



Governor's Office of Diversity Business Enterprise (Go-DBE)

2019 Annual Report

Tennessee Department of General Services | December 30, 2019



December 30, 2019

The Honorable Bill Lee, Governor
and Members of the Tennessee General Assembly
First Floor, State Capitol
Nashville, TN 37243

Dear Governor Lee and Members of the Tennessee General Assembly:

Tenn. Code Ann. §12-3-1101, *et seq.*, known as the "*Tennessee Minority-Owned, Woman-Owned and Small Business Procurement and Contracting Act*" requires the Chief Procurement Officer of the Department of General Services to report annually to the Governor and each member of the General Assembly concerning State agency purchases from minority-owned, woman-owned, persons with disabilities, service-disabled veteran-owned, and small business enterprises.

The Governor's Office of Diversity Business Enterprise is pleased to report more than \$664 million dollars in diversity spend over the past year with diversity business enterprises. This represents an increase of over 25% above the previous year's diversity spend. We continue to expand our commitment to maximize economic opportunities for these business enterprises.

This fiscal year, we certified 178 new businesses as minority-owned, woman-owned, service-disabled veteran-owned, persons with disabilities or small business enterprises.

Presented herein is the annual report on diversity spend.

Sincerely,

Michael F. Perry
Chief Procurement Officer

Contents

Go-DBE SUMMARY 1

- Creation of the Governor’s Office of Diversity Business Enterprise 1
- Mission Statement 1
- Vision..... 1
- Program Definitions..... 1

PROGRAM ACCOMPLISHMENTS 3

- Contracts and Payments 3
- Awarded Diversity Dollars FY 2005 to 2019 3
- Highlights in Contracts and Payments by Category and Ethnicity 4
- Diversity Solicitations and Responses..... 5
- MBE Subcategories Solicitations and Responses 5
- Certification 6
- Certifications by Industry 7
- Distressed and At-Risk Counties 8
- Sub-Contracting Opportunities 11
- Agency and Departmental Goals 13

Contact Information 15

- Go-DBE Contacts 15
- Agency Diversity Liaisons 15

Go-DBE SUMMARY

Creation of the Governor's Office of Diversity Business Enterprise

The Governor's Office of Diversity Business Enterprise (Go-DBE) was created by Executive Order Number 14, on December 8, 2003, in effort to expand economic opportunities for small businesses and businesses owned by minorities and women.

The office is charged with coordinating and directing the Executive Branch's efforts to increase participation by small businesses and businesses owned by minorities, women, persons with disabilities, or service-disabled veterans in the state's procurement and contracting processes. With the assistance of a strong legislature, we have crafted one of the best programs in the nation for expanding opportunities to diversity business enterprises.

Mission Statement

To coordinate the state's efforts to facilitate greater participation by minority-owned, woman-owned, persons with disabilities, service-disabled veteran-owned, and small businesses in the state's procurement and contracting opportunities.

Vision

To be the best program in the nation for expanding meaningful economic opportunities to business enterprises owned by Tennessee small businesses including minority, women, persons with disabilities and service-disabled veteran-owned businesses.

Program Definitions

Go-DBE is charged with verifying and certifying diversity businesses using one of the following categories:

Minority Business Enterprise (MBE):

A continuing, independent, for profit business which performs a commercially useful function, and is at least 51% owned and controlled by one or more minority individuals who are impeded from normal entry into the economic mainstream because of past practices of discrimination based on race or ethnic background. Recognized minority ethnicities include:

African American:

A person having origins in any of the Black racial groups of Africa.

Hispanic American:

A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Native American:

A person having origins in any of the original peoples of North America.

Asian American:

A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands.

Woman Business Enterprise (WBE):

A continuing, independent, for profit business that performs a commercially useful function, and is at least 51% owned and controlled by one or more women; or in the case of any publicly-owned business, at 51% of the stock of which is owned and controlled by one or more women and whose management and daily business operations are under the control of one or more women.

Disabled Small Business Enterprise (DSBE):

A continuing, independent, for-profit business that performs a commercially useful function, and is at least 51% owned and controlled by one or more persons with a disability; or, in the case of any publicly-owned business, at least 51% of the stock of which is owned and controlled by one or more persons with a disability and whose management and daily business operations are under the control of one or more persons with a disability.

Service-Disabled Veteran Business Enterprise (SDVBE):

A continuing independent, for-profit business located in the State of Tennessee that performs a commercially useful function, and

- o Is at least 51% owned and controlled by one or more service-disabled veterans;
- o In the case of a business solely owned by one service-disabled veteran and such person's spouse, is at least 50% owned and controlled by the service-disabled veteran; or
- o In the case of any publicly-owned business, at least 51% of the stock of which is owned and controlled by one or more service-disabled veteran and whose management and daily business operations are under the control of one or more service-disabled veteran.

Tennessee service-disabled veterans include any person who served honorably on active duty in the Armed Forces of the United States with at least a twenty percent (20%) disability that is service-connected, meaning that such disability was incurred or aggravated in the line of duty in the active military, naval or air service.

Small Business Enterprise (SBE):

A continuing, independent, for-profit business that performs a commercially useful function and has total gross receipts of no more than \$10 million dollars averaged over a three-year period or employs not more than 99 employees on a full-time basis.

PROGRAM ACCOMPLISHMENTS

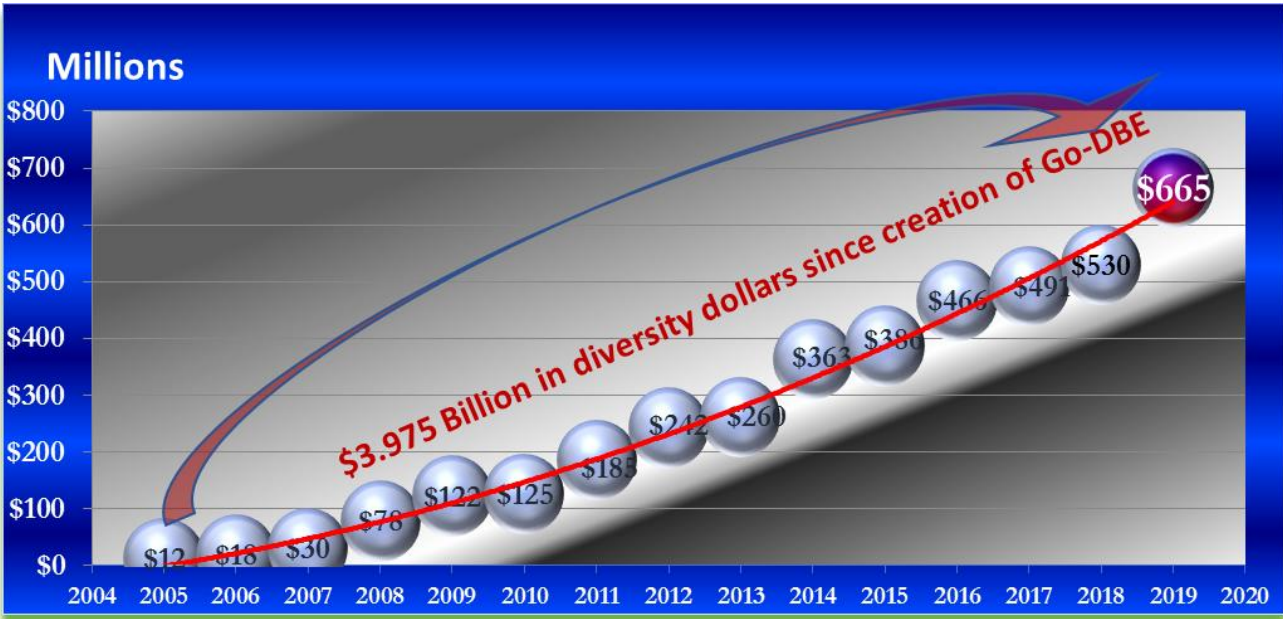
Contracts and Payments

Go-DBE is charged with monitoring purchases made to certified diversity businesses by state agencies and departments. Due to the nature of the procurement process, relying on awarded dollar amounts, as defined by the procurement office, can be misleading because awarded dollars are estimated amounts and are not guaranteed. Therefore, for the purposes of producing the most accurate report possible, recorded dollar values represent actual spend to diversity businesses. In addition, the spend dollars throughout this report represent purchases from all state agencies, the University of Tennessee System (UT), Tennessee Board of Regents (TBR), and State Procurement Agencies (SPAs). The UT, TBR and SPA data is reported to Go-DBE on a quarterly basis; state agency data is collected and reported by the state's Enterprise Resource System (Edison). For conciseness, this report will use the term agencies to mean state departments, UT, TBR, and SPAs unless otherwise noted.

For the past 15 years, agencies have increased spend with diversity businesses. As illustrated in the chart below, purchases to certified diversity businesses for Fiscal Year (FY) 2019 increased to **\$664,717,597**, over a **25%** increase from the previous fiscal year.

Go-DBE is now able to report more than **\$3.9** billion in diversity contracts and payments to certified diversity businesses from FY 2005 through FY 2019.

Awarded Diversity Dollars FY 2005 to 2019



To provide context, total spend for the State of Tennessee in FY 2019, as reported by Edison, was \$3,112,170,782 with all businesses regardless of diversity business

certification. With the inclusion of the University of Tennessee (\$447,103,367), Tennessee Board of Regents (\$166,988,273), and other state colleges and universities (SPA's) (\$274,328,687), the overall spend is \$4,000,591,109.

The \$665 million diversity spend includes the State of Tennessee, UT, TBR and the SPA's. From the total diversity spend, \$497,968,859 originated from state agencies, with the remaining \$166,748,738 in diversity spend originating from UT, TBR and the SPA's. Therefore, approximately 16% of state spend went toward certified diversity businesses.

Currently, there are 235,000 registered suppliers in the State of Tennessee's "Edison" System, of which 1,958 are certified with Go-DBE. This means that 16% of state spend is going to 0.83% of total suppliers.

Highlights in Contracts and Payments by Category and Ethnicity

The information below reflects the categories for minority-owned, woman-owned, service-disabled veteran-owned, persons with disabilities, and small businesses. Considerable increases were shown in three categories. The minority-owned category increased more than 40% from \$192,560,745 to \$269,747,788; the small-business-owned category increased more than 28% from \$159,230,180 to \$204,184,194; and women-owned businesses increased more than 14% from \$159,285,754 to \$181,893,034.

Also identified as outstanding for the fiscal year, are three subcategories of ethnicity. Spend with African-American owned businesses increased more than 43% from \$131,040,034 to \$187,781,838. Spend with Asian-American owned businesses increased approximately 58% from \$48,300,458 to \$76,210,045, while spend with Native American-owned businesses increased approximately 236%, from \$1,335,069 to \$4,479,221.

Please note that although a business may meet multiple criteria, Go-DBE can only certify a company for *one* category and *one* subcategory. For example, if a minority service-disabled female owns a business, the owner technically qualifies for three categories. The office works in conjunction with the owner to determine the most applicable and appropriate category.

FY2018-2019

Category & Ethnicity	MBE Spend	WBE Spend	SDVBE Spend	SBE Spend	DSBE Spend	Ethnicity Totals
<i>African American</i>	\$182,388,817	\$320,763	\$4,919,506	\$7,193	\$145,559	\$187,781,838
<i>Asian American</i>	\$76,183,374	\$26,671	\$0	\$0	\$0	\$76,210,045
<i>Hispanic American</i>	\$7,206,914	\$311,874	\$0	\$6,750	\$0	\$7,525,538
<i>Native American</i>	\$3,968,683	\$510,538	\$0	\$0	\$0	\$4,479,221
<i>Non-Minority Female</i>	\$0	\$180,723,188	\$0	\$20,603,058	\$0	\$201,326,246
<i>Non-Minority Male</i>	\$0	\$0	\$3,827,516	\$183,567,193	\$0	\$187,394,709
Totals:	\$269,747,788	\$181,893,034	\$8,747,022	\$204,184,194	\$145,559	\$664,717,597

Diversity Solicitations and Responses

Go-DBE makes considerable efforts to ensure diversity businesses receive as many opportunities to participate in state procurement as possible. Every year, the office releases an upcoming procurements report that depicts likely procurement opportunities over the next year. Also, the office’s diversity business liaisons engage all bidders at pre-response conferences managed by the Central Procurement Office. These are just two methods the office uses to engage proactively with the diversity business community. The office uses Edison to monitor and track diversity solicitation opportunities. The numbers below also include UT and TBR, which self-report their data. State agency data is collected from Edison. The number of solicitations represents the number of bid opportunities given to each category of diversity businesses. The number of bids received represents how many of those businesses provided a response in each category.

Category	Number of Solicitations	Number of Bids Received
MBE	2,639	2,043
WBE	4,725	3,992
SDVBE	225	117
SBE	14,316	12,881

MBE Subcategories Solicitations and Responses

Further analysis was conducted using just the minority business category.

Category	Number of Solicitations	Number of Bids Received	Number of Awards
African American	1,537	1,061	982
Asian American	770	535	639
Hispanic American	381	143	197
Native American	148	555	639

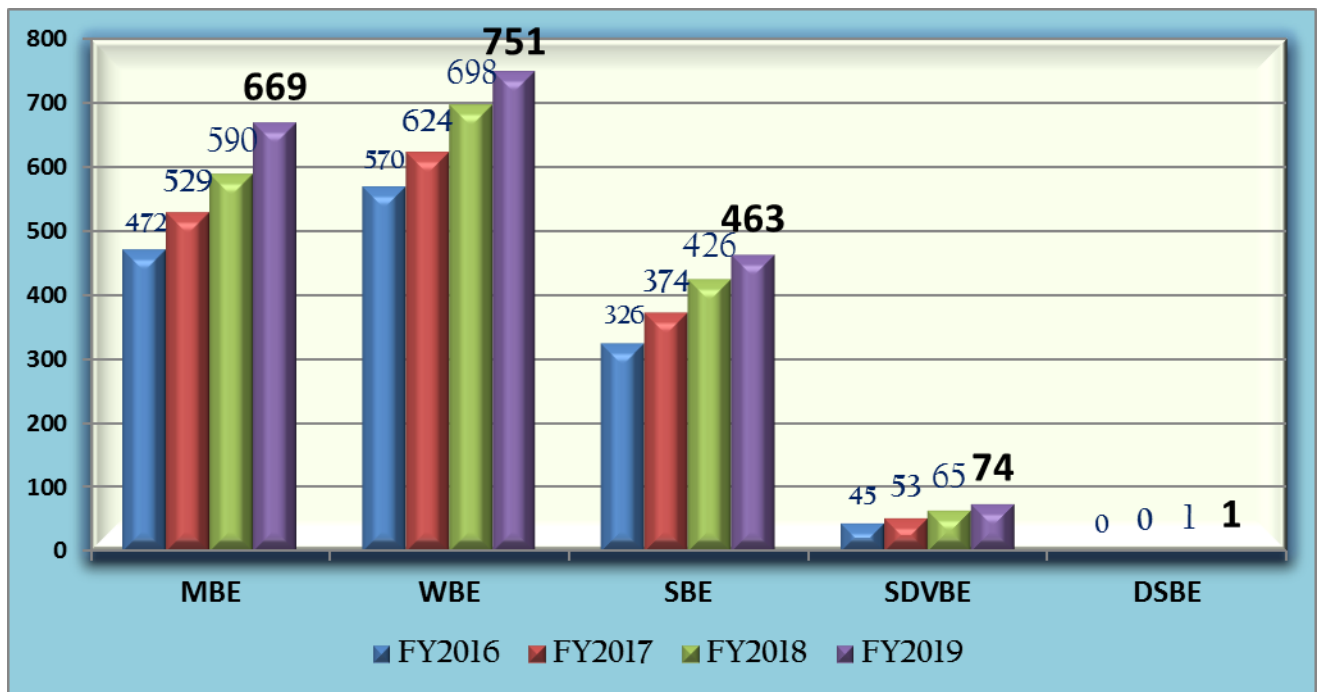
* *Notes for both charts above:* The columns for Bids Received and Number of Solicitations include data from solicitations done in Edison and reported by UT and TBR. Number of Awards includes purchase orders and contracts and represents the most accurate picture as it captures all awards regardless of whether the solicitation was done in Edison. This explains why the Number of Awards may appear higher than the Number of Bids Received. Number of Awards is defined as any one-time purchase order or contract awarded to a certified diversity business. It does NOT count the thousands of purchase orders issued under an existing contract; it only counts new contracts or single purchase orders for non-contract items.

Certification

Go-DBE certifies diversity businesses as minority-owned, woman-owned, persons with disabilities, service-disabled veteran-owned, or small business enterprises. The certification application is entirely an online process. FY 2019 saw a **10%** increase from 1,780 to **1,958** in the number of certified businesses from the previous year.

Eligible businesses seeking certification as a Minority Business Enterprise, Woman Business Enterprise, Persons with Disabilities or a Service-disabled Veteran owned business must be independently owned and operated and must also prove that at least 51% of the business is owned and controlled by a minority, a person of female gender, a disabled individual or service-disabled owned veteran within the meaning of T.C.A. §12-3-1102(2), and related guidelines.

**Certified Diversity Businesses
As of End of FY 2019**



Go-DBE does not limit its diversity participation to just Tennessee businesses, as there are 39 states and the District of Columbia outside of Tennessee that are represented. Go-DBE has certified 464 businesses outside of Tennessee, with 152 businesses in bordering states to Tennessee. Currently, 47 come from the State of Georgia. Go-DBE also strives to find diversity businesses across a wide range of industries in order to best meet the needs of agencies.

Certifications by Industry

Go-DBE continues to monitor the certifications by "Industry" each year. All state departments and agencies are encouraged to utilize the Go-DBE website to access the directory to identify certified businesses for sourcing of bid events and proposals. The industry information is also valuable to the local government and private sector companies looking to identify diversity suppliers as both prime and subcontractors. The service, construction and information systems industries continue to garner the largest participation.

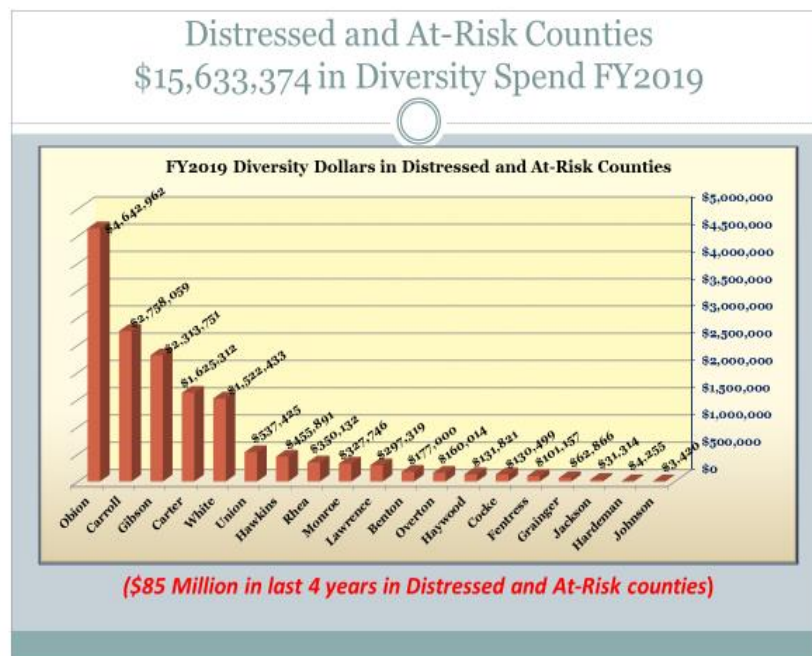
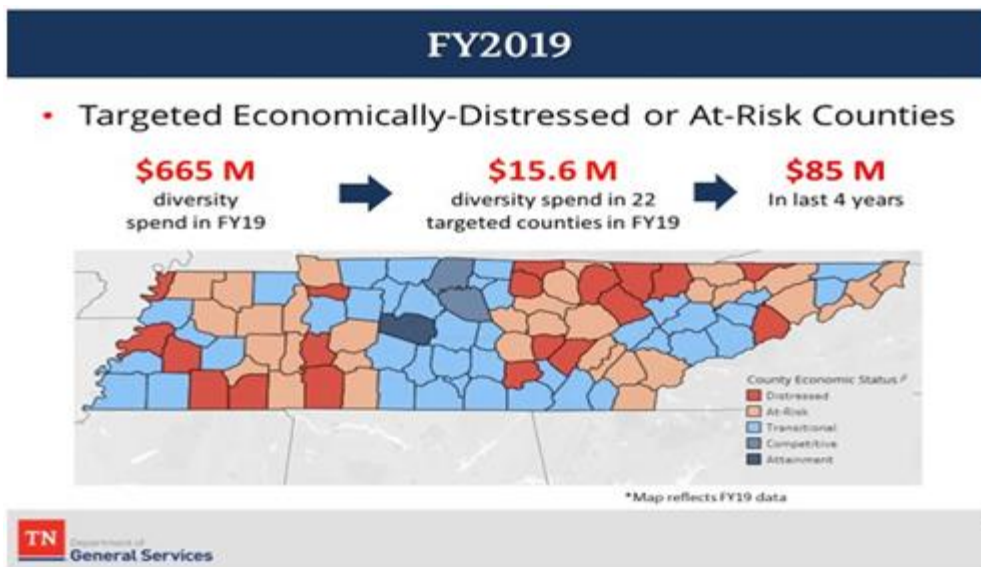
The graph below depicts the number of certified diversity businesses by industry as of the end of FY 2019.



Distressed and At-Risk Counties

Go-DBE has a continuing focus on improving the opportunities and success of businesses in distressed and at-risk counties. Distressed counties are in the lowest 10 percent economically in the nation, while at-risk counties rank between the lowest 10 percent and 25 percent of the nation's counties. The system compares each county's averages for three economic indicators – three-year average unemployment rate, per capita market income, and poverty rate with national averages.

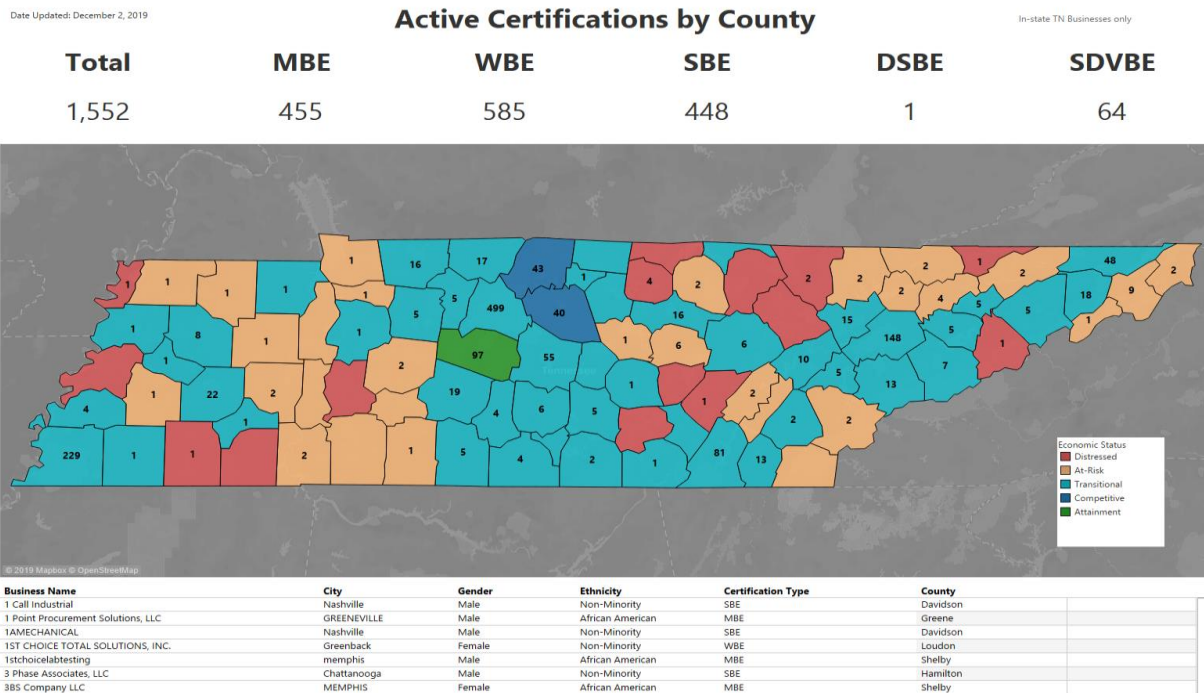
After focusing on Distressed and At-Risk counties, the state has spent \$85 million with diversity businesses over the last four years. The dollar figure includes \$15.6 million in FY2019.



Executive Order No. 1

Governor Bill Lee signed Executive Order 1 within a few days of his inauguration. Go-DBE was committed to a 33% increase in new certifications with businesses located in economically distressed and at-risk counties. In reviewing certification data that includes certifications by counties, dollars by counties and number of new certifications by counties, we were on our way towards efforts to reach businesses in rural counties within the State of Tennessee. Below are some of the Go-DBE highlights and efforts towards meeting with the challenges of the new Executive Order:

We are now able to view the number of active certifications by county. The data reveals we have certified businesses in 77 of the 95 counties statewide.



Outreach Activities are another means by which we may expand economic opportunities to business enterprises in rural counties. Examples of outreach activities include:

- Tennessee Legislative Black Caucus Reception*
- Sherwin Williams Painters Workshop and Training*
- Southwest Community College Memphis Campus Doing Business with the State*
- TDOT Annual DBE Meeting*
- Drive to 8(a) Outreach Memphis, TN*
- TA3 American Chinese Chamber Speaking Engagement*
- U. S. Small Business Administration Outreach*
- Commerce & Insurance Training of Electrical Inspectors, Nashville, TN*
- Commerce & Insurance Training of Electrical Inspectors Newport, TN*

*Dr. Ming Wang Seminar
PTAC Construction Conference, Nashville, TN
HOLA Empowering Women's Conference
Blount County Vendor Day
TA3 American Chinese Chamber of Commerce Presentation
DHS Vocation Rehabilitation Partnership Training*

Diversity Dollars Awarded in Rural Counties Past 3 years:

FY 2018-19 (thru June 30, 2019):

\$29,792,986: represents 174 **certified businesses**, in **13 counties**, which include:

Bedford, Chester, Coffee, Jefferson, Marshall, Maury, Putnam, Roane, Robertson, Sevier, Tipton, Trousdale, Wilson

Also:

\$1,141,538 with certified businesses **"where the work is being done"** in Rural Counties which includes the following 6 counties:

Cumberland, Fayette, Giles, McMinn, Warren, Wilson

FY 2017-2018:

\$9,474,584.40 represents **26 certified businesses** in **12 counties** which include:

Roane, Robertson, Jefferson, Coffee, Maury, Wilson, Cumberland, Sevier, Tipton, Cheatham, Giles

FY 2016-2017:

\$48,163,485 represents **33 certified businesses** in **14 counties** which include:

Cheatham, Chester, Coffee, Jefferson, Greene, Marshall, Maury, Putnam, Roane, Robertson, Sevier, Tipton, Trousdale, Wilson Counties.

Additional Efforts Include:

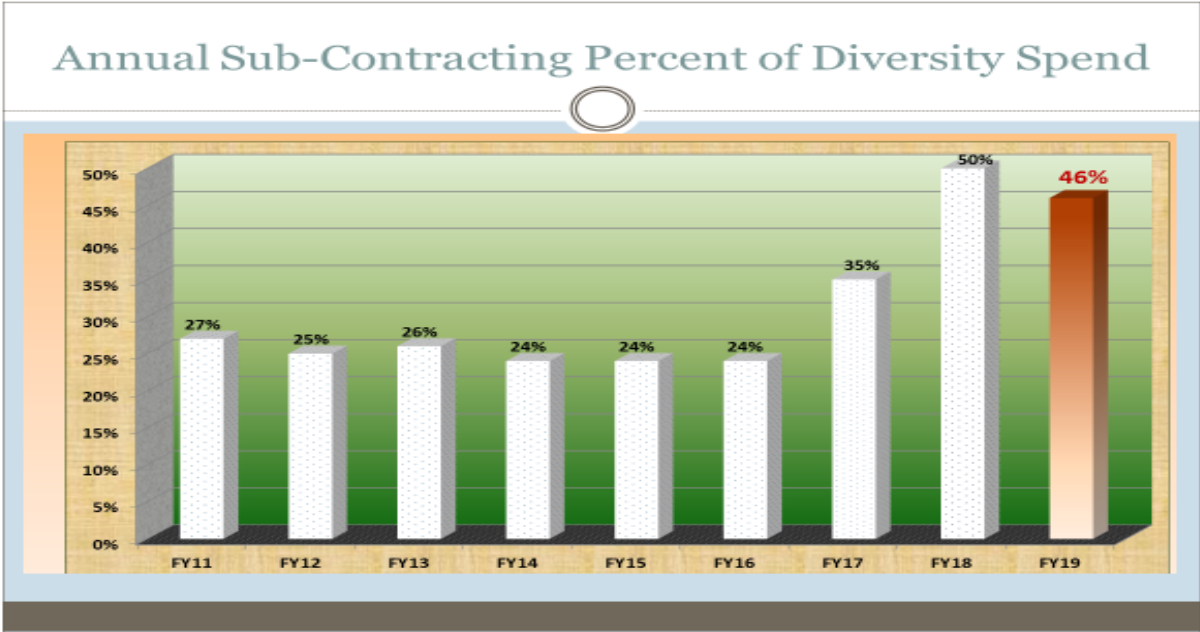
Go-DBE has continued meeting with state agencies and departments to discuss possibilities of setting goals for utilization of new certified businesses in rural counties. We met with agencies and departments on November 15, 2019, for the Annual Agency and Departmental Goals meeting. Many of the agencies stated they would take the initiative back to their respective departments to get feedback from their management prior to commitment.

Sub-Contracting Opportunities

Each year, the Governor’s Office of Diversity Business Enterprise participates in numerous pre-bid and pre-response conferences. Go-DBE’s role is to educate state agencies and industries about the state’s diversity program. In doing so, majority-owned firms are encouraged to subcontract and/or partner with certified diversity businesses in their procurement.

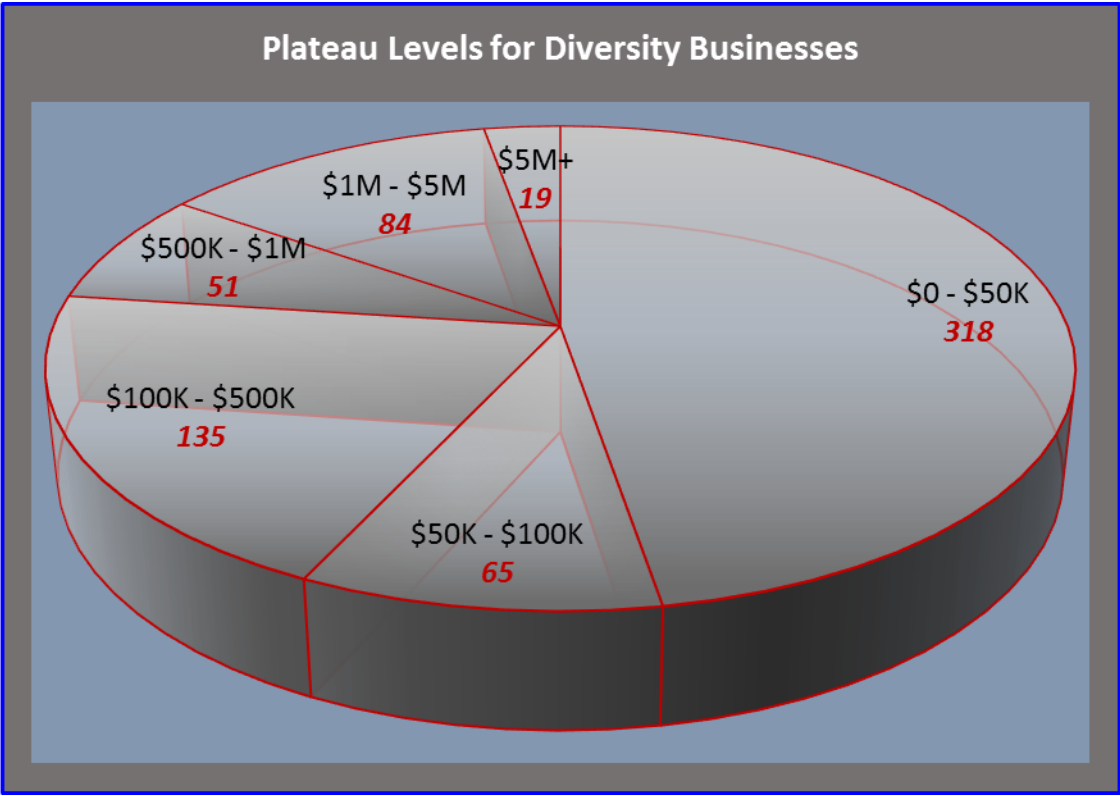
Sub-contracting has proven to be a successful method in assisting state agencies in reaching their diversity internal goals. The high utilization of subcontractors continues in the construction and professional services areas. The total sub-contracting dollars for FY18-19 was over **\$302** million. This represents approximately 46% of the overall diversity spend for the year.

The chart below indicates the diversity subcontracting participation with the State of Tennessee.



Dollar Levels for Diversity Businesses

The commitment of many state agencies to utilize diversity businesses in their procurement processes is to be commended. As the overall diversity spend in the State of Tennessee substantially increased in FY2019, the dollar levels for participating businesses also increased. As the chart below indicates, all six levels had outstanding increases from previous years. With 19 diversity businesses at \$5M or greater, and other levels with high participation, this provided the impetus for the \$665 million in diversity spend.



Agency and Departmental Goals

Congratulations to the 26 state agencies achieving their diversity goal in FY2019! This represents the highest number of agencies achieving their goal since the program was established.



Efforts by agencies to achieve diversity in contracting are monitored by Go-DBE throughout the year. Go-DBE uses spend history from each agency to establish diversity spend goals for the following fiscal year.

Each agency is given a goal by category: MBE, WBE, DSBE, SDVBE and SBE. The individual category goals and spend have been left out of the chart to communicate more concisely whether an agency met its overall goal. Please note that some agencies may have met a category goal but were unable to meet their total agency goal.

Agencies Meeting Their Goal:

As illustrated in the chart on the following page, 26 agencies and departments met their goals established by Go-DBE during FY 2019. Those that did not meet their goals will be provided targeted assistance for the next fiscal year. With dedicated diversity software, Go-DBE will be able to determine which agencies are falling short on a monthly basis.

The following agencies did not meet their goals for FY2019:

Commerce & Insurance, Tennessee Department of Transportation and Tennessee Wildlife Resources Agency.

Agency and Departmental Goals

<i>Agency</i>	<i>Dollars</i>	<i>Goal</i>	<i>Actual</i>
Agriculture	\$1,749,576	16.67%	26.05%
Board of Regents	\$68,797,741	26.00%	41.20%
Children's Services	\$2,739,191	5.00%	10.74%
Correction	\$23,959,093	4.00%	10.53%
Intellectual & Developmental Disabilities	\$5,152,466	25.50%	40.04%
Economic & Community Development	\$412,907	6.50%	11.37%
Education	\$8,409,026	3.50%	13.45%
Environment & Conservation	\$4,306,158	7.00%	9.51%
Finance & Administration	\$66,587,544	4.00%	46.58%
Financial Institutions	\$638,392	6.28%	80.50%
General Services	\$33,102,228	18.00%	22.05%
Health	\$4,312,977	4.50%	5.64%
Higher Education Commission	\$2,679,561	7.00%	76.00%
Human Resources	\$183,358	13.00%	20.36%
Human Services	\$11,230,140	5.91%	16.77%
Labor & Workforce	\$1,267,247	7.00%	8.81%
Mental Health	\$7,300,848	14.00%	27.49%
Military	\$6,263,507	5.50%	28.52%
Revenue	\$4,478,841	10.75%	29.58%
Safety & Homeland Security	\$1,961,748	5.50%	5.50%
SBC/Capital Projects	\$35,478,295	10.00%	21.20%
TN Bureau of Investigation	\$3,766,617	12.83%	23.92%
TennCare	\$228,348,109	23.50%	40.74%
Tourist Development	\$1,767,236	11.00%	11.30%
University of Tennessee	\$73,596,823	8.00%	16.76%
Veterans Services	\$149,583	15.50%	18.64%



Contact Information

Go-DBE and the Central Procurement Office are committed to increasing diversity spend and participation in the state's procurement process. Below is the contact information for Go-DBE and Small Business Liaisons by department.

Go-DBE Contacts

Name	Title	Phone No.	E-mail Address
Shelia J. Simpson	Director	615-253-4634	Shelia.J.Simpson@tn.gov
Richard Van Norman	Diversity Business Liaison - Professional Services	615-253-4654	Richard.VanNorman@tn.gov
Gwendolyn Sanders	Diversity Business Liaison - Construction	615-741-6145	Gwen.Sanders@tn.gov
Edric Hammond	Diversity Business Liaison - Colleges/Universities	615-741-4657	Edric.Hammond@tn.gov
Rafael Borjas	Diversity Business Liaison - Colleges/Universities	615-532-9013	Rafael.Borjas@tn.gov

Agency Diversity Liaisons

Department	Name	Phone No.	E-mail Address
Agriculture	Peggy Naifeh	615-837-5300	Peggy.Naifeh@tn.gov
Children's Services	Jeffrey Williamson	615-253-1718	Jeffrey.Williamson@tn.gov
Commerce & Insurance	Carter Lawrence	615-253-4265	Carter.Lawrence@tn.gov
Comptroller of Treasury	John Cressman	615-401-7958	JD.Cressman@cot.tn.gov
Correction	Wes Landers	615-253-8250	Wes.Landers@tn.gov
Economic & Community Development	Angela Giles	615-917-3963	Angela.Giles@tn.gov
Education	Joanna E. Collins	615-770-3869	Joanna.Collins@tn.gov
Environment & Conservation	Ian Iakul	615-532-0339	Ian.Iakul@tn.gov
Finance and Administration	Eugene Neubert	615-770-3990	Eugene.Neubert@tn.gov
Financial Institutions	Tommi Pendergrass	615-232-1013	Tommie.K.Pendergrass@tn.gov
General Services	Shelia Simpson	615-253-4634	Shelia.J.Simpson@tn.gov
Health	Lindsay R. Oliveras	615-532-7148	Lindsay.R.Oliveras@tn.gov
Health Care Finance and Administration (TennCare)	Matt Brimm	615-687-5811	Matt.Brimm@tn.gov
Higher Education	Brett Gipson	615-253-5335	Brett.Gipson@tn.gov
Human Resources	Cindy Hobbs	615-741-6199	Cindy.Hobbs@tn.gov
Human Services	Robin Dietrich	615-313-2270	Robin.Dieterich@tn.gov
Intellectual and Developmental Disabilities	Jordan M. Mullinix	615-532-6535	Jordan.M.Mullinix@tn.gov
Labor and Workforce Development	Andy Summar	615-360-4465	Andy.Summar@tn.gov
Mental Health	Cynthia Tyler	615-532-6586	Cynthia.Tyler@tn.gov
Military	Crystal M. Lvsinger	615-313-0691	Crystal.M.Lvsinger@tn.gov
Office of the Governor	Daphne Cooper	615-532-4582	Daphne.Cooper@tn.gov
Revenue	Amanda McGraw	615-253-8950	Amanda.McGraw@tn.gov
Safety and Homeland Security	Shonev Naquin	615-251-5238	Shonev.Naquin@tn.gov
Real Estate Asset Management (STREAM)	Jennifer Murphy	615-426-7192	Jennifer.Murphy@tn.gov
Tennessee Bureau of Investigation	Kevin Williams	615-744-4380	Kevin.Williams@tn.gov
Tennessee Board of Regents	Jeremy Spencer	615-365-1556	Jeremy.Spencer@tbr.edu
Tourist Development	Kevin Mahoney	615-741-9023	Kevin.Mahoney@tn.gov
Tennessee Wildlife Resource Agency	Clyde Hicks	615-781-6604	Clyde.Hicks@tn.gov
Transportation	Vince Malone	615-253-1061	Vince.Malone@tn.gov
Treasury	Dawn Rochelle	615-253-8770	Dawn.Rochelle@tn.gov
TRICOR	Lori Brewington	615-253-4931	Lori.Brewington@tn.gov
University of Tennessee	Blake Reagan	865-256-9170	Breagan@utk.edu
Veterans Affairs	Jennifer Combs	615-532-7614	jennifer.Combs@tn.gov
State Procurement Agencies (SPA's)			
Austin Peay State University	Judy Blain	931-221-7691	Blaini@apsu.edu
East Tennessee State University	Dr. BJ King	423-439-5884	Kingbj@etsu.edu
Middle Tennessee State University	Shirman A. Thomas	615-898-2516	Shirman.Thomas@mtsu.edu
Tennessee State University	Joel Sims, Jr	615-963-5146	JSims@tnstate.edu
Tennessee Tech University (Commodities)	Donna Wallis	931-372-3492	DWallis@tnitech.edu
Tennessee Tech University (Capital Projects)	Jim Cobb	931-372-3524	JimCobb@tnitech.edu
University of Memphis (Capital Projects)	Tony Poteet	901-678-2619	PPoteet@memphis.edu
University of Memphis (Commodities)	Constance Montague Butts	901-678-2353	CMButts@memphis.edu

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