



The Link

to Supplier Diversity

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

August 2016

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Event Calendar

Pay Audit Webinar	Aug. 10
Northwest Indiana Business Conference	Aug. 12
Certification Webinar	Aug. 17

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

How to Connect



www.in.gov/idoa/mwbe

Supply Chain Longevity Means Diverse Supplier Development

The inevitability of a Minority-Majority paradigm shift in America has long been predicted.

The Pew Research Center, a non-partisan fact tank, has the most conservative projections stating that the shift will be fully realized in 2055.

The US Census Bureau has forecasted that the paradigm shift will occur even sooner, sometime between 2041-2046. The US Census Bureau recently published an article marking the beginning of this shift, stating that in 2014 there were more than 20 million children under 5 years old living in the U.S., and 50.2 percent of them were minorities.

With the knowledge of those certainties, the Division of Supplier Diversity cannot stress enough the impor-

tance of including diverse suppliers in any supply chain.

Finding existing diverse suppliers that can already handle large capacity jobs, is a great way to begin diversifying a supply chain and is the key to any supplier diversity program. However, corporate supplier diversity programs must push above and beyond spend metrics. While on the surface a supplier diversity program may be established and operating well, in an era of continuous improvement, the question arises as to what is next in the evolution of a program.

That is exactly the question that the whitepaper, "Taking Your Program to the Next Level through Diverse Supplier Development," published by CVM Solutions, aims to answer.

CVM's new whitepaper explores why organizations should evolve their diversity programs into supplier development programs.

Among the guide's features:

- A definition of supplier development

- Several reasons why companies should invest in supplier development

- How to start a supplier development program

- An array of examples of how to measure success

The whitepaper, Taking Your Program to the Next Level through Diverse Supplier Development, is available for free download at <http://info.cvm solutions.com/diverse-supplier-development>.



Tools for Success

By: Terrie Daniel
 Division of Supplier Diversity
 Deputy Commissioner



Access to capital has always been a challenge for small businesses. I was excited to see that the Minority Business Development Agency (MBDA) recently signed a MOU agreement with Foundation Group LLC to provide additional options for small businesses facing challenges in gaining the funding they need to sustain and grow their business.

Major provisions of the MOU include:

- Collaborating and utilizing both MBDA and Foundation's capabilities and technical resources to provide expanded access to capital across the country;
- Educating businesses on best practices through joint business webinars and/or workshops for clients, program participants and stakeholders; and
- Connecting MBDA Business Centers and clients to Foundation's Partner Portal and lending platform for a streamlined and simplified lending process.

Alejandra Y. Castillo, MBDA National Di-

rector, said, "This is truly an exciting opportunity for both MBDA and Foundation. Foundation's programs and resources will offer quick and accessible financing options for MBEs looking to grow and manage their cash flow at the most competitive pricing outside of the banking system. This partnership will also allow us to work together to support and spotlight the successes of MBEs across the Nation."

Terrie Daniel

The MBDA is a Federal agency dedicated to the growth and global competitiveness of U.S. minority-owned businesses which is directly in line with the mission of the state of Indiana Division of Supplier Diversity and equips minority-owned firms to create jobs, build scale and capacity, increase revenues and expand regionally, nationally and internationally.

For more information on this agreement and how you can gain access to these funding services, visit www.mbd.gov.

May you prosper and be fulfilled in all you do!



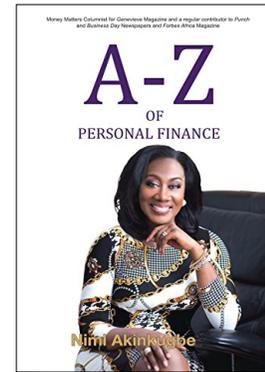
Subcontractor & Other Business Opportunities

Project Name	Due Date	Contact Information
CDL Third Party Skills Test Sites - Evansville & Lafayette 17-016	Tuesday, Aug. 30	Lottie Hooyer http://goo.gl/pEHOon
New Hire Reporting Program 16-105	Tuesday, Sept. 13	Lottie Hooyer http://goo.gl/pEHOon
Adoption Case Management System (DCS) 17-021	Thursday, Sept. 22	Jenny Michael http://goo.gl/Qqf3Z3

Business Reads

A-Z of Personal Finance

By: Nimi Akinkugbe



Whether you are just starting out and in your first job, or you are approaching retirement, or somewhere in between, you need to take your personal finances seriously. In A-Z of Personal Finance the author, with a professional background of over two decades in banking and private wealth management, provides you with important practical information and useful tips on matters concerning you and your money.

About the Author:

Nimi Akinkugbe is Founder and Chief Executive Officer of Bestman Games Ltd. In December 2012 her company launched the City of Lagos Edition of Monopoly, the first African city edition of Hasbro's world famous board game. Prior to this, she enjoyed a successful banking career spanning 23 years during which she served as General Manager and Head, Private Banking at Stanbic IBTC Plc and subsequently as Regional Director (West Africa) for the Wealth & Investment Management Division of Barclays Bank.

Business Quote

"Its fine to celebrate success but it is more important to heed the lessons of failure"

- Bill Gates

Northwest Indiana Business Conference *A Season to Grow*

Registration Now Open

Click Here 

August 12, 2016
8:00 a.m. - 3:30 p.m.
Majestic Star Casino
Gary, IN

Educational workshops, resources and plenary sessions will provide tools for minority-, women-, and veteran-owned business success at the 2016 Northwest Indiana Business Conference.

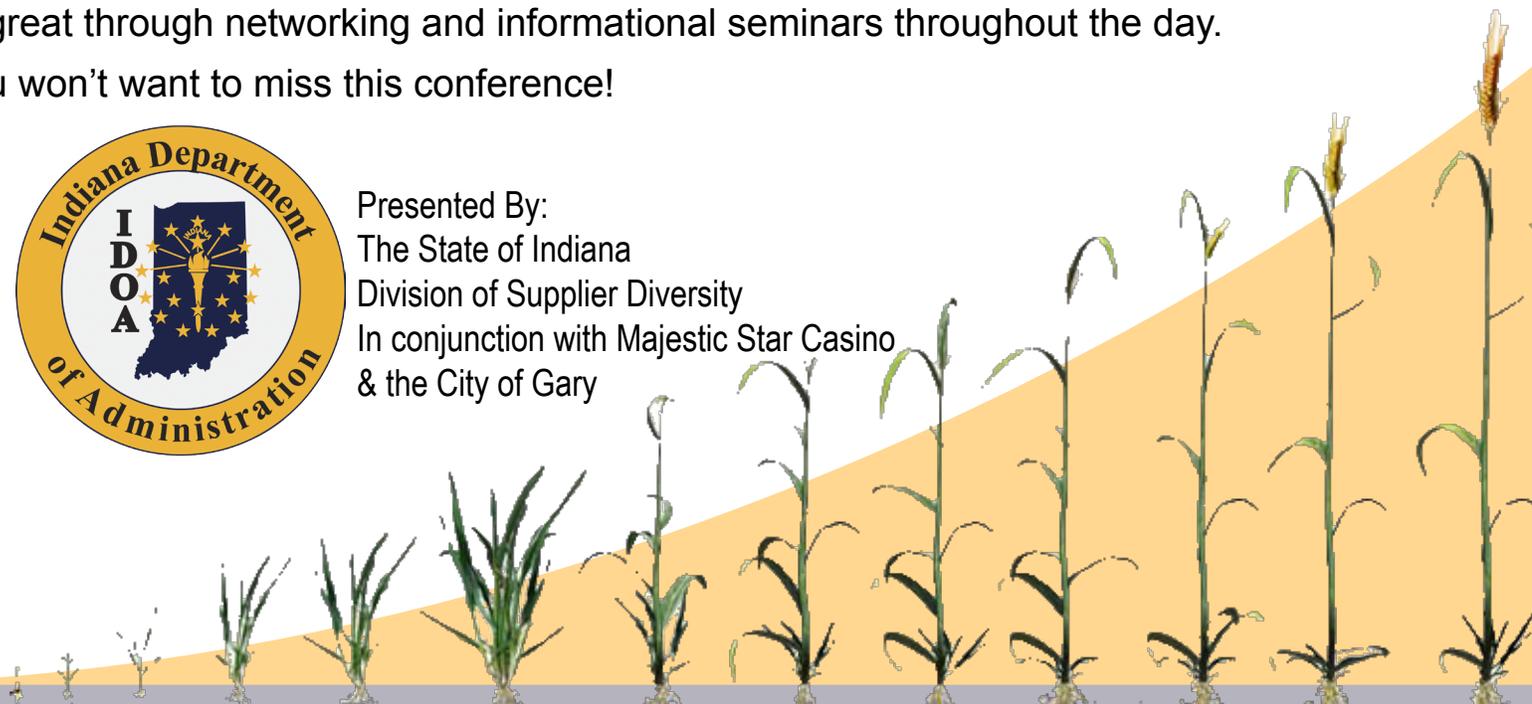
Expert presenters will discuss strategies for accessing capital, leveraging your certification, doing business across the state and more! In addition, attendees will be able to network with public and private procurement agents from across the state.

Attendees will have the opportunity to grow their business relationships from good to great through networking and informational seminars throughout the day.

You won't want to miss this conference!



Presented By:
The State of Indiana
Division of Supplier Diversity
In conjunction with Majestic Star Casino
& the City of Gary



For more information

Visit <http://www.in.gov/idoa/mwbe> or call (317) 232-3061

Certified WBEs

Alva Electric, Inc.
Lori Ricketts
(812) 401-2582
lricketts@alvaelectricinc.com
Biehle Systems, Inc.
Linda Biehle
(812) 523-3366
lbiehle@biehleinc.com
Briana Dunkin Interiors, Inc.
Briana Dunkin
(317) 308-9617
briana@paralleldg.com
CE Hughes Milling, Inc.
Caroline Hughes
(812) 725-8665
caroline@hughesmilling.com
Context, LLC
Alyssa Prazeau
(317) 485-6900
aprazeau@context-design.com
Corman Synergy, Inc.
Sally Corman
(317) 236-1747
Sally@fire-house.net
Crowder-Detention Equip. Parts & Service
Debra Crowder
(317) 867-5510
debbie@crowderdetention.com

H & H Construction Services, Inc.
Janet Haste
(317) 375-0114
HHConstJanet@aol.com
Indiana Monument & Cut Stone, Inc.
Kathy Baker-Heckard
(812) 275-0264
kbh@indystone.com
J.M. Mallon Galleries, Inc.
Barbara Mallon
(317) 844-9066
barb-mallon@sbcglobal.net
Kathy Schaeffer & Associates, Inc.
Kathryn Sch
(312) 251-5100
kschaeffer@kspr.com
Matchbook Creative, Inc.
Donna Gray
(317) 245-2316
cgormal@matchbookcreative.com
NetLogX, LLC
Audrey Taylor
(317) 536-6046
audrey@netlogx.com
Schneider Engineering
Victoria Temple
(317) 826-7207
contact@schneidercorp.com
The Land Logistics LLC
Tameka Montgomery
(317) 712-0722
RM@thelandlogistics.com
The Office Center, Inc.
Karen Koester
(812) 522-1617
karen@theofficecenterinc.com

Certified MBEs

A1c Care Center, Inc.
Melanie Graves
(317) 537-9522
mgraves@a1ccarecenter.com
Broadstroke Consulting
Montrial Harrell
(855) 322-4335
montrial.harrell@broadstrokeconsulting.com

SAVE THE DATE! The 8th Annual DSD Central Indiana Business Conference A Season to Grow

September 26 -27, 2016

8:00 a.m. - 4:30 p.m.

Indiana Government Center

302 W. Washington Street

Indianapolis, IN



Presented By:
The State of Indiana
Division of Supplier Diversity



For more information visit <http://www.in.gov/idoa/mwbe> or call (317) 232-3061

Certified MBEs

Franklin Interior Systems
Adrian Franklin
(812) 704-7315
franklininterior@gmail.com
Gandhi And Associates, Inc.
P.K. Gandhi
(773) 774-5910
pkgandhi@aol.com
INTEC Building Services, Inc.
Cesar Vanegas
(502) 452-6111
cesarv@intecps.com
Integral Medical Supply, Inc.
David Girton
(317) 610-3401
rbnum@imbbadvisors.com
Kelley and Ware Enterprises, LLC
Roderick Kelley
(317) 544-1468
rok@kelleyandware.com
Putnam Industries, Inc.
Jim Pickens
(317) 275-3153
jpickens@putnamindustriesinc.com
RCR Technology Corporation
Robert Reed
(317) 578-7441
reedrc@iquest.net
SEANS, LLC
Sean Morse
(317) 667-3277
morse.sean.d@gmail.com
Simply Graphics, LLC
Greg Thompson
(502) 489-9459
simplygraphics@bellsouth.net
V. Wilson Associates, Inc.
Valarie Wilson
(314) 991-0059
vmwilson@sbcglobal.net

Sudoku

Complete the grid so that every row, column and 3x3 box contains every digit from 1 to 9 inclusive.

			4	8	5			
7								2
1	2				3			
		2	9					1
		6			2			
		8						3
			9					6
	5	6		7				
		3				9	4	

Purdue's \$6.25M Facility for Mapping Plant Genomes Approved

By [Ron Wilkins, Lafayette Journal & Courier, 30 July 2016](#)

WEST LAFAYETTE, Ind. — The State Budget Committee approved Purdue University's plan to spend \$6.25 million to build a controlled environment phenotyping facility, Indiana state Rep. Sheila Klinker said Friday after the committee's meeting.

Any capital project by a state agency, including universities, that is more than \$2 million requires the State Budget Committee to approve it, explained Tony Hahn, Purdue's director of state relations. The committee is comprised of members of the House and Senate and representatives from the executive branch, Hahn said.

After the State Budget Committee approves the expenditure, Gov. Mike Pence must sign off on the project, said Hahn, who does not expect that Pence's duties as the GOP vice presidential candidate will delay the approval.

The \$6.25 million will come from Purdue's capital funds, Hahn said, not from taxpayer money.

The phenotyping facility will be constructed on South Russell Street near the Life Science Plant and Soils Laboratory, according to Purdue.

Phenotyping is the mapping of plants genomes in order to genetically tailor them with desirable char-

acteristics while removing undesirable traits, according to a Purdue webpage.

The 7,300-square-foot, state-of-the-art facility "supports the university's strengths in the analysis of plant improvement research and boost the Purdue Moves initiative to expand plant sciences," according to a Purdue news release published in February after the board of trustees approved the project.

Construction of the project is expected to begin in February and will be completed in January 2018, according to Purdue spokesman Brian Zink.



Image Source: [The Exponent](#) - The threshing and shelling room is part of the new phenotyping building. This is where crops are separated into the seed and other parts.



Image provided by [PhenoKey](#).

WBE Recognized For Growth



For the second year in a row, the etica group, inc, a leading Indianapolis based certified women-business owned (WBE), professional architectural and engineering consulting firm, has been identified as one of Indianapolis's top 25 fastest growing companies on the 2016 Indianapolis Business Journal FAST25 list.

Eligibility for the IBJ's Fastest Growing Companies List included:

- Have revenue that increased each fiscal year
- Have Revenue that exceeded \$1 million in fiscal year 2013
- Be a privately held company
- Be founded before 2013
- Be based in the Indianapolis area

Considering the criteria for making the IBJ's FAST25 list, it is an accomplishment for any company. Which makes this even more special because not only has etica made the list for a second time, they've also improved their ranking on the list.

In 2015 etica was ranked 24th on the IBJ's FAST25 list, this year they were ranked 23rd.

"Making the list last year was a huge surprise for us. Making the list two years in a row is mind-blowing. This is a testament to our planning and future vision to push beyond our limits," remarks president and ceo, Jessica Nickloy.

The ability to maintain a notable year-

over-year growth, for the last two-plus years, is attributed to a few specific components. Assurance in employee abilities and keeping focus on the future are fundamental to this recurring growth. Every employee can and does perform multiple duties when needed. This creates flexibility and efficiency without the need for additional overhead, keeping expenses low. Maintaining a focus on what's next provides a bigger picture outlook, meaning less time spent in the weeds. This focus ensures that business develop strategies are consistent, allowing for a more targeted approach in getting the next large client.

Nickloy explains, "I am always looking for the next big thing. If we aren't persistent we will not be successful. There is always more work. We just have to make sure that the etica group is on the top of the list for consideration. Because our employees are so diverse we have greatly expanded our skill set. We provide our clients with an outlet to get more done from a single outlet. It saves them time and money."

To learn more about the etica group, inc., visit www.eticagroup.com.

To learn more about the IBJ Fastest Growing Company list visit www.ibj.com/fast25.



Jessica Nickloy, President & CEO – the etica group, inc.

Contact Us

Telephone: (317) 232-3061

Fax: (317) 233-6921

General Inquiry E-mail:

mwbe@idoa.in.gov

Compliance Inquiry E-mail:

mwbecompliance@idoa.in.gov

Address:

Minority and Women's Business

Enterprises Division

402 W. Washington Street, Room W479

Indianapolis, IN 46204

Hours of Operation:

8:00 a.m. - 5:00 p.m. Monday-Friday

(excluding state holidays)

How to Connect



www.in.gov/idoa/mwbe

Sudoku Solution:

3	6	9	1	4	2	8	5	7
7	8	5	9	3	6	4	1	2
1	4	2	5	7	8	3	6	9
4	3	7	2	5	9	6	8	1
5	9	1	6	8	3	7	2	4
6	2	8	7	1	4	5	9	3
8	1	4	3	9	5	2	7	6
9	5	6	4	2	7	1	3	8
2	7	3	8	6	1	9	4	5