

* education

* career

* leadership

* entrepreneurship

* lifestyle

ANNUAL REPORT 2006

winning with intention!

winning with innovation!
winning with integrity!

National Black MBA Association®

NATIONAL
BLACK
mba
ASSOCIATION, INC.

● ● ● ● ● Empowering Visionaries.



Mission

Established in 1970, the National Black MBA Association® is dedicated to developing partnerships that result in the creation of intellectual and economic wealth in the black community. In partnership with over 480 of the nation's top business organizations; the association has inroads into a wide range of industries as well as the public and private sector. Yet all of NBMBA's partners have one thing in common: they are all committed to the organization's goals and values.

The organization gains its strength from a firm belief in community and a commitment to its development through economic and educational development initiatives that support the global African American community.

As a professional membership organization of Black graduates with MBAs, advanced degrees, and entrepreneurs, we will increase the number as well as the diversity of successful Blacks in the business community by:

- Providing innovative programs to stimulate their intellectual and economic growth
- Building partnerships with key stakeholders who help facilitate this growth
- Increasing awareness and facilitating access to graduate management education programs and career opportunities in management fields

Programs and Services

Networking Opportunities

- Local Career Fairs
- Chapter Social Events
- Interaction with Other Professional Organizations
- Networking with Corporate Leaders and Top Business Schools Nationally

Professional Recognition

- Chapter Awards Programs
- Local Newsletters
- Board and Committee Opportunities

Career Development

- Chapter Workshops with Industry Experts
- Local Mentoring from Senior Members
- Employment Networking with Corporate Partners
- Top-level Executive Coaching

Local Community Involvement

- Entrepreneurial Outreach Programs
- Student Mentoring Opportunities
- Tuition Assistance for MBA and PhD Students

NBMBAA® Background

Conceptualized	1970
Incorporated	1972
Status	501(C)3 Non-profit
Headquartered	Chicago, IL
Scope	National
Professional Chapters	40
Collegiate Chapters	4
Members	7,500
Corporate Partners	486

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Board of Directors

- Alvin Brown, National Chair
Thomas Flewellyn, Vice President
EYESEEIMAGES
- Angela D. Eason, National Treasurer
Deloitte
- Dimitrius M. Hutcherson, Sr., National Secretary, Deloitte
- Charles A. Bogguess
Next Age Consulting
- Thomas W. Dortch, Jr.
TWD, Inc.
- Audrey D. Hines
Dillard Hines & Associates
- Stephen C. Lewis
Ford Motor Company
- Dr. dt ogilvie
Rutgers University
- William W. Wells, Jr.
W. Wells & Associates

NBMBAA Management Team

- Barbara L. Thomas
President & CEO
- Cecil B. Lucy
V.P. Finance & Legal Affairs/CFO
- Kim Wilson
V.P. Strategic Program Initiatives
- Liz Hope
Director, Administration & Fund Development
- Bridgitti Knox, CMP
Director, Conference, Meetings & Events
- Fred Phillips
Director, Chapter Relations & Membership Services
- Reniece Wright
Director, Human Resources

Chairman's Welcome



Proverbs tells us that "Where there is no vision, the people perish." This great truth has a natural corollary: "Where there is vision, the people prosper." Almost forty years ago, a small group of Black MBAs had a vision of an organization that would empower African Americans with shared wisdom, cooperative endeavor, and relevant support. Five years ago the Association established a vision that challenged us collectively to accelerate the development of the organization, expand its reach, and bring its benefits to a wider audience.

Under the stewardship of Barbara Thomas, the administrative staff, and our chapter leadership, The Association and its board of directors pursued this demanding process through tough obstacles and challenges following 9/11. In the face of catastrophes like Hurricane Katrina and Rita, and through economic gyrations as globalization and rapid change at home created new dilemmas, as well as opportunities.

We've taken these challenges in stride by focusing on the vision and keeping the dream fresh. Despite the difficulties, we've grown by increasing membership, securing financial stability, and expanding the number of useful programs and services. At the same time, we've remained responsive to the changing needs of our members, our communities, and our nation. Consequently, I leave my chairmanship confident in the NBMBA's extraordinary prospects. I am proud of the past five years, but I am also certain that they are only a preamble to a great future.

I want to thank all of you – Barbara and her staff, chapter leaders, and members – for an inspiring and rewarding five years. It has been a privilege to work with each and every one of you. I urge you to build on our successes, stay true to each other, and keep your hopes, values, and aspirations vivid and alive.

Thank you,

A blue ink signature of Alvin Brown, written in a cursive style.

Alvin Brown
Chairman, Board of Directors
National Black MBA Association®, Inc.

President & CEO's Welcome



2006 was the year of winning for the NMBBAA® – winning with innovation, intention and integrity. We increased our membership, strengthened our relationships with our partners and welcomed new ones, provided more scholarships than ever before, mentored hundreds of students, and provided networking opportunities for thousands of Black professionals. After 36 years of success, we continue to grow, providing quality programs and services and delivering value to our members and partners.

A cycle of service integrates the chapters and NMBBAA® headquarters. We thrive on the ideas, insights and support we provide each other. Having established one of the world's most powerful networks of Black professionals, we come together to profit from the wealth of knowledge, experience, and support we possess as a unified team.

Delivering value is the essence of our success. Our 40 professional chapters and four new collegiate chapters leverage the commitment and creativity of their members to serve their communities and institutions. Each chapter represents a dedicated core of professionals committed to business excellence and creating opportunity for each other and for the youth who hope to follow similar paths to success.

The national organization also focuses on providing quality programs to its members, its corporate partners, the African American community, and the nation.

This union generates a force that impacts communities and businesses, increasing corporate diversity, opening doors to African Americans, supporting minority entrepreneurs, and creating a more just and productive society.

It is a great privilege for me to be part of this grand endeavor and to congratulate our members and partners on another winning year. Our success is grounded in the measurable, useful benefits we give and receive.

Thank you for your commitment to our organization and nation.

Respectfully,

A handwritten signature in blue ink that reads "Barbara L. Thomas".

Barbara L. Thomas
NMBBAA President and CEO

*** Education** is the first step up on the ladder to the American Dream and the cornerstone for building stronger communities. From the classroom to the boardroom, we dedicate resources and forge relationships to construct a solid pipeline of support in education spanning. Through scholarship efforts alone, the national office, chapters, members and partners collectively provide more than a million dollars in annual direct support to students pursuing an education in business. We also provide direct access to knowledge and information that can be crucial on the path to success. We strongly believe that a college education, an MBA degree and continuing education should not be unattainable luxuries in today's America.



NBMBAA Leaders of Tomorrow® provides high school students with one-on-one mentoring, exposure to the opportunities and rigors of business and an introduction to college life and business school. Participants have the chance to earn underwritten scholarships at the local and national levels, attend the annual LOT Leadership Camp, or the LOT National Conference held each year in conjunction with the NBMBAA annual conference.

Since 1992, the **NBMBAA Case Competition®** has awarded more than \$300,000 in scholarships to diverse business students, and helped more than 1000 MBA students gain access to otherwise unknown scholarship, mentoring and employment opportunities. Competing teams are given four weeks to prepare an analysis and presentation of a complex business case. Students present and defend before a panel of senior executives, who evaluate the teams on presentation skills, thoroughness, and creativity. Scholarships totaling \$35,000 are awarded to the top three ranking teams. The 2006 competition was won by the team entering from Stellenbosch University, South Africa.

Each year the national association provides more than \$500,000 dollars in **scholarships** to undergraduates, graduates and doctoral students pursuing careers in business. The program's mission is to identify and increase the pool of Black talent for the business, public, private and non-profit sectors.

Brandeis International Business School Graduate Merit Scholarship

In partnership with IBS, the NBMBAA® awards the Graduate Merit Scholarship to an outstanding African American student who is either a U.S. citizen or a permanent resident in the United States, and member of the NBMBAA® in good standing.

Bentley College

A full tuition academic scholarship is available to a NBMBAA® member accepted to the Graduate School of Business. In addition, the College has initiated a full four-year scholarship program for NBMBAA Leaders of Tomorrow® participants.



In 2006, we distributed nearly \$90,000 to students victimized by hurricanes Katrina and Rita in the Gulf Region through the **Student Empowerment Relief Fund**.

Graduate scholarships are awarded annually to qualified business students enrolled full time in accredited Association to Advance Collegiate Schools of Business (AACSB) graduate business programs in the United States. Two fellowships are awarded each year to qualified students enrolled in full-time U.S. doctoral business or management programs or related disciplines. The national office makes a \$1,000 scholarship available to each local chapter for disbursement to qualified undergraduate students.

In 2006, NBMBAA initiated a drive to establish **collegiate chapters** nationwide to close the gap between the high school LOT program and graduate school. The specific mission of the collegiate chapters is to increase the number of African Americans in business, management, educational programs throughout the world and to encourage and support young African Americans who are interested in pursuing careers in management.

We provide additional resources to students, including GMAT test preparation and the *Hobsons Student Guide* to graduate programs. Partnerships in 2006 included, BoardnetUSA, Consortium for Graduate Study in Management, Diversity Pipeline Alliance and The PhD Project.

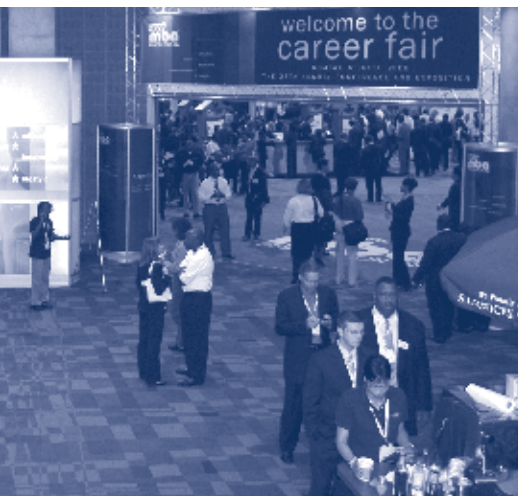


Access to diverse talent is a competitive advantage for American companies facing global competition. Through our corporate partner relationships and various initiatives we strive to provide talented high achievers with the career services and the development needed to achieve their full potential. We also provide our partners with platforms for both recruiting and retention of diverse talent.

In 2006, a record number of exhibitors and recruiters—more than 480—participated in the **NBMBAA Annual Conference & Exposition** in Atlanta Georgia. Our conference again featured The **NBMBAA Candidates for Success** professional coaching initiative and the **NBMBAA Career Success NetworkSM**, which provides onsite coaching, resume feedback, and interviewing skills workshops. Candidates and CSN were created in response to members' and partner demand for additional career skills building opportunities for recent graduates and high-achieving mid-career professionals.

NBMBAA Employment NetworkTM and **Conference Job Match** leverage web-based resources to help employers find and screen qualified candidates for management positions requiring an MBA or advanced experience.





“CANDIDATES FOR SUCCESS WAS ONE OF THE MOST EMPOWERING EXPERIENCES I’VE EVER HAD! OUR LIFE COACHES ENABLED ME TO ESTABLISH A SOLID FOUNDATION BY TAKING AN HONEST ASSESSMENT OF MYSELF...I AM OKAY.”

— Amaya Lambert

Candidates for Success



Amaya Lambert (Photo)

“Before starting my MBA at Howard University, I spent 4 years working in the Healthcare IT industry in software development, project management, and consulting roles. I came to Howard’s MBA program as an entrepreneurship major and planned to start my own business, post-MBA. Through the MBA experience, I was exposed to new disciplines and opportunities, and became a finance major. Prior to Candidates for Success, I was overwhelmed with my upcoming career selection process and terrified of making the ‘wrong’ decision among my job offers.”

“Candidates for Success was one of the most empowering experiences I’ve ever had! Our life coaches enabled me to establish a solid foundation by taking an honest assessment of myself...I AM okay.”



Todd Hood (Photo)

“Through my discussions with my career coach, I realized that I had become complacent and too comfortable professionally. I had limited my career sights for the sake of staying in the same position.”

“If being serious and focused like the Candidates For Success program asks you to do for ninety days can lead to this much growth, I have to ask, why wouldn’t I do this for the rest of my life?”

Todd Hood progressed from project manager to the director level within Pitney Bowes within 90 days, applying strategies learned through Candidates For Success.



The NMBAA® vision of leadership blends professional acumen with community commitment.

This leadership concept was explored extensively at the 2006 Annual Conference and the **NMBAA Leadership InstituteSM**, a specialized program for professionals and high achievers are among the most dedicated learners within our membership. Learning tracks within the Institute focused on topics ranging from innovation to personal branding for senior executives. Presenters included, Erika Hayes, Dennis Kimbro, John Maxwell, David Samuel, The Center For Creative Leadership, Gallup, PepsiCo, Procter and Gamble, and Whirlpool.

The **NMBAA Local Empowerment Initiative** makes elements of the annual conference accessible to local markets providing workshops, sessions, employment and networking opportunities designed to help participants achieve their personal and professional objectives. The 2006 Local Empowerment Initiative was hosted by the Dallas chapter. It featured a career fair, networking and an executive workshop by leadership expert Stedman Graham.

In 2006, the association launched **NMBAA Gold Key AccessSM** to provide a private networking forum for senior executives and to help reduce the cost of recruiting diverse talent at the senior level for our corporate partners.

Through an affiliation with BoardNet USA, we provided access to volunteer opportunities at the non-profit board level that allow rising executives to hone leadership skills and expand their working knowledge of board-related issues.



The 2006 Career Fair at Conference was one of the most successful and productive in recent years, for partners and participants alike.





PROGRAMS TO BENEFIT
HIGH ACHIEVERS AND MOST
DEDICATED LEARNERS.





Entrepreneurship is the leading engine for job group in the African American community.

In recent years, the association has begun to focus on its role in helping align the interests of corporate America with those of black entrepreneurs. We have emphasized the value of the MBA degree to established and aspiring entrepreneurs. Content tailored to the needs of entrepreneurs within the 28th Annual Conference included several key workshops and a special plenary session examining the strategy developed by former Atlanta Mayor Maynard Jackson that transformed that city into a Mecca for black entrepreneurship.



Lifestyle—Achieving balance between work, home and community is critical for our members if they are to remain productive and fulfilled.

Workshops on life balance, access to life coaches, and opportunities to network and socialize with like-minded individuals are key components of the NMBAA's approach to lifestyle for its members.





Chapters

Winning At the Local Level—It's within the NBMBA[®] local chapters that winning takes place on a regular basis. Winning manifests as the student who gains the assistance needed to attend business school, the company that finds a new source for diverse talent, or the entrepreneur who gets the breakthrough training that allows business to boom.

The **"Chapter of the Year"** honor recognizes the chapters that successfully pursued our mission and most successfully provided exemplary value to their members and communities. We are privileged to honor six chapters that earned the title "Chapter of the Year."



2006 CLOROX MEMBERSHIP DRIVE PARTNERSHIP WITH THE SAN FRANCISCO NATIONAL BLACK MBA CHAPTER. A HUGE SUCCESS AND HELPED TO INCREASE MEMBERSHIP OF THE SAN FRANCISCO CHAPTER BY 100%.



Atlanta—Under the leadership of Jannet Thoms, the chapter flourished as the largest in the NBMBA[®]. With 60 corporate partners and a dozen educational partners, the chapter is among the most influential organization for African

Americans in the city. In 2006, Atlanta was host to the 28th Annual Conference & Exposition. The Atlanta Chapter continues to be a dominant force by serving as a liaison between students and the business world through its Leaders of Tomorrow Program, Career Network, Destination MBA, seminars, and Scholarship awards. The chapter also provides leadership and resources in the development and support of minority businesses through the Economic Development and Government Relations Committees, and programs such as the Entrepreneurial Expo.



Cleveland—The Chapter's robust offering of relevant programs is a key reason that it has earned 'Chapter of the Year' honors four years in a row. Mr. Alton Tinker has implemented new programs in 2006 including the internship program that

placed five students with corporate partners and the National Black MBA Association[®] Cleveland NEO Chapter Endowment Fund, which grew in 2006 by \$25,000. The Real Estate Investment and Empowerment series educates attendees about the real estate market and the chapter is preparing to purchase its first property. No wonder membership increased 25 percent to exceed the 300-member mark.



Columbus—The Chapter is strongest non-profit and diverse professional organization in Central Ohio. President Oyauma Garrison helped secure over \$250,000 in sponsorship dollars for the national organization. In the last three years, the Chapter's

income grew from \$2,000 to over \$110,000 annually, and it doubled its membership in 2006. As a NBMBAA® storefront, the Chapter supports local businesses. It is also an important participant in the Mayor's King-Lincoln District initiative designed to promote business and residential development. The Fisher College of Business at Ohio State University encourages African Americans with MBAs to join the Chapter by paying their memberships.



Houston— Chapter President Paul Charles has built on the organization's history of excellence. This is its eighth consecutive year as Chapter of the Year status. In 2006, the Chapter provided scholarships totaling more than \$36,000, promoted

business development as a member of the Greater Houston Partnership, and hosted the Texas Leadership, Education and Diversity Conference, a professional development event. It also helped found the Black Business Student Association at Rice University.



Memphis—Ms. LaShawn Hampton-Parks has helped the chapter implement a 'Membership Rewards' promotion and increased membership 72 percent. The chapter offers the FastTrac™ entrepreneur program to its members, awards numerous

scholarships to LOT graduating seniors and college students, and is launching the Youth Business Plan Contest with a grand prize of \$1,000 to implement the plan. The new electronic newsletter updates its constituents. Members are able to access local and national information 24 hours a day.



San Francisco—By nearly doubling its membership and enhancing its already strong partnerships, the Chapter is well qualified to be a "Chapter of the Year." It co-founded the Coalition of Black Professionals, which promotes career development

and community. Under the helm of Ms. Michelle Rider, the Chapter works closely with Clorox and Abbott Laboratories, which have purchased over 100 memberships. They have also helped promote awareness of hosted numerous networking events.

The Board of Directors

National Black MBA Association, Inc.:

We have audited the accompanying statements of financial position of National Black MBA Association, Inc. (NMBBAA®), as of December 31, 2006 and 2005, and the related statements of activities and change in net assets and cash flows for the years then ended. These financial statements are the responsibility of NMBBAA's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of National Black MBA Association, Inc. as of December 31, 2006 and 2005, and the change in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplementary information is presented for the purpose of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements of National Black MBA Association, Inc. and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

The logo for Benford Brown & Associates, LLC features a stylized 'B' and 'A' in a light blue color, with the company name written in a serif font below it.

Benford Brown & Associates, LLC
Chicago, IL

August 8, 2007

Financials

Statements of Financial Position

December 31, 2006 and 2005

ASSETS	2006	2005
CURRENT ASSETS		
Cash - unrestricted	\$ 1,021,352	\$ 703,830
Cash - restricted	48,450	28,350
Short-term investment	292,976	275,063
Contracts receivable	4,109,804	3,733,751
Less: allowance for doubtful accounts	(10,000)	(10,000)
Prepaid expenses	25,000	25,000
Total current assets	5,487,582	4,755,994
NON-CURRENT ASSETS		
Furniture and equipment	1,401,489	956,835
Leasehold improvements	161,211	23,981
Less: accumulated depreciation	(924,694)	(884,959)
Total non-current assets	638,006	95,857
Other assets		
Security deposits	30,000	30,000
Total assets	\$ 6,155,588	\$ 4,881,851
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued payroll	\$ 461,006	\$ 593,004
Deferred revenue	3,881,350	2,881,675
Notes payable - current portion	—	312,566
Total current liabilities	4,342,356	3,787,245
NON-CURRENT LIABILITIES		
Due to related party	48,450	28,350
Note payable - noncurrent portion	—	46,586
Total noncurrent liabilities	48,450	74,936
Total liabilities	4,390,806	3,862,181
NET ASSETS		
Unrestricted	1,577,282	825,977
Temporarily restricted	187,500	193,693
Total net assets	1,764,782	1,019,670
Total liabilities and net assets	\$ 6,155,588	\$ 4,881,851

Statements of Activities and Change in Net Assets

Years ended December 31, 2006 and 2005

	2006			2005		
	Unrestricted	Temporarily Restricted	Total	Unrestricted	Temporarily Restricted	Total
SUPPORT AND REVENUE						
Conference revenue	\$ 8,453,105	—	8,453,105	\$ 6,652,305	—	6,652,305
Product sales	137,790	—	137,790	501,203	—	501,203
Membership revenue	553,372	—	553,372	509,480	—	509,480
Contributions	427,604	100,000	527,604	149,755	136,193	285,948
In-kind contributions	365,000	—	365,000	50,000	—	50,000
Publication Revenue	102,300	—	102,300	95,000	—	95,000
Special events	297,102	—	297,102	47,955	—	47,955
Net assets released from restrictions	106,193	(106,193)	—	117,500	(117,500)	—
Total support and revenue	10,442,466	(6,193)	10,442,466	8,123,198	18,693	8,141,891
EXPENSES						
PROGRAM SERVICES						
Conference	4,797,978	—	4,797,978	4,735,329	—	4,735,329
Chapter relations	916,702	—	916,702	558,740	—	558,740
Membership	936,509	—	936,509	279,560	—	279,560
Other programs	938,278	—	938,278	746,699	—	746,699
Total program services	7,589,468	—	7,589,468	6,320,328	—	6,320,328
SUPPORTING SERVICES						
Management and general	1,688,392	—	1,688,392	1,131,075	—	1,131,075
Fundraising	413,301	—	413,301	298,268	—	298,268
Total supporting services	2,101,693	—	2,101,693	1,429,343	—	1,429,343
Total expenses	9,691,161	—	9,691,161	7,749,671	—	7,749,671
Increase/(decrease) in net assets	751,309	(6,193)	745,116	373,527	18,693	392,220
Net assets as of January 1, 2006 and 2005	825,977	193,693	1,019,670	425,450	175,000	627,450
Net assets as of December 31, 2006 and 2005	\$ 1,577,286	187,500	\$ 1,764,786	\$ 825,977	193,693	\$ 1,019,670

Partners

3M
 A.T. Kearney
 Abbott Laboratories
 Abercrombie & Fitch
 Accenture
 ADP
 Aetna Inc.
 Alberto Culver
 Alcatel-Lucent
 Alcoa Inc.
 Alcon Laboratories
 Allianz Life
 Allstate Insurance Company
 Amazon.com
 American Airlines
 American Express
 American International Group
 Ameriprise Financial
 Amgen Inc.
 AmTrust Bank
 AON Corporation
 Apple Computer Inc.
 Applied Materials
 Archer Daniels Midland
 Ariel Mutual Funds
 ArvinMeritor, Inc.
 AstraZeneca
 Asurion
 AT&T
 AXA Equitable
 AXA Foundation
 Babson College
 Bank of America
 Bank of New York Mellon (The)
 Bausch & Lomb
 Baxter Healthcare Corp.
 Bayer HealthCare
 BB&T (Branch Banking And Trust) Company
 Bear Stearns & Co.
 Belk Inc.
 Bentley College
 Best Buy
 Beta Gamma Sigma
 Black & Decker Corporation
 Black Enterprise Magazine
 Black EOE Journal
 Blue Cross Blue Shield of Massachusetts
 BMC Software
 BNSF Railway
 Boehringer Ingelheim Pharmaceuticals
 Boeing
 Booz Allen Hamilton
 Boston Scientific
 Boston University School Of Management
 Brandeis International Business School
 Brinker International
 Bristol-Myers Squibb Company
 Broad Center (The)
 Brown-Forman
 Burger King Corporation
 C.R. Bard Inc.
 Cadbury Schweppes
 Campbell Soup Company
 Capital One
 Cardinal Health
 CareerTV
 Cargill
 Carlson
 Case Western Reserve
 Central Florida YMCA
 Central Intelligence Agency
 Chase Paymentech Solutions
 CHEP
 Chevron
 Chicago Mercantile Exchange
 CHICK-FIL-A
 Choicepoint Inc.
 Chrysler Financial
 Chrysler Foundation (The)
 Cintas Corporation
 Cisco
 Citi
 Clark Atlanta University
 Clorox Company (The)
 Coca-Cola Company (The)
 Colgate-Palmolive
 Columbia Business School
 Comcast
 Comerica Bank
 ConAgra Foods
 Consortium For Graduate Study (The)
 Constellation Energy
 Continental Airlines Inc.
 Cook Inc.
 Coors Brewing Company
 Cornell University-The Johnson School
 Countrywide Financial
 Covanta Energy Corporation
 Covidien
 Cox Enterprises
 Cox School Southern Methodist Univ.
 Credit Suisse
 CSX
 Cummins Inc.
 Darden Restaurants
 Dartmouth College
 Del Monte Foods
 Dell Inc.
 Deloitte.
 Delta Air Lines
 Deutsche Bank
 Diageo
 Diamond
 Digitas
 Discover Financial Services LLC
 Diversitytalent.com
 DTE Energy
 Duff And Phelps LLC
 Duke Energy
 Duke Realty Corporation
 Duke University
 Eaton Corporation
 EBay, Inc.
 Ecolab
 Education Pioneers
 Edward Jones
 EFinancialCareers.com
 Eli Lilly & Company
 EMBARQ
 Emerson Electric
 Emory University
 Endo Pharmaceuticals
 Energizer
 Environmental Defense
 Equitable Resources
 Ernst & Young LLP
 ESPN
 Excelsior College
 Exelon Corporation
 Expedia Inc.
 ExxonMobil
 Fannie Mae
 Farmers Insurance Group of Companies
 FBI
 Federal Deposit Insurance Corp.
 Federal Home Loan Bank System
 Federal Reserve Bank of Boston
 Federal Reserve Bank of New York
 Federal Reserve Bank of San Francisco
 Federal Reserve Board of Governors
 FedEx Corporation
 Fireman's Fund Insurance Co
 First American Corporation (The)
 Florida A&M University
 Ford Motor Company
 Forest Laboratories, Inc.
 Fortune Brands
 Freddie Mac
 Freeman Decorating
 Freightliner, LLC
 G & K Services
 Gartner
 GE
 Genentech
 General Mills
 General Motors Corporation
 Georgetown University McDonough
 Georgia-Pacific Corporation
 Georgia State University
 Georgia Tech College of Management
 Girl Scouts of The USA
 GlaxoSmithKline
 GlobalHue
 GMAC LLC
 Goldman Sachs
 Goodyear Tire & Rubber Co. (The)
 Google
 Grainger
 Harland Clarke
 Harley-Davidson Motor
 Harrah's Entertainment, Inc.
 Harris And BMO Capital Markets
 Harvard Business School
 HCA
 Heineken USA Incorporated
 Henkel of America
 Hewitt Associates
 Hewlett-Packard Company
 Hilti Inc
 Hobsons
 Home Depot (The)
 Howard University MBA Program
 HSBC
 Humana, Inc.
 Hyundai Motor America
 IBM Corporation
 Indiana University Kelley MBA
 ING Investment Management
 Institute For Supply Management
 Intel Corporation
 Internal Revenue Service

International Finance Corporation
 International Franchise Assoc EF
 International Paper
 International Truck And Engine Corp.
 Iowa Careers Consortium
 J P Morgan Chase
 John Deere
 Johnson & Johnson
 Johnson Controls
 Jones Lang LaSalle
 Joseph M Katz Grad School of Business
 Kaiser Permanente
 Kaplan, Inc.
 Kellogg Company
 Kellogg School of Management
 Key Bank
 Kimberly-Clark Corporation
 Kinetic Concepts Inc.
 Koch Industries
 Kohler Company
 KPMG LLP
 Kraft Foods
 Kroger Company (The)
 Kurt Salmon Associates
 L'Oreal USA
 Lehman Brothers
 Lexmark International, Inc.
 Liberty Mutual Group
 Limitedbrands
 Lincoln Financial Group
 Lowe's
 Lyondell Chemical Company
 Manpower Inc.
 Marriott International
 Mars NorthAmerica
 Marshall & Ilsley Corporation
 Masco Corporation
 MasterCard Worldwide
 Mattel, Inc.
 Mayo Clinic
 McDonalds
 McGraw-Hill Companies (The)
 Medtronic, Inc.
 Meijer
 Mercedes-Benz USA, LLC
 Mercer Human Resource Consulting
 Merck & Company, Inc.
 Merrill Lynch
 Metro Milwaukee Assoc of Commerce
 MGM Mirage
 Michigan State University
 Microsoft Corporation
 Miller Brewing Co.
 Mitchell Madison Group
 Monitor Group
 Monster
 Moody's Investors Service
 Morgan Stanley
 Motorola, Inc.
 NASD
 National City Corporation
 National Society of Black Engineers
 Nationwide
 NCB
 NCCI Holdings, Inc.
 Nestlé USA
 New York Times (The)

Nike Inc.
 Nissan North America, Inc.
 North Carolina State University
 Northern Trust Company
 Northwest Airlines, Inc.
 Northwestern Mutual
 Novo Nordisk Inc.
 NYU Stern School of Business
 O'Connell Group Inc.
 Ohio State University (The)
 OmniOne Group
 Oracle Corporation
 Owens Corning
 Peace Corps
 Penn State Smeal MBA Program
 Pension Benefit Guaranty Corporation
 PepsiCo
 PHD Project (The)
 Philip Morris USA
 Pitney Bowes Inc.
 Pittsburgh Regional Alliance
 PNC Financial Services Group Inc.
 Praxair, Inc.
 Procter And Gamble Company (The)
 Prudential Financial
 Purdue University
 Qualcomm
 Rain Bird Corporation
 Raymond James Financial
 Raytheon
 Regions Financial
 Rice University
 RJ Reynolds Tobacco Company
 Robert H. Smith School of Business
 Robert Half International Inc.
 Robert W. Baird
 Roche
 Rohm And Haas Company
 Rollins College
 Russell Investment Group
 Ryder System, Inc.
 SAP
 SC Johnson
 Schering-Plough Corporation
 Sears Holding Corporation
 Select Comfort
 Simmons School of Management
 Sony Electronics
 Sprint Nextel
 Stanford University
 Staples
 State Farm Insurance
 Stockamp & Associates
 SunTrust Bank
 SUPERVALU Inc.
 Symantec Corporation
 Takeda Pharmaceuticals North America
 Target Corporation
 Tepper School of Business
 Texas Alliance
 Texas Christian University
 Texas Instruments
 Thomson Corporation (The)
 Thunderbird School of Global Management
 TIAA-CREF
 Time Warner Inc.
 TJX Companies, Inc.(The)

Toyota Motor Sales
 Travelers Companies Inc. (The)
 Travelport
 Tribune Company
 Tuck School of Business At Dartmouth
 Tulane University, Freeman School
 TXU
 Tyco International Inc.
 UBS
 UCLA Anderson School of Management
 UNC's Kenan-Flagler Business School
 United Health Group
 United States Postal Service
 United States Tennis Association
 United Technologies Corporation
 University of Arizona Eller MBA
 University of California, Berkeley
 University of Chicago GSB
 University of Dallas
 University of Florida
 University of Georgia-Terry MBA
 University of Miami
 University of Michigan Business School
 University of Minnesota
 University of Missouri-Columbia, Crosby
 University of Pittsburgh Medical Center
 University of Rochester
 University of Rochester - Div. Staffing
 University of South Carolina
 University of Southern California
 University of St. Thomas
 University of Texas At Dallas
 University of Virginia Darden School
 University of Wisconsin-Madison
 UPSCALE
 US Airways
 US Bank
 Valassis
 Vanderbilt University
 Vanguard Group (The)
 Vault Inc.
 Verizon
 Virginia Tech
 Volkswagen
 Wachovia Corporation
 Wal-Mart Stores, Inc.
 Walden University
 Walgreen Co.
 Walt Disney Company (The)
 Washington Mutual
 Washington University In St. Louis
 Waste Management
 Watson Wyatt Worldwide
 Wellpoint
 Wells Fargo
 Weyerhaeuser
 Whirlpool Corporation
 Whitman School of Management
 Winston-Salem State University
 Wm. Wrigley Jr. Company
 Wyeth
 Wyndham Worldwide
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