












# AGENDA

-  Welcome and Purpose of Event
-  Remarks
-  DBE/ACDBE Overview
-  Avis Budget Group “ABG”
-  Enterprise, National, and Alamo  
“Enterprise Mobility”
-  Hertz Dollar Car Rental Thrifty Car  
Rental
-  Q & A
-  Presentation of Certificates of  
Appreciation
-  Closing Remarks



**JMAA  
AIRPORT  
CAR RENTAL  
SUPPLIER DAY**

**Welcome!**

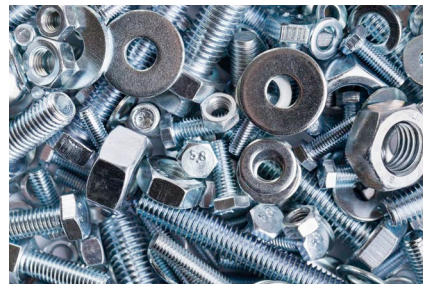
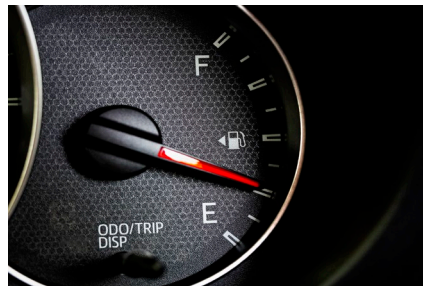
**Veronica Christmas  
DBE Liaison Officer**

**Disadvantaged Business Enterprise  
Program**



# PURPOSE OF EVENT

Today's event aims to connect Disadvantaged Business Enterprises (DBEs) and small businesses with car rental companies to promote business opportunities. Today, you will learn how to establish and enhance your business relationships with the car rental companies in attendance. This is an excellent opportunity for small businesses like yours to explore available opportunities.



**ROSA BECKETT**  
**CHIEF EXECUTIVE OFFICER**



Disadvantaged Business Enterprise  
(DBE) / Airport Concessions  
Disadvantaged Business Enterprise  
(ACDBE)  
Certification Program Overview

JACKSON MUNICIPAL AIRPORT AUTHORITY



## **Disadvantaged Business Enterprise (DBE)**

### **What is a DBE?**

A Disadvantaged Business Enterprise (DBE) is a for-profit small business concern engaged in business activities.

- That is at least 51% owned by one or more individuals who are both socially and economically disadvantaged;
- Whose management and daily business operations are controlled by one or more socially and economically disadvantaged individuals.
- Personal Net Worth (must not exceed \$2,047,000) effective May 9, 2024.
- A disadvantaged owner must hold the highest officer position in the company.

## Airport Concessions Disadvantaged Business Enterprise (ACDBE)

### What is an Airport Concession DBE?

Airport Concession Disadvantaged Business Enterprise (ACDBE) is a for-profit small business seeking to operate as a concession.

- A for-profit business that is located on an airport or conducts activities on an airport, such as maintaining advertising displays.
- Engaged in the sale of consumer goods or services to the **travelling** public.
- Has an agreement with an airport owner or another concessionaire.

**The ACDBE Program is governed in accordance to the standards of**

**49 CFR Part 23 and Part 26**



# What Is An Airport Concession?

- Rental Car Agencies
- Taxi/Shuttle
- Banks
- ATMs
- Restaurants
- Retail Stores (Gift/News, Kiosk)

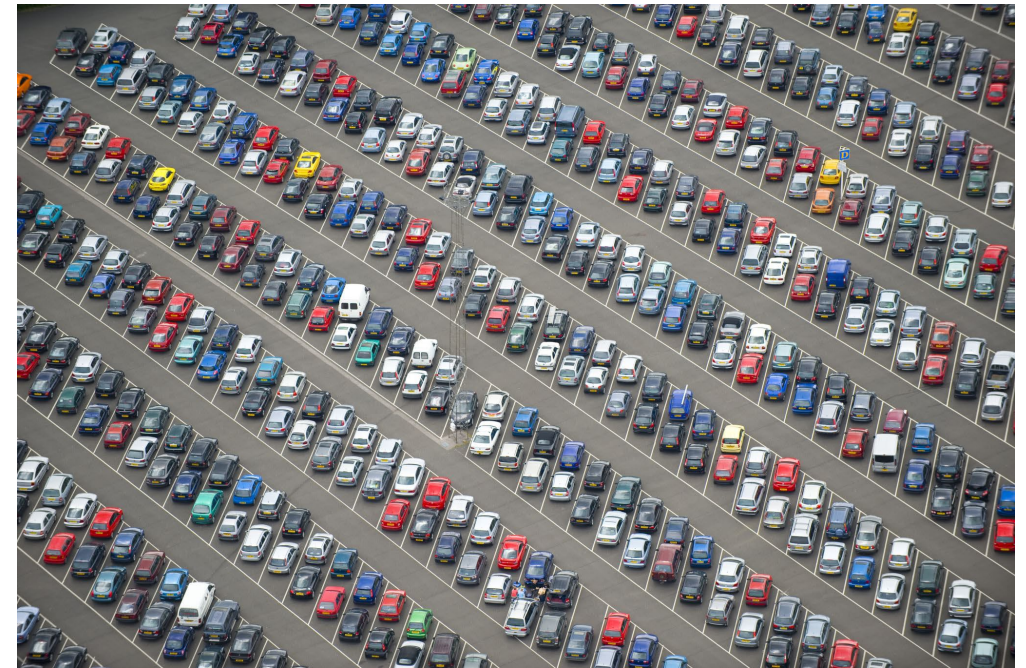


- Businesses that are engaged in the sale of consumer goods or services to the public.
  - Advertisement
  - Management Company
- Businesses that provide goods and services to concessionaires. The business does not need to be located at the airport. (Examples, not limited to).
  - Tire Companies
  - Souvenirs

## **THE OBJECTIVES OF THE ACDBE PROGRAM**

- a) **To ensure nondiscrimination in the award and administration of opportunities for concessions by airports receiving DOT financial assistance;**
- b) **To create a level playing field on which ACDBEs can compete fairly for opportunities for concessions;**
- c) **To ensure that the Department's ACDBE program is narrowly tailored in accordance with applicable law**
- d) **help remove barriers to the participation of ACDBEs in opportunities for concessions at airports receiving DOT financial assistance;**
- e) **provide appropriate flexibility and establish and provide opportunities for ACDBEs.**

49 CFR Part 23



## The Role of the DBE Liaison Officer

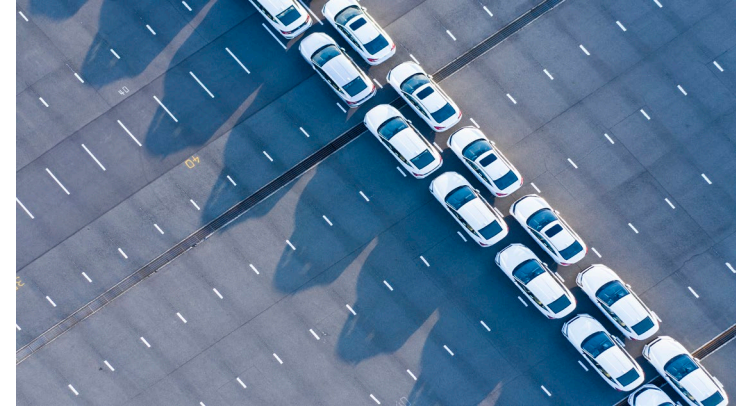
- ❑ Solicitation and contract language requirements
- ❑ Ensuring appropriate monitoring is happening
- ❑ Ensure prior FAA approval for long term exclusive (LTE) lease agreements before execution
- ❑ Contact person regarding program for FAA and community



# ACDBE Goal Types

## Two Goal Types:

- Car Rental (passenger vehicle rental)
- Non-Car Rental (retail, restaurants, advertisement)



## HOW TO APPLY FOR CERTIFICATION

Jackson Municipal Airport Authority  
<https://jmaa.dbesystem.com>

**Submit application and required documents via the certification portal.**

**Mississippi Department of Transportation**

[https://mdot.ms.gov/portal/civil\\_rights](https://mdot.ms.gov/portal/civil_rights)

**Apply for Certification Application (Download)**

# Avis Budget Group

Presenter: Travel Norals





## ABG Supplier Diversity

Presenter: Travis Norals



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**P**ROCUREMENT  
DRIVEN - TOGETHER

# Agenda

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- Supplier Diversity Overview
- Avis Budget Group Commitments
- Avis Budget Group Rental Car NAICS Codes for Goods/Services Needed
- Supplier Diversity Participation Steps/Contacts

# Supplier Diversity Overview

Spend	2024
Total Diversity spend	3.75B
MBE (Minority Business Enterprise)	3.4B
WBE (Women's Business Enterprise)	272M

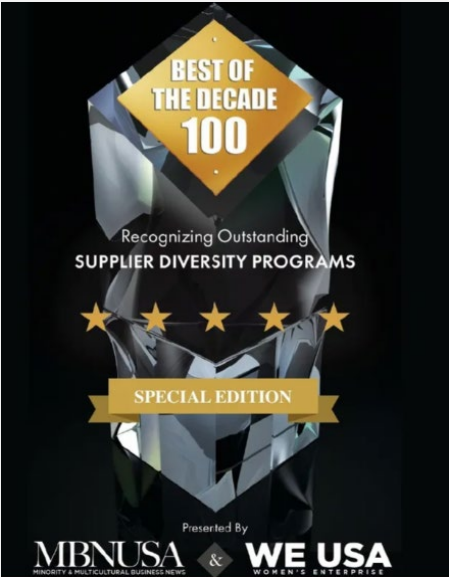
## One of the top achievements of 2023 & 2024



## Memberships & Sponsorship



WBENC  
**NATIONAL CONFERENCE**  
**AMPLIFY**  
 2024 WBENC National Conference Sponsor



**BEST OF THE DECADE**  
**Avis Budget Group Inc.**



Supplier Diversity Team leader  
**Yvonne Lee**, senior manager, procurement



Company Executive Champion for Supplier Diversity Program  
**Matt Hoyer**, head of procurement

Supplier Diversity Team Members  
**Sophy Peruzzo**

**How old is your supplier diversity program?**  
 27 years

**Tell us, in 200 words or less, a bit about your supplier diversity program and why it has been successful.**  
 Avis Budget Group's (ABG) supplier diversity programs to promote compliance and business opportunities for disabled, minority and women-owned enterprises (ACD/M/WBEs), fostering effective corporate relationships. The program identifies and certifies business entities as bona fide ACD/M/WBEs, assists in developing diversity purchasing programs and maintains an inclusive ACD/M/WBE supplier directory. ABG actively advertises in minority trade journals, attends relevant events and supports ACD/M/WBEs in various critical areas such as automobile purchases, repairs, towing, advertising, printing, security and more. Today, the world headquarters fleet acquisition unit facilitates the identification and engagement of minority and women-owned automobile dealerships for fleet vehicle purchases. ABG remains committed to the participation of minorities and women in all aspects of its corporate business.

**What are some best practices that will make supplier diversity programs better?**  
 Implementing proactive measures and

**How important is a third-party supplier certification – such as the National Minority Supplier Development Council Inc. (NMSDC) and the Women's Business Enterprise National Council (WBENC) – to your supplier diversity program?**  
 At Avis Budget Group, we prioritize certified ACD/M/WBE suppliers when identifying potential suppliers. Our commitment to supplier diversity means that, when we encounter a supplier who meets our criteria and holds the appropriate certification, we proactively engage with them before considering non-certified firms. By emphasizing the significance of certification, we ensure that our supplier diversity program aligns with our objective of fostering strong partnerships with certified diverse businesses.

**How have supplier diversity programs impacted minority and women-owned businesses and their respective communities?**  
 One of the primary advantages of a supplier diversity program is the promotion of success among diverse firms. ABG firmly believes in the responsibility of major corporations to direct business opportunities towards disadvantaged, minority and women-owned businesses. By facilitating their integration into the mainstream economy, these programs contribute to the economic strengthening of the disadvantaged business community. This, in turn, fosters overall economic growth within the communities where ABG operates.

**TO LEARN MORE ABOUT AVIS BUDGET GROUP'S SUPPLIER DIVERSITY PROGRAM, VISIT AVISBUDGETGROUP.COM/SupplierDiversity**

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# Avis Budget Commitments

## Sustainability

### Supplier Diversity Commitment

ABG supports disadvantaged, minority, women-owned, and small businesses, with a target of reaching \$10 billion in diverse spending by 2030

### Inclusive Investment

ABG spent \$3.75 in 2024 on diverse suppliers, earning recognition for their inclusive approach

### Role Model for Inclusion

ABG's outstanding supplier diversity program sets high standards, promoting inclusivity in the transportation industry

## ESG

### Advancing ESG Strategies

ABG aims for a 30% greenhouse gas emissions reduction by 2030, advancing environmental, social, and governance (ESG) strategies.

### Global Sustainable Transportation

ABG dedicates to global sustainable transportation, implementing electric vehicles and collaborating with innovative partners.

### Diverse Suppliers' Crucial Role

Diverse suppliers play a crucial role in ABG's expansion of electric infrastructure, actively involved in EV charging stations at Houston's George Bush International Airport (IAH).

## Perceptions of diverse suppliers

### Strengthening Supply Chain

ABG values diverse supplier purchases to improve the supply chain and exceed customer expectations.

### Supplier Diversity Portal

ABG's portal allows direct entry of information, facilitating connections with local diverse businesses and providing immediate bidding opportunities.

### Commitment to Inclusivity

ABG actively supports diverse suppliers, striving for continuous improvement in fostering inclusivity and accommodation

# ABG Rental Car NAICS Codes

Codes	NAICS Code Description
236220	Door Maintenance
236220	Commercial and Institutional Building Construction
236220	Door Maintenance/Repair
238110	Concrete Maintenance
238210	Electrical
238220	Plumbing, Heating, and Air-Conditioning Contractors
238220	Backflow Testing
238220	HVAC Maintenance
238220	Backflow Testing
238220	HVAC Maintenance
238220	Plumbing
238290	Elevator Maintenance
323111	Signs
323111	Printing
323111	Signage (Install only)
325992	Copier/Printer Toner Cartridges
333911	Fuel Maintenance
334220	GPS
334290	Alarm System Central Monitoring
337125	Car seats, infant (except metal), manufacturing
339113	Surgical Appliance & Supplies Manufacturing (PPE)
423110	Automobile Parts and Repairs
423120	Auto Parts
423130	Tire and Tube Merchant Wholesalers
423140	Motor Vehicle Parts (Used) Merchant Wholesalers
423840	Chemical Cleaners
423850	Car Wash Maintenance and Equipment
423850	Car Wash Supplies
423850	Janitorial Equipment & Supplies
423850	Car Wash Maintenance
423850	Cleaning Supplies (Auto related)
423990	Fire Safety (Extinguishers)
424120	Office Supplies
424210	First Aid
424720	Fuel/Oil/Energy - Motor Oil

Codes	NAICS Code Description
425120	Uniforms
441110	New Car Dealers
441310	Automotive Parts and Accessories Stores
441320	Tire Dealers
454310	Fuel Dealers
454390	Coffee-break service providers, direct selling
484230	Auto Transport
488410	Motor Vehicle Towing
492210	Local Messengers and Local Delivery
524210	Insurance
531390	Management Company
532210	Equipment Rental (GPS)
541110	Legal Services
541890	Sign Repair
561320	Temporary Help Services
561491	Asset Recovery
561510	Travel Services
561612	Security
561621	Security Systems Services (except Locksmiths)
561622	Locksmith Services
561622	Keys/Locks (Auto keys)
561710	Pest Control
561720	Janitorial Services
561730	Grounds Maintenance - Snowplow
562111	Trash Removal and Recycling
621999	Drug Testing
811121	Auto Body Repair
811122	Auto Glass Replacement Shops / Windshield - Rock Chip Repair
811191	Automotive Oil Change and Lubrication Shops
811192	Automotive Detailing
811192	Car Seat Cleaning
811192	Car Washes
812331	Uniforms / Uniform Cleaning
812332	Industrial Launderers (Uniform Rental)

# Supplier Diversity Participation Steps

## 1. Register for Avis Budget Group’s Supplier Diversity Portal below

URL: <https://avis.starssmp.com/>

## 2. Contact Supplier Diversity Team below

Matt Flaherty: [Matthew.Flaherty@avisbudget.com](mailto:Matthew.Flaherty@avisbudget.com)

Director of Supplier Diversity & Procurement

Sydney Peruzzato: [Sydney.Peruzzato@avisbudget.com](mailto:Sydney.Peruzzato@avisbudget.com)

Supplier Diversity & Procurement Analyst

## 3. What We Buy\*

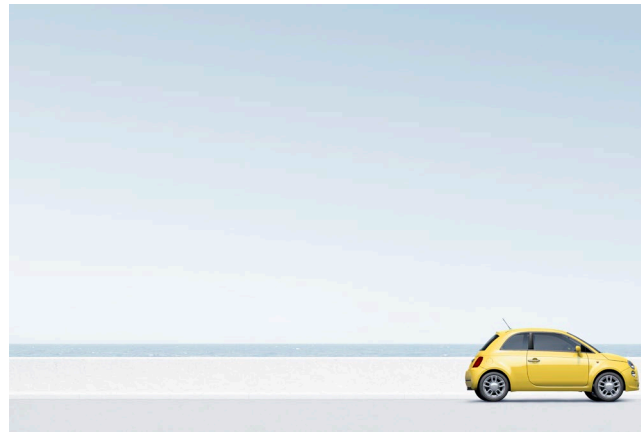
Some of the products and services we manage locally	Some of the products and services managed by ABG's Procurement and Supply Chain manager
Auto Body Repair, Auto Detailing, Landscaping, Locksmith for Cars, Locksmith for Buildings, Pest Control	Fuel, Motor Oil, Windshield Washer Fluid, Vehicle Cleaning & Sanitizing Products.

\*For complete NAICS information, please refer to the NAICS Codes on slide #5

# **Enterprise Mobility**

## **Enterprise, National, and Alamo**

**Presenter: Robin Pham**



# Enterprise, National, and Alamo



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Wesley Barton

Corderick Govan

Robbie Pham

Branden Kurzeja

# Introduction

General Maintenance

Car wash supply and repair

Janitorial Services

Fuel System Service/Repair

Asphalt/ Lot Services

# Good and Services

Contact Branden Kurzeja

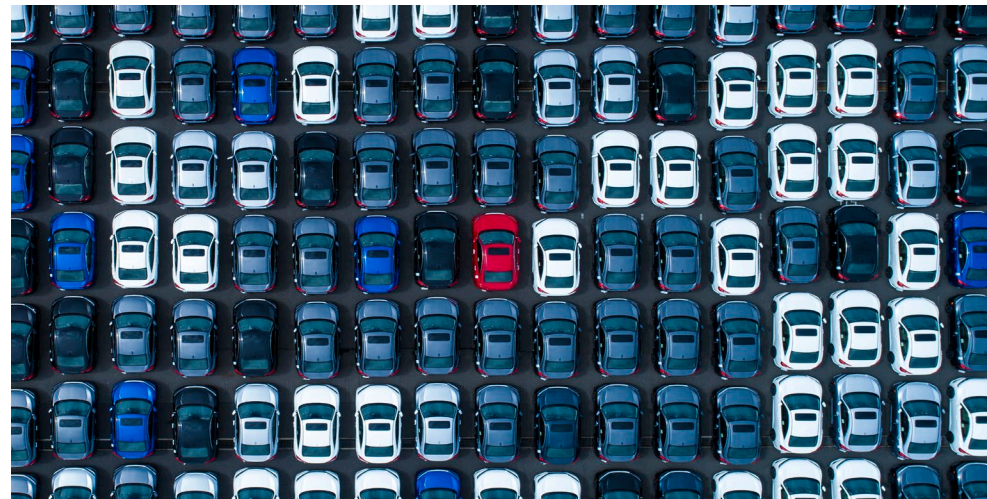
Phone: 217-994-2560

Email: [Branden.M.Kurzeja@em.com](mailto:Branden.M.Kurzeja@em.com)

Thank you

Hertz **Dollar** Car Rental **Thrifty** Car Rental

**Presenter: Thurmond Rogers**





# Hertz Supplier Diversity Diversity Outreach 2025

# Agenda

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- **Our Commitment**
- **What & How We Buy**
- **Doing business with Hertz -Procurement Process**
- **Hertz Contacts**



# Our Commitment

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The Hertz Corporation (representing Hertz, Dollar and Thrifty brands) is committed to the growth of minority/women-owned/disadvantaged business enterprises. Hertz is both proud of and encouraged by the continued contribution we receive from our DBE and ACDBE suppliers.

We will continue our long-standing commitment to Supplier Diversity by continuously engaging in the following:

- **Creating Opportunity** - Including **DBE and ACDBE** suppliers in bid events for goods and services
- Maintaining a **formal procedure** - Mandating Hertz's M/W/DBE participation on a company-wide basis, governed by policy.
- **Corporate wide Training** - Required Supplier Diversity training via our learning management system for all employees that purchase goods and/or services.
- **Reporting** - Provide second-tier reporting to numerous national accounts on a quarterly basis.
- **Staying Engaged** - active member of the Airport Minority Advisory Council (AMAC),
- **Outreach events** - Participate to increase awareness in our program and make connections with new DBE/ACDBEs around the country.

# What and How We Buy

Hertz's approach to procuring goods & services are done on a global, national, regional or sometimes local scale to allow us to meet demand, delivery, quality and pricing to ensure business continuity. Most of our agreements cover larger volumes and geographies to leverage the buy to secure competitive pricing, maintain consistency with the quality of the goods we buy, and achieve the greatest service levels.

Regional and Local purchasing: Hertz is committed to providing opportunities to DBEs and ACDBEs to increase partnerships. Below are just some of the goods and services we buy at a national / local level (a full list of NAICS codes has been provided to the airports):



Rental Car NAICS codes	
423110	Automobile Parts and Repairs
423130	Tires
423130	Tire and Tube Merchant Wholesalers
423140	Motor Vehicle Parts (Used) Merchant Wholesalers
423850	Car Wash Maintenance and Equipment
423850	Car Wash Supplies
423850	Janitorial Equipment & Supplies
423850	Car Wash Maintenance
424720	Fuel/Oil/Energy - Motor Oil
441320	Tire Dealers
454310	Fuel Dealers
488410	Motor Vehicle Towing
561720	Janitorial Services
811121	Automobile Body Work
811122	Automotive Glass Replacement Shops
811191	Automotive Oil Change and Lubrication Shops
811192	Automotive Detailing
811192	Car Seat Cleaning
811192	Car Washes

# Procurement Process

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To participate in future bid events, please visit our supplier diversity page: [Hertz Supplier Diversity](#)

If awarded a bid, and depending on the scope and scale of the goods and/or services being purchased, the procurement process generally consists of the following steps:

- Providing a signed W9
- Completing a Supplier Setup Form with information about your company
- Providing a copy of your ACDBE certification
- Signing a Master Goods/Services Agreement and applicable statement of work or price sheet
- Utilizing a purchase order for invoicing
- Meeting certain insurance requirements  
*(insurance requirements vary depending on the scope and scale of the goods/services)*

# Hertz Supplier Diversity Contacts

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Emmanuel Dzoagbe (Mani)  
Category Director – Fuel Eng, Infrastructure & Fleet Tech  
Supplier Diversity Director  
[Emmanuel.Dzoagbe@hertz.com](mailto:Emmanuel.Dzoagbe@hertz.com)

Stephanie Hampton  
Supplier Diversity Manager  
[SupplierDiversity@hertz.com](mailto:SupplierDiversity@hertz.com)

To be considered for future opportunities, please register your company information:  
<https://hertz.gainfront.app/accounts/registration/>

# Certificates of Appreciation

Presenter:

Michael Gater, Chief of Staff





# THANK YOU

**Veronica Christmas, DBE Liaison Officer**

**(601) 360-8610**

**[vchristmas@jmaa.com](mailto:vchristmas@jmaa.com)**

**[www.JMAA.com](http://www.JMAA.com)**

