

VTG's Supplier Diversity Program

As a leader in the SDVOB Community, VTG's recognizes that having a diverse supplier pool is a major competitive advantage and a powerful business tool. VTG's supplier diversity mission is to proactively identify, build relationships with, and purchase goods and services from certified small businesses as well as enterprises owned by minorities, women, veterans, members of the lesbian, gay, bisexual, and transgender (LGBT) community, and disabled persons that can help VTG's achieve its corporate objectives.

Supplier Diversity Policy

It shall be the policy of VTG's that diverse suppliers will have an equal opportunity to be included in our strategic sourcing and procurement process. Companies that seek to do business with VTG's must demonstrate the ability to add value, and provide high-quality goods and services that are competitively priced, reliable, and aligned with our superior level of service.

Our objectives include:

- Actively seeking out certified diverse suppliers that can provide competitive, high-quality goods and services whose business model is aligned with our business strategy.
- Ensuring the inclusion of diverse suppliers as a part of our strategic sourcing and procurement process.
- Communicating the value of supplier diversity both internally and externally to all stakeholders.
- Leveraging our supplier diversity results to meet our clients' supplier diversity requirements.

We will measure our success based upon our ability to attain and exceed these objectives

Program Commitment

VTG's is committed to building a strong Supplier Diversity Program. The foundation of our program consists of internal and external deliverables to help ensure program success for all VTG's stakeholders.

Our program focuses on:

- Objective Measurements — establishing and meeting company and departmental goals and objectives that support our overall diversity strategy.
- Tracking and Reporting — monitoring and reporting our progress toward achieving our supplier diversity goals and objectives with a strong emphasis on continuous improvement.
- Training and Education — helping to ensure that associates in decision-making positions throughout our organization understand VTG's supplier diversity principles and commitment.
- External Outreach Activities — seeking diverse suppliers through active involvement with small business and minority development organizations, and participation in various trade shows and procurement events.
- Communications — educating employees, management, diverse suppliers, and the community-at-large on our supplier diversity program, policies, and achievements.

- Second Tier Program — working with VTG’s prime suppliers to achieve supplier diversity at multi-tiered levels within our value chain.
- Awards Program and Recognition — highlighting and rewarding the hard work and outstanding efforts of our employees and recommending suppliers for external awards.

VTG’s Contact Information

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VTG’s Supplier Diversity

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Appendix #1

Eight Steps to Build a Strong, Well Developed Supplier Diversity Program

- Executive Support - We will identify how to involve executive support. What will that support expect from supplier diversity? We will also review a diversity policy statement. If you have a diversity policy statement, what does it or should it say about your organization?
- Business Objectives – We will address how business objectives can be designed to be both a guide and a motivation to achieving your diversity goals.
- Individual Goals – We will evaluate the difference between when an organization has only a department objective versus when everyone has an ownership responsibility. We will examine who in an organization should have a role in supplier diversity. Our focus will be on improved results when more individuals and the best individuals are involved.
- Education – Some examples of education and how they will benefit your process will be reviewed. We will discover who should be educated and how they might be educated to achieve the best results.
- Accountability - Accountability as a motivation and a commitment to the process will be discussed. We will also address how results may be captured and recorded. Examples on using automated ERP systems to capture spend data will be shared. We will discuss the various methodologies utilized to measure supplier diversity spend.
- Celebrating Accomplishments - Accomplishments should always be recognized; everyone likes a thank you. We will examine the positive impact of teamwork and recognition on various levels.
- Development of MBE Core Competencies - Working with your suppliers to ensure that they are competitive and competent is a win-win for all. We will address strategic alliances, mentoring and non-traditional areas for diversity spend. We will focus on “value added” by MWBE suppliers.
- Involvement – We will address the following questions:
 - How do we find diversity suppliers?
 - How should we know if the ownership of a supplier qualifies as a diversity company?
 - What is a “certified minority business”?
 - How can we actively live our policy of maintaining an open door and seeking inclusion opportunities for those companies desiring to provide goods and services to our company?
 - How does involvement in diversity organizations benefit our organization?

One of the keys to success in supplier diversity is involvement in numerous Minority and Woman Business Enterprise (MWBE) organizations. The primary goal of minority business organizations is to provide the vehicle for exposure of their member supplier companies for introductions, connections and networking. These organizations are more than just a roster of members. We will address how to utilize these organizations to get to know diversity suppliers and to link us to qualified and certified suppliers. We can use these organizations to educate suppliers to become more competitive.

Effective inclusion demands active involvement in both numerous MWBE organizations as well as with numerous MWBE suppliers.