



# ANNUAL REPORT 2018

FLIGHT PLAN TO SUCCESS





The Airport Minority Advisory Council (AMAC) is the only national, non-profit trade association dedicated to advancing the full participation of minorities and women in employment and contracting opportunities throughout the aviation and aerospace industries.





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## PRESIDENT’S LETTER

IMPACT. LEADERSHIP. CULTURE



**KRYSTAL J. BRUMFIELD**  
PRESIDENT & CEO

Since our founding in 1984, AMAC continues to be the voice for diversity in the aviation community. In 2018, AMAC took an even greater and more ambitious role through research, analysis and reflection by establishing three key strategic goals centered on **Impact, Leadership and Culture**.

We grew our **impact** through a substantial increase in member engagement, staff expansion and program development. We set tangible goals and expanded **leadership** through our board of directors and strategic partners who help resolve challenges our members’ face and add a fresh perspective to charting AMAC’s future. We continue to nurture the unified family **culture** at AMAC that is more focused, responsive, entrepreneurial, results driven and compassionate for the benefit of all our stakeholders than ever before.

Over the last year, we were able to sustain growth and soar to new heights. Whether it was launching regional mixers, collaborating with AAAE on diversity studies, strengthening car rental work group initiatives, partnering with COMTO to aid women and minorities, expanding AMAC Academy webinars, having three top airport CEOs (Baltimore/Washington International Thurgood Marshall Airport, Philadelphia International Airport and Los Angeles World Airports) represented on our board of directors, expanding the reach of the AMAC PAC, supporting youth through the AMAC Foundation or hosting a SOLD OUT annual Airport Business Diversity Conference – AMAC remains sky high!

We cannot thank you enough for your continued support and we are thrilled to engage you even more.

Onward,

A stylized handwritten signature in black ink, appearing to read 'Krystal'.

Krystal J. Brumfield  
President & CEO, AMAC

# MEMBERSHIP

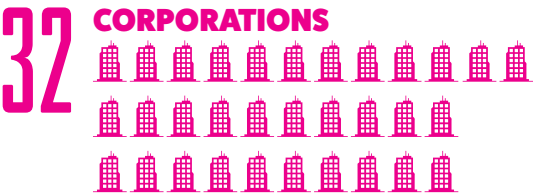
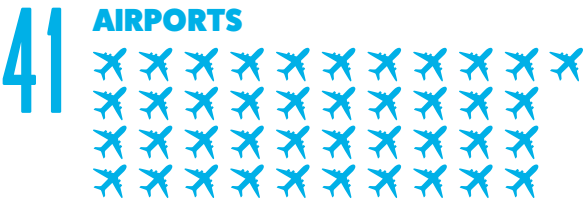
GROWTH. DIVERSITY. RETENTION

We continued the momentum of our strategic marketing plan. This plan provided a dynamic road map to increase our visibility, solidify our brand, drive traffic to our events and activities and communicate membership benefits to our target audiences. Initiatives included:

- Increased Promotion of the AMAC Career Center (BID/JOB Board)
- Implemented Monthly New Member Orientation Webinars
- Launched AMAC Connect Member Social Media Platform
- Created Membership Spotlight Area on Website
- Conducted Member Satisfaction Survey
- Collected Member Testimonials
- Launched Quarterly Membership Campaigns

2017 – 2018 Membership Revenue: **50%** ▲

## NUMBER OF MEMBERS



**8%**  
Increase in Friends



**71%**  
Increase in Likes



**17%**  
Increase in Followers



**26%**  
Increase in Subscribers



“I have been an AMAC member for 2 years. From the beginning, the membership services are very helpful in assisting me navigate the benefits of membership (for both myself and my company). I am now the Co-Chair of the Emerging Leaders Initiative with AMAC and am so excited to grow within the organization and the industry!”

– Lauryn Mangum, Stellar Partners, Inc.



# THE VOICE

ADVOCATE. SUPPORT. INITIATE.

## CONCENTRATED FUNDING

The AMAC PAC hosted its inaugural fundraising reception in conjunction with the Leadership Summit on March 20, 2018 in Washington, DC. Additionally, the AMAC PAC hosted a fundraiser reception at the 34th Annual Airport Business Diversity Conference: Inspiring Possibilities on August 23, 2018 in Seattle, Washington.



## CAPITOL HILL ROUNDTABLE

On Wednesday, June 20, 2018, First Vice Chair John Clark participated in a roundtable discussion on “Insider Threat at Airports.” The roundtable was hosted by the House Committee on Homeland Security Chaired by Congressman Katko (R-NY). This is the first roundtable of a series to discuss 100% security check. Other panelists included:

**Chad Makovsky**  
Executive Vice President for Operations  
*Dallas Fort Worth International Airport*

**Balram Behodari**  
Interim General Manager  
*Hartsfield-Jackson Atlanta International Airport*

**John Bilich**  
Chief Security Officer  
*Port Authority of New York and New Jersey*

**Randy Harrison**  
Director of Corporate Security  
*Delta Air Lines*

**Jose Freig**  
Managing Director of Corporate Security  
*American Airlines*

**Andre Sutton**  
International Vice President  
*Transport Workers Union*



## 5-YEAR FAA REAUTHORIZATION BILL

The U.S. Senate passed compromise legislation by a vote 96-3 reauthorizing federal aviation programs. The U.S. House passed its version of the legislation on September 26, 2018 by a vote of 398-23. This action clears the legislation for signature by the President. The compromise legislation authorizes a total of \$96.7 billion in funding for federal aviation programs over five years (FY 2019-2023). H.R. 302 - The Federal Aviation Administration (FAA) Reauthorization Act of 2018 finally crossed the finish line after months of delay and legislative wrangling. H.R. 302 represents the longest funding authorization period for Federal Aviation Administration programs since 1982.

AMAC commends both the House and Senate for its inclusion of two key Disadvantaged Business Enterprise (DBE) provisions in the bill. Specifically, Section 157 of the bill cites a “compelling need for the continuation of the airport disadvantaged business enterprise program and the airport concessions disadvantaged business enterprise program to address race and gender discrimination in airport-related business, moreover, the section also directs the FAA to “take actions to assess and improve compliance with prompt payment requirements.” Section 150 of the bill reflects language advocated for by AMAC to address a long-standing size standard barrier to DBEs involved in airport construction. The bill rectifies this matter by conforming the DBE size standard for programs authorized by the FAA bill to those set by the U.S. Small Business Administration.



# FOOTPRINT EXPANSION

PROMOTE. ACTIVATE. THRIVE

## AMAC ACADEMY WEBINARS

### CYBER SECURITY

**January 11, 2018**

Focus: Why protecting your organization's assets, information and intellectual property continues to be increasingly difficult with a growing number of employees using their own devices and applications at work.

### NEW TAX CUTS AND JOBS ACT

**January 25, 2018**

Focus: The new Tax Cuts and Jobs Act by highlighting key parts of the new tax law that are relevant to AMAC members.

### AIRPORT ADA ESSENTIALS

**February 8, 2018**

Focus: ADA requirements and compliance strategies for airport public spaces.

### HOW TO DO BUSINESS WITH THE HAS

**February 15, 2018**

Focus: Houston Airport System Office of Business Opportunity, certification with the City of Houston (M/W/D/ACDBE) and upcoming opportunities with the Houston Airport System.

### SAFEGUARDING YOUR GOODS & SERVICES

**April 12, 2018**

Focus: How the protective rights of intellectual property ownership can provide safeguards against competitor infringement and ensure that your brand remains distinguishable from all other goods and services offered to consumers nationwide.

### TOWN HALL FOR DBELOS

**March 29, 2018**

Focus: Examining the pitfalls and challenges of administering DBE/ACBDE programs.

### TIPS TO ENHANCE YOUR AMAC 2018 EXPERIENCE

**July 24, 2018**

Focus: How to maximize your experience at our 34th Annual Airport Business Diversity Conference: Inspiring Possibilities hosted by the Seattle-Tacoma International Airport.

### CAREER ADVANCEMENT

**July 26, 2018**

Focus: To provide an overview of the aviation supervisor and managerial environment as it stands today along with challenges professionals might face as they engage in their career journey.

### OPTIONS FOR ACDBE FINANCING

**October 25, 2018**

Focus: Lessons learned to assist you in selecting the best financing option for your organization.

### RECRUITING ADVICE FOR SMALL BUSINESSES

**November 8, 2018**

Focus: Best hiring practices to attract and obtain stellar candidates such as: when to hire; popular job boards; interviewing tips; records management and more.



## LEADERSHIP SUMMIT on Capitol Hill

On March 20 - 21, 2018 we hosted our annual Leadership Summit on Capitol Hill. This two-day event was filled with optimal networking and advocacy opportunities to voice opinions to decision makers who can affect real change and help policymakers understand the challenges and opportunities of operating in the aviation industry.

### SPEAKERS INCLUDED:

**Charles E. James Sr.**, Director, U.S. Department of Transportation (DOT) Office of Civil Rights

**Congresswoman Yvette D. Clarke** (NY-09)

**Wilbur Barham**, Federal Aviation Administration (FAA) Office of Civil Rights

**Khem Sharma**, Chief of Office of Size Standards, U.S. Small Business Administration (SBA)

**Dr. Thomas "Danny" Boston**, CEO, EuQuant, Inc.

**Edith J. McCloud**, Acting National Director, Minority Business Development Agency (MBDA)

**Winsome Lenfert**, Acting Associate Administrator, Federal Aviation Administration (FAA), Office of Airports

**Erik Hansen**, Vice President of Government Relations, U.S. Travel Association



## WOMEN'S HISTORY MONTH LUNCHEON

On March 28, 2018 we hosted a Women in Aviation Luncheon honoring Women's History Month at Morton's Steakhouse in Washington, DC. Attendees included representatives from the American Association of Airport Executives (AAAE), Airport Consultants Council (ACC), Airports Council International (ACI), JLAN Solutions, JMA Solutions and the Metropolitan Washington Airports Authority (MWAA).



## 34TH ANNUAL AIRPORT BUSINESS DIVERSITY CONFERENCE: INSPIRING POSSIBILITIES

We hosted our SOLD OUT 34th Annual Airport Business Diversity Conference: Inspiring Possibilities at the Westin Seattle on August 21 - 24, 2018 in partnership with the Seattle-Tacoma International Airport. This event continues to be the premier aviation industry event of the year – serving as a hub for education, advocacy and networking opportunities that promote diversity and inclusion in airports. Conference firsts included:

- AEC Prime Breakfast
- PAC Reception
- Emerging Leaders Networking Reception
- AMAC Foundation Poker Tournament



## ACS & AMAC WORKSHOP

On October 29 – 30, 2018 we partnered with Aviation Career Services (ACS) to host a Business & Leadership Workshop in Chicago, IL. This “roll your sleeves up” event combined practical and proven programs used throughout various industries, but with an aviation and transportation twist. We incorporated a practical application of strategic, business planning coupled with leadership execution and change management, allowing attendees to learn, develop and exercise their own business leadership abilities based on the various sessions presented throughout the workshop.



## EASTERN REGION MIXER

In celebration of Philadelphia's Minority Enterprise Development (MED) Week, we hosted a mixer in partnership with the Enterprise Center, Milligan & Company LLC and the U.S. Minority Business Development Agency (MBDA) on October 3, 2018 in Philadelphia, PA comprised of minority business owners from DE/PA/NJ. Attendees networked with AMAC staff, as well as representatives from Philadelphia International Airport (PHL), MarketPlace PHL and local AMAC members operating in the Eastern Region.



## GREAT LAKES REGION MIXER

In partnership with Aviation Career Services (ACS), we hosted a networking mixer on October 29, 2018 in Chicago, IL comprised of ACDBE, DBE, MBE and WBE firms and Chicago Department of Aviation representatives. We also celebrated new AMAC members Chicago O'Hare and Midway Airports.

## THE FUTURE

DEVELOP. ENGAGE. ADVANCE.


### GROWING WITH YOUTH OVERTIME

The AMAC Foundation received \$50,000 from AMAC member, AECOM, to fund the AECOM FLY (Future Led by Youth) Endowment at AMAC's 34th Annual Airport Business Diversity Conference: Inspiring Possibilities. AECOM FLY will provide scholarship(s) to students who demonstrate intent to pursue a career in the aviation field while enrolled in one of the following accredited university disciplines: aviation planning; engineering; architecture and construction.



31   
APPLICATIONS  
SUBMITTED

30   
SCHOOLS  
REPRESENTED

17   
FEMALES

14   
MALES

25   
SCHOLARSHIPS  
RECOMMENDED

\$31,500  
AWARDED



*"Receiving the AMAC Foundation scholarship means the world to me. Being a female in a male driven career path is intimidating, but because of AMAC's support I know that my perseverance through my education will be more meaningful knowing there are people who believe in me. I am so thankful for AMAC."*

*- Leonia Hunt, AMAC Foundation Scholar*



# PROJECT LIFT

## LEADERS INSPIRING FUTURE TALENT

On Tuesday, August 21, 2018, over 100 students from local high schools participated in Project LIFT (Leaders Inspiring Future Talent), where they learned about careers in aviation, airport operations, aerospace and skilled trades from area airport directors. The event also inspired them to explore.

This annual program provided hands-on training for students and was sponsored by the Port of Seattle. Participating organizations included:

- Raisbeck Black Student Union and Women in Aviation students
- King County International Airport High School Interns
- Red-Tailed Hawks Flying Club
- South Park/Georgetown Youth
- Seattle Goodwill Renton Aerospace Program
- Port of Seattle's Summer High School Interns
- Museum of Flight's Summer High School Interns



### CAREER PLANNING

The students participated in an icebreaker activity and answered questions to get them thinking about their interests, skills and potential career paths.

### HANDS-ON INSPIRATION

With the assistance of panelists from aviation professions, the students participated in industry-specific and skill building activities: Build, Fly, Launch and Operate.

- BUILD:** a parachute building challenge using two vertical wind tunnels and assorted supplies. The goal was to see whose design could fly smoothly and the highest
- FLY:** plan a short flight with unforeseen circumstances from Boeing Field to Paine Field with help from pilots from Mesa Airlines, the Latino Pilots Association, Boeing and Cape Air
- LAUNCH:** design a space suit for a pilot with help from an engineer from Blue Origin and a member of the Organization of Black Aerospace Professionals
- OPERATE:** learn how to prioritize work-related tasks from a Fleet Manager for King County International Airport – Boeing Field in Seattle

After each activity, panelists debriefed with students about how the skills used and the challenges they experienced applied to a specific career. As students are just beginning to explore their strengths and career interests, panelists expressed the importance of trial and error and to not be afraid of failure.

The program also introduced students to the Museum of Flight's educational programs:

- Aeronautical Science Pathway
- Guides You to A Career as A Professional Pilot or In Aviation Operations Management
- Private Pilot Ground School
- Get the Tools to Start A Career as A Professional Pilot
- Western Aerospace Scholars
- Research and Plan A Mission to Mars and Beyond

## DREAMS TAKE FLIGHT

For two students at Auburn Mountainview High School, Project LIFT was a chance for them to be around and learn from others who share their passion for aviation.

Alexandra Reyes has wanted to be a pilot since the first grade when she boarded her first flight from the Philippines to Hong Kong.

"I was amazed at how this piece of metal floats in the sky and is controlled by two pilots," said the incoming junior at Auburn Mountainview.

Stuti Dahal said her dream of being a pilot is connected to "that feeling of freedom to be able to fly through the sky."



# TEAM AMAC

TALENT. COMMITMENT. STRENGTH.

As the only national, non-profit trade association dedicated to advancing the full participation of minorities and women in employment and contracting opportunities throughout the aviation and aerospace industries, we are proud to boast our entire team of stakeholders – from executive management, staff, board members, members, students, corporate and strategic partners – to our stakeholders working collaboratively to ensure our efforts are focused on our members first.

## THREE TOP AIRPORT CEOS JOIN AMAC'S BOARD OF DIRECTORS



**Rochelle "Chellie" Cameron**  
CEO  
Philadelphia International Airport



**Deborah Flint**  
CEO  
Los Angeles World Airports



**Ricky D. Smith**  
CEO  
Baltimore/Washington International  
Thurgood Marshall Airport

*These Industry Influencers are Poised to Make a Difference  
for Minority and Women-Owned Businesses*

## AMAC STAFF



**Krystal J. Brumfield**  
President & CEO

**Shahara Anderson-Davis**  
Communications & Event Manager

**Anthony W. Barnes**  
Business Development & Member Services Director

**Lawrence Duncan**  
Intern

**Mareco Edwards, Esq.**  
General Counsel

**Terri Frierson**  
Program Manager, AMAC Foundation

**Jovan Goldstein**  
CFO

**Jessica Maimon**  
Membership Manager

**Chermaina Roundtree**  
Programs & Corporate Development Director

**Erik Sams**  
Graphic Designer/Webmaster

**Maurice Tucker**  
Accountant



## AMAC BOARD OF DIRECTORS

### OFFICERS



**Lynn Boccio**  
First Vice Chair  
Avis Budget Group,  
Inc.



**John Clark III**  
Chair  
SSP America



**Randy Hazelton**  
Treasurer  
H&H Hospitality



**William "Bill" Swift**  
Second Vice Chair  
Business Traveler  
Services, Inc.  
Swift Services, Inc.



**Simeon Terry**  
Secretary  
Austin Commercial

### REGIONAL DIRECTORS



**SOUTHWEST**  
**Tamika Dickerson**  
Jacobs Engineering  
Group



**WESTERN**  
**Ebon Glenn**  
Aimhigh ESG



**EASTERN**  
**Deven Judd**  
Metropolitan Washington  
Airports Authority



**GREAT LAKES**  
**Tonja Pastorelle**  
Pastorelle Marketing  
Group



**SOUTHEAST**  
**Mori Russell**  
Concessions  
International



**NORTHEAST**  
**Monir Saji**  
Bangel Groups Inc.



**CENTRAL**  
**Roger Spearman**  
A-1 Private Investi-  
gations, LLC



**NORTHWEST**  
**Marques Warren**  
DBE Loans

### AT-LARGE DIRECTORS



**Farad Ali**  
Raleigh-Durham  
International Airport



**Heather Barry**  
SSP America



**Rochelle "Chellie" Cameron**  
Philadelphia  
International Airport



**Deborah Flint**  
Los Angeles World  
Airports



**Gonzalo de la Melena Jr.**  
edmVentures, LLC



**Iris Messina**  
HMSHost



**Ricky D. Smith**  
Baltimore/Wash-  
ington International  
Thurgood Marshall  
Airport

## AMAC FOUNDATION BOARD OF DIRECTORS



**Heather Barry**  
Chair  
SSP America



**Herlinda Bradley**  
Cleveland Airport  
System



**Regina Brown**  
San Diego International  
Airport



**John Clark III**  
SSP America



**Dawn Hunter**  
Vice Chair  
Port of Seattle



**Andrella Kenner**  
CI2 Aviation



**Lee Lewis, Jr.**  
Enterprise Holdings



**Greg Plummer**  
Enjoy Repeat, Inc.



**Frank Wengler**  
AECOM

# AMAC PAC BOARD OF DIRECTORS



**Leslie Bensen**  
*Departure Media  
Airport Advertising*



**John Clark III**  
*SSP America*



**Darryl Daniels**  
*Chair  
Jacobsen | Daniels  
Associates*



**Janus Holder**  
*EJE Travel Retail*



**Andrew Jenkins**  
*AJA Management &  
Technical Services,  
Inc.*



**Corliss Stone-Littles**  
*Corliss Stone-Littles,  
LLC*



**Mario Trevino**  
*Innovative  
Strategies*



**Walter Vinson**  
*Hartsfield-Jackson  
Atlanta International  
Airport*



**Nancy West**  
*Treasurer  
Exstare Federal Ser-  
vices Group, LLC*

# COLLECTIVE ALLIANCES

VALUE. IMPACT. LEAD

## MEASURING DIVERSITY IN AIRPORTS

We partnered with the American Association of Airport Executives (AAAE) to conduct a survey on the diversity composition and inclusion programs at airports. Diversity is a critical issue in our industry and no comprehensive data exists on the current diversity composition of airports. The survey was completely anonymous with data being gathered and reported by Federal Aviation Administration (FAA) designated categories only. Data collected from this survey served as an important and helpful benchmark for airports. We received 61 responses – 8 large hub airports; 13 medium hub airports; 16 small hub airport and 24 non-hub primary airports.

## AIDING WOMEN AND MINORITES IN THE TRANSPORTATION INDUSTRY

We strengthened our strategic alliance with COMTO designed to enhance the business opportunities of minority and women-owned enterprises as well as professional development and career advancement of minorities and women in the airport and surface transportation industries. This agreement was announced at COMTO's 47th National Meeting and Training Conference on July 28 – August 1, 2018 in Baltimore, Maryland.





## CORPORATE PARTNERS



Avis Budget Group, Inc. is a leading global provider of mobility solutions, both through its Avis and Budget brands, which have more than 11,000 rental locations in approximately 180 countries around the world, and through its Zipcar brand, which is the world's leading car sharing network, with more than one million members. Avis Budget Group operates most of its car rental offices in North America, Europe and Australasia directly, and operates primarily through licensees in other parts of the world. Avis Budget Group has approximately 30,000 employees and is headquartered in Parsippany, N.J.



Delaware North is one of the largest privately held hospitality and food service companies in the world. Founded in 1915 and owned by the Jacobs family for more than 100 years, Delaware North has global operations at high-profile places such as sports and entertainment venues, national and state parks, destination resorts and restaurants, airports, and regional casinos. Our 55,000 employee associates are dedicated to creating special experiences one guest at a time in serving more than a half-billion guests annually. Delaware North operates in the sports, travel hospitality, restaurant and catering, parks, resorts, gaming, and specialty retail industries and has annual revenue of about \$3 billion.



Global restaurateur HMSHost is a world leader in creating dining for travel venues. HMSHost operates in more than 120 airports around the globe and at more than 100 travel plazas in North America. The company has annual sales of nearly \$3.3 billion and employs more than 41,000 associates worldwide. HMSHost is a part of Autogrill Group, the world's leading provider of food & beverage services for people on the move. With sales of €4.6 billion in 2017, the group operates in 31 countries and employs over 58,000 people. It manages approximately 4,000 stores in about 1,000 locations worldwide.



A DUFFY Company

Hudson Group, one of the largest travel retailers in North America, is a wholly-owned subsidiary of international travel retailer Duffry AG (DUFN) of Basel, Switzerland. Hudson Group operates over 989 Hudson, Hudson News, Hudson Booksellers, cafes, specialty retail and duty-free shops in 88 airports and transportation terminals in the United States and Canada, and operates in 24 of the top 25 busiest airports in North America.



Paradies Lagardère operates more than 850 stores and restaurants in 98 airports. With expertise in international, national and local brands, we work with our airport, brand and supplier partners to create memorable and positive shopping experiences for today's travelers. As the travel retail and restaurateur leader in North America, Paradies Lagardère provides exceptional customer service, superior design, and award-winning store and restaurant operations and management.



Founded in 1928, AAAE is the world's largest professional organization for airport executives, representing thousands of airport management personnel at public-use commercial and general aviation airports. AAAE's members represent nearly 875 airports and authorities, in addition to hundreds of companies and organizations that support airports. AAAE serves its membership through results-oriented representation in Washington, D.C. and delivers a wide range of industry services and professional development opportunities including training, meetings and conferences and a highly respected accreditation program.



The Airport Consultants Council (ACC) is the global trade association that represents private businesses involved in the development and operations of airports and related facilities. ACC is the only association that focuses exclusively on the business interests of firms with airport-related technical expertise. ACC informs its members of new trends while promoting fair competition and procurement practices that protect the industry's bottom line.



The Airports Council International – North America (ACI-NA) represents local, regional and state governing bodies that own and operate commercial airports in the United States and Canada. Approximately 380 aviation-related businesses are also members of ACI-NA, providing goods and services to airports. ACI-NA's members enplane more than 95 percent of the domestic and virtually all the international airline passenger and cargo traffic in North America. The mission of ACI-NA is to advocate policies and provide services that strengthen the ability of commercial airports to serve their passengers, customers and communities.



Founded in 1971, the Conference of Minority Transportation Officials (COMTO) was created to provide a forum for minority professionals in the transportation industry. COMTO's mission is to ensure opportunities and maximum participation in the transportation industry for minority individuals, businesses, and communities of color, through advocacy, information sharing, training, education, and professional development. The organization membership includes individuals, groups, transportation agencies, private sector corporations, non-profit organizations, and Historically Underutilized Businesses (HUBs).



The Eno Center for Transportation conducts research, organizes workshops and convenes transportation experts on a variety of critical issues facing the transportation industry. Eno's policy team takes an independent approach to all of its work, and they create pragmatic policy recommendations that are responsive to constrained public resources and political realities.



The Federal Aviation Administration (FAA) of the United States is a national authority with powers to regulate all aspects of civil aviation. These include the construction and operation of airports, air traffic management, the certification of personnel and aircraft, and the protection of U.S. assets during the launch or re-entry of commercial space vehicles.



MBDA is an agency of the U.S. Department of Commerce that promotes the growth of minority-owned business through the mobilization and advancement of public and private sector programs, policy and research.



The Vision of the National Association of Black Women in Construction (NABWIC) is to build lasting strategic partnerships with first-rate organizations and individuals that will provide ground-breaking and innovative solutions for black women in construction and their respective communities.



The National Minority Supplier Development Council Inc. (NMSDC) is one of the country's leading corporate membership organizations. Whether you're a small minority-owned organization or a billion-dollar powerhouse, NMSDC is committed to helping you solve the growing need for supplier diversity



The Surety & Fidelity Association of America (SFAA) acts as the thought leader and trusted adviser for the surety and fidelity industry, state and federal agencies and legislators. As a licensed rating agency/advisory organization and trade association, SFAA serves its members, subscribers, federal, state and local government leaders and the public by providing statistical and actuarial data, expertise, advocacy, education and promotion on the value of surety and fidelity bonds.



TRANSPORTATION RESEARCH BOARD

The Transportation Research Board (TRB) provides innovative, research-based solutions to improve transportation. TRB is a program unit of the National Academy of Sciences, Engineering and Medicine, a non-profit organization that provides independent, objective and interdisciplinary solutions.



The United States Department of Transportation (DOT) is a federal Cabinet department of the U.S. government concerned with transportation. It was established by an act of Congress in 1966 and is governed by the United States Secretary of Transportation.



The Women's Business Enterprise National Council (WBENC) is the largest certifier of women-owned businesses in the U.S. and a leading advocate for women business owners and entrepreneurs.



Women in the Housing & Real Estate Ecosystem (NAWRB) is a leading voice for women focused on advancing gender equality, raising the utilization of women-owned businesses and providing women the tools for economic security, stability and sanctuary. NAWRB provides one of the most thorough resources for women in the industry, covering a wide-range of topics and issues: from poverty and homeownership to C-suite opportunities and family offices.

## MEDIA PARTNERS



Airport Experience® News is an information resource and event organizer focused on spotlighting the trends, issues and advancements that affect every point of a traveler's journey through an airport. AXN provides in-depth coverage and analysis of the airport and air travel industries through its print magazine, its robust website and other channels.



Airport Improvement Magazine provides targeted information about airport infrastructure projects to the professionals who make them happen.



American DBE Magazine is the premier industry resource for individuals and stakeholders who work within the USDOT DBE program (Disadvantaged Business Enterprise). American DBE Magazine is published quarterly and distributed in all 50 states—plus Puerto Rico and the U.S. Virgin Islands—to DBE program administrators, business owners, and professionals in the aviation, highway, and transit industries.



DiversityComm, Inc. (DCI) is the proud publisher of six nationally recognized diversity focused magazines: Black EOE Journal, HISPANIC Network Magazine, Professional WOMAN'S Magazine, U.S. Veterans Magazine, Diversity in STEAM Magazine and DIVERSEability Magazine. Each magazine has its own engaging website, distribution and digital edition. In addition, we publish a bi-monthly e-newsletter that reaches all our readers, subscribers and clients. If one of your goals is diversity branding, global diversity, diversity recruiting, diversity admissions and enrollment or supplier diversity, then look no further. With 25 years of experience in diversity & inclusion advertising, each publication now reaches over 2 million readers.



Minority Business Entrepreneur (MBE) magazine is published bi-monthly by Enterprise Publishing Inc. and serves as a nationwide forum for minority and women business owners, corporations and government agencies concerned with minority and women business enterprise development. MBE magazine examines affirmative action and procurement programs in the public and private sectors and provides in-depth coverage of crucial issues affecting the growth and survival of minority- and woman-owned businesses. Each issue also features the success story of a prominent minority or female entrepreneur whose life and accomplishments may serve as a role model for others



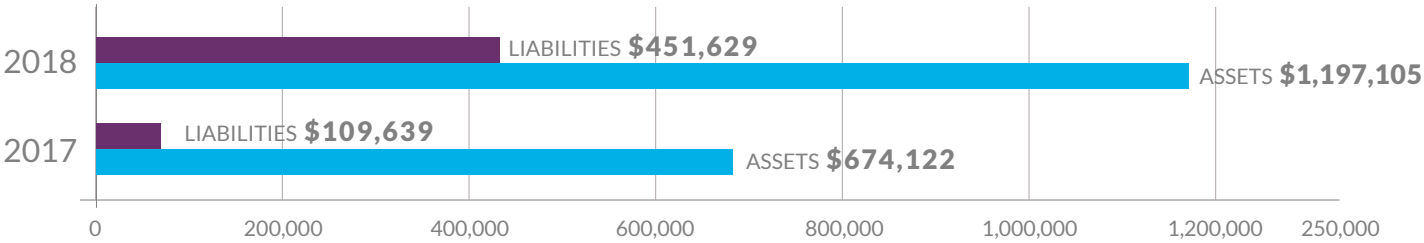
# FINANCIAL SNAPSHOT

RESOURCEFUL. STRATEGIC. EFFICIENT



## FINANCIAL POSITION

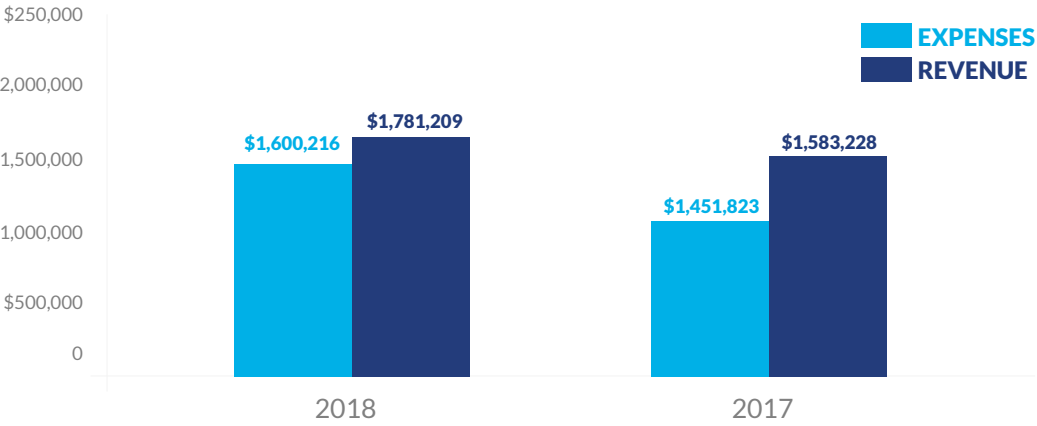
AMAC's total net worth as of December 31, 2018 was \$745,476, an improvement of \$180,993 from the prior year.



	2018	2017	CHANGE
TOTAL ASSETS	\$1,197,105	\$674,122	\$522,983
LESS TOTAL LIABILITIES	\$451,629	\$109,639	\$341,990
Net Assets at the end of the year	\$745,476	\$564,483	\$180,993

## STATEMENT OF ACTIVITIES

AMAC's net income as of December 31, 2018 was \$180,993, an increase of \$49,588 from the prior year.



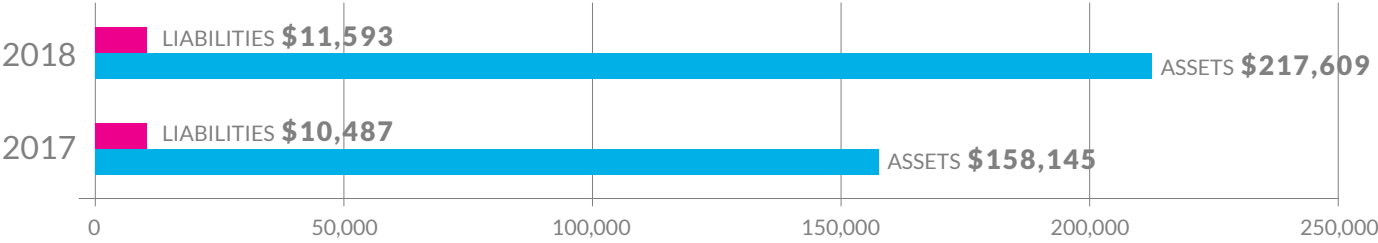
# FINANCIAL SNAPSHOT

RESOURCEFUL. STRATEGIC. EFFICIENT



## FINANCIAL POSITION

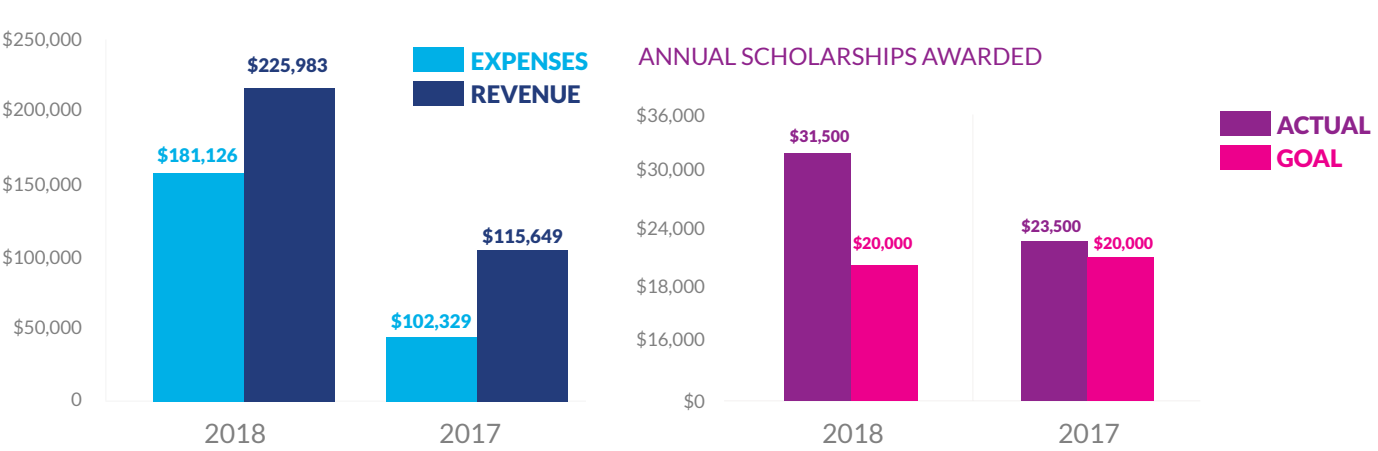
The Foundation's total net worth as of December 31, 2018 was \$206,016, an increase of \$58,358 from the prior year.



	2018	2017	CHANGE
TOTAL ASSETS	\$217,609	\$158,145	\$59,464
LESS TOTAL LIABILITIES	\$11,593	\$10,487	\$ 1,106
Net Assets at the End of the Year	\$206,016	\$147,658	\$58,358

## STATEMENT OF ACTIVITIES

The AMAC Foundation's net income as of December 31, 2018 was \$44,857, an increase of \$31,537 from the prior year.









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