

“Soaring in Solidarity”



Tabor 100 is an association of entrepreneurs and business advocates who are committed to economic power, educational excellence and social equity for African-Americans and the community at large.



April/May 2020

Message from the President

Tabor Neighbors:

I hope you are all faring as well as possible given the COVID-19 situation.

This period has been difficult for all of us and we here at Tabor 100 have done everything we can to make it better for our members and others in the community. We have attempted to share with you opportunities both to enhance your business and secure funding to weather this pandemic. We continue to provide assistance and encourage you to reach out to us at covid19@tabor100.org if you need anything that you believe Tabor 100 can assist with.

We are anxious to hear from you about opportunities you may be aware of and want to share with our members. We appreciate the many members who have shared with us the various offerings of government agencies and private companies designed to help our businesses “weather the storm” of this pandemic. We have dutifully passed the information on and know that some of you have been blessed by this generosity.

I want to take a minute to encourage all of you to heed the directives to wear masks, practice social distancing, and adhere to the mandates of health experts as we work our way through the COVID-19 pandemic.



You have read the reports, including an article in this newsletter last month, about the disproportionate toll African Americans and Latinos are experiencing from COVID-19.

Information about who is getting the disease and who has died from it is incomplete due to poor tracking and sometimes an unwillingness to release the data. Regardless, it is confirmed that while African Americans make up 13% of the nation’s population, we account for 30% of the COVID-19 patients. Latinos are also suffering disproportionately, even here in Washington state where they represent 13% of the population, and 25% of those infected.

I urge you to take the necessary precautions and protect yourselves. If you are Black or Latino, you already fall into a high risk category. If you suffer from diabetes, high blood pressure, obesity, chronic lung disease, moderate to severe asthma, liver and kidney disease, or are over 60, you have another strike against you.

Isaiah 40:31, NKJV

“...But those who wait on the LORD shall renew their strength; they shall mount up with wings like eagles, they shall run and not be weary, they shall walk and not faint...”



Tabor 100 HUB Administrator:

On May 1, Ray Bradley, long-time Tabor 100 member, business owner and technology expert, was appointed Tabor 100's HUB Administrator.



Ray Bradley, Tabor 100 HUB Administrator

His expertise will be invaluable as we reshape much of what we offer at the HUB."

Ray has been a Tabor 100 member since 2009 and has deep roots in the Seattle community growing up in the Central District.

Speaking about the current Covid-19 situation, Bradley said: "We are built for times like this, as African Americans we have had to learn to adjust and pivot and not always take the safe route. My role at the Tabor HUB will be to help our members stay focused and persevere during these challenging times."

Ray Bradley is available during normal Tabor 100 business hours and can be reached at 425-528-0108 and Ray.Bradley@tabor100.org.

Bradley will provide day-to-day management and technical assistance in-person at the HUB, remotely through video conferencing and telephone.

Ray is busily creating an environment at the HUB that caters to the new social distancing, remote interaction environment. His charge is to provide a high-level of customer service to any Tabor 100 member and others in the minority community in need of Tabor's help. He will also be responsible for carrying out the protocols necessary when we reopen the HUB per the Governor's "Stay Home, Stay Healthy" order.

"Given the current pandemic, it seemed we needed someone with a strong background in digital technology to be the HUB Administrator," explained Ollie Garrett, President of Tabor 100. "Ray comes very highly recommended and has been a Tabor member for more than a decade.

"We are built for times like this."

RESOURCES ABOUT CORONAVIRUS ISSUES INCLUDING BUSINESS FUNDING

www.seattle.gov/mayor/covid-19

(in English and other languages)

[Coronavirus.gov](https://www.coronavirus.gov)

[Coronavirus.wa.gov](https://www.coronavirus.wa.gov)

(in English and Spanish)

SEATTLE CREDIT UNION

RICHARD ROMERO, PRESIDENT/CEO

Hello Tabor 100 Members!

Seattle Credit Union has been around since 1933 and is no stranger to economic challenges. Having been founded during the Great Depression by several City of Seattle Employees, our history is based on helping those in need. During the current crisis, we've focused on some key areas in order to help individuals and small businesses:

Seattle Credit Union Lifeline Loan – This loan was designed as an emergency “bridge loan” during government shutdowns. We've rolled this product back out during these times in order to help bridge people to benefits that may take time to reach them (i.e. unemployment, CARE Act funds, etc.). You can find more information about these loans at <https://www.seattlecu.com/lifeline-loan>.

SBA Payroll Protection Plan – Seattle Credit Union has been processing the SBA PPP loans for current business members, regular members and non-members. As you may have heard, we are at the mercy of the system which includes challenges such as funding limitations, limited resources to input loans and lastly, the completeness of the applications. We are currently accepting applications on our website (<https://www.seattlecu.com/sba-loans>) and highly encourage you to utilize Tabor 100's technical assistance in order to make sure your application and paperwork is as complete as possible so it can be submitted quickly. We do not know how long the funds will last so please act quickly.

Regular Business and SBA Loans and Business Services – SCU offers traditional business loans and services that may complement emergency loan programs. Please inquire on our website for more information (<https://www.seattlecu.com/business>).

We recognize that these times are very challenging and dealing with the unknown is stressful and disorientating. We are willing to work with you and provide guidance on how you can access financial resources for your business. Our Small Business Development Manager, Angelica Doty, is ready to assist you and she can be reach at angelica.doty@seattlecu.com with questions regarding your business.

We believe that by partnering with Tabor 100 and the critical services they provide, we can create solutions to help you get through these tough times. You have our commitment that we will do our best to come up with ways to help you through this economic disaster. Please keep in mind, that we serve businesses at all levels. Businesses with less traditional operations may experience delays and some obstacles that need to be met in order to qualify for programs. We're here to help - our goal is to provide service to everyone.

We appreciate the partnership with Tabor 100!

Richard Romero
President/CEO
Seattle Credit Union



Richard Romero
President/CEO
Seattle Credit Union



CHRIS ODUM, PLANET FITNESS GYM OWNER

TABOR MEMBER

For the past nine years Chris Odum has been the owner/operator of seven Planet Fitness Gym franchise locations in Renton, Kent, Woodinville, Marysville, Des Moines, and Federal Way Washington.



Chris Odum, Planet Fitness Gym
Owner, Tabor 100 Member

Raised in the Redmond/Woodinville Washington area, Chris graduated from Morehouse College in 2007 with a degree in Business Administration and a concentration in Marketing. After obtaining his bachelor's degree, Chris accepted a role as a Territory Sales Manager for Energizer Battery Company, Inc. in Birmingham, AL. After relocating to Hoover, AL, a suburb of Birmingham, he was first introduced to Planet Fitness when the gym opened a new club in the area.

In 2011, as managing partner through his family's business, Lucky Star Enterprises, he opened their first Planet Fitness franchise in the Greater Seattle area. At that time Planet Fitness had approximately 400 locations and today now has more than 2,000 locations nationwide.

Lucky Star Enterprises has shown tremendous growth, opening five of its seven gyms within the last three years and plans to open 10 additional locations throughout Western, WA.

Over the past eight years Chris' responsibilities as owner/operator have been: area development, new site selection, construction oversight, employee development, marketing, strategic planning, increasing club operations' profitability, problem solving, and providing exceptional service to its members.

Planet Fitness was recently named to Fortune Magazine's 2019 '100 Fastest-Growing Companies' list, ranking 58 among the world's top three-year performers in revenues, profits, and stock returns. The franchise aims to create an environment where members can relax and progress at their own pace to reach their own personal fitness goals without having the feeling of being judged.

Planet Fitness is the Judgement Free Zone Gym.



TABOR MEMBERS FIND SUCCESS IN COVID-19 PAYROLL PROTECTION PROGRAM

HENRY YATES, TABOR PUBLIC AFFAIRS CHAIR

Tabor 100 has worked to make sure members and others of minority business community know about the federal Payroll Protection Program (PPP).

The Seattle Credit Union CEO has penned a letter elsewhere in this newsletter expressing his institution's commitment to Tabor 100. The Credit Union is assisting the minority business community in this pandemic using the PPP process and other mechanisms that get direct funds to our businesses.

The PPP provides loans to sole proprietors and businesses with employees and carries a 1% interest rate that a business does not need to start paying back for six months. In addition, if the loan is used for eligible expenses (including payroll, mortgage interest, and utilities), it can be forgiven.

If you receive Payroll Protection funds, follow the rules regarding what they can be spent on so that after eight weeks, you can apply for "forgiveness" with your lender and have the loan fully or partially terminated.

Tabor 100 encourages minority businesses to reach out to the Seattle Credit Union which is taking PPP applications.

George Frost, owner of GW Frost and Associates recently wrote to say:

"I am a sole proprietor. I finally decided to apply for the SBA PPP loan through the Seattle Credit Union after hearing from Tabor 100 that the credit union still had PPP funds. After just four days from the time I completed the application I received notice from the Seattle Credit Union that SBA had approved my PPP loan application.

Thanks for keeping Tabor 100 members informed of available resources."



George Frost, CEO, GW Frost and Associates

Charis May Hnin, Principal and Chief Strategist of Talitha Consults said the following:

"A few weeks ago, I contacted numerous banks including the institution I use for my business to apply for Paycheck Protection Plan (PPP) loan. Unfortunately, none of the institutions could accept my application due to a high volume of applicants from the first round. I was distraught!

Then I saw an email from Tabor 100 President, Ollie Garrett. In her email, she encouraged Tabor members to apply for PPP through the Seattle Credit Union. Also, to let her know when Tabor members have applied for a loan so she can advocate for the application process. At first, I was skeptical but then I thought, Why not! Here is an opportunity to act and someone will advocate for me! So, I changed my attitude and did exactly as her email outlined.

The steps I took were: 1) I opened a business account with the Seattle CU, 2) I mentioned to the CU rep that I am member of Tabor 100 and that the President of organization is advocating for me. Guess what?? On the same day my business account became active, I got an email from a loan

processor from the CU for PPP. The rep walked me through the process and assisted me with the application.

I am so very pleased to inform you that the representative at Seattle Credit Union was very helpful and expedient in helping my business apply for the loan. I am thankful for

Tabor 100 and Ollie for taking care of the Tabor family by sharing

useful resources and direction for actionable steps that I can take so small, minority and woman-owned business like mine can remain resilient during these trying times."



WELCOME NEW MEMBERS

April

Malcolm Waters, Ovation Technology LLC

JD Hill, Trustus Commercial Cleaning

Lois Martin, Community Day Center for Children

Pascal Jean-Baptiste, 5 Microns Inc.

Lylia Nichols, The Integrity Nurse Consultants LLC

Agnes Opong, Get Beautied Salons L.L.C

John Fulghum, JMF Holdings

Darrin Christopher, We Sparkle Clean

May

R. Miguel Lynch, Executive Printing Services

Brenda Nnambi, Sound Transit

Jennifer Hoback, Sound Transit

Lisa Phair, Sound Transit

Candace Dickson, Sound Transit

Jackie Martinez- Vasquez, Sound Transit

Amanda Lanier, Sound Transit

Mike Johnson, Sound Transit

Lionel Boisvert, Sound Transit

Leslie Jones, Sound Transit

Beverly Cobb Zahir, Sound Transit

Dan L Bundy, DAN L BUNDY INC

Lisa Phair, Sound Transit

Learline Romine, Product Service Finders

Joanne Francis, Griffin, Hill & Associates

TABOR THANKS THE SEATTLE FOUNDATION

Tabor 100 was recently awarded \$50,000 from the [Seattle Foundation](#) to support Tabor's COVID-19 response efforts helping people of color, immigrant, and women business owners in the Puget Sound region!





Access to Equal Opportunity

The Port of Seattle is committed to building a strong, inclusive economy. With the Diversity in Contracting Resolution, we're making sure that includes businesses like yours.

Our goal is to triple the number of women and minority-owned businesses that contract with the Port by 2024 and remove barriers to expand the development of other disadvantaged business enterprises.

GROW YOUR BUSINESS AND SKILLS WITH THE PORT:

1. Bid on open contacts

Register your business in our database, and search and apply for contracts through a clear and fair process on <http://bit.ly/Facts19>.

2. Train with PortGen Workshops

Excited for opportunities but not sure where to start? We're here to support you.

Join quarterly workshops to learn how to do business with the Port, get certified as a vendor, and network with representatives.

3. Learn on our site

Access resources year-round on the site. From video how-tos to lists of upcoming opportunities and events, you can find all the information you need for success.

LEARN MORE

<http://bit.ly/Facts19>

THE TABOR 100 BOARD

President: Ollie Garrett
President@Tabor100.org

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VP@Tabor100.org

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**WE ENCOURAGE YOU
TO REACH OUT!**

Lilly salutes Tabor 100
and its support for
small and diverse
business development.

www.lilly.com

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UPCOMING EVENTS

5/13 to 6/24: UW — Foster School:
[Covid-19, Pivoting to Recovery and Sustainable Growth](#)

5/28, 3-4 p.m.: Absher Construction
[Virtual Othello Square Outreach Event](#)

6/3-7/15: Sound Transit
[Indirect Cost Training, Multiple Sessions](#)

6/25: Working with SDOT
[Move Seattle Outreach Event](#)



City of Seattle WMBE News

April 2020

Purchasing and Contracting

Division Director: Liz Alzeer, liz.alzeer@seattle.gov



The City of Seattle strives to promote equity in our purchasing and contracting opportunities through the following social equity programs:

- WMBE Inclusion
- Apprenticeship
- Priority Hire
- Acceptable Work Sites

Update on COVID-19: City of Seattle Purchasing and Contracting

To protect the health and safety of our staff and customers, and to help mitigate the impact of COVID-19, Purchasing and Contracting is temporarily closing our customer service counters.

Purchasing and Contracting staff are still available to take your call and support work with WMBEs. Please contact Carmen Kucinski at carmen.kucinski@seattle.gov to get connected, and to find the latest information visit the pages below.

Public works projects are advertised in the Seattle Daily Journal of Commerce and online at the eBid eXchange website <https://www.ebidexchange.com/seattle/>. A complete list is on the Purchasing and Contracting (PC) website at <http://www.seattle.gov/purchasing-and-contracting/construction-contracting>

Purchasing and goods and services are posted on the Buy Line Blog: <http://thebuyline.seattle.gov/category/bids-and-proposals/>

Consultant contracts are available on the Consultant Connection website: <http://consultants.seattle.gov/category/announcements/>

Register in the Online Business Directory (OBD)

The OBD search tool will display companies, including women and minority-owned businesses, who have expressed interest in doing business with the City. It includes, but is not limited to, blanket contract holders, firms approved to the City's consultant roster, state OMWBE certified firms as well as companies without current City contracts

<http://web6.seattle.gov/FAS/Registration/Default.aspx>



Mayor Jenny Durkan Announces Initial 250 Grantees of the Small Business Stabilization Fund

Mayor Jenny A. Durkan announced the initial 250 grantees of the City's \$2.5 million Small Business Stabilization Fund. The fund provides \$10,000 grants to small businesses financially impacted by COVID-19. Nearly 9,000 small businesses applied for the first round of the City's Small Business Stabilization Fund, demonstrating that the need goes far beyond what the City can provide without further support from the private sector, philanthropic partners and economic relief from the federal government.

The \$2.5 million expanded Small Business Stabilization Fund is funded by federal Community Development Block Grants (CDBG). The federal government requires eligible CDBG small business awardees to have five employees or less and for the business owner to be at or below 80 percent of the Area Median Income. In addition, the Mayor directed OED to focus outreach on historically underserved small businesses, and nearly 80 percent of the 250 grantees identify as small business owners of color. After screening for eligibility, businesses were categorized as being from high or low-displacement areas of the City, and then awardees from each displacement category were selected by lottery. Weighting the investments towards high-displacement risk areas allowed the City to target businesses that are more likely to experience economic shocks. OED received around 80 applications when the department launched the first Stabilization Fund back in January 2020.

Mayor Durkan and the City of Seattle have worked to implement a series of actions that support artists, nonprofits, small businesses, and workers, including:

- Deferring utility payments for customers impacted by COVID-19
- Implementing a temporary moratorium on residential, small business, and nonprofit evictions to provide relief for working people financially impacted by COVID-19
- Creating temporary restaurant loading zones to facilitate curbside pickup at restaurants
- Announcing a small business relief package that included deferred business taxes and a stabilization fund
- Creating a new Arts Recovery Package to provide immediate financial relief to artists and cultural organizations that have been impacted by COVID-19
- Providing 6,250 Seattle families with \$800 in grocery vouchers
- Providing rent relief to tenants of City-owned facilities; and
- Partnering with United Way of King County and King County to invest \$5 million in rental assistance to help families stay in their homes.

Resources & Guidance for Businesses and Workers Impacted by COVID-19

With loans and grants available at the state and federal level, OED has created a comprehensive resource site for workers and small businesses impacted by COVID-19 and is providing technical assistance that are applying to the Small Business Administration's (SBA) federal loan program to support our small businesses. <http://www.seattle.gov/office-of-economic-development/covid-19/businesses>

OED is also holding weekly webinars to share new info, hear about the impacts businesses are experiencing and answering their questions. Wednesdays from 11:00am- 12:00pm.

Register for the webinars at: <https://register.gotowebinar.com/rt/6719471105046052620>



The City is committed to socially responsible procurement and promoting social equity through our contracts. We work to ensure open and fair procurements, competitive and fair pricing, environmentally sustainable solutions, best labor practices, access to equal benefits and utilization of WMBE firms, when applicable, in City bid decisions and contracts.

City WMBE Team

Policy Advisor – Mayor’s Office	Edson Zavala	206-684-5584
Division Director Purchasing and Contracting-FAS	Liz Alzeer	206-684-4535
Director Equity and Policy - FAS	Elisa Young	206-386-4509
WMBE Compliance	Miguel Beltran	206-684-4525
WMBE Assistance	Carmen Kucinski	206-684-0188
Purchasing	Pam Tokunaga	206-233-7114

Department WMBE Contacts

Office of Arts and Culture	Kelly Davidson	206-684-8362
Office of City Auditor	Melissa Alderson	206-386-4168
Seattle Civil Service Commission	Rhonda Lyon	206-733-9236
Education and Early Learning	Tim Wolfe	206-256-5550
Information Technology	Jeremy Doane	206-684-5962
Department of Neighborhoods	Jenn Brandon	206-684-4959
Planning and Development	Melissa Lawrie	206-615-0778
Construction and Inspections	Denise Campbell	206-386-4035
Seattle Employee Retirement System	Mark Schimizz	206-386-1506
Finance and Administrative Services	Miguel Beltran	206-684-4525
Department of Human Resources	Melinda Merrell	206-470-6885
Human Service Department	Susan McCallister	206-233-0014
Law Department	Candice Foote	206-684-7761
Legislative Department	Monica Martinez	206-684-8361
Seattle Public Library	Jay Donahue	206-684-7410
Municipal Court	John Kerr	206-684-8274
Office of Economic Development	Yonas Seifu	206-684-0379
Office of Housing	Becky Guerra	206-233-0066
Office of Hearing Examiner	Patricia Cole	206-615-1570
Office of Intergovernmental Relations	Tony Vo	206-684-4958
Immigrant and Refugee Affairs	Katherine Cortes	206-733-9116
Sustainability and Environment	Jeanie Boawn	206-615-0817
Office Labor Standards	Martin Garfinkel	206-684-5397
Seattle Parks and Recreation	Bianca Hill	206-386-4381
Seattle Police Department	Valarie Anderson	206-733-9315
Seattle Police Pension Fund	Dan Oliver	206-386-1289
Seattle City Light	Kara Williams	206-549-5806
Seattle Department of Transportation	Viviana Garza	206-684-5188
Seattle Center	Jessica Smith	206-684-7117
Seattle Fire Department	Sheila Kelly	206-686-1152
Ethics and Elections Commission	Wayne Barnett	206-684-8577
Seattle Office of Civil Rights	Latrice Ybarra	206-684-4539
Seattle Public Utilities	Katia Garcia	206-733-9155
Seattle Waterfront	Dorinda Costa	206-615-0765

WMBE Program

The City actively supports utilization of WMBE on City contracts as both primes and subcontractors, and each City department establishes plans and annual voluntary goals for WMBE inclusion in consulting and purchasing contracts. The City recognizes WMBE firms that self-identify with at least 51 percent minority or women ownership. To learn more contact Miguel Beltran at 206-684-4525.

Priority Hire

City construction projects of \$5 million or more operate under a community workforce agreement (CWA) and are required to have a percentage of project hours performed by workers living in economically distressed areas and to achieve goals for hiring women and people of color. For more information contact Anna Pavlik at 206-615-1112.

Acceptable Work Sites

The City requires that our construction work sites are respectful, appropriate and free from bullying, hazing and other similar behaviors. PC monitors work sites, provides trainings and materials, responds to complaints and conducts enforcement as needed. For more information, contact Michael DeGive at 206-386-4128.

WMBE Technical Assistance

The City has contracted with NMSDC to provide technical assistance to firms on how to work with the City. The Technical Assistance will support all businesses with a special focus on WMBE firms. Call (253) 243-6964 or email TAS@nwmmsdc.org to get started. For more information contact Miguel Beltran at 206-684-4525.