



Economic Development Authority

16TH ANNUAL
COMMITTEE FOR BUSINESS
AND ECONOMIC DIVERSITY
BUSINESS RECOGNITION
PROGRAM & BREAKFAST GALA



TUESDAY, APRIL 20, 2010 - SHERATON COLUMBIA
7:30 - 9:00 A.M.

COMMITTEE MISSION

Businesses owned by minorities, women and individuals with disabilities constitute a vital and thriving segment of Howard County's economy. Through the **Committee for Business and Economic Diversity (CBED)**, the Business Resource Center, and in conjunction with its economic development partners, the Economic Development Authority recognizes, encourages and promotes economic diversity and equal business opportunity for minorities, women, and individuals with disabilities.

COMMITTEE MEMBERS

Carol A. Beatty, The Arc of Howard County, Inc.
Linda Burger, Howard County Economic Development Authority
Cynetta M. Cardwell, Howard County Economic Development Authority
Tim Daly, The Access Group
Jackie Donaldson-Grey, Howard County Department of Purchasing
C. Vernon Gray, Howard County Office of Human Rights
Darla Herbold, Howard County Department of Purchasing
Ken Jennings, African American Coalition of Howard County
Raj Kudchadkar, Howard County Commission for Women
Joyce Lehrer, Howard County Commission on Disability Issues
Diane Li, Howard County Library – Savage Branch
Becky Mangus, The Business Monthly
Jaykant Parekh, Equal Business Opportunity Commission
Christine Plater, Governor's Office of Small Business - DBED
Earl H. Saunders (Chair), The Saunders Group
Richard W. Story, Howard County Economic Development Authority
Kwang Chul "K.C." Whang (Vice Chair), The W Group Commercial Real Estate

AGENDA

Registration/Reception

Call to Breakfast

Earl H. Saunders
Chair, Committee for Business and Economic Diversity

Invocation

Reverend Sadie Woolford

Breakfast

Program Introductions

Earl H. Saunders
Ken Ulman
Howard County Executive
Peter J. Rogers, Jr.
Chair, Howard County Economic Development Authority
Kwang Chul "K.C." Whang
Board Member, Howard County Economic Development Authority

Keynote Address

Dr. Shirley Davis
Director of Diversity and Inclusion Initiatives at the
Society for Human Resource Management

Presentation of Awards

Richard W. Story
CEO, Howard County Economic Development Authority
Ken Ulman
Peter J. Rogers, Jr.
Earl H. Saunders

Adjournment

KEYNOTE SPEAKER



Dr. Shirley Davis currently serves as Director of Diversity and Inclusion Initiatives at the Society for Human Resource Management (SHRM), the world's largest Human Resources (HR) association with more than 250,000 members in 140 countries, and over 575 chapters. In her role, she acts as the SHRM "thought leader" on global diversity and inclusion issues and is positioning SHRM to be the leader of diversity-related resources, strategies, thought leadership, and professional development. Dr. Davis designs and implements innovative diversity strategies to further SHRM's overall business strategy; acts as the staff leader to the Diversity Special Expertise Panel; the liaison to SHRM's Diversity Advisory Council, host of the SHRM Diversity Conference; and the representative of SHRM's Diversity and Inclusion Initiative to the public. Dr. Davis travels across the country and internationally, speaking on the critical challenges and complexities associated with managing diversity in a global workforce and marketplace. She provides HR, Diversity professionals and other business leaders with practical strategies and solutions that enable them to effectively develop, implement, and sustain their diversity and inclusion initiatives.

With more than 15 years of experience in Human Resources, Organizational & Leadership Development and Diversity Management, Dr. Davis has worked at major Fortune 500 and 100 companies and has expertise in Training & Education, Leadership Development, Performance Management, Recruiting, Change Management, Strategic Planning and Global Diversity. She holds a Bachelor's Degree in Pre-Law, a Master's Degree in Human Resources Management, and a Ph.D. in Business and Organization Management. Recently she joined the prestigious faculty at Georgetown University as an Associate Professor in the first ever Master's Degree program in Diversity Management.

Dr. Davis is a member of numerous professional organizations, sits on several Boards and is very active in her church, community and family. She's a former Miss District of Columbia, Ms. Oklahoma and in 2000 won the national title of Ms. American United States.

BUSINESS RECOGNITION CATEGORIES

Outstanding business achievement by a business owned by a minority, woman, or person with a disability.

"Outstanding business achievement" is evidenced by growth in sales, profits and/or employees; new product introductions and/or markets entered; customer relations and/or strategic alliances formed.

Individual achievement by a minority, woman, or person with a disability.

"Individual achievement" is evidenced by the extent to which an individual has achieved success and attained authority within a company or other organization. Business achievement also may be demonstrated by successive promotions within an organization, receipt of company and/or industry honors and awards, or other similar measures.

A company or business leader promoting the value of equal business opportunity.

"Equal business opportunity practices" are evidenced by the inclusion of service suppliers and contractors; advancing diversity in employment and promotion; mentoring relationships with firms owned by minorities, women and/or individuals with a disability. Consideration should also be given to the company's community support and involvement as evidenced by contributions by the company of time, money and/or goods and services to improve business opportunities for the area's diverse population.

HONOREES

Business Achievement

Project Masters - April Wennerberg

Project Masters is a premier provider of project and program management-related training and consulting services. Founded in 1996 by April Wennerberg and headquartered in Columbia, Maryland, Project Masters is small, woman-owned, minority business with SBA 8(a) and Maryland MBE certifications. As a Project Management Institute (PMI) Registered Educational Service Provider, the company specializes in creating and delivering tailored on-site client training for all levels of maturity and expertise. Project Masters' clients include the federal government and its service providers, and commercial organizations, both for-profit and non-profit. As such, its cadre of "cleared" personnel is able to focus on federal programs while also focusing on specialized programs for the commercial sector. Project Master's tremendous successes have led to significant growth. In fact, it has been recognized by the *Baltimore Business Journal* as one Baltimore's Fastest Growing Private Companies. In addition to considerable growth, Project Masters was recently recognized by the Howard County Chamber of Commerce for Outstanding Commitment to equal business practices.

Lily's Mexican Market - Julio and Lily Soto

Lily's Mexican Market at Dobbin Center provides a wonderful selection of Mexican and Salvadoran goods. Co-owned and operated by Julio Soto and his wife Lily, the market offers exceptional service that even dictates that customer inquiries are answered in English and Spanish. The success of Lily's Mexican Market has led to a large and loyal client base. In fact, the

popularity of the market caused the Sotos to expand and double its size. Imagine . . . fresh corn tortillas hot off of a tortilla machine, fresh baked Mexican pastries, and all the ingredients needed to make a great Mexican or Salvadoran meal . . . all in one location! Setting a new standard for ethnic markets in the Baltimore-Washington region, the market's success prompted Julio to start a new venture off of Snowden River Parkway called Azul 17 - Mexican Cuisine and Tequila Lounge. In the few short months Azul 17 has been open, the restaurant is already receiving rave reviews.

Waldon Studio Architects and Planners - Ravi Waldon

Formed by Ravi Waldon with the foundational belief that the art of building is about designing creative spaces people use, **Waldon Studio Architects and Planners** develops buildings from collaborative experience with the client resulting in a facility that reflects the owner's goals and ideals. The firm is successful because of its commitment to listening and understanding its clients. The firm's senior architects and enthusiastic staff have over 100 years combined experience providing a full range of architectural services including programming, studies, site and architectural design, interior design, and much more. As an SBA 8(a), MBE (MDOT) certified business, Waldon Studio's focus is on quality, which has resulted in working in 16 states. Clients include numerous religious, educational, governmental, and private institutions. Waldon Studio Architects and Planners has received numerous accolades including the 2008 Small Business of the Year award from the Baltimore-Washington Chamber of Commerce.

Individual Achievement

Michael Mobley

As executive director, **Michael Mobley** is the dedicated backbone of j-ref, a private, not-for-profit funding source for Howard County start-up and emerging businesses located in The Center for Business and Technology Development. Dedicated to fostering the entrepreneurial spirit in Howard County, Michael has been committed to creating jobs by providing risk-oriented financing for businesses unable to receive financing from traditional sources. The program is available through a wide variety of partnerships including Howard County Government, Howard County Economic Development Authority, Howard County Chamber of Commerce, Baltimore Washington Corridor Chamber of Commerce, Howard Community College, local financial institutions and the local business community. Since 1992, j-ref has provided nearly \$6 million in loans to 65 businesses and created 500 new jobs in Howard County. In addition to providing financing, Michael has grown j-ref to provide other needed forms of management and education assistance to maximize the business growth of small businesses. In 2009, Michael was awarded the Maryland Small Business Journalist of the Year by the Maryland Small Business Administration for his contribution as a columnist for *The Business Monthly's Entrepreneur Quarterly* and for his work as the host of "Down to Business," a monthly half-hour television program that covers a diversity of concerns, people, and issues.

Business Diversity Achievement

RISE: Reach Independence through Self-Employment

RISE, Reach Independence through Self-Employment, transforms the dream of self-employment into a reality. Launched in 1997, this initiative of the Maryland State Department of Education's Division of Rehabilitative Services (DORS) ensures the presentation of business ownership as a vocational option

to eligible individuals with significant disabilities. The RISE Program staff work with individuals and their families, rehabilitation professionals, and the business community to facilitate and encourage the successful launch and operation of consumer-owned ventures. RISE helps participating Howard County residents to explore the feasibility of self employment, develop a comprehensive business plan for their proposed business start or expansion, receive training and individualized technical assistance, and explore available resources. Through the RISE Program, over 1,000 participants have taken part in the exploration and pursuit of business ownership resulting in scores of successful new ventures throughout the state that are owned by entrepreneurs with severe physical, psychiatric, and/or cognitive disabilities. In Howard County, these successful ventures include child care, food service and catering, consulting, gardening supplies, and a candy store.

The Pinder Group

Sharon Pinder, CEO of The Pinder Group, and founder of the Center for Business Inclusion and Diversity, is nationally recognized as an effective change agent. Sharon's vision, proven leadership, energy and commitment to her work has given her the unique skills for The Pinder Group's many clients. These clients include well known Fortune 500 corporations, such as GE, and Traveler's Insurance. As Maryland's first Special Secretary for the Governor's Office of Minority Affairs, Sharon was able to help transform the agency to a model of advocacy and a primary driver in the State's effort to reserve a portion of its procurement budget for minority and women vendors. During her tenure, Sharon was able to successfully introduce many new laws and programs that eliminated obstacles and provided new opportunities for the 350,000 Maryland businesses, including creating the Small Business Reserve Program, the nation's first state level set aside program for small businesses. Sharon has received numerous honors, including the Girl Scout's 2009 Distinguished Woman Award, SmartCEO's Brava! 2008 Top Women Executives, and the 2007 and 2009 Women of Influence Business Advocate Award!

Scholarships

Howard County General Hospital Rising Business Star Scholarship

The Howard County General Hospital Rising Business Star Scholarship is awarded by Howard County General Hospital. It recognizes a Howard County public high school senior who is a minority, young woman and/or person with a disability who has demonstrated an entrepreneurial spirit as evidenced by starting a small business, assisting an existing business in a significant way, or by developing a creation or invention targeted towards business. The \$1,000.00 will assist the recipient to pursue post-secondary studies at an accredited educational institution.



Quincy Beckley – Centennial High School

As a participant in the “Taking Innovation to Market” program at Howard Community College, Quincy Beckley was teamed with students from the Howard County Public School System Academy of Finance. Quincy’s team was tasked to create an imaginary company to market a real product that had been created at Johns

Hopkins Applied Physics Lab. The product was a macular degeneration device, run by a computer generated algorithm that would detect age-related macular degeneration based on a certain pattern in the macula of the eye. The panel of judges awarded first place to Quincy’s company, Retina Doc™ based on presentation skills, depth of research, and the overall likelihood of the marketing plan to succeed. Quincy plans to attend Salisbury State University and major in accounting and financial planning. His passion is to start a nonprofit organization to help children who are growing up without their biological parents.

Scholarships

Earl H. Saunders Entrepreneurial Scholarship

The Earl H. Saunders Entrepreneurial Scholarship is awarded by the Howard County Chamber of Commerce. It recognizes a Howard County resident who is a minority, woman and/or person with a disability who has demonstrated an entrepreneurial spirit as evidenced by starting a small business, assisting an existing business in a significant way, or by developing a creation or invention targeted towards business. The \$1,000.00 will assist the recipient to pursue post secondary entrepreneurial programs/ courses of study at an accredited educational institution.



Micah Miles - Atholton High School

Following the devastating earthquake in Port-Au-Prince, Haiti, Micah Miles and her teen group of the Columbia Chapter of Jack and Jill of America started a fundraising venture to show Haiti that they cared. Micah volunteered at several school functions. She also attended the Jack and Jill Eastern Region Teen Conference where she sold bracelets to raise money

and to create an awareness for the work that needed to be done in Haiti. In just a few short weeks Micah had collected \$400 for the Haitian Relief, all of which was donated to the Red Cross and Doctors Without Borders. In order to show the wide range of concern, Micah photographed and shared the images of contributors holding signs written in either English or French that read, “Haiti We Care”. Micah plans to attend either Ohio State University or the University of Maryland and major in Veterinary Science. Her passion is to study and research one of her favorite animal groups—the chiropteran, also known as bats. Micah will continue her interest in photography and plans to use photography as a tool to capture, display, and document the beauty inherent in nature.

Special Thanks to All Our Sponsors!

The Howard County Economic Development Authority's Committee for Business and Economic Diversity thanks the following sponsors of the 16th Annual Business Recognition Program.

Platinum (\$1,000)

The Columbia Bank

Howard County Government – Equal Business Opportunity Commission

Gold (\$500)

Corporate Office Properties Trust (COPT)

j-ref (Jim Rouse Entrepreneurial Fund)

M&T Bank

Silver (\$250)

Howard County Office of Human Rights

Law Offices of Janet L. Eveland, Chartered

LG-Tek (Lingual Information Systems Tech, Inc.)

OBA Bank

Revere Bank

The W Group Commercial Real Estate

Bronze (\$100)

Millennium Marketing Solutions

Filar Design, LTD

In-Kind Contributions

Reverend Sadie Woolford

Steve Wallace, Presentation Media

Howard County General Hospital Rising Business Star Scholarship

Provided by Howard County General Hospital

