



Black Leadership Advisory Council: Michael Acie

Name: Michael Acie
Title: Area Sales Manager
Location: Atlanta, Georgia
Date of Hire: February 2004



Why did you choose to participate in BLAC?

I brought this concept to my leadership team here in Atlanta through the Black History Month spotlights and then again during our roundtable breakout sessions this year. I chose to participate because this is a very important topic for me as an African American. I am passionate about making an impact on diversity at the executive level and throughout the organization for African Americans looking to advance their careers, as I am looking to advance mine. I looked closely at the leadership structure in our organization and didn't see anyone who looked like me and thought, "*How can I make a difference?*"

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

I hope to help create a pathway for African Americans looking to advance within the company while breaking down barriers between minorities and leadership. I hope to be able to help foster relationships that allow people to look at the talents of individuals they may not have ever considered for positions due to lack of proximity to each other solely based on ethnic or racial backgrounds and differences. I believe this will also strengthen the company as a whole by adding diversity of thought at the leadership levels while bridging the gap and tearing down racial barriers and stereotypes on all levels. I hope to help facilitate the flow of trust and respect for all associates creating a harmonious atmosphere within RNDG and Young's.

What is your vision for current and future Black professionals?

My vision for current and future Black professionals is that we are afforded the same opportunities to advance based on our performance and business acumen, especially to the executive level as everyone else. I envision Black professionals in EVP, VP and C-suite roles within our organization, and all organizations for that matter.

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Why representation matter to you?

Representation matters to me because it is essential to all organizations that wish to thrive in our economy. Diversity of thought and ideas are the driving force behind success in all industries. When everyone has a voice at the decision-making levels, it has been proven that you have a more engaged workforce as well as a more profitable company. It shows everyone that your talents will be appreciated and rewarded with opportunity for advancement and a sustained career trajectory, resulting in lower turnover and help to avoid exceptional talent loss.

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