



Raleigh-Durham  
Airport Authority

# Rental Car Supplier Diversity Day

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April 25, 2025

# Agenda

- Introductions
  - Your name
  - Business Name
  - Goods/Services your firm provides
- ACDBE Program Overview
- Avis Budget Group
- Enterprise Mobility
- Hertz Rental Car
- Sixt Rent A Car
- Networking





## ABG Supplier Diversity

Presenter: Dave McMillan



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**P**ROCUREMENT  
DRIVEN - TOGETHER

# Agenda

- 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	2023
Total Diversity spend	5.7B
MBE (Minority Business Enterprise)	5.5B
WBE (Women's Business Enterprise)	86M

## 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**  
 Matthew Faltus, head of procurement

**Supplier Diversity Team Members**  
 Sydney Peruzzo

**What is the biggest challenge for supplier diversity's continued growth and development?**  
 The primary challenge for the ongoing growth and development of supplier diversity lies in the identification of available suppliers who meet the qualification criteria. It can often prove challenging to locate suppliers capable of meeting the highly specific criteria required to become a supplier for a large organization like Avis Budget Group. Consequently, the task of finding qualified suppliers is a continuous effort for us.

**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 supplier diversity programs?**  
 At Avis Budget Group, we prioritize certifying ACOW/WBE/MSB suppliers 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 business enterprises. By facilitating their integration into the mainstream through the strengthening of the disadvantaged business community. This, in turn, fosters overall economic growth within the communities where ABG operates.

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

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

**WE USA** VIA 2, 2023



# 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 \$5.7B in 2023 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/](https://avis.starssmp.com/)

## 2. Contact Supplier Diversity Team below

- Jim Akers: [Jim.Akers@avisbudget.com](mailto:Jim.Akers@avisbudget.com)
- VP of Supplier Diversity & Procurement
- Yvonne Lee: [Yvonne.lee@avisbudget.com](mailto:Yvonne.lee@avisbudget.com)
- Supplier Diversity Leader & Sr. Manager, Procurement
- Sydney Peruzzato: [Sydney.Peruzzato@avisbudget.com](mailto:Sydney.Peruzzato@avisbudget.com)
- Supplier Diversity & Procurement Analyst

3 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



# Airport Rental Car Supplier Diversity Outreach



Enterprise Mobility™

# Raleigh-Durham International Airport

Eric Elliott

Property Development & Facilities Manager  
[eric.m.elliott@em.com](mailto:eric.m.elliott@em.com)







# About Enterprise Mobility

Enterprise Mobility was founded in 1957 with a fleet of seven cars that has since expanded to a global network of mobility solutions. With customers in more than 90 countries and territories around the world, Enterprise Mobility's range of transportation and travel offerings continues to evolve, with a focus on re-imagining a future for mobility that is more accessible, efficient and sustainable.

Global Network:	~9,500 global rental branches in FY23 (airport and neighborhood; includes franchises)	Annual Revenue:	\$35 BILLION*
		Global Fleet:	2.3 MILLION+*
Founded:	1957	Global Workforce:	90,000+*

\* Numbers in FY23. Includes Enterprise Holdings, Inc. and its subsidiaries, as well as Enterprise Fleet Management, Inc. and its subsidiaries.

## Mobility Lines



# Local Commitment

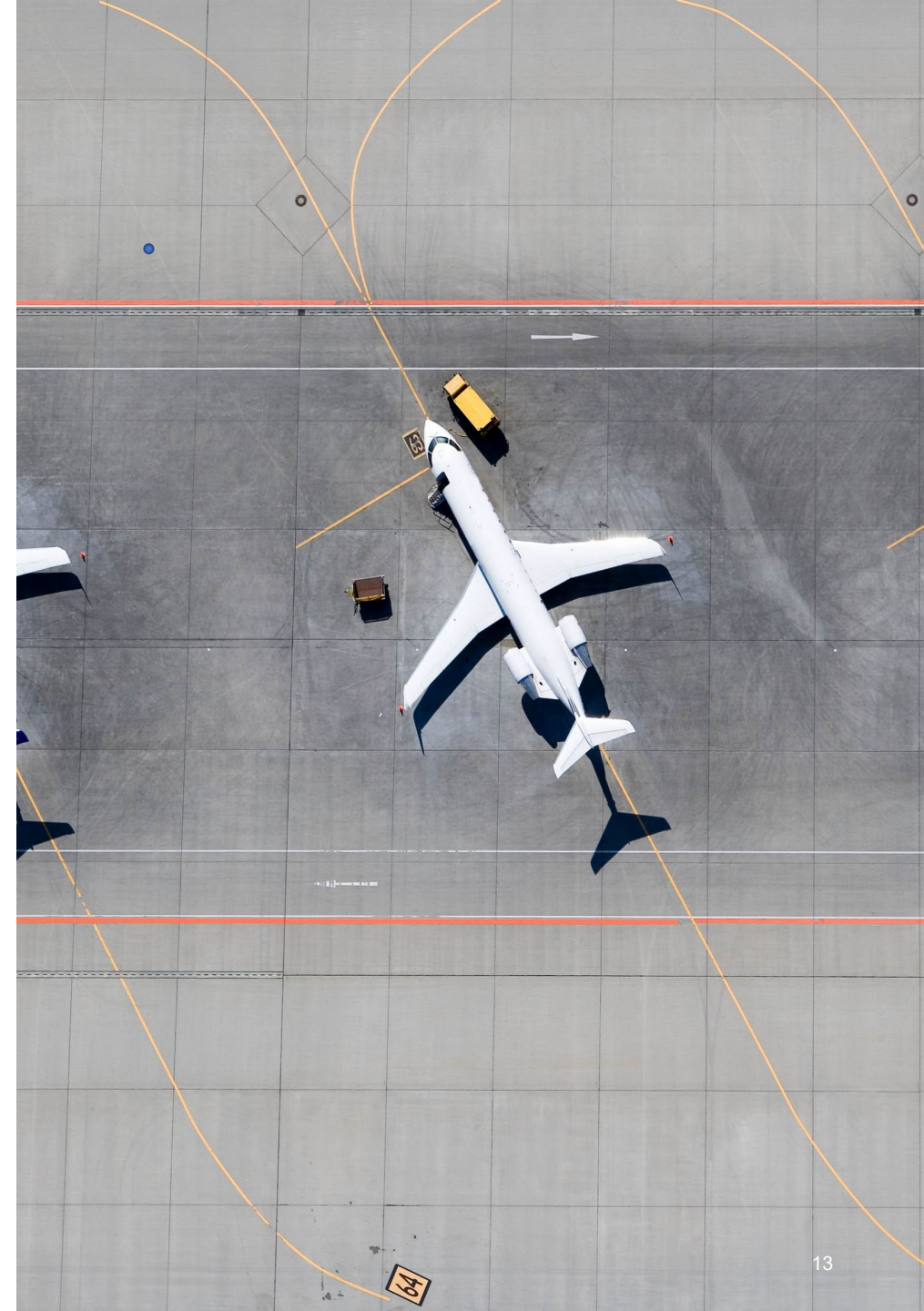
- Management
- Purchasing Decisions
- Outreach Events
- Measurement and Evaluation





# Opportunities at airports (by NAICS Codes)

- **Appliance repair/maintenance- 811412**
- **Auto repair- 811111, 488320, 423120, 811198, 441330, 811114**
- **Car wash- 811192**
- **Electricians – 238210**
- **Facilities Maintenance - 561210**
- **Fuel- 424720, 424710, 457120, 457210**
- **Glass- 811122**
- **Janitorial- 561720**
- **Locksmiths- 561622**
- **Oil change vendors- 811191**
- **Parking lots- 812930**
- **Roadside towing- 488410**
- **Tires- 441340, 423130**





# Program to Promote ACDBE Participation

- **ACDBE Certification Assistance Program**
  - Created through interactions at AMAC
  - Letters and conversations encouraging ACDBE participation
  - Reimbursement of most expenses with 3<sup>rd</sup> party attorney to help with certification

# Questions?



# EHI Business



← ENTERPRISE HOLDINGS™





# Airport Rental Car Supplier Diversity Outreach Event

April 2024

# Agenda

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- Our Commitment
- What we buy and how
- Doing business with Hertz -Procurement process
- Spend Data
- 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), the Women Business Enterprise National Council (WBENC), and the National Minority Supplier Diversity Council (NMSDC).
- **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):

- Bulk Fuel
- Car Wash
- Body shops
- Janitorial services and supplies
- Adjusters & Appraisers
- Automobile parts
- Automobile repairs/collision/paint shops
- Automobile Detailing
- Towing/Transporting



# 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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Shaina Rutherford  
Director - Procurement & Supplier Diversity  
239-301-7308  
[srutherford@hertz.com](mailto:srutherford@hertz.com)

Sharon Griffin  
National DBE Program Coordinator – Dollar Thrifty  
770-736-3770  
[sgriffin@hertz.com](mailto:sgriffin@hertz.com)

Maria Brooks  
Regional Procurement Director – Mid Atlantic Region  
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Regional Procurement Director – Florida  
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Ben Karr  
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Vivian Xiao  
Regional Procurement Director – North Central Region  
[vivian.xiao@hertz.com](mailto:vivian.xiao@hertz.com)



# NA SUPPLIER DIVERSITY PROGRAM



# INTRODUCTION

AT SIXT WE ARE COMMITTED TO FOSTERING A DIVERSE SUPPLIER BASE AND WELCOMING ALL POTENTIAL SUPPLIERS WHO CAN FULFILL OUR REQUIREMENTS ON A COMPETITIVE BASIS TO SEE IF THEY QUALIFY TO BE PART OF OUR SUPPLIER DIVERSITY PROGRAM.

THE SUPPLIER DIVERSITY PROGRAM IS WHERE WE OFFER POTENTIAL DIVERSE SUPPLIERS THE OPPORTUNITY TO PRESENT THEIR BUSINESS VIRTUALLY AND WE ANSWER INITIAL QUESTIONS FROM PROSPECTIVE DIVERSE BUSINESSES. SIXT'S SUPPLIER DIVERSITY PROGRAM IS DESIGNED TO CONNECT MORE MINORITY, WOMEN, VETERAN, PERSONS WITH DISABILITIES, AND LGBT-OWNED SMALL BUSINESSES TO OPPORTUNITIES AT SIXT. IT IS IMPORTANT TO UNDERSTAND THAT PARTICIPATION IN THE PRESENTATION PROCESS DOES NOT GUARANTEE A CONTRACT AWARD.

# SIXT MISSION TO SUPPLIER DIVERSITY

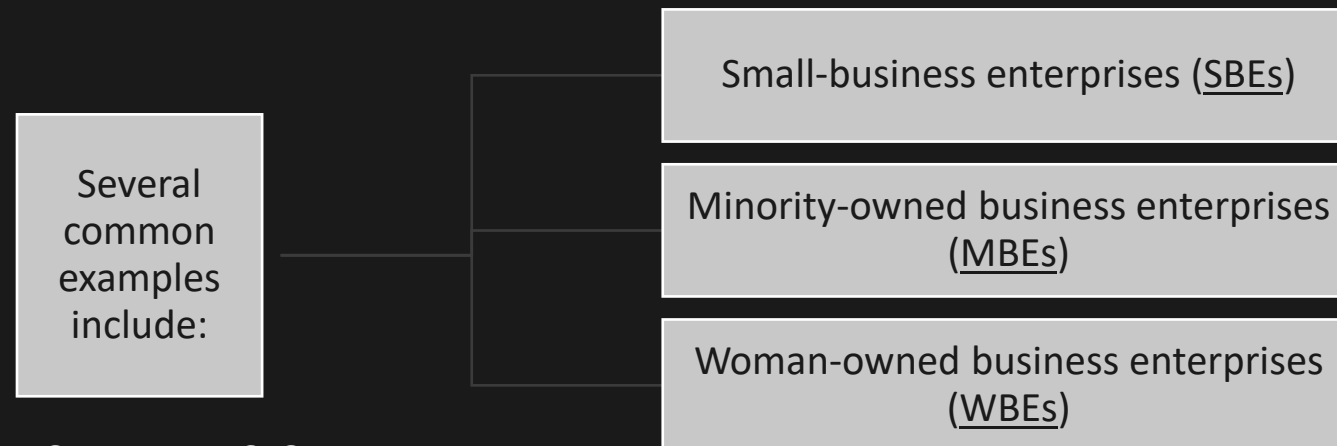
THE MISSION OF SIXT'S SUPPLIER DIVERSITY PROGRAM IS TO IMPLEMENT PROGRAMS AND PROCEDURES THAT MAXIMIZE THE INCLUSION OF DIVERSE, LOCAL AND SMALL BUSINESSES AS SUPPLIERS OF GOODS AND SERVICES CONSISTENT WITH SIXT'S COMMITMENT TO FOSTER A DIVERSE AND INCLUSIVE SIXT COMMUNITY. WE RECOGNIZE THAT BY ENCOURAGING AN ENVIRONMENT THAT PROMOTES INCLUSION AND THE PARTICIPATION OF DIVERSE AND LOCAL SUPPLIERS, THIS WILL ULTIMATELY LEAD TO A PROCESS THAT PROVIDES THE BEST VALUE FOR SIXT.



SUPPLIER DIVERSITY

# WHAT IS A SIXT DIVERSE SUPPLIER?

A DIVERSE SUPPLIER IS, IN THE BROADEST SENSE, A BUSINESS THAT IS 51% OR MORE OWNED AND OPERATED BY AN INDIVIDUAL OR GROUP THAT IS PART OF A TRADITIONALLY UNDERREPRESENTED OR UNDERSERVED GROUP. THERE ARE MORE THAN A DOZEN CATEGORIES USED TO IDENTIFY A SUPPLIER AS DIVERSE.



DIVERSE SUPPLIERS CAN BE THIRD-PARTY CERTIFIED OR SELF CERTIFIED. IN ORDER FOR SIXT TO PUBLICLY REPORT DIVERSE SUPPLIER SPEND, IT IS IMPORTANT TO ENSURE THAT OUR SUPPLIERS ARE CERTIFIED THROUGH THIRD-PARTY, STATE OR FEDERAL CERTIFYING AGENCIES.

# WHERE DO SUPPLIER CERTIFICATIONS COME FROM?

Women's Business Enterprise National Council (WBENC)

National Minority Supplier Development Council (NMSDC)

National LGBT Chamber of Commerce (NGLCC)

US Dept of Veterans Affairs / Vets First Verification Program

State and local governments/ regional councils

THESE ENTITIES FOCUS ON CERTIFYING, CONNECTING AND ADVOCATING FOR DIVERSE SUPPLIERS BY OFFERING NATIONALLY RECOGNIZED THIRD-PARTY CERTIFICATION SERVICES. THEY SERVICE THE PUBLIC AND PRIVATE SECTOR ACROSS ALL INDUSTRIES. STATE AND LOCAL GOVERNMENTS AND REGIONAL COUNCILS ALSO OFFER CERTIFICATION SERVICES.



# WHAT IS THE VALUE OF SUPPLIER DIVERSITY

Equity and inclusion for businesses often left out of a supplier base

Cultivation of sustainable **partnerships** with suppliers and campus customers

Competitive pricing and improved bottom line for Lehigh

Agile service providers with an eagerness to accurately and efficiently get products and services to us

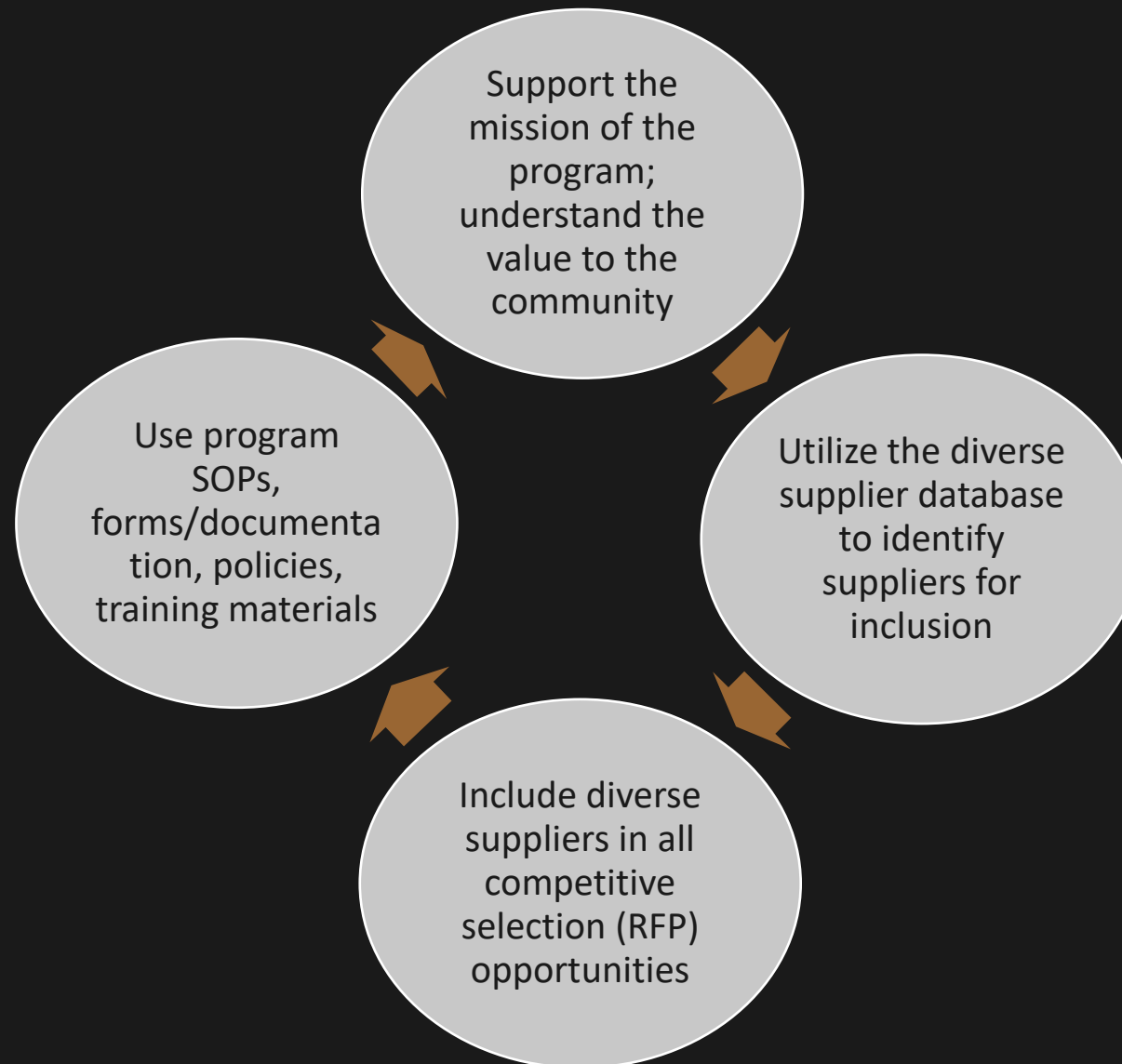
Positive economic benefit for local socio-economic communities

Widen the pool of suppliers and promote competition which can improve quality, decrease costs and improve resiliency





# WHAT CAN YOU DO?



# IDENTIFYING & INCLUDING DIVERSE SUPPLIERS

SIXT's Diverse Supplier database contains millions of diverse suppliers and is searchable by various filters such as certification, industry, geographic location and many more.

- SIXT's RFP templates include questions for suppliers about supplier diversity certifications they may have.
- Good Faith Effort documentation is required if a non-diverse supplier is selected, which prompts for details of the selection process - if diverse supplies were included or not, and if awarded or not, etc.

# SIXT SUPPLIER DIVERSITY PROGRAM CONTACTS

CHRISTIAN SPRUNGER

DIRECTOR OF PROCUREMENT

CHRISTIAN.SPRUNGER@SIXT.COM

# QUESTIONS ABOUT SUPPLIER DIVERSITY?



# DISCLAIMER

*In the event any Supplier begins a business relationship with the SIXT, and it becomes known to that the Supplier misrepresented itself as a Diverse Supplier, the SIXT has the right to terminate any and all agreements with such Supplier. Upon such termination, we may leverage any Effects of Termination as stated in the Agreement.*

*In addition, such Supplier agrees to indemnify the SIXT from any and all claims presented of whatever nature under the Agreement that would not have occurred BUT FOR misrepresentation of Supplier as a Diverse Supplier.*