MBN USA is pleased to recognize its 2017 Corporate Buyers of the Year. They are the best-of-the-best among corporate buyers.

The list spotlights top purchasing agents from corporations who help develop and drive supply-chain diversity. These individuals evaluate and buy services and products of women-, minority- and veteran-owned — along with small — businesses for store shelves, catalogs, warehouses, online, etc. to either resell or use in their everyday business operations.

These buyers offer diverse suppliers access and opportunities to corporate supply chains, allowing them to create greater levels of success. By helping minority business enterprises get their feet in the door and grow their businesses, these master dealmakers are ensuring that global markets are made more innovative and competitive, because of increasingly diverse and inclusive supply chains.

To ensure the best and the brightest were represented among corporate buyers, MBN USA asked the supplier diversity managers of its Corporate 101 list to nominate up to five individuals they thought were most deserving of this honor.

In their submissions, SDPs highlighted some of the nominees’ achievements, which are included in the following pages. MBN USA salutes its 2017 Corporate Buyers of the Year on their well-deserved recognition!
**AT&T INC.**

**2 Debra Fudala**  
**Senior Sourcing Specialist**

Deb is in the construction and engineering organization in the Midwest. She is part of the advanced contract administration system program, a web-based tool that preapproves suppliers to use and bid on outside plant construction and engineering opportunities in the wireless and wireless space. Over the years, Deb has supported the AT&T global supplier diversity organization on multiple occasions, and in 2016, she participated in several outreach events to meet with diverse prospective suppliers. Deb has truly demonstrated what it takes to be a diversity champion.

**3 Tracy R. Copeland**  
**Senior Sourcing Manager**

Tracy is responsible for identifying and introducing qualified minority business enterprises to opportunities in the areas of information technology and technology. As a corporate supplier diversity ambassador, her goal is to ensure that minority suppliers have a point of contact within AT&T for consideration in contracting. Tracy provides coaching and mentoring to MBEs as an extension of her commitment to supplier diversity. Connecting great companies to great opportunities with AT&T is her passion!

**4 Thomas L. Hamrick**  
**Area Manager, Global Supply Chain Domain 2.0**

Thomas’ unbridled support was critical to the supplier diversity organization at AT&T in 2016. Through his role as a supply chain professional and as the president of the AT&T Veterans San Francisco Bay Area Employee Resource Group, he provided vital coaching, evaluation and insight to multiple diverse suppliers, diversity forums and organizations. Thomas spoke at various events to help diverse suppliers understand AT&T’s Domain 2.0 program and explain expectations of suppliers that do business with AT&T.

**5 Cheryl D. Bond**  
**Lead Purchasing Specialist**

Cheryl is with AT&T’s mobility devices and is a major supporter of AT&T’s supplier diversity initiatives. Her role within AT&T ensures that diverse suppliers have the opportunity to participate in the supplier diversity program. Cheryl has been instrumental in onboarding additional original equipment manufacturers to the diversity program, which significantly increased diversity spend and the opportunities for diverse suppliers. Her commitment to diversity is incredible.

**6 Nadine N. Brdecka**  
**CPSD, C.P.M.**  
**Logistics and Indirect Procurement Specialist**

The BP Supplier Diversity team relies on a network of advocates across the segments, and Nadine is a great Supplier Diversity Tag. During 2016, she attended quarterly SD TAC meetings and supported the Chicago Minority Supplier Development Council and the National Minority Supplier Development Council events. Nadine has represented BP on a panel and presented at a workshop. In addition, she has provided minority business enterprises insights to Arba Inc. and pitfalls/gaps that suppliers don’t recognize in the request-for-proposal process. Nadine is consistently introducing suppliers to the procurement buyers to establish relationships that can lead to future opportunities. She has been instrumental in keeping our incumbent diverse suppliers in the supply chain. This effort includes performance reviews and presentations to the operations team. Because of Nadine’s efforts, several suppliers have renewed their contracts and have been added to the supply chain.

**7 David Roy**  
**Category Manager-Rail Logistics**

David represented the Rail Logistics team in a request-for-proposal process that yielded the largest spend for a diverse supplier in this category. He provided the opportunity of inclusion, and as a result, the best supplier — which was a diverse company — is now in our supply chain. David has provided the supplier with consistent performance reviews to assist them in growing in other market sectors within BP. His engagement around diversity has led the Fuels North America team to exceed its diversity goals.

**Bristol-Myers Squibb Co.**

**8 Ai Phi Billard**  
**Director, Commercial Procurement**

Ai Phi helps develop and grow supply-chain diversity by embracing supplier diversity as a core business strategy and standard business practice related to the company’s market research and analytic needs. She consistently advocates for the inclusion of small and diverse businesses, which has contributed to an overall 53 percent increase in spend with diverse firms between 2015 and 2016. Additional accomplishments and contributions to qualify Ai Phi’s nomination include:

- Championed the utilization of multiple diverse firms on key market research and analytic projects, increasing diverse spend by 5 percent between 2015 and 2016.
- Provided mentoring to several small and diverse suppliers, including a firm recently awarded a $2 million contract opportunity.
Akbar helps develop and grow supplier diversity by embracing supplier diversity as a core business strategy and standard business practice related to research and development science needs. He consistently advocates for the inclusion of small and diverse businesses, which has contributed to an overall 33 percent increase in spend with diverse firms between 2015 and 2016. Additional accomplishments and contributions to qualify Akbar’s nomination include:

- Increased R&D Sciences category spend with diverse companies 9 percent between 2015 and 2016.
- Increased GMS’ spend with diverse companies 129 percent between 2015 and 2016.
- Championed the utilization of diverse suppliers on multiple high-value projects and facilitated the implementation of a direct pay program for small/diverse companies providing subcontracting services.
- Increased equipment, engineering, construction and facilities category spend with small and diverse companies 150 percent between 2015 and 2016.

Luis helps develop and grow supply-chain diversity by embracing supplier diversity as a core business strategy and standard business practice related to the company’s equipment, engineering and construction needs plus commissioning, qualification and validation service needs. He consistently advocates for the inclusion of small and diverse businesses, which has contributed to an overall 33 percent increase in spend with diverse firms between 2015 and 2016. Additional accomplishments and contributions to qualify Luis’ nomination include:

- Increased GMS’ spend with diverse companies 129 percent between 2015 and 2016.
- Championed the utilization of diverse suppliers on multiple high-value projects and facilitated the implementation of a direct pay program for small/diverse companies providing subcontracting services.
- Increased equipment, engineering, construction and facilities category spend with small and diverse companies 150 percent between 2015 and 2016.

Paul helps develop and grow supply-chain diversity by embracing supplier diversity as a core business strategy and standard business practice related to research and development science needs. He consistently advocates for the inclusion of small and diverse businesses, which contributed to a 33 percent increase in spend with diverse firms between 2015 and 2016. Additional accomplishments and contributions to qualify Paul’s nomination include:

- Increased GMS’ spend with diverse companies 129 percent between 2015 and 2016.
- Championed the utilization of diverse suppliers on multiple high-value projects and facilitated the implementation of a direct pay program for small/diverse companies providing subcontracting services.
- Increased equipment, engineering, construction and facilities category spend with small and diverse companies 150 percent between 2015 and 2016.

Kendra is committed to the success of Capital One’s supplier diversity program. She ensures that diversity and inclusion are at the forefront of her team’s partnerships with Brand Marketing, as they source for upcoming opportunities. She is an avid supporter of supplier diversity nonprofit partners and a consistent volunteer for committee work. In addition, Kendra regularly attends external events to meet face to face with diverse businesses across the company’s footprint, connecting them to potential opportunities. Her dedication, persistence and passion to an inclusive supply chain make her an ideal partner in this work.

Stephen is the sourcing lead for Capital One’s human resources and risk management groups and a strong advocate for driving supply-chain diversity. He partners with the supplier diversity team on each project to identify diverse suppliers to participate in requests for proposal. Stephen also instructs courses on the supplier selection process, which emphasizes the importance of utilizing a diverse supply chain. He further supports supplier diversity by speaking at external forums to help diverse suppliers better position themselves for business. Stephen’s expertise in government and corporate procurement allow him to reach a wide audience when presenting through Capital One’s supplier diversity nonprofit partners.
James actively supports Capital One’s supplier-diversity initiatives by attending matchmaking events at the regional and national levels to ensure a constant pipeline of diverse suppliers are available for consideration during sourcing events. He is on the board of a regional partner where he is currently working to expand membership to universities in the region as a way of fully leveraging the organization’s regional footprint. James also supports the supplier diversity team by recruiting other supply-chain managers to participate in events, working to make supplier diversity an area of focus for the company’s African-American Business Resource Group and including supplier diversity as a topic in the monthly Sourcing Center of Excellence Best Practices sessions.

Edward Connally
Sourcing Manager, Transportation Procurement, North America Indirect Procurement

Edward has been an integral member of the supplier diversity team and a major contributor as the manager for transportation procurement. He has given his time to sit on panels, network and share his expertise at tradeshows. The Colgate logistics/procurement teams pursued a request for proposal opportunity selecting a diverse supplier to manage Colgate’s Mexico import operations into the United States. Before the RFP, Colgate relied on multiple suppliers to manage the import process including transportation, customs, border crossing, taxes and warehousing. The diverse supplier offered an all-encompassing solution at +5 percent savings and elevated diversity spend by +11 percent of $275 million logistics spend. Colgate also increased efficiency by implementing a single provider solution. Due to successful supplier performance, additional volume was awarded in other regions of Colgate’s network.

Daniela Daniels
Sourcing Manager, Customer Development Organization, North America Indirect Procurement

Daniela has led diversity efforts for the marketing, market research and sales organization at the Indirect Procurement Department, overseeing $180 million of total spend with more than 17 percent covered by diverse suppliers. She assisted with the development of the 2016 diverse plan and encouraged team members to effectively assess opportunities with incumbent and new suppliers to increase the department goal by 9 percent. In addition, Daniela attended and supported the New York New Jersey Minority Supplier Development Council; participated in trade shows to understand supplier capabilities; and presented at a workshop with the Corporate Alliance Program within the New York City Department of Small Business Services by providing guidance to diverse companies on Colgate’s Strategic Sourcing Program.

Theresa Rivera
Sourcing Manager, IT/Telecom, Global Indirect Procurement

Theresa, who is the indirect procurement supplier diversity liaison, continues to expand opportunities in the IT/Telecom area. In 2016, Theresa focused on consolidating IT spend across the categories, increasing her diverse spend by $2 million. She lead the implementation of the company’s new Supplier Diversity Data Management Portal, giving the procurement teams access to over 50,000 certified suppliers they could review the status quo, especially when it comes to what conventional wisdom says can’t be done. Mark simply asks, “Why not?” He is an invaluable member of the Small Business & Supplier Diversity Advisory Council, constantly looking to apply concepts to the raw materials space. Mark’s high level of credibility with his internal clients allows him to propose diverse suppliers that it brings — not only in their relationships with DuPont, but also with other current and future customers.

Brittany Corey
Buyer, Raw Materials, DuPont Crop Protection

Brittany, a relatively new buyer, demonstrates that tenure doesn’t necessarily correlate to value and impact. Her supplier relationship management includes promoting the value of certifications and re-certifications to her raw materials suppliers. A strong supporter of the value of supplier diversity certification, Brittany works tirelessly with her suppliers to educate them and ensure they understand the advantages that certification brings. Her influence has been strongly felt by virtually all suppliers she works with who are pursuing certification or re-certification and enjoying the many benefits that it brings — not only in their relationships with DuPont, but also with other current and future customers.

Cheryl Giddens
Senior Buyer

Cheryl has been a supplier diversity champion for DTE Energy’s energy gas team for more than five years and has played a major role in helping her team exceed its diversity goals. Also, she leads her team’s mentorship program, which includes three diverse suppliers. These three diverse suppliers have seen tremendous year-over-year growth due, in part, to Cheryl’s guidance and knowledge of the commodities she sources. She was a recipient of DTE Energy’s 2016 Supplier Diversity Advocate Award, which is given to a DTE Energy employee in supply chain who has demonstrated excellence in championing the actions that support the supplier diversity program and DTE Energy’s supplier diversity goals.

Peter T. Doiron
Advisor, Strategic Procurement

Peter is a true advocate for supplier diversity. He is actively recruiting and supporting the evolution of the CVS Health Supplier Diversity Program. Peter manages a portfolio of over $20 million in spend with diverse suppliers, which represents more than 20 percent of the program he manages.

Mark Donaghy
Executive Buyer, Raw Materials, Energy & Packaging, DuPont Nutrition & Health

Mark works in a complex buy space dominated by raw materials, not usually considered a sweet spot in supplier diversity. Nonetheless, he is known to frequently challenge the status quo, especially when it comes to what conventional wisdom says can’t be done. Mark simply asks, “Why not?” He is an invaluable member of the Small Business & Supplier Diversity Advisory Council, constantly looking to apply concepts to the raw materials space. Mark’s high level of credibility with his internal clients allows him to propose diverse suppliers where he finds entry points, and once found, his relationships allow him to expand on these opportunities.
**DUPONT CO.**

**1 Luis Concepcion**
Senior Buyer, Operation, Maintenance & Services

For years, Luis was the “one wolf” of sourcing and logistics at a significant manufacturing site in Puerto Rico that supports two DuPont businesses. Driven by personal passion for supplier diversity, he essentially single-handedly created and drove the small business and supplier diversity program for those two businesses at his site. Now relocated to global headquarters, Luis was also an extremely active member of the Puerto Rico Minority Supplier Development Council. His foundational SBSD work was instrumental to the recent recognition DuPont received from PRMSDC for the Win Win Tour Area Sur and Bridge of Opportunities programs, which respectively seek to create new business opportunities and match certified suppliers to upcoming opportunities.

**2 Rhonda Bradley**
Sourcing Manager, Site Services Buying Team

As manager of the site services buying team, Rhonda is instrumental in gathering, validating and analyzing new or increased small business and supplier diversity spend for her team, leading them to exceed their SBSD spend goal by 31 percent. Knowing that early introduction into the competitive bid process is essential for diverse businesses to gain traction in the supply chain, she supported a project that, in part, created a process to gather data on SBSD inclusion in the bid process and convert it into key metrics for supplier diversity. Rhonda takes the pace for her team, site personnel and other sourcing and logistics leaders.

**ENTERGY SERVICES INC.**

**3 Jason Rees**
Project Procurement Lead II

Jason is a classic example of “walking the walk.” As a member of the Supplier Diversity Advisory Council, he not only attends supplier diversity events, but takes ownership of the relationship and sees it through to completion. Jason doesn’t “hand off” the relationship; he follows through until the desired results are achieved. His passion is evident in his results. Our goal as a company is to have organizations of leaders like Jason, so that a formal supplier diversity initiative would not be needed.

**GENERAL MOTORS CO.**

**4 Trisha Street**
Senior Buyer

Trisha has been an advocate of supplier diversity for many years. She volunteered her time for the GM Supplier Diversity team at the local and national levels at all our conferences for the past three years, as well as our annual Supplier Connections event. Additionally, Trisha became our supplier diversity lead, representing our entire Indirect Materials, Machinery and Equipment department. In this role, she actively seeks suppliers who can do business with us in all areas of our supply chain. Trisha also actively engages the IT team in our diversity initiatives to ensure that we are finding capable suppliers to meet the needs of the IT team. She does all of the above for diversity, while maintaining her full-time job managing multimillion-dollar contracts for the global purchasing and supply chain. For these reasons — and so many more — Trisha deserves to be recognized as one of the 2017 Buyers of the Year.

**HARLEY-DAVIDSON MOTOR CO.**

**5 Deb Andrews**
Manager, Accounts Payable

Deb is an integral member of the team and a major contributor to the H-D supplier diversity efforts. She is responsible for reporting Harley-Davidson Financial Services diverse spend and ensuring that we have data integrity. To ensure that all locations are included, Deb works directly with our Harley-Davidson Motor Co. material cost center to support a single set of company metrics. In addition, she serves as an advocate for diverse suppliers in the Greater Chicago area and has supported both National Minority Supplier Development Council and Women’s Business Enterprise National Council events as part of our company efforts. To that end, Deb has consistently supported the Harley-Davidson diverse spend initiative for well over five years and continues to add value by providing accurate and timely reports.

**6 Linda Steinke**
Senior Supply Base Analyst

Linda is a consistent supporter and champion of supplier diversity. She leads by example and has a passion for ensuring that diverse suppliers are included. More importantly, Linda has been instrumental in advancing our Tier II diverse spend reporting efforts within her department and ensures that other supply base analysts on her team are aware. She provides contact information for potential diverse suppliers to fellow colleagues and conducts the necessary follow-up to ensure due diligence. An example is when Linda attended the Michigan Minority Supplier Development Council Procurement Conference and actively engaged potential suppliers on behalf of Harley-Davidson. She continues to provide outstanding support and fulfills dreams of personal freedom.

**7 Jake Tabaska**
Supply Base Analyst

Jake serves as a champion for Harley-Davidson’s global information services team which sources our IT work and manages suppliers in that space. He believes that success is best accomplished by setting aggressive goals and networking to develop a group of best-in-class diverse suppliers with complementary strengths. Because of Jake’s actions, Harley-Davidson could include these valued partners in relevant business opportunities and ensure our technology supply base reflects the strength in the diversity that surrounds us. He has assisted with increasing diverse spend by creating sourcing opportunities for Tier I diverse suppliers and encouraging Tier II reporting. Jake’s engagement, management and support are exemplary and continue to positively impact our diverse spend efforts.

**8 Kathrine Kumma**
Lead Supply Base

Katie is a supplier diversity champion for the parts and accessories group for Harley-Davidson. She has responsibility for developing the department annual diversity plan, setting projections, tracking progress and communicating performance. In 2016, a new minority business enterprise was onboarded into the supply base. $60 million of annual product spend was transitioned successfully to it without business interruption. This year, P&A launched 74 new part numbers with diverse suppliers, which will represent approximately $53.7 million in annual spend. Supplier diversity has been included in key supply base processes such as source selection and supplier performance to ensure consideration of diverse suppliers and reporting of Tier II diverse spend. Katie’s commitment to support supplier diversity is demonstrated in her everyday work.
Evandro Allevato
LatAm Procurement Council Leader - IBM Latin America
Evandro has been working with his procurement team across all Latin American countries to guarantee that diverse suppliers of different categories are involved in all IBM service opportunities. This guarantee has been leading to year-over-year growth in the region regarding diversity spend, and the result is that millions of dollars were spent with diverse suppliers in 2016. For 2017, Evandro’s strategy is to create a program to identify at least five new diversity suppliers in 10 different Latin American countries, bringing them to the IBM supply base and reach 10 percent of the spend diversity growth compared with 2016.

Vernon Griffin
Strategic Sourcings Professional
Vernon demonstrates a true and impassioned desire to assist, promote and develop diverse suppliers at every opportunity he gets. He is very proactive in advertising and encouraging clients to consider diverse suppliers. Vernon freely shares with suppliers’ information and suggestions that will improve and enhance their capabilities. He strongly deserves this continued recognition.

Cindy Chen
Advisory Procurement Professional, ECAT/PCB/Platform operation lead, Transformation and Operations
Cindy has been leading the ECAT/PCB/Platform team in IBM's production procurement sector to overcome the impact of our divestiture of X-series servers on spend and volume decline to diverse suppliers, and to exceed our diversity target for this commodity. She delivered training to the global commodity team for better understanding of diversity definition and brainstorming for new methods in order to drive more diversity spending. Cindy also prepared the training material for suppliers to promote IBM diversity requirements. All her efforts helped the team successfully accomplish the business results, which exceeded expectations over prior years.

Maggie Zhu
Associate Project Manager, Technical Service Team Lead, Great China Group, Transformation and Operations
Maggie identified and developed a new diversity supplier in the technical service’s commodity to support both IBM’s increased requirements and assist in the development and growth of MBE (minority business enterprises). The net result was a win-win solution. The spend with the supplier has grown dramatically (almost triple compared with 2009). Meanwhile, its service coverage has been expanded to more service lines and its customer satisfaction has increased. The internal stakeholders are satisfied with the suppliers’ service performance not only from a cost competitiveness perspective, but also for the level of quality and responsiveness, and intend to expand the relationship based on the suppliers’ performance.

Tony De Abreu
EMEA SLMT, IBM South Africa (Pty) Ltd
Tony has essentially set the foundation to ensure that the procurement team supporting South Africa is in the best possible position to meet its obligations/targets set by the Department of Trade and Industry when it comes to preferential procurement, i.e., procuring from local companies as defined under the Broad-Based Black Economic Empowerment Act. He has developed a reporting mechanism in line with the BBB-EE requirements, which enable the procurement team to analyze the spend and identify opportunities to spend with and grow local suppliers— which was the ultimate intention of BBB-EE and, in turn, benefits IBM SA.

Maia Carbone
Indirect Commodity Manager
Maia is responsible for several indirect commodities including legal services. Over the past two years, she worked closely with the Ingersoll Rand legal group to develop and implement a strategy to increase spend with minority-owned legal firms. Her actions and leadership led to a 44 percent increase in spend with diverse legal firms in 2016. Maia’s commitment to supplier diversity has been instrumental to the continued success of our program.

Jeffrey Palgut
Commodity Manager, Injection Molding
Jeffrey Palgut is a true supplier diversity champion. Over the past three years, he has been a mentor to minority businesses, supported our external outreach activities and delivered year-over-year increases in diversity spend. His commitment to providing the best to Ingersoll Rand, coupled with his commitment to supplier diversity, is demonstrated daily. In 2016, Jeffrey exceeded his stretch goal by 33 percent.

Jeffrey Bill
Commodity Manager
Jeffrey is a global commodity manager for complex machined parts. He was one of the 2015 Buyers of the Year and continues to deserve this recognition. In 2015, Jeffrey delivered a 10 percent increase in minority spend in his category and followed that in 2016 with a 15 percent increase. In addition to delivering great results and being a mentor to several minority-owned businesses, he has been a continuous mentor and coach to the supplier diversity team by helping them understand the machined parts commodity area.
5 Cara Lugo
Commodity Manager, Steel
As commodity manager for steel—a complex and challenging commodity—Cara has demonstrated a talent for delivering outstanding results. She inherited a project midstream, got up to speed quickly and implemented flawlessly. Her efforts and persistence resulted in a 36 percent increase in spend with minority-owned businesses. Cara and the steel commodity team are valued partners in our supplier diversity process and genuine advocates for supply chain inclusion.

JOHNSON & JOHNSON
2 Yahne Henry
Procurement Manager
Yahne worked with the packaging, plastics and metals categories to ensure that small and diverse suppliers are included in the market engagement process and are considered in both pulling and awarding business. Johnson & Johnson’s regulatory requirements have contributed to diverse suppliers developing better quality systems for us as our customers. Two diverse suppliers with small business status have recently been elevated to large businesses because of our strong commitment to grow our diverse suppliers into large, successful companies. Because of Yahne, Johnson & Johnson awarded significant business to a diverse supplier in Puerto Rico to offset the debt crisis in maintaining and adding jobs to its economy.

3 Jacquin Merricks
Strategic Sourcing Manager
Jacquin led the supplier diversity and inclusion initiative for the external manufacturing category as a member of the enterprise EM/category core team that established a charter and cross-sector network, which ensures continued growth for the EM category. She collaborated with the cross-sector EM partners to add three additional EM sites to CVM Solutions LLC for Tier II spend. Jacquin assisted in the addition of a joint venture EM diverse supplier with estimated spend in excess of several million dollars annually. She developed the Enterprise EM Category Focus Supplier Partnership with a diverse supplier which includes cross-sector opportunity tracking, monthly enterprise-wide connect with J&J and annual top-to-top meetings with enterprise leadership.

4 Xavier Hadjadj
Trade Customization Category Manager
Xavier pursued directed pure buy opportunities for existing diverse suppliers. He expanded his network of Tier II reporting companies. Xavier championed new, diverse suppliers during a crucial request for a proposal project. He also converted diversity spend from Tier II to Tier I for small minority suppliers. Xavier supported and influenced the creation of a joint venture between a Tier II supplier and a large conglomerate, aimed at gaining a competitive advantage for J&J. Those combined actions have resulted in a significant incremental annual diversity spend for Johnson & Johnson.

5 Joseph Berdel
Senior Category Manager Construction, Capital, Facilities & Services
Joseph focused on creating value, engaging, developing and managing key diverse suppliers. He assisted our diverse suppliers to grow and identify new opportunities. At the same time, Joseph continues to look for synergies across commodities and categories as part of identifying development opportunities. He leveraged our strategic suppliers and their diversity programs to identify potential diverse suppliers that we could utilize as Tier I suppliers at J&J. Joseph categorized a strategic, enterprise-wide, NA fixed-fee construction management supplier. He also developed an End-2-End category strategy with diverse suppliers for large capital projects to further enhance our partnership and identify opportunities, and collaborated with cross-functional project leads for portfolio reviews. Joseph conducted quarterly business reviews with diverse suppliers and delivered significant incremental diversity spend in 2016.

JP MORGAN CHASE & CO.
4 Ian Shea
Managing Director, Head of Global Supplier Services
Category Sourcing
Ian is a strong business partner for JPMorgan Chase’s supplier diversity efforts. He thinks ahead, formulates plans and is always focused on achieving spend results with certified, diverse-owned businesses. With more than 15 years of sourcing experience across numerous spend categories and familiarity with driving the buying for dynamic companies, Ian has a unique blend of talents that make him a natural leader in the sourcing and supply chain field. Being able to think strategically and focus on tactical matters to support the strategic plan is a particular strength for him. Never preoccupied with nonessential noise, Ian keeps his eye on the goal and his team focused on supporting the company’s supplier diversity efforts — ensuring that supplier diversity is embedded in the strategic sourcing process.

KAISER PERMANENTE INC.
7 Jeffrey Bruno
Sourcing Manager, Buy to Pay Facilities Support Services
Jeff is part of the strategic sourcing team, supporting procurement categories in the facilities support services portfolio. He has been instrumental in supporting and driving Kaiser Permanente’s supplier diversity program. Jeff was the lead sourcing manager in 2015, supporting and negotiating National Minority Supplier Development Council Corporate Plus member Guy Brown Products’ office suppliers’ diverse contract, which provides for over $45 million worth of diverse direct Tier I spend.

In 2016, he ensured Royce Digital Systems Inc., a specialty print supplier, was fully certified for diversity, which added another $7 million worth of direct Tier I spend. Jeff is very active supporting the KP diversity team by attending as many national supplier diversity functions as his busy calendar will permit and has always been a proactive, thoughtful, effective and enthusiastic champion of supplier diversity at KP.

THE KROGER CO.
7 Alia Al-Hagri
Indirect Sourcing, Indirect & Sourcing Governance
Corporate Brand Manufacturing Supply Optimization
Over the past year, Alia’s leadership of the supplier diversity initiative in corporate brands and manufacturing has led to a 30 percent increase in minority and women business enterprise spend for her department. The sustainable processes she has put into place have effectively engaged her sourcing team members in identifying, developing and awarding business to minority and women business enterprises (M/WBEs). Alia also played an instrumental role in planning and implementing the first-ever “Kroger Diverse Supplier Development Session: Indirect Sourcing Webinar,” which gave 160 M/WBEs access to valuable information about the department.
Monique’s contribution to Kroger’s supplier diversity program’s success spans over four years — first as a manufacturing sourcing manager and currently as an indirect sourcing category manager. She consistently achieves Kroger’s indirect sourcing goals by increasing the utilization of minority and women business enterprise suppliers in all the categories she manages. Monique is an out-of-the-box thinker and requires all suppliers to bring innovation and new ideas. When they do, she often works to provide current and potential women and minority business enterprises the opportunity to participate in tests/and or pilots throughout the country so that they are better able to demonstrate their capabilities.

Louis “Mark” Smith
Corporate Brands and Global Supply Optimization Leader
While working to support business needs and our supplier diversity efforts, Mark strives to make a difference not just in business relationships, but also in the lives of those that provide the products and services Kroger needs to serve our customers. Over the past year, he specifically focused on increasing business and identifying growth opportunities for several of our current minority and women business enterprise suppliers. Because of the joint efforts of Mark and the suppliers, he was able to successfully triple our annual business volumes with two minority business enterprises... In addition, he continuously strives to increase supplier awareness of the value of M/WBE certification. A few examples of success in increasing awareness include a Kroger distributor who was recently awarded $27.5 million in annual business that is now minority and women business enterprise-certified and new, small, women-owned bakery supplier that has applied for WBE certification.

Patrick Boateng
Global Sourcing Manager
Patrick contributes to the growth of supply-chain diversity by providing ongoing mentoring, coaching and supplier development support to current and potential minority and women business enterprise suppliers. During 2016, he provided guidance to M/WBEs by outlining the global sustainability audit process to ensure their full understanding of its requirements and guidelines. Patrick also made numerous site visits to M/WBE facilities to gain a better understanding of their capacities and growth potential, and facilitated introductions to other category management team members. Most recently, his work with a local Ohio-based diverse supplier resulted in a large multimillion-dollar contract award — which has the potential to grow by 50 percent within two years — between the MBE and Kroger.

Monique Logan
Indirect Sourcing Category Manager
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LOCKHEED MARTIN AERONAUTICS CO.

Mark J. Olson
Senior Subcontract Management Administrator
Since 2002, Mark Olson has participated year after year in the Dallas/Fort Worth Minority Supplier Development Council’s Hard Hat Construction Expo seeking small/diverse businesses to participate in subcontracting opportunities at Lockheed Martin. His primary goal is to introduce new minority business enterprises to Lockheed Martin facilities and operations purchasing groups, along with construction engineering, and provide opportunities to new MBEs, while increasing the number of MBEs added to Lockheed Martin’s supply chain each year. Two MBEs that were awarded first-time contracts are examples of Mark’s unwavering dedication to increasing diverse suppliers through his continued presence in the community. In partnership with Lockheed Martin, Mark’s untiring dedication to ensuring diverse suppliers succeed has resulted in a significant increase in the utilization of MBE spend to grow Lockheed Martin’s supply-chain diversity program and ensure goals and milestones are achieved. Results include $1.021 million in fiscal year 2013, $6.576 million in fiscal year 2014, $31.8 million in fiscal year 2015 and $8.8 million in fiscal year 2016.

MACY’S INC.

Leticia Ortiz
Buyer, Purchasing Services Sourcing
As fulfillment products buyer for Macy’s, Bloomingdales and Macys.com, Leticia works tirelessly to support Macy’s goals of diversity and inclusion by helping to develop diverse suppliers. She is extremely meticulous and thorough in vetting potential partners, each time affording the suppliers not only the opportunity to showcase their capabilities, but also to prove competitiveness. When Leticia sees a potential fit, she does not hesitate to invite suppliers to price “what-if” scenarios to further vet their competitiveness. She also supports the regional and national minority supplier development councils by making herself available to its members as much as possible. In 2016, among the great efforts to promote supplier diversity, Leticia represented the Macy’s sourcing team in Orlando at the Women’s Business Enterprise National Council National Conference, spending most of her time interviewing suppliers for current and future projects. This commitment included a full day of matchmaking which resulted in several of those suppliers interviewed being invited to participate in requests for proposal soon after.

Adam Novak
Senior Manager, Finance, Credit and Customer Services
Adam has long been a strong ambassador for supplier diversity. In his finance role, Adam oversees the procurement of products and services for the Tempe, Arizona, location. His procurement process includes seeking out potential diverse partners by actively partnering with the local supplier development councils and by participating in matchmaking events. He actively communicates and distributes supplier leads to the rest of Credit and Customer Services nationwide. In 2016, Adam and the rest of the Macy’s Credit and Customer Services team achieved nearly 20 percent in minority and women business enterprise spend.

Denise Cardone
Purchasing Manager, Systems and Technology
Denise’s leadership and unwavering support of Macy’s supplier diversity initiatives over her extensive career as purchasing manager for Macy’s systems and technology has culminated in spend for 2016 nearing $100 million. This amount represents over 25 percent of the total spend that Denise and her team manage. She works diligently to maximize the capabilities of proven diverse partners in a manner that grows their business with Macy’s, often pairing them off with larger prime suppliers for possible Tier II engagement.

THE KROGER CO.

Global Read, Strategic Partnerships & Sourcing
Since his appointment to oversee Nielsen’s sourcing and vendor management teams, Jim has provided outstanding support for our supplier diversity efforts. His constant aggressive approach to change the culture of his team has led to greater awareness of supplier diversity. Jim holds every member of his team accountable for increasing our supplier diversity spend, while also maintaining tremendous visibility among our strategic suppliers regarding our supplier diversity efforts and goals through Tier II spend. Because of his leadership, our supplier diversity program has a solid foundation upon which to build for the future.

THE NIKE CO.

James Corbett
Global Head, Strategic Partnerships & Sourcing
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1. **Adam Seibold**  
Supply Chain Specialist  
Our company has a proud history of working with diverse suppliers. Before Adam begins any sourcing or procurement initiative, one of his first calls is to our supplier diversity manager in order to identify diverse suppliers that may be a potential match for our company’s needs. This call has proven beneficial to his efforts, in that there are rarely situations in which multiple qualified diverse suppliers can’t be identified. Adam also participates in various events and service opportunities throughout the year supporting supplier diversity and diverse supplier development.

2. **Rachel Bryen**  
Senior Buyer  
Rachel leverages her position as an Oncor buyer to champion supplier diversity across the company. She matches diverse suppliers with various work groups within Oncor and encourages their inclusion in sourcing initiatives and bid opportunities. Through her continuous participation in various minority and women business enterprise networking events, Rachel connects with diverse suppliers in hopes of providing them with business opportunities. She sees new connections as a chance to coach MWBEs in doing business with Oncor by familiarizing them with the company’s culture and processes. Rachel’s goal is to promote an inclusive supply chain not just in procurement, but also across the entire company.

3. **Steve Day**  
Supply Chain Specialist  
Oncor IT and supply chain have rewarded our diversity partners in the IT silo with continuing significant levels of spend in 2016. We have recognized their value both in competitive pricing and superior support and services. This recognition has resulted in spend of over $14 million in 2016 with our suppliers. Oncor IT and supply chain will continue to require the superior levels of support and performance from our partners in 2017 that we’ve come to expect.

4. **Raquel Dimaria**  
Buyer  
Through the many tools and events that Oncor supports for the inclusion of diverse suppliers, Raquel was able to secure agreements with minority- and veteran-owned utility contractors. She is passionate about finding minority businesses that support our electric utility infrastructure. This passion translates to her internal clients which further promotes growth with these suppliers. Raquel’s embodiment and commitment to supplier diversity is evident by the minority service agreements that she supports which totaled $54.7 million in spend for 2016.

5. **Keshav Sondhi**  
Senior Manager, Fleet Engineering & Customer Strategy  
Keshav’s dedication and collaboration with his team, the lines of business, prime suppliers and disadvantaged business enterprises were instrumental in achieving an unprecedented 95.1 percent supplier diversity participation on over $750 million of capital spend. His leadership paved the way for transportation and aviation services to achieve 80 percent supplier diversity spend in 2015 and likely to exceed 80 percent in 2016, setting the bar high for all of PG&E. Keshav is also the engineering force central to the innovations transitioning PG&E toward a cleaner fleet and future. He worked with local suppliers to help PG&E introduce the world’s first plug-in electric hybrid utility truck capable of exporting 120 kV of power to the grid. That’s enough power to keep the lights on for a small neighborhood.

6. **Jeff Boero**  
Manager, Sourcing Portfolio Line of Business  
Jeff oversees the purchasing portfolio of electric transmission, which is one of PG&E’s most strategic operations within the organization. As the portfolio manager, he leads over $700 million in spending, with over 75 percent of diverse supplier participation. One of the categories Jeff oversees is vegetation management, which historically has been challenging for diverse firms — due to capital investment, training, certifications, etc. However, he has been instrumental by leading his team in increasing spend directly on diverse firms and diverse subcontracting. Jeff also serves as an advocate for diverse suppliers, in that he looks for ways to include diverse suppliers where feasible in contracting and facilitating meetings among promising diverse suppliers and key primes whom they may not have engaged with directly.

7. **Lauren Bugara**  
Strategic Sourcing Specialist  
Lauren works very closely with our supplier diversity team and has a great passion for and understanding of the value supplier diversity brings to PNC’s supply chain. She proactively engages our team and looks for ways to break into spaces where supplier diversity has not had an impact historically. Whether that’s by finding prime suppliers who don’t currently participate in our Tier II program or setting up meetings to encourage growth in a prime supplier’s existing program, Lauren always keeps supplier diversity front and engaged. In addition to driving supplier participation, she also works to break down barriers internally by leading meetings with line-of-business decision makers to bring awareness to our mission and to drive new ideas and increased engagement. We commend and congratulate Lauren for her commitment and dedication to supplier diversity!

8. **Lauren Bugara**  
Strategic Sourcing Specialist  
Barbara has been instrumental in keeping Prudential in the forefront of using diverse law firms. She served on the National Association of Minority & Women Owned Law Firms board where she leveraged her corporate experience to advise NAMWOLF on strategies to provide the diverse firms with tools for successfully engaging with major corporations. Barbara co-chaired NAMWOLF’s corporate advisory council, advocating for the use of diverse law firms to the 30-plus corporate members. She actively supported Prudential’s key involvement in the inclusion initiative which has grown to include 31 corporate law departments, reporting in 2016 an aggregate spend with diverse firms exceeding $1 billion since its inception in 2010.
Matt Greene
Manager, Purchasing Exterior

As a career-long advocate for minority business enterprise growth and development, Matt ensures consistent engagement with diverse businesses remains a priority for his team. Recently, to assist with a new production launch in Mexico, he identified nine diverse suppliers among his internal partners. Matt recognizes the value that diverse businesses bring to communities and families and makes it a priority to connect diverse businesses with opportunities at TI.

Texas Instruments Inc.

Frank Wang
Professional Services Procurement

Within the professional services category, there are many diverse suppliers who are fully capable and have significant potential to meet TI’s business needs. Frank proactively reaches out to those suppliers at every opportunity by volunteering at diversity trade shows, attending buyer’s lunches, networking, and including capable diverse suppliers in his bid requests. He ensures the awareness and understanding of the importance of engaging with diverse suppliers among his internal partners. Frank recognizes the value that diverse businesses bring to communities and families and makes it a priority to connect diverse businesses with opportunities at TI.

Brian Schrader
Facilities Procurement

By volunteering at diverse supplier events in the area, Brian identifies capable suppliers and makes connections, then focuses on giving those suppliers the opportunity to compete for TI business. Once a business is awarded, his attention shifts to managing, measuring, and mentoring, as he guides suppliers to drive for continuous improvement and success. Their mutual goals is to execute by working together to provide innovative, high-quality and cost-effective solutions, allowing both parties to successfully grow and compete in the global marketplace. Brian has been a strong contributor to the success of TI’s supplier diversity program for several years.

Adedapo Adegeye
Procurement Specialist

Adedapo focuses on mentoring diverse suppliers and prioritizing them for business opportunities at TI. He works with the suppliers to achieve consistent performance, by using TI’s supplier performance scorecard and facilitating periodic audits of his certified diverse suppliers’ manufacturing processes. In 2016, Adedapo worked closely with two of his diverse suppliers through TI’s supplier development program to mentor and help them grow their businesses by recommending them for new business opportunities at TI. Through close collaboration with internal partners, his suppliers could make business connections at TI and learn how to better support TI’s goals and requirements.

Toyota

Matt Greene
Manager, Purchasing Exterior

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United Airlines Inc.

Steve Bloch
Senior Category Manager, Procurement

Steve has been with United for eight and a half years; he is responsible for IT hardware/software. Within his portfolio of suppliers, he consistently delivers strong Tier I supplier diversity results. Steve not only works with the supplier diversity team to ensure that diverse suppliers are considered for all his requests-for-proposal opportunities, but he also makes sure that United’s supplier diversity language is included in its RFPs and Tier I plans are completed before he finalizes his agreements. He goes the extra mile to ensure his suppliers are compliant with Tier I supplier diversity reporting and looks at every opportunity to develop and grow the diverse suppliers in his space. Steve is a true supplier diversity champion, and we congratulate him.

Vistra Energy, TXU & Luminant

Tracy Williams-Dennis
Senior Strategic Sourcing Manager

Tracy continuously demonstrates supplier diversity commitment. As an award-winning advocate for supplier diversity, she serves on diverse business council committees and mentors strategic suppliers, challenging them to develop supplier diversity initiatives and do the same in their communities. “I am training the trainers, so they can capitalize on the next opportunity,” Tracy said. This ongoing advocacy and education transformed one nontraditional supplier, Warfab Inc., a heavy industrial company located in rural East Texas, to pursue minority and women business certification, receiving both in 2016. Warfab is also a participant in the Vistra Energy Multi-Tier Initiative, reporting its spend with diverse suppliers.

Walgreens

Michael Drazenovic
Program Manager, Business Development Procurement and Property: Design, Development, and Construction

Mike has maintained a keen and instrumental focus on sourcing diverse-owned businesses to participate in our construction projects. He partners with supplier diversity to assist in a substantive prequalification process for contractors to ensure our expectations are clearly outlined upfront. Mike also works very collaboratively with supplier diversity to advance prime/general contractor participation in our Tier II capture efforts.