SBA U.S. Small Business Administration

SMALL BUSINESS WEEK 1992

A Salute to the Small Business Week Minority Award Winners

SMALL BUSINESS: *Building America's Future*

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Small Business Week

May 10 - 16, 1992

The Small Business Week Minority Awards

Breakfast Committee

Honors the

Minority Award Winners

Tuesday, May 12, 1992

Capital Hilton Hotel

Presidential Ballroom

Washington, D.C.

7:30 a.m. - 9:00 a.m.

MESSAGE FROM THE ADMINISTRATOR

Patricia Saiki
Administrator
U.S. Small Business Administration

It is with great pleasure that I congratulate our minority small business award winners for your outstanding contributions to the American economy. The spirit and dedication you have demonstrated is indicative of the entrepreneurial zeal that makes this country great.

As outstanding business persons, and leaders within your respective communities, you serve as role models for other entrepreneurs to emulate. Your success not only bodes well for your company, but also provides needed jobs and economic vitality.

This year's theme, "Building America's Future," underscores the vital role that minority entrepreneurs must play today, and in the future. As evidenced by the latest Economic Census issued by the Bureau of the Census, minority businesses are expanding rapidly and having a positive impact on all segments of our economy.

It must be noted, however, that America is at a crossroads. We are only beginning to come to grips with a changing global economy emphasizing manufacturing and industrial development to one focusing on technology and service. Our position of prominence in the international arena is now being challenged by Japan and the European Common Market, with the former Republics of the Soviet Union waiting in the wings.

For America to excel in the 1990s and beyond, it is going to take our collective efforts to keep America great. The quality and integrity of your efforts which are being recognized today speak volumes about the commitment to excellence of the minority entrepreneur.

Once again, congratulations on behalf of the SBA for your outstanding accomplishments, and continued success in the future.

THE SPIRIT OF SMALL BUSINESS WEEK and the MINORITY AWARDS BREAKFAST

Judith A. Watts
Associate Administrator
Office of Minority Small Business and Capital Ownership Development
U.S. Small Business Administration

We congratulate you who are receiving special honors for your accomplishments as entrepreneurs and leaders in providing opportunities for small business development. As we celebrate Small Business Week 1992, the theme "Building America's Future" brings to mind the tremendous contributions you have made to your communities and our Nation.

At the Minority Award Winners Breakfast, we take this opportunity to express our appreciation for your sacrifices and achievements. It is very gratifying to see minority citizens take advantage of opportunities and realize the fulfillment of your dreams.

The Minority Award Winners Breakfast, now celebrated for the sixth year, represents a uniting of the minority business community, the corporate sector and the Small Business Administration to recognize a mutual goal—that of small business development. We acknowledge the achievements of our Small Business Week award winners who are minorities. We also commend those in the public and private sectors who have made significant contributions in support of opportunities for minority small business development.

As we continue in the mode of our theme "Building America's Future," each of us will be a vital link for continued minority business development. Let us continue in a spirit of cooperation to build on the achievements that you represent.

You have our sincere wishes for success in all of your future endeavors.

KEYNOTE SPEAKER

Allene S. Roberts
Manager, Public Programs
Philip Morris Companies

Allene S. Roberts is manager, public programs for Philip Morris Companies Inc. She is Philip Morris' liaison to business, civic, community organizations, elected officials, their staffs, and legislative caucuses.

Ms. Roberts has been with the Philip Morris organization for over twenty years, and has held a number of positions of significant responsibility in sales management and government relations/corporate affairs.

Prior to joining Philip Morris, Ms. Roberts was a professional fashion model. She attended Bronx Community College and Baruch College of the City University of New York.

Ms. Roberts is a member of the NAACP, Coalition of 100 Black Women, Government Affairs Professionals, the EDGES Group, the National Association of Black County Officials Business Roundtable, the Corporate Advisory Board of the Association of Minority Enterprises of New York and the National Black Caucus of State Legislators Corporate Roundtable.

She is the recipient of the Harlem YWCA. Cecelia Cabiness Saunders Award, the Coalition of Black Trade Unionists Harriet Tubman Achievement Award, and the New York State Association of Black and Puerto Rican Legislators Corporate Award.

Her volunteer activities have included work with the Harlem YWCA Black Achievers in Industry Mentors Program, Urban League, Black Executives Exchange Program, and the Mid-Bronx Senior Citizens Council.

FROM THE CHAIRMAN AND MASTER OF CEREMONIES

Clinton A. West, Chairman
Minority Awards Breakfast Committee
President, Westco Automated Systems

It is with great pleasure that I have served as the Chairman of the 1992 U.S. Small Business Administration's Minority Awards Breakfast Committee. I also consider it an honor to serve as your master of ceremonies for this event.

The Minority Awards Breakfast, celebrating its sixth year, was first held to provide a venue for minorities in business to recognize their own. At the same time, it provided a much needed opportunity for small minority business owners to say thank you to the multitude of people within the U.S. Small Business Administration and throughout federal government who labor tirelessly to ensure the success of minority support programs.

Since the first breakfast, the number of minority-owned businesses in America has increased five-fold. Minority-owned businesses now represent the single largest small business sector in this country. Minority-owned small businesses generate more than $10 billion annually, making them a viable economic and political force.

From small, home-based companies to large industrial and manufacturing plants, the contributions of minority-owned business to this country are the foundation for *"Building America's Future."*

SMALL BUSINESS WEEK
MINORITY AWARDS BREAKFAST

PROGRAM

Master of Ceremonies **Introductions**	Clinton A. West, Chairman Small Business Week Minority Awards Breakfast Committee
Presentation of Colors **District of Columbia National Guard** **Master Sergeant Joseph Queen**	
Pledge of Allegiance	Leon J. Bechet Director, Office of Veterans Affairs U.S. Small Business Administration
National Anthem	Kendallynne Knott-Howard, Soloist
Invocation	Reverend Mr. Joseph M. Conrad, Jr. Archdiocese of Washington
Welcome	Judith A. Watts Associate Administrator Minority Small Business and Capital Ownership Development U.S. Small Business Administration

BREAKFAST SERVED

Greetings and Introduction of the Administrator	Mitchell F. Stanley Associate Deputy Administrator for Finance, Investment and Procurement
Remarks	The Honorable Patricia Saiki
Keynote Address	Allene Roberts, Manager, Corporate Public Programs Philip Morris Companies Inc. New York, New York
Presentation of Awards	Patricia Saiki, Judith A. Watts, Clinton West Assisting: Mary Walker and Rawlein Soberano Announcing: Nancy Flake
Closing Remarks	Judith A. Watts, Associate Administrator Clinton A. West, Chairman

1992

SMALL BUSINESS WEEK
MINORITY AWARDS BREAKFAST

COMMITTEE AWARD WINNERS

NATIONAL CORPORATE AWARD

Joan E. Larson
Small Business Liaison Officer
FMC Corporation (Ground Systems Division)
San Jose, California

Ground Systems Division (GSD) is an operating unit of FMC Corporation, one of the world's leading producers of chemicals and machinery for industry, government and agriculture. The company reported annual sales of $3.7 billion in 1990, with international sales to more than 100 countries.

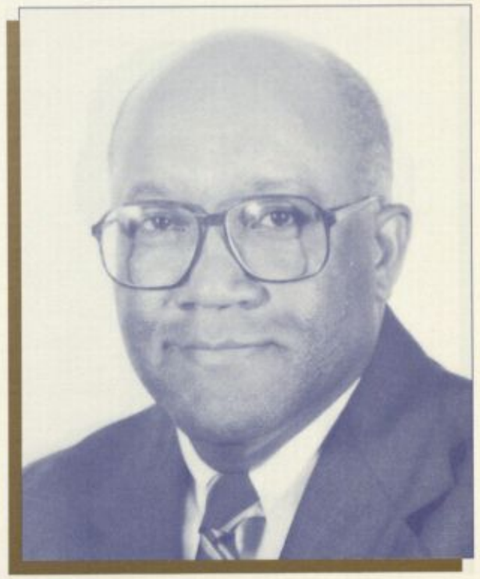
GSD is known worldwide for its manufacturing of tracked, armored combat vehicles for the U.S. Army, U.S. Marine Corps, and the military of allied nations worldwide.

In spite of reduced defense spending, supplier base reduction and mandatory utilization of source directed items — GSD has shown a dramatic and consistent increase in small, minority and woman owned business utilization. The increase is primarily due to the active seeking of diversity solutions to unplanned production obstacles.

The success of GSD's minority subcontracting program is directly linked to FMC's corporate philosophy that diversity is a way to ensure leadership in tomorrow's marketplace.

GSD has received numerous awards recognizing its commitment to minority business, including: the 1990 Congressional Hispanic Aerospace Award (Stratosphere), "Outstanding" Defense Contract Management Area Office rating of its subcontracting program, selection as a board member of the Models of Success Task Force (President's Commission on Minority Business Development, and DCMAO's recognition for achieving SDB subcontracting levels in excess of 5 percent for fiscal years 1990 and 1991.

LIFETIME ACHIEVEMENT AWARD



Robert J. Brown
Chairman, President and CEO
B & C Associates, Inc.
High Point, North Carolina

Robert Brown has a long track record of accomplishments. He holds eight honorary doctorate degrees and seven national achievement awards. He is a lifetime member of the NAACP and serves on the board of directors of Boston University, Robert Schuller's Crystal Cathedral Ministries, Southern Christian Leadership Conference, Operation PUSH and the Martin Luther King, Jr. Center.

Mr. Brown is a well-respected businessman. In 1960, he founded B & C Associates, Inc., a company specializing in public relations and crisis management. Through Mr. Brown's 32 years of hard work and determination, B & C has grown into a thriving business serving Fortune 500 clients such as F. W. Woolworth, Nabisco Brands and Johnson Wax.

In recognition of Mr. Brown's superior leadership and managerial skills, President Nixon appointed him as a special assistant in 1968. During his tenure at the White House, Robert Brown started and developed the U.S. Minority Enterprise Program and initiated the U.S. Government Black College Program.

He is well known for his community participation and believes in giving something back to the community and the world. Examples of his commitment include: arranging for full scholarships that allowed Nelson Mandela's daughter and son-in-law to attend Boston University, reaching out to Black colleges by hiring interns, giving cash contributions to organizations that help the poor, and annually sending a shipment of clothing to South Africa for the elderly and disadvantaged.

In 1984 Mr. Brown established the International Concern Foundation to assist the needy, not only in this country but specifically in third world countries.

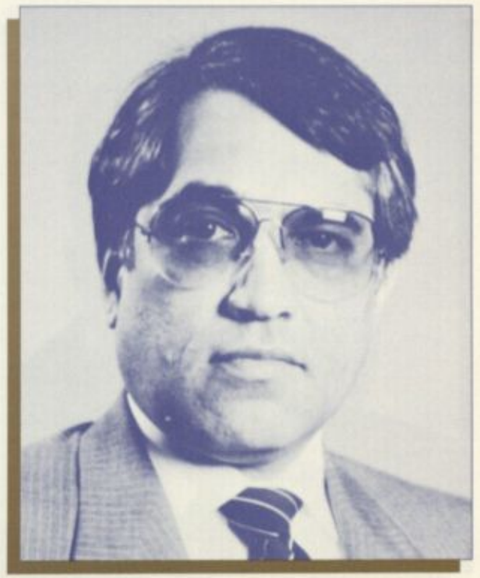
Tony K. Wong
CEO
KaWES & Associates, Inc.
Rosemead, California

Tony Wong is founding principal and chief executive officer of KaWES & Associates, Inc. KaWES is an engineering firm performing services for both private and public work projects.

Mr. Wong set his sights early on a career in engineering. He polished his skills by completing both bachelor of science and master of science degrees at California State University. Prior to the establishment of KaWES in 1983, Mr. Wong completed 16 years of professional experience as an engineer with major engineering firms in Southern California.

With this background, he has been able to keep his firm on the cutting edge and take full advantage of the electronic age and has computerized its engineering, accounting, and data transmission capabilities to produce cost effective products. KaWES offers extensive capabilities including: highway design, feasibility studies, airport pavement design, architectural engineering, and water storage and distribution systems.

Mr. Wong is heavily involved in civic and professional organizations including: the Los Angeles Rotary Club, Asian Business Association, Los Angeles City Department of Water and Power, American Planning Association, American Society of Civil Engineers and American Public Works Association.



Juan J. Gutierrez
President and CEO
INTERAMERICA
McLean, Virginia

Juan Gutierrez has established himself as one of this nation's leading business and community leaders. Even though most of his achievements are quite noteworthy, he has received little fanfare. He is often compared to Cal Ripken, Jr. of the Baltimore Orioles—a true professional who goes about his job without much notoriety, but continuing to post success after success.

In 1964, at the age of 21, Mr. Gutierrez gave an early indication of his ability by being elected to a four-year term as justice of the peace in Hidalgo County, Texas. His election made him the youngest elected official in modern Texas history.

In 1968, Mr. Gutierrez, in association with two others, established Interstate Research Associates (IRA), a not-for-profit research/consulting firm. IRA served as a leading advocacy group on Mexican-American issues.

In 1971, in association with his partners from IRA, Mr. Gutierrez established INTERAMERICA. Eventually he was able to purchase his partners' interests and become 100 percent owner of the firm.

INTERAMERICA became one of the early pioneers in the 8(a) Program. Additionally, the firm established a standard of excellence by securing contracts to operate national clearinghouses.

In 1983, Mr. Gutierrez purchased Kemron Environmental Services. The firm was in bad financial condition. He was able to turn the company around and last year posted revenues of $18 million with a workforce of 275.

Mr. Gutierrez has been instrumental in assisting other minority firms to get into business. He is also noted for administering a "youth program" in his companies in which he employs many young people during the summers to introduce them to the business world.

Raymond E. Dennison
President
AmerInd, Inc.
Alexandria, Virginia

Raymond E. Dennison has established himself as one of this country's leading experts in the areas of minority affairs and government contracting. Today, Mr. Dennison is president of AmerInd, a company conducting contract administration, requirements analysis, and instructional systems design. He has headed AmerInd since 1985 and expanded the firm from an initial staff of two and annual revenues of $78,000 to its present staff of 105 with annual revenues exceeding $6 million.

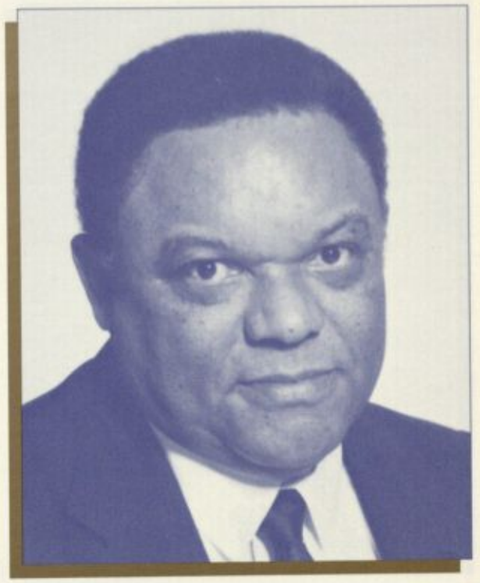
Mr. Dennison reached his current level of success through years of hard work and commitment. He got his start as an enlisted Marine in 1957, and would go on to serve in the military for 25 years.

During his distinguished military career he had many notable assignments including serving as an administration/personnel officer, flight instructor, squadron pilot, training officer and logistics officer. This duty included four tours in Vietnam.

In addition, he served as a presidential command pilot in which he was assigned to the Military Office of the White House and provided helicopter transportation for Presidents Nixon, Ford and Carter as well as other high level U.S dignitaries and visiting foreign heads of state.

He concluded his military career serving as the minority affairs and equal opportunity officer of the U.S. Marine Corps. In this position, he created and implemented the Marine Corps' first affirmative action plan, which was used as a guide throughout the Department of Defense.

Mr. Dennison holds a bachelor of arts in human resources management from Pepperdine University, and a master's certificate in government contracting from George Washington University.



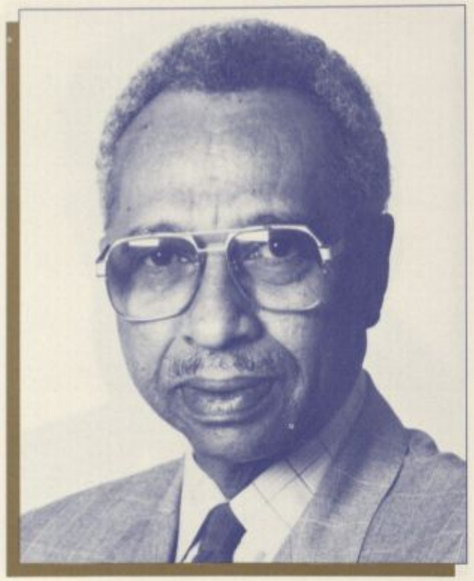
Albert R. Spaulding
President and CEO
Automation Research Systems, Limited
Alexandria, Virginia

Albert R. Spaulding is president and chief executive officer of Automation Research Systems, Limited. The firm which specializes in high technology information management has prospered during Spaulding's nine years of leadership. The firm has expanded from a handful of employees, to a workforce of over 400. Also during this period, the firm's services have expanded to include management consulting, environmental engineering, telecommunications, video production, and systems integration.

Mr. Spaulding has over 30 years of management experience. He also completed a successful military career in the Army, retiring at the rank of colonel.

Mr. Spaulding has a distinguished academic background which includes a bachelor's degree in civil engineering from Hampton University and a master's degree in business administration from Northwest Missouri State University.

More than any of his personal accomplishments, Mr. Spaulding is noted for his contributions to other aspiring minority entrepreneurs as well as his community service. An example of this commitment is his participation in a computer mentor program at two local elementary schools designed to foster achievement with "at-risk" youths in grades 1 through 5. He also has served as a sponsor for the annual Cystic Fibrosis Sports Challenge and assisted Central State University in providing support to its programs.



Honorable Parren J. Mitchell, Chairman
Minority Business Enterprise Legal Defense and Education Fund
Washington, D.C.

Parren J. Mitchell has devoted his life to promoting civil rights. He got an early start in his lifelong quest of promoting social change. At 12 years of age he was noted for picketing and leading marches in his native Baltimore, Maryland.

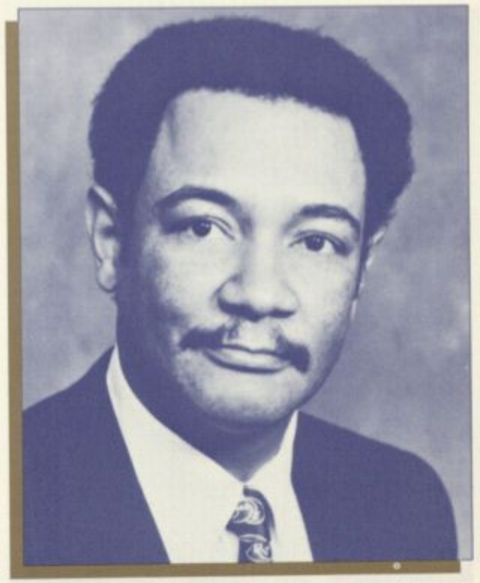
Mr. Mitchell went on to earn a bachelor's degree from Morgan State University. Upon graduation, he applied for admission to graduate school at the University of Maryland and was denied. He sued the school and subsequently became the school's first black graduate student in 1950. After receiving his master's degree, Mr. Mitchell returned to teach at his alma mater (Morgan State University).

In the 1960's Mr. Mitchell went on to become executive director of Baltimore's anti-poverty program. He also served as executive secretary for the Maryland Human Relations Commission and played a pivotal role in the enactment and implementation of Maryland's statewide Public Accommodations Law.

In 1970, he was elected Maryland's first black congressman. During Mr. Mitchell's eight-term tenure he served as: whip-at-large; senior member of the House Banking, Finance and Urban Affairs Committee; chairman of the House Small Business Committee; a member of the Joint Economic Committee; and a member of the Presidential Commission on the National Agenda for the Eighties.

In 1980, he founded The Minority Business Enterprise Legal Defense and Education Fund, Inc. and presently serves as chairman of the board.

Parren Mitchell holds a total of 14 honorary degrees, including five doctor of humane letter awards, five doctor of law awards and four doctor of social science Awards. In addition, he has been recognized with over 2,700 other awards, including one from the Martin Luther King, Jr. Center in Atlanta.



Weldon H. Latham
Senior Partner
Shaw, Pittman, Potts and Trowbridge
Washington, D.C.

Weldon H. Latham is one of this country's top legal experts in the areas of public contract law and minority business law. He is a senior law partner in the firm of Shaw, Pittman, Potts and Trowbridge.

He received a bachelor of arts in Business Administration from Howard University in 1968 and a juris doctorate from Georgetown University Law Center in 1971. He is a member of the bars of the District of Columbia, Commonwealth of Virginia and the United States Supreme Court.

Mr. Latham has been active in political affairs and has a distinguished record of public service. He has served as Assistant General Counsel, Executive Office of the President's Office of Management and Budget.

He has held appointments by the last three governors of Virginia, including the board of visitors of Virginia Commonwealth University, the Regulatory Reform Advisory Committee, and was recently appointed to the board of visitors (trustee) of George Mason University. He served as Maryland Legal Counsel to the Mondale campaign and on the finance committees of Governor Wilder and several ranking members of Congress.

Mr. Latham is active in many professional and civic organizations and serves on the board of directors of several metropolitan Washington, D.C. area institutions. He serves on both the board of directors and the executive committee of the Greater Washington Board of Trade and was appointed chairman of the Regional Affairs Committee. He is listed in *Who's Who in American Law*, *Who's Who in the East*, and *Who's Who Among Black Americans*.

DISTINGUISHED AWARD OF EXCELLENCE

Elizabeth Lisboa-Farrow
President
Lisboa Associates, Inc.
Washington, D.C.

Elizabeth Lisboa-Farrow is the founder and president of Lisboa Associates, Inc. When she started the firm in 1979, she brought more than 25 years of experience in public relations and marketing to the communications consulting firm. Today, Lisboa Associates (an 8(a) certified firm) specializes in national health, education and public sector policy.

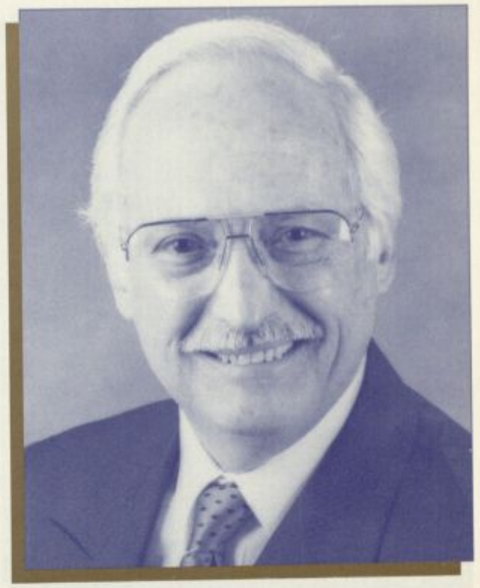
Ms. Lisboa-Farrow has represented Fortune 500 companies, small businesses and public sector institutions. In addition, she has directed multi-million dollar advertising budgets and represented a wide variety of publishing, film, arts and entertainment accounts.

In the past five years, Ms. Lisboa-Farrow has developed an extensive list of contacts in the health field including top researchers, psychiatrists, psychologists and their professional associations; health support and advocacy groups; and representatives from the related corporate community (including Upjohn, Abbott Laboratories, Bristol Meyers Squibb, and Proctor and Gamble).

Ms. Lisboa-Farrow is proud of the fact that her company subcontracts with other minority- and women-owned firms whenever outside contractors are needed. The company has also teamed up with 8(a) graduates to bid on contracts.

Ms. Lisboa-Farrow, a member of the U.S. Chamber of Commerce, the Ibero-American Chamber of Commerce and the Hispanic Business and Professional Women's Association, is fluent in Spanish and frequently communicates important policies and programs to Hispanic populations. She was appointed to the SBA Advisory Council in 1981, and has been listed in *Who's Who in American Women* from 1983 to the present.

DISTINGUISHED AWARD OF EXCELLENCE



Diego A. Suarez Sanchez
Chairman and CEO
V. Suarez & Company, Inc.
San Juan, Puerto Rico

V. Suarez & Co., Inc., a family-owned firm, was founded in 1943 by Vicente Suarez, father of Diego Suarez. Diego Suarez joined the company after graduating from Villanova University in 1950 with a degree in business administration. He initially started out as a route salesman, and quickly rose through the ranks until he reached his present position as CEO.

Today, under the leadership of Mr. Suarez, the company is organized into four main divisions, selling beverages, food and household goods, as well as toys, housewares and recreational items. The firm has yearly sales of around $250 million and is recognized as one of the largest Hispanic businesses in the United States.

Mr. Suarez is a true renaissance spirit and is one of Puerto Rico's leading business and community leaders. He is active in a number of civic and professional organizations. His affiliations include: founder and president of Enceste, Inc., a national preservation and beautification campaign initiated in 1974; sponsor of the Roberto Clemente Sports City; chairman of the Fundraising Committee for the Olympic Village (1983-86), and member of the Chamber of Commerce and the Puerto Rico Manufacturers Association.

He has been the recipient of numerous awards and honors including: Citizen of the Year 1977/1982 (Chamber of Wholesale Merchants), Recognition of Honor (Puerto Rican Legal Defense and Education Fund, Top Management Award (Sales & Marketing Executives Club), and Distinguished Importer/Distributor of the Year (Time Magazine).

STATE/LOCAL SMALL BUSINESS ADVOCATE AWARD

Claire E. Freeman
CEO
Cuyahoga Metropolitan Housing Authority (CMHA)
Cleveland, Ohio

Claire E. Freeman has a long history of professional excellence and commitment to the public service. A Cleveland, Ohio native, she received a bachelor's degree from the University of California at Riverside and a master's degree in urban and regional planning from the University of Southern California.

Early in her career, Ms. Freeman served in such positions as manager for housing and community development for the California Association of Realtors, lay advocate for the Watts Neighborhood Law Office, and human affairs manager for the City of Inglewood, California.

In 1981, Ms. Freeman served as the deputy assistant secretary for Community Planning and Development for HUD. She was responsible for the management of the $60 million Secretary's Discretionary Fund and the Office of Program Analysis and Evaluation.

She went on to serve as deputy assistant secretary for Civilian Personnel Policy in the Office of the Secretary of Defense in 1984. During that time, Secretary Casper Weinberger selected Ms. Freeman to represent DOD on the congressionally mandated Task Force on Women, Minorities, and the Handicapped in Science and Engineering Careers.

In recognition of her outstanding management skills, President George Bush named her as assistant secretary for administration at the Department of Housing and Urban Development in 1989.

In 1990, Ms. Freeman was named the chief executive office of the Cuyahoga Metropolitan Housing Authority. As executive director, she manages a $100 million budget, 22,000 housing units and a workforce of more than 700 employees.

She has been the recipient of several civic and professional awards, including the HUD Distinguished Service Medal (1984), the NAACP Meritorious Service Award (1987), and the DOD Distinguished Public Service Award (1989).

FEDERAL ADVOCATE AWARD

Pat L. Hodge
Program Analyst
Office of Small and Disadvantaged Business Utilization
U.S. Department of Transportation
Washington, D.C.

Pat L. Hodge is a program analyst in the Direct Contracting/Financial Assistance Division of the U.S. Department of Transportation's (DOT) Office of Small and Disadvantaged Business Utilization. She is responsible for developing and implementing effective programs to ensure the participation of minority, women-owned, small and disadvantaged business entrepreneurs in the DOT direct procurement and federal financial assistance activities. She is also responsible for negotiating direct procurement goals with all DOT operating administrations and the Small Business Administration (SBA).

During Ms. Hodge's tenure, DOT's procurement goals for minority and small businesses have steadily increased. For example, in 1989, the DOT's 8(a) goal exceeded 14 percent, while the national goal was just 5 percent.

Ms. Hodge has a master's degree in teaching from Trinity College and a bachelor's degree in Business Education from the University of the District of Columbia with honors.

For the past several years, Ms. Hodge has received outstanding appraisals for her contributions to the DOT Minority Business Enterprise Program. The National Business League of Montgomery County (Maryland) recognized her initiative and commitment at a recent awards breakfast.

In September 1991 and December 1991 she was recognized by DOT Secretary Samuel Skinner for excellent professional performance. Secretary Skinner cited her dedication and commitment to small business and representing DOT with the highest standards of excellence and service. At this awards ceremony she received Secretary Skinner's "WAY-TO-GO" Award. This prestigious award is given to only a select few.

FEDERAL ADVOCATE AWARD

Verl Zanders
Deputy Director
Office of Small and Disadvantaged Business Utilization
U.S. Department of Health and Human Services
Washington, D.C.

Verl Zanders is currently the deputy director for the Office of Small and Disadvantaged Business Utilization, Department of Health and Human Services (HHS). He develops and implements policies and procedures that are designed to foster the awareness of the small and minority business community to the contracting opportunities available throughout HHS.

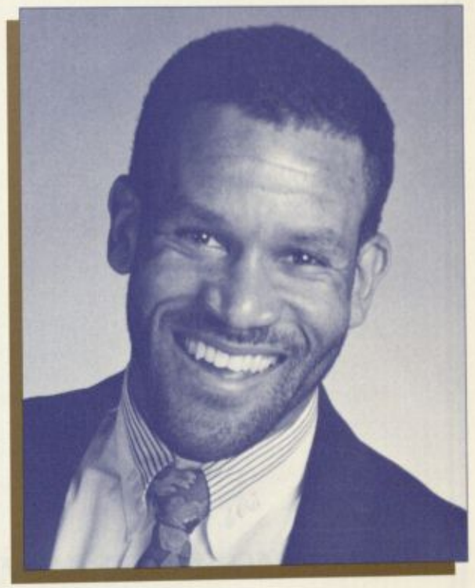
Mr. Zanders is highly regarded by the business community as well as the federal sector as a true professional and advocate for small and minority businesses. His tenure spans approximately 14 years, including his present four years of service as deputy director and ten previous years of service as a procurement center representative at the Small Business Administration (SBA).

During his tenure with the SBA, Mr. Zanders worked with a wide range of federal agencies to secure contracting opportunities for small and minority-owned businesses. These agencies included HHS, the Department of Energy, the Nuclear Regulatory Agency and the Agency for International Development. He is responsible for creating new procurement opportunities in highly technical and specialized areas within research-oriented federal agencies, which were previously restricted to large businesses and in some cases "sole source."

One of the most notable achievements of Mr. Zanders' career has been the acknowledgement of his efforts by federal agencies with which he has had an adversarial role. He received a "Certificate of Recognition" from HHS for his contribution to the success of HHS in achieving and exceeding the president's fiscal years 1983-1985 Minority Business Procurement Objectives. The National Institute of Health also recognized Mr. Zanders with its "Outstanding Service Award" for his efforts in increasing awards made to small and minority businesses at the NIH.

Recently, he received a prestigious award from the Black Presidents Roundtable for his long-standing commitment and dedication.

YOUNG ENTREPRENEUR AWARD



Larry N. McKenney
President
LNM Corporation
Rockville, Maryland

Larry N. McKenney has established himself as an entrepreneur on the rise. At the age of 29, he is president and sole stockholder of LNM Corporation, a lawn maintenance firm serving metropolitan Washington, D.C. The firm currently has nine full-time employees and an additional 10-15 temporary employees hired annually during the height of the lawn maintenance season. The firm anticipates sales of $1 million for fiscal year 1992.

LNM is an 8(a) program participant and specializes in servicing commercial and federal customers. The firm has grown consistently by providing top quality services.

Mr. McKenney has a solid background. He is a graduate of the University of Maryland, where he earned a bachelor's degree in business administration, and has taken extension courses at the University of Southern California.

With his hard work and determination, Mr. McKenney is a role model for other young minority entrepreneurs to emulate. The example he has set through the success of LNM demonstrates that earning a college degree and taking it to corporate America is only one alternative, but not the only alternative.

Mr. McKenney is active in his community and takes time out regularly to assist other aspiring entrepreneurs.

MINORITY INSTITUTION AWARD

Alphonse H. Carter
Dean, School of Business
Hampton University
Hampton, Virginia

Hampton University is being recognized with the Minority Institution Award for its leadership role in educating future minority entrepreneurs, and in promoting minority entrepreneurship.

The mission of Hampton's School of Business is to prepare students for managerial positions, to conduct research relevant to the management process, and to provide continuing eduction experience to current managers.

The school offers undergraduate and graduate courses in all areas of business leading to a bachelor of science, masters of business administration, or masters of science and management degree. It also offers a summer program to expose high achievement students to a graduate school curriculum. Currently, there are approximately 1,750 students registered in the school.

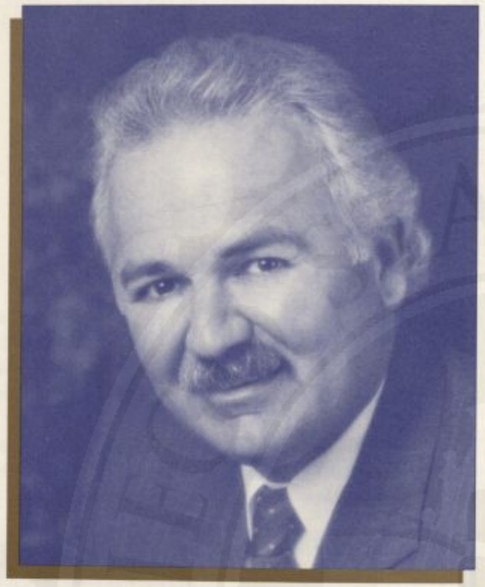
There are 41 full-time faculty, 61 percent with terminal degrees and 29 percent with master's degrees and industry experience. Faculty have had additional consulting and working experience in Africa, Latin America, Southeast Asia, Canada and the Caribbean, and are active in many professional associations.

As the percentage of minority entrepreneurs continues to increase at a rate greater than the overall national level, institutions such as Hampton will play a pivotal role in helping America compete in our global marketplace.

U.S. SMALL BUSINESS ADMINISTRATION

1992 AWARD WINNERS

ENTREPRENEURIAL SUCCESS AWARD



Frederick R. Ruiz
President
Ruiz Food Products, Inc.
Dinuba, California

Frederick R. Ruiz, in association with his father Louis, established Ruiz Food Products in 1964. The company specialized in the production of frozen Mexican food. The firm was started in a 400-square-foot warehouse with 4 employees, a small freezer, kitchen stove, and a mixmaster.

The initial product for the firm was frozen enchiladas, taken from an old family recipe. Fred and Louis cooked and prepared products every morning and Louis acted as both the salesman and the delivery driver in the afternoons. Those first few years were slow, but business did gradually improve.

In 1977, with the help of a SBA 502 loan, the company purchased the land adjacent to the plant and a new 5,000-square-foot dry storage warehouse was built. That year production space doubled. SBA was also there for Ruiz Food Products by supplying SCORE and technical assistance. These were vital to the growth and success of the firm.

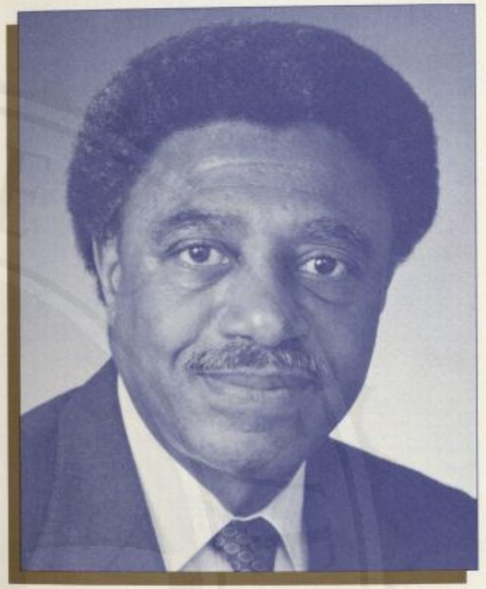
During the next seven years the company experienced exceptional growth. In 1983, with 250 employees and sales of $10 million, the firm, after having been selected as the State of California Small Business of the Year, went on to Washington, D.C. to be selected as the National Small Business of the Year. This award was presented to Fred and Louis in the Rose Garden by President Reagan.

In 1991, Ruiz Foods moved into its current 200,000-square-foot, $16.5 million state-of-the-art facility in Dinuba, California. The new plant employs 1,050 people and annual sales for this year are expected to be over $78 million.

Fred and Louis have built Ruiz Food Products into one of the largest and fastest growing companies in the nation. This year, the company was ranked as the 24th largest Latin-owned firm in the country by *Hispanic Business Magazine*. The firm was ranked 29th by this same magazine in 1990.

Along with the 1983 National Small Business of the Year Award, Fred was honored as "Master Entrepreneur of the Year" by *Inc. Magazine* in 1990 and was the recipient of the Latin American Business Man of the Year award in 1989.

MINORITY SMALL BUSINESS ADVOCATE OF THE YEAR



Harold K. Brown
Associate Dean of External Relations
San Diego State University
San Diego, California

Harold K. Brown's advocacy for minority small businesses began in 1969. As a management trainee and later a loan officer for Marine Midland Bank of New York, he worked with the bank's minority business customers in an effort to strengthen their businesses. In 1968, he helped to form a company, McKissick Enterprises, to provide venture capital to minority businesses.

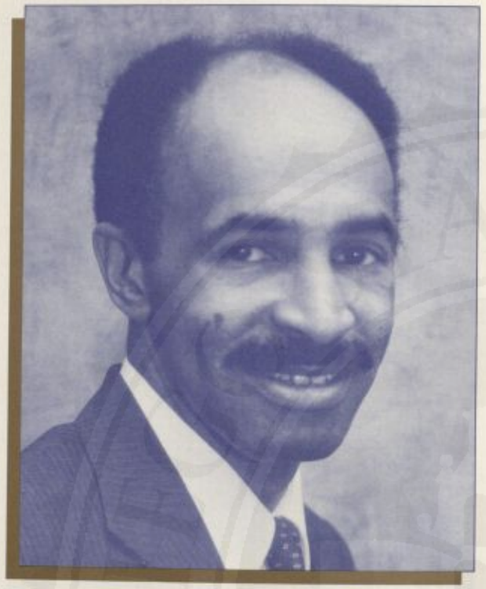
As founder and president of the Black Economic Development Task Force, Mr. Brown has been an avid spokesperson for minority businesses, speaking and writing extensively on the subject. As the leader of the task force, he has made the phrase, "Black Economic Development," a meaningful and familiar term.

As a testimony to Mr. Brown's leadership as an advocate for minority businesses, he was recently asked by Dr. Joshua Smith, President Bush's appointment as chairman of the U.S. Commission on Minority Business Development, to be one of the principal organizers, on the national level, to establish a program to assist minority business development.

He was also the catalyst in the formation of a coalition organization of San Diego's minority communities to address economic development and business development issues. The name of this organization is Communities United for Economic Justice. It represents the women and African-American, Asian, Hispanic and Native-American communities. Brown serves as the organization's president.

He has been in upper management at San Diego State University for 20 years, and has become a pillar of the community. Mr. Brown holds a bachelor of arts from San Diego State University, a masters of business administration from Fordham University, and is currently completing coursework toward a doctor of philosophy degree at Claremont Graduate School in California.

ACCOUNTANT ADVOCATE OF THE YEAR



Lester Coffey, C.P.A.
President
Coffey & Associates
Rockville, Maryland

Lester Coffey is president of Coffey & Associates, a management consulting firm located in Rockville, Maryland. He holds a bachelor of science in management from Mississippi State University, a masters of business administration in management and finance from Pennsylvania State University, and is a certified public accountant.

Mr. Coffey also serves as president of the Greater Gaithersburg, Maryland Chamber of Commerce. As the first minority president of the chamber, he has led the effort which repositioned the organization to better serve as an advocate for small businesses. Through the District of Columbia Institute of CPAs, he taught controllers, CFOs and other accountants how to lead their departments and be total managers. He continues to serve as a member of the Maryland Small Business Development Advisory Board.

He has supported proposed health care legislation and initiatives to provide cost-effective coverage for small business at county, state and federal levels through meetings with legislators and other forms of communications.

Mr. Coffey is the author of several articles, including one in the prestigious Board of Trade News of the Greater Washington Board of Trade, "Cash Flow Management in Hard Times." He is a national speaker on matters dealing with cash flow, strategic planning, credit management, and loan packaging. He has made several presentations before nationally recognized financial organizations, including the Federal Reserve System.

Previously, Mr. Coffey held financial positions with the Securities and Exchange Commission and Gulf Oil Corporation and completed the Manager Development Program with General Telephone and Electronics. He is a member of the board of directors of several non-profit organizations.

SMALL BUSINESS EXPORTER OF THE YEAR

Paul C. Hsu
President
Hsu's Ginseng Enterprises, Inc.
Wausau, Wisconsin

Paul C. Hsu epitomizes the American dream. He was born in Taiwan, and received his early school training there before coming to the United States to pursue a graduate degree at the University of Wisconsin. Upon graduation, he was employed by the Wisconsin Department of Health and Social Services as a social worker. While employed as a social worker, he heard a news report about American ginseng cultivation in Central Wisconsin. Intrigued by the report, he began a part-time business purchasing ginseng from area growers and mail ordering it to Chinese-Americans. Within two years the part-time business had blossomed to the point that Mr. Hsu left his job with the State of Wisconsin.

Mr. Hsu decided that if he really wanted to prosper in the industry he would have to grow his own ginseng. In 1978 he started growing Ginseng on a small scale with one-half acre under the name Hsu ginseng Farms. The farming aspect of his business has grown steadily. It is now the nation's largest ginseng farming operation.

Mr. Hsu is now one of this nation's leading exporters in the Pacific rim. His company has offices in New York, Los Angeles, and Hong Kong, and business has expanded to the point that export revenues exceed domestic revenues.

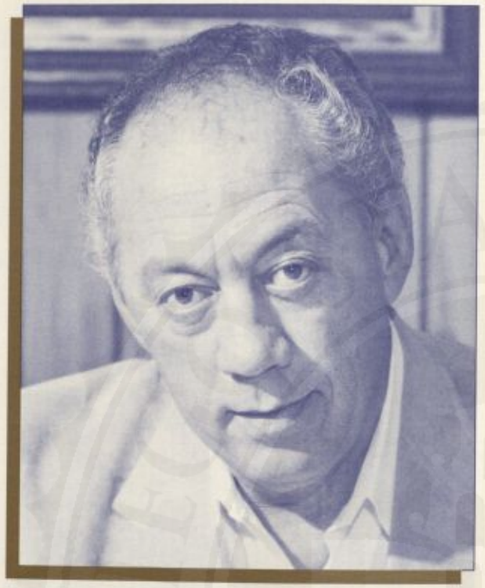
Today the business has total sales of over $13 million with export sales of nearly $8 million.

Mr. Hsu's exporting expertise is demonstrated by the fact that he was asked to accompany the trade missions of Governor Thompson as well as Congressman Obey and Senator Proxmire.

In 1985 he was instrumental in helping to get the trade tariff on ginseng lowered in Taiwan from 35 percent to 17 percent. Through his continuing efforts the trade tariff has since been reduced to 5 percent.

Mr. Hsu continues to expand his business by applying state of the art technology in cultivating American ginseng for export, and also by participating in ongoing trade missions to mainland China to expand exporting opportunities to American companies.

NATIONAL & REGIONAL PRIME CONTRACTOR OF THE YEAR (Region 10)



John H. Chapman
President
Morrison Construction Services, Inc.
Pasco, Washington

John Chapman is president of Morrison Construction Services, Inc. He has an outstanding background of training and experience which includes serving in the U.S. Navy and attending Columbia Basin College, Central Washington State University and Washington State University.

He has directed Morrison Construction into one of the country's leading full-service general contracting firms, with an emphasis on mechanical design and construction, service and maintenance of equipment installation, and energy management.

Mr. Chapman prides himself on being able to work with owners, contractors, architects and engineers on projects large and small. Working to the customer's individual needs, the company designs, fabricates and delivers projects that are on line, on schedule and within budget guidelines.

Today, the firm has a management staff of 18 and utilizes up to 100 full-time craft workers. Due to the dynamic growth of the company, it now houses two locations in Pasco and Richland, Washington.

The 8(a) certified company has a broad list of key federal clients including: the Departments of Energy, State and Interior, the Army Corps of Engineers, and the Federal Aviation Administration.

REGIONAL PRIME CONTRACTOR OF THE YEAR (Region 8)

Joseph M. Aragon
President
ProServe Corporation
Denver, Colorado

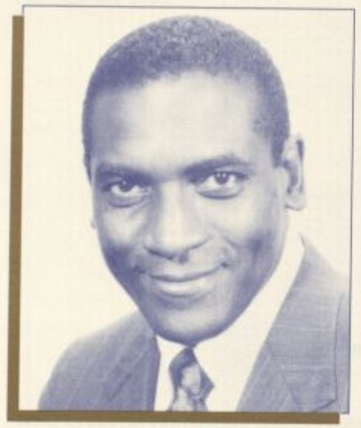
Joseph Aragon founded and has successfully served as president of ProServe Corporation, a full-service food management company. He developed the company from start-up status in 1984, to its present status as *Inc. Magazine's* 42nd and *Hispanic Business Magazine's* 3rd fastest growing company. Clients include schools and colleges, government agencies, healthcare and hospital facilities, business, correctional, and industrial operations.

Certified as an 8(a) firm in 1987, ProServe's marketing efforts resulted in the award of two major contracts in the fall of 1989. In 1991, after one year at Lowry AFB, Colorado, ProServe won the prestigious John L. Hennessy Award as the U.S. Air Force's best large food service operation in the world. The company's Buckley Air National Guard operation is the Air Force Space Command's top facility this year and is a finalist for the 1992 Hennessy Award.

Mr. Aragon has clearly established himself as one of this nation's leading entrepreneurs. He began his career by enlisting in the Air Force where he was named Outstanding Airman of the Year for Keesler Air Force Base. He also worked for 11 years at the U.S. Department of Justice.

Mr. Aragon's training includes a bachelor of science degree in management from Florida State University, and a master's degree in public administration from the University of Wisconsin.

STATE SMALL BUSINESS PERSONS OF THE YEAR



K. David Boyer, Jr.
President
TROY Systems, Inc.
Alexandria, Virginia

David Boyer founded TROY Systems, Inc. with Felicity Belford in 1984. The company was started with a strategic vision and solid business plan outlining the company's path for success. TROY Systems specializes in strategic systems planning, information engineering, network engineering, full-life cycle support, and telecommunications management. Mr. Boyer wanted to keep expenses down so he worked out of a home office offering consulting services.

As the company slowly began to obtain contracts and consulting engagements, Boyer decided to expand the company's marketing base and became certified by SBAs 8(a) Program in 1986. At this time, Mr. Boyer also began developing a highly qualified management team.

In 1988, TROY Systems obtained its first 8(a) contract, and business took off from that point. Sales for 1988 were $600,000. Today, the company has revenues of $6 million and employs 130. It is recognized by both government and industry for its quality service, technical competence and fairness in pricing.

Mr. Boyer is noted for his commitment to helping others and has provided guidance and leadership to young minority entrepreneurs.

He is an active participant in the DC Works minority internship program, and supports a local minority youth group.

Priscilla "June" Chaco Terlaje
Executive Director
Island Wedding Service
Tamuning, Guam

June Terlaje established Island Wedding Service in 1985. After years of using her expertise in cosmetology and small business operations as an employee of other firms, she decided to start her own business. The firm specializes in complete wedding arrangements.

Like most new small businesses, Ms. Terlaje encountered difficult times. When Island Wedding Services commenced operations on Guam, she had stiff competition from three other firms all owned by men. As she strived to establish the credibility of her business, finances were stretched to the limit.
Initially the firm was only able to average two weddings a month, and neared bankruptcy. With nothing to lose, Terlaje added other services, eventually providing a complete wedding package including attire for the bride and groom, transportation, decor, reception, and photography.

After years of struggle, in 1988 the company began to show a profit. Instead of averaging two weddings a month, the firm was now averaging forty and, during peak time, sixty weddings a month.

Today, Island Wedding Service is a thriving business. It is the number one wedding service company on Guam. Terlaje has nine full-time and several part-time employees. Terlaje credits SBA's SCORE volunteers in the development of her enterprise.

In addition to operating a business, Ms. Terlaje is very active in civic and international business groups. She is a renowned speaker on the topic of women in business.

STATE SMALL BUSINESS PERSONS OF THE YEAR

Leonard Tanaka, President
Suellen Tanaka, Vice President
T & T Electric, Inc.
Hilo, Hawaii

Suellen and Leonard Tanaka are the epitome of teamwork. They are joined together not only as husband and wife, but as partners in business. Together they form the management team of T & T Electronics, Inc.

T & T Electronics was established in 1983. The company was formed when Leonard Tanaka, who had served as a lead electrician for eight years at Volcano Electric, was informed by the owner that he was going to close the business. Leonard Tanaka had a difficult decision to make, either seek employment with another firm or start his own business.

Suellen and Leonard Tanaka went forward and started T & T Electronics. The firm started out with two full-time employees, with Suellen handling the bookkeeping at night after her full-time day job.

By 1990, the firm had grown to a total of 57 employees. Revenues have increased from about $274,000 in 1984 to $6.5 million in 1990, with T & T averaging a 75 percent growth rate between 1987 and 1990.

The firm's client list has grown to include the state and county of Hawaii, Hawaiian Tel and several observatories atop Mount Kea.

The Tanakas are involved in numerous civic organizations. They take special pride in their participation with local charities, and in working with students.

Cheryl A. Cwiklinski
President
CCB Services, Inc.
Rolling Meadows, Illinois

Cheryl Cwiklinski worked with personal computers and word processing software for 21 years at various companies. From the time she was in high school, she dreamed of one day owning her own business. That dream became a reality when she established CCB Services, Inc. in 1982.

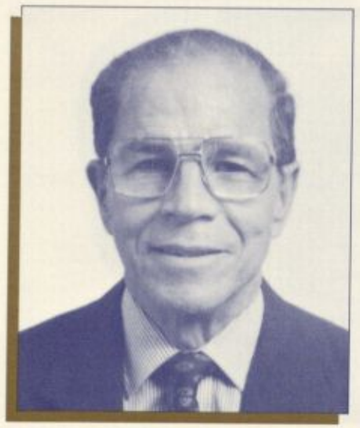
In starting CCB, Ms. Cwiklinski saw an opportunity to couple her high-tech skills with industry's need for customized training for personnel. She lumped together her savings to obtain needed equipment and marketing materials.

Ms. Cwiklinski's idea to develop customized training programs reaped early dividends. By 1989, revenues exceeded $2 million. Today, CCB is a multi-dimensional corporation offering high-tech services, including office automation consulting, desktop publishing, and PC/WP training. The company's client list includes such industry giants as Quaker Oats, Xerox, IBM, AT&T, and Ameritech.

Ms. Cwiklinski is a well-respected member of her local community. She serves on numerous community and business boards.

She has won many awards, written articles for various business publications, appeared on television and radio broadcasts, and is an accomplished speaker.

STATE SMALL BUSINESS PERSONS OF THE YEAR



Hector M. Reyes
President
H.R. & Associates
Guaynabo, Puerto Rico

Hector Reyes started H.R. Associates in 1963 after a 20-year career in the Army. The business was launched with the assistance of a $15,000 loan from the SBA.

In developing H.R. Associates, Mr. Reyes decided to diversify and formulate several divisions of the company. The initial division was Caribbean Wholesales and Services Corporation (CWSC) which specialized in providing automobile radios. CWSC became the representative and distributor for a leading radio manufacturer.

In 1986 Mr. Reyes added a second division, Supreme Electronic Distributors, Inc., to market Magnavox electronic products and Fedders air conditioners.

In 1990, Mr. Reyes added a third division, H&H Sales, Inc. to market large screen projection systems to the Puerto Rican marketplace. Also in 1990, H.R. & Associates moved into a larger corporate headquarters, and established a network of service centers.

Today, H.R. & Associates has 45 employees and has increased its sales from $150,000 in 1963 to $10 million. The future of the organization looks bright and Reyes continues to seek new products to market.

In addition to being a successful businessman, Mr. Reyes is well known in Puerto Rico for his commitment to helping children. He contributes to a number of sports activities, especially Little League.

Elizabeth R. Coker
CEO
Minco Technology Labs, Inc.
Austin, Texas

In the beginning, there weren't many prospects for financial success for Elizabeth Coker. She dropped out of school with a ninth grade education and began milking cows and picking cotton. Eventually she was able to land a job as a production line worker at a Texas Instruments plant.

While others complained about the drudgery of working on the production line, Ms. Coker seized the opportunity and took basic electronics courses offered by the company. Her dedication paid off when, in 1963, she became the first female engineering technician at the plant.

In 1976, Ms. Coker co-founded a semiconductor firm. As general manager she turned the company into a $14 million business within six years.

In 1981, Ms. Coker decided that she wanted to own and direct the operations of her own firm. She established Minco Technology, Inc. The firm was an immediate success, posting sales of $1.8 million in 1982. Today, the company has grown into an $16 million operation, providing more than a million semiconductor devices to medical, space and military programs each month.

The success of Minco Technology Labs led Ms. Coker to establish three spin-off companies: Austin Semiconductors, Technalysis and LRC. Minco has received four "Administrator's Awards of Excellence" from SBA and a nomination for "Subcontractor of the Year" in 1991.

STATE SMALL BUSINESS PERSONS OF THE YEAR

Virginia Mathieson
Owner
VM, Inc.
Evanston, Wyoming

Virginia Mathieson established VM, Inc. in 1985. From its inception Ms. Mathieson strived to make VM an employment agency which was a cut above other firms in the area.

To make her firm stand out from the crowd, Ms. Mathieson decided to offer services previously unavailable in Evanston. She took the approach of not just providing warm bodies for an assignment, but carefully matching each employee to the assignment. This approach not only keeps clients happy, but keeps employee morale high.

Today, VM provides both direct and temporary placements, specializing in clerical, technical and professional employees. Ms. Mathieson also operates Paragon Properties, a shared office suite that offers individual offices, a shared receptionist, copier, fax, central phone system and other amenities for local small business owners.

The company has shown substantial growth, rising from a one-person operation with sales of $13,000 to a firm employing 25 with annual sales of $431,000.

Ms. Mathieson is very active in the Evanston community. She is a member of a number of boards and committees. She is also very actively involved in the local chamber of commerce.

FROM THE CORPORATE COMMITTEE

It has been an honor for us to work on the planning and development of today's program. We are indeed pleased to have played a role in recognizing the minority Small Business Week award winners for 1992. These award winners, representing both the public and private sectors, demonstrate a commitment to hard work and superior performance.

The role of the minority small business entrepreneurs expands with the passage of each year. Small Business Week gives us the opportunity to reflect not only upon the individual achievements of minority entrepreneurs, but also upon the collective achievement of the minority small business community.

Charles Mathis, Honorary Chairman
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Phyllis Ford
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David Rice
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SAN DIEGO STATE UNIVERSITY
1897

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