



The Mosaic Consortium

Founded by multi-cultural business executives, The Mosaic Consortium is an enterprise that blends the dynamics, and cross-functional, multi-disciplined expertise of a variety of consulting firms. It is the creation of two enterprising women, Evelyn Montalvo, President of Montalvo Associates and Norma Romero-Mitchell, President of Benefits Plus Consulting Group. The Mosaic Consortium offers its clients unique, customized programs and processes that help to improve financial outcomes, as well as, enhance employee performance.

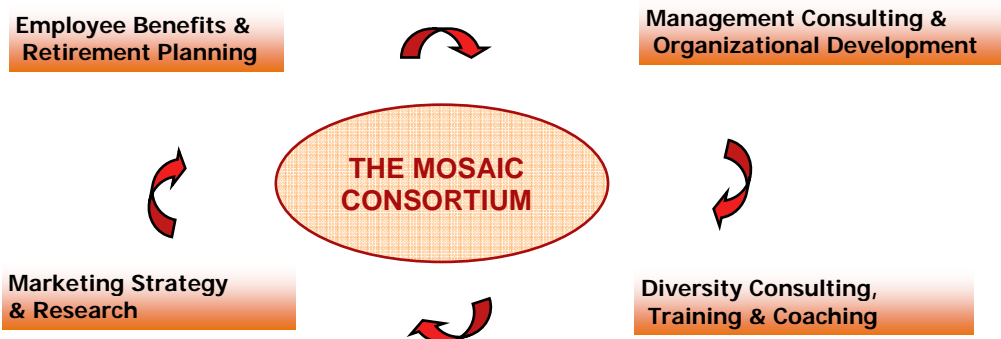
Our Mission

The Mosaic Consortium's mission is to assist its clients with improving financial security, cultural competency, business performance, and organizational effectiveness.

Our Business Approach

Through the implementation of our effective and distinctive 4 core functional approach, we guide our clients through the process of improving their financial bottom line and overall operational performance.

Performance Edge Solution



Women/Minority Business Certifications:

Minority and Women Business Enterprise
City of Philadelphia
Commonwealth of Pennsylvania
State of Delaware

State of Maryland
SEPTA
8a/SDB

Our Clients' Benefits:

- Cross-Cultural Competency with Multi-lingual Capability
- Innovative Business Approaches that are Metric Driven and Results Oriented
- Strategic and Creative Capabilities that Provide Successful Market Direction and Penetration
- Expertise in Recruitment, Development, and Retention of a High Performing Multi-Cultural Workforce
- Cross Functional Teams that Lead an Organization to Improved Financial Standing
- Managerial Understanding of How to Increase and Improve Business Relationships at all Organizational Levels

Services Offered: The Mosaic Consortium's unique business approach helps its clients achieve a sustainable competitive advantage. Our services consist of the following:

<p><u>Diversity Consulting, Training & Coaching</u></p> <ul style="list-style-type: none"> - Global Competence, Diversity & Inclusion - Leadership Development - Conflict Resolution - Executive Coaching/Facilitation 	<p><u>Management Consulting & Organizational Development</u></p> <ul style="list-style-type: none"> - Human Capital Planning - Process Improvement & Performance Enhancement - Business Impact Analysis - Organizational Effectiveness Planning - Business Transformation Consulting
<p><u>Marketing Strategy & Research</u></p> <ul style="list-style-type: none"> - Market Research & Applications - Marketing Strategy - Public Relations Plan Creation - Implementation Brand Equity Image Creation - Campaign Media Training 	<p><u>Benefits Planning & Investments</u></p> <ul style="list-style-type: none"> - Employment Benefit Plan Development & Implementation - Health & Welfare Plan Consulting - Financial Planning & Education - Pre & Post Retirement Planning - Investment & Pension Fund Advisory

The Mosaic Consortium Partners:

The Mosaic Consortium is inclusive of associates represented by a variety of genders, races, cultures, ethnicities, physical challenges, and sexual orientations. At present, The Mosaic Consortium is partnered by the following multi-cultural women.

Evelyn Montalvo, Co-Founder, Diversity Consulting, Leadership Development & Coaching is also President of Montalvo Associates, a management & diversity consulting firm, with over 25 years of senior corporate experience, that has designed and delivered organizational development and diversity strategies and training, leadership development, and executive coaching to achieve sustainable high performance and business results for clients in the US and abroad.

Norma Romero-Mitchell, Co-Founder, Benefits Planning & Investments is also President of Benefits Plus Consulting Group, Inc. and a seasoned Registered Investment Advisor and licensed insurance professional with over twenty years of senior line business experience in the design and delivery of employee benefit plans tailored to improve the employee retention, morale, and productivity of public and private sector clients.

Claire L. Karr-bo Tse, Diversity Consulting, Training & Executive Coaching is a People Consultant specializing in Cultural Competence, Leadership and Managing Polarities. She has over twenty-seven years of business process experiences; fifteen-year tenure at Mobil Oil Corporation and twelve years of experience as a consultant for Corporate 1000 companies, as well as, government agencies in the Intelligence Community.

Elizabeth Suarez, Marketing Strategist, Research Executive, Facilitator & Mediation is a result driven business consultant with extensive P&L management, marketing strategy know-how and start-up business practice in domestic and international markets. She assists her clients with the deployment of innovative marketing and public relations plans, as well as, research approaches through the facilitation of executive retreats, focus groups, and market surveys resulting in effective social marketing campaigns that educate and influence target populations.

For more information about The Mosaic Consortium, please contact info@montalvosolutions.com