



**20** AMAC MEMBERSHIP  
**23** **GUIDE**



2024-2027

**STRATEGIC**  
PLAN AMAC FORWARD



The Airport Minority Advisory Council (AMAC) is the only national, non-profit trade association dedicated to advancing the full participation of minorities and women in employment and contracting opportunities throughout the aviation and aerospace industries.



**39**  
Years in  
Operation



**8**  
Chapters



**8**  
National  
Regions



**5**  
Membership  
Levels



**11**  
Membership  
Committees



**25+**  
Strategic  
Partners

## WHAT IS AMAC?

### History

Since 1984, AMAC has been at the forefront of nearly every national policy initiative impacting the participation of disadvantaged businesses in airport contracting.

### Mission

To advance the full participation of minorities and women in employment and contracting opportunities throughout the aviation and aerospace industries.

### Vision

To create economic equity, access and wealth for minorities and women in the aviation and aerospace industries.

✉ info@amac-org.com

🌐 www.amac-org.com



## AMAC FAMILY



The AMAC Foundation works alongside AMAC and is dedicated to advancing minorities and women pursuing careers in the aviation industry by developing educational programs and providing scholarships to students who are emerging aviation professionals.

[www.amac-org.com/foundation](http://www.amac-org.com/foundation)



The AMAC Political Action Committee (AMAC PAC) works 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. The AMAC PAC is non-partisan and provides its members with the means for concerted political action.

[www.amac-org.com/pac](http://www.amac-org.com/pac)

 ANNUAL EVENTS**AMAC Airport Business Diversity Conference**

The AMAC Airport Business Diversity Conference connects over 1,000 businesses, aviation professionals, government officials and individuals from around the country to discuss various subjects ranging from doing business at airports to public policy issues impacting the entire aviation industry. This highly acclaimed conference is the premier industry-wide event of the year—serving as a hub for education, advocacy and networking opportunities that promote diversity and inclusion in the aviation and aerospace industries.

[www.amac-org.com/annualconference](http://www.amac-org.com/annualconference)

**AMAC Leadership Summit on Capitol Hill**

The AMAC Leadership Summit on Capitol Hill is legislative-driven in Washington, DC, filled with optimal networking and advocacy opportunities to voice opinions to decision-makers who can create real change and help policymakers understand the challenges and opportunities of operating in the aviation industry. This summit features panels and presentations on relevant topics by various congressional and administration leaders. AMAC member participation is critical to the summit's success and valuable to AMAC's advocacy efforts.

[www.amac-org.com/leadershipsummit](http://www.amac-org.com/leadershipsummit)

**AMAC Economic Opportunity and Policy Forum**

The AMAC Economic Opportunity and Policy Forum welcomes aviation leaders, government officials and business representatives from across the aviation industry to Washington, DC, to exchange ideas, share entrepreneurship best practices and seek innovation in airport diversity and inclusion. This forum offers insight into airport economic opportunities and updated information regarding AMAC's federal legislative agenda. The platform features panel discussions with key policymakers and leaders on aviation industry updates and the Airport Concessions Disadvantaged Business Enterprise and Disadvantaged Business Enterprise programs.

[www.amacforum.com](http://www.amacforum.com)

 SIGNATURE INITIATIVES & PROGRAMS**AMAC Airport Leadership Collective**

The AMAC Airport Leadership Collective consists of minority Airport CEOs and Directors, who seek to promote diversity, equity and inclusion in employment at the Airport Director's Level.

**AMAC Builds Careers**

The AMAC Builds Careers program is a multi-tier professional development and engagement opportunity through internships, mentorships and fellowships for AMAC members.

**AMAC Emerging Leaders**

The AMAC Emerging Leaders Committee exposes rising young professionals to the aviation industry through AMAC by focusing on direct engagement, increasing AMAC membership involvement and educating emerging professionals on growth opportunities.

**AMAC Legends & Leapers**

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

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### BACKGROUND

For AMAC’s 40th anniversary, the organization embarked on a strategic planning process to advance its vision of creating economic equity, access and wealth for minorities and women in the aviation and aerospace industries. In light of increasing legislative and social disruptors, AMAC’s mission is more important than ever to preserve, defend and grow opportunities for its stakeholders.

### PROCESS

AMAC engaged consultants in the Fall of 2022 to conduct comprehensive stakeholder interviews and a member survey in preparation for an AMAC Board of Directors (AMAC, AMAC Foundation and AMAC PAC) strategic planning retreat on January 31–February 1, 2023, in Baltimore, MD. With a wide variety of industry needs to address, the purpose of this retreat was to clarify the type of challenges AMAC is uniquely positioned to help solve for key constituents so that it can prioritize the efforts of its staff, volunteers and contractors. Comprehensive stakeholder interviews commenced with the Board Directors and select member cohorts. Finally, follow-up input from the Strategic Planning Committee and the National Office concluded the development of the final strategic plan with pillars, goals and strategies to be implemented over the next three years.

### OUTCOME

The resulting 2024-2027 Strategic Plan aims to strengthen advocacy efforts, deploy AMAC’s thought leadership, expand business contracting opportunities, diversify leadership and management in the industry, and build AMAC’s organizational capacity through operational sustainability and enhanced member value.

### PURPOSE

- Align the board, staff and other stakeholders on a shared vision for success
- Communicate an overarching strategy for the organization
- Guide AMAC’s decision-making and resource management at all levels of the organization



Advocacy



Thought Leadership



Wealth Creation



Leadership Diversification



Operational Sustainability

## LETTER FROM THE BOARD CHAIR

Greetings AMAC Family,

On behalf of the AMAC Board of Directors, I am elated to present this 2024–2027 strategic plan. After considerable coordination with Board members, committees, stakeholders and the National Office, this strategic plan establishes key focus areas that will drive the organization forward over the next three years.



Powered by engagement and momentum like never before, AMAC is exploring new levels of advocacy, networking, programming and thought leadership each year. Still, as we move forward, each level must be matched with focus, prioritization and purpose. To that end, this strategic plan provides the necessary foundation.

The AMAC Board is deliberate about guiding, supporting and empowering the National Office to lead the organization to successfully realize the 13 goals set out in this strategic plan. This success will include renewed collaboration with the AMAC Foundation, AMAC Political Action Committee and the AMAC Airport Leadership Collective. Furthermore, success will not happen without expanded engagement with and support from our sponsors, business partners, and — most importantly — our members. This strategic plan blueprints a plan of action.

These are exciting times for AMAC. Thank you for embracing this journey and supporting AMAC's mission.



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

## LETTER FROM THE PRESIDENT & CEO

Dear AMAC Family,

AMAC was born out of passion, enthusiasm and a shared commitment to creating opportunities for minorities and women. Since AMAC's inception four decades ago, the industry has made progress with policies that expand opportunities for women and minorities in contracting and leadership positions — with AMAC pushing at every step. Yet today, we face a political and legal attack on diversity, equity and inclusion (DEI) programs and initiatives in both the private and public sectors. The stakes are higher than ever before. AMAC's existence is more critical than ever as we relentlessly pursue our mission and vision of creating economic equity, access and wealth for the future of our members and the industry.



Our strategic plan lays a strong foundation and a blueprint for the future. It highlights our commitment to bold advocacy, purposeful leadership, unified strength and influence, and intentional focus. All to build a sustainable organization positioned to deliver substantial member value and operational excellence, while simultaneously growing AMAC's partners and membership deliberately through newly created Chapters.

I thank the Board of Directors and the National Office leadership team for their collaboration, and our members, corporate partners and sponsors for their support and commitment. I visualize looking back on this plan with pride for the accomplishments we will make through continued commitment, collaboration and hard work.

AMAC Forward!



Eboni Wimbush  
President & CEO, AMAC

# EXECUTIVE SUMMARY

The Airport Minority Advisory Council (AMAC) is the only national, non-profit trade association dedicated to advancing the full participation of minorities and women in employment and contracting opportunities throughout the aviation and aerospace industries.

Since 1984, AMAC has been at the forefront of nearly every national policy initiative impacting the participation of disadvantaged businesses in airport contracting. AMAC works consistently with Congress, the federal government, aviation trade associations and strategic partners as resources for information, education and guidance on business and employment matters. AMAC represents a diverse membership of airports, corporations, minorities, women-owned and disadvantaged business enterprises and professionals within the aviation and aerospace industries.

## Vision

To create economic equity, access and wealth for minorities and women in the aviation and aerospace industries.

## Mission

To advance the full participation of minorities and women in employment and contracting opportunities throughout the aviation and aerospace industries.

## As of 2024

 **40**  
Years in Operation

 **8**  
Chapters

 **8**  
National Regions

 **5**  
Membership Levels

 **11**  
Membership Committees

 **25+**  
Strategic Partners

# STRATEGIC GOALS

PILLARS	GOALS
<p><b>Advocacy</b> Influence policymakers and partner with advocates to preserve, protect and advance policies for minorities and women in the aviation industry.</p>	<ul style="list-style-type: none"> <li>Advocate for policies that result in positive workplace, supplier and business diversity and contracting outcomes</li> </ul>
<p><b>Thought Leadership</b> Elevate AMAC's position as the Diversity, Equity, and Inclusion (DEI) authority among stakeholders in the aviation industry.</p>	<ul style="list-style-type: none"> <li>Deploy AMAC thought leaders around business and employment DEI topics to influence aviation industry leaders, policymakers and media</li> <li>Curate and disseminate data on minority and women-owned businesses and employment in the aviation industry</li> </ul>
<p><b>Wealth Creation</b> Enable economic empowerment for minorities and women in the aviation industry through education, networking and access to capital and business opportunities.</p>	<ul style="list-style-type: none"> <li>Catalyze business development relationships for minority and women-owned businesses</li> <li>Mitigate barriers to the business contracting process for minority and women-owned businesses</li> <li>Increase learning opportunities to facilitate capacity building for minority and women-owned businesses</li> <li>Heighten awareness and enable access to funding opportunities for minority and women-owned businesses</li> </ul>
<p><b>Leadership Diversification</b> Promote hiring and advancement of industry decision-makers who broadly reflect the diversity of the communities they serve.</p>	<ul style="list-style-type: none"> <li>Foster opportunities for minorities and women to advance into leadership positions within the aviation industry</li> </ul>
<p><b>Operational Sustainability</b> Build AMAC's organizational capacity to position, sustain and grow the national organization and its Chapters to advance AMAC's mission.</p>	<ul style="list-style-type: none"> <li>Diversify and increase revenue by creating sustainable income streams</li> <li>Grow under-represented membership segments</li> <li>Establish and improve infrastructure to meet stakeholder needs and drive operational efficiency, business continuity and customer service excellence</li> <li>Launch and grow AMAC chapters to advance AMAC's membership, advocacy and programming</li> <li>Bolster AMAC's brand visibility and reputation</li> </ul>



# ADVOCACY

# ADVOCACY

## GOAL 01 ADVOCATE FOR POLICIES THAT RESULT IN POSITIVE WORKPLACE, SUPPLIER AND BUSINESS DIVERSITY AND CONTRACTING OUTCOMES

### Strategies

- 1.1** Advocate for the federal government, including the Federal Aviation Administration, state governments and airports, to enact more beneficial, sustainable and equitable policies — e.g., Disadvantaged Business Enterprise (DBE), Airport Concessions Disadvantaged Business Enterprise (ACDBE), Title VI, local programs and other affirmative action programs
- 1.2** Engage with AMAC Chapters, members and stakeholders in grassroots efforts to champion favorable economic policies in their communities
- 1.3** Develop a multi-prong approach to leverage and maximize the relationship between the AMAC PAC and AMAC Foundation
- 1.4** Participate with key advocacy coalitions to preserve and defend affirmative action and equitable policies, especially considering the June 2023 Supreme Court ruling.<sup>[1]</sup>
- 1.5** Engage airport executives, governing bodies and other decision-makers in AMAC's legislative priorities

[1] Students for Fair Admissions, Inc. v. President & Fellows of Harvard Coll., 600 U.S. \_\_, No. 20-1199 (June 29, 2023), rev'g 980 F.3d 157 (1st Cir. 2020); and Students for Fair Admissions, Inc. v. Univ. of N.C., 600 U.S. \_\_, No. 21-707 (June 29, 2023), rev'g 567 F. Supp. 3d 580 (M.D.N.C. 2021), [http://www.supremecourt.gov/opinions/22pdf/20-1199\\_hgdj.pdf](http://www.supremecourt.gov/opinions/22pdf/20-1199_hgdj.pdf) (explanatory mat'l, if desired).

### HOW WE TRACK OUR PROGRESS:

- Number of policymakers engaged by AMAC's National Office, Board of Directors, Government Affairs Committee and Chapters
- Number of comment letters sent to federal agencies, meetings with elected officials and testimonies before elected bodies
- Number of AMAC members engaged in grassroots activities by AMAC's National Office and Chapters
- Number of initiatives engaged with key advocacy coalitions
- Number of policy revisions that are beneficial and meaningful to our constituents over the long term
- Procurement and contracting barriers mitigated for minority and women-owned businesses due to AMAC's influence on decision-makers and policymakers

**Definition:** Influence policymakers and partner with advocates to preserve, protect and advance policies for minorities and women in the aviation industry.

**Importance:** The challenges to laws and regulations protecting minorities and women and eliminating barriers to ensure their full participation in business make it imperative that AMAC champion and defend programs that allow for equitable and expanded opportunities in the aviation industry.







# THOUGHT LEADERSHIP

**Definition:** Elevate AMAC's position as the Diversity, Equity, and Inclusion (DEI) authority among stakeholders in the aviation industry.

**Importance:** It is critical that AMAC is at the forefront of all DEI-related discussions in the aviation industry and is regarded as the go-to subject matter expert to influence policy and affect positive change for minorities and women.



## THOUGHT LEADERSHIP



### GOAL 02

DEPLOY AMAC THOUGHT LEADERS AROUND BUSINESS AND EMPLOYMENT DEI TOPICS TO INFLUENCE AVIATION INDUSTRY LEADERS, POLICYMAKERS AND MEDIA

#### Strategies

- 2.1 Mobilize AMAC thought leaders to educate stakeholders and catalyze innovative solutions
- 2.2 Leverage the AMAC Airport Leadership Collective's thought leadership, unified strength and influence
- 2.3 Publish and promote guidance, data, trends and best practices to key stakeholders

### GOAL 03

CURATE AND DISSEMINATE DATA ON MINORITY AND WOMEN-OWNED BUSINESSES AND EMPLOYMENT IN THE AVIATION INDUSTRY

#### Strategies

- 3.1 Conduct and participate in industry DEI research studies
- 3.2 Collect, analyze and report on statistical data to educate stakeholders
- 3.3 Provide DEI advisory services

#### HOW WE TRACK OUR PROGRESS:

- Number of industry speaking engagements by AMAC's National Office, Board of Directors and members
- Transportation bodies (e.g., Transportation Research Board, U.S. Department of Transportation, Eno Center for Transportation, etc.) to which AMAC contributes subject matter expertise or perspective for improvements and innovation
- Thought leadership content which AMAC authors or contributes
- Studies in which AMAC initiates or participates



# WEALTH CREATION

**Definition:** Enable economic empowerment for minorities and women in the aviation industry through education, networking and access to capital and business opportunities.

**Importance:** As minority and women-owned businesses contribute to the U.S. economy, AMAC must ensure these companies are sustainable and poised for long-term growth.



# WEALTH CREATION



**GOAL 04**  
CATALYZE BUSINESS DEVELOPMENT RELATIONSHIPS FOR MINORITY AND WOMEN-OWNED BUSINESSES

## Strategies

- 4.1** Facilitate strategic connections between minority and women-owned businesses and with their prospective customers and business partners
- 4.2** Establish collaborative relationships that diversify the business opportunities available for membership

**GOAL 05**  
MITIGATE BARRIERS TO THE BUSINESS CONTRACTING PROCESS FOR MINORITY AND WOMEN-OWNED BUSINESSES

## Strategies

- 5.1** Offer consultation, resources and solutions to key decision-makers and policymakers to ease contracting barriers and increase utilization of our constituents
- 5.2** Enable and encourage primes and subcontractors to comply with contracting requirements

**GOAL 06**  
INCREASE LEARNING OPPORTUNITIES TO FACILITATE CAPACITY BUILDING FOR MINORITY AND WOMEN-OWNED BUSINESSES

## Strategies

- 6.1** Expand educational offerings
- 6.2** Promote and encourage business mentorship and protégée opportunities to increase contracting successes
- 6.3** Partner with industry and allied organizations that provide learning and other resources



## GOAL 07

HEIGHTEN AWARENESS AND ENABLE ACCESS TO FUNDING OPPORTUNITIES FOR MINORITY AND WOMEN-OWNED BUSINESSES

### Strategies

- 7.1** Launch capital development programs to develop and/or increase funding streams and bonding capacity
- 7.2** Create awareness around available financial and business resources from strategic partners

### HOW WE TRACK OUR PROGRESS:

- › Number of AMAC member minority and women-owned businesses that have increased their revenue
- › Number of AMAC member minority and women-owned businesses that obtain prime contracts
- › Number of contracts/deals made from AMAC's connections between potential customers and minority and women-owned businesses
- › Number of minority and women-owned businesses that access capital as a result of participation in AMAC's capital development programs



## LEADERSHIP DIVERSIFICATION

**Definition:** Promote hiring and advancement of industry decision-makers who broadly reflect the diversity of the communities they serve.

**Importance:** Aviation leaders with an understanding of its diverse stakeholders and the influence and power to affect change are crucial to establishing an inclusive culture and policies that level the playing field and benefit AMAC's diverse membership.



# LEADERSHIP DIVERSIFICATION



## GOAL 08

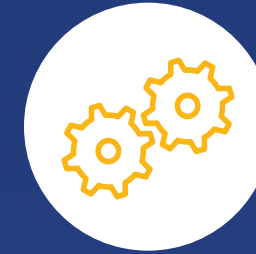
FOSTER OPPORTUNITIES FOR MINORITIES AND WOMEN TO ADVANCE INTO LEADERSHIP POSITIONS WITHIN THE AVIATION INDUSTRY

### Strategies

- 8.1** Expose professionals to leadership opportunities through executive search and the AMAC Opportunity Center
- 8.2** Offer professional development opportunities to strengthen and refine industry and leadership competencies
- 8.3** Advance workforce development initiatives to increase the talent pipeline

### HOW WE TRACK OUR PROGRESS:

- › Number of minorities and women hired into leadership and management roles and positions of influence through AMAC's programming and intervention — e.g., executive search
- › Number of minority and women members engaged in AMAC's programs and services, especially professional development opportunities, who advance into leadership
- › Number of minority and women professionals participating in AMAC's development offerings — e.g., AMAC University, AMAC Builds Careers, etc.



## OPERATIONAL SUSTAINABILITY

**Definition:** Build AMAC's organizational capacity to position, sustain and grow the national organization and its Chapters to advance AMAC's mission.

**Importance:** Sustainable operations allow AMAC to continue to serve its members responsibly by ensuring its infrastructure can deliver and scale programs, products and services for AMAC members and the larger aviation community.





## GOAL 09

DIVERSIFY AND INCREASE REVENUE BY CREATING SUSTAINABLE INCOME STREAMS

### Strategies

- 9.1** Optimize revenue and heighten value for current programs and services
- 9.2** Bolster non-dues revenue by developing a plan to identify and structure an actionable execution of market opportunities

## GOAL 10

GROW UNDER-REPRESENTED MEMBERSHIP SEGMENTS

### Strategies

- 10.1** Intentionally engage airports, the Architecture, Engineering & Construction (AEC) sector, next-generation professionals and racially diverse businesses and individuals

## GOAL 11

ESTABLISH AND IMPROVE INFRASTRUCTURE TO MEET STAKEHOLDER NEEDS AND DRIVE OPERATIONAL EFFICIENCY, BUSINESS CONTINUITY AND CUSTOMER SERVICE EXCELLENCE

### Strategies

- 11.1** Codify consistent policies and processes that govern operations
- 11.2** Optimize technology and system integration
- 11.3** Clarify roles and responsibilities between AMAC's Board, National Office, Committee and Chapter leaders



## GOAL 12

LAUNCH AND GROW AMAC CHAPTERS TO ADVANCE AMAC'S MEMBERSHIP, ADVOCACY AND PROGRAMMING

### Strategies

- 12.1** Guide AMAC Chapters to ensure alignment with the AMAC National Office strategic agenda
- 12.2** Create and implement effective policies and procedures that ensure operational sustainability for both AMAC's National Office and Chapters

## GOAL 13

BOLSTER AMAC'S BRAND VISIBILITY AND REPUTATION

### Strategies

- 13.1** Communicate AMAC's value proposition to diverse market segments
- 13.2** Amplify AMAC, its members and their dual impact on the aviation industry and the U.S. economy
- 13.3** Reinforce AMAC's standing as an industry go-to resource to influence policy and affect positive change for minorities and women

#### HOW WE TRACK OUR PROGRESS:

- Growth and diversification of revenues
- Percentage of growth in all membership segments
- Customer satisfaction, member engagement and brand perception based on survey results and net promoter score
- Member retention rates
- Participation rates in association events, including educational workshops and other programs
- Alignment of AMAC Chapters with AMAC National Office operational guidelines

# AMAC STRATEGIC PLANNING COMMITTEE



**Farad Ali**  
At-Large Director, AMAC Board of Directors / Chair, AMAC Government Affairs Committee / President & CEO, Asociar



**Nikki T. Harland**  
At-Large Director, AMAC Board of Directors / Chief Operating Officer, Paradies Lagardère



**Tosin Kasali**  
At-Large Director, AMAC Board of Directors / Chair, AMAC Membership Committee / Vice President, Business Development, HMSHost by Avolta



**Lance Lyttle**  
At-Large Director, AMAC Board of Directors / Managing Director, Aviation Division, Port of Seattle



**Justina Mann**  
Southwest Regional Director, AMAC Board of Directors / Chair, AMAC Chapters Development Committee



**Dwight H. Pullen, Jr.**  
At-Large Director, AMAC Board of Directors / Chair, AMAC Aviation Professional Development Committee / Senior Vice President, Global Aviation Americas Leader, AECOM



**Michael Svagdis**  
At-Large Director, AMAC Board of Directors / CEO, SSP America

# AMAC BOARD OF DIRECTORS

## OFFICERS



**CHAIR**  
**Ricky D. Smith**  
CEO, Baltimore/Washington International Thurgood Marshall Airport



**FIRST VICE CHAIR**  
**Simeon Terry**  
Vice President of Diversity Affairs, Austin Commercial



**SECOND VICE CHAIR**  
**Bridget Biagas**  
Vice President, Business Development, Hudson by Avolta



**TREASURER**  
**William "Bill" Swift**  
Owner & President, Business Traveler Services, Inc.



**SECRETARY**  
**Lauryn Mangum Reed**  
Executive Vice President, TMG Hospitality USA

## REGIONAL DIRECTORS



**SOUTHWEST REGION**  
**Justina Mann**  
Chair, AMAC Chapters Development Committee



**EASTERN REGION**  
**Robin Gibson**  
Director, Quality Assurance, Fraport USA, Inc.



**MIDWEST/GREAT LAKES REGION**  
**Tonja Pastorelle**  
President, Pastorelle Marketing Group



**CENTRAL REGION**  
**Shelia Hudson**  
Principal & CEO, Hudson and Associates



**SOUTHEAST REGION**  
**Mori Russell**  
Business Development Director, Concessions International



**NORTHEAST REGION**  
**Indhira Figuereo Blaney**  
Senior Vice President, National Aviation Market Leader, WSP USA



**WESTERN REGION**  
**Jeannie Killebrew**  
President, Killebrew | Killebrew, Inc



**WESTERN REGION**  
**Michael E. Washington, MBA**  
CEO, CATO Hospitality Group / President & Co-Owner, Palazzo Concessions

# AMAC BOARD OF DIRECTORS

## AT-LARGE DIRECTORS



**Farad Ali**  
Chair, AMAC Government Affairs  
Committee / President & CEO, Asociar



**Marlene Coleman**  
Director, Strategic Alliances, Areas USA



**Karen Ellis**  
Chair, AMAC Conference Planning  
Committee / Chief Customer Experience  
Officer, San Antonio Airport System



**Nikki T. Harland**  
Chief Operating Officer, Paradis  
Lagardère



**Tosin Kasali**  
Chair, AMAC Membership Committee /  
Vice President, Business Development,  
HMSHost by Avolta



**Lance Lyttle**  
Managing Director, Aviation Division,  
Port of Seattle



**Maria Martinez**  
Vice Chair, AMAC Governance and  
Performance Management Committee  
/ Senior Director of Brands and  
Concepts, SSP America



**Gonzalo de la Melena, Jr.**  
Vice Chair, AMAC Government Affairs  
Committee / Founder & CEO,  
Emerging Airport Ventures



**Dwight H. Pullen, Jr.**  
Chair, AMAC Aviation Professional  
Development Committee / Senior Vice  
President, Global Aviation Americas  
Leader, AECOM



**Michael Svagdis**  
CEO, SSP America



**Kenneth Weeden**  
Vice Chair, AMAC Government Affairs  
Committee / President & Principal,  
Ken Weeden & Associates, Inc.

# AMAC NATIONAL OFFICE



**Eboni Wimbush**  
President & CEO, AMAC



**Jeanette Saunders**  
Vice President, Education & Advisory  
Services



**Ramon Lo**  
Director, Membership & Industry  
Engagement



**Andre Titus**  
Senior Manager, Programs &  
Operations



Airport Minority Advisory Council (AMAC)  
45 L Street SW  
P.O. Box 71560  
Washington, DC 20024

 [www.amac-org.com](http://www.amac-org.com)  [info@amac-org.com](mailto:info@amac-org.com)



# ABOUT

AMAC



EST. 1984

## WHO WE ARE

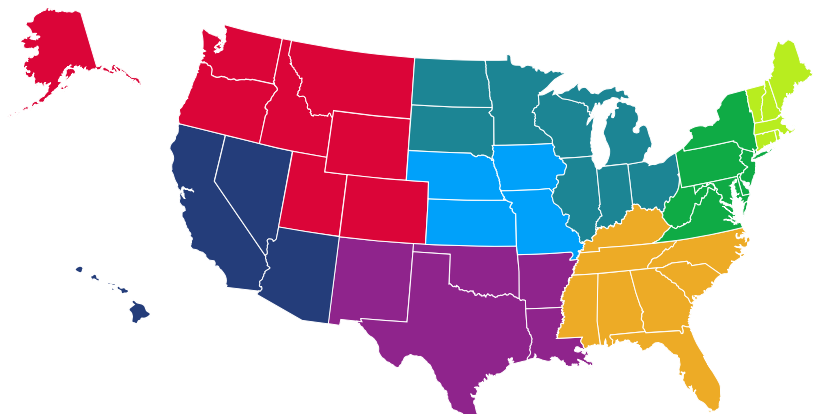
AMAC is the only national, non-profit trade association dedicated to advancing the full participation of minorities and women in employment and contracting opportunities throughout the aviation and aerospace industries. AMAC concentrates on eliminating barriers to minority and women participation in these industries and understands that diversity inclusion fuels innovation and is essential when developing future airports. AMAC represents a diverse membership of airports, corporations, minority, women-owned and disadvantaged business enterprises, and professionals within the aviation and aerospace industries.

## CHAPTERS

- Atlanta, GA
- Baltimore, MD/  
Washington, DC
- Chicago, IL
- Denver, CO
- Detroit, MI
- Houston, TX
- Los Angeles, CA
- Portland, OR

## MEMBERSHIP MAP

- CENTRAL
- EASTERN
- MIDWEST/GREAT LAKES
- NORTHEAST
- NORTHWEST
- SOUTHEAST
- SOUTHWEST
- WESTERN



# MEMBERSHIP

## LEVELS



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.

**Membership Cycle: May 1, 2023 – April 30, 2024**

**Enrollment Period: Open Enrollment Year-Round**

**Memberships are renewed annually for those who input their credit card or ACH information on file. Membership benefits are effective upon receipt of full dues payment. All dues are in U.S. Dollars.**



### AIRPORT

AMAC helps airports remain compliant with federal Disadvantaged Business Enterprise (DBE), Airport Concessions Disadvantaged Business Enterprise (ACDBE) and Equal Employment Opportunity programs. AMAC hosts DBE/ACDBE Liaison Officer & Program Administrators Trainings and serves as the voice to Federal Aviation Administration (FAA) and U.S. Department of Transportation (DOT) personnel when addressing program challenges. AMAC also provides a large qualified pool of DBEs/ACDBEs interested in business opportunities as well as women and minority students and professionals seeking career opportunities with airports.

- ▶ Open to Aviation Authorities and Airport Operators
- ▶ Receives Eight (8) Employee Representatives
- ▶ Receives Two (2) Votes in the AMAC Annual Board of Directors Election

### ANNUAL DUES

AIRPORT GROSS REVENUE	ANNUAL DUES
Small, \$0 – \$150M	\$2,500
Medium, \$151M – \$350M	\$5,000
Large, \$350M+	\$7,500



### BUSINESS

Airports maintain a wide range of federally funded contract opportunities that require a DBE component. AMAC brings those opportunities through a robust online AMAC Opportunity Center (Certification Directory and Bid/Job Board), valuable networking experiences and strategic business matchmaking opportunities.

- ▶ Open to Businesses Including ACDBE, DBE, MBE, SBE, WBE Businesses Engaged in or Seeking to Engage in Airport Businesses
- ▶ Receives Three (3) Employee Representatives
- ▶ Receives One (1) Vote in the AMAC Annual Board of Directors Election

### ANNUAL DUES

\$500
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# MEMBERSHIP

## LEVELS



### CORPORATE

When it comes to running an effective supplier diversity program, AMAC serves as the source in locating qualified minority and women-owned businesses to fill concessions, construction, supplier and/or other professional services contracts. AMAC also provides educational training focused on the airport environment and business operations.

- ▶ Open to All Businesses Engaged in or Seeking to Engage in Airport Business That Exceed the U.S. Small Business Administration's Small Business Size Standard

### ANNUAL DUES

COMPANY GROSS REVENUE	ANNUAL DUES
Small, \$0 – \$150M	\$2,000
Medium, \$151M – \$350M	\$3,500
Large, \$350M+	\$6,000

- ▶ Receives Ten (10) Employee Representatives
- ▶ Receives Two (2) Votes in the AMAC Annual Board of Directors Election



### INDIVIDUAL

AMAC connects airports and businesses to government employees (city, state and federal), educational institutions and individuals involved in administering, managing or promoting minority and women business participation or employment. The relationships formed support identifying business opportunities as well as challenges program administrators may face.

- ▶ Open to Employees from City, State and Federal Government and Educational Institutions Involved in Administering, Managing or Promoting Minority and Women Business Participation or Employment in the Aviation Industry

### ANNUAL DUES

\$225
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- ▶ Receives One (1) Employee Representative
- ▶ Receives One (1) Vote in the AMAC Annual Board of Directors Election



### STUDENT

Searching for an internship to gain valuable industry experience or a scholarship to offset tuition costs can be overwhelming. AMAC connects students with internship opportunities and provides scholarships to students in aviation-related disciplines through the AMAC Foundation. Student members also enjoy access to view job opportunities in the AMAC Opportunity Center (Certification Directory and Bid/Job Board). Most importantly, students can form valuable professional connections with airport officials, business owners and more through AMAC vast, nationwide networking opportunities.

### ANNUAL DUES

\$25
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- ▶ Open to Individuals Actively Enrolled Full-Time in a High School, Undergraduate or a Graduate Program. Your Valid School Email Address is Required to Join. A Student Identification Card May Be Requested for Validation.
- ▶ Receives No Vote in the AMAC's Annual Board of Directors Election

# MEMBERSHIP

## BENEFITS

- ▶ Professional Development and Educational Conferences
- ▶ Regional Outreach Forums/Mixers/Summits
- ▶ Networking Opportunities
- ▶ AMAC Opportunity Center (Certification Directory and Bid/Job Board)
- ▶ DBE/ACDBE Directory
- ▶ *Connections* Newsletter
- ▶ Social Media Platforms
- ▶ Association Health Plans
- ▶ Business Matchmaking Member Communications
- ▶ Car Rental Discounts
- ▶ Legislative Advocacy
- ▶ Regulatory Activities
- ▶ Collaborative Alliances
- ▶ Event Registration Discounts
- ▶ Membership Directory
- ▶ M/W/SBE/AC/DBE Certification Assistance
- ▶ Digital/Print Advertising

## ANNUAL EVENTS

### AMAC AIRPORT BUSINESS DIVERSITY CONFERENCE

AMAC's Annual Airport Business Diversity Conference continues to connect over 1,000 businesses, aviation professionals, government officials and individuals from around the country to discuss various subjects ranging from how to do business at airports to public policy issues impacting the entire aviation industry. This highly acclaimed conference is the premier industry-wide event of the year—serving as a hub for education, advocacy and networking opportunities that promote diversity and inclusion in the aviation and aerospace industries. The conference offers airports, government agencies, corporations and entrepreneurs the opportunity to cultivate new relationships and expand their national presence through engaging and relevant educational and networking events.

[www.amac-org.com/annualconference](http://www.amac-org.com/annualconference)

### AMAC ECONOMIC OPPORTUNITY AND POLICY FORUM

The AMAC Economic Opportunity and Policy Forum welcomes aviation industry leaders, government officials and business representatives to Washington, DC to exchange ideas, share entrepreneurship best practices and seek innovation in diversity and inclusion initiatives throughout the aviation and aerospace industries. This forum offers insights on airport economic opportunities, outlines AMAC's federal legislative agenda and includes panel discussions with key Congressional and Administration leadership, plus DBE/ACDBE program updates.

[www.amacforum.com](http://www.amacforum.com)

### AMAC LEADERSHIP SUMMIT ON CAPITOL HILL

The AMAC Leadership Summit on Capitol Hill is a legislative-driven summit in Washington, DC that is filled with optimal networking and advocacy opportunities to voice opinions to decision-makers who can create real change and help policymakers understand the challenges and opportunities of operating in the aviation industry.

[www.amac-org.com/leadershipsummit](http://www.amac-org.com/leadershipsummit)



## SIGNATURE PROGRAMS & INITIATIVES



**AIRPORT LEADERSHIP COLLECTIVE**

The AMAC Airport Leadership Collective consists of minority Airport CEOs and Directors, who seek to promote diversity, equity and inclusion

in employment at the Airport Director's Level.

[www.amac-org.com/alc](http://www.amac-org.com/alc)

**AMAC BUILDS CAREERS**



AMAC Builds Careers is a multi-tier professional development and engagement opportunity program for AMAC members. This program is anchored by three segments: Internships, Mentorships and Fellowships. AMAC is here to help aviation professionals grow in every phase of their careers.

[www.amac-org.com/builds](http://www.amac-org.com/builds)



**AMAC EMERGING LEADERS**

The AMAC Emerging Leaders Committee exposes rising young professionals to the aviation industry through AMAC by focusing on direct engagement, increasing

AMAC membership involvement and educating emerging professionals on growth opportunities.

[www.amac-org.com/amac-emerging-leaders](http://www.amac-org.com/amac-emerging-leaders)

**AMAC LEGENDS & LEAPERS**

The AMAC Legends & Leapers speaker series is a monthly conversation between an aviation industry legend and an emerging leader designed to showcase the commonalities and differences in

perspective on the aviation industry.

[www.amac-org.com/legends-and-leapers](http://www.amac-org.com/legends-and-leapers)

The AMAC Foundation works alongside AMAC and is dedicated to advancing minorities and women pursuing careers in the aviation industry by developing educational programs and providing scholarships to students who are emerging aviation professionals.

## SCHOLARSHIPS

Since its establishment in 1997, the AMAC Foundation has awarded more than **\$500,000** in scholarships to students pursuing a broad range of aviation careers through airports, airlines, and the public and private sectors. **To support our efforts furthering minorities and women as aviation professionals, make a tax-deductible donation or consider a corporate sponsorship.** Our scholarships support university students pursuing careers in the aviation industry.



- ▶ **Aviation and Professional Development Scholarship** is for high school, college/university and trade school students pursuing aviation-related careers. Eligible students must also be U.S. citizens pursuing a bachelor's degree, master's degree or certification in accounting, airport and airline management services, air traffic control and dispatching, architecture, aviation, aviation and avionics maintenance, civil, chemical, structural, mechanical and/or electrical engineering, communications, computer science, construction/construction management, engineering, environmental science, finance, piloting and in-flight services and weather science and aerospace engineering.



- ▶ **AMAC Legacy Scholarship** is for AMAC member-referred students, family members or mentees pursuing aviation-related careers. Eligible students must also be U.S. citizens pursuing a bachelor's degree, master's degree or certification in accounting, airport and airline management services, air traffic control and dispatching, architecture, aviation, aviation and avionics maintenance, civil, chemical, structural, mechanical and/or electrical engineering, communications, computer science, construction/construction management, engineering, environmental science, finance, piloting and in-flight services and weather science and aerospace engineering.



- ▶ **AECOM FLY Scholarship** is to cover educational, coursework and technology costs for students from racially, ethnically, and culturally diverse communities and backgrounds, including females or persons of color pursuing an aviation-related career in architecture, engineering and/or construction disciplines (including Airport Infrastructure Development). Eligible students must also be U.S. citizens pursuing a bachelor's (sophomore, junior, senior, fifth year) or master's degree in architecture, construction or engineering.



- ▶ **Heinemann Americas Aviation Scholarship** is to cover educational and related costs for women and/or minority students who wish to enter the aviation industry.



- ▶ **J.A. Watts, Inc. Diversity in Aviation Scholarship** is for students of color pursuing a construction career in the aviation industry. Eligible students must also be U.S. citizens pursuing a bachelor's (junior, senior, fifth year) or master's degree in architecture, construction management or engineering.

### INTERNSHIPS

Our goal is to connect eligible students enrolled in aviation-related and business programs with AMAC members.



### BILL WALKER MEMORIAL GOLF TOURNAMENT

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, CA, in 1988 while Vice President at Pacific State Airlines. He began planning the golf tournament shortly after and continued to organize it until illness prevented him from doing so. This event continues to be a perennial favorite and a way for attendees to provide scholarships to students who are rising aviation professionals.



### CELEBRATING WOMEN IN AVIATION

This event fosters, promotes and applauds the career achievements of women in aviation and aerospace-related businesses. Participants hear about personal and professional experiences from dynamic women who have significantly contributed to the aviation industry.



### PROJECT LIFT

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



### SILENT AUCTION

Generous AMAC members and supporters donate exclusive items and packages that drive the excitement behind fundraising at our annual events.



The AMAC Political Action Committee (AMAC PAC) works 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 that understand and support equity in airport contracting and employment. The AMAC PAC is non-partisan and provides our members with the means for concerted political action.



## GET CONNECTED WITH AMAC



Become a Member



Visit Our Website



Network With Fellow Members



Join a Committee



Attend an Event



Connect With Us on Social Media



Subscribe to Our Distribution List



Contact the AMAC National Office

# MEMBERSHIP APPLICATION

Today's Date: \_\_\_\_\_

## How to Electronically Fill and Sign a PDF Form:

- **Download the PDF** to your computer.
- **Open the PDF** document in Acrobat DC.
- Click the **'Fill & Sign'** tool in the right pane.
- **Fill out your membership application:** Complete the membership application by clicking a text field and typing or adding a text box. You can add check marks and fill in buttons too.
- **Sign your form:** Click 'Sign' in the toolbar at the top of the page. Then draw, type or choose an image of your signature. Then click 'Apply' to place your signature on the membership application.
- **Save** your membership application.
- **Email** your completed membership application PDF and accompanying documents to [info@amac-org.com](mailto:info@amac-org.com).

**SELECT YOUR MEMBERSHIP TYPE**    Airport    Business    Corporate    Individual    Student

## SELECT YOUR ANNUAL DUES

### AIRPORT

Airport Gross Revenue	Annual Dues
<input type="checkbox"/> Small, \$0 – \$150M	\$2,500
<input type="checkbox"/> Medium, \$151M – \$350M	\$5,000
<input type="checkbox"/> Large, \$350M+	\$7,500

### CORPORATE

Company Gross Revenue	Annual Dues
<input type="checkbox"/> Small, \$0 – \$150M	\$2,000
<input type="checkbox"/> Medium, \$151M – \$350M	\$3,500
<input type="checkbox"/> Large, \$350M+	\$6,000

<input type="checkbox"/> <b>BUSINESS</b>	\$500
<input type="checkbox"/> <b>INDIVIDUAL</b>	\$225
<input type="checkbox"/> <b>STUDENT</b>	\$25

## BUSINESS/ORGANIZATION INFORMATION

Please complete this portion with the official business/organization name and address you wish to use for your membership. All financial transactions pertaining to your membership (excluding individual or student memberships) will be processed through the business/organization and not the business/organization representatives.

Business/Organization Name: \_\_\_\_\_ NAICS Codes: \_\_\_\_\_

Main Contact Name: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City/State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Main Phone: ( \_\_\_\_\_ ) \_\_\_\_\_ Main Email: \_\_\_\_\_

## BUSINESS CERTIFICATIONS

 Select all that apply.

ACDBE    DBE    MBE    NMSDC    SBA 8(a)    SBE    WBE    WBENC    Other

City and State You are Registered In: \_\_\_\_\_

## BUSINESS TYPE

- |   |  |   |                                       |
|---|--|---|---------------------------------------|
| <input type="checkbox"/> Airport                | <input type="checkbox"/> Professional Consultant | <input type="checkbox"/> Supplier           | <input type="checkbox"/> Concessions  |
| <input type="checkbox"/> Construction           | <input type="radio"/> Accounting                 | <input type="radio"/> Foodservice Equipment | <input type="radio"/> Advertising     |
| <input type="checkbox"/> Government             | <input type="radio"/> Architecture               | <input type="radio"/> Fuel & Energy         | <input type="radio"/> Food & Beverage |
| <input type="checkbox"/> Association/Non-Profit | <input type="radio"/> Baggage System             | <input type="radio"/> Large Equipment       | <input type="radio"/> Retail          |
|   | <input type="radio"/> DBE Consultant             | <input type="radio"/> Office Equipment      | <input type="radio"/> Spa Services    |
|   | <input type="radio"/> Education                  | <input type="radio"/> Parts & Vehicle       | <input type="radio"/> Other           |
|   | <input type="radio"/> Electrical                 | <input type="radio"/> Promotional Items     |                                       |
|   | <input type="radio"/> Engineer                   | <input type="radio"/> Transportation        |                                       |
|   | <input type="radio"/> Environmental Service      |   |                                       |
|   | <input type="radio"/> Financial                  |   |                                       |
|   | <input type="radio"/> Government Affairs         |   |                                       |
|   | <input type="radio"/> HVAC                       |   |                                       |
|   | <input type="radio"/> IT                         |   |                                       |
|   | <input type="radio"/> Legal                      |   |                                       |
|   | <input type="radio"/> Marketing & PR             |   |                                       |
|   | <input type="radio"/> Staffing & HR              |   |                                       |
|   | <input type="radio"/> Other                      |   |                                       |

## BUSINESS/ORGANIZATION DESCRIPTION

 Please submit a brief description of 50 words or less for your business/organization.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Website URL: \_\_\_\_\_

## BUSINESS/ORGANIZATION SOCIAL MEDIA HANDLES

Facebook: \_\_\_\_\_ LinkedIn: \_\_\_\_\_

Instagram: \_\_\_\_\_ Twitter: \_\_\_\_\_



## REPRESENTATIVES INFORMATION

Please select a primary contact from your business/organization. If applicable to your membership type, please also select an alternate contact. This information will be used to update the AMAC database and membership directory. Your membership type determines how many total representatives represent your business/organization.

- ▶ **Airport:** 8 Representatives, 2 Votes in AMAC's Annual Board of Directors Election
- ▶ **Business:** 3 Representatives, 1 Vote in AMAC's Annual Board of Directors Election
- ▶ **Corporate:** 10 Representatives, 2 Votes in AMAC's Annual Board of Directors Election
- ▶ **Individual:** 1 Representative, 1 Vote in AMAC's Annual Board of Directors Election
- ▶ **Student:** 1 Representative, No Vote in AMAC's Annual Board of Directors Election

### OFFICIAL REPRESENTATIVE (PRIMARY CONTACT)

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

City/State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone: ( \_\_\_\_\_ ) \_\_\_\_\_

Email: \_\_\_\_\_

REPRESENTATIVE 3 NAME: \_\_\_\_\_

EMAIL: \_\_\_\_\_

REPRESENTATIVE 4 NAME: \_\_\_\_\_

EMAIL: \_\_\_\_\_

REPRESENTATIVE 5 NAME: \_\_\_\_\_

EMAIL: \_\_\_\_\_

REPRESENTATIVE 6 NAME: \_\_\_\_\_

EMAIL: \_\_\_\_\_

### ALTERNATE REPRESENTATIVE (ALTERNATE CONTACT)

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

City/State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone: ( \_\_\_\_\_ ) \_\_\_\_\_

Email: \_\_\_\_\_

REPRESENTATIVE 7 NAME: \_\_\_\_\_

EMAIL: \_\_\_\_\_

REPRESENTATIVE 8 NAME: \_\_\_\_\_

EMAIL: \_\_\_\_\_

REPRESENTATIVE 9 NAME: \_\_\_\_\_

EMAIL: \_\_\_\_\_

REPRESENTATIVE 10 NAME: \_\_\_\_\_

EMAIL: \_\_\_\_\_

**VOTING REPRESENTATIVE** Please select the applicable voting representatives from your business/organization based on your membership type.

VOTING REPRESENTATIVE 1 NAME: \_\_\_\_\_ VOTING REPRESENTATIVE 2 NAME: \_\_\_\_\_

### COMMITTEE REPRESENTATIVE

AMAC Members are strongly encouraged to participate on AMAC Committees that are relevant to their respective businesses. It is extremely beneficial and important that you (the primary contact) assign a representative to participate in committees. Committee members regularly receive updates on committee activities from committee chairs and the AMAC team member liaison.

Aviation Professional Development \_\_\_\_\_

Chapters Development \_\_\_\_\_

Communications \_\_\_\_\_

Conference Planning \_\_\_\_\_

Corporate Development \_\_\_\_\_

Nominations and Elections \_\_\_\_\_

Emerging Leaders \_\_\_\_\_

Governance and Performance Management \_\_\_\_\_

Government Affairs \_\_\_\_\_

Membership \_\_\_\_\_

**PAYMENT**

Please email your completed application form to [info@amac-org.com](mailto:info@amac-org.com). Once your application has been received and reviewed, your selected payment method will be processed. If you opted to receive an invoice, one will be generated and sent to the primary contact for payment. Membership dues are invoiced annually and are due upon receipt of invoice. Once remitted, payments are non-refundable.

- American Express     Discover     Master Card     VISA     Invoice

Cardholder Name: \_\_\_\_\_

Card Number: \_\_\_\_\_ CVV: \_\_\_\_\_ Exp Date: \_\_\_\_\_

Billing Address: \_\_\_\_\_

City/State: \_\_\_\_\_ Zip Code: \_\_\_\_\_ Country: \_\_\_\_\_

**FRIENDS OF THE AMAC FOUNDATION SCHOLARSHIP DONATION**  
 \$5,000     \$1,500     \$1,000     \$500     \$250     \$ \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**AMAC**

All checks may be submitted via mail to:

**General Mailing Address**

Airport Minority Advisory Council (AMAC)  
45 L Street SW  
P.O. Box 71560  
Washington, DC 20024

**USPS Mailing Address:**

AMAC Department A  
PO Box 826079  
Philadelphia, PA 19182-6079

**Overnight Courier Address:**

PNC Bank C/O AMAC Department A  
Lockbox Number 826079  
525 Fellowship Rd., Suite 330  
Mt. Laurel, NJ 08054-3415

**AMAC FOUNDATION**

All checks may be submitted via mail to:

**General Mailing Address:**

Airport Minority Advisory Council (AMAC) FOUNDATION  
45 L Street SW  
P.O. Box 71560  
Washington, DC 20024

**Payment Mailing Address:**

USPS Mailing Address:  
AMAC Foundation Department B  
PO Box 826079  
Philadelphia, PA 19182-6079

**Overnight Courier Address:**

PNC Bank C/O AMAC Foundation Department B  
Lockbox Number 826079  
525 Fellowship Rd., Suite 330  
Mt. Laurel, NJ 08054-3415

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ALL CONTRIBUTIONS ARE TAX DEDUCTIBLE TO THE EXTENT OF THE LAW**

AIRPORT MINORITY ADVISORY COUNCIL  
EST. 1984