



## Black Leadership Advisory Council: Michael Thomas

**Name:** Michael Thomas

**Title:** Senior Vice President, Wine - Texas

**Location:** Grand Prairie, Texas

**Date of Hire:** May 1993



### Why did you choose to participate in BLAC?

I chose to participate in BLAC to help lay the initial groundwork for programs that would assist RNDC in recruiting, retaining and promoting talented Black professionals.

### What do you hope to accomplish as a member of BLAC?

As a whole, the beverage alcohol industry has not achieved the same level of diversification in its workforce as other consumer product goods companies. I would love to see RNDC and Young's future diversity platforms, molded by the Black Leadership Advisory Council, to influence all divisions and levels throughout the organization and become the industry standard.

### What is your vision for current and future Black professionals?

I envision a broader representation of Black professionals at each level of sales, management, IT and operations within the RNDC and Young's network. A broader representation will lead to positive variations of critical thinking and innovation which will generate exciting energy and new ideas. I want RNDC and Young's to be a company where every qualified Black professional will be given an opportunity to grow with our company and help RNDC and Young's excel above industry standards.

### Why does representation matter to you?

In efforts to build a stronger, more successful company, diverse representation is necessary to produce greater collaboration and creativity. Representation means employees are valued and respected for their knowledge and expertise which cultivates a greater level of productivity in the workplace for the future.

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