2021 as a Lead for the Equipment, Supplies, Safety and Technology categories. Her responsibilities include identifying diverse businesses to support her and/or other Indirect Categories, collaborate with internal partners to understand current business needs & strategy as well as working closely with partner organizations to establish best practices and promote diverse supplier business support.

Her involvement in Supplier Diversity includes National and Local non-profit organizations that support diverse owned companies (ethnic minority, women, LGBT, veteran, and/or disabled owned companies). Tonda also serves as a Mentor for the African American Business Council, an employee resource group at Target.

If you're a diverse supplier who would like to explore potential opportunities with Target, we'd love to hear from you! Email us @ [Supplier.Diversity@Target.com](mailto:Supplier.Diversity@Target.com) and register in the Target Supplier Portal <https://target.suppliergateway.com/>





# ROUTES Initiative

## RURAL OPPORTUNITIES TO USE TRANSPORTATION FOR ECONOMIC SUCCESS

### WHAT IS ROUTES?

The ROUTES Initiative seeks to address disparities in rural transportation infrastructure by developing user-friendly tools and information, aggregating USDOT resources, and providing technical assistance to rural and Tribal stakeholders. The ROUTES Initiative aims to ensure rural transportation infrastructure's unique challenges are considered in order to meet priority transportation goals of safety, mobility, and economic competitiveness.

### WHY IS ROUTES NEEDED?

Rural transportation networks are critically important for domestic uses and export of agriculture, mining, and energy commodities, as well as the quality of life for all Americans. Yet rural networks face unique challenges in safety, infrastructure condition, and usage:

- While only 19% of the nation's population lives in rural areas, 45% of the nation's highway fatalities occur on rural roads
- 34% of all highway-rail crossing fatalities occur in rural areas, and the rural highway fatality rate is more than twice that in urban areas
- Nearly half of all truck vehicle-miles-traveled (VMT) occur on rural roads and two-thirds of rail freight originates in rural areas
- 90% of posted (limited weight) bridges are in rural areas

### WHAT IS ROUTES DOING?

ROUTES accomplishes its goals through three areas of activity:

- **Engage Rural Communities** through a series of events to better understand the needs and priorities of rural communities and collect essential data from stakeholders representing different communities, groups, workers, and industries to identify solutions.
- **Harmonize USDOT Programs** to implement rural policy by establishing the ROUTES Council to lead and coordinate Departmental activities to implement the Bipartisan Infrastructure Law and better align new and existing funding, financing, and technical assistance programs with the needs of rural and Tribal communities.
- **Utilize a Whole-of-Government Approach** by partnering with other rural-focused Federal agencies to expand USDOT's presence in rural America, better promote Departmental resources, and capitalize on synergies between Federal funding programs.



#### Contact Us

For more information, please visit  
[www.transportation.gov/rural](http://www.transportation.gov/rural)

or send us an email at  
[rural@dot.gov](mailto:rural@dot.gov)

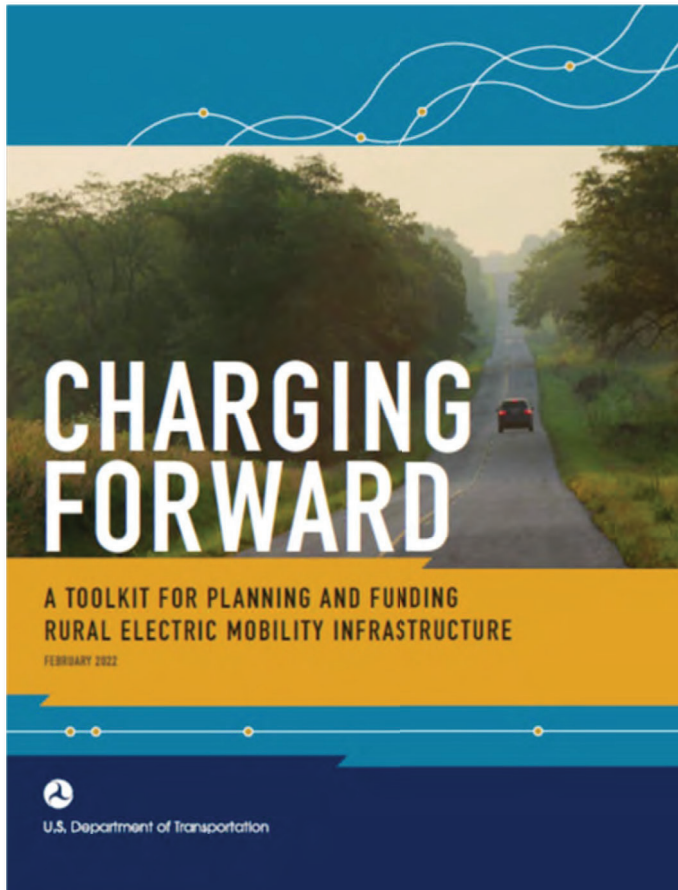




U.S. DEPARTMENT OF TRANSPORTATION

Check out these resources and more at:

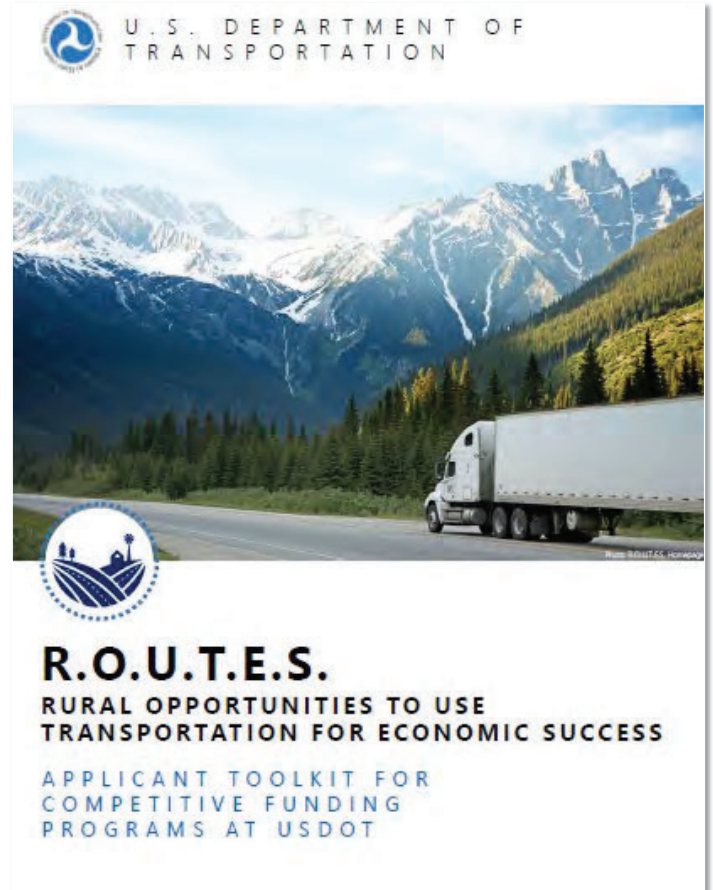
[www.transportation.gov/rural](https://www.transportation.gov/rural)



## INTERESTED IN EV INFRASTRUCTURE?

This toolkit helps rural stakeholders scope, plan, and fund electric vehicle charging infrastructure. Rural entities can use the toolkit to identify project partners and available funding/financing to make their project a reality.

New version to be released in early 2023.



## APPLYING FOR A GRANT FROM USDOT?

This toolkit provides user-friendly information and resources to support rural applicants' understanding of USDOT discretionary grant programs and the funding process.

New version to be released in early 2023.



# ENTREPRENEURIAL RESOURCES



# ATHLETES CHARITABLE

A DIVISION OF UNITED CHARITABLE



## MEMBERSHIP OVERVIEW

ELITE CUSTOMER SERVICE | 100% COMPLIANCE | SUSTAINABILITY



An Athletes Charitable Membership offers athletes a flexible way to manage their giving as if they had their own private foundation—without the heavy administrative burden, complex IRS oversight, and high cost of a private foundation. We cater to the athletes' unique needs by providing dedicated support, industry knowledge, and customized charitable vehicles.

## WHAT DOES IT MEAN TO BE A MEMBER



### DEDICATED TEAM

Knowledgeable and friendly team prepared to guide your program toward sustainable success.



### ADMINISTRATIVE SUPPORT

Real-time accounting and bookkeeping services as well as financial reports and year end filing.



### EXCLUSIVE NETWORK

A community of philanthropic support designed for professional athletes to build on their legacy through service



### IMMEDIATE TAX RELIEF

As an Athletes Charitable program, you can start receiving tax deductible donations right away.



### EVENT INSURANCE

Hosting fundraisers and camps is hard work. AC takes care of the insurance so members can focus on the event details.

FOR MORE INFORMATION, CONTACT KARRIE CROCKER, STRATEGIC MEMBERSHIP ADVISOR, AT [KARRIE@ATHLETESCHARITABLE.ORG](mailto:karrie@athletescharitable.org)





**ATHLETES  
CHARITABLE**

# MEMBER BENEFITS

## DONOR ADVISED FUND

FLEXIBLE WAY TO MANAGE YOUR GIVING AS IF YOU HAD YOUR VERY OWN FOUNDATION - WITHOUT THE HEAVY ADMINISTRATIVE BURDEN, COMPLEX IRS OVERSIGHT, AND HIGH COST OF A PRIVATE FOUNDATION

## PAYROLL & HR SERVICES

ATHLETES CHARITABLE PROCESSES PAYROLL FOR HIRED EMPLOYEES AND MEDICAL BENEFITS WHEN APPLICABLE

## LOGO DESIGN

MEMBERS WORK WITH ATHLETES CHARITABLE GRAPHICS TEAM TO DESIGN YOUR PROGRAM'S LOGO

## EVENT INSURANCE

ATHLETES CHARITABLE TAKES CARE OF THE INSURANCE SO MEMBERS CAN WORRY ABOUT THE EVENT DETAILS, NOT APPLYING FOR INSURANCE

## FUNDRAISING

ATHLETES CHARITABLE IS LICENSED TO RECEIVE TAX DEDUCTIBLE DONATIONS IN ALL 50 STATES WHICH GIVES OUR MEMBERS THE ABILITY TO CONFIDENTLY FUNDRAISE FOR THEIR PROGRAMS ALL OVER THE US AND INTERNATIONALLY

## GRANT WRITING

WORK WITH OUR CERTIFIED GRANT WRITER TO CREATE ONE REUSEABLE GRANT WRITTEN PER YEAR

## FISCALLY SPONSORED PROGRAM

MEMBERS CAN CONCENTRATE ON THE MISSION AND FUNDRAISING WHILE WE PROVIDE GUIDANCE, TAKE CARE OF FINANCES, LEGAL BOUNDS, MANAGEMENT, AND ADMINISTRATIVE OPERATIONS

## FUNDRAISING WEBPAGE

MEMBER BRANDED GIVING PLATFORM COMPLETE WITH SECURE ON-LINE DONATION PROCESSING AND EVENT REGISTRATION

## ONLINE DONOR PORTAL

24/7 ACCESS TO YOUR ONLINE PORTAL HOUSING YOUR IMPORTANT PROGRAM INFORMATION

## SUSTAINABILITY PLAN

A STRATEGIC CHARITABLE PLAN CUSTOMIZED TO MEET THE ATHLETE'S OVERALL IMPACT GOALS (E.G. BUDGET, MISSION, VISION)

## LEGAL SUPPORT

MEMBERS HAVE UNLIMITED ACCESS TO NON-PROFIT LAWYERS WHO ENSURE COMPLIANCE, AND IMPLEMENT UP-TO-DATE STRATEGIES TO COMPLY WITH CHANGES IN LAWS AND REGULATIONS IN ALL 50 STATES

## GRANT RESEARCH

ACCESS AND UTILIZATION OF A GRANT SEARCH DATABASE TO IDENTIFY GRANTS BEST SUITED FOR THE ESTABLISHED CHARITABLE PROGRAM

# CAPITAL IDEAS FOR YOUR BUSINESS.



Business owners are always thinking one step ahead. So you need banking solutions that can keep up – from bankers that aren't afraid of tough challenges. The b1BANK lending team is ready to learn your goals then help you find the best lending options available.

## BUSINESS CREDIT CARDS

Our commercial credit cards give you the robust purchasing power you need to carry out your daily operations, along with a suite of expense-management tools to keep you in control.

## WORKING CAPITAL LINES AND EQUIPMENT FINANCING

Our lending team works to understand how your business works, so they can help you obtain exactly what you need. Loans and lines of credit can help manage cash flow gaps and cover everyday expenses like payroll, rent, and more.

## SBA CERTIFIED LENDER

Our team can help you navigate the rigorous SBA loan process and give your application the greatest chance for success.



## MERGERS AND ACQUISITIONS LENDING

Our team helps ensure you're making the right move for the future of your business. When the time comes to act, you can seize your opportunity with confidence and speed.



## COMMERCIAL CONSTRUCTION AND REAL ESTATE LENDING

Commercial Real Estate lending can be complicated. Our expert lending team helps demystify the process and determine the best path forward.

## LETTERS OF CREDIT

Commercial and Standby Letters of Credit make sure your business constituents hold up their end of the bargain. We'll work with you to guarantee payment if something fails to happen.



MAKING A DIFFERENCE TOGETHER

## ENTREPRENEURS

- Growth Planning
- One-on-One Counseling
- Training to Gain Access to Capital
- Variety of Small Business Training Courses
- Retirement Planning
- Wealth Building

## EDUCATION

- Financial Literacy for All Ages & Interests
- Investments & Budgeting
- Youth Entrepreneurship
- Student Scholarships

## EMPLOYEES

- Employee Relief Fund
- Employee Student Scholarship Program

**Will M. Campbell, Jr. MA**

Director, b1 Foundation

500 Laurel St.

Baton Rouge, LA 70801

Office 225.286.7881

Cell 225.939.1899

[b1Foundation@b1BANK.com](mailto:b1Foundation@b1BANK.com)



[b1-foundation.org](http://b1-foundation.org)





# Grit – The World’s Only Free Paycheck Advance with Cashback

Grit Financial is focused on making Smart Money Management easy for American workers. We work with Employers to offer a Grit VISA Debit Card Account with the following features to their employees:

- **Free Next Day Pay** – workers can access up to 60% of earned but unpaid wages within 24 hours on the Grit VISA Debit at NO COST. This feature has been proven to reduce late and overdraft fees.
- **0.5% Cashback on Debit Card Purchases** – Not only is it free to access your unpaid wages, Grit gives customers 0.5% cashback on Debit Card Purchases.
- **3.0% APY Interest** – Grit offers 3% interest on up to \$1,000 of account balance.
- **Credit Score Management** – Grit provides the ability to view your credit score and report rent and utility payments to boost/establish your credit score.
- **Personal Finance Training** – Grit has engaged world class experts to provide Personal Finance Training to Grit Customers.
- **Works with Customer Bank Account** – Grit customers can use their Grit Account as their Bank Account or use their Grit Account as a supplement to their Bank Account

Grit’s service is FREE to employers and free to employees. We make money from the fees paid by merchants to VISA. Improve Employee Morale and Retention by Partnering with Grit.

	Grit	Chase	Chime	CashApp	DailyPay
Checking/Spending Account Interest Rate	3.0%	0.0%	0.0%	0.0%	0.0%
Debit Card Cashback	0.5%	0.0%	0.0%	0.0%	0.0%
Access to Wages Within 24 Hours <sup>6</sup>	✓	✗	✗	✗	✓
No Monthly Fees <sup>3</sup>	✓	\$12	✓	✓	✓
Fee-Free ATMs	55,000	<20,000	60,000	40,000	55,000
View and Improve Credit Score	✓	✓	✓	✗	✗
Improve Credit Score <sup>4</sup>	✓	✗	✗	✗	✗
Budgeting <sup>5</sup>	✓	✗	✗	✗	✗
Personal Finance Training	✓	✗	✗	✗	✗



Our commitment to minority-owned businesses

Chase Senior Business Consultants are empowering Black, Hispanic and Latino entrepreneurs to grow their businesses with accessible education, coaching and banking solutions.

**Senior Business Consultants offer:**

- 1:1 coaching
- Relevant education - Seminars, Workshops, and Events
- Access to Community Resources and Banking Solutions - Connections with local leaders, advocacy organizations, and referrals to Chase partners

**Resources to help you get ahead:**

**Minority Entrepreneurs Page**

Get connected to a Senior Business Consultant and access resources to help grow and scale your businesses.

Visit [chase.com/businessconsultant](https://chase.com/businessconsultant)

Start a conversation today with Chase Business Banking:

**Ashley Kelly**

602-757-9769

[Ashley.Kelly@chase.com](mailto:Ashley.Kelly@chase.com)

OR

**Jose Yanez**

480-330-3025

[Jose.C.Yanez@chase.com](mailto:Jose.C.Yanez@chase.com)



**PRIVATE BANK**

Whether you're focused on building, preserving or transferring wealth, we bring you a team of specialists in planning, investing, lending and banking, carefully curated to match your goals. Drawing on generations of accumulated knowledge, we help you seize opportunities with collective experience that can mitigate risks and maximize returns. And no matter how complex your needs are, you will discover that no one outgrows the Private Bank.

**PRIVATE BANKING AT J.P. MORGAN OFFERS THE MOST ROBUST RELATIONSHIP POSSIBLE.**

Our extensive array of capabilities answer specifically to the needs of wealthy clients by offering them the advice and guidance they seek. It is an approach that is unique and powerful.

For additional information on the J.P. Morgan Private Bank, please contact:

**Steven Israel**

704-339-6851

[Steven.Israel@jpmorgan.com](mailto:Steven.Israel@jpmorgan.com)

The material contained herein does not constitute an offer to sell or a solicitation to buy any product or service.

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LOCALREMIIX™

# Effective Conversion Marketing

MANAGE CUSTOMER EXPERIENCES

## ONE SIMPLE PLATFORM TO MANAGE EVERYTHING

LocalRemix is a simple, easy to use platform that **manages relationships** easier, so you can focus on increasing revenue with effective marketing. Everything you need in one affordable platform at an affordable price.

**100% Satisfaction Gauranteed**

### SMS Marketing (Text)

SMS Marketing is the **#1 strategy for reaching customers**. With a 95% average open rate, SMS Messaging beats all other marketing combined. If you are not using SMS in your business, you are missing out. Our platform makes it easy to setup and simple to create an effective SMS strategy.

### Email Marketing

While Email Marketing is not as effective as SMS, it comes in a close second, turning cold or warm leads into customers fast. We use cutting-edge conversion marketing systems to create effective email campaigns. If you already have a list, we can help you re-engage it quickly.

#### Contact Us

 [success@localremix.com](mailto:success@localremix.com)

 972.979.9316



[www.LocalRemix.com](http://www.LocalRemix.com)



## ABOUT US

The Pacific Southwest Minority Supplier Development Council (PSWMSDC) is one of 23 Regional Affiliates of the National Minority Supplier Development Council (NMSDC). We serve ethnic minority businesses in Arizona and San Diego County.

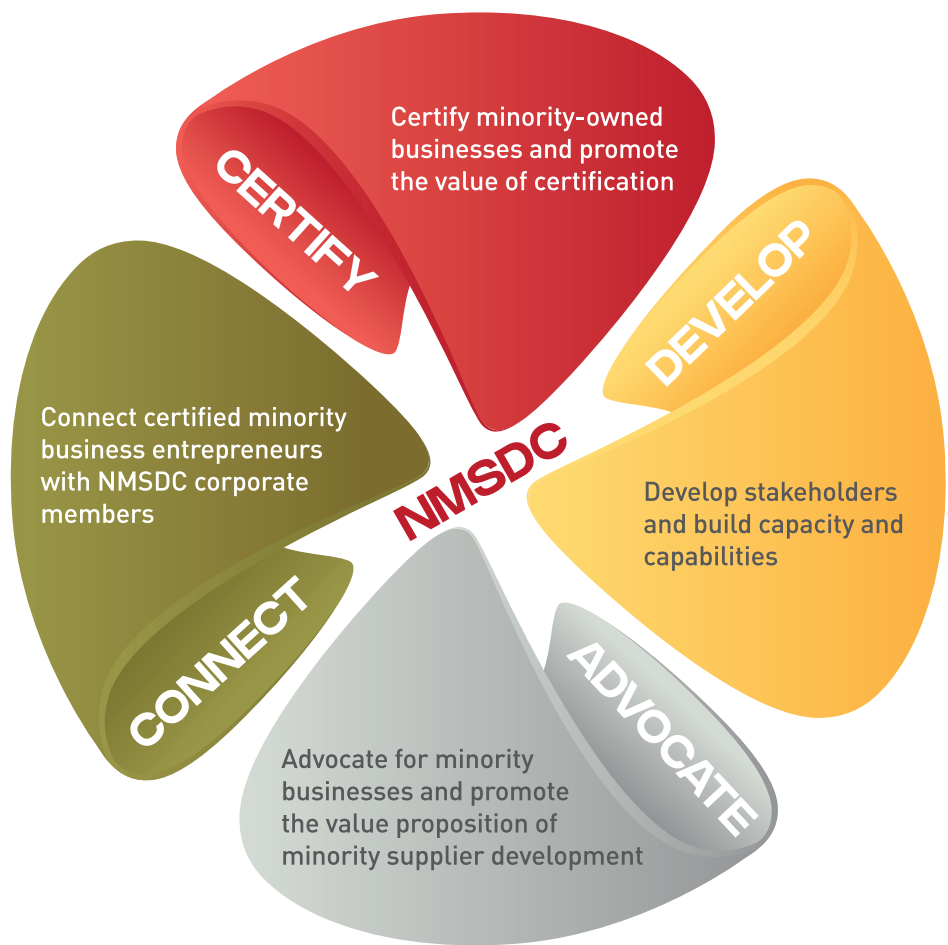
## MISSION STATEMENT

The mission of the PSWMSDC is to grow minority business enterprises (MBEs) by providing certification, advocacy, development, and connections which directly contribute to business success.

## VISION STATEMENT

The vision of the PSWMSDC is to become the innovative leading organization in the NMSDC network by serving as a vital resource to our MBEs and corporations, driving reductions in the economic disparity gap and positively impacting the communities we serve.

## WHAT WE DO



## WHAT IS AN MBE?

A minority business enterprise (MBE) is a certified firm whose ownership has demonstrated U.S citizenship and Asian, Black, Hispanic, or Native American ethnicity. The firm must be at least 51% owned, managed and controlled or, in the case of a publicly owned business, at least 51% of the stock must be owned by one or more minority group members.



# Portside Marketing

Innovation

Effective  
Marketing

Teamwork

Proven Results  
& Track Record

## Your Marketing Business Solution

### ABOUT OUR BUSINESS

Portside Marketing focuses on startups and small businesses that need innovative, creative solutions focused on **increasing revenue and profit margins**.

### WHY CHOOSE US?

Our team is uniquely equipped to help your business **thrive, grow & increase awareness**. Marketing requires cutting-edge solutions to real-world problems. Our team understands what it takes to create success to deliver higher revenue & increased profits.

### OUR AWESOME SERVICES



#### Marketing

SEO / Online Marketing  
Conversion Marketing  
Social Media Marketing



#### Creative

Logo Design  
Print Marketing  
Custom Graphics



#### Development

Website Design  
Ecommerce / Payments  
Sales & Landing Pages



#### Strategy

Funnel Pages  
Social Media Strategy  
Marketing Strategy



### CONTACT US

972 . 979. 9316

[lisa@portsidemarketing.com](mailto:lisa@portsidemarketing.com)

1011 Surrey Ln, Bldg 200  
Flower Mound, Texas 75022  
[www.portsidemarketing.com](http://www.portsidemarketing.com)



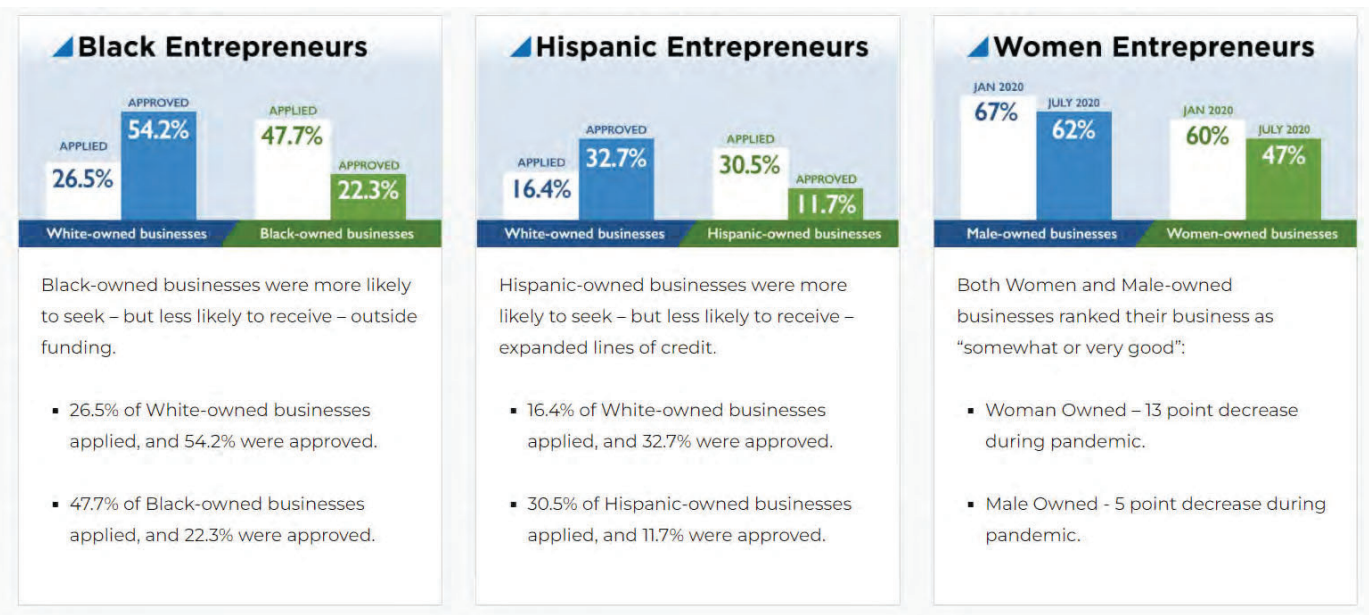


# SCORE empowers all entrepreneurs to succeed.

We believe that anyone can start a small business with the right support. We also know that the road is harder for some than for others. SCORE for All is the bridge that makes the journey to success more direct and sure-footed for entrepreneurs who need more support.

## The Road is Harder for Some

The path to small business success is different for every entrepreneur. For some, access to small business funding and key resources is challenging. For others, increasing business knowledge is the key to success. Whatever the needs, SCORE offers free mentoring, education and resources to make the path to success easier and more direct.



## SCORE Business Learning Center

### Want more in-depth business training?

The SCORE Business Learning Center (SBLC) provides online learning paths for deeper dives into critical business topics.



# PROJECT TYPES

## SERIES RAISE

We are usually engaged for a Series A through C capital raises for our technology centric clients experiencing double digit annual growth.

Series A raises range from 10 to 30M

Series B raises range from 30 to 100M

Series C raises range from 100M and higher



## SELL-SIDE ADVISORY

Great businesses usually seek some form of liquidity. We can be retained as your Sell-Side advisor for the sale of your business to a financial or strategic sponsor.

EBITDA should be 5 to 30M

Revenue should be 50 to 500M

Majority or Minority Recapitalization



**Robbie Das**  
1801 N Pearl Street  
35th Floor | Suite 3512  
Dallas TX 75201  
[www.transaction.capital](http://www.transaction.capital)  
email: [rdas@transaction.capital](mailto:rdas@transaction.capital)

## M&A ADVISORY

Executing an M&A playbook that increases your valuation requires experience and a partner who has executed several M&A transactions.

EBITDA should be 3 to 30M

Revenue should be 10 to 500M

Minimum Capital Raise should be 20M



## DEBT RAISE

Businesses often require debt capital to accomplish their financing goals. We raise capital for senior, subordinated & venture non-dilutive debt quickly.

EBITDA should be 3 to 30M

Revenue should be 10 to 500M

Minimum Debt Facility should be 10M





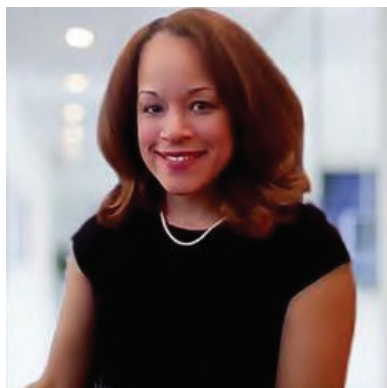
## About the U.S. Department of Labor Wage and Hour Division

The Wage and Hour Division mission is to promote and achieve compliance with labor standards to protect and enhance the welfare of the nation's workforce. The Wage and Hour Division (WHD) enforces federal minimum wage, overtime pay, recordkeeping, and child labor requirements of the Fair Labor Standards Act. WHD also enforces the Migrant and Seasonal Agricultural Worker Protection Act, the Employee Polygraph Protection Act, the Family and Medical Leave Act, wage garnishment provisions of the Consumer Credit Protection Act, and a number of employment standards and worker protections as provided in several immigration related statutes. Additionally, WHD administers and enforces the prevailing wage requirements of the Davis-Bacon and Related Acts and the Service Contract Act and other statutes applicable to federal contracts for construction and for the provision of goods and services.

To learn more, visit [www.dol.gov/whd](http://www.dol.gov/whd)



Paul Chang serves as the Regional Anti-Human Trafficking Coordinator at the U.S. Department of Labor – Wage and Hour Division. In his nearly 30 years with the agency, Paul worked on some of the most celebrated cases as an investigator and Assistant District Director, including the landmark El Monte Thai-Slavery case in 1995. He regularly trains and advises on strategies to address human trafficking. He has also developed a certification program to help the garment industry avoid sweatshops in their supply chains. Paul served as National Co-Chair for the White House Initiative on Asian Americans Native Hawaiians and Pacific Islanders – Regional Network from 2013-2022. Paul is also an adjunct professor at California State University Los Angeles and Vanguard University.



Elsie Darcy is the Community Outreach and Resource Planning Specialist (CORPS) at the U.S. Department of Labor – Wage and Hour Division's Phoenix District Office. Elsie has also served as an Investigator both in Arizona and New Jersey. Prior to joining WHD, Elsie worked as a high school teacher for the New York City Department of Education teaching subjects in Mathematics including Algebra, Geometry, and advanced Math courses. Elsie graduated from the University of Puerto Rico with a Bachelor's degree in Business Administration and the University of Puerto Rico, School of Law with a Juris Doctor degree.



## About the U.S. Small Business Administration

The U.S. Small Business Administration makes the American dream of business ownership a reality. As the only go-to resource and voice for small businesses backed by the strength of the Federal Government, the SBA empowers entrepreneurs and small business owners with the resources and support they need to start, grow or expand their businesses, or recover from a declared disaster. It delivers services through an extensive network of SBA field offices and partnerships with public and private organizations. To learn more, visit [www.sba.gov](http://www.sba.gov).

### Representative name(s) (maximum of two representatives)

Name(s)	Contact information (email)	(phone number)	SBA District Office
Jamye Pritchett Solorzano	Jamye.pritchettsolorzano@sba.gov	(619) 455-2013 C (619) 727-4878 O	San Diego, CA
Leigh Kerns	leigh.kearns@sba.gov	(202) 765-9402	Los Angeles, CA



**Jamye Pritchett Solorzano, serves an Economic Development Specialist and Administrative Officer** at the United States Small Business Administration, San Diego District Office. Jamye is a Southern California native, first-generation college graduate from San Diego State University. She has dedicated her life to public service and has a special place in her heart for veterans and the disabled community. Prior to SBA, Jamye worked in public service for the State of California. She went on to work for Social Security Administration as a bilingual disability claims specialist helping people apply for federal programs in San Diego. As a Program/Executive/Investigation analyst in the Baltimore-Washington area she developed the skill to interpret high level messages to the workforce that support the mission. She enjoys outreach, troubleshooting, and problem solving for the small business community. Jamye has a special talent for collaborating and bringing people together. She is the go-to person to build bridges and kick start conversations to move work forward. In 2017, she volunteered for the Federal Surge Capacity Force (Disaster Relief) efforts for those affected by Hurricanes Harvey, Maria, and Irma.

**Economic Development Specialist** - Leigh Kearns works as an Economic Development Specialist for the U.S. Small Business Administration's Los Angeles District Office (LADO) Prior to the SBA, Leigh worked for the USDA Food And Nutrition Service (FNS) distribution grants funds for food programs.





# NEW BUSINESS OPPORTUNITIES





# WE'RE LOOKING FOR LEADERS



## READY. SET. OWN.

Hands-on leaders, it's time to feed your passion for hiring and coaching great teams. With low startup costs, built-in demand, and access to Amazon's technology and logistics experience, this is your opportunity to become an owner-operator and grow a successful package delivery business. Join a community of Amazon Delivery Service Partners and become part of one of the world's fastest-growing industries.

### THE AMAZON ADVANTAGE



#### Logistics experience not required

Use our tech, processes, and 20+ years of logistics experience to set up and run your delivery business.



#### Support when you need it

From hands-on training to on-demand support, Amazon's experience is here every step of the way, so your operation runs smoothly.



#### Focus on people, not sales

Amazon's packages keep your business growing, so you can focus on building a great team.



#### Deliver smiles

Delight thousands of customers every day as an essential part of the most customer-centric company on Earth.

LEARN MORE AT [WWW.LOGISTICS.AMAZON.COM](http://WWW.LOGISTICS.AMAZON.COM)



# WHAT TO EXPECT

With Amazon's delivery volume and resources behind you, launching a business has never been easier.

## WHAT YOU DO

### Set up your business

Use our exclusive suite of deals to acquire the assets you need to start your business—keep it rolling with our network of top-in-class service providers.

### Build your team

You're a coach. This is your team. As a DSP, the most important step you'll take is recruiting and retaining solid Delivery Associates to enable your operation's ongoing success.

### Deliver packages

You'll oversee a team of Delivery Associates operating a fleet of delivery vehicles. It's not easy serving thousands of customers daily, but the smiles are worth it.

### Create your team culture

Your can-do attitude reflects Amazon's high standards and customer-obsessed culture. Through coaching and development, you'll motivate your team to exceed expectations on every delivery.

### Deliver results

Deliver a great customer experience to create more hiring opportunities. Deliver even more packages and watch your business thrive.

## WHAT WE DO

### Get you started

Our exclusive deals on Amazon-branded vans, comprehensive insurance, industrial-grade handheld devices, and other services help kick start your delivery business.

### Provide two-week training

Week one is an introduction to Amazon in Seattle. Week two is spent in the field, working alongside existing owners and Delivery Associates, learning the best tips and tricks for running a successful delivery business.

### Give you a comprehensive toolkit

We provide all the tools and technology you'll need to run your business, including daily processes designed for everyday success.

### Offer on-demand support

Owners receive ongoing support from Amazon. This includes a comprehensive operations manual, Delivery Associate assistance for on-road issues, and a dedicated account manager.

### Share our experience

Amazon shares 20+ years of technological and logistics experience to guide you through one of the world's fastest-growing industries.

LEARN MORE AT [WWW.LOGISTICS.AMAZON.COM](http://WWW.LOGISTICS.AMAZON.COM)





# CONQUER NINJA GYMS

Conquer Ninja Gyms is the market leader and the most recognized brand in the Sport of Ninja. Conquer Ninja Gyms provide children, adults, and families the ability to engage in obstacle course activities and the Sport of Ninja. Conquer Ninja serves both individuals and groups and develops agility, confidence, strength, balance, and endurance in a fun and positive environment.

Conquer Ninja Gyms has a sustainable growth subscription model, that offers a unique mix of fitness, youth sports, sports, and children's entertainment that diversifies income streams in changing markets. Conquer Ninja Gyms offers one of the most affordable opportunities in franchising.

Conquer Ninja Gyms offers a robust industry mix with an estimated combined industry value of **\$708 BILLION BY 2026.**

Conquer Ninja Gyms has been strategically prepared for growth. Over the coming years the focus is:

- Building the team
- Training
- Systems
- Infrastructure needed to scale future growth
- Championship Culture

## FRANCHISE FEE

\$35,000

## INITIAL INVESTMENT

\$299,000–\$482,500

## LOCATIONS

13

Our strategic plan is to be at:

**40+ LOCATIONS BY  
THE END OF 2023**

&

**500+ LOCATIONS IN THE  
UNITED STATES BY 2033**

&

**1000+ LOCATIONS  
INTERNATIONALLY BY 2033**



SCAN ME

## OUR TEAM

**CONQUERNINJA.COM**







## JOIN OUR FAMILY

For over 50 years, Cousins Subs has been family owned and operated bringing the best sub sandwiches to our fans every day.

*The Proof is in the Numbers*

**\$1M+**

AVERAGE GROSS RECEIPTS  
ALL DRIVE THRU

**93%**

AUV INCREASE  
SINCE 2011

**57.5%**

SAME STORE SALES  
INCREASE: 2011-2021

- Multi -Unit Franchise Opportunities:  
Operate and build a team in your market
- Joint Venture Opportunities:  
Invest in multiple stores with Cousins  
as we operate the restaurants

**CONTACT J.J. PALMERT**

262-250-2836 - [john.palmert@cousinssubs.com](mailto:john.palmert@cousinssubs.com) [COUSINSSUBSFRANCHISE.COM](http://COUSINSSUBSFRANCHISE.COM)

1. For more information see Page 47 of the 2022 Cousins Subs Franchise Disclosure Document, Part 1-C: Average Gross Receipts of Drive Thru and Non-Drive Thru Shops for Years 2019 to 2021: All Drive Thru Shops for 2021.

2. For more information see Page 55 of the 2022 Cousins Subs Franchise Disclosure Document, Part 3: Growth in Average Unit Volume Between Fiscal Year 2011 and 2021.

3. For more information see Page 55 of the 2022 Cousins Subs Franchise Disclosure Document, Part 4: System-Wide Annual Net Sales for Shops in Fiscal Years 2011 and 2021.





THIS IS NOT A FAD!

A caliber of training for youth and adults that is usually reserved for a Division 1 athlete.

ROOKIE  
Ages 7 - 11

DEVELOPMENTAL  
Ages 12-14

PREP  
Ages 15-18

ADULT



Over 1000 D1 Scholarships Awarded

Over 100 Pro Draft picks

40 Pro Athletes as Owners

## WHY D1?

### YOUTH FOCUS

Only gym specializing on \$15B Youth Sports Market and also serving adults

### CHARACTER DEVELOPMENT

Workouts and curriculum designed to teach life lessons along with bigger, faster stronger training

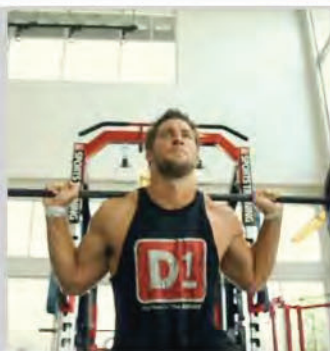
### MULTIPLE REVENUE STREAMS

Reoccurring Membership + Personal Training = predictable revenue

### PROVEN MODEL

50+ locations open and a 18 year history of success

## OWN A D1 TRAINING FRANCHISE



"The people, the feeling, the values and the attitude at D1 made it right for me and it just felt like home."

— Tim Tebow  
D1 Athlete | Co-Owner

## Business Model

- Semi-Absentee & Multi-Unit
- 61% Kids/Collegiate Training
- 39% Adult Training
- Recommended Size: 4,000 - 6,000 sq ft.
- Proven Presales process that generates revenue prior to D1 facility opening

### NATIONALLY RECOGNIZED PARTNERSHIPS



Men'sHealth



SPALDING



**Cole Arranaga, Vice President of Operations**  
Cole.arranaga@d1training.com





**restore**  
HYPER WELLNESS



## Welcome to Restore Hyper Wellness®!

We are the award-winning creator of an innovative new category of care called Hyper Wellness®. Hyper Wellness is a unique methodology that combines 9 Elements (hydration, oxygen, nourishment, cold, heat, light, movement, rest and connection) to optimize the mind and body. Our mission is to make Hyper Wellness® accessible and affordable for everyone so customers can do more of what they love to do.

### Our Services



#### Cryotherapy

- Relieve pain, swelling and stress
- Promote healing and athletic recovery
- Boost mood, energy and sleep



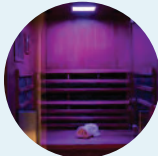
#### Mild Hyperbaric Oxygen Therapy

- Hydrate and cleanse
- Replenish vital nutrients
- Maximize performance and focus



#### Biomarker Assessments

- Micronutrient information
- Food sensitivity insights
- Methyl Detox information



#### Infrared Sauna

- Promote energy and healing
- Improve circulation and heart health
- Detoxify heavy metals, relieve inflammation



#### IV Drip Therapy

- Hydrate and cleanse
- Replenish vital nutrients
- Maximize performance and focus



#### Cryoskin®

- Firm and tighten skin
- Reduce the appearance of cellulite
- Reduce the appearance of wrinkles and pores



#### Red Light Therapy

- Improve mood and energy
- Relieve pain and inflammation
- Optimize sleep



#### Intramuscular (IM) Shots

- Replenish vital nutrients
- Energize and revitalize
- Boost focus and athletic performance



#### Hydrafacial™

- Upgrade skin's firmness and youthful glow
- Reduce the appearance of discoloration and wrinkles
- Say goodbye to clogged pores and blemishes



#### Compression

- Reduce muscle aches and pain
- Improve flexibility and mobility
- Improve lymphatic function and circulation



#### NAD+ IV Drip & IM Shot Therapy

- Boost focus, energy and cellular health
- Improve heart health and endurance
- Accelerate the healing of muscles and tissues



#### Circadia® Oxygen Facial

- Eliminate acne-causing bacteria
- Reverse the signs of aging
- Reduce signs of rosacea and telangiectasia

**You're invited to join the hyper-growth  
Hyper Wellness® company.**

187+ LOCATIONS OPEN • 600+ UNITS AWARDED

### Ready to Get Started?

Your Franchise Development Contacts:

**JJ Durant**  
jj@restore.com  
206-227-2930

**Cody Wise**  
cody@restore.com  
281-380-3291

Learn more:

Find us at [restore.com](https://restore.com)

 @restorehyperwellness



## About The Joint Chiropractic

The Joint Corp. revolutionized access to chiropractic care when it introduced its retail healthcare business model in 2010. Today, it is the nation's largest operator, manager and franchisor of chiropractic clinics through The Joint

Chiropractic network with over 800 operating locations. The company is making quality care convenient and affordable, while eliminating the need for insurance, for millions of patients seeking pain relief and ongoing wellness.

## Why Choose The Joint Chiropractic?

### THE HEALTHCARE FRANCHISE INDUSTRY IS BOOMING

The Joint Chiropractic's rise in popularity comes along as part of a booming healthcare franchise industry.

### THE CHIROPRACTIC INDUSTRY SHOWS CLEAR GROWTH

Peter D. Holt, President and CEO of The Joint. "We're seeing thousands of Americans incorporating chiropractic care into their healthcare routines to maintain overall health and wellness. As an essential healthcare service, we are committed to being there for our patients when and where available during the pandemic, as they seek relief from pain and for their wellbeing."

### YOU DON'T HAVE TO BE A CHIROPRACTOR TO FRANCHISE WITH THE JOINT

Instead of falling back on the doctor, anybody can open and operate one of The Joint Chiropractic's clinics. We welcome entrepreneurs who have a passion for chiropractic care. Our business model is simple and efficient. Franchisees get to enjoy the benefits of low overhead and minimal staff. After hiring a chiropractor to run the business, franchisees can open their doors and begin to establish a clientele.

#### Business Structure

The Joint Corp. is a franchisor of clinics and an operator of clinics in certain states. In Arkansas, California, Colorado, District of Columbia, Florida, Illinois, Kansas, Kentucky, Maryland, Michigan, Minnesota, New Jersey, New York, North Carolina, Oregon, Pennsylvania, Rhode Island, South Dakota, Tennessee, Washington, West Virginia and Wyoming, The Joint Corp. and its franchisees provide management services to certain professional chiropractic practices.

**Mark Watson | Franchise Sales and Development**

**p:** (602) 301-0249

**e:** [mark.watson@thejoint.com](mailto:mark.watson@thejoint.com)



# DISCOVER ONE OF THE LEADING FRANCHISE PLATFORMS IN BEAUTY AND WELLNESS

## WHO WE ARE

WellBiz Brands Inc. is a leading franchise platform for beauty and wellness brands. Our industry expertise in the beauty and wellness space provides benefits to franchise owners throughout the entire process. We're there for you during pre-open real estate and construction, recruitment, and operational training. Once you're up and running, we continue to provide operational and marketing support to help you succeed. We're specialists in franchising and have a curated portfolio of brands designed to entice our target demographic of affluent female consumers through a membership-based model that helps to set franchise owners up for continued growth through recurring revenues.

## THE WELLBIZ BRANDS ADVANTAGE



REAL ESTATE &  
CONSTRUCTION



TECHNOLOGY



PEOPLE  
ENGAGEMENT



MARKETING  
SUPPORT



SUPPLY CHAIN &  
PRODUCT INNOVATION



PUBLIC RELATIONS



LEARNING &  
DEVELOPMENT

## UNPARALLELED EXPERIENCE

At WellBiz Brands, we believe in making life better for entrepreneurs. As specialists in membership-based models, we help you create predictable growth with recurring revenue. The focus on a primary service offering and an excellent customer experience across brands keep consumers coming back. The infrastructure and operational tools of our platform are here to help you grow and achieve your goals, whether you want to open one studio or many, across one brand or several. The executive leadership team has **more than a century of combined experience focused on helping our category leading brands THRIVE.**

## OUR CORE EXPERTISE



BEAUTY & WELLNESS



MASS AFFLUENT FEMALE  
CONSUMER



PERSONAL SERVICES



MEMBERSHIP BASED  
BUSINESS



FRANCHISING

## CONTACT US TODAY TO LEARN MORE



Info@WellBizBrands.com





## OUR BRAND PORTFOLIO

The Wellbiz Brands portfolio of brands is dedicated to serving the growing needs of beauty and wellness-conscious consumers. All of the brands offer unique franchise opportunities with a fresh focus on recurring revenue models and foundational infrastructure along with the best in class operational support of WellBiz Brands. Learn more about the portfolio and explore what brand or brands could be a fit for you and your goals.

### AMAZING *lash* STUDIO®

#### TODAY, MY POWER IS CONFIDENCE

When you feel beautiful, confidence radiates. The Amazing Lash Studio® brand helps women look good and feel great with semi-permanent eyelash extensions, which are applied with its proprietary process. With approximately 260 Amazing Lash Studio locations, the brand continues to define this beauty category and be a definitive market leader.

### drybar®

#### NO CUTS. NO COLOR. JUST BLOWOUTS.®

A refreshingly simple concept: provide amazing blowouts, in a fun and beautiful environment, at a great price. With over 150 locations across the U.S., Canada and the U.K., the Drybar® brand has exploded into a nationally and internationally-recognized and sought after brand.

### elements massage®

#### SELF-CARE FOR THE BODY & MIND

The Elements Massage® brand believes in the benefits of therapeutic massage to better the lives of everyone we touch. Elements Massage has over 250 studio locations nationwide all focused exclusively on one thing: massage. Our singular focus on best in class massage has positioned studios as employers of choice for massage therapists and has propelled Elements Massage to be one of the nation's premier massage therapy brands.

### RADIANT™ WAXING

#### BARE YOUR BEAUTY®

The Radiant Waxing™ brand prides itself in providing a truly unique experience for guests through best in class speed waxing services with professionally trained waxologists. Access to ongoing education and support helps waxologists provide an exceptional waxing experience across all aspects of the guests' journey in thoughtfully designed studios with unparalleled culture and technique.

It all starts with a conversation. Learn more and see if this is the opportunity you've been searching for.

## CONTACT US TODAY

 [Info@WellBizBrands.com](mailto:Info@WellBizBrands.com)