

ICEA will accept nominations for the Annual Excellence Awards through May 10th.

This is a great opportunity for your chamber to garner statewide recognition for the hard work that staff accomplished on specific new projects throughout the past year.

Chambers are divided into the following categories for judging:

0—400 members

401—700 members

701+ members

Upon reviewing, all applicants scoring above 90% will receive an Excellence Award.

Chambers may enter multiple entries.

Deadline —May 10th.

E-mail entry link with this completed form to info@iceaonline.com.

Mail a non-refundable check payable to ICEA for \$25 per entry to:
ICEA, P.O. Box 377, Hanover IN 47243.

Questions? Please call the ICEA office at 812-871-3000.



Excellence in Innovation Awards

About the award: The Annual Excellence Awards will recognize innovative new projects from your chamber this past year. Chambers may submit multiple nominations for various projects, however each nomination must showcase something new offered by your chamber during this past year. This award recognizes excellence in innovative new ideas. Complete a separate form for each entry.

E-mail your entry with this completed form to info@iceaonline.com prior to May 10th. Each entry submitted for review will be charged a \$25 non-refundable fee. Please mail this review payment payable to ICEA to: P.O. Box 377 Hanover IN 47243. An invoice will also be sent for you to pay with debit/credit card.

Chamber of Commerce Supplier Diversity Program

What are you submitting for? OneZone

Contact: 317.436.4653

Telephone: Jack Russell

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Complete a duplicate entry for more than one entry. Please circle below the size of your chamber:

- 0—400 members
- 401— 700 members
- 701 + members

Forward e-mail with your submission attached to info@iceaonline.com no later than May 10th.

OneZone Chamber of Commerce Mentor-Protégé Program

Purpose

OneZone is committed to the growth and development of the XBE (Minority, Women, Veteran and Disabled) Community and its ability and capacity to compete in the general marketplace. In this mission, OneZone has been developed a Mentor- Protégé Program, in partnership with The Gideon Group, to enhance the capacity and continued success rates of XBE firms, thereby increasing supplier diversity opportunities for XBE participation in locally sourced contracts.

Through hands-on technical assistance and direct experienced-based advisement, the program strives to develop working relationships between XBE firms and prime contracting firms that have a track record of success.

Program Overview

Participation in the program is entirely voluntary. Eligible firms that wish to mentor an XBE firm must work together with OneZone, The Gideon Group and the XBE firm, to achieve agreed upon outcomes outlined in a Relationship Plan. The Relationship Plan will outline the areas the mentor firm and the protege XBE firm agree upon need improvement or addressing.

To be eligible for the program, each XBE firm must meet the designation as a small business based on State and County definitions, they must be owned by community members who are deemed disadvantaged, or underserved, lastly firms must have not exceeded over \$2M in revenue.

Program Benefits

- Create and strengthen positive working relationships between established and emerging companies.
- Increase opportunities for XBE firms to participate in locally sourced contracts.
- Enhance XBE firm's capacity and industry expertise.
- Increase the pool of qualified XBEs for various types of contracts.
- Cultivate and encourage XBEs to bid as prime contracts for future contracts.

Incentives

- OneZone digital sticker to be added to participating mentor and protégé organizations websites.
- Award Ceremony for participating organizations
- Highlighting XBE protege organizations in OneZone newsletter

Eligibility Requirements

Mentor requirement:

- Firm must have at least five (5) years of business activity
- Firm must have at least three (3) years of public or corporate contracting experience, preferably as a prime contractor
- Must agree to a minimum of two (2) hours per month of coaching including but not limited to training, one-on-one meetings, small group seminars and or technical assistance with the protege firm.
- Must assign qualified key personnel to administer training and supervision of the mentor/protege process.
- Must commit to at minimum one (1) year of participation in the OneZone Mentor-Protégé program.

Protégé requirement:

- Firm must be an XBE certified in the City of Indianapolis, State of Indiana, or the SBA.
- Firm must remain an XBE certified and in good standing throughout the duration of the Relationship Plan.
- Must agree to a minimum of two (2) hours per month throughout the duration of the Relationship Plan.

Relationship Plan

Firms wishing to participate in the Program must have their Relationship Plan reviewed by OneZone and The Gideon Group. Only participants with an approved Relationship Plan can participate in the Program. The Relationship Plan must include specific coaching for the Protégé in areas such as infrastructure, operations, finance, technical, and bidding/estimating. The Relationship Plan must also include measurable benchmarks to be met by both the Mentor and the Protégé, a schedule of meetings, and a reporting schedule.

The Relationship Plan delineates the specific responsibilities and obligations of each party in the Mentor-Protégé relationship and must include a timeline by which stated obligations will be completed. The Relationship Plan must be signed by both parties.

The relationship between Mentor and Protégé is a business partnership. The Mentor cannot exercise management control over the Protégé or have any direct or indirect ownership interest in the Protégé while both parties are participating in the Program. The Protégé cannot be dependent on the Mentor and maintain best effort sustainability. Both are independent, autonomous entities who will be responsible for their own tasks and management of their own staff. If a financial business relationship emerges, neither party is required to work exclusively with their Mentor or Protégé.

Termination of Mentor-Protégé Relationship

Once a Relationship Plan has been approved, written notice of any change in its approved status must be sent to OneZone and The Gideon Group on a timely basis. To terminate a Relationship Plan, one of the parties must submit a request, in writing, to OneZone and The Gideon Group outlining why each party feel the Relationship Plan should be terminated. The request should include any correspondence between the two parties to show a failure to meet obligations of the Relationship Plan. OneZone and The Gideon Group will concur in the termination of the Relationship Plan for cause of any of the following reasons, documented to the satisfaction of OneZone and The Gideon Group: failure of the other party to submit reports and/or attend scheduled meetings; its failure to meet task deadlines; lack of cooperation; or any material breach of the Program requirements.

Termination may affect the ability for the non-participatory party to continue in future relationships in the Program.

Reporting

Reports of activities such as completed tasks, trainings, meeting, and progress toward planned goals must be submitted to OneZone and The Gideon Group on a quarterly basis for the duration of the Relationship Plan. The report must be signed and approved by both parties prior to submittal.

Monitoring

Oversight of the Program will be performed by OneZone and The Gideon Group. OneZone and The Gideon Group will review all reports and schedule quarterly meetings with both parties to discuss progress and/or any goal shortfalls. Mentor and Protégé must attend all quarterly meetings.

This process will be put into place to evaluate reports to ensure both parties are adhering to the Relationship Plan.

The following will be a guide to evaluate the overall success and vitality of the Mentor-Protégé relationship:

- Satisfactory progress toward the stated goals in the Relationship Plan
- Quality of coaching provided by the Mentor.
- Working relationship between Mentor and Protégé
- Protégé improved capacity in specific target areas
- Decrease reliance on the Mentor by Protégé in the outline improvement areas.



For Immediate Release

September 1, 2021

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**ONEZONE CHAMBER OF COMMERCE PARTNERS WITH THE GIDEON GROUP
TO BUILD AND LAUNCH XBE PROGRAM**

Mentor-Protege Program Designed to Enhance and Expand Supplier Diversity

OneZone Chamber of Commerce has announced a Mentor-Protege Program, in partnership with The Gideon Group, a local MBE/WBE consulting partner, to enhance and foster the continued success rates of XBE firms, specifically in Hamilton County. The primary goal of the program is to better improve XBE companies' access to procurement opportunities through locally sourced contracts.

"As an organization centered on business advocacy, it is critical we better understand and establish programming to grow and develop relationships with our XBE businesses and how they can best compete in our local marketplace," said Jack Russell, CEO of OneZone Chamber of Commerce.

The primary goal of the program is to better improve minority-, women-, veteran-, and disability-owned companies' (collectively referred to as XBE companies) access to procurement opportunities through locally sourced contracts. The OneZone Mentor-Protege Program will develop working relationships between XBE firms and prime contracting firms with a proven track record of success.

"Hamilton County is a thriving community and has a myriad of business opportunities for those of all backgrounds and experiences. We are excited to be a part of such an amazing initiative that not only fosters economic development, but also creates a movement of commonality, unity, and inclusiveness," said Terry Dove-Pittman, Founder/CSO, Enterprise Strategist– The Gideon Group.

The program is slated to launch in January 2022. To be eligible for the OneZone Mentor-Protege Program, each XBE firm must meet the designation as a small business based on State and County definitions. They must also be owned by community members who are deemed underserved or disadvantaged, with annual revenue less than \$2M. OneZone, with The Gideon Group, will continue to update the Fishers and Carmel business community as this program builds to launch.

About The Gideon Group

The Gideon Group is an Indianapolis -based brand-house and creative agency specializing in social micro-enterprise startup enterprise and nonprofit brand development. We turn great ideas into powerful brands. We partner with start-up micro-enterprises, social enterprises and nonprofits who know they need to enhance their brand in order to achieve the success they seek.

For more information about OneZone events and initiatives, visit OneZoneChamber.com.



For Immediate Release

March 16, 2022

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NEXTGEAR CAPITAL FUNDS ONEZONE'S SUPPLIER DIVERSITY PROGRAM

Mentor-Protege Program Established to Improve XBE Certified Companies Access to Procurement Opportunities

Fishers, IN (March 16, 2022)—OneZone will debut its Supplier Diversity Mentor-Protege Program this Spring, with NextGear Capital as the initiative's funding partner. The program has been established to develop working relationships between XBE firms and prime contracting firms with a proven track record of success.

"NextGear Capital and our parent company Cox have long been steadfast advocates for diversity and inclusion; a commitment demonstrated by Forbes including us on their list of "The Best Employers for Diversity" as well as the Human Rights Campaign listing us among "Best Places to Work for LGBTQ Equality," said John Wick, Senior Vice President of NextGear Capital. "Our enterprise-wide supplier diversity initiatives include inviting and encouraging the use of qualified minority, women, veteran, disability, and LGBTQ-owned businesses in our companywide purchasing process."

Wick added, "We are proud to take a leadership role in supporting worthwhile supplier diversity programs that make positive differences in our communities."

NextGear Capital's parent company, Cox, spends more than \$800 million annually partnering with diverse suppliers who offer high-quality and competitively priced products and services and is striving to spend more than \$1 billion with diverse suppliers by 2026. Their funding partnership of the Supplier Diversity Program is an example of how they support organizations that help diverse-owned businesses thrive.

"This is such an exciting time for our organization," said Jack Russell, CEO of OneZone Chamber of Commerce. "Through this program, funded exclusively by NextGear Capital, we are confident that OneZone will help XBE Businesses bring their value and impact to the table. Having an opportunity to be better connected will open doors for both our mentors and proteges, and that's why this is so important to us."

The OneZone Chamber Supplier Diversity Program is now accepting applications from Hamilton County-based XBE-Certified businesses, with annual grossing revenue less than \$2 million. OneZone will review all applications, and select 10 program mentors and 10 program proteges to participate in this 12-month program. If interested, please visit onezonechamber.com/supplier-diversity-program/. Applications will be accepted through April 20, 2022.

For more information about OneZone initiatives, visit OneZoneChamber.com.

About NextGear Capital

NextGear Capital is the largest independent inventory finance company in North America, providing flexible lines of credit for dealers to purchase used inventory at over 1,000 auto and specialty auctions and other inventory sources throughout the United States. The company's products and services allow dealers to floor plan nearly any type of remarketed unit in automotive retail, wholesale, or salvage. With a customer base of more than 19,000 dealers, NextGear Capital also provides a robust array of services and support that allow dealers to acquire and sell more inventory, including state-of-the-art online and mobile account management tools, title services, records management and collateral protection. Headquartered in Carmel, Indiana, NextGear Capital is a Cox Automotive™ brand. For more information, visit www.nextgearcapital.com.