

ANNUAL REPORT

2021

PREPARE. PROMOTE. ADVOCATE. ENGAGE.

AMAC FUELS DIVERSITY, EQUITY AND INCLUSION OPPORTUNITIES THROUGHOUT
THE AVIATION AND AEROSPACE INDUSTRIES



JOIN AMAC OR RENEW YOUR MEMBERSHIP TODAY!

Become a Member

One of the most important investments one can make is to join AMAC. A strong, unified voice through AMAC is the best opportunity to make a difference in diversity inclusion initiatives throughout the aviation and aerospace industries.

www.amac-org.com/membership



@AirportMinorityAdvisoryCouncil



@AirportMinorityAdvisoryCouncil



@AMAC_ORG



@AMAC_ORG

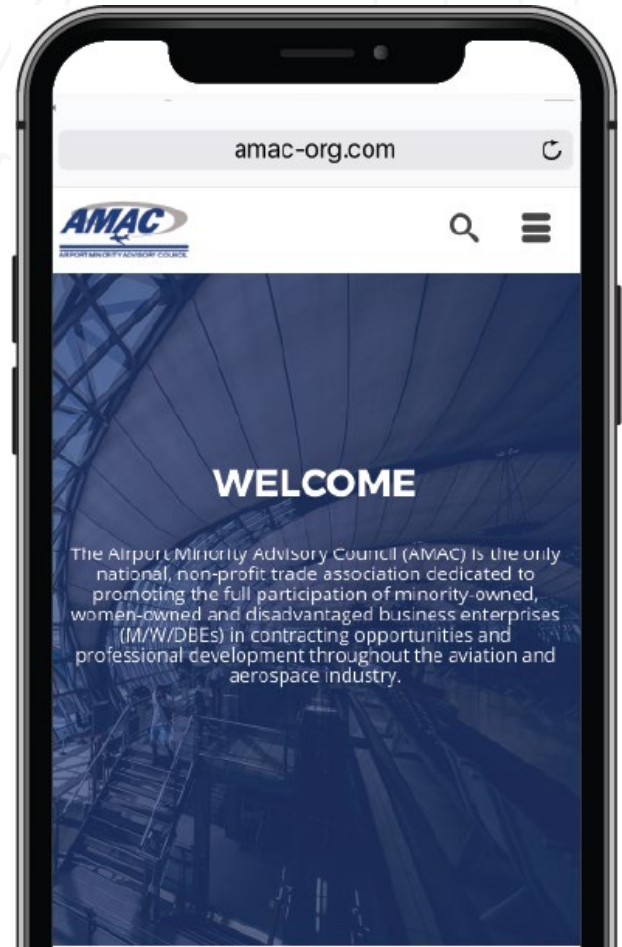


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MESSAGE FROM THE BOARD CHAIR

A REVITALIZED FUTURE

Our nation's airports are major economic development assets and job creators for cities and communities across the nation. A robust and vibrant airport system supports tourism, trade and business development. Employees and stakeholders from the airport industry will continue to play a critical role in supporting the nation's recovery from the COVID-19 pandemic.



I thank the AMAC membership, National Office and Board for leading the way and demonstrating a strong commitment to diversity, inclusion and equity. Airport Minority Advisory Council (AMAC) has established an ambitious plan to promote and foster full participation in airport contracting and employment opportunities. Our strong leadership is helping to shape public policy in Washington and across the nation. I am pleased that AMAC continues to offer networking, innovative programming and determined advocacy on the national level.

The historic Bipartisan Infrastructure Law will provide significant access and opportunity to all communities while focusing on the underserved, overburdened and disadvantaged. Diversity remains our greatest strength. As the Bipartisan Infrastructure Law implementation continues to rollout, AMAC will promote opportunities for airports and partners throughout the aviation industry while advancing the ideals of diversity and inclusion.

There remains a great deal of work to do. On behalf of the entire AMAC team, I look forward to continuing our mission of advancing the full participation of minorities and women in employment and contracting opportunities throughout the aviation and aerospace industries.

A stylized, handwritten signature in black ink, consisting of several loops and a long horizontal stroke.

Ricky Smith
Chair, AMAC Board of Directors
CEO, Baltimore/Washington International Thurgood Marshall Airport

MESSAGE FROM THE PRESIDENT & CEO

A REVITALIZED FUTURE

Dear AMAC Members and Stakeholders:

As AMAC and our members continue to reemerge stronger post-COVID-19 pandemic, AMAC's mission, dating back nearly 40 years, is more critical than ever and remains vital for the inclusion of minorities and women in the current and future aviation and aerospace industries. During the unprecedented COVID-19 pandemic, the aviation industry came to a near standstill. Yet, our Board of Directors and Committees meticulously developed strategic initiatives to position AMAC and our membership for post-pandemic success.

I would be remiss not to thank our leadership and members for their continuous commitment to AMAC. I am honored to serve as AMAC's next President & CEO at such a pivotal moment in transportation history. The recent historic investment into our nation's infrastructure, particularly airports, through the Bipartisan Infrastructure Law marks a tremendous opportunity to fuel AMAC's mission of advancing the participation of minorities and women in employment and contracting opportunities throughout the aviation industry. AMAC is diligently working on behalf of our diverse members through our advocacy efforts, critical programming and vast networking opportunities to position our members to receive economic equity throughout this transformation of America's infrastructure that is to come from this generational investment.



As we begin 2022, my top goals are to (1) Realize our mission through advocacy by remaining the dominant voice on legislative and policy matters on diversity and inclusion in the aviation industry; (2) Expand our membership framework to elevate our operating structure; and (3) Leverage our strengths to develop critical programming to improve our value to our members.

AMAC connects my early passion, interest and education in aviation. It also fuels my dedication to creating a positive, lasting impact for women and disadvantaged communities. I am ready to serve and prepared to lead AMAC for the future by working with our Board of Directors and National Office to be the voice at the table, creating opportunities and economic mobility for our members.

Onward,

A handwritten signature in black ink that reads "Eboni Wimbush". The signature is fluid and cursive, with a long, sweeping underline.

Eboni Wimbush
President & CEO, AMAC

2021 ACHIEVEMENTS

YOUR INVESTMENTS AT WORK

- ▶ Refreshed our key initiatives and priorities in collaboration with **AMAC Committees** to be more aligned to our strategic agenda and enhance the value of **AMAC membership**
- ▶ Experienced a 24% increase in membership through new members and renewals
- ▶ Grew the AMAC digital imprint by 34% on **LinkedIn** and 38% on **Instagram**
- ▶ Engaged over 1,600 participants through the **AMAC Legends & Leapers** monthly virtual speaker series
- ▶ Celebrated AMAC members' inclusion in the Biden-Harris Administration transition team for the U.S. Department of Transportation (DOT): Brad Mims, Deputy Administrator, Federal Aviation Administration (FAA); Mario Rodriguez, Indianapolis Airport Authority; and Phil Washington, CEO, Denver International Airport (DIA)—and federal appointments: Krystal Brumfield, Associate Administrator and Chief Acquisition Officer, Office of Government-Wide Policy Overview, U.S. General Services Administration; Shannetta R. Griffin, P.E., Associate Administrator for Airports, FAA; Brad Mims, Deputy Administrator, FAA; and Shelby M. Scales, Director of the Office of Small and Disadvantaged Business Utilization, DOT
- ▶ Advocated for funding of the **Restaurant Revitalization Fund** to include airport concessionaires
- ▶ Earned a seat at the **Small Business Roundtable** in January 2021 and built a coalition with other like-minded advocacy organizations for best practice sharing and critical mass lobbying for small and diverse business issues
- ▶ Issued a **Joint Airport Concessions Relief Letter** in February 2021 with industry partners—Airport Restaurant & Retail Association, Airports Council International-North America, American Association of Airport Executives, American Car Rental Association, International Association of Airport Duty-Free Stores and National Parking Association—to advocate for COVID-19 relief to airports and aviation concessionaires
- ▶ Worked with members of Congress to advocate for the **Coronavirus Response and Relief Supplemental Appropriations Act** resulting in \$2 billion for airports and \$200 million in rent relief for concessionaires and the **American Rescue Plan Act** resulting in \$8 billion in grants for airports and \$800 million in rent relief for concessionaires that prioritized Airport Disadvantaged Business Enterprises (ACDBEs)
- ▶ Launched the **AMAC From 30,000 Feet** speaker series in February 2021 to connect AMAC members with the aviation industry's most influential changemakers and engaged over 120 participants; program speakers included: Cheryl McKissack Daniel, President & CEO, and Deryl McKissack, Founder, Chairwoman & CEO, McKissack &

2021 ACHIEVEMENTS

YOUR INVESTMENTS AT WORK

- ▶ McKissack; and Phil Washington, CEO, DIA Awarded \$50,000 in scholarships through the **AMAC Foundation** to 27 students pursuing careers in aviation
- ▶ Hosted our first virtual conference, the **36th Annual AMAC Airport Business Diversity Conference**, in partnership with the Hartsfield-Jackson Atlanta International Airport (ATL) in June 2021 and attracted over 500 conference attendees, as well as featured prominent speakers: Pete Buttigieg, Secretary, DOT; and Brad Mims, Deputy Administrator, FAA
- ▶ Initiated a research project to study diversity trends within airports across the country and connected with Historically Black colleges and Universities to promote career opportunities in aviation through the **AMAC Airport Leadership Collective (ALC)**
- ▶ Welcomed new AMAC ALC members Phil Washington, CEO, DIA and Balram Bheodari, Airport General Manager, ATL
- ▶ Launched the **AMAC Builds Careers** program—a multi-tier professional development and engagement opportunity through internships, mentorships and fellowships for AMAC members—applications for all programs opened in October 2021, with the first cohort of mentors/mentees in
- ▶ January 2022 Installed **Eboni Wimbush**—an experienced leader with over 25 years of experience, including roles in senior-level government agencies and Fortune 500 companies—as the new AMAC President & CEO in October 2021
- ▶ Submitted a consolidated **AMAC member response** to the FAA in October 2021 on proposed revisions to update the 2008 ACDBE Joint Venture Guidance
- ▶ Advocated for and had a presence at the November 2021 signing of the \$1 trillion **Bipartisan Infrastructure Law** that includes \$25 billion for airport development projects
- ▶ Hosted our first in-person event since 2019 with over 70 participants in December 2021 in Chicago, Illinois, to kick off planning for the **37th Annual AMAC Airport Business Diversity Conference: Redefining Airport Opportunities Together** hosted by the Chicago Department of Aviation

MEMBER QUOTES



AMAC provides an opportunity for business owners venturing into the airport industry to find a sense of community.

Karen W. Ellis

Chief Experience Officer, San Antonio International Airport



AMAC provides access to lawmakers and the opportunity to help shape how our industry promotes equality. The aviation industry now more closely reflects the diversity of our nation, due to AMAC's efforts to ensure regulations are driven towards an equitable playing field.

Siobhan Higgins

Founder, Owner and Managing Director, Ten Thirty Media



AMAC provides a voice to underrepresented groups so we can achieve racial equity and full inclusion in our industry. As a minority, this struggle is personal to me. Organizations such as AMAC have been instrumental to my professional success.

Jorge Roberts

CEO, Avports

2021 LEGISLATIVE & REGULATORY PRIORITIES

ADVOCACY FOR AMAC MEMBERS

- ▶ **PROTECT AND PRESERVE THE DBE PROGRAM**
- ▶ **AMEND PASSENGER FACILITY CHARGE (PFC) STATUTE TO INCLUDE MINORITY AND WOMEN DBE (MWDBE) PARTICIPATION GOALS**
- ▶ **CONFORM DOT DBE SIZE STANDARD TO U.S. SMALL BUSINESS ADMINISTRATION (SBA) STANDARD**

▶ **PROTECT AND PRESERVE THE DBE AND ACDBE PROGRAMS**

The Airport Improvement Program (AIP) includes two small business development programs: DBE and ACDBE. Both programs incorporate a 10% aspirational goal for certified DBEs/ACDBEs participating in federally-assisted airport capital improvement projects and concessions contracts. The DBE/ACDBE programs are regulated and administered by the DOT and FAA. Airports that receive federal AIP grants establish fact-supported DBE/ACDBE participation goals and use their “best efforts” to achieve them. The DBE/ACDBE programs effectively ensure Congress’s intent for equity and inclusion in transportation and infrastructure projects. AMAC urged Congress to preserve these vital programs for promoting equal opportunity in federal transportation contracting.

▶ **AMEND PFC STATUTE TO INCLUDE MWDBE PARTICIPATION GOALS**

AMAC supports the need for increased funding for airport infrastructure and wants to work with airports and Congress to ensure our nation’s infrastructure is first in class. Two tools to assist airport infrastructure development are the AIP and PFC programs. Unfortunately, PFC financing is eclipsing AIP grants as the primary funding source for airport capital projects. DBEs are losing contracting opportunities because participation goal provisions were not incorporated in the original PFC statute when first enacted in 1990. With the increasing use of PFCs and PFC-only funded projects, we advocate for the PFC statute to incorporate MWDBE participation goal setting to achieve Congress’s intent to prevent barriers to the participation of small businesses in airport contracting because of race or gender bias.

▶ **CONFORM DOT DBE SIZE STANDARD TO SBA STANDARD**

There is an arbitrary rule in current law that mandates a different size test only for DOT DBE programs. For example, a construction firm whose gross receipts are \$36.4 million or less is “small,” defined by the SBA. However, because of the current law anomaly, the gross receipts of a DOT DBE-certified construction firm may not exceed \$22.4 million is approximately 35% less than the SBA standard. There is no legislative history that justifies this difference. Congressional action is needed to address this matter by complying with the DBE size standard for programs authorized by the FAA bill to the SBA rules.

MEMBER QUOTES



Through AMAC, I get exposure to a diverse group of people and all of the micro-industries within aviation that I just can't get anywhere else. AMAC is full of people who genuinely want to see other people succeed as much or more than themselves. There is nowhere else that I find the same sense of community and support.

Kerry Adams

Director of Culture & Community, Departure Media Airport Advertising



AMAC is an amazing organization that nurtures, educates and fosters networking within the C-Suite.

Dale J. Deransburg, Jr.

Author, CEO, C.S.F.P. and C.E.A., Deransburg International

WHY AMAC?

WHY WE EXIST

- ▶ To advance the full participation of minorities and women in employment and contracting opportunities throughout the aviation and aerospace industries
- ▶ To help strengthen local economies, close the racial wealth gap and create business and employment opportunities
- ▶ To address inequalities with a clear vision of the vital role and economic contributions of minorities and women who aid in maintaining a thriving aviation industry as business owners and employees
- ▶ To provide a voice in shaping policies and regulations that can help minority and women-owned businesses and reduce barriers to their participation
- ▶ To advance and strengthen understanding of the importance of diversity and inclusion through high-quality training and educational programs
- ▶ To collaborate with federal, state, local and private organizations with similar missions and goals as AMAC
- ▶ To create or expand mutually beneficial relationships between women and minority-owned businesses and other businesses, which are critical to ALL businesses' success
- ▶ To develop educational programs, scholarships, mentorship and internship opportunities to support current and future aviation and airport industry professionals
- ▶ To help advance economic development and entrepreneurship
- ▶ To connect diverse businesses to airport contracting opportunities nationwide
- ▶ To provide recommendations that enhance the participation of minority and women-owned businesses in airport contracting opportunities and concessions operations

MEMBER QUOTES



AMAC has been a place for me to experience professional growth, networking with some of the industry's most notable contributors, and education in areas that are influential to my view of the possibilities for the future of aviation. Engaging with this organization has given me a platform to be part of positive changes towards more equitable access to aviation careers and services. There's a great sense of pride in being an AMAC member because of being bonded by the common thread of professional advocacy for underrepresented and disadvantaged individuals.

Anita Cobb, MBA

Planner, Aviation, Mead & Hunt, Inc.



AMAC is intentional with providing relevant programs and advocacy for its members. I am appreciative of the connections and friendships made over the years as a member and remain happy to serve and contribute to advancing AMAC's priorities.

Nick Ryan

Vice President, Aviation, RS&H

2022 LEGISLATIVE & REGULATORY PRIORITIES

LOOKING FORWARD

Throughout 2022, AMAC will continue to engage federal lawmakers, federal agencies and other stakeholders on key legislative policies and regulatory priorities to protect and enhance the ACDBE/DBE programs that affect AMAC members and ACDBE/DBE participation in airport contracts and concessions. AMAC will:

- ▶ Seek an increase in the Personal Net Worth (PNW) Cap
- ▶ Seek additional exclusions in the calculation of PNW
- ▶ Request DOT/FAA guidance on the Business Size Standard calculation
- ▶ Seek guidance and consistency in the application of the certification process
- ▶ Seek changes in the decertification appeal process
- ▶ Advocate for a firm to be able to retain its certification status until DOT has rendered its appeal decision.
- ▶ Advocate for the 2008 FAA Joint Venture Guidance to be revised and updated with the recommended changes AMAC submitted in October 2021
- ▶ Advocate for the FAA via grant recipients (airports) to fund certain concession buildouts specifically designed to increase ACDBE prime operators in airports
- ▶ Submit comments on the anticipated Notice of Proposed Rulemaking on changes to the federal DBE and ACDBE program regulations
- ▶ Create new/remain active with industry allies and community partners to engage on closing the gap on diversity in airport leadership
- ▶ Forge strategic alliances and partnerships that can help further advance AMAC's legislative and regulatory priorities

MEMBER QUOTES



AMAC is a dedicated community focused on the advancement and success of people like me. I will continue to be a member because I believe in the vision of the organization and I see the mission being carried out in many ways every day.

Krystel T. Davis

Vice Chair, AMAC Membership Committee
Manager, Human Resources Services, Baltimore/Washington
International Thurgood Marshall Airport



AMAC welcomes you and makes you feel like family. It does not matter if you are brand new to the industry or a veteran, everyone wants to see you succeed and takes pride in networking, connecting, exceeding and celebrating accomplishments.

Lauryn Mangum Reed

Secretary, AMAC Board of Directors
Chair, AMAC Emerging Leaders Committee
Vice President, Business Development, Servy

EVENTS & PROGRAMS

CONTINUED ENGAGEMENT AND EXPANDED IMPACT



AMAC Legends & Leapers is a conversation between an aviation industry legend and an emerging leader designed to showcase the commonalities and differences in perspective on the aviation industry.

MODERATORS



Inez Lampley
Founder & CEO,
Fresher, LLC



Dwight Pullen, Jr.
At-Large Director, AMAC
Board of Directors / Chair,
AMAC Aviation Professional
Development Committee
/ National Core Market
Leader, DPR Construction



Lauryn Mangum Reed
Secretary, AMAC Board
of Directors / Chair,
AMAC Emerging Leaders
Committee / Vice President
of Business Development,
Servy



Mori Russell
Southeast Regional Director,
AMAC Board of Directors /
Vice Chair, AMAC Emerging
Leaders Committee /
Business Development
Manager, Concessions
International



Ricky Smith
Chair, AMAC Board of Directors / CEO,
Baltimore/Washington International
Thurgood Marshall Airport

EVENTS & PROGRAMS

CONTINUED ENGAGEMENT AND EXPANDED IMPACT

AMAC Legends & Leapers (Continued)

JANUARY 27, 2021



AVIATION LEGEND

Gregg Paradies

President & CEO,
Paradies Lagardère



AVIATION LEAPER

Keiva Rodriques

Deputy Chief, Planning &
Engineering,
Baltimore/Washington
International Thurgood
Marshall Airport

FEBRUARY 24, 2021



AVIATION LEGEND

A. Bradley Mims

Deputy Administrator,
Federal Aviation
Administration



AVIATION LEAPER

Jai Ferrell

Assistant General Manager,
Commercial Development,
Hartsfield-Jackson Atlanta
International Airport

MARCH 31, 2021



AVIATION LEGEND

Angela Gittens

Former Director General,
Airports Council International



AVIATION LEAPER

Jamie L. Rhee

Commissioner,
Chicago Department of
Aviation

APRIL 28, 2021



AVIATION LEGEND

Miguel Southwell

President & CEO,
Brakkam Aviation
Management



AVIATION LEAPER

Dorine Litman

Property Manager,
Unison Retail Management

EVENTS & PROGRAMS

CONTINUED ENGAGEMENT AND EXPANDED IMPACT

AMAC Legends & Leapers (Continued)

MAY 26, 2021



AVIATION LEGEND
Clark D. Sharpe

President,
Shellis Management
Services, Inc.



AVIATION LEAPER
Charlene Reynolds

Assistant Aviation Director—
Business Planning,
Phoenix Sky Harbor
International Airport

AUGUST 25, 2021



AVIATION LEGEND
Daniel J. Halpern

President & CEO and
Co-Founder,
Jackmont Hospitality



AVIATION LEAPER
Bridget Biagas

At-Large Director, AMAC
Board of Directors / Chair,
AMAC Elections and
Nominations Committee
/ Vice President, Partner
Relations & Business
Diversity, Hudson

SEPTEMBER 29, 2021



AVIATION LEGEND
Steve Pelham

At-Large Director, AMAC
Board of Directors / Vice
President,
Jacobs Aviation—Americas



AVIATION LEAPER
Dawn Hunter

Chair, AMAC Foundation
Board of Directors / Director,
Aviation Commercial
Management,
Seattle-Tacoma International
Airport

OCTOBER 27, 2021



AVIATION LEGEND
Mario Trevino

Member, AMAC PAC Board
of Directors / President,
Innovative Strategies



AVIATION LEAPER
Jose Cuevas

Vice Chair, AMAC Emerging
Leaders Committee / Senior
Manager, Commercial,
JFK International Air Terminal

EVENTS & PROGRAMS

CONTINUED ENGAGEMENT AND EXPANDED IMPACT

NOVEMBER 23, 2021



AVIATION LEGEND

Nancy West

Chair, AMAC PAC Board of Directors / Founder & Managing Member, Exstare Federal Services Group, LLC



AVIATION LEAPER

Curtis Taylor

Member, AMAC Emerging Leaders Committee / Air Service Development Coordinator, Indianapolis Airport Authority



AMAC Emerging Leaders Cocktails & Conversations connects emerging leaders and young professionals across the country with engaging dialogue on a variety of topics over libations.

FEBRUARY 11, 2021



Mori Russell

Southeast Regional Director, AMAC Board of Directors / Vice Chair, AMAC Emerging Leaders Committee / Business Development Manager, Concessions International



Lauryn Mangum Reed

Secretary, AMAC Board of Directors / Chair, AMAC Emerging Leaders Committee / Vice President of Business Development, Servy

NOVEMBER 3, 2021



Mori Russell

Southeast Regional Director, AMAC Board of Directors / Vice Chair, AMAC Emerging Leaders Committee / Business Development Manager, Concessions International



Jose Cuevas

Vice Chair, AMAC Emerging Leaders Committee / Senior Manager, Commercial, JFK International Air Terminal

EVENTS & PROGRAMS

CONTINUED ENGAGEMENT AND EXPANDED IMPACT



AMAC From 30,000 features a conversation between an aviation industry legend and an emerging leader designed to showcase the commonalities and differences in perspective on the aviation industry.

FEBRUARY 9, 2021



Kelli Kelly
Vice Chair, AMAC Aviation Professional Development Committee / Director of Business Development and Strategy, Aviation and Transit, Kiewit



Phillip A. Washington
CEO, Los Angeles County Metropolitan Transportation Authority (LA Metro)

MAY 11, 2021



Cheryl McKissack Daniel
President & CEO, McKissack & McKissack



Deryl McKissack, PE
Founder, Chairwoman & CEO, McKissack & McKissack



Airport Rental Car Supplier Diversity Outreach Day is a multi-partner event to promote diverse and inclusive rental car procurement opportunities at airports across the nation.

APRIL 27, 2021



PREPARE. PROMOTE. ADVOCATE. ENGAGE.

EVENTS & PROGRAMS

CONTINUED ENGAGEMENT AND EXPANDED IMPACT

2021

AMAC 36TH ANNUAL AIRPORT
BUSINESS DIVERSITY
CONFERENCE
HONORING THE LEGACY,
PERFECTING THE PRESENT &
BUILDING FOR THE FUTURE

Virtual Event

36th Annual AMAC Airport Business Diversity Conference went virtual for the first time in its history. In partnership with Hartsfield-Jackson Atlanta International Airport and attracted over 500 conference attendees.

JUNE 14-16, 2021



MEMBER QUOTES



AMAC provides an opportunity for business owners venturing into the airport industry to find a sense of community.

Cynthia Gooding

Vice Chair, AMAC Membership Committee
CEO, Fashion Spa House



AMAC is a source for networking with others in the same industry as well as meeting new people around the world. During these COVID-19 times, AMAC continues to inspire by providing innovative ways to communicate virtually.

Maria Martinez

Director, Business Development, Areas USA

AMAC BOARD OF DIRECTORS

OFFICERS



CHAIR
Ricky Smith

CEO, Baltimore/Washington
International Thurgood Marshall Airport



FIRST VICE CHAIR
Randy Hazelton

Vice Chair, AMAC Finance Committee /
Owner, H&H Hospitality



SECOND VICE CHAIR
Simeon Terry

Vice President of Diversity Affairs,
Austin Commercial



TREASURER
William "Bill" Swift
Chair, AMAC Finance Committee /
Owner, Business Traveler Services, Inc.
and Swift Services, Inc.



SECRETARY
Lauryn Mangum Reed
Chair, AMAC Emerging Leaders Committee /
Vice President, Business Development, Servy

REGIONAL DIRECTORS



SOUTHWEST
Justina Mann

Chair, AMAC Chapters Development
Committee / Director, Infrastructure
Controls, Houston Airport System



EASTERN
Robin Gibson

Chair, AMAC Governance and Performance
Management Committee / Director, Quality
Assurance (DQA), Fraport USA, Inc.



MIDWEST/GREAT LAKES
Tonja Pastorelle

President, Pastorelle Marketing Group

AMAC BOARD OF DIRECTORS



CENTRAL

Milan Patel

Vice Chair, AMAC Governance and Performance Management Committee / President, OHM Concession Group



SOUTHEAST

Mori Russell

Southeast Regional Director, AMAC Board of Directors / Vice Chair, AMAC Emerging Leaders Committee / Business Development Manager, Concessions International



NORTHEAST

Andre Titus

Vice Chair, AMAC Government Affairs Committee / Compliance Manager, Marketplace Development



NORTHWEST

Kimberly Sutton

Vice Chair, AMAC Chapters Development Committee / Small Business Development Program Manager, Port of Portland



WESTERN

Michael E. Washington, MBA

Vice Chair, AMAC Chapters Development Committee / President & Co-Owner, Palazzo Concessions

AT-LARGE DIRECTORS



Farad Ali

Chair, AMAC Government Affairs Committee / President & CEO, Asociar



Bridget Biagas

Chair, AMAC Communications Committee / Vice President, Partner Relations & Business Diversity, Hudson



Cassandra Bozeman

Founder, ONE Enterprise Group

AMAC BOARD OF DIRECTORS



Karen W. Ellis

Chair, AMAC Conference Planning Committee / Chief Customer Experience Officer, San Antonio International Airport



Alicia M. Ivey

Chair, AMAC Corporate Development Committee / President & CEO, Goldbergs Concessions Corporation



Tosin Kasali

Chair, AMAC Membership Committee / Senior Director, Business Development, HMSHost



Gonzalo de la Melena, Jr.

Vice Chair, AMAC Government Affairs Committee / Founder & CEO, Emerging Airport Ventures



Steve Pelham

Vice President, Jacobs Aviation—Americas



Dwight H. Pullen, Jr.

At-Large Director, AMAC Board of Directors / Chair, AMAC Aviation Professional Development Committee / National Core Market Leader, DPR Construction



Marshall J. Taggart, Jr.

Chair, AMAC Airport Leadership Collective / Associate Vice President, Office of Governmental Affairs, Clark Atlanta University

MEMBER QUOTES



AMAC allows me to learn, share and grow within the aviation marketplace. I have been given the opportunity to contribute to the growth of diverse firms, airport communities and individuals who love aviation as much as I do and I find it highly rewarding.

Steve Pelham

Vice President, Jacobs Aviation—Americas



AMAC is important to support and promote diversity, equity and inclusion in the aviation industry. It is a vital organization that advocates for small and minority-owned businesses. I think it provides key support to airports and businesses in the industry through advocacy, connections, programming, legislation and training. I join each year to support the programs, stay connected to my peers, learn about programs/operations at other airports and support DBE/ACDBE businesses.

Tammi Morgan

Vice Chair, AMAC Conference Planning Committee
Assistant Commissioner of Compliance Audits and Workforce Development, Chicago Department of Aviation

AMAC FOUNDATION SCHOLARSHIP PROGRAM

ADVANCING FUTURE AVIATION AND AEROSPACE LEADERS

MISSION

To attract, support and develop minorities and women students in the aviation and aerospace industries.



SCHOLARS



Ethan Barnhart
Averett University



Athena Chang
Stanford University



Jayla Cornelius
Princeton University



Albert Edney, III
North Carolina A&T State University



Amayaa Edwards
San Diego State University



Abe Ejilemele
Massachusetts Institute of Technology



Kayla Gibson
Howard University



Chad Graham
University of Texas - Austin



Ellie De Groote
Utah State University



65

APPLICATIONS
SUBMITTED



20

SCHOOLS
REPRESENTED



13

FEMALES



14

MALES



27

SCHOLARSHIPS
RECOMMENDED



50K

AWARDED



AMAC FOUNDATION SCHOLARSHIP PROGRAM

ADVANCING FUTURE AVIATION AND AEROSPACE LEADERS



Andrew Nguyen
Seattle University



Reese Rivera
Baylor University



Parker Rollins
Utah State University



Christopher Sanchez
Embry-Riddle Aeronautical
University



Kaylen Sanders
Prairie View A&M University



Jane Squire
Southern Utah University



Megan Stumbo
University of North Dakota



Courtlyn Thornton
Louisiana State University



Asher Tungsvik
Embry-Riddle Aeronautical
University



Elizabeth "Libby" Vale
Bowling Green State
University



Makyia Wykle
North Carolina A&T State
University



Garrett Zorn
Alabama Aviation College

We Appreciate the Unprecedented Support of the AMAC Foundation Banner Sponsors

AECOM

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Americas, Inc.



Paradies Lagardère
TRAVEL RETAIL



PREPARE. PROMOTE. ADVOCATE. ENGAGE.

AMAC FOUNDATION EVENTS & PROGRAMS

ADVANCING FUTURE AVIATION AND AEROSPACE LEADERS

AMAC Foundation Project LIFT

June 12, 2021 | Virtual Event

Project Leaders Inspiring Future Talent (LIFT), an interactive learning and mentoring event, exposed students to educational and career paths in the aviation industry. At Project LIFT, students engaged in various activities, including speaker sessions, workshops, airport tours, museum visits and STEM (science, technology, engineering and math) projects.



AMAC Foundation Bill Walker Memorial Topgolf

June 14, 2021 | Atlanta, GA

Every year we honor one of AMAC's tireless servants, Bill Walker. Mr. Walker's affiliation with the AMAC Airport Business Diversity Conference began in Los Angeles, California, in 1988 while he was Vice President at Pacific State Airlines. Walker started planning the golf tournament shortly after and continued to organize until illness prevented him from doing so. Since then, the event is now a perennial favorite and a way for attendees to provide scholarships to future potential aviation professionals.



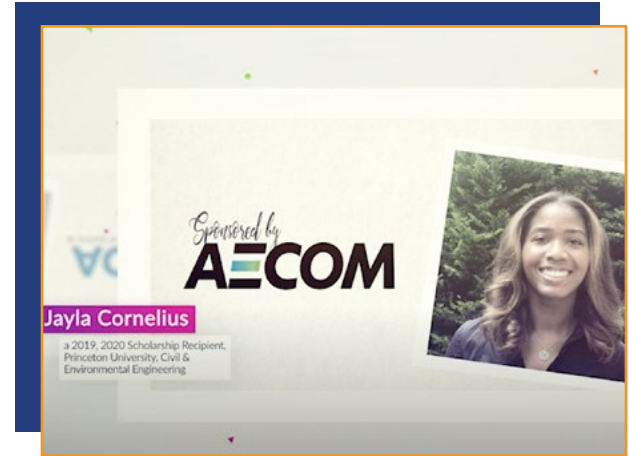
AMAC FOUNDATION EVENTS & PROGRAMS

ADVANCING FUTURE AVIATION AND AEROSPACE LEADERS

AMAC Foundation Scholarship Awards

June 15, 2021 | Virtual Event

This event honored student scholarship recipients and donors. We also celebrated the students' academic achievements and highlighted their career aspirations.



AMAC Foundation Celebrating Women in Aviation Program

June 16, 2021 | Virtual Event

This event offered business owners, airports, government and corporations the opportunity to hear about the personal and professional experiences of outstanding women and their stories of success in the industry.



AMAC FOUNDATION BOARD OF DIRECTORS



CHAIR

Dawn Hunter

Director, Aviation Commercial
Management, Port of Seattle



DIRECTOR

Heather Barry

Vice President, Strategic Partnerships,
SSP America



DIRECTOR

Regina Brown

Founder, KRB Consultants Pro



DIRECTOR

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President & CEO, Dunn Enterprises



DIRECTOR

Sean Fitzgerald

Vice President, Property,
Enterprise Holdings



DIRECTOR

Andrella Kenner

Founder & President,
CI2 Aviation



DIRECTOR

Greg Plummer

CEO, Enjoy Repeat, Inc.



DIRECTOR

Shonda Scott

CEO, 360 Total Concept

MEMBER QUOTES



AMAC provides its members access to educational resources on how to be successful in the airport industry, a platform to connect directly with decision-makers and access to a network of like-minded professionals, who share the goal of full participation of minorities and women in employment and contracting opportunities throughout the aviation and aerospace industries.

Yolanda Woodruff

Director of Retail Operations, Unison Retail Management



AMAC is a source for networking with others in the same industry as well as meeting new people around the world. During these COVID-19 times, AMAC continues to inspire by providing innovative ways to communicate virtually.

Shawnta Young

Commercial and Marketing Manager, Midway Partnership/
Vantage Airport Group

MISSION

To further AMAC's direct advocacy and educational initiatives on Capitol Hill by making monetary contributions to federal candidates and political action committees and caucuses who understand and support equity in airport contracting and employment.

AMAC PAC "A Stronger Voice" Town Hall featured nationally-known individuals who addressed why personal engagement in the political process is essential and the importance of raising money and endorsing candidates who best understand the vital role and economic contributions of people of color and women and their businesses.

JUNE 16, 2021



Nancy West

Chair, AMAC PAC Board of Directors
/ Founder and Managing Member,
Exstare Federal Services Group, LLC



Sonya Halpern

Senator, Georgia State Senate District 39



Marc Morial

President, National Urban League



Derrick Johnson

CEO, National Association for the
Advancement of Colored People



Tharon Johnson

CEO, Paramount Consulting

AMAC PAC Future of Aviation: The Girl is on Fire event focused on the importance of women in the aviation workforce and eliminating barriers to their professional development.

OCTOBER 27, 2021



The Honorable Alma Adams (NC)

House Committee on Education and Labor / Founder and Co-Chair, Bipartisan Historically Black Colleges and Universities Caucus



The Honorable Haley Stevens (MI)

House Committee on Education & Labor / House Committee on Science, Space & Technology



Sandra Long

Member, AMAC PAC Board of Directors / Founder & CEO, SLA Worldwide



Karen Barbour

Vice Chair, AMAC Government Affairs Committee / President, The Barbour Group



Krystel Davis

Vice Chair, AMAC Membership Committee / Manager, Human Resources Services, Baltimore/Washington International Thurgood Marshall Airport



Angela Gittens

Former Director General, Airports Council International



Maria Martinez

Director, Business Development, Areas USA



Alyson Murphy, C.M.

Director of Operations, Fraport Tennessee



Erin Zwiercan

Owner, Jack Duggan's Philadelphia International Airport

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Founder & Managing
Member, Exstare Federal
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DIRECTOR

Mario Trevino

President,
Innovative Strategies



DIRECTOR

Walter Vinson

Director, Government Affairs,
Hartsfield-Jackson Atlanta
International Airport

MEMBER QUOTES



I joined AMAC to be a part of a community of professionals, and those professionals just so happened to look like me.

Dwight H. Pullen, Jr.

At-Large Director, AMAC Board of Directors
Chair, AMAC Aviation Professional Development Committee
National Core Market Leader, DPR Construction



While I was actively following AMAC and attending annual conferences, it wasn't until the pandemic that I took the opportunity to become a member. I have personally gained so much in the process. I have broadened my knowledge of the industry, connected with many leaders and have deepened my knowledge through the extensive AMAC programming.

Marian Van Poppel

Founder & Managing Partner, MVP Sales + Marketing

INDUSTRY PARTNERS

STRONGER TOGETHER

CORPORATE PARTNERS



STRATEGIC PARTNERS



INDUSTRY PARTNERS

STRONGER TOGETHER

STRATEGIC PARTNERS (Continued)



MEDIA PARTNERS



MEMBER QUOTES



Through the COVID-19 pandemic, AMAC was very instrumental in working with Congress to pass the CARES Act and provide financial relief for the small business operators and primes in airports.

Michael E. Washington, MBA

Vice Chair, AMAC Chapters Development Committee
President & Co-Owner, Palazzo Concessions



AMAC's corporate partners make a difference in the lives of the people they employ by making sure that these partners contribute and commit to diversity.

Gwen Stokes

Vice President, Sales, Clear Channel Airports Philadelphia

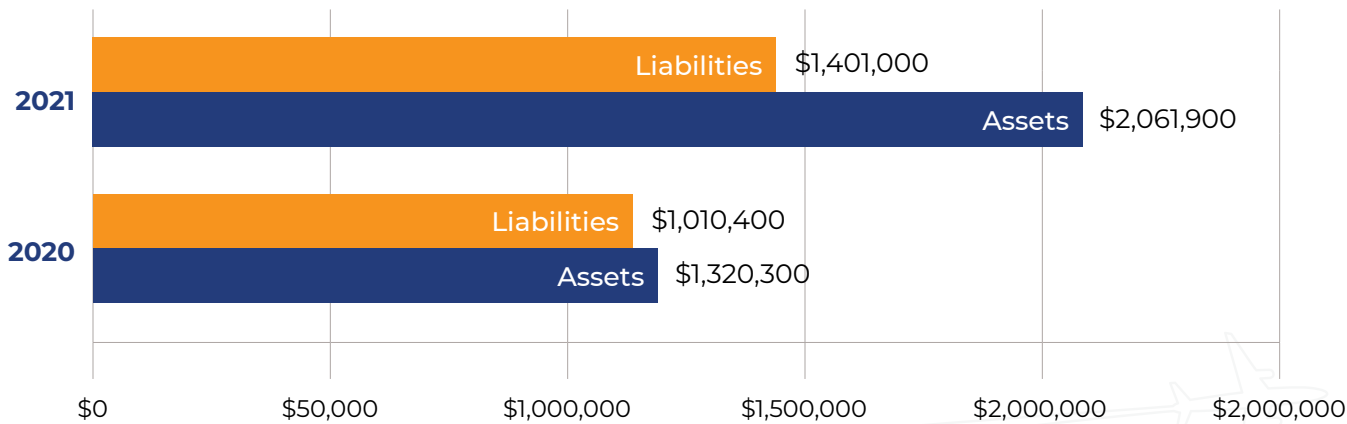
FINANCIAL SNAPSHOT

TRACKING OUR RECOVERY



FINANCIAL POSITION

2021 AMAC Net Worth: \$660,900
2020 AMAC Net Worth: \$309,900
Change: ↑ 113.3% or \$351,000



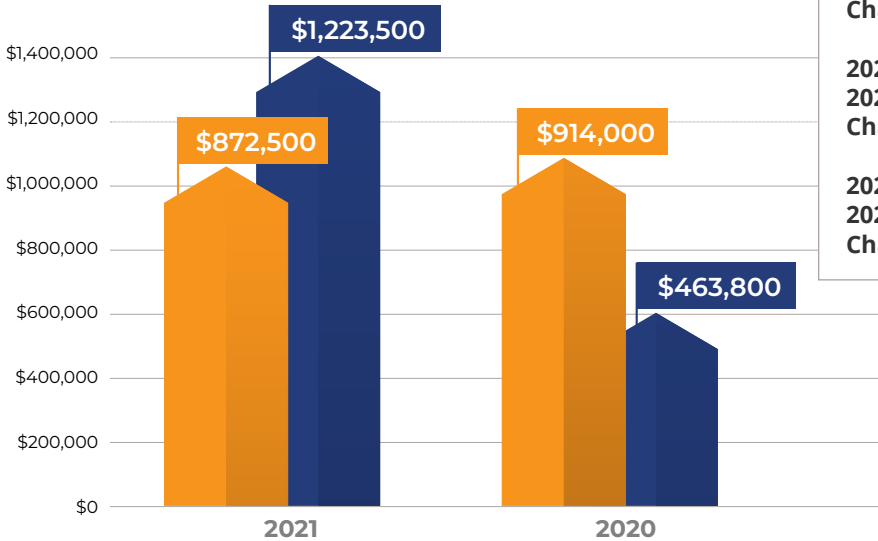
	2021	2020	Change
Total Assets	\$2,061,900	\$1,320,300	↑ 56% or \$741,600
Less Total Liabilities	\$1,401,000	\$1,010,400	↑ 39% or \$390,600
Net Assets at the End of the Year	\$ 660,900	\$ 309,900	↑ 113% or \$351,000

FINANCIAL SNAPSHOT

TRACKING OUR SUCCESS



ACTIVITIES STATEMENT



2021 AMAC Net Assets: \$351,000
2020 AMAC Net Assets: -\$450,200
Change: ↑ 178% or \$801,200

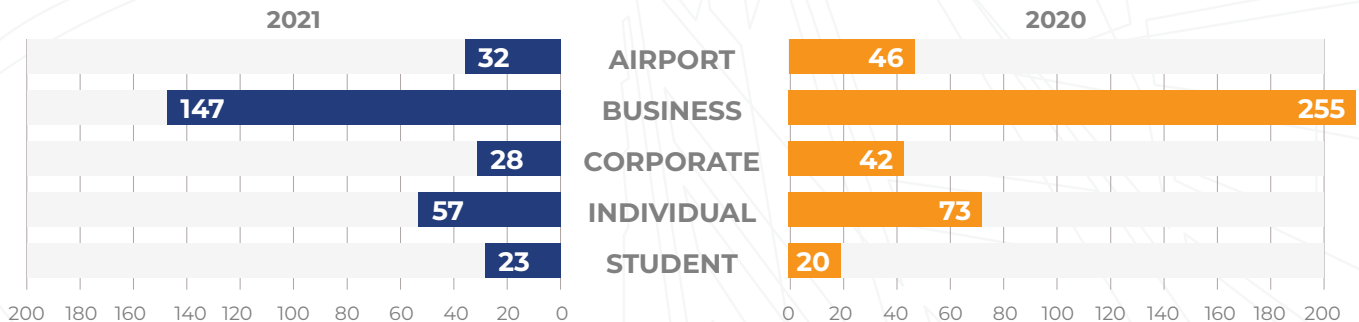
2021 Number of AMAC Members: 287
2020 Number of AMAC Members: 436
Change: — 149

2021 AMAC Membership Revenue: \$344,600
2020 AMAC Membership Revenue: \$311,400
Change: ↑ 10.6% or \$33,200

REVENUES

EXPENSES

MEMBERSHIP REPORT



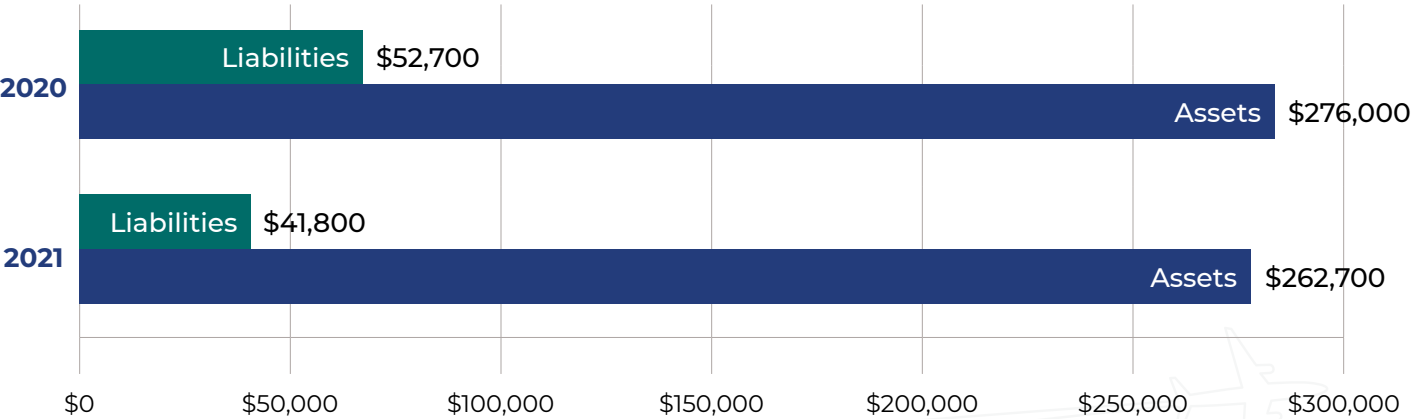
FINANCIAL SNAPSHOT

TRACKING OUR SUCCESS



FINANCIAL POSITION

2021 AMAC Foundation Net Worth: \$220,900
2020 AMAC Foundation Net Worth: \$223,500
Change: — 1.2% or \$2,600



	2021	2020	Change
Total Assets	\$262,700	\$276,200	— 5% or \$13,000
Less Total Liabilities	\$41,800	\$52,700	— 21% or \$10,900
Net Assets at the End of the Year	\$220,900	\$223,500	— 1% or \$2,600

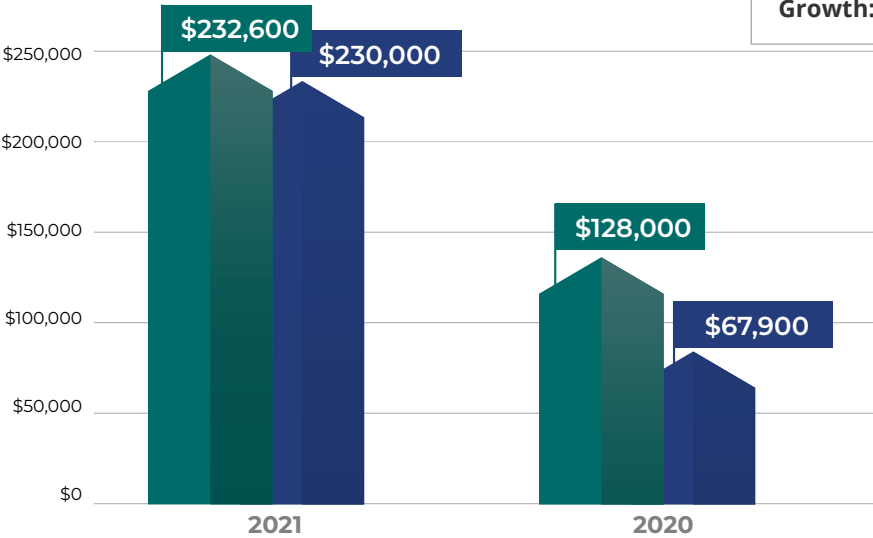
FINANCIAL SNAPSHOT



TRACKING OUR RECOVERY

ACTIVITIES STATEMENT

2021 AMAC Foundation Net Assets: -\$2,600
2020 AMAC Foundation Net Assets: -\$60,100
Growth: ↑ 95% or \$57,500



REVENUES

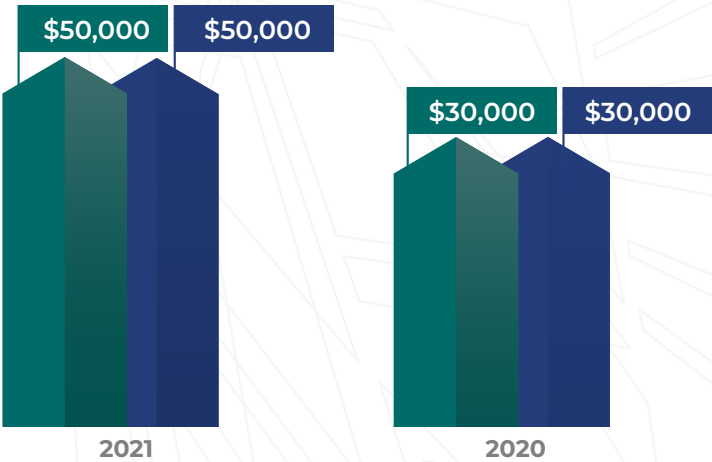
EXPENSES

ANNUAL SCHOLARSHIPS

TRACKING OUR SUCCESS

GOAL

ACTUAL



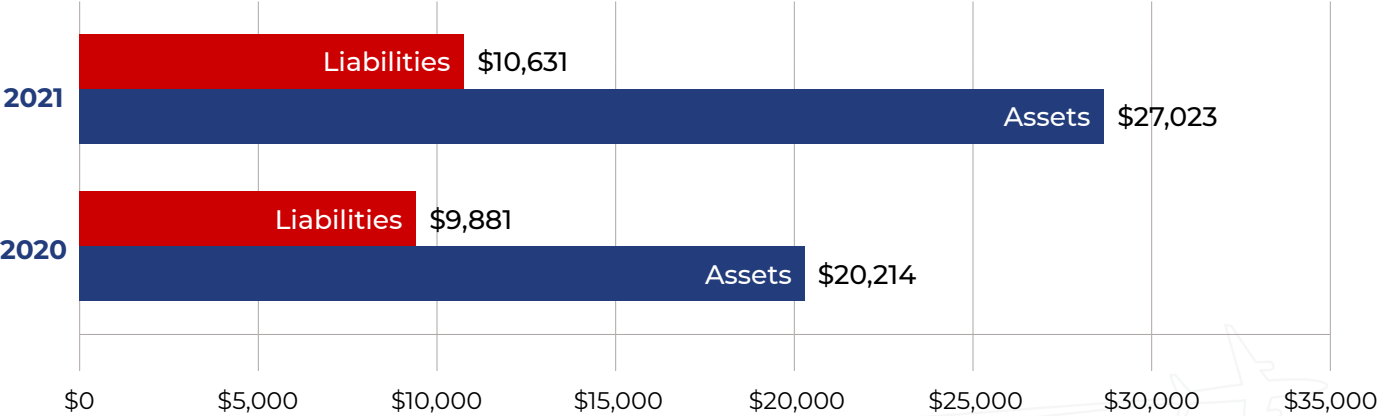
FINANCIAL SNAPSHOT

TRACKING OUR SUCCESS



FINANCIAL POSITION

2021 AMAC PAC Net Worth: \$16,392
2020 AMAC PAC Net Worth: \$10,333
Growth: ↑ 59% or \$6,059



	2021	2020	Change
Total Assets	\$27,023	\$20,214	↑ 34% or \$6,809
Less Total Liabilities	\$10,631	\$9,881	↑ 8% or \$750
Net Assets at the End of the Year	\$16,392	\$10,333	↑ 59% or \$6,059

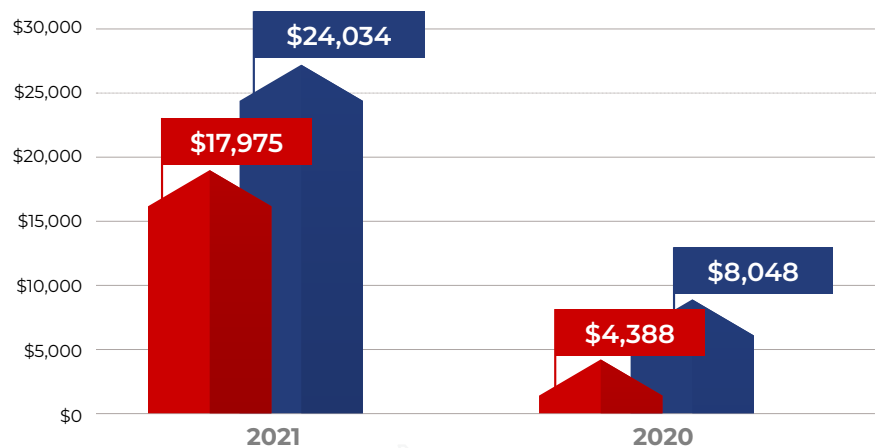
FINANCIAL SNAPSHOT

TRACKING OUR SUCCESS



ACTIVITIES STATEMENT

2021 AMAC PAC Net Assets: \$16,392
2020 AMAC PAC Net Assets: \$10,333
Growth: ↑ 59% or \$6,059



REVENUES

EXPENSES



CHICAGO

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JUNE 20-23, 2022 | CHICAGO, IL

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