



MCS' Diversity Program Policy Statement and Commitment

MCS understands the importance of supporting and promoting diversified enterprises to the economies of our nation, the state and the communities serviced. We are compelled to pursue successful business relationship with diversified vendors in order to create sustainable economic development in the communities where we live, work and provide service on behalf of our clients. Our vendor management group is committed to making good-faith efforts to give all diversified vendors an opportunity to compete and provide professional quality services.

Vendor Diversity Program Objective

The Vendor Diversity Program's main objectives include, but are not limited to, the following:

- 1) Monitor, track and report on diverse vendors.
- 2) Provide education and training to employees on diversity programs.
- 3) Measure the effectiveness of our efforts to partner with diversified vendors through reporting of services performed from certified diverse vendors.
- 4) Actively participate in external organizations which promote and support diverse programs and business.
- 5) Actively seek diverse vendors through organizations that support these business categories and through the use of solicitation lists.
- 6) Provide educational assistance to vendors on the methods of doing business with MCS.
- 7) Provide encouragement and coaching of qualified vendors to apply to become a certified enterprise.
- 8) Provide support, encourage and educate our vendors on the best practices of utilizing diversified subcontractors when obtaining bids and performing services on behalf of MCS.

Diversified Program Requirements

MCS recognizes diversified companies that are least 51 percent owned, controlled and operated by a person(s) representing a racial minority group and is a citizen of the United States (African Americans, Asian Americans/Pacific Islanders, Hispanic Americans and Native Americans). This term also refers to American women who are not a member of an ethnic minority classification pursuant to Florida Statute 288.703(3)(e).

- Minority Owned Business Enterprises (MBE)
- Woman Owned Business Enterprises (WBE)
- Small Disadvantaged Businesses (SDB)
- Historically Underutilized Businesses (HUB Zone)

- Veteran-owned Businesses (VO)
- Service-disabled Veteran-owned Businesses (SDVO)
- Small Business Enterprise (SBE)

To be eligible for our MCS Vendor Diversity Program, provide certification as a minority-, woman- or veteran-owned business by one of the above agencies along with your application. MCS will also accept certification from local, state or federal government agencies. MCS does not accept self-certification; we encourage you to obtain certification from one of these councils or agencies.

If you are interested in becoming a MCS vendor, click: <http://mcs360.com/Vendors.aspx> and submit your application and diversified certification. We look forward to building a long-term partnership with your company.

How to Become a Certified Diversified Vendor

For information regarding these organizations and diversity certification guidelines, please visit the following websites:

- Minority-owned businesses, please visit the National Minority Supplier Development Council website at www.nmsdc.org.
- Woman-owned businesses, please visit the Women's Business Enterprise National Council website at www.wbenc.org.
- For small businesses including small disadvantaged businesses and HUB Zone businesses, please visit the Small Business Administration's website at www.sba.gov.