MINORITY PROFESSIONAL NETWORK

MPN Educational and Training Services Division (ETSD)

"SAMPLE" TRAINING PROPOSAL

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Training Type	Date	Client	Payment Options	Cost Proposal Terms
Sample Diversity Training Courses & Fees	1/1/2008	Company XYZ	Check or Credit Card	Rates Valid for 90 days

Please note that our training courses are tailored to meet the specific needs, learning objectives, requirements, class sizes, and budgetary constraints of our clients. Therefore, the information below reflects sample pricing and training options, and reflects a subset of the training options available through our company and our training partners.

DIVERSITY TRAINING SUMMARY FEES

Training Category:	**General Diversity & Inclusion Training**		
Estimated Instructional Fee:	**$7500.00***	**$3500.00***	**$2000.00***
Length of Course (options):	**2.5 Day** Full Course	**1 Day** Workshop	**½ Day** Seminar
Max Number of Attendees:	**50** students	**50** students	**25** students

* The actual billed fee could vary, and will dependent on the length and type of training and the total number of students per session.

Please note that our training modules reflected in **Appendix I** below can be delivered in full as a comprehensive 2.5 day course, or in pairs as a 1 day workshop, or individually as half-day seminars.

Vendor Mailing Address:
Minority Professional Network, Inc.
P.O. Box 55399
Atlanta, GA 30308-5399

Vendor Telephone Number:
+1 (770) 322-9323 (direct)
888-676-6389 (USA Toll Free)

Vendor Fax Number:
+1 (770) 322-1987

Vendor e-mail address:
Training@MinorityProfessionalNetwork.com

Tax ID Number:
68-0542084

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APPENDIX I – MPN DIVERSITY TRAINING COURSES & SEMINARS

Course Title: **The Business Case, Values and Benefits of Diversity and Inclusion**

Course Length: 2.5 Days

Notes/Comments: Our training modules reflected below can be delivered in full as a comprehensive 2.5 day course, or in pairs as a 1 day workshop, or individually as half-day seminars.

Course Materials:
– Customized Workbooks for up to 50 students
– Assessments, Worksheets and Exercises

Course Objectives: The learning objectives for a **full 2.5 day** course will include the following:

– Understanding the components of an ongoing and highly effective diversity and inclusion service delivery model.
– Increasing general knowledge and awareness about effective diversity and inclusion programs.
– Understanding the process for beginning and sustaining highly effective diversity and inclusion programs.
– Assessing the organizational and employee benefits, value, and importance of highly successful diversity and inclusion programs.
– Increasing and enhancing the overall effectiveness, communications and working relationship through implementation of effective diversity and inclusion programs.
– Examining general concepts that are relevant to business and performance improvement by understanding the various changes and challenges affecting organizations both on a global and local level.

Course Description: Gain greater knowledge, understanding, awareness, and techniques for enhancing diversity and inclusion in your organization. Participants will learn about processes, tactics, service delivery models, value proposition, individual and organizational benefits, and the importance of starting and sustaining ongoing and effective diversity and inclusion relationships and programs. When done well, Diversity & Inclusion can improve performance levels and individual behavior, business processes and business results throughout your organization. This course will focus on behavioral and process changes, and the productivity gains, expansion, growth and simply survival to justify the investment of cost, time and organizational energy demanded by these changes.

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Individual training modules may include but will not necessarily be limited the following topics:

- What is Diversity & Inclusion Really About? Why is it Necessary?

- Understanding, Valuing and Respecting Cultural and Ethnic Differences

- Examining the Business Case for Diversity

- Vital Role and Importance of Developing and Cultivating a Highly Diverse Culture and Work Environment

- Expectations and Dynamics of an Effective Diversity and Inclusion Program

- Increasing knowledge and understanding of "Diversity" and its simple terms reference to variance and variability from a cultural norm.

- Increasing knowledge and understanding of "Diversity" and its organizational terms reference to employees who do not confirm to what is expected, reinforced, and rewarded as "successful and desirable" by the organization's culture.

- Increasing knowledge and understanding of "Inclusion" and its reference to a condition which allows this variance and variability to exist and flourish.

- Increasing knowledge and understanding of "Inclusion" and its organizational terms reference to the climate and culture that allows employees who do not conform to the norm to flourish within the organization.

Primary Instructor

C. J. Bland, CEO and founder of Minority Professional Network, Inc. (MPN), is the principal speaker, presenter or instructor for some of our seminars, workshops, presentations, and training courses. The current company was formed in 2001, largely as a result of the merger of Mr. Bland's consulting and communications services companies, which were formed, respectively, in 1995 and 1998.

Mr. Bland brings 20+ years of professional experience, including a highly robust and extensive academic, corporate, leadership, training, consulting, organizational, political, and entrepreneurial knowledge, wisdom, and experiences into the training environment to the benefit of students' in enhancing their learning experience, preparation, knowledge, awareness and development.

Mr. Bland has conducted numerous seminars, workshops, and training classes as well as delivered multiple presentations or speeches to a wide variety of audiences, ranging from small and intimate interactive group settings to hundreds of participants. Mr. Bland's training or speaking subjects, topics or themes have been highly robust, including, but not limited to diversity, cultural, mentoring, leadership, networking, entrepreneurship, sales, business development, telecommunications, technology, urban planning, and others.

His educational achievements include a MBA degree in Management and Information Systems, a B.S. degree in Electrical Engineering, and a B.S. degree in Physics. His entrepreneurial and corporate career includes various Business Development, Sales, Consulting, Technology, Training and Development, and Engineering leadership or strategic positions with Johnson Controls, AT&T, SBC Telecom, Dual Incorporated (at NASA's Johnson Space Center), and Newport News Shipbuilding Company.

Mr. Bland has been engaged in or earned numerous leadership, service or awards and recognitions, including the following: Atlanta Regional Commission (ARC) Board Member; Past President of the National Black MBA Association - Atlanta Chapter; Who's Who in Black Atlanta Community Leader; INROADS/Atlanta Facilitator of the Year; Atlanta Public Schools Adopt-a-Student Program Mentor of the Year, and others.

Mr. Bland is also current or past member, or supporter of several other agencies and organizations, including the State of Georgia Governor's Small Business Center Mentor Protégé Program; the U.S. Department of Commerce Minority Business Development Agency (MBDA) MEDweek Program, the Georgia Department of Labor PEN Group; Atlanta Business League (ABL), National Society of Hispanic MBAs (NSHMBA), Georgia Hispanic Network (GHnet), National Association of Black Accountants (NABA), National Society of Black Engineers - Alumni Extension (NSBE-AE), National Sales Network, and others.

A long-time supporter and frequent guest speaker at several metro Atlanta area colleges and universities (i.e., Clark Atlanta University, Emory University, Spelman College, Keller School of Management, Kennesaw State University, Georgia State University); Mr. Bland was recently a Leadership and Professional Development part-time Adjunct Professor at Clark Atlanta University's School of Business.

Our Clients and Experiences

In addition to the aforementioned facts, the Minority Professional Network's training and development experience and capabilities are bolstered by our web portal, which contains hundreds of thousands of resources and serves as the global Career, Economic and Lifestyle Connection™ for progressive business professionals, entrepreneurs and students. The highly interactive and robust online resource, content and marketing portal – http://www.mpnsite.com, has served millions of progressive multicultural and ethnically diverse professionals, and women from all U.S. states and over 50 international countries.

Our firm supports, adds value and drives results on behalf of our clients via a robust portfolio of online, e-Marketing and offline services and solutions. We typically implement custom solutions in support of our clients' recruiting and resume generation, marketing and branding, training and development, diversity and supplier diversity, event planning and promotions, and related objectives and requirements.

Our firm has conducted training workshops and seminars, or given speeches or presentations to various audience types. Our list of clients encompasses various sectors, including corporations (large, mid-size, and small), government agencies (federal, state and local), advertising agencies, colleges and universities, non-profit organizations and agencies, advertising agencies and public relations firms, and various other entities. Our client list includes the U.S. Department of State, PricewaterhouseCoopers, CIA, FBI, BellSouth, Xerox, MassMutual, Interface Flooring, A.G. Edwards, MetLife, JWT, TMP, Johnson Controls, Honda Manufacturing and numerous others – http://www.mpnsite.com/mktg/clients.pdf.

Instructional Systems Design

While we have not fully implemented ISD into our training modules, as a result of extensive corporate, training, consulting, leadership and related experience; our instructional staff has knowledge and awareness of prior exposure to various degrees of Instructional System Design (ISD) and/or other traditional systematic approaches to training such as Performance-Based Training (PBT) and Criterion Referenced Instruction (CRI).

Therefore, in accordance with the components of a systematic approach to training we are continuously seeking to adopt and implement more aspects of ISD and PBT processes as we enhance existing and develop new courses. Thus, we are increasingly focusing on developing flexible, highly effective and efficient training programs and support materials that emphasize sound decision making in determining the who, what, when, where, why, and how of training.

Website link to Sample Presentations

- http://www.mpnsite.com/resources/presentations.asp