



# The Link

## to Supplier Diversity

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

### June 2015

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### Inaugural Indiana Entrepreneurship Week - June 14-20, 2015

As a part of our partnership with the Office of Small Business and Entrepreneurship, the Division of Supplier Diversity encourages all businesses to participate in the inaugural Indiana Entrepreneurship Week, June 14-20. The Indiana Office of Small Business and Entrepreneurship has established Entrepreneurship Week as a week-long celebration to showcase Indiana's top entrepreneurial talent, promote entrepreneurship as a profession and educate small business owners on related topics.



new sales and increase their bottom-line. Indiana's Entrepreneurship Week is evidence of all the amazing resources available for small businesses with the motivation of growing," said Jacob Schpok, Executive Director of the Office of Small Business and Entrepreneurship.

With the theme of Igniting Indiana, Entrepreneurship Week will offer events each day throughout Indiana engaging entrepreneurs in educational and celebratory opportunities.

View the [statewide calendar](#) for a complete list of event happenings during the week. Use #inewk to spread the word on social media! If you have any questions, please contact Noelle Dunckel, [ndunckel@osbe.in.gov](mailto:ndunckel@osbe.in.gov).

#### Event Calendar

Commission Meeting	June 8
North Central Indiana Business Conference	June 10
Pay Audit Webinar	June 10
Indiana E-Week	June 14-20
Certification Webinar	June 17
Indiana Latino Expo	June 20
Indiana Black Expo	July 13-17
Northwest Indiana Business Conference	Aug. 14

"Indiana's Entrepreneurship Week is a perfect time for small business owners to commit to growing their business through education and networking. Throughout the state, organizations are hosting events to help business owners secure

### Tools for Success

By: Terrie Daniel  
Division of Supplier Diversity  
Deputy Commissioner



**Terrie Daniel**  
Division of Supplier Diversity  
Deputy Commissioner

As you may know, The Division of Supplier Diversity acts on behalf of the state of Indiana to actively promote, monitor and enforce the standards for certification of minority-, women- and veteran-owned business enterprises (MWVBE). The division also works to provide equal opportunity to MWVBE enterprises in the state's procurement and contracting process.

state of Indiana contracting opportunities and providing educational tools and resources to assist businesses with strategies to envelope growth, there is also a very strong focus on wrap-around business development initiatives, which is inclusive of connections and visibility of opportunities within the corporate private sector as well. Just as in any industry, it's important to diversify your business development initiatives to include growth plans that encompass government contracting opportunities as well as private corporate entities, if your business model supports this strategy.

PricewaterhouseCoopers (now PwC) was formed in 1998 from a merger between Price Waterhouse and Coopers & Lybrand. Their industry-focused services include the fields of assurance, tax, human

**Continued on pg. 4...**

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

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## Business Voice: Morales Group

Content Submitted by: Tom Morales, Morales Group



After spending many years climbing the corporate ladder, Tom Morales realized there was more to business than just wanting to personally get ahead or advance. His father challenged him to do more than volunteer his time or donate money to their Hispanic community. After spending several months searching for ways to give back his community, the Morales Group came to life through the simple thought if he could give a person a job, he wasn't just helping that individual, but he was helping an entire family. He knew very little about staffing but he knew he wanted to be able to serve people in a bigger way.

Today, the Morales Group is a values-based business that provides workforce solutions to their clients. Not just staffing, but an assortment of business process improvement solutions. The business foundation is built upon the clear mission of "Building better futures one story at a time." The group

works to serve and build a better future for their associates, their clients and their internal team.

The diversity of the Morales Group's workforce separates them from competitors. The company is comprised of over 26 nations worldwide. One of the company's core values is a commitment to global diversity. Most firms similar to the Morales Group do not have a full-time Outreach Recruitment Manager on staff that focuses strictly on forging strong relationships with diverse organizations around the state that serve the global, immigrant and refugee communities. Additionally, the company has a division called Accion

Performance – a performance-based workforce model that combines engineering resources and performance management into a powerful labor solution different from staffing that helps clients increase throughput, efficiencies and productivity.

Recently, the company received the "Top 100 Best Places to Work in Indiana" distinction from the Indiana Chamber of Commerce. Many of those outside the company that visit the corporate office experience what they call "a special sauce." They sense a team focused on serving associates and clients alike. They see the true spirit of the team wanting to give those in need an opportunity to build a better future for themselves and their



Tom Morales  
President and CEO, Morales Group

families. Like so many good companies, the Morales Group offers a myriad of fringe benefits, but the hope is that their desire to SERVE OTHERS provides an atmosphere of purpose and fulfillment.

Tom's key words of advice for new business owners are due diligence, research, investigative marketing information, capitalization, passion, commitment, perseverance. New businesses owners should look within to truly understand

Continued on pg. 4...

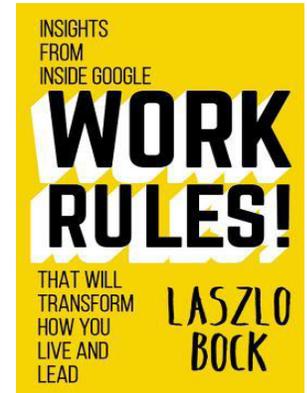
## Subcontractor & Other Business Opportunities

Project Name	Due Date	Contact Information
Indiana University, Trustees of Arts & Sciences Building/New Construction	Thursday, June 11	Larson-Danielson Construction Co. Michele Dzielinski Phone: (219) 575-6047 Fax: (219) 362-2848 <a href="mailto:mcd@ldconstruction.com">mcd@ldconstruction.com</a>
Parking Lot Seal Coating and Striping 2015 - Bid #B0023876	Friday, June 12	Indiana State University Seth Porter Phone: (812) 237-8184 <a href="mailto:seth.porter@indstate.edu">seth.porter@indstate.edu</a>
Indiana Department of Correction Software Support & Development	Wednesday, July 8	Indiana Department of Administration Adam Thieman, Procurement Division <a href="mailto:Adam.Thieman">Adam.Thieman</a>

## Business Reads

**"Work Rules!: Insights from Inside Google That Will Transform How You Live and Lead."**

By: Laszlo Bock



From the visionary head of Google's innovative People Operations comes a groundbreaking inquiry into the philosophy of work-and a blueprint for attracting the most spectacular talent to your business and ensuring that they succeed.

"We spend more time working than doing anything else in life. It's not right that the experience of work should be so demotivating and dehumanizing." So says Laszlo Bock, head of People Operations at the company that transformed how the world interacts with knowledge.

WORK RULES! shows how to strike a balance between creativity and structure, leading to success you can measure in quality of life as well as market share.

## Business Quote

"A business that makes nothing but money is a poor business."

– Henry Ford



## Business Voice (Cont.)...

the desire and willingness to “create.”

Tom believes that business is a calling and not a career or job. He believes that there is more to the success of business than the bottom line. His belief in a faith-based foundation is used to filter any and all of his decisions.

For more information on the Morales Group, visit <http://moralesgroup.net/>.

### Want Your Voice Heard?

Contact [cedmonds@idoa.in.gov](mailto:cedmonds@idoa.in.gov) to learn about getting featured in the monthly newsletter.

## Tools for Success (Cont.)...

resources, transactions, performance improvement and crisis management and expertise in assisting educational institutions, the federal government, non-profits, and international relief agencies addressing unique business issues.

In a recent report I reviewed published by PwC they state, “Optimism in the economy is up among private companies, as is projected revenue and hiring. And the number of such businesses reporting increased profitability is the highest in a decade.”

This month, I would like to share with you a few info graphics from this report that will provide some insight as to what some private sector companies are focused on and areas of barriers and growth that you may find interesting. If you would like to

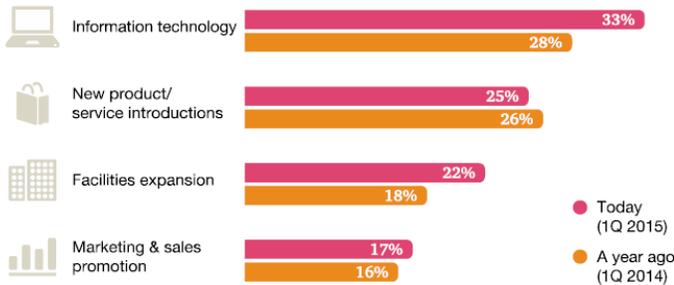
review the full report, please visit: [www.pwc.com](http://www.pwc.com)

Enjoy and may you prosper and be fulfilled in all you do!

## Opportunities and barriers

### Top areas where private companies plan to increase their spending over the next 12 months

More companies are planning increases than a year ago



Source: Trendsetter Barometer Business Outlook, PwC, 2015  
Survey period: 1Q 2015

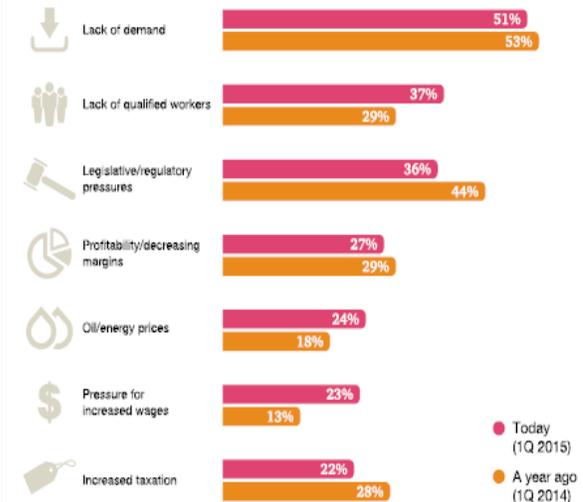
### Optimism snapshot – Today and a year ago

#### US economy



## Opportunities and barriers

### Growth barriers in the next 12 months

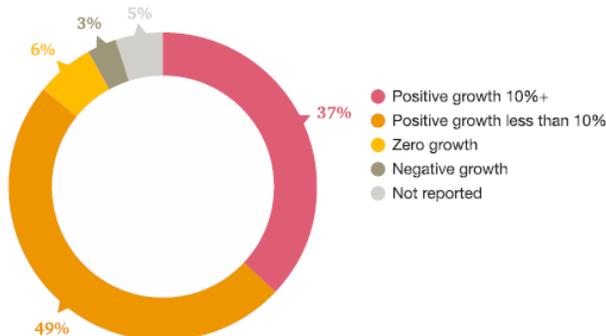


Source: Trendsetter Barometer Business Outlook, PwC, 2015  
Survey period: 1Q 2015

\* Percentages denote the number of companies who plan increases.

### Growth expectations

Most private companies project revenue growth for the next 12 months. Over one-third expect double-digit growth.



Source: Trendsetter Barometer Business Outlook, PwC, 2015  
Survey period: 1Q 2015

## Welcome New Certification Coordinator



**Kesha Rich**  
Division of Supplier Diversity  
Certification Coordinator

The Division of Supplier Diversity would like to welcome its newest team member, Kesha Rich. Kesha Rich has joined our division as a Certification Coordinator.

Kesha comes to the division with a strong background in licensing certification and coordination as well as customer service. Kesha received her Bachelor of Science degree in Business Management from the University of Phoenix.

“My passion and willingness to help others will be a great asset to not only the agency, but to vendors in the community. My goal while in the Certification Coordinator position is to assist and/or educate those who do not otherwise have access to what the Division of Supplier Diversity has to offer.”

### Contact Us

#### Deputy Commissioner

Terrie Daniel  
(317) 232-3061    tdaniel@idoa.in.gov

#### Deputy Director of Development & Compliance

Courtney Edmonds  
(317) 234-3428    cedmonds@idoa.in.gov

#### Deputy Director of Certifications & Operations

Luther Taylor Jr.  
(317) 234-3424    ltaylor@idoa.in.gov

#### Business Relations Specialists

Isabel Smith  
(317) 234-3421    ismith@idoa.in.gov

Jocelyn Williams  
(317) 234-3425    jowilliams@idoa.in.gov

#### Certification Program Coordinators

Kesha Rich  
(317) 234-9521    krich@idoa.in.gov

Ellen Brassard  
(317) 233-1872    ebrassard@idoa.in.gov

Connect with  
Kesha on LinkedIn



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Save the Date..... LEADERS IN INDUSTRY  
GROW YOUR COMPANY CALENDAR MARK YOUR

7<sup>TH</sup> ANNUAL

DIVISION OF SUPPLIER DIVERSITY

## BUSINESS CONFERENCE

WEDNESDAY - THURSDAY

SEPTEMBER 23 - 24, 2015

INDIANA GOVERNMENT CENTER SOUTH

LEADERS IN INDUSTRY MARK YOUR  
GROW YOUR COMPANY CALENDAR

[www.in.gov/idoa/mwbe](http://www.in.gov/idoa/mwbe)

Registration Opens August 24, 2015

## Welcome 2015 Summer Intern



The Division of Supplier Diversity welcomes Adetoun Akinmboni as its 2015 summer intern.

Adetoun is a sophomore at IUPUI, majoring in Informatics with a minor in Business. Adetoun loves learning something new every day from photography to public speaking. She will be interning with the

through the end of August 2015.

"We're excited to have Adetoun join the team," said Courtney Edmonds, Deputy Director of Development & Compliance. "She will be an asset to the division and we're looking forward to educating Adetoun on the importance of supplier diversity and the larger impact that diverse businesses have on the Indiana economy."

Adetoun's goal is to learn more about the MWBE industry and to experience working in a business setting. She hopes to gain better communication, leadership and networking skills.

Welcome Adetoun!

Connect with Adetoun on LinkedIn



Division of Supplier Diversity

## Sudoku

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

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

## Indiana Black Expo 45th Annual Summer Celebration



The Division of Supplier Diversity is proud to partner with the Indiana Black Expo for their annual business conference. The Indiana Black Expo Business Conference presented by KeyBank is an exciting, jam-packed 2-day conference of workshops, symposiums, receptions and networking opportunities held during the first week of IBE's Summer Celebration. The goal of the Indiana Black Expo Business Conference presented by KeyBank is to provide a venue to equip business owners and executives with tools and resources to achieve success.

Over the years, the conference has blossomed into one of the premier events of Summer Celebration and offers a wealth of information and opportunity for Indiana's executives and minority- and women-owned business

communities.

The conference will be held on July 13 and 14 in the Indiana Convention Center. All business conference events are free; however seating is on a first-come, first-served basis so on-line registration is highly recommended.

IBE's Business Conference presented by KeyBank is free to the public. This year's conference features a myriad of workshops with valuable information for businesses and networking opportunities, including the Mayor's Breakfast, Governor's Reception, and Media Reception. To register for the Business Conference presented by KeyBank, click [HERE](#).

### Workshop Schedule

Monday - JULY 13	
8:30 - 10:15	Mayor's Breakfast "Gaining the Edge"
10:30 - 12:00	City of Indianapolis -- "Developers Roundtable Discussion"
12:30 - 2:00	KeyBank and Indy Chamber Entrepreneur Service Presents "The One Page Business Plan, Pt. 1"
2:30 - 4:00	KeyBank and Indy Chamber Entrepreneur Service Presents "The One Page Business Plan, Pt. 2"
3:30 - 5:30	Indiana Construction Roundtable "Construction Opportunities in Indy"
5:30 - 7:30	Professional Networking Reception -- Keynote Speaker, Citizens Energy Group President & CEO Jeffrey Harrison
Tuesday - JULY 14	
9:00 - 10:30	Federal and State Construction...Connecting the DOTs
10:30 - 12:00	Contracting Opportunities with Indiana Colleges and Universities
12:30 - 2:00	Morgan Stanley Presents Lunch & Learn with Carla Harris - "Strategize to Win" -- Limited Capacity (250)
2:30 - 4:00	Governor's Award Reception: Invitation Only
4:30 - 6:00	US Housing and Urban Development and Small Business Administration (HUD/SBA) "Building Capacity & Contracting Opportunities for Small to Large Businesses"
6:30 - 8:30	Media Reception: "Honoring Minorities In Media, featuring ABC News Correspondent Linsey Davis"
Friday - JULY 17	
10:30 - 1:30	Pacers Sports & Entertainment Corporate Luncheon presented by Indiana University (ticket purchase required)

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## Certified MBEs

### Fortified Development Group, LLC

Dale Pruitt  
866/892-6816  
fortifieddevgroup@att.net

### Glory Development, LLC

George Brown  
317/495-8894  
gb5676@gmail.com

### Great Lakes Electrical Maintenance, Inc.

Charlene King  
219/980-2710  
g.l.e.m@sbcglobal.net

### JMH Roofing Company, Inc.

Jerilyn Huntington  
317/605-2789  
jmh@jmhroofingcompany.com

### K & S Engineers, Inc.

Dibakar Sundi  
219/924-5231  
dsundi@kandsengineers.com

### Mahomed Sales & Warehousing, LLC

Yousuf Mahomed  
317/472-5800  
ymahomed@whse.com

### Nova Stationers, Inc.

Sandra Wong  
847/781-8850  
sandra.wong@meadowsos.com

### RFS Group, LLC

Kevin Robinson  
317/202-0913  
rfsgrupp@lcc@sbcglobal.net

## Certified WBEs

### 1st Class Solutions, Inc.

Karen Zwick  
317/894-5088  
kzwick@1stclass.com

### Baere Aerospace Consulting, Inc.

Melanie Thorn  
765/743-9812  
melanieAThom@cs.com

### Bill Lawrence Company, Inc.

Angela Kinney  
317/632-0363  
angie@blcoinc.com

### Brenda L Havens

Brenda Havens  
317/506-4436  
blhavens@digitalrunes.com

## Certified WBEs

### Catherine J Young Cleaning, Inc.

Catherine Young  
574/658-3538  
cyyoungcyyoung@yahoo.com

### EvalSolutions, Inc.

Elizabeth Oyer  
317/582-1925  
eoyer@evalsolutions.com

### Katie's Enterprises

Catherine Haun  
317/769-6259  
haun@iquest.net

### Label Logic

Karen Cripe  
574/266-6007  
labellogic@aol.com

### Language Directions, LLC

SHARLENE VICHNESS  
973/228-8848  
sharlene@languagedirections.com

### LaPorte Construction Company, Inc.

Lori Schrad  
219/393-5555  
lschrad@laporteconstruction.com

### McGee Designhouse, Inc.

Melinda Mcgee  
317/502-6763  
melinda@mcgeedesignhouse.com

### Pinnacle Group International, LLC

Desi Jones  
317/414-3634  
d\_g\_i@msn.com

### Pontis Compliance, LLC

Cathie Huber  
888/884-5698  
cathie@sentinelsafetygroup.com

### RemSense, Inc. (dba Mopi16)

Gina Anderson  
574/807-8148  
scott@mopi16.com

### Ridge Petroleum Contractors, Inc.

Paula Ridge  
765/282-3778  
paula@ridgecorporation.com

### Royal Title Services

Susan Jones  
317/791-6000  
susan.jones@royaltitle.com

### SAN Corporation

Sandra Smith  
219/742-8287  
san\_sancorporation@yahoo.com

## Certified WBEs

### Solutions For Print, LLC

Jennifer Fischesser  
812/926-2838  
jenny@solutionsforprint.com

### Stanz Cheese Company, Inc.

Shirley Geraghty  
574/235-8533  
sgeraghty@stanz.com

### Success Trek, Inc.

Theresa Valade  
219/680-7720  
t.valade@success-trek.com

## Certified IVBEs

### Alpha-Omega Contracting, LLC

William Combs  
812/216-4883  
bcombs@alpha-omegacontracting.com

### BoilerMASTERS, Inc.

William Majors  
765/522-1262  
amajors@boilermasters.com

### Industrial Maintenance & Contract

William Laszlo  
219/972-1250  
imclp@msn.com

### L.L. Geans Construction Company

Rocky Geans  
574/255-9671  
rocky@llgeans.com

### L2 Logistics

Lisa Sutton  
317/619-0010  
L2logisticsllc@gmail.com

### Mooreville Welding, Inc.

Jeff Allen  
317/831-2265  
mvillewelding@sbcglobal.net

## Sudoku Solution

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