

July 2024
***Together,
Let's Lead***



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Letter From *The Editor*

Matt Greene

Supplier Diversity Sr. Manager,
Purchasing Supplier Development, Toyota

Being a good leader encompasses more than just holding a position of authority. It involves guiding and inspiring others toward a common goal and empowering them to grow and achieve collective success. This collective success is not just a goal, it is a journey that we all share.



When we work together to lead and bring our unique contributions to the table, we work toward broadening the scope of solutions we can explore. Thus, effective leadership thrives on collaboration, shared vision, and collective effort. In today's world, no single person has all the answers or the ability to navigate every challenge on their own. Therefore, successful leadership requires that we leverage diverse perspectives, strengths, and experiences to promote a collaborative

approach. Your unique insights and expertise are not just valuable, they are necessary to enhance our potential as we work together to contribute to shared success.

Consequently, this is why Opportunity Exchange is such an invaluable event. This year, Toyota celebrates the 34th Annual Opportunity Exchange, our forum for certified diverse businesses to build relationships and discuss opportunities for business growth.

There are many opportunities in mobility, which is why we encourage everyone to attend Opportunity Exchange. We need supplier partners to help lead us into the future of mobility because collaboration combines our resources and amplifies our strengths. Additionally, fostering these partnerships is essential for building broader support for initiatives that positively shape the future and achieving collective success in a rapidly evolving world.

It is imperative that we continue to build more relationships with our supplier partners, as they are essential for us to thrive in today's interconnected world. These partnerships not only enhance collaboration and innovation but also drive mutual growth and success as we adapt to changes in the business environment. Toyota is committed to building its diverse supplier base, which has been demonstrated by the \$6.6 billion investment with over 1,754 Diverse Tier 1 and Tier 2 Suppliers. Additionally, Toyota has mentored countless diverse businesses, and 46% of Toyota plants are led by women or people of color.

In this issue's Partner Spotlight, you will learn more about Adient, a Tier 1 Toyota supplier and global leader in automotive seating. Adient's supplier diversity program is dedicated to educating and promoting the importance of supplier diversity throughout the supply chain. Adient is an excellent example of how we combine our strengths and insights when we lead together, fostering an inclusive environment that enhances creativity and innovation and builds a strong sense of community and mutual support.

This edition also highlights our leaders, Tellis Bethel, Kimberly M. Best, and Rick Howard, who all support transformational leadership initiatives in supplier diversity. In the Executive Message, you will learn more about Tellis Bethel and his team's efforts to create a culture of inclusion that strengthens both communities and TMNA by expanding access to opportunities through strategic partnerships and philanthropic endeavors. We will introduce you to Kimberly M. Best, our featured Diversity Champion, who supports the initiative to grow and develop a diverse IT supplier network to help improve TMNA's competitiveness. This issue's Feature article highlights Rick Howard, as he recognizes the importance of including diverse suppliers in the procurement of batteries needed for the expanding portfolio of electric vehicles.

Essentially, I want to emphasize the importance of leading together, which is about embracing our collective potential, leveraging diversity as a strength, and working towards shared success. By uniting our efforts, we can navigate challenges more effectively and create meaningful impact in our communities and organizations.

As a strong supporter of diversity, I look to engage with all of our ERG groups at Toyota, which we call Business Partnering Groups (BPGs). It is imperative for me to get to know the people around me professionally and personally so that I can be a strong ally when needed. Too often, people don't step up as an ally because they do not understand. I encourage everyone to get involved in groups that promote diversity at work and home and to take the initiative to understand and support one another.

As always, thank you for being great leaders who work together to support Supplier Diversity.



Executive Message



Tellis Bethel

Chief Diversity Officer, GVP Social Innovation, Toyota

Tellis Bethel is Group Vice President and Chief Social Innovation Officer for Toyota Motor North America (TMNA) and Chief Diversity Officer for Toyota Motor North America. With over 18 years of combined experience across both TMNA and Toyota Financial Services (TFS), Bethel's background in finance and analytics enhances his current position, connecting the dots between data and market share and substantiating the impact of TMNA's social innovation efforts on business and relationships.

Bethel began his Toyota Financial Services career in risk management planning, with an emphasis on financial hedging activities. He subsequently assumed increasing responsibility in the risk, sales, marketing, and analytics departments.

Bethel holds a Bachelor of Science in Business Administration degree from Clark Atlanta University and a Master of Business Administration degree from the Kelley School of Business at Indiana University.

Briefly describe your role and your team's responsibilities.

Bringing my personal passion for advancing equity, I oversee TMNA's strategic partnerships, philanthropic efforts, and diversity and inclusion activities. With the goal of ensuring mobility for all, I direct initiatives to expand access to opportunities and create a culture of inclusion that strengthens both communities and TMNA.

As Chief Diversity Officer, I lead Toyota's long-standing efforts to advance diversity and inclusion through an integrated, holistic strategy that addresses the workplace, the marketplace, and society and reflects the company's core value of respect for people. I drive conversations, strategies, and actions to attract, grow, and retain top talent at Toyota while fostering a culture of inclusion. I believe in the value of sharing best practices and leveraging diversity of thought to drive innovation and develop better solutions.

What is your vision for Diversity & Inclusion at Toyota?

At Toyota, Diversity and Inclusion is a fundamental part of everything we do. Engaged, diverse, and inclusive environments drive innovation toward mobility for all. Inclusivity invites everyone to the table to bring forward new ideas. Inclusivity attracts talent. Inclusivity supports a positive company culture in which all members can thrive.

Diversity helps ensure that we reflect the diversity of our customers. Inclusivity helps us see the needs, wants and desires of our customers from their perspective. At its most basic, inclusivity is about making space for all points of view, and it's about listening—not to counteract but to understand.

How do you encourage others to be champions of supplier diversity internally and externally?

All of us at every level have a role to play. It starts with remembering that a great idea can come from anywhere. That's the Toyota Way in a nutshell: no matter how small a part of the process, curiosity about the people and work, both up and downstream from you, can have an enormous impact on continuously improving quality as well as the customer experience.

In our roles, we must maintain a curious mindset when any department is selecting a supplier. We must always look for what will drive innovation, support diversity of thought, and serve our customers. Ask your teams what's missing and what can be better.

What do you believe are the primary 3-4 ways an inclusive supplier base brings a leader mindset/advantage to Toyota?

An inclusive supplier base:

1 Drives innovation: Innovation is the lifeblood of progress, and diversity is the catalyst that fuels it. Without the vibrant tapestry of diversity, we cannot unlock the innovative ideas that will shape the advanced technologies of the future. We need diverse suppliers who are aligned with our values.

2 Builds resiliency: An inclusive supplier base enhances our resiliency by reducing reliance on a single source and increasing adaptability to changing market dynamics.

3 Enhances our community impact: Partnering with inclusive suppliers aligns with our values of Respect for People and strengthens our commitment to social responsibility, creating positive impacts in the communities where we operate.

4 Sets us apart as an employer of choice: An inclusive culture of belonging and a curious mindset that is always striving for continuous improvement at all levels, including the choices each of us makes on suppliers at our own levels and in our own divisions, sets Toyota apart from others.



Tellis Bethel as Principal for a Day at West Dallas STEM school.

NAEC visit to West Dallas STEM school.



What are the top priorities you've set for yourself and your team in 2024?

We know that creating an inclusive culture doesn't happen overnight. I encourage my teams and all of us at Toyota to stay the course, reflect on our progress, and be persistent.

Continue to practice mendomi. Check in on one another. We understand that there will be many changes as Toyota continues its evolution into a mobility company. We will stay nimble and evolve. This will support our unique culture and ensure we remain resilient through this evolution.

Look for opportunities to challenge the status quo. Let's not continue things the way they've always been done just because that's how they've been done. Whether that's considering a new supplier, evaluating a partnership relationship, or even joining a BPG you're unfamiliar with, stay curious and embrace change.

Diversity Champion

Kimberly M. Best

IT Outsourcing Manager, Toyota

It is a pleasure to introduce Kimberly M. Best, an IT Outsourcing Manager in Vendor Management, who has been with Toyota since September 2016. In her role, she establishes and maintains strategic partnerships with suppliers that provide OneTech (IT) products and services, in alignment with OneTech's goals and budget.

Her responsibilities include:

- Leading a team responsible for the development and implementation of vendor strategies, contract negotiations, supplier performance and problem resolutions, supporting 2000+ contracts and 200+ suppliers.
- Building relationships and fostering positive engagement and innovation with suppliers and OneTech product owners to develop long-term partnerships that benefit Toyota.
- Managing the OneTech Supplier DEI Program framework and strategic initiatives.

Kimberly is originally from Ohio but has lived in a variety of states. She attended Northeastern University in Boston, Massachusetts. Her career at Toyota started in IT as a Sr. Analyst in Vendor Management. Over the years, she was promoted to consultant and is now a manager. In 2023, Kimberly had the opportunity to do a 6-month rotation with the Toyota Ventures Trainee Program, an experience she credits as life-changing, due to professional and personal growth.



In what ways do you believe Supplier Diversity strengthens Toyota's competitive advantage?

I believe that supplier diversity strengthens Toyota's competitive advantage because it is essential to continued innovation. OneTech has begun implementing proactive strategies and partnerships to ensure the development and growth of a diverse IT supplier network to help improve TMNA's competitiveness. I'm thankful that I work for a company that values diversity, including in our supplier pipeline. At OneTech, we strive to empower supplier diversity and create new opportunities for our Certified Diverse Suppliers through our Supplier Diversity Opportunity Exchange.

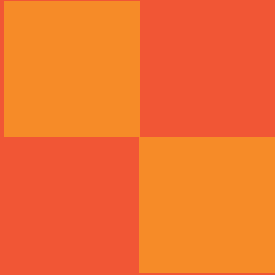
What are some of your favorite highlights and objectives from the OneTech IT Opportunity Exchange?

Some of my favorite highlights of the OneTech Supplier Diversity Exchange were:

- Networking opportunities that were created between tier 1 and tier 2 suppliers. Several have connected after the event and signed mutual partnership agreements.
- Getting the opportunity to host approximately 30 diverse IT suppliers.
- Round tables and panel discussions provided the opportunity for diverse IT suppliers to hear from the OneTech Leadership team.
- Continuing to meet with suppliers that attended the event.

Knowing that being a Diversity Champion can be difficult, what keeps you motivated to keep pushing in the space?

- Driving a culture and mindset shift to make the OneTech Supplier DEI strategy a shared responsibility throughout the organization and ensuring the goals and objectives of the strategy are reviewed, met, and remain relevant.
- By introducing new products, services, and solutions, we hope to unlock opportunities and gain access to a diverse supplier marketplace.
- Helping TMNA to achieve #1 ranking by Fair360.



What do you think makes for a successful partnership between diverse suppliers and more prominent brands?

Partnering with suppliers who share our level of commitment to an inclusive workforce is essential to our success.

Partner Spotlight

Razzaaq McConner

Vice President, Purchasing-Americas, Adient
razzaaq.mcconner@adient.com

Year Company Founded: 2016

Products/Services Providing to Toyota:
We provide Toyota with the highest levels of vertical integration, including foam, trim, seat structures and mechanisms, comfort systems, and small parts.

We have the sedan and SUV platform out of Georgetown and the truck platform out of San Antonio and Apaseo (Mexico) Avanzar JV.



Tell us a bit about your organization, your team players, and what it means to be a partner spotlight.

Adient is the global leader in automotive seating and is a Tier 1 Toyota supplier. Adient/Johnson Controls has been a Toyota supplier for over 35 years.

I am responsible for Purchasing for the Americas, which includes direct and indirect purchasing, supplier diversity, supplier quality, supplier risk management, supplier relations, and communication. My team consists of over 100 employees and over 5,000 suppliers. Adient's Supplier Diversity

Team includes Sherry Diccion, Danielle Page, and Randy Clark from the Toyota Business Unit Purchasing department.

Toyota is a strategic customer for Adient, so it is an honor for us to have the opportunity to be a partner spotlight. We value the partnership with Toyota, especially given that Adient and Toyota have collaborated on the Driving Impact Business Module for several years. Driving Impact, one of our signature programs, is a business module

allowing corporations and diverse-owned businesses to collaborate for business development and growth. This program teaches business owners how to enhance their relationships with industry leaders through education, training, and networking opportunities. Diverse-owned businesses benefit from mentorship opportunities with dedicated corporate leaders. I am thankful that Toyota recognizes Adient's supplier diversity program as a benchmark program in the automotive industry.

What inspires or motivates you to advocate for diversity and inclusion in today's business environment?

As the purchasing leader, I aim for Adient's supply base to mirror the automotive customer base, which is a diverse customer group. By doing so, we will contribute to economic empowerment in underrepresented communities.

It is evident that DE&I is important to me, given I am an African American and the first African American to lead the purchasing organization at Adient. I am also the co-executive sponsor for the African Ancestry Business Resource Group. As a leader, I am responsible for advocating for the advancement of all minorities.

Additionally, I served as Executive on Loan for the Michigan Minority Supplier Development Council from 2012 to 2014. During this experience, I learned firsthand the value of diversity by working with business owners and OEMs to plan the procurement conference and organize programs to mentor and educate minority business owners. It is inspiring to see these businesses thrive and positively impact the communities they serve.

What's next for your organization?

Adient has developed a Tier II program to educate and promote the importance of supplier diversity further down the supply chain. In 2023, we celebrated 30 years of our dedicated supplier diversity program. We will strive to continue working tirelessly to add more women and minority suppliers to Adient's supply base.

Adient will continue to expand our Business Resource Groups, as they play an important role in creating a more diverse, inclusive, and equitable environment by building community and providing support and connections. Most recently, a Veterans Business Resource Group was formed, and I look forward to connecting the group with Adient's Veteran-Owned suppliers for collaboration opportunities.

What lesson have you learned that you would want to share with other diverse businesses to be successful?

It is essential to ensure that every layer of the company can articulate your competitive advantage. When everyone is knowledgeable about how the organization operates, it sets you up for success.

Learning to be patient is also vital to success. Business relationships are formed over time, not overnight. Don't expect to get a purchase order during an introduction meeting. Stay ready and be prepared when the opportunity arises.

Adient Supplier Diversity Awards and Recognition

- **Billion Dollar Roundtable Member**, a group of U.S. companies that each spend more than \$1 billion annually with certified minority- and women-owned firms
- **Fiat Chrysler Automobiles Diversity Supplier of the Year** | 2020
- **Toyota "Superior" Supplier Diversity Award** | 2018, 2019, 2020, 2022, 2023, 2024
- **Automotive News Notable Champion of Diversity** — Sherry Diccion, director of supplier diversity | 2022
- **Great Lakes Women's Business Council Excellence in Supplier Diversity Award** | 2017, 2018, 2019, 2020, 2021, 2022, 2023
- **Michigan Minority Supplier Development Council (MMSDC) Corporate Advocate of the Year** — Sherry Diccion, senior manager, supplier diversity | 2019
- **Michigan Minority Supplier Development Council (MMSDC) Corporation of the Year** | 2020
- **Minority Business News USA (MBN USA) All-Stars of supplier diversity** — Sherry Diccion, supplier diversity manager | 2019, 2020
- **NVBDC Champion of the Year** – Sherry Diccion, senior manager, supplier diversity | 2020
- **NVBDC Corporation of the Year** | 2023
- **Top 100 Corporations for WBE Success from WE US** | 2022
- **WBENC Americas Top Corporations** | 2017, 2018, 2019, 2020, 2022, 2023, 2024
- **"WE 100 Corporations of the Year"; WE USA** | 2017, 2020, 2021
- **WECatalyze Award winner (WEConnect)** — Sherry Diccion, supplier diversity manager | 2020
- **WEConnect 2022 Platinum Top Global SD&I Champion**
- **WEConnect Top Champions for Supplier Diversity & Inclusion** | 2021, 2022, 2023, 2024
- **WE USA Corporate Buyers of the Year** — Florence Beauvoir, Linda Bliznáková, Paula Del Zotto, Jordan Evers, and Stefan Kunz | 2021
- **WE USA Corporate Buyers of the Year** — Tim Fleming, Bob Healy, Miguel Martinez, Angelica De La Orta, and Petra Pleidelová | 2022



Leading in Technology

In March, the U.S. Environmental Protection Agency announced final national pollution standards for passenger cars, light-duty trucks, and medium-duty vehicles for model years 2027 through 2032 and beyond.

The goal of these standards is to significantly reduce carbon emissions and to provide a substantial amount of benefits to society, including improved air quality and reduced costs for fuel, maintenance, and repairs. To comply with these new standards, auto manufacturers are producing more electric vehicles and plug-in hybrid vehicles.



With these new standards, Toyota is investing \$13.9 billion into opening its first automotive battery plant, Toyota Battery Manufacturing, North Carolina (TBMNC), to develop and produce lithium-ion batteries needed for its expanding portfolio of electrified vehicles. The plant is located in Liberty, North Carolina, and is expected to create about 5,100 new jobs. TBMNC is scheduled

to begin production in 2025 and will have 14 production lines, including four supporting battery production for Hybrid Electric Vehicles (HEV) and 10 supporting battery production for battery electric vehicles (BEV) and plug-in hybrid electric vehicles (PHEV).

The continual growth of BEVs, HEVs, and PHEVs through the

rest of this decade and into 2030 will contribute to Toyota's multi-pathway approach to electrification. With TBMNC serving a central role in Toyota's leadership toward a fully electrified future, Toyota realizes that it's important, now more than ever, to bring diverse suppliers & diverse knowledge into the organization to gain a competitive edge in this new market.

Rick Howard, General Manager, Toyota, is responsible for the procurement of outsourced batteries and battery material/components for in-house battery manufacturing, and he recognizes the importance of including diverse suppliers in this new market. When asked how Toyota is working to include diverse suppliers as it transitions to electrification, Rick states:



As the automotive industry transitions from traditional gas engines to fully electric powertrains, there will be a significant impact on what commodities and suppliers will be sourced for our Naturally aspirated (NA) vehicles. For example, engines will be replaced with batteries, transmissions will be replaced with e-axes, and there will not be a fuel tank or fuel filler pipe. At Toyota, we aspire to have a diverse supply base that reflects the diversity of our workforce and our customers. With the transition to electrification and new commodities/opportunities, our task is to actively seek out and invite diverse supplier partners to join us on this electrification journey.

Simply stated, including diverse suppliers is essential to Toyota's success. In fact, Rick shared the following example of how Toyota engaged a diverse supplier, resulting in an opportunity for both Toyota and the supplier to grow together.

Purchasing Supplier Development (PSD) met with Core Technology Corporation, a local minority business enterprise (MBE) supplier, during a Carolinas-Virginia Minority Supplier Development Council (CVMSDC) event in North Carolina. After this introductory meeting with the company president, the Toyota Motor North America (TMNA) PSD battery group visited their local Greensboro manufacturing facility. Even though the supplier had limited automotive experience, they had good manufacturing fundamentals along with a strong and eager management staff. The PSD buyer (Rosanna Baskin) then coordinated a visit with Toyota Motor Corporation design, TMNA design, and TBMNC quality and gained consensus to include them as a sourcing candidate for parts on our first NA BEV battery module. Core Technology was successful in securing a BEV battery module part through a sourcing competition.

Where this would normally have been the end of this particular activity, and PSD would have focused on production preparation for launch, the PSD buyer coordinated a joint meeting with Core Technology's president and TBMNC's president in an effort to help ensure Core Technology's success. At this meeting, there was a consensus that TBMNC members and Core Technology members would embark on a joint activity to identify improvement opportunities and develop countermeasures and process improvements. This was viewed as a win-win activity that would improve Core Technology's capability as well as provide TBMNC with a platform to develop their production team members and develop a strong relationship with our local supplier. The buyer also coordinated a visit to the Denso, TN facility with Core Technology and TBMNC members to benchmark a best-in-class Toyota supplier.

MANUFACTURING

Toyota Selects North Carolina Greensboro-Randolph Site for New U.S. Automotive Battery Plant

December 06, 2021

MANUFACTURING

Toyota Announces \$2.5 Billion Expansion of North Carolina Plant with 350 Additional Jobs and BEV Battery Capacity

August 31, 2022

In just a few months, the team was able to identify multiple improvements in quality, work standardization, material flow, and safety at Core's Greensboro facility and develop and implement countermeasures. Through a joint presentation of TBMNC members, the activity was reported to the TBMNC president and TMNA PSD executives. Due to the success of the initial activity and the engagement and support from Core technology, it was determined that a second phase of activity would be conducted focusing on tooling and productivity.

Rick also understands how crucial it is to advocate for diversity and inclusion in today's business environment. He shares that "our TBMNC facility is made up of a great diverse workforce. Also, we have a great diverse customer base. It is critical that our supply base also strengthens through diversity."

Rick Howard speaking with the Carolinas-Virginia Minority Supplier Development Council (CVMSDC)



If you'd like more information about TBMNC, please visit the website at Toyota.com/USA/Operations/Map/TBMNC

Toyota Supercharges North Carolina Battery Plant with New \$8 Billion Investment

October 31, 2023



TSD *Highlights*

At our 2024 Annual Business Meeting in Plano, TX, we proudly presented the Toyota Supplier Diversity Awards to recognize the top companies that excelled in implementing outstanding diversity programs in 2023.

Superior Award



Superior Award



Excellent Award



INSPIRED TO

MOVE BUILD

OE LEAD TOGETHER

October 30, 2024 | Novi, Michigan | Suburban Collection Showplace

Create Growth and Build Potential with Over 150 of Toyota's Tier 1's

This year, Toyota celebrates the 34th Annual Opportunity Exchange. With access to over 150 of Toyota's suppliers, educational seminars, guest speakers, networking sessions, and a dynamic tradeshow, the event offers everything Certified Diverse Suppliers need to take their business to the next level.

Since 1990, Opportunity Exchange has been a forum for MBEs and WBEs to build relationships and discuss opportunities for business growth. Over the years, millions of dollars in diverse supplier contracts have been generated as a direct result of connections made at Opportunity Exchange. It is a benchmark for supplier development within and outside the automotive industry, and its impact is immeasurable.

Opportunity Exchange is a testament to the power of diversity and collaboration, driving innovation and growth. We are excited to see the amazing opportunities that will come from this year's event.

KEYNOTE SPEAKER
Michael Norman

Olympic Gold medalist, world record holder, four-time NCAA champion, and four-time California state champion.



Meet *the* Team



“
My Diversity Commitment Statement is to advance inclusion of all people in every aspect of my life.

Matt Greene
Senior Manager

- Leading & Building of Toyota's Supplier Diversity Processes
- Council & Organization Events and Opportunity Exchange



“
My Diversity Commitment Statement is to demonstrate care and respect for others by actively soliciting input from and listening to everyone.

Jennifer Hoffman
Manager

- Supplier Diversity Corporate Mentorship Program - Driving Impact – a Toyota/Adient effort
- Council & Organization Events and Opportunity Exchange



“
My Diversity Commitment Statement is to continue to campaign and be a voice for small and diverse businesses through outreach, innovation and networking.

Tim Yamada
Manager

- Financial Services Supplier Diversity (*Lead*)
- Mentorship Program for Small and Diverse Businesses (*Lead*)
- Council & Organization Events and Opportunity Exchange



“
My Diversity Commitment Statement is to use my voice as an ally for the underrepresented and marginalized communities.

Beverly Watkins
Analyst

- Tier 2 Spend Analytics and Reporting (*Lead*)
- Marketing Strategy and Branding (*Lead*)
- Council & Organization Events and Opportunity Exchange



“
My Diversity Commitment Statement is to create and advocate inclusiveness by inviting and respecting viewpoints from all people.

Ryoko Watanabe
Analyst

- Supplier Intake
- Councils & Organizations Sponsorship (*Lead*)
- Opportunity Exchange (*Support*)



“
My Diversity Commitment Statement is to create an inclusive environment where everyone feels safe to share their thoughts and contribute their ideas.

Alyssa Cetnar
Administrator

- Supplier Diversity Events Coordination
- Council & Organization Events and Opportunity Exchange

Events Calendar

JULY

9

NMSDC
Business Diversity
Leadership Summit
Pittsburgh, PA

15

Disability:IN
Annual Conference
Las Vegas, NV

24

Great Lakes WBC
WESucceed Conference
Indianapolis, IN

30

NGLCC
International Business &
Leadership Conference
Palm Springs, CA

AUGUST

5

CVMSDC Business
Opportunity Conference
Virginia Beach, VA

14

Mid-States MSDC
Golf Networking Social
Fisher, IN

19

MHCC Golf Outing
Lake Orion, MI

21

BDR Summit
Palo Alto, CA

22

TriStateMSDC
Business Marketplace
Virtual

26

WBEC-ORV
Catch The Wave
Cincinnati, OH

27

SouthernRegMSDC
Gateway Conference
& Annual Awards
Birmingham, AL

SEPTEMBER

5

National ACE
AAPISTRONG NextGen
Annual Conference
Santa Clara, CA

11

SMSDC - Diversity at
the Border
El Paso, TX

WBEC-South
WE Summit & Awards
Gala (incl. Board Mtg)
New Orleans, LA

23

Great Lakes - WBC
40th Anniversary
Celebration
Novi, MI

24-25

Great Lakes - WBC
Women's Business
Conference
Novi, MI

OCTOBER

1

MichiganMSDC
Ace Awards &
Chairman's Gala
Novi, MI

6

USHCC
National Convention
Kansas City, MO

20

NMSDC
Conference & BOF
Atlanta, GA

30

TOYOTA
Opportunity Exchange
Suburban Collection
Showplace / Novi, MI