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## **NEXCOM Named One of "Top 50" Best Companies for Latina Women**

LATINAStyle Magazine has named the Navy Exchange Service Command (NEXCOM) as one of the 50 best companies for providing the best career opportunities for Hispanic women. Of NEXCOM's nearly 14,000 associates worldwide, over 11 percent are Hispanic and seven percent are Hispanic women.

In acknowledging the award, Robert J. Bianchi, NEXCOM's Chief Executive Officer said, "NEXCOM is committed to supporting the diversity policy of fostering an inclusive workforce, building an environment that respects the individual and offering opportunities for associates to develop to their full potential."

The LATINAStyle 50 Report acknowledges organizations that have a mission of diversity and inclusion that has been reflected in the way they recruit, promote, provide benefits, and create programs for the betterment of their employees. Though the majority of the programs offered are available to all employees, the companies selected have shown an exceptional effort in their recruitment and advancement of Latina professionals. This year, LATINAStyle Magazine also looked for corporations that have programs to recruit veterans and military personnel.

"The title of a Top 50 employer for NEXCOM is an incredible achievement," said Rear Adm. Mark Heinrich, Commander, Naval Supply Systems Command (NAVSUP), the command which oversees NEXCOM Operations. "My pride for the accomplishments of Rob Bianchi and the entire NEXCOM team is boundless. It's this investment in quality of work that builds a foundation for good business, engenders a sense of trust, and defines our culture. Well done!"

According to Gwen Marlow, NEXCOM's Director of Workforce Diversity, hiring talented individuals is critical to NEXCOM's success. In order to hire the most talented, NEXCOM uses several sources from which to recruit Hispanic women and other ethnic minorities. NEXCOM's best practices include recruiting at Hispanic serving educational institutions; maximizing the Student Educational Employment Program and Hispanic Association of Colleges and Universities (HACU) internships; and participating in job fairs that are expected to attract a diverse audience.

"Hispanic women have a lot to offer our Navy, and we are proud of NEXCOM's efforts in ensuring these talented women have an inclusive workplace to share that talent with our Navy," said Cmdr. Angela Katson, Director of the Navy Office of Diversity and Inclusion. "It is through

efforts like theirs that our Navy continues to make real, tangible progress in securing a diverse and imaginative talent pool both now and for our future.”

To support its diverse workforce, NEXCOM encourages participation in career development and tuition reimbursement programs. “NEXCOM senior leaders are also committed to providing associates substantive training and developmental opportunities as well as participation in a formalized mentoring program,” said Bianchi.

NEXCOM will receive its award at the *LATINAStyle* 50 Awards and Leaders Diversity Conference in Washington, D.C., on February 7, 2013.

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### **About NEXCOM**

The Navy Exchange Service Command (NEXCOM) oversees 100 Navy Exchange (NEX) facilities and nearly 300 stores worldwide, 40 Navy Lodges, Ship’s Stores, the Uniform Program Management Office, the Navy Clothing Textile and Research Facility and the Telecommunications Program Office. NEXCOM's parent command is the Naval Supply Systems Command. NEXCOM’s mission is to provide authorized customers quality goods and services at a savings and to support quality of life programs for active duty military, retirees, reservists and their families. NEXs and Navy Lodges operate primarily as a non-appropriated fund (NAF) business instrumentality. NEX revenues generated are used to support Morale, Welfare, and Recreation (MWR) programs. In FY11, \$2.7 billion in sales were generated with \$42.8 million in dividends provided to Navy MWR programs.