



VIB
NETWORK

Veterans In Business
Networking for
Success

7TH ANNUAL VIB NETWORK

NATIONAL CONFERENCE

NOVEMBER 13-14, 2023



**WELCOME to
PORT VIB**

Where opportunities await.

TITLE SPONSOR:

T Mobile



www.vibconference.com



Unstoppable together.

T-Mobile is committed to serving those who serve by providing fair and equitable opportunities for veteran-owned businesses to become direct and indirect suppliers.

ARE YOU WITH US?

To learn how your company can become a T-Mobile Diverse and Small Supplier, visit: www.T-Mobile.com/SupplierDiversity



Together

We Have the Power to Keep the Future Bright

Southern California Edison proudly supports diverse business enterprises through bidding opportunities, technical assistance and capacity building.

We are proud to sponsor the Veterans in Business
7th Annual VIB Network National Conference

For information on Supplier Diversity and Development, please visit sce.com/sd, call 1-800-275-4962 or email us at SupplierDiversityDevelopment@sce.com

Energy for What's Ahead®



SOUTHERN CALIFORNIA
EDISON®



Transforming patients' lives through science™

We are in the business of breakthroughs—the kind that transform patients' lives. Dedicated to our mission of discovering, developing and delivering life-saving innovations that help patients prevail over serious diseases, we'll never give up our search for more hope, for more people, around the world.



We are proud to support the 7th Annual VIB Network National Conference.

bms.com

Dear Veterans, Advocates, and Sponsors:

On behalf of the Veterans In Business Network, I would like to welcome you to our 7th Annual National Conference. We're excited to, once again, meet with you face-to-face and to discuss the "wins, learns, and losses" you have experienced navigating the terrain of entrepreneurship.

This year's Conference will be our largest in-person event to date – with over 500 attendees from Corporations, Government agencies, Resource groups, numerous small/diverse and Veteran owned businesses. It is wonderful to see this annual event grow and welcome even more Veteran businesses to expand their own networks and nurture business relationships. Every session, speaker and activity was planned with intention and celebrates the resilience, grit and strength of the Veteran Business community.

Over the next two days, please make the most of "Port VIB" and the informative panels, resources and networking opportunities we have organized to help your business grow and succeed. The VIB Network is honored to serve and support the 2.5 million Veteran-Owned Businesses across the country through all stages of their business development, and we have done our best to craft an agenda that everyone can benefit from.

Your support for this Conference allows the VIB Network to continue our education, training, business development and networking efforts for Veterans. I hope you and your families remain healthy and safe, and I look forward to growing with you and your businesses throughout the conference and on into 2024.

Enjoy sunny San Diego!



Cole Woodman, Chairman

Sign up for updates! vibnetwork.org

VIB NETWORK CORPORATE ADVISORY BOARD

Karen Clark
Blue Shield of California

Sandy Garcia
Sony Pictures Entertainment

Karl Dion Harris, Sr.
Honda

Stacie Harwood
T-Mobile

Elwyn Monroe
DEXCOM

Mary Lou Ruiz
California American Water

Dennis Thurston
Southern California Edison

Vaughn Williams III
SoCalGas



2023 YEAR IN REVIEW

In 2023, our Co-Founders, Ambassadors and Volunteers attended various events throughout the country to help bring awareness and opportunities to the Veteran Business Community – including the Inaugural East Coast Connect conference in Camden, New Jersey. Thank you American Water!

Thank You Corporate Members and Government Partners

for supporting us throughout the year.



Be Part of the Network

- FREE Veteran Business Directory
- Workshops & Webinars
- Outreach Events
- Business Development Programs
- Newsletter & Opportunity Board
- SDVOSB/DVBE Support
- Podcast
- Peer-to-Peer Coaching
- Scholarships
- National Events

BECOME A CORPORATE MEMBER or GOVERNMENT PARTNER

Veterans In Business (VIB) Network is a 501(c)3 nonprofit organization for Veteran business owners nationwide. With your support, we are able to offer so much more – and at no cost to Veteran businesses.

Supporting Veteran Businesses Nationwide



Thanks to these Corporate and Government partners, the VIB Network is FREE to join!





Driving Impact Through Diversity

AARP is guided by a mission where unique views and values encourage collaboration, innovation and social change. Our commitment to diversity, equity and inclusion is reflected in our supply chain. Through our Supplier Diversity program, we partner with Veteran and Service-Disabled Veteran-owned businesses that bring fresh ideas and perspectives. This allows us to serve our diverse 50-plus population across America in a more impactful way.

Learn more about AARP's Supplier Diversity program at
aarp.org/about-aarp/supplier-diversity.

PROUD SPONSOR AND MEMBER OF THE VIB NETWORK SINCE 2016

Bancroft Capital is a Certified Service-Disabled Veteran-Owned Small Business (SDVOSB) specializing in Institutional Brokerage and Capital Markets services. Bancroft is founded upon a commitment to service – to our clients, service to our country, and service to our veterans who have sacrificed on our behalf.



BANCROFTCAPITAL
SERVING CLIENTS, COUNTRY & VETERANS

Oscar Mike Above & Beyond Award Winner



Contact: Bill Mingione, Managing Director/Capital Markets
bmingione@bancroft4vets.com • 646-880-3834



Keeping our Communities Connected

AT&T is a leader in investing in diverse owned businesses to drive economic impact in communities across the U.S. through our Supplier Diversity program.

Our goal is to ensure that we have a diverse and inclusive supply chain across our lines of business in our efforts to provide connectivity to the communities that we serve. Our Supplier Diversity program provides the conduit for diverse business to engage with us and by doing so, creating a positive impact on job growth and business expansion.

visit www.attsupplierdiversity.com



© 2023 AT&T Intellectual Property. AT&T, Globe logo, Mobilizing Your World are registered trademarks of AT&T Intellectual Property and/or AT&T affiliated companies. All other marks are the property of their respective owners.

SWINERTON
PROUDLY SUPPORTS THE



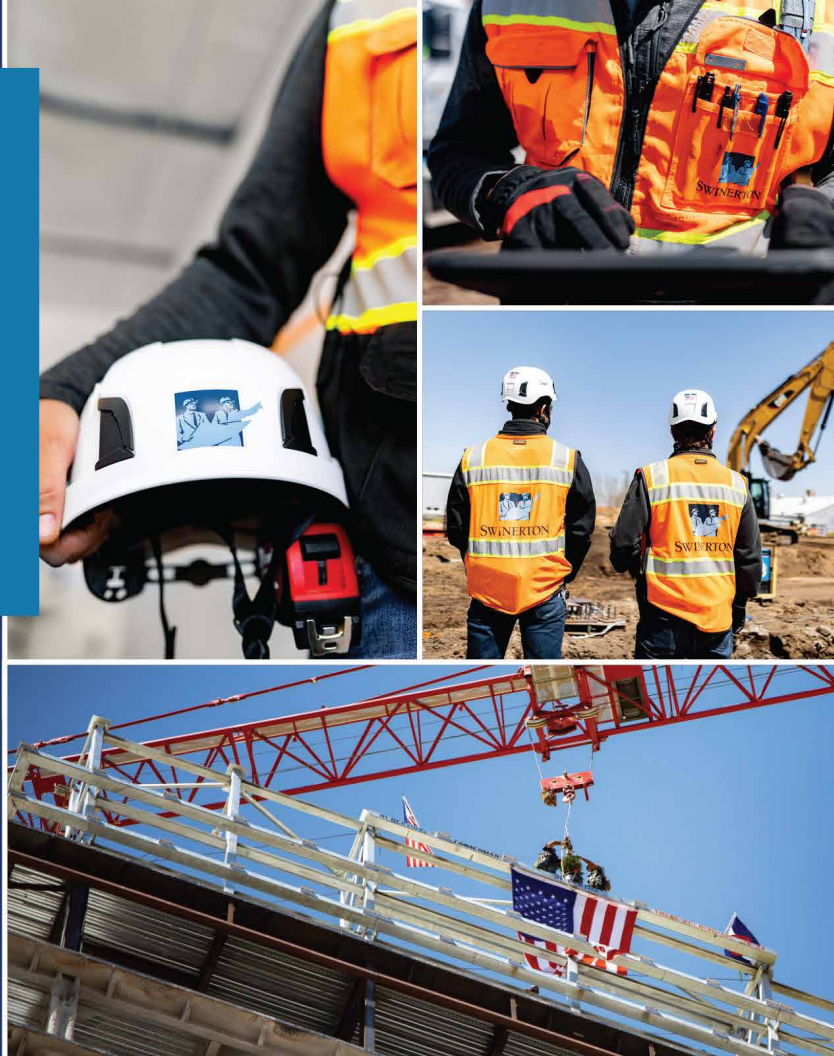
Veterans In Business
Networking for Success

NATIONAL CONFERENCE



SWINERTON

SWINERTON.COM | CA LICENSE NO. 92



Supply Chain Responsibility
**SUPPORTING PEOPLE, PLANET
AND CALIFORNIA'S PROSPERITY**

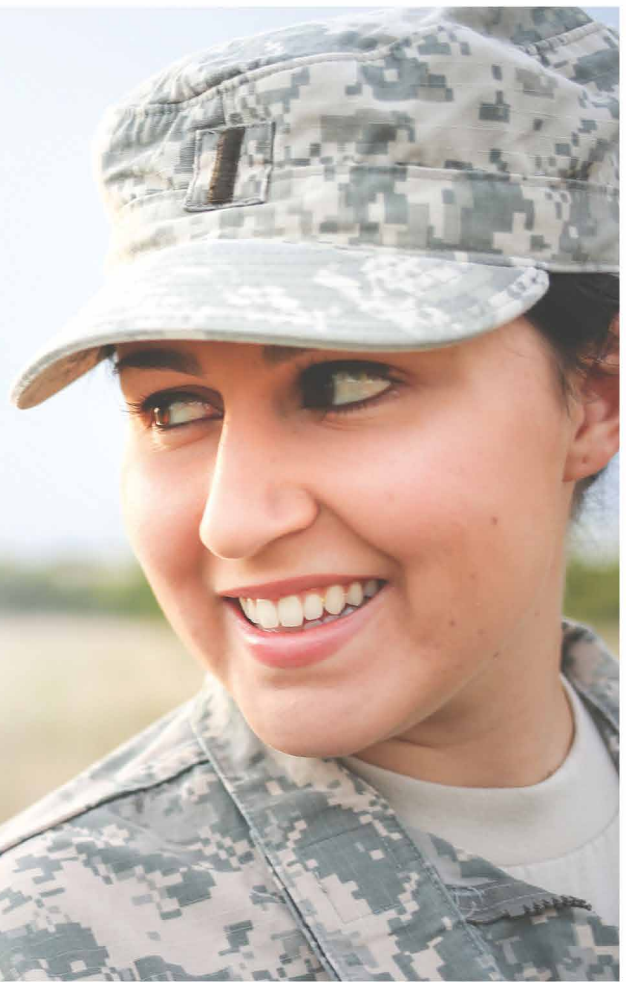
pge.com/supplierdiversity



*Pacific Gas and
Electric Company®*

WE'RE COMMITTED TO **EMPOWERING** VETERAN- OWNED BUSINESSES

If your veteran-owned business is interested
in working together with us, register at
roberthalf.com/supplier-inclusion



© 2023 Robert Half Inc. An Equal Opportunity Employer M/F/D/V. RH-0923



Supplier Diversity Delivers

YOU

the Winning Hand

***We value what each diverse
supplier brings to the table.***

At CenterPoint Energy, we welcome and are
committed to including diverse suppliers in
competitive bid opportunities.

**[CenterPointEnergy.com/
SupplierDiversity](https://CenterPointEnergy.com/SupplierDiversity)**

Over a Century of Trusted Service



LEADERSHIP IN THE ENERGY TRANSITION

SOCALGAS® SUPPORTS THE

VIB NETWORK'S 7TH ANNUAL NATIONAL CONFERENCE

SoCalGas® proudly supports the Veterans In Business (VIB) Network. We recognize that success hinges upon strong corporate values. Supplier Diversity is a value that brings SoCalGas closer to our customers and makes us a stronger competitor in the energy marketplace.

Visit socalgas.com/SupplierDiversity

**CHAMPIONING SUPPLIER
DIVERSITY FOR OVER
40 YEARS**



[SOCALGAS.COM/SUPPLIERDIVERSITY](https://socalgas.com/supplierdiversity)



AGENDA & SEMINARS

Event App
Sponsor:



BANCROFTCAPITAL



For updates,
last-minute changes
and announcements,
see the event app!



Monday, November 13

0600-0700 (6-7 am)	Stretch & Strength Yoga or Walk/Jog to the Beach - Mariner Point
0700 (7 am)	Registration Opens in Bayview Terrace - lanyards sponsored by Honda
0700-0800 (7-8 am)	Breakfast - Pavilion - <i>open for pick-up or sit and network</i>
0745-0850 (7:45-8:50 am)	Interactive Ice Breaker - conducted by Applied Learning Science (VOSB) to help cultivate and build relationships between Corporate, Government, Prime, Diverse and Veteran Business Attendees in a fun atmosphere - Bayview Ballroom (<i>Early Bird Attendees, Corporations, Primes and Government Agencies only</i>)
0900-0910 (9-9:10 am)	Welcome - ALL General Session events will be in the Regatta Pavilion - Chairman Cole Woodman
0910-1010 (9:10-10:10 am)	From Camos to Conference Room Panel Discussion - Veteran business owners share their stories of starting a business after their military service, lessons learned along the way and what they are doing to grow their business to the next level.
1010-1030 (10:10-10:30 am)	AM Energy Break - Pavilion - sponsored by Defenders Gateway
1030-1115 (10:30-11:15 am)	Motivational Monday - Navigating Disruption: Thriving in a Change-Crazy World - National Keynote from TeamWorks International (SDVOSB) Athena Lou (Air Force) and Eric Smith
1115-1200 (11:15 am-12 pm)	SBA VetCert, CPUC and Insurance Updates - The SBA updates attendees with the latest VetCert information. Plus we'll hear about CPUC changes on working with Disabled Businesses/SDVOSBs Nationwide and learn about the California Insurance Industry now reporting Veteran business spend.
1200-1300 (12-1 pm)	Box Lunch Break (get box lunches in the Pavilion) and Veteran exhibitor set-up . Pick up a box lunch and enjoy connecting with other attendees. Veteran businesses participating in the Veteran Marketplace Reception will set up their exhibitor tables during this time. Community Outreach - give back to the military community and help pack groceries for enlisted families in the <i>Bayview Ballroom</i> - sponsored by Bristol Myers Squibb .
1300-1400 (1-2 pm)	Cracking the Government Code: A Government Panel Discussion - Learn about contracting with various Government Agencies, where to find opportunities and how to utilize your certification.
1410-1510 (2:10-3:10 pm)	The Secret Sauce: A Corporate Panel Discussion - Recipes for Success on Working with Corporations; with a dash of information from some of the largest corporations in the country, you'll boil over with knowledge.
1510-1530 (3:10-3:30 pm)	PM Energy Break - Pavilion - sponsored by Robert Half Provititi
1530-1630 (3:30-4:30 pm)	Tactical Networking: Business matchmaking
1630-1900 (4:30-7 pm)	Veteran Business Marketplace Reception - Banyan Court - Veteran businesses showcase goods & services during this island-inspired Trader VIB reception. Enjoy the sounds of LIVE steel drums, great food, and shopping - sponsored by Bristol Myers Squibb; refreshments sponsored by Dexcom

Tuesday, November 14

0600-0700 (6-7 am)	Stretch & Strength Yoga or Walk/Jog to the Beach - Mariner Point
0700 (7 am)	Registration Opens - Bayview Terrace
0700-0800 (7-8 am)	Breakfast - Pavilion - <i>open for pick-up or sit and network</i>
0800-1000 (8-10 am)	BUSINESS DEVELOPMENT SEMINAR SESSIONS - <i>Session Info Below</i>
0800-1145 (8-11:45 am)	Opportunity Expo Set-up for Corporations, Government Agencies, Prime Contractors, and Resource Groups
1000-1150 (10-11:50 am)	One-on-One Business Matchmaking - Palm Room - <i>in-person/virtual</i>
1200-1330 (12-1:30 pm)	Networking for Success Luncheon - Regatta Pavilion - Business Development Programs and Fireside Chat with Darryl Hawkins (Marines), SVP Field Engineering from T-Mobile
1330-1600 (1:30-4 pm)	Opportunity Expo - Walk through the Exhibitor Hall to connect with Corporations, Government Agencies, Prime Contractors and Business Resource Groups. <i>Be sure to receive your Complimentary Professional Headshots</i> - sponsored by AARP
1700 - 1900 (5-7 pm)	Transportation from the front of the Hyatt Hotel Mission Bay to the USS Midway
1800-2200 (6-10 pm)	Iconic VIB Network Above & Beyond Awards - on the flight deck aboard the USS Midway, celebrating Veteran businesses and those who help them succeed - sponsored by Southern California Edison
2030 - 2215 (8:30-10:15 pm)	Transportation from the USS Midway to the Hyatt Hotel Mission Bay

SEMINAR SCHEDULE

Check the app for updates!

MISSION I

0800-0850 (8-8:50 am)
Capital, Contracts, & Conflict - Legal Keys to the Kingdom - Hawk Thomas & Michael Segal

0900-0950 (9-9:50 am)
Following the Funding of Federal Sales - Gene Moran

MISSION II

0800-0850 (8-8:50 am)
The Other Fish In The Sea With A Hook - Heather Cox

0900-0950 (9-9:50 am)
Healthcare & Pharmaceutical Panel Discussion - Featuring Blue Shield, Kaiser Permanente, Eli Lilly, and Genentech; moderated by Jackson Dalton of Black Box Safety

MISSION III

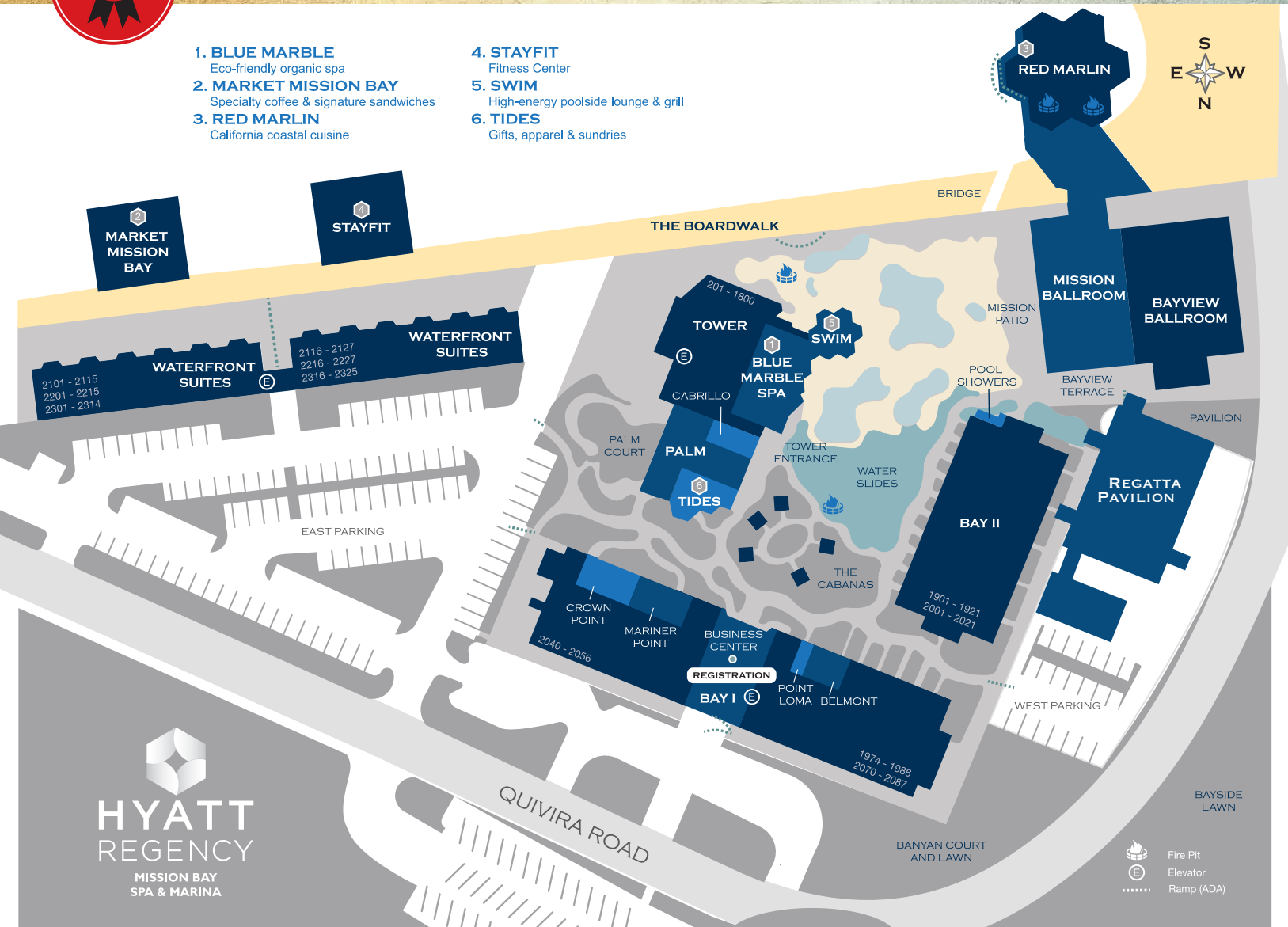
0800-0850 (8-8:50 am)
Financial Success in Government Contracts - Robert E. Jones

0900-0950 (9-9:50 am)
Utilities & Construction Panel Discussion - Featuring panelists from PG&E, CenterPoint Energy, Swinerton and Skanska; moderated by Vaughn Williams III of SoCalGas.



THE HOTEL and AWARDS

- 1. BLUE MARBLE**
Eco-friendly organic spa
- 2. MARKET MISSION BAY**
Specialty coffee & signature sandwiches
- 3. RED MARLIN**
California coastal cuisine
- 4. STAYFIT**
Fitness Center
- 5. SWIM**
High-energy poolside lounge & grill
- 6. TIDES**
Gifts, apparel & sundries



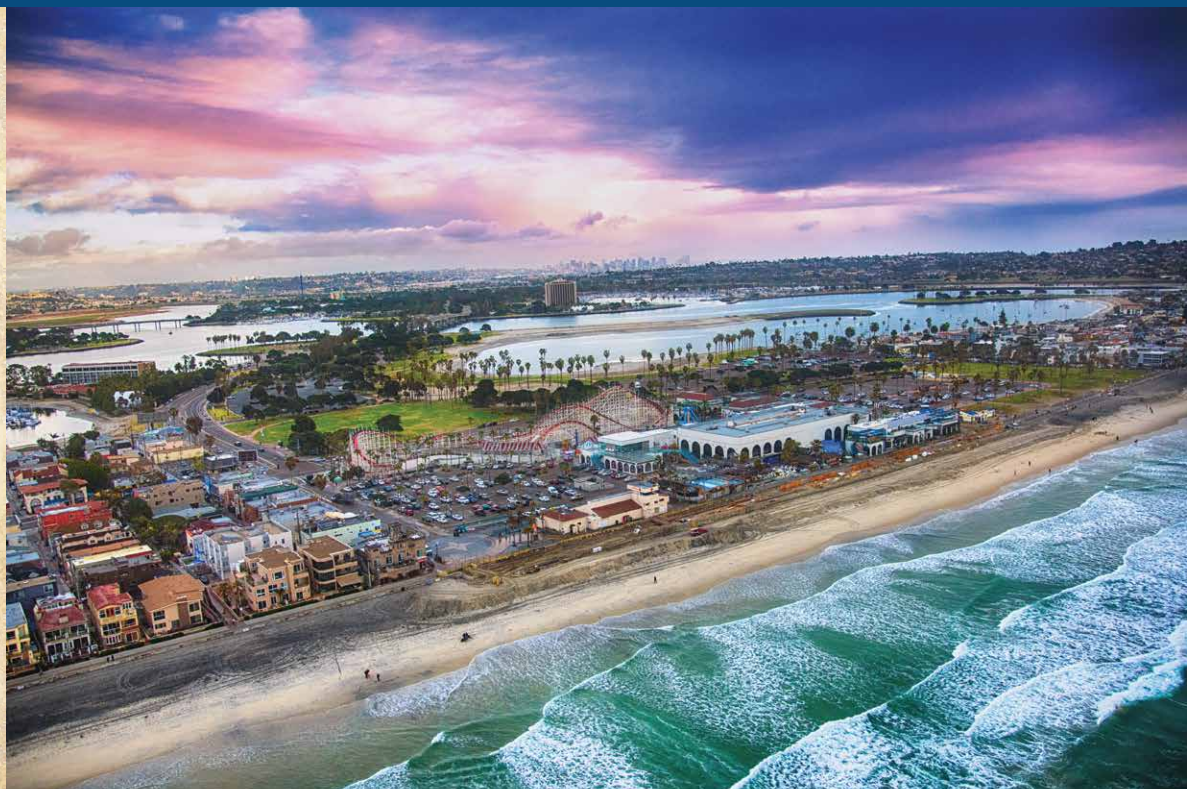
Venturing Out...

From the Hyatt Regency Mission Bay, it is a:

- 5 minute drive to **SeaWorld**
- 5 minute drive to **Belmont Park**
- 12 minute drive to **Pacific Beach Alehouse**
- 15 minute drive to **Balboa Park**
- 20 minute drive to the **Gaslamp District**

And since you're in San Diego...

- Nearest **In-N-Out**: 9 minute drive - 2910 Damon Ave
- Nearest late night Mexican spot (**Mr. Ruribertos Mexican Food**, open until 2 am): 5 minute drive - 3202 Mission Blvd





KEYNOTE & FIRESIDE CHAT

Monday, November 13

KEYNOTE: Athena Lou (Air Force) and Eric Smith (Veteran Business Advocate) President, and Vice President, respectively, with *TeamWorks International*

Athena and Eric are celebrating their 26th year in business this year -- and they've been married for 27! They have over 60 years of combined business experience in leadership, management, and team productivity, having served 10's of thousands of business owners and leaders since 1997. Eric and Athena have worked in both turnaround and growth environments with Fortune 500 companies, and industry leading organizations such as:

- *Four Seasons Hotels and Resorts*
- *HealthNet – Managed Health Network*
- *Hilton Hotels International*
- *L3 Technologies*
- *Lucix Corp*
- *Pepperdine University*
- *Spirent Communications*
- *Sutter Health Systems*



They've also served seasoned mid-sized firms, ground breaking start-ups, and, many agencies in the U.S. government – to name a few:

- *The Centers for Disease Control*
- *U.C. Hastings School of Law*
- *University of Hawaii*
- *The Department of Defense: Air Force, Navy, Air National Guard, Army National Guard*
- *The U.S. Pacific Command, "Joint Chiefs of the Pacific"*
- *The U.S.D.A.*

Their programs have generated 1000's of happier, more productive leaders and staff along with tens of millions of dollars of gains in efficiency, cost reduction and revenue.

Tuesday, November 14

FIRESIDE CHAT: Darryl Hawkins (Marines)
Senior Vice President, West Region
Regional Network & Engineering Operations with *T-Mobile*

Darryl Hawkins brings over 20 years' experience in ground-breaking new technologies and leading growth & transformation for several of the largest iconic telecom companies in the world. He is a veteran of the United States Marine Corps. He is a documented expert in developing and operationalizing strategic networks and customer service improvement procedures across the US, turning around organizations in crisis. Darryl is an operator, leading multi-billion-dollar P&L's and has driven growth through innovation, shareholder value and expansion into new markets.



Darryl serves as Senior Vice President of Engineering for T-Mobile. He oversees 5G Solution & Service Readiness and leads the West Division's multi-billion-dollar 5G network build and operations portfolio. His philosophy centers on digitizing the understanding of operational excellence through lean principles, broad-based application of AI/ML. He successfully executes emerging technology deployments of innovative programs; 5G, fiber optic, RAN, digital transformation. Darryl serves as the Executive Sponsor of the Women In Technology & Veteran's ERG for the company.

Darryl served as Vice President of Operations of Comcast/NBC Universal's California region, the nation's largest broadband provider. He led the strategy for increasing customer experience by starting, building and repositioning organizations. During his 5-year tenure at Comcast (California/Arizona) he was able to improve productivity by 37% YOY and network reliability by 28% through the implementation of Lean and Six Sigma principles (DMAIC). As the senior leader for CA/AZ, he successfully cultivated strategic relationships with state, county, local leaders including Governor, Senators, and Mayors to align services and expansion with community priorities.

At Verizon, Darryl was in operations, sales (B2B/Consumer), Network Transformation, Engineering, 4/5G Network Planning, Optimization, Managed Services, Customer Perception Optimization, and End 2 End 5G Solution, etc. He has led a multi-billion-dollar nationwide fiber (FiOS) deployment. He created the first framework for the new industry go to market plan, delivering 30%+ growth which led to being presented with the Verizon Excellence Award.



MONDAY PANEL DISCUSSIONS

From Camos to Conference Room Panel Discussion



MODERATOR
Cole Woodman
President | Chairman |
Navy | GES | VIB



Jennifer Vollbrecht
President/CEO | Marines
J Vollbrecht Consulting



Erik Franzen
President | Navy
E2 Contracting, Inc.



John Palmer
President | Army
Servexo

Cracking the Code: A Government Panel Discussion

Part 1: Resources



Arielle Douglass
Deputy Director |
Veteran Business Advocate
HHS/OSDBU



Anthony Phillips
Assistant Deputy Director
| Air Force
Naval Facilities Engineering
System Command Southwest



Karen Nelson
Director | Veteran Business
Advocate
Southwest Small Business
Transportation Center



Eldred Jackson
Director |
Veteran Business Advocate
Department of Veterans Affairs

Part 2: Programs & Opportunities



MODERATOR
Michelle G.I. Gardner-Ince
VetBiz Champion |
US Air Force • VetBiz



Kim Hayward
Chief of Quality Assurance |
Marines
VA National Cemetery
Administration



Rea Estrella
Supervisory Contract Specialist |
Veteran Business Advocate
Naval Facilities Engineering
Systems Command Southwest



Vernon Simpkins
Procurement Analyst
Deputy, Office of Small
Business Programs | Navy
US Army Corps of Engineers

The Secret Sauce: Corporate Panel Discussion



MODERATOR
Corey Vickers
Podcast Host | Air Force
VIB Reveille Podcast



Karl Harris
Diversity & Inclusion Specialist |
Veteran Business Advocate
Honda



Sandy Garcia
Manager | Marines
Sony Pictures
Entertainment



Tom Guntrip
Director | Army
Southern California Edison

SPECIAL GUESTS



Keith Boylan
Undersecretary |
Army
California Department of
Veterans Affairs



Tara Lynn Gray
Director | Veteran
Business Advocate
California Office of the
Small Business Advocate



John Perkins
Director | Navy
US Small Business
Administration

TUESDAY SEMINAR SESSIONS



MISSION I

0800-0850 (8-8:50 am)
Capital, Contracts, & Conflict
 Hawk Thomas & Michael Segal

This session will tackle three vital aspects of launching, growing, and sustaining vibrant business ventures in both public and private market: raising capital; understanding contracts; and addressing conflicts.

MISSION II

0800-0850 (8-8:50 am)
The Other Fish In The Sea With A Hook - Heather Cox & Guests

Although corporate diversity programs have existed for decades in the U.S., too many entrepreneurs still do not know how to master their certifications to grow their businesses. Heather will educate suppliers on how to leverage the hell out of their certification.

MISSION III

0800-0850 (8-8:50 am)
Financial Success in Government Contracts - Robert E. Jones

Knowing your numbers is essential to growing your business. Government contract accounting can be difficult and time-consuming. Robert will share accounting tips to help you manage your business for success.

0900-0950 (9-9:50 am)
Following the Funding of Federal Sales
 Gene Moran

If you sell to the federal government, or want to do so, learn why and how the winners win. Gene takes you behind the curtain to reveal the tools of influence available to anyone but most people don't know exist.

0900-0950 (9-9:50 am)
Healthcare & Pharmaceutical Panel Discussion
 Moderated by Jackson Dalton, Black Box Safety

Featuring Blue Shield, Kaiser Permanente, Eli Lilly, and Genentech. This panel discussion will be focused on doing work with the healthcare and pharmaceutical industries. What they buy and other contracting opportunities available.

0900-0950 (9-9:50 am)
Utilities & Construction Panel Discussion
 Moderated by Vaughn Williams III, SoCalGas.

Featuring panelists from PG&E, CenterPoint Energy, Swinerton and Skanska, Panelists will share information on upcoming projects and where to find these opportunities. Also, what certifications and qualifications are needed when bidding on projects.

ONE-ON-ONE BUSINESS MATCHMAKING (Palm Room - Tuesday 10 - 11:50 am)

You are now able to create a profile and schedule your One-on-One Business Matchmaking appointments happening during the VIB National Conference.

One-on-One Business Matchmaking is open to all registered attendees. The VIB Network is excited to partner again with VIB Member and SDVOSB **My Business Matches**. Buyers and Suppliers can create their profiles and set up meetings through the My Business Matches portal.

- Visit the My Business Matchmaking site to create your profile and set up meetings.
- All appointments are 10 minutes per meeting.
- Be on time for your appointments, research your connections, prepare your pitch, and dress professionally.
- My Business Matches will be onsite at the VIB Conference to help you schedule any last minute appointments and assist with the access code.



Visit the My Business Matches page to get started.



SPONSORED BY



SOUTHERN CALIFORNIA
EDISON

Energy for What's Ahead®



Above & Beyond *AWARDS BANQUET*

1700 - 1900 (5 - 7 pm) - Shuttles to Midway

1800 (6 pm) - Begin Boarding the USS Midway

1800 - 1900 (6 - 7 pm) - Lovin' Feeling Lounge Reception

Explore the USS Midway, take a ride in a flight simulator or join Maverick and Rooster for a piano sing-along (it'll be worth it!)

1900 - 2200 (7 - 10 pm) - Above & Beyond Dinner. Head to the flight deck and hear the amazing sounds of **Rebecca Jade** as you enjoy a grilled rotisserie buffet feast.

2030 - 2215 (8:30 - 10:15 pm) - Shuttles to Hyatt

Join the Veterans In Business Network in person at the Above & Beyond Awards Banquet Dinner as we celebrate and honor the Veteran business community. Veteran business owners have proudly served their country and are inspirational entrepreneurs nationwide.

Buses will begin leaving from the front of the hotel at 5pm for the USS Midway last bus for the Midway will leave at 7 pm. While you wait to board the USS Midway explore the Port and catch a beautiful San Diego sunset at the Fish Market or Seaport Village.

What to wear: Take Our Breath Away - and pick up your Aviator glasses at the door!
Our theme is Top Gun chic. What's that? It's classified...but we'll share some ideas:
Bomber jackets Military green attire White shirt, nice Jeans
A need for speed **OR...**Red/white/blue will always do!

- **Government Agency of the Year**
- **Oscar Mike Award**
- **Teaming Partners of the Year**
- **Bravo Zulu Award**
- **Corporation of the Year**
- **Veteran Business of the Year**



Suits not required - No stilettos (safety hazard on the USS Midway) - Flat, low or chunky heels are fine.

See you aboard!

FREE MAGAZINE SUBSCRIPTION

Your dream opportunity is one touch away!



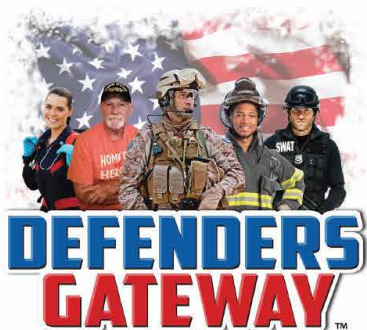
DiversityComm is proud to sponsor VIBN

Download your complimentary issue:

<https://usveteransmagazine.com/vibn2023>

Join the Conversation!





Become A Defenders Network Business Supporter

Join the

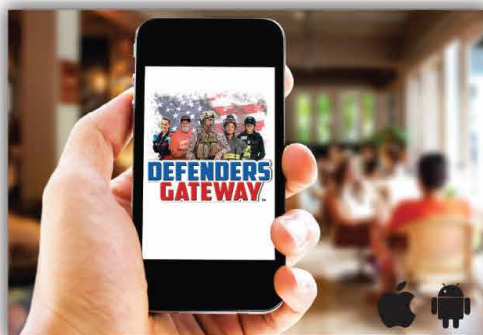
National Network that shows support for all Defenders!

A Business Supporter is a business, service or organization that wants to show support for our Nation's Defenders by offering them discounts, exclusive offers on products & services and business opportunities.

The benefits to you as a Business-Supporter:

- **Gain Awareness:** One click and our Defender Members can see your location or website address
- Defenders Gateway App directs our Members to your business location
- National Visibility: Your business can be viewed across the country
- Access to our Defender Network
- Same program across your entire enterprise; discounts can be unique to a store, region or ownership group
- Vetting process to insure your business discounts go to Defenders
- No training required for your team
- Defenders Gateway decal for your storefront

*Contact us to sign up your
Veteran-Owned business to
the Defender's Gateway
APP™ & Network Website*



info@Defenders-Gateway.com
www.TheDefendersNetwork.com





**WE PROUDLY SUPPORT
VETERAN OWNED
BUSINESSES**



At Honda, we do more than build cars.

We forge connections.

When different perspectives and experiences come together, brilliant ideas are sparked.
That's why Honda's company philosophy is guided by respect, diversity and inclusion.
It's because all of us together are more creative and innovative than any one of us.

Honda is a proud supporter of the Veterans in Business Network.

HONDA
The Power of Dreams

honda.com



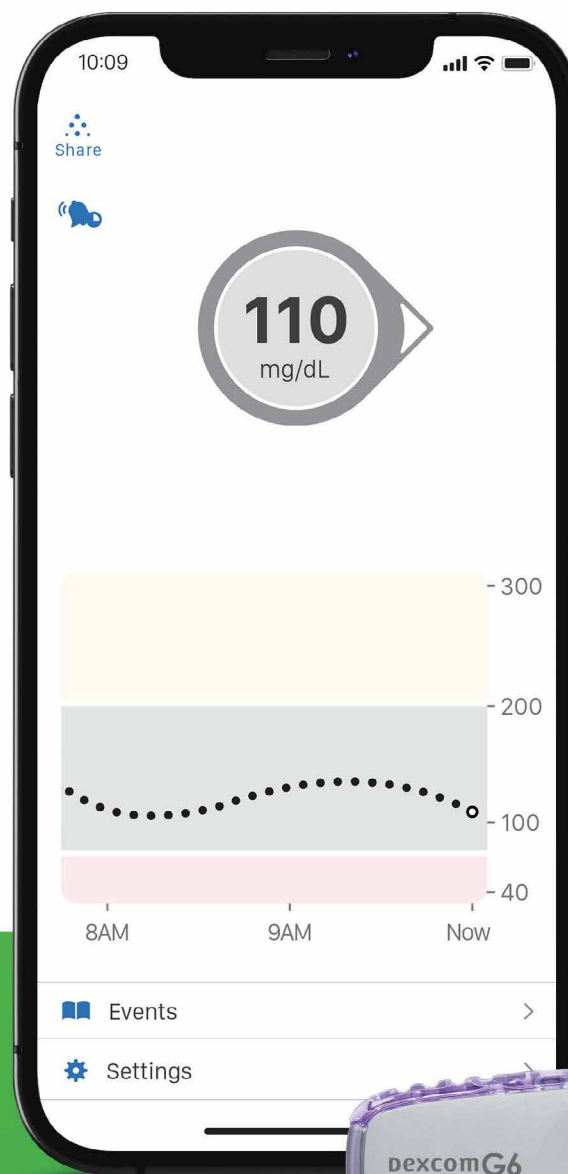
Dexcom, Inc. empowers people to take control of diabetes through innovative continuous glucose monitoring (CGM) systems.

Headquartered in San Diego, California, Dexcom has emerged as a leader of diabetes care technology. By listening to the needs of users, caregivers, and providers, Dexcom simplifies and improves diabetes management around the world.

Our **Supplier Diversity program** is committed to the growth, development and well-being of underrepresented communities. This program increases the breadth of our supply base, creates competition and innovation, and more importantly represents our corporate values and business culture in meeting the expectations of our customers and aligning in best practices with our suppliers.

If you are interested in participating in our supplier diversity program please contact us at:
suppliers@dexcom.com

Learn more today
www.dexcom.com/dexcom-suppliers



Smart device
sold separately.

Hal Hays

CONSTRUCTION INC.



AN AWARD-WINNING HEAVY CIVIL
AND BUILDING CONSTRUCTION FIRM

A NATIVE AMERICAN-OWNED COMPANY
CERTIFIED MBE

4181 Latham Street, Riverside, CA 92501
Years in Business: 31 Years
California State Contractors License #667560
Classifications: A, B, C12, C21, HAZ
DIR#: 1000005009

www.halhays.com
Email: khays@halhays.com for more information.



We are a Service-Disabled
Veteran-Owned Small Business.
We are proud to support the
VIB Network!

Flyers • Business Cards • Envelopes • Letterheads
Brochures • Presentation Folders • Annual Reports
Postcards • Newsletters • Banners • Posters
Promotional Items ...and so much more!



CONTACT US!

(619) 233-5373
www.DiegoAndSon.com

Congratulations

VETERANS IN BUSINESS NETWORK

on your success and for hosting your 7th Annual National Conference!

CWA applauds you for your efforts in advancing the Disabled Veterans Business Community.

CONFERENCE
COMMITMENT SPONSOR



CORPORATE
MEMBER



Our Mission,

"To infuse DEI into the DNA at City of Hope," will serve as our north star and help ensure the tenets of diversity, equity and inclusion are an integral part of our day-to-day engagement with each other, our patients, their families and caregivers, our supply base and our broader community.

Email us at Supplierdiversity@coh.org or visit us at CityofHope.org.

WHERE OPPORTUNITIES TAKE FLIGHT



The Authority is a supporter of the service disabled/veteran owned small business community, providing valuable resources and information, and delivering various contracting opportunities.

To register today as a vendor with the San Diego Airport and to view opportunities on projects, go to **www.san.org/business**

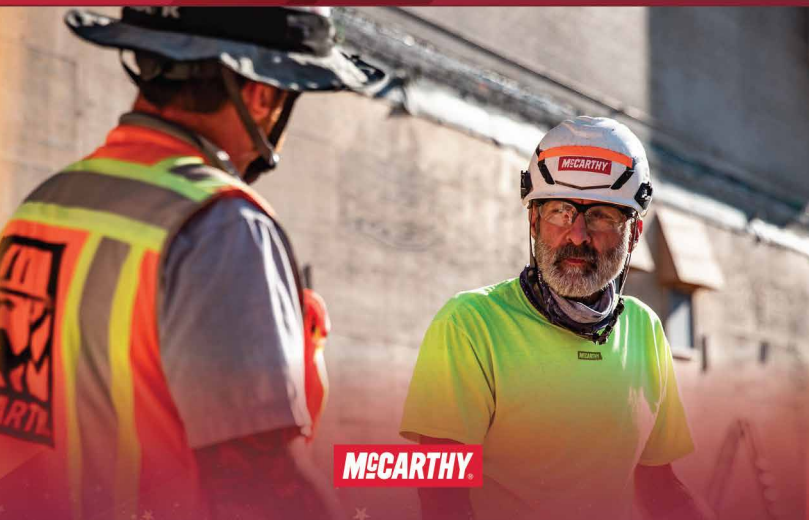
To learn about the Small Business Development Program, go to **www.san.org/smallbusiness**



PROUD SPONSOR OF THE 7TH ANNUAL
VETERANS IN BUSINESS NETWORK

NATIONAL CONFERENCE

November 13-14 | San Diego



Proud to Serve Those Who Serve.

Our founder, Jack Taylor, selected the name Enterprise as a salute to the WWII aircraft carrier he served on, the USS Enterprise (CV-6). Today, the name embodies our ongoing commitment to those who serve our nation and communities.

We support military, government and veterans with special rates for leisure and official government travel.

enterprise.com/usgov



© 2022 Enterprise Rent-A-Car. 11/21/22

\$13 Billion of Opportunity Awaits

California State Certified Small Businesses!

Contracting with the state is good for business

- ✓ The state can contract directly with a Certified Small Business, Micro or Disabled Veteran Business Enterprise.
- ✓ The SB/DVBE Option is just one way the state is working to increase the diversity of businesses used in state contracting of goods and services.
- ✓ Get certified and learn more about opportunities to contract with the state!

CALIFORNIA DEPARTMENT OF GENERAL SERVICES



Office of Small Business
and Disabled Veteran
Business Enterprise Services



Get registered, get certified, and
sell your products and services
to the state of California!



caleprocure.ca.gov



Resources

Brochures, videos, and other
resources to help SBs/DVBEs.



dgs.ca.gov/PB-SB-DVBE-Resources



Creating economic strength through the power of diversity

Supplier diversity isn't just a phrase – it's a powerful way to enhance quality, service and overall value for an organization.

The RBC® Supplier Diversity Strategy is to promote the inclusion of diverse suppliers within our supply chain. It is an all-encompassing strategy designed to promote fair access to new sourcing opportunities and mentorship programs. Our goal is to offer equal access to procurement opportunities for businesses owned by:

- Women
- BIPOC
- LGBT+
- Persons with disabilities
- Veterans and service-disabled veterans
- And, in the U.S., qualifying small businesses

At RBC, we're committed to strengthening local economies by building inclusive supply chains, striving to level the playing field for diverse suppliers who otherwise might not have access to large organizations such as RBC.

To learn more about the RBC Supplier Diversity Strategy or
to register for consideration as a future supplier,
visit rbc.com/sourcing/supplier_diversity.



CITY NATIONAL BANK
AN RBC COMPANY



RBC Capital Markets
RBC Wealth Management

Investment and insurance products offered through RBC Wealth Management® are not insured by the FDIC or any other federal government agency, are not deposits or other obligations of, or guaranteed by, a bank or any bank affiliate, and are subject to investment risks, including possible loss of the principal amount invested.

City National Bank is an affiliate of RBC Wealth Management, a division of RBC Capital Markets, LLC, Member NYSE/FINRA/SIPC, and an indirect wholly owned subsidiary of the Royal Bank of Canada. City National Bank Member FDIC. Banking products and services offered by City National Bank are not SIPC insured and are subject to City National Bank's terms and conditions. RBC Wealth Management and/or its employees may receive compensation from RBC Wealth Management for referring clients to City National Bank.

© / ™ Trademark(s) of Royal Bank of Canada. © 2022 RBC Wealth Management, a division of RBC Capital Markets, LLC, Member NYSE/FINRA/SIPC. All rights reserved. VPS110432 128663 (09/2022)

COURAGE. SERVICE. SACRIFICE.

**Metropolitan is Proud to Support and Work
Alongside Our Military Veterans.**



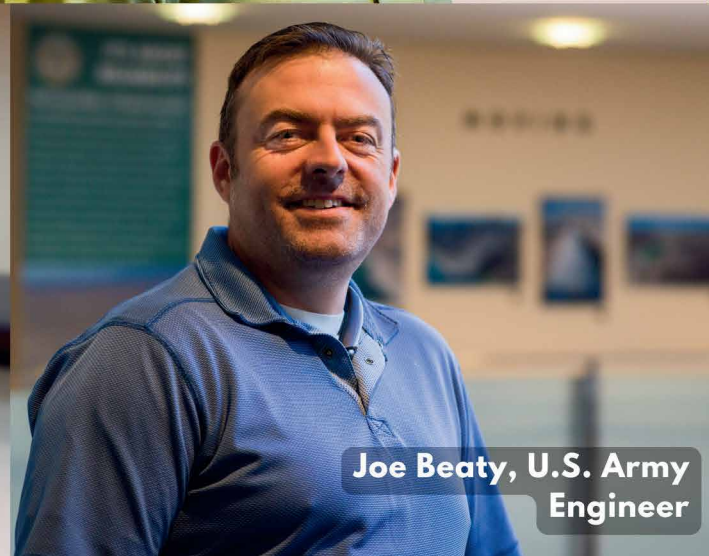
**Jason Rollo, U.S. Marine Corps
Community Relations Program Manager**



**Luis Romero, U.S. Marine Corps
Graphic Design Team Manager**



**Carmen Zarate, U.S. Marine Corps
Human Resources Team Manager**



**Joe Beaty, U.S. Army
Engineer**

**It is our privilege to connect with
Veteran-owned businesses and rely
on our military veterans as we work
hand-in-hand to provide reliable
water to Southern California.**



World-Class Business Success

Diversity is a business strategy
not just a program.



The Voice of Success.

BUSINESS • CAREER • LIFESTYLE



DIVERSITY PROFESSIONAL

Subscribe Now!

diversityprofessional.com

Impact tomorrow, today.



How will you invent the future?

For more than a century, we've worked in service of humanity. As inventors. As leaders. As pioneers. At Merck, we work relentlessly to find solutions to many of the world's most devastating diseases. To develop the medicines and vaccines that contribute to widespread medical advancement.

Every day we see driven people like you help to fuel leading-edge medical innovations that affect the world. Through a culture of applied inquiry and a drive to invent, we're transforming lives in new and promising ways.

Visit us at [merck.com/supplierdiversity](https://www.merck.com/supplierdiversity)



Merck is proud to embrace diversity in all its manifestations | EOE M/F/D/V



REVEILLE
★★★★★
VIB NETWORK PODCAST
Broadcasting **LIVE**
from the **VIB Network**
PORT STUDIO

QR Code

Spotify, Apple Podcasts, Amazon Music, YouTube

Skanska is proud to support the VIB Network National Conference 2023



Sixth Street Viaduct Replacement
Los Angeles, California



We proudly support the veteran owned and diverse businesses

SKANSKA
www.usa.skanska.com



With you every step of the way

Whether you're planning for retirement or growing your business, we're dedicated to supporting your financial journey, step by step. We'll get there together.

Visit usbank.com/military to learn more today.

U.S. Bank is proud to support Veterans In Business Network.



"World's Most Ethical Companies" and "Ethisphere" names and marks are registered trademarks of Ethisphere LLC.
Member FDIC. ©2023 U.S. Bank 926804 3/23

SOUTHWEST GAS SALUTES OUR VETERAN-OWNED BUSINESSES,
THANK YOU FOR EVERYTHING YOU'VE DONE AND CONTINUE TO DO.



We strive to create a network of diverse suppliers within our communities.

To learn more about how to do business with **Southwest Gas**, please visit swgas.com.



**SUPPLIER
DIVERSITY**™

Growing Opportunities
Powered by Southwest Gas



SOUTHWEST GAS

swgas.com



We are committed to inclusive economic prosperity!

At SDG&E®, we believe responsible procurement through supplier diversity is critical to our company's success and resilience. Together, we can build a stronger and more inclusive economy where everyone prospers. That's the promise of partnership.



© 2023 San Diego Gas & Electric Company. All copyright and trademark rights reserved.

Supplier Interest Form



sdge.com/Supplier



CERTIFIED MBE
A NATIVE AMERICAN OWNED COMPANY

We are proud to partner with **VETERAN-OWNED BUSINESSES** to design a better future.



Engineers for critical infrastructure:

- Electric Vehicle Charging
- Wildfire Hardening & Grid Resiliency
- Water & Wastewater Infrastructure
- Corporate Real Estate
- Natural Gas Transmission & Distribution



J.P.Morgan | CHASE 

Like You, We Believe in Excellence.

At JPMorgan Chase, we're focused on helping growing businesses build their futures. We strive to uplift a wide range of entrepreneurs, including veteran-owned businesses. Our mission is to honor veterans' service and support their pursuit of business growth through knowledge and connections.

Visit jpmorgan.com/CB-veteran-owned to learn more



Business Development Programs



The VIB Network offers a variety of Business Development Programs throughout the year to help the Veteran business community learn and grow. Each of the programs include outreach, and marketing to over 60,000 people in our network and through our social media platforms. We collaborate with our sponsors and business development facilitators to create impactful and educational programs.

Veteran-2-Veteran Business Cohorts (shared sponsorship opportunities)

Program begins December 2023 – This 6-month in-depth program is for 6 established SDVOSB/DVBE/VOSBs. Over the years the V2V program has developed and grown to meet our Veteran business leaders' needs. This program is one of our most intensive and successful initiatives, where we combine one-on-one business coaching and peer group sessions. The V2V program continues to update the curriculum with our partner Leah Nelson (DVBE) of Nelson Leadership.

This program is to help guide the established Veteran business owner in assessing their business for strategic growth and success.

Sponsorship Includes: Participation during one of the V2V Cohort Sessions, and recognition as a V2V Cohort Sponsor during the VIB Network National Conference Graduation Luncheon.

B.R.A.V.O. Corporate Mentor/Veteran Business Protege Program Sponsor

The VIB Network is pleased to introduce our newest veteran-owned business development program, the B.R.A.V.O. (Business Readiness And Veteran Optimization) Mentor/Protege Program.

This 6-month program is designed to give Veteran owned businesses the opportunity to be mentored one-on-one by a VIB Corporate member representative, all guided by Professional Business Coach

and US National Guard Veteran, Kathey Porter.

Sponsorship Includes: Participation as a B.R.A.V.O. corporate mentor, recognition during the VIB Network National Conference, and recognition as the program sponsor in the VIB National Conference event program and logo on all program marketing materials and social media.

Sponsor Specific Webinar

Are you interested in sharing information on your organization with the Veteran Business Community? We will collaborate with you to conduct and host a webinar specific to your needs. This includes marketing this webinar to our network, hosting the webinar,

conducting a post survey to attendees and sharing data.

Sponsorship Includes: Recognition as the webinar sponsor on all marketing materials.

Reveille Podcast Sponsor

Tune in to hear the latest from the Veterans In Business Network! The VIB Network is on a mission to provide education, training, resources, and outreach to help Veterans in business succeed. At the Reveille Podcast, you'll hear directly from our Corporate Partners, Government Agencies, and from our own Veteran Business owners. Be sure to listen up when you hear that sound, this is the Reveille Podcast!

Sponsorship Includes: Sponsor logo added to Reveille podcast marketing on social media, plus recognition announcement at the beginning and end of the show.



Let's do it!

If you'd like to sponsor any of the VIB Network Business Development Programs available, or wish to create a customized program, contact CEO Rebecca Aguilera-Gardiner at rebecca@vibnetwork.org or call (619) 995-1969.



Strength in Diversity, Growth in Supply

AEG proudly sponsors the 7th Annual Veterans In Business Network's National Conference. Our Supplier Diversity Program is committed to the development of underrepresented businesses and providing equitable access to purchasing opportunities. AEG has a deep understanding of the value diverse suppliers bring, such as driving competitiveness in quality, service, and price. Our mission is to empower and partner with businesses that reflect our workforce, and the communities we serve and operate in so that AEG can continue to grow and meet the needs of our customers.



giving the world reason to cheer



NOTES

Lined area for notes.



The **Veterans In Business (VIB) Network** is a nonprofit organization that advocates for all veteran businesses including VetCert, SDVOBs and DVBES. **Our mission is to invest in education, create economic growth, establish relationships, and provide resources and advocacy to veteran-owned businesses.**

- Access to the VIB Directory with Over 2700 Members
- Veterans Join the VIB Directory for FREE Thanks to Corporate Members
- The VIB Network Represents Veteran Businesses on Various Boards, Committees and Councils (Insurance, Diversity, etc.)
- Training Programs for Veteran Business Owners
- The VIB Reveille Podcast: An inside look at Corporates, Government Agencies, Veteran-Owned Businesses and Upcoming VIB Events
- Opportunity Board for Posting RFPs
- Events Calendar
- Educational Webinar Library
- Business Resources
- Outreach Events
- Veteran-2-Veteran Cohort Program
- B.R.A.V.O. Corporate Mentor/Veteran Business Protege Program
- Express Connect (Boston, MA • April 25, 2024)
- National Conference (San Diego, CA • Nov 13-14, 2024)



All Veterans In Business Can Succeed Together

vibnetwork.org

vibconference.com • vibexpressconnect.com



We support Veteran businesses.

At the VIB Network, we walk our talk! We select Veteran businesses for products and services any time they are available. We are proud to support those who have supported us.

VETERAN VENDORS FOR THIS EVENT

Applied Learning Science: appliedlearningscience.com

William Morton Photography: mortonvisuals.com

On Point Moving: onpointmoving.com

Green Heart Blvd: [instagram.com/green_heart_2019](https://www.instagram.com/green_heart_2019)

Diego & Son Printing: diegoandson.com

Merlin Embroidery: merlinembroidery.com

Lisa E. Stansbury Glass Art Studio:
[facebook.com/StansburyGlass/](https://www.facebook.com/StansburyGlass/)

CMHardwoods Thank You Pens:
[etsy.com/shop/CMHardwoods](https://www.etsy.com/shop/CMHardwoods)

Donate today!





2nd ANNUAL VIB NETWORK
EXPRESS CONNECT

HOSTED BY:



EAST COAST

April 25 • Boston, MA

Registration opens January 16!

Sponsorship opportunities available.

Save the Dates: Join the VIB in 2024!



VIB NETWORK

Veterans In Business
Networking for Success

Details to be Announced

vibnetwork.org

WEST COAST

November 13-14 • San Diego, CA

Registration opens May 1!

Sponsorship opportunities available.



8TH ANNUAL VIB NETWORK
**NATIONAL
CONFERENCE**

Connect with these corporations, government agencies and more at the
VIB Network National Conference. *Networking is an investment in your business!*

T Mobile

**SOUTHERN CALIFORNIA
EDISON**
Energy for What's Ahead®

us bank

Bristol Myers Squibb™

Dexcom
CONTINUOUS GLUCOSE MONITORING

HONDA

AARP®

SoCalGas

**Robert Half®
protiviti®**

SOUTHWEST GAS

CWA
CALIFORNIA WATER ASSOCIATION

B

BANCROFT CAPITAL

PG&E

Pacific Gas and
Electric Company®

DGS
GENERAL SERVICES

AT&T

City of Hope

COMCAST

SDGE™

★

CALIFORNIA
AMERICAN WATER

Merck

MERCK

**CenterPoint
Energy**

Seal of the State of California

AEC

J.P.Morgan | CHASE

Kellanova

enterprise

npower

MCCARTHY

SKANSKA

SWINERTON

KAISER PERMANENTE®

**Capitol 50
consultants**
the government's on-call specialists

CITY NATIONAL BANK
AN RBC COMPANY

**Hal Hays
CONSTRUCTION INC.**

PATHOGEN FOCUS

1

**Blair,
Church
& Flynn**
CONSULTING ENGINEERS

SBTRC
SOUTHWEST REGION

**CATALYST
CAPITAL**

**RTI
INTERNATIONAL**

Caltrans®

FRONTIER

**CLARK
CONSTRUCTION**

ActOne Group

HP

HENSEL PHELPS
Plan. Build. Manage.

NAVFAC
Naval Facilities Engineering Command
"Naval Community"

REYES CONSTRUCTION, INC.
CONSTRUCTION WITHOUT COMPROMISE

**US Army Corps
of Engineers®**

**NATIONAL
VETERANS
ENTREPRENEURSHIP
PROGRAM**
Spears School of Business

Seal of the State of California

Seal of the State of California

**MAIN STREET
LAUNCH**

**National
UNIVERSITY**

**Pangea
Biological**

**INSURANCE
DIVERSITY
INITIATIVE**

DiversityComm, Inc.

**U.S. VETERANS
MAGAZINE**

**SAN DIEGO UNITED
PROPS 5&Z
Meas. Y.Y.
BUILDING QUALITY NEIGHBORHOOD SCHOOLS**

Seal of the State of California

PTAC
PROCUREMENT TECHNICAL ASSISTANCE CENTER

Seal of the State of California

Homeland Language Services
Our Linguists are the bridge to your success

Roebbelen

Seal of the State of California

Seal of the State of California

**DEFENDERS
GATEWAY**

**SAN DIEGO
INTERNATIONAL AIRPORT**
LET'S GO.

SBA
U.S. Small Business
Administration

Seal of the State of California

**BLACK
BOX
SAFETY**

CalPERS

BOTG

**SEVERN
SAFETY SUPPLY**

Seal of the State of California

**DIVERSITY
ALLIANCE
OF SCIENCE**

Seal of the State of California

**HB
HAIGHT BEY**

**EMBASSY
DATA LOGISTICS**

Seal of the State of California

Moonswitch

GSI
a DEPARTMENT OF
EMPLOYEE OWNED SINCE 2020

**VetMed
GROUP**

Dr. Whipple
BODY, MIND, & SPIRIT

**VETERAN OWNED
BUSINESS ROUND TABLE**
Serving those who have served

**PRINTING+
MUCH MORE!**

**FEDVET
CONSTRUCTION**

Disability:IN
Your business partner
for disability inclusion.

**KNS
INDUSTRIAL SUPPLY**

**THUNDERCAT
TECHNOLOGY**

Artemis United

**PHOENIX
CORPS**

IT-HENHOUSE

**DIVERSITY
PROFESSIONAL**

**GLOBAL
ENGINEERING
SERVICES**

**ICON
UTILITY SERVICES**

JVC

STEP
SUPPORT THE ENLISTED PROJECT

**applied
LEARNING SCIENCE**

**NL
NELSON LEADERSHIP**
INCORPORATED

**Servexo
PROTECTIVE SERVICES**

SBDN
SMALL BUSINESS DIVERSITY NETWORK

VBOC
VETERANS BUSINESS OUTREACH CENTER

BIRDS EYE AERIAL DRONES

**Left Brain
Professionals**

HB | HELMSBRISCOE

**TEAMWORKS
INTERNATIONAL**

**LE
Lisa E. Stanbury
Glass Art Studio**

**TRUE
TOP 10%**
Building those 1% who choose to serve

CAL VET
CALIFORNIA DEPARTMENT
OF VETERANS AFFAIRS

**AMERICAN INDIAN
ACCELERATOR**

eyegate design
DESIGN | VISION | MARKETING

WBECWEST
WOMEN'S BUSINESS ENTERPRISE COUNCIL
JOIN FORCES. SUCCEED TOGETHER.