



YPO

Black YPO Network



FORUM PARTICIPANTS

[2016-2019]



CHARLES MITCHELL
Chief Executive Officer and Co-Founder
All About People, Inc.
Phoenix, AZ

All About People is a professional recruitment and hiring firm that since 2002 has been putting people first. Putting their needs first. Their goals first. Their dreams first. And their happiness first.

All About People assists client companies to identify the best and the brightest talent that can only come from seasoned professionals. All About People's team members understand what it's like to sit in the hiring manager's chair. All About People also works to help career seekers emerge from their experience more confident knowing that throughout the hard work of finding a job, All About People is there all along the way.

The firm's temporary and direct hire placement transactions include highly sought after support staff, managers, high-potential professionals and senior leadership for Fortune 50, middle-market and growth stage companies. In the placement

practice, All About People provides a consultative, relationship-driven experience for our candidates and corporate partners. All About People has become a leader in the industry known for delivering consistent, recruitment excellence.

All About People has substantial recruiting experience placing talent in a variety of functional skill sets and industry verticals including: Advertising, Aerospace, Banking, CPG, Education, Financial & Professional Services, Local & Federal Municipalities, Healthcare / Pharmaceuticals, Legal, Retail, Technology and Telecommunications. We place professionals with a variety of skill sets: Administrative & Clerical Support, Accounting / Finance, Sales, Marketing, Human Resources, Supply Chain, Legal, Senior Management, IT and Engineering positions.



DAVID GUIDRY
President
Guico Machine Works, Inc.
Harvey, LA

David Guidry is vice chairman of the First Bank and Trust board of directors. He is president of Guico Industries, a manufacturer and distributor of equipment used in the exploration and development of oil fields and serving the entire North American oil patch. He is the founder of Guico Machine Works, Inc., a predecessor to Guico Industries.

A native of Palmetto, Louisiana, Guidry attended the Amos Tuck School of Business at Dartmouth University after graduating from T.H. Harris Technical College.

He is a trustee of Baptist Community Ministries and director of the Boy Scouts of America, Louisiana Children's Museum, Louisiana Minority Business Council, Idea Village, Jefferson Parish and Northshore business councils and other non-profit organizations. He formerly was a director of the New Orleans branch of the Federal Reserve Bank of Atlanta and chairman of the board of commissioners of the Port of New Orleans.

Guidry has received numerous federal, state and local honors, including the Small Business Administration Minority Business Award and Manufacturer of the Year, Louisiana Lantern Award and Young Leadership Council Role Model Award.



MARICO THOMAS
Managing Director
Thomas United Company Ltd.
Hamilton, Bermuda

The threat of showers did not deter over 800 people from visiting Four Star Pizza in Flatts for its first ever Free Food Wednesday.

Marico Thomas, President and CEO of Four Star, says a long line had formed by 2.15 pm despite the initiative not set to kick off for close to another two hours: "By 4 pm, the line had snaked around the front of the building, through our car park and down the street towards St George's. We were thinking, 'Okay it's on!'"

Describing the crowd as "hospitable, well behaved and organized", Mr. Thomas laments that Flatts Village had not seen that amount of action in quite some time.

Despite there being a bit of a lull, Mr. Thomas says a second wave of people began just after 5 pm.

"By 6 pm we had served over 800 people. It was a terrific experience. People in line expressed all sorts of gratitude. Personally, I experienced children of all ages saying 'thank you', adults sharing hugs, peers giving handshakes; accompanied by deep looks from their eyes to mine.

"There were those persons who made me slow down, and in fact stop, so that they could share the story of their circumstance which caused them to come. There were others who wanted me to know the depth of significance this event meant [sic] to them... or their family."

Mr. Thomas adds today was an experience in the joy of giving.

“Did we have to work hard? Yes. But it was fun and rewarding. Tonight each one of us... will be going home with a great story to tell. What we did and how it made us feel.”

Thanking Butterfield and Vallis, Rich’s and Barritt’s for their support, Mr. Thomas expresses his gratitude to his staff, volunteers and the Bermuda Police Service, but gave the greatest accolades to the hundreds of people who visited Four Star today: “My applause to those persons able to put pride aside and have the courage to receive our gift in a public venue.”



WARREN ANDERSON
CEO
The Anderson-DuBose Co.
 Warren, OH

Distributor to McDonald’s and Chipotle restaurants
 Involvement: Bluecoats Inc.; PlayhouseSquare Foundation; The Presidents’ Council; World Presidents’ Organization

In the news: Last spring, Mr. Anderson’s company

bought from Golden State Foods a distribution center in Rochester, N.Y., that supplies McDonald’s restaurants throughout the western half of New York, thereby increasing the number of restaurants it serves to 760 from 540.



BRYAN “TONY” PARCHMENT
President
Buchanan & Edwards
 Arlington, VA

Tony Parchment is the President and Co-Founder of BE. As BE’s President, Tony works with the leadership team to define the strategic direction for the firm, focusing specifically on identifying new opportunities to implement BE solutions that will streamline and improve business processes for new and existing clients.

For over 20 years, Tony has worked in the information technology consulting industry, helping clients design and develop solutions that help them meet their organizational objectives. Tony has led and overseen organizations and projects that developed solutions for clients across the Federal

Government, as well as in the commercial, state, and local sector. Prior to co-founding BE in 1998, Tony worked at PriceWaterhouseCoopers, Next Computer, and Apple, where he developed client/server and web applications.

Tony earned a Bachelor of Science in Management Information Systems from the McIntire School of Commerce at the University of Virginia and has completed executive education courses at the University of Virginia’s Darden School of Business. He is an active member of the Young Presidents’ Organization (YPO).



DR. ALEXANDRO F. ARMOUR
CEO
Offspring Solutions
 Washington D.C.

Dr. Armour is the CEO of Offspring Solutions with a broad repertoire and experience in analytical, management and technical consulting in a variety of industries.

Dr. Armour served in senior consulting roles for KPMG LLP and PeopleSoft where he was responsible for ERP product and services sales and business development to Education and Government clients. As CEO of Offspring Solutions, Dr. Armour has leveraged that experience to implement the necessary framework to lead corporate profitability and utilization goals in addition to the identification, development, delivery and closure of complex consulting engagements and software product development in various industries.

Dr. Armour is a graduate of the United States Air Force Academy and served in several functional/technical roles including Finance, Cost Analysis and Systems Acquisitions Officer receiving an honorable discharge from the U. S. Air Force.

Specialties: Strategic Planning, Business Development, Cloud Computing Architectures (PaaS, IaaS, SaaS), Data Analytics, Government Procurement, Action Research



MELVIN CLARK
President
G. W. Peoples Contracting Company
 Arlington, VA

While obtaining a JD/MBA at Northwestern University, Mr. Clark began his career as a labor consultant to Chicago United, where he developed a plan for increasing minority participation in the construction trades industry. He was also a member of the tax staff of Ernst & Young.

Mr. Clark worked as an Associate Attorney with Klett, Lieber, Rooney & Schorling gaining corporate planning for construction companies, construction litigation, and labor law. He also fulfilled a four year commitment as an attorney with the tax division of the United States Department of Justice.

Mr. Clark is a member of the Washington/Baltimore Chapter of the Young President's Organization, Inc. (YPO). Mr. Clark is also a member of the Black Young Presidents' Organization (BYPO).

Mr. Clark has received Presidential Appointments to the Board of Directors of the Pennsylvania Avenue Development Corporation, the Board of Governors of the United Service Organization and the Board of Directors of the Overseas Private Investment Corporation.

Mr. Clark was a private sector representative for the U.S. Department of State at the United Nations Trade and Development Conference in South Africa; a member of President's Clinton's White House Mission to Africa as well as a part of TransAfrica Forum's trip to Haiti.

During the Clinton Administration, Mr. Clark recommended and formulated the creation of the SBA's Mentor-Protégé Program, whereby minority 8(a) companies could be mentored by larger companies to compete in today's marketplace. Today, the SBA's Mentor-Protégé program has been replicated throughout the federal agency system.

Metroplex and G.W. Peoples signed the first Mentor-Protégé Agreement with the SBA.

Currently an aggressive advocate for small and disadvantaged business concerns, Mr. Clark has acted as an advisor to the White House Task Force on Small and Disadvantaged Business, and serves on the Executive Committee of the Congressional Black Caucus Institute's 21st Century Council.



BRIAN HALL
Chairman/CEO
Innogistics, LLC
Cleveland, OH

Brian Hall has served as the Executive Director of The Commission on Economic Inclusion for the Greater Cleveland Partnership since his appointment in 2013 first on an interim part time basis and then as a contract employee in January 2014. In addition to his duties with the Commission, where he was a founding board member and 5-year Co-Chair, he is also the CEO and owner of Innogistics LLC,

JIT Services LLC and franchise owner of All About People NEO LLC.

Brian has served on civic boards and task forces in the areas of civil rights, economic development, youth education, arts, politics, and culture. He is a founding member of the Presidents' Council Foundation; serves on the board for the Rock and Roll Hall of Fame; is vice-chair of the governance committee and a trustee and member of the strategy and compensation committees of University Hospitals; is a trustee of the University of Cincinnati Foundation; and is Chairman of the R.E.A.L. Re-Entry committee at Mount Zion Church.



DEVON HENRY
CEO & President
Team Henry Enterprises, LLC
Newport News, Virginia

Devon Henry is the CEO & President of Team Henry Enterprises, LLC. Team Henry is a multi-discipline contracting firm headquartered in Newport News,

VA with satellite offices in Richmond, Florida, North Carolina, and Delaware.

In 2010, Team Henry Enterprises was recognized in Bloomberg's Businessweek Magazine, ranking 65th on The 100 List of fastest growing inner city companies in the country and again in 2011 and 2012 by Fortune Magazine with a ranking of 13th in the country. In 2013 Team Henry was recognized by Inc. Magazine as the 9th fastest growing African American owned company in the entire country.

Devon has been recognized by Inside Business Magazine as a "Top 40 Under 40" recipient. He was a member of the 19th graduating class of the Transportation Construction Management Institute at Virginia Tech. He received his BS in Biology from Norfolk State University, where he was inducted as a Distinguished Alumni in 2013 and created an endowment to provide scholarships for Virginia high school students planning to attend NSU and major in a STEM related focus, he received his MS in Environmental Management from The University of Maryland. In addition Devon has received Executive Education certificates from The University of Richmond, Robbins School of Business, UNC Chapel Hill's Kenan-Flagler School of Business, and Tuck Business School at Dartmouth. Twice, Devon has been recognized as The Entrepreneur of the Year, in 2011 by The Metropolitan Business League and in 2012 by The Virginia Minority Development Council. In 2013, Devon was the recipient of the prestigious American Express Government Contractor of the Year Award. Most recently Devon was recognized by Richmond District of the U.S. Small Business Administration as the Small Business Person of the Year.



JEROME H. RUSSELL
President
H J Russell & Company
Atlanta, GA

Jerome Russell is the President of Russell New Urban Development, a division of H.J. Russell & Company. He has been involved in the construction and development business for over twenty five years. By growing up in the family business Jerome learned the importance of hard work, integrity and building quality relationships.

After earning his B.S. in Business Administration and Management from Georgia State, Jerome headed to Chicago, where he managed City Beverage, a \$15 million beverage distribution company. In 1989, Jerome returned to Atlanta to work for Gibraltar Land, Inc., an H.J. Russell-owned development firm, where he oversaw multi-million dollar residential and retail developments. In 1995, Jerome was named President and Chief Operating Officer of H.J. Russell focusing on the firm's strategic direction and new business development. This position

cultivated his passion for community revitalization and urban renewal. He started Russell New Urban Development in 2003 to provide high quality in-town developments that stimulate economic growth and excite people about urban living. As the renaissance of urban America continues, Russell New Urban is positioned to be a significant player in this space.

Like his father, Herman Russell, Jerome has an entrepreneurial flair, a firmly placed future orientation, and a dedication to his community. He serves on the board of Citizens Trust Bank, H. J. Russell & Company, Concessions International, Metro Atlanta YMCA, and Central Atlanta Progress. He is a member of the Urban Land Institute, Atlanta Rotary, Atlanta Chamber of Commerce and the 100 Black Men of Atlanta. Jerome is married to Stephanie Russell and father of four children.



CLARENCE MCALLISTER
Chief Executive Officer
Fortis Networks, Inc.
Phoenix, AZ

As Co-Founder and CEO of Fortis, Clarence leads

the company's overall strategic direction. Clarence started the company in 2000 with his wife Reyna after an engineering career with Alcatel Lucent and Verizon Wireless. In 2007, Clarence secured the 8a certification for Fortis and moved the company into the HUBZone. In 2008 the company started a construction division. Fortis holds the US Navy Seaport-e and GSA 8a STARS II Contracts.

Fortis has construction projects at WSMR, MCAS Yuma, MMWTC Bridgeport, Ft. Bliss, Ft. Hood and Ft. Huachuca. Fortis has a 5-year contract to provide Base Telecommunications System Operations & Maintenance at Holloman AFB. Fortis provides telecommunications construction services for Sprint, Alcatel Lucent, Verizon and AT&T. The company has unique technical capabilities in the deployment of Wireless DAS and Small Cells. In the transportation industry, Fortis has provided telecommunications construction services to the Phoenix Valley Metro Light Rail, Sky Harbor Skytrain and Utah Transit Authority Light Rail among other projects. The company has 120 employees across 7 States.

In addition to leading a staff of highly qualified project managers, engineers and technicians located throughout the country, Clarence is involved in the community on the Board of Overseers of the Phoenix Symphony, the Board of Directors of the Associated Minority Contractors of America and Chair of the ADOT DBE Construction Task Force. Clarence is a licensed Professional Engineer in several States as well as a licensed Contractor. He has also earned the designation of Registered Communication Distribution Designer (RCDD).

Clarence holds a Bachelor degree Summa Cum Laude and a Master in Electrical Engineering from Arizona State University, and a Master of Business Administration (MBA) degree from Nova

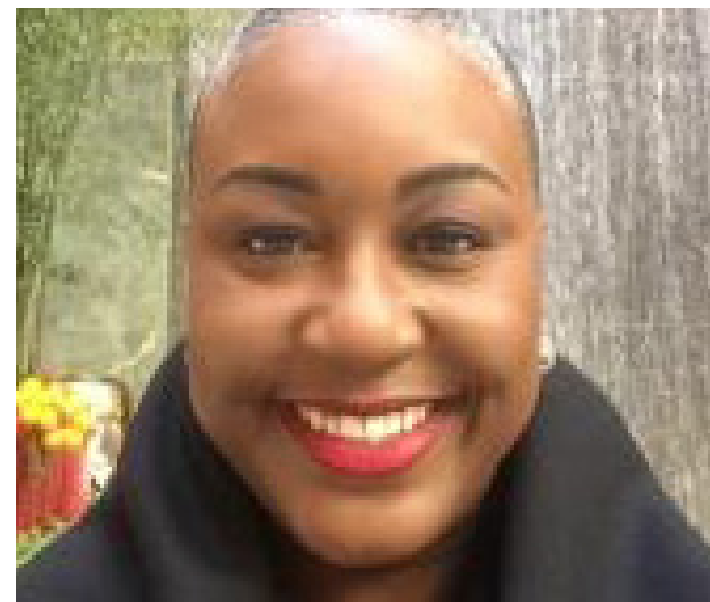
Southeastern University. Clarence is a licensed aircraft pilot with IFR rating and is fluent in Spanish.



TODD COLLINS
President
Red Hill Ventures
Charlotte, North Carolina

Todd is founder and CEO of Red Hill Ventures (<http://www.redhillventures.com>), a leading real estate investment and technology firm with operations in North Carolina, Texas, Maryland and Washington, DC. Red Hill Ventures specializes in the regeneration and responsible transformation of urban commercial property. Furthermore, the firm focuses on the development of technical products and services designed to promote operational efficiencies for real estate professionals. Under Nationwide Court Systems, the firm has developed several national cloud-based product including Nationwide Eviction (automated eviction processing) and Nationwide Property Tax Appeal (automated property tax appeals). Prior to founding Red Hill Ventures, Mr. Collins worked with Accenture as a Senior Manager for nine

years, managing and developing projects for clients in the Financial Services and Federal Government industries, such as Wachovia, Transportation Security Agency (TSA) and the US Postal Service. While at Accenture, Todd managed projects totaling over 95 million dollars in revenue and was recognized for his ability to grow business within his market unit. Todd has been a board member at YMCA and Supportive Housing Communities. Under The Collins Foundation, he also provides school-related programming for various Charlotte communities as well as sponsors a paid summer internship programs. In his spare time, he enjoys reading, running, skiing and entertaining his kids with bedtime stories. Todd currently lives in Charlotte, NC with his wife Janelle and children Sydney and Ella and Alston.



CHRISTINE CRAWFORD
Chief Executive Officer
D&G Management
 North Augusta, South Carolina

Dr. Christine Ruth Crawford is a native of Aiken, S.C. In her role as an owner/operator of seven McDon-

ald's restaurants in the Central Savannah River Area, she supervises over 300 employees. She has received several awards from the McDonald's community, including the regional Spirit Award for leadership. Dr. Crawford graduated magna cum laude from Spelman College in 1994 and received her doctorate in epidemiology from Harvard University in 2000.

After serving on the faculty of Morehouse College, Dr. Crawford became an Epidemic Intelligence Service (EIS) Officer at the Centers for Disease Control and Prevention. As an EIS officer, she was involved in post-911 bioterrorism surveillance, the development of a health services surveillance system with the Puerto Rico Department of Health, and epidemiologic investigations of surgical site infections, West Nile virus, and Anthrax. She received several awards including a National Center for Infectious Disease Honor and a September 11 Emergency Response Appreciation from the Federal Emergency Management Agency.

Dr. Crawford joined the family business in 2003 and became a McDonald's franchisee in 2005. She planned several next generation workshops for both the Women Operators Network and the National Black McDonald's Operator Association. She has served on several McDonald's national operator leadership teams including the Futures Task Force and Food Experience. Dr. Crawford served as the president of the Augusta Co-operative of McDonald's owner/operators for four years. She spoke to over 900 McDonald's corporate employees and owner/operators on food quality and nutrition at the McDonald's Worldwide Convention.

Dr. Crawford has also served as a speaker for several national and local youth groups, including the National Black MBA Association Leaders of Tomorrow. She currently serves on the planning and develop-

ment committee of the Georgia Regents Health System and the board of directors of the South Carolina Chamber of Commerce. Dr. Crawford was a former member of the Richmond County Board of Health and Salvation Army of Augusta advisory board. She is a graduate of Leadership Augusta and Leadership Georgia. Dr. Crawford currently resides in North Augusta and is a Liberty Fellow.



VICTOR EDOZIEN
Chief Executive Officer
SET Enterprises, Inc.
 Sterling Heights, Michigan

Victor Edozien is the President and CEO of SET Enterprises, Inc. In addition he is the Founder/Managing Principal of The Asaba Group, Inc. a strategy consulting/private equity holding company (www.asabagroupholdings.com) and is a veteran of the US Army. He has been in the automotive business for over 10 years and operates other automotive businesses under AG-Manufacturing, Inc. (www.agmanufacturing.com) with locations in Michigan, Illinois, and Alabama. Victor has over 15 years of experience in strategic planning, revenue growth strategy, acquisition strategies and business turnarounds/improvement. Edozien holds a BS in Electrical Engineering, BA Geology

with Mathematics, MS in Engineering, and a MBA in Finance & Operations Management.

He is currently a Wharton Fellow at The Wharton School, University of Pennsylvania and is a member of the Young Presidents' Organization (YPO), the Entrepreneurs' Organization (EO), and CEO Connection. He is a board member of Real Life 101 Scholarship and Mentoring Program (www.reallife101.org); a 501(c)(3) organization with a mission to improving the higher education opportunities of at-risk inner-city African American males.



DAVID MOODY
Owner
CD Moody Construction Co., Inc
 Lithonia, Georgia

Charles David Moody, Jr. is the President and Chief Executive Officer of C.D. Moody Construction Company, Inc. Mr. Moody graduated from Huron High School in 1974 and received his B.S. in Psychology from Morehouse College in 1978. After receiving his Bachelor of Architecture and five-year professional degree from Howard University in 1981, he returned to Ann Arbor to work as an architect/

field engineer for Bechtel Power Corporation. While in Ann Arbor, he also taught structural design and mechanical systems at Washtenaw Community College.

In 1983, Mr. Moody relocated to Atlanta. In 1986, he completed his first project at Dobbins Air Force Base for the bonding company, after the untimely death of his employer, George Brown. At that point, Mr. Moody decided to establish his own firm.

The first project of C.D. Moody Construction Company, Inc. was a joint venture with Otis Bellamy, of Bellamy Brothers, on the Underground Atlanta project in 1987. Since then, C.D. Moody Construction Company has grown from \$1 million to over \$70 million in annual revenues. The company provides a wide range of construction services including design/build, new construction, renovation, and construction management at-risk. C.D.

Moody Construction has been involved in many commercial, industrial, institutional, and hospitality projects. Other notable projects C.D. Moody has worked on include the Olympic Stadium, Morehouse College Leadership Center, The Federal Reserve Bank of Atlanta, Turner Baseball Field, Philips Arena, Home Depot, and, for Disney, the conversion of a shopping mall into luxury office space.

Mr. Moody derives great joy from dealing with Atlanta's youth. He has coached soccer, football, and basketball, and serves as a mentor/father figure for several young African American males. He is an ardent career day supporter of local high schools, and often chooses to serve as the company's representative at these functions. His firm also has partnered with Stoneview and Shadowrock elementary

schools, providing resources and support. In addition, the C.D. Moody Construction Foundation provides scholarships to minority students. Over 80 scholarships have been awarded since the Foundation's inception in 1989. He has endowed scholarships at Morehouse College, Howard University, and Central State University. Howard University has named their design studio after Mr. Moody.



KHORI WHITTAKER
Chief Executive Officer
Lighthouse Academies, Inc
Wesley Chapel, Florida

Khori Whittaker is the President and CEO of Lighthouse Academies, Inc. a network of K - 12 public charter schools serving students in communities in New York, Indiana, and Arkansas. 700 Lighthouse team members work together to prepare 7,000 students for college, career, and life through a rigorous arts-enriched program with high school graduation rates and college acceptance rates annually exceeding 95 percent.

He started his career as a fifth-grade teacher in Long Beach, California through the Teach for America movement. Khori continued his commitment to education innovation as an early team member of InsideTrack, Inc., a tech-enabled success coaching program and platform improving college access and completion for students across the country. Khori led recruiting during a critical growth phase and led InsideTrack's Community College Impact Initiative team -- pioneering customized student coaching programs on community college campuses. This team helped the University of Hawaii Community College system win a \$24M US Department of Labor grant and the Alabama PAVES consortium win a \$9M Department of Labor grant. In higher ed, he has also served as an Assistant Director for Undergraduate Admission at Stanford University.

While working as a Training and Sales Executive for Decker Communications, he had the pleasure of working with executives and teams at companies like Microsoft, Yahoo!, State Farm, Charles Schwab, Brocade, US Department of State and Dunn & Bradstreet. Directly prior to joining Lighthouse, Khori



launched the statewide grassroots and community engagement team at the Foundation for Florida's Future. Speaking of Florida, he is a graduate of Leadership Florida Cornerstone Class XXXIV.

Khori has a BA in Economics from Princeton University and an MA in Political Science from California State University, Long Beach... and a 4.90 Uber passenger rating.

OMAR KARIM
President
Banneker Ventures
Silver Spring, Maryland

Mr. Karim serves as President of the Company which he has led since its founding in 2005. He has grown the Company from a boutique real estate development firm to a diversified, full-service construction firm, also specializing in facilities and construction management with federal government, local government and commercial clients.

Since its founding, Mr. Karim has been responsible for the Company winning more than \$30MM in contracts and overseeing the construction of more than \$200MM in public and private projects. Prior to founding Banneker, Mr. Karim served as General Counsel for a Washington, DC-based development company. Before that, he served as a Corporate Associate with a large New York law firm.

Mr. Karim received a Juris Doctor degree from Howard University where he was a member of The Howard Law Journal; and a B.S. degree in Mechanical Engineering - also from Howard - where he became the first undergraduate student to serve two terms on the University's Board of Trustees.