Greetings!

Celebrating Cathy Mock's Retirement from Cardinal Health

We are all gearing up for the new year and a new decade. Moving towards 2020, as you evaluate many aspects of your business, it is also time to truly assess how effectively you are leveraging your WBE certification.

Competition for new customers and clients is always fierce. What will ensure that you "win" in 2020? Over the last decade, WBENC and WBEC ORV have been laser focused on providing increased value to WBEs who invest time and money year over year in this network. The opportunities to build relationships locally, regionally and nationally are more dynamic and engaging than ever before. To leverage the many opportunities for engagement that WBENC, WBEC ORV and other regional partner organizations offer, prepare for the year ahead and beyond and keep these things in mind:

1. Do your homework before approaching any potential customer...know their business!
2. Be clear and concise on what sets you apart...what's your competitive advantage?
3. Be clear on who your target customer(s) is and why.
4. Communicate the problem that you are solving that would appeal to your target market(s).

Remember, "networking is more about 'farming' than it is about 'hunting'. It's about cultivating relationships".
What's New at WBEC ORV

Celebrating Women's Entrepreneurship Week in West Virginia
WBEC ORV partnered with Marshall University, one of our newest corporate members, to celebrate Women's Entrepreneurship Week and relaunch our WBE Forum Luncheons in West Virginia. This event was held October 25th in Huntington as we recognized our West Virginia certified WBEs and shared info with the WBE community about the value of WBENC certification and the ecosystem of organizations available to support their businesses. All in attendance were honored to receive an intimate and heartwarming keynote from Brad Smith, Executive Chairman of Intuit, demonstrating his commitment to entrepreneurship and to his home state of West Virginia. This event was sponsored by certified WBE Walker Transfer-Powell and BB&T.

WBEC ORV Recognizing West Virginia WBEs

WBEC ORV in Appreciation of Key Supporters

Huntington Bank & Peoples Bank Support ORV

Marshall Students Excited to Meet Brad Smith

Registration is Open for the 2020 Derby Diversity & Business Summit
WBEC ORV is one of many partners for the Derby Diversity & Business Summit (DDBS) being held April 28th through May 2nd, 2020. DDBS brings together the world's top, diverse suppliers and executives - inclusive of ALL diverse groups (Minority, Women, LGBTQ, Veteran & Disabled) on a national scale to seek business opportunities, network, develop and enjoy the Derby.

A portion of the 2020 proceeds will be donated to support three (3) Women's Business Enterprise National Council (WBENC) RPOs including, Women's Business Enterprise Council Ohio River Valley, Women's Business Enterprise Alliance, and Women's Business Enterprise Council West. Guests will participate in development seminars, panel discussions, and hear from highly sought after speakers to share their experiences in the business world of Supplier Diversity & Diversity and Inclusion.
Lauren Dupuis is the Supplier Diversity Manager at Cardinal Health. Lauren has been with Cardinal Health for almost 14 years and joined the Supplier Diversity team in July of this year. Cardinal Health's Supplier Diversity team partners with sourcing, procurement, and business units across the enterprise to ensure inclusion of diverse suppliers for mentorship, as well as immediate opportunities for increased diverse spend and overall WBE development.

Prior to this role, Lauren worked in various sourcing and procurement roles, and has always had a huge focus on diversity, partnering with corporate diversity and supplier diversity during her time with the Indirect Procurement team. She is former Co-President of Cardinal Health's Proud Network, an employee resource group that focuses on the
At Cardinal Health, supplier diversity is not just the responsibility of the supplier diversity team, but a part of the overall culture. With this approach, Cardinal Health has been recognized as a leader in supplier diversity, including 2017 and 2018 Top 50 Corporations for Inclusive Business Opportunities by Omnikal (formerly DiversityBusiness.com), 2017 and 2018 Top 100 Corporations for Women Business Enterprises by WE Magazine, and 2017 Corporate 101: America’s Most Admired Corporations for Supplier Diversity by Minority Business News USA. Cardinal Health has been a corporate member of WBEC ORV since 2013, sponsoring the Catch the Wave Regional Conference and serving on the WBEC ORV Steering Committee for several years.

For Cardinal Health, diverse suppliers make the organization more competitive and innovative and help better serve their customers. For suppliers interested in doing business with Cardinal Health, Lauren suggest "offer ideas and services that are outside of the norm". To contact Lauren directly, email lauren.dupuis01@cardinalhealth.com.

WBE Spotlight

AllMac & Associates LLC provides business consulting services to small and medium size companies helping clients determine the WHAT, HOW, and WHO needed within their organization to help reach optimal bottom line results and successfully connect their People, Processes, and Productivity! AllMac & Associates LLC provides:

- Customized development of a Human Capital Management Model to determine WHAT needs to happen within the organization.
- Human Resources Operational Services to determine HOW things should be done within your organization.
- Support the organization with Business Coaching at the Executive and Senior Leadership level to help with the development of WHO is leading and ensuring that the organization is the employer of choice within the community you serve.

Tina Macon, President & Senior Consultant, has over 25 years of experience in the Organizational Development arena assisting businesses and organizations in the areas of Change Management, Human Resources development and operations, Conflict analysis and correction strategies, Executive Coaching, and Training. Also, she is certified in EQi, and DISC. Clients AllMac & Associates has partnered with include Xavier University, Small Business Development Center (Cincinnati), the YWCA of Hamilton, 1628 Ltd., Arauco-NA, Greater Cincinnati Water Works, and Mercy Health Partners.

Tina is active in the community, serving as a Commissioner on the Hamilton County Commission on Women and Girls, Leadership Council for The Women's Fund, Advisory Board member for the Duke Energy Children's Museum, member of the Engagement Committee for The Women's Fund, Bizwomen Cabinet Director through the Business Courier. She is an active member of WBEC ORV serving as the Cincinnati WBE Forum Luncheon Co-Chair for several years, serving as a member of the 10th Anniversary Catch the Wave Host Committee, and recently joining WBEC ORV's Steering Committee. After several year's of engagement with WBEC ORV, Tina shared "WBEC ORV is the best investment I've made as a business owner! This organization provides support for professional development, the members are very supportive and willing to help each other grow their businesses. The organization also provides opportunities to give back to the community as I did a few years ago hosting a coalition of international businesses owners, including the experience of gospel music concert. It was an honor to represent WBEC ORV and meet fellow business owners from around the globe."
The WBE Forum Quarterly Luncheons are an opportunity to get engaged and build relationships with other WBEs and corporate members across the region. Contact the WBE Volunteer Chair(s) nearest you for more info.

CLICK HERE to download Quarterly WBE Forum Luncheon Schedule (dates are subject to change).

Dayton WBE Forum Luncheon Hosted by Vectren/CenterPoint Energy

Cincinnati
Cincinnati WBE Forum Luncheons are held quarterly on the 2nd Thursday (unless otherwise noted). The next Cincinnati Luncheon is Thursday, February 13th.

WBE Volunteer Chairs:
Laureece Johnson, WBEC ORV Volunteer
Phone: 513.325.0626
Email: laureenj@yahoo.com
Tina Macon, President, AllMac & Associates
Phone: 513.289.5073
Email: Tina.macon@allmacassoc.com

Columbus
Columbus WBE Forum Luncheons are held quarterly on the 3rd Wednesday (unless otherwise noted). The next Columbus Luncheon is Wednesday, February 19th.

WBE Volunteer Chair
Pamela Stanczewski, CEO, Central Point Partners
Phone: 614.795.1659
Email: pam.stanczewski@centralpointpartners.com

Cleveland
Cleveland WBE Forum Luncheons are quarterly on the 2nd Wednesday (unless otherwise noted). The next Cleveland Luncheon is Wednesday, March 11th.

WBE Volunteer Chairs:
Janet Kendall White, CEO, Berkshire Group
Phone: 800.556.5549
Email: janet@berkshire-leadership.com
Gabrielle Christman, President, Hunter International Recruiting
Phone: 440.389.2684
Email: gchristman@hirecruiting.com

Dayton
Dayton WBE Forum Luncheons are held quarterly on the 4th Wednesday (unless otherwise noted). The next Dayton luncheon is Wednesday, January 22nd. Stay tuned for more info!

WBE Volunteer Chairs:
Beth Radford, COO, Allied Shipping & Packaging Supplies
Phone: 937.222.7422
Lexington
Lexington WBE Forum Luncheons are held quarterly on the 4th Thursday (unless otherwise noted). The next Lexington luncheon is Thursday, February 27th.

**WBE Volunteer Chairs:**
Nancy Wiser, President, Wiser Strategies  
Phone: 859.887.0866  
Email: nancy@wiserstrategies.com  
Megan Lincavage, Associate, Sutherland & Associates  
Phone: 859.229.4020  
Email: megan@sutherlandww.com

Louisville
Louisville WBE Forum Luncheons are held quarterly on the 4th Tuesday (unless otherwise noted). The next Louisville Luncheon will be Tuesday, January 28th. Stay tuned for more info!

**WBE Volunteer Chair:**  
Maria Mackey, President, Mackey Printing Services  
Phone: 502.292.0000  
Email: maria@mackeyprinting.com

Toledo
Toledo WBE Forum Luncheons are held quarterly on the 2nd Tuesday (unless otherwise noted). The next Toledo Luncheon will be Tuesday, March 10th.

**WBE Volunteer Chair:**  
Molly Zraik, Founder & CEO, BAZ Group  
Phone: 419.531.7727  
Email: mzraik@thebazgroup.com  
Megan Taylor, Quality Control Mgr., Triple Diamond Plastics  
Phone: 419.533.0085  
Email: megan.taylor@tdplastics.com

West Virginia
The next West Virginia WBE Forum Luncheon relaunch event will be held in March. Stay tuned for more info!

**WBE Volunteer Chairs:**  
Marcia Walker Daniels, VP Operations, Walker Transfer Powell LLC  
Phone: 304.453.3321  
Email: mdaniels@walkertransferpowell.com  
Lydotta Taylor, President & CEO, L-evation, LLC  
Phone: 304.288.6806  
Email: Lydotta@levation.com

**Awards & Recognition**

Kaiser Consulting has once again been named by Columbus Business First as the #1 firm in the medium category in Central Ohio's 2019 Best Places to Work Awards. This is the second year in a row the firm has been recognized as the top company in its workforce category and the fourth time in five years Kaiser Consulting has received this respected award. Click here to read more.
Tara Halpin, CEO & Owner, Steinhauser, Inc., is one of the Cincinnati Business Courier's 2019 Women Who Mean Business honorees. This program highlights the accomplishments of women in Greater Cincinnati who have made a significant impact in the business community in the past year. From companies large and small, these are the women who stood out in Greater Cincinnati's business scene in 2019.

Click here to read more.

Kelly Kolar, Founder & President, Kolar Design was recognized as one of the 2019 Enquirer Women of the Year. Over the past 50 years, The Enquirer and cincinnati.com have recognized outstanding women who have changed our community for the better. Kelly has taken her design expertise and shared it with organizations across the Greater Cincinnati community to help them accomplish goals. Click here to read more.

Kelly Kolar
Kolar Design

Purba Majumder, President, Cybervation, Inc. was featured in a Columbus CEO article for her efforts to spur interest and support girls and women in tech. Purba's non-profit, CoolTechGirls, encourages girls eight to 18 to explore interest in STEM fields. Click here to read more.

Purba Majumder
Cybervation, Inc.

Baker Creative, won a 2019 Graphic Design USA Health+Wellness Award for its work for heart insurance agency TAH Benefits. Baker Creative expertly crafted a brochure with a comprehensive and user-friendly introduction to TAH Benefits that effectively summarizes its value. The 56th Annual GDUSA Awards drew entries from across the country, with the top 10 percent of thousands of entries receiving awards. Click here to read more.

Michele Cuthbert
Baker Creative

Congratulations to Lynn Child, Principal Founder & President, CentraComm who was selected to participate in the 2019 Women in Technology (WIT) program presented by Dell Technologies September 10th - 12th in Austin, TX. This three-day program is designed for women entrepreneurs in technology and focuses on the future of technology, developing a business strategy for growth, access to capital, service and product management, and human resources. Click here to read more about WIT.

Michele Cuthbert
Baker Creative

Lisa Frederick, President, Unity Printing Company, Inc. received the ATHENA award from the Westmoreland
County Chamber of Commerce. The ATHENA Leadership Award is presented to a woman ---or man--- who is honored for professional excellence, community service and for actively assisting women in their attainment of professional excellence and leadership skills. Click here to read more.

Lisa Frederick
Unity Printing Co.

We Would Love to Hear From You
We encourage our corporate and WBE members to submit relevant info to be included in our newsletter. We’d love to hear about your awards & recognition; contract and bid opportunities; articles and press releases; and events and activities. To submit info, please email to lyoung@wbec-orv.org

WBENC Update

Meet WBEC ORV's 2020 Women's Business Enterprise (WBE) Star

During the annual Board of Directors and Committee Meeting in Washington, D.C., WBENC introduced the 14 WBEs who have been selected as the 2020 Women's Business Enterprise (WBE) Stars. Each WBE Star was selected by one of the 14 Regional Partner Organizations (RPOs) for WBENC. Click here to read more.

We are proud and honored to announce our region’s WBE Star, Gabrielle Christman, President & CEO, Hunter International Recruiting. In honor of Gabrielle, WBEC ORV invites you to make a donation to SPARK, Gabrielle's non-profit, who's mission is to close the gender gap in STEM-related fields by empowering the next generation of STEM female leaders (grades 6-12). To make a donation to SPARK, click here. We look forward to a year-long celebration for Gabrielle during the WBENC Summit & Salute in March and the Catch the Wave Regional Conference in April.

WBEC ORV WBE STAR
Gabrielle Christman

Sheila & Forum Reps. Congratulate Gabrielle

Summit & Salute Registration Is Open - Don’t Miss Early Registration
Join us March 16-18 in Nashville, Tennessee to network, learn, discover business opportunities, and celebrate women-owned businesses and those most dedicated to their success.

• Pitch your business to corporations and government entities and other WBEs seeking women-owned suppliers and connect with procurement and supplier diversity professionals from some of America's most prestigious brands.
Network with Fortune 500 corporations like Accenture, Bristol-Myers Squibb, EY, Nissan North America, Inc., UPS, Wells Fargo, Allstate, Chevron, Raytheon, Toyota, and many others!

- Attend interactive programming options to learn new skills, knowledge, and resources to help develop as a leader, apply best practices, and fuel economic growth.
- Make lasting connections with fellow entrepreneurs, supplier diversity professionals and more. WBENC events are an opportunity to meet like-minded individuals with similar goals - the advancement of women in business.
- Join the celebration with the 2019 America's Top Corporations for Women's Business Enterprises award recipients and hear from the source on how to do business with them.
- Meet and honor the 2020 Women's Business Enterprise Stars, 14 exceptional women business leaders, throughout the event.

New in 2020: WeInnoPitch

Summit & Salute is one of WBEC ORV member favorites! Early bird registration is now open and will close January 31st. Early registration is required to participate in the 1:1 MatchMaker Meetings with corporate members. For more information and to register, CLICK HERE.

**Events & Workshops**

Build your network and your knowledge to grow and sustain your business. For more information or to register, please use the links below.

**December 19:** Women Impacting Public Policy (WIPP), Managing Your LinkedIn Content in 2020

**December 19:** SBDC Columbus State, Small Business Tax Workshop, Columbus, OH

**January 8:** NAWBO Cleveland, East West Breakfast, Creating Qualified Leads & Successful Sales Conversion, Cleveland

**January 9:** RCAC, Marketing to Agencies and Primes Webinar

**January 16:** KY PTAC, SBIR 101 and Program Updates Webinar

**January 16:** KY PTAC, 8(a) Program Webinar

**SAVE THE DATE**

**March 16-18, 2020:** WBENC Summit & Salute, Nashville, TN

**April 21-22, 2020:** WBEC ORV Regional Catch the Wave Conference, Sandusky, OH

**April 28-May 2, 2020:** Derby Diversity & Business Summit, Louisville, KY

**June 23-25, 2020:** WBENC National Conference & Business Fair, Atlanta, GA

**WBEC ORV Forum Committee Reps**
The Women's Enterprise Forum (The Forum) serves in an advisory capacity to the WBENC Board of Directors. The Forum gives input and feedback on WBENC programs and other matters at the direction of the Board. Participation in The Forum offers opportunities for WBENC-certified WBEs to represent the voice of all women's business enterprises and engage in networking and development activities with other WBEs, member corporations, and government entities.


WBEC ORV Forum Reps are here to represent you! Feel free to contact them for input, suggestions, feedback, regarding WBENC, WBEC ORV, and other matters relevant to the WBE community. All WBEC ORV Forum Representatives are listed below:

- Patti Massey, MYCA, pmassey@mycagroup.com
- Tara Abraham, Accel, Inc., tabraham@accel-inc.com
- Judith Anderson, Identity Systems, Inc., janderson@identitysystemsinc.com
- Gabrielle Christman, Hunter International, gchristman@hirecruiting.com
- Shellee Fisher, Shellee Fisher Photography, sf@shelleefisher.com
- Ellie Halter, Schnipke Engraving Co., Inc., ehalter@schnipkeengraving.com
- Shelly Heller, Allied Shipping & Packaging Supplies, sheller@asapi.com
- Kelly Kolar, Kolar Design, k.kolar@kolardesign.net
- Nancy Wiser, Wiser Strategies, nancy@wiserstrategies.com
- Molly Zraik, BAZ Group, mzraik@thebazgroup.com
About WBEC ORV

The Women's Business Enterprise Council Ohio River Valley (WBEC ORV) is an organization for women business owners interested in promoting, developing and maintaining business relationships with other women business owners, major corporations, and government agencies.

WBEC ORV is a regional partner organization of the Women's Business Enterprise National Council (WBENC), and provides certification to women-owned businesses in the states of Ohio, Kentucky, and West Virginia.

WBEC ORV operates under the Urban League of Greater Cincinnati's Business Development and Entrepreneurship through a collaborative effort with WBENC. Call or Click the link below for more information:
Phone: 513.487.6537
Website: www.wbecorv.org

On Facebook
Women's Business Enterprise Council Ohio River Valley

On Twitter
WBECORV