



The Link

to Supplier Diversity

A publication of the Indiana Department of Administration Division of Supplier Diversity

December 2014

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2014 Year In Review

As we near the end of 2014, it's appropriate to reflect on the activities of the past 12 months. The Division of Supplier Diversity has worked to deliver quality programming throughout the entire state of Indiana for our certified minority-, women- and veteran-owned businesses. The division has made a concerted effort to facilitate outreach events, workshops and educational business conferences in northern, central and southern Indiana this year.

As a result, we've participated in more than 57 outreach events across the state and networked with nearly 1,800 supplier diversity professionals, small business leaders, minority-, women- and veteran-owned businesses and vendors with the state of Indiana.

Event Calendar

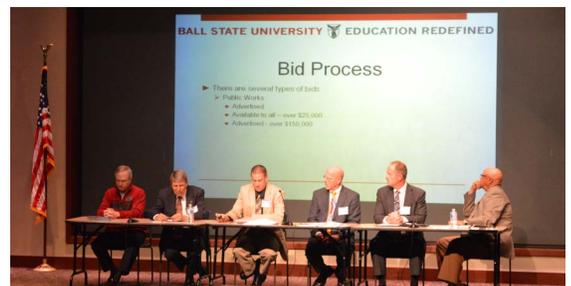
- Commission Meeting Dec. 8
- Pay Audit Training Dec. 10
- Certification Clinic Dec. 17

More Details can be found at:
<http://www.in.gov/idoa/mwbe/2749.htm>

"It's important for our division to bring educational resources to business owners that are not only looking to do business with the state of Indiana, but those that are looking to take their companies to the next level," said Terrie Daniel, Deputy Commissioner for the Division of Supplier Diversity. "Our team of ten is working to provide even more access to educational resources, national speakers and experts in supplier diversity and



Division of Supplier Diversity and Majestic Star Casino Staff at the Northwest Indiana Business Conference. From left to right: Nate Lofton, Jan Behn Brokko, Courtney Edmonds, Terrie Daniel, Larry Black, Chariece White, Isabel Smith, Jocelyn Williams and Luther Taylor.



"Doing Business with State Educational Institutions" workshop at the Division of Supplier Diversity Business Conference. (From left to right) Kevin Barr, Indiana State; Rob Halter, Indiana University; Roger Hassenzahl, Ball State; Jim Hudson, Ivy Tech; Dan Martens, University of Southern Indiana; Jesse Moore, Purdue University

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Tools for Success

By: Terrie Daniel
 Division of Supplier Diversity
 Deputy Commissioner



Terrie Daniel
 Division of Supplier Diversity
 Deputy Commissioner

As I look back over 2014 and the progress we have made within the Division of Supplier Diversity, I would be remiss if I did not thank each of you for your tremendous support over the past 12 months. To our partners across the state of Indiana who have believed in the mission of this division and who have unselfishly given of their time and resources to support the programming we have provided for the business community and

to every business owner who supported by attending, THANK YOU!

I would like to also thank our commissioners for their support and for the sacrifice they make daily to give back to the businesses in each of their communities by serving on the Governor's Commission for Minority and Women's Business Enterprises.

Lastly, but certainly not least, I want to thank my staff who have worked so hard to make this program a success! I want each of you to know that I appreciate your hard work and because of your hard work and sacrifice, we are successful. You are a wonderful team to work with and it is my pleasure to serve with each of you every

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Business Voice: Phelco Technologies, Inc.

Content Submitted by: Tasha Phelps, Phelco Technologies, Inc.



In the late 1990s, Tasha Phelps made the strategic move to begin her own business. Her challenge was finding clients that were prepared to integrate her web development services into their marketing strategies. In the mid 1990s, web technology was still relatively “new” and hadn’t fully made its mark as a staple in the business communications environment.

Today, the biggest challenge for Phelco Technologies, Inc. is compliance. As a government contractor, and as a member of the IT Security industry, it’s imperative that Phelco Technologies, Inc. stay on top of compliance regulations and changes, so that clients (both private and public sector) have trust in their proposed solutions.

Phelco Technologies is an innovative IT solutions firm

headquartered in Indianapolis. Since 1997, Phelco Technologies has grown to clearly illustrate that the strategic integration of technology into a business model will drive success. This focus has become the company’s core competency and has led to over a decade of profitability and sustained growth. Phelco’s services that support IT Infrastructure Security include: IT infrastructure mapping, intrusion detection, business impact analysis, business continuity consultation and data backup and recovery. Phelco Technologies, Inc. is certified as an MBE and WBE with the City of Indianapolis, State of Indiana, State of New York and the State of Virginia. The company also holds ACDBE, 8(a), SDB and DBE certifications from the U.S. Federal Government.

Tasha Phelps’ philosophy on running a business centers on ethics. Phelco Technologies doesn’t cheat its clients of time and they don’t exacerbate issues, just to provide a solution. Her team is a family of strong

individuals. Everyone that plays a role on the team is there first because of their code of ethics, followed by their technical/administrative abilities to perform their respective scope of work.

Phelps credits her clients for influencing how the company handles business. The company is a B/B/B:G provider of services, so they stay responsive to market needs. The technology industry has grown exponentially over the last 17+ years, and each year, the company’s tactical strategies are different.



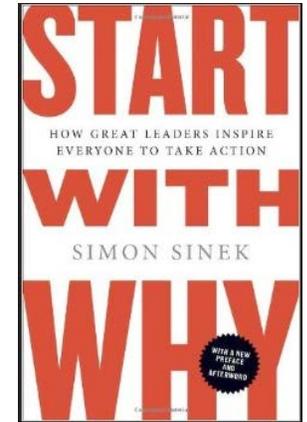
Tasha Phelps
President/CEO
Phelco Technologies

Phelps’ advice for business owners is to look at running a business as a trade, in and of itself. Not everyone that is good at what they do, will be good at running a business. One should understand and consider their strengths and weaknesses, in order to be effective. Sometimes it is more prudent to hire a business manager to handle the day-to-day needs of business operations,

Business Reads

“Start With Why: How Great Leaders Inspire Everyone To Take Action.”

By: Simon Sinek



Why are some people and organizations more innovative, more influential, and more profitable than others? Why do some command greater loyalty?

In studying the leaders who’ve had the greatest influence in the world, Simon Sinek discovered that they all think, act, and communicate in the exact same way-and it’s the complete opposite of what everyone else does. People like Martin Luther King Jr., Steve Jobs, and the Wright Brothers might have little in common, but they all started with why.

Drawing on a wide range of real-life stories, Sinek weaves together a clear vision of what it truly takes to lead and inspire.

Subcontractor & Other Business Opportunities

Project Name	Due Date	Contact Information
Indiana State University ISU Science Building Roof and Mechanical Replacement Project B0023470	Tuesday, Dec. 9	Indiana State University Chris Gerrity Phone: (317) 263-6226 cgerrity@schmidt-arch.com
Indiana Department of Transportation Letting Projects	Tuesday, Dec. 9	Milestone Contractors Phone: (317) 788-6885 Fax: (317) 788-1098
Northwest Quadrant Gateway Improvements, Bloomington, IN	Tuesday, Dec. 9	F.A. Wilhelm Construction Co. Scott Hermesch Phone: (317) 359-5411 ScottHermesch@FAWilhelm.com

Business Quote

Those who say it can not be done, should not interrupt those doing it.

– Chinese Proverb

2014 Year In Review (Cont.)...

procurement, prime contractors and decision makers and contracting opportunities in 2015. We're looking forward to a very exciting year!"

Workshop topics across the state ranged from "Show Me the Money" and "How Can Crowdfunding Help My Business?" to "Utilizing Your Social Media Connections" and "Workplace Wellness."

A special Division of Supplier Diversity "Thank You" to all of our 2014 regional and division business conference sponsors - City of South Bend, City of Gary, St. Mary's College, Majestic Star Casino, United Water and each of the seven state educational institutions.

Tools for Success (Cont.)...

day. Because of your commitment to what you do each day, Indiana truly is the State that Works. Thank you.

May each of you prosper and be fulfilled in all you do!

Happy Holidays

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Business Voice (Cont.)...

than to try and "wing it." Another piece of advice is to understand and be prepared for continuous education. Training and education should actually be a budget line-item and shouldn't be overlooked. Spending dollars on training and development is a likely decision that will position a business for extended opportunities for growth. Clients ultimately want to see that a business has taken the time to educate and train its resources on new information and evolving industry trends.

Phelco Technologies, Inc. will be graduating from the Federal 8(a) program this year. The company is excited about the focus of the enhanced contracting world and look forward to continued pursuit of stronger contracts in federal, state and local communities.

When Phelps isn't running her business, she spends her time with her faith, family, friends, fitness and football (and in that order!).

Want Your Voice Heard?

Contact cedmonds@idoa.in.gov to learn about getting featured in the monthly newsletter.

Upcoming Department of Veterans Affairs Community Outreach Events

The Division of Supplier Diversity is partnering with the Indiana Department of Veterans Affairs to hold Community Outreach events that will offer veterans, active duty members and their dependents opportunities to connect with services and prospective employers. The Division of Supplier Diversity will be available to discuss the benefits and process for Indiana Veteran Business Enterprise (IVBE) certification.

All events are free and will be held from 1:00 p.m. - 6:00 p.m. (local time).

"Each event will provide information and assistance with VA benefits, claims processing, remission of fees and even what to do if someone wants to enroll or return to college," said Deanna Pugh, Director of Veterans Employment and Education.

Previous events were held in Valparaiso, South Bend, Fort Wayne, Terre Haute,

Bloomington and Columbus.

For more information, call 317-232-3910 or 1-800-400-4520.



December 4 - Lafayette –
Ivy Tech Community
College, Grand Hallway, 3101
S. Creasy Lane, Lafayette

December 9 - Kokomo –
Indiana Wesleyan, Kokomo
Education and Conference
Center, 1916 East Markland
Avenue, Kokomo

December 11 - Muncie –
Ball State University,
Cardinal A&B, 200 W.
University Avenue, Muncie

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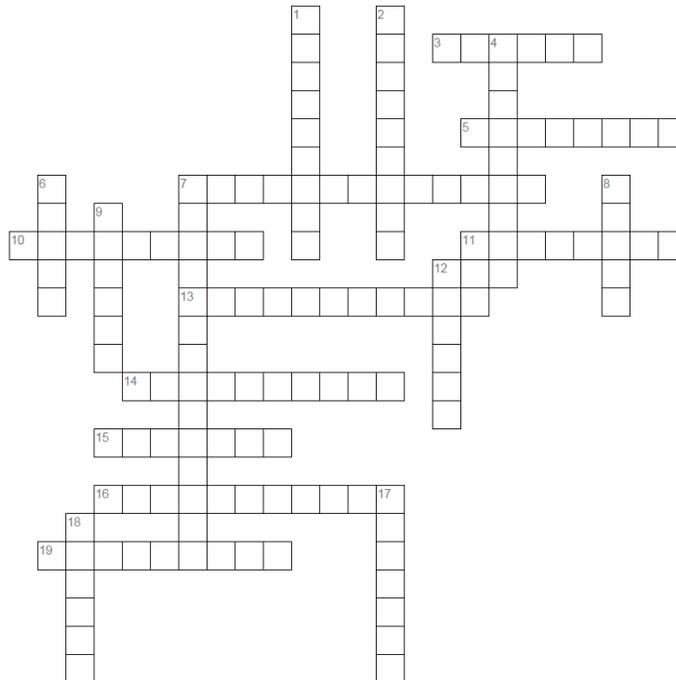
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Business Basics Crossword Puzzle



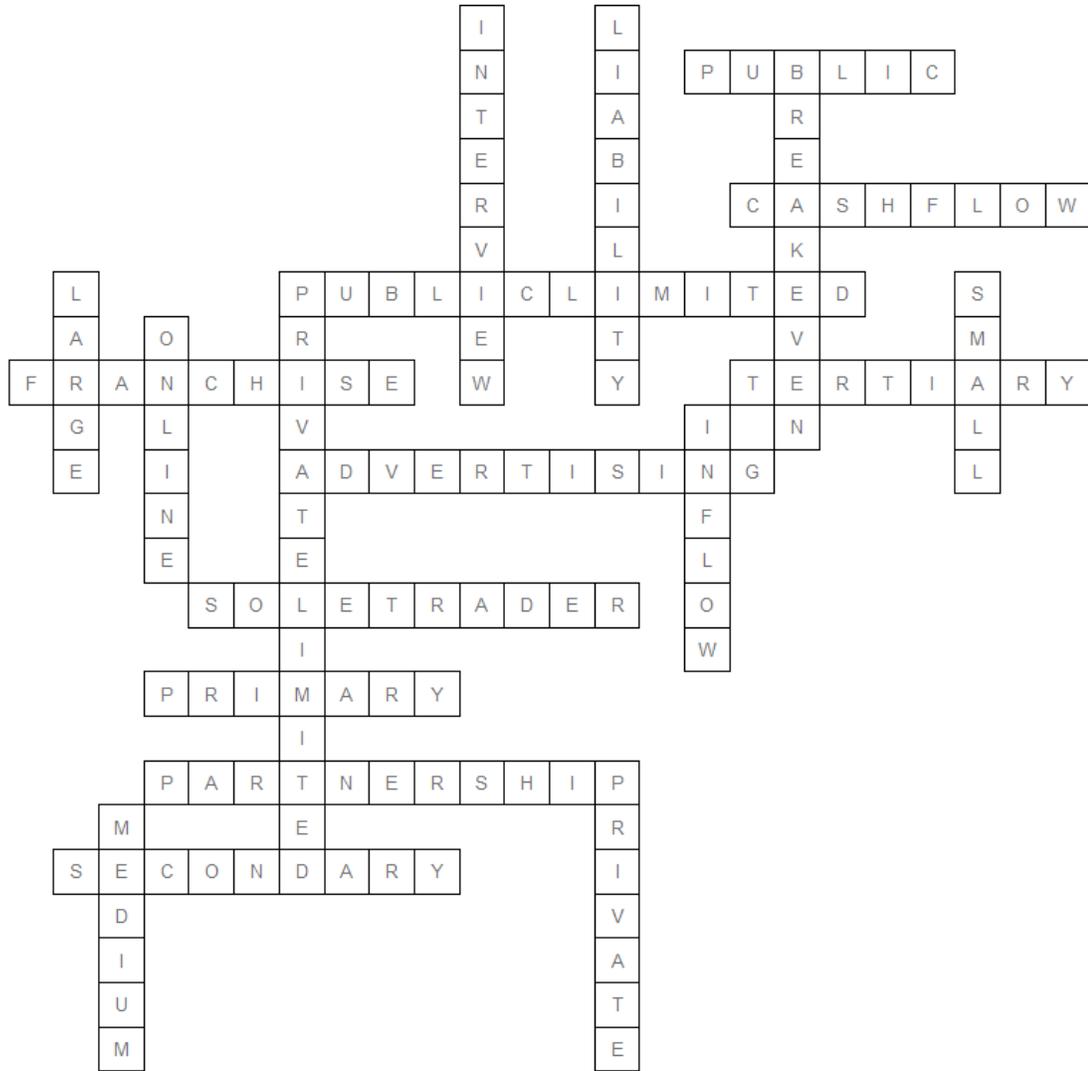
Across

- 3 The sector in which the government funds the business
- 5 The name for money coming and out of a business
- 7 Ownership type that means they sell shares on the stock market
- 10 Ownership type where you buy the name and products
- 11 The sector where products and services are sold
- 13 The name given when promoting a business
- 14 A business owned by 1 person
- 15 The sector where businesses deal with raw materials
- 16 Where a business is has between 2 and 20 owners
- 19 The sector where manufacturing takes place

Down

- 1 A method of deciding to employ a person
- 2 The word which means you would have to pay if a business went bankrupt
- 4 The point when a business is not making or losing money
- 6 A business that has over 250 employees
- 7 Ownership where shares are sold to friends and family
- 8 A business size that has between 1 and 99 employees
- 9 The best method of selling goods to people
- 12 When money comes into a business
- 17 The sector in which the businesses are out to make a profit
- 18 A business size that has between 100 and 249 employees

Crossword Solution



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