

The Langston

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Tabor 100 Newsletter



250TH

Rooted in Justice

Rising in Power

JULY 2026


Tabor

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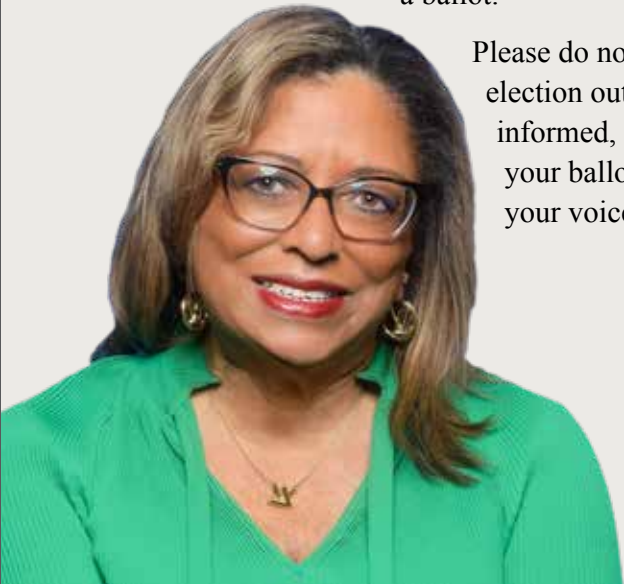


July already! I hope you are enjoying this beautiful summer and finding time to connect with family, friends, and community.

July is also important because ballots for Washington’s August 4 Primary Election were mailed by July 17. Elections have consequences, and their outcomes can directly affect our businesses, families, communities, and everyday lives. I encourage you to learn about the candidates and ballot measures, and, most importantly, **VOTE**.

The deadline to register or update your information online or by mail is Monday, July 27. You may also register and vote in person at your county elections office or voting center until 8:00 p.m. on Election Day. If you have a prior felony conviction, your voting rights are automatically restored once you are released from prison; however, you must register again to receive a ballot.

Washington is a vote-by-mail state, so registered voters automatically receive a ballot. If you have recently moved, visit VoteWA.gov to update your address and voter registration.



Please do not sit this election out. Become informed, complete your ballot, and make your voice heard.

I also hope to see you on **Saturday, July 25**, for two exciting events at Tabor 100:

General Membership Meeting
10:00 a.m.–12:00 p.m.

Tabor Small Business Showcase
11:00 a.m.–3:00 p.m.

The Showcase is a wonderful opportunity to build relationships, support minority-owned businesses, and discover unique, high-quality products and services from local vendors. We received rave reviews following our last Showcase, and this one promise to be even bigger and better. Please join us at the **Tabor 100 Business Development Center, 7100 Fort Dent Way in Tukwila**.

Finally, purchase your tickets or become a sponsor for what promises to be one of the most memorable evenings of the year—the **Tabor 100 25th Annual Captains of Industry Gala on Saturday, September 12, 2026, at the Seattle Convention Center | Summit Building**.

This year’s theme, **“Rooted in Justice, Rising in Power,”** speaks directly to who we are and the work we continue to do. We are honored to welcome **Larry Miller**, former President of Jordan Brand and author of *Jump: My Secret Journey from the Streets to the Boardroom*, as our keynote speaker.

If you would like to volunteer or assist with the Gala, please contact Darci Henderson at gala@tabor100.org. The Gala Planning Committee meets every Tuesday from 6:00–8:00 p.m. at the Tabor 100 office.

Enjoy the rest of your summer, support our businesses, remain engaged, and make your voice heard. **►**

Ollie Garrett
CEO and President

Door Swings

July 2026 Visits | 2,474
Since Opening | 37,411

We must stand together –
Still, we Rise!



We are not
going back!!

SAVE the DATE

6 August 10-11:00 AM @ The Hub	Sound Transit Monthly Vendor Onboarding Session
22 August 8:00 AM-12:00 PM @ The Hub	First Aid & CPR Training *First-come asis, 20 attendees MAX*
29 August 10:00 AM-12:00 PM @ The Hub	Tabor 100 Monthly Membership Meeting

New Members – JULY

Anthony Smith
Corporate Synergy Solutions

Meleake Wubbie
Gullwing Sweeping

Giovanni D
Hansborough
G&I Plumbing LLC

Richard T. DeBrino
PNTG LLC DBA
Pacific Northwest
Technology Group

More small businesses, more opportunities



DES expands participation on stateside office supplies contract

One small business on contract became eight. That’s the result of a new approach DES used when creating its new statewide office supplies contract – creating more opportunities for Washington small businesses while continuing to meet the needs of state agencies.

The new contract includes eight Washington small businesses, up from just one on the previous contract, alongside three large businesses.

The change didn’t happen by accident.

Before releasing the solicitation, DES gathered feedback from the vendor community, did outreach to businesses across the state, and restructured the contract to create more opportunities to qualified small businesses.

“We increased the amount of what we call reserved awards. These are awards set aside especially for the highest-scoring Washington small or certified veteran-owned businesses that did not receive a ‘main’ award,” said Phillip Song, DES contract and procurement specialist.

For contract procurement supervisor Shantel Wight, the goal wasn’t simply to increase the number of businesses on the contract – it was to build a contract agencies would use.

“We can award as many as we want, but if it’s not the right design and right structure, then that doesn’t mean anything if the purchasers don’t purchase from them,” she said. “Hopefully this is the greatest middle ground to see that success.”

The new contract structure also led to an unexpected outcome: one Washington small business earned a

main contract award alongside national suppliers based on the strength of its proposal. “You never know until you know,” Phillip said. “I was very pleasantly surprised.”

For the businesses awarded contracts, the impact reached beyond office supplies. “It means we can grow,” said Austin Miller, vice president and secretary of Spruce Home. “It gives us a little more runway to expand our reach.”

For Pacific Office Solutions, the contract is another way for the Eastern Washington business to reach new customers across the state. “I think the impact can be pretty tremendous because it doesn’t happen all at once,” said Julie Valdez, owner of Pacific Office Solutions. “It really opens a door.”

Pacific Office Solutions General Manager Daniel Gomez said small businesses can offer agencies something different. “We can adapt

and change and meet those customers’ needs very quickly,” he said. “We can make a decision and get that done within half an hour.”

For The Lighthouse for the Blind, Inc., the impact extends beyond business growth. “It means opportunities,” said Ronald Modkins, government accounts executive for AbilityOne Base Supply Centers, which is operated by Lighthouse. “The mindset is more employees, more opportunities for individuals that are blind, deaf, or not capable of finding other opportunities elsewhere.”

DES hopes stories like these encourage more Washington businesses to explore state contracting opportunities.

“If you’re a small business and you’re not certain how to navigate it, that doesn’t mean you shouldn’t participate and try to bid on it,” said Austin. “Washington is probably the best state to get into it, to start – or at least try.”

The new contract structure led to an unexpected outcome: one Washington small business earned a main contract award alongside national suppliers based on the strength of its proposal.

Family Sticks Together

TABOR 100 OMWBE NARRATIVE HIGHLIGHT

DANIEL & LISA RADLOFF RED HAWK FIRE PROTECTION

When Lisa Radloff would visit her husband, Dan, at his previous company, she was immediately greeted by a strong air of silence – the room was dead. Everyone either kept to themselves or walked on eggshells; it felt cold and impersonal. She couldn't imagine running a business where the people who worked there didn't feel respected or didn't have a shared sense of camaraderie and belonging.

"I want people to feel comfortable with giving us their problems," Lisa said. "It's part of who I am."

In 2008, the Radloffs made a bet on themselves – Dan convinced Lisa and their son Daniel to create Red Hawk Fire Protection. Located

in Puyallup, WA, Red Hawk is a fire protection & suppression company, officially founded in 2010, based in the Puyallup Tribe of Indians Reservation, dedicated to protecting families and the livelihoods of businesses from fire-related disasters. While the Radloffs knew the venture would be risky, they'd persevere towards a shared vision of a mom-and-pop-style work environment that'd provide meaningful services and opportunities greater than themselves.

"We were looking for something to build and carry on," Daniel said. "I had the time to do it, my mom had the time to do it, all the pieces came together."

Though some family-owned operations start with a boom, the Radloffs started at a standstill. Opening up shop in the midst of the 2008 housing market crash, Red

Hawk had no backlog of clients or reputation to speak of. Lisa & Dan added their son Daniel, 23-years-old at the time, to their health insurance plan because they couldn't afford to provide insurance benefits through the company. Lisa even recalls how she used to walk into the office some days with a stomach ache from nerves, afraid of what might go wrong, not knowing how they'd deal with it.

But what she did know is she could rely on her husband and son. They're a family; they wanted to create a workspace that felt close, like family.

Because families stick together.

"It wasn't always rainbows and butterflies," Daniel joked. "But we're together... we bared down and said let's make this work."

From working 14-hour days to getting the education and hands-on

experience needed to run all aspects of the business, the Radloffs kept at it. Even during historic setbacks such as the COVID-19 pandemic, the Radloffs and the Red Hawk team kept choosing to walk through the door and do the work, no matter what.

"You just keep coming in; you keep at it," Lisa remarked. "We worked through it as a family."

Being members of the Assiniboine Sioux, Squaxin Island, Cowlitz, Modoc and Puyallup tribes, the Radloffs would eventually obtain OMWBE's Disadvantaged Business Enterprise (DBE) certification, leading to larger opportunities and projects, including the facilitation of fire safety at Emerald Queen Casino. With a background in child social work, Lisa offered employment opportunities to some of the children she worked with, attracting them with an environment that had a family-centric approach and opportunities to gain real-world experience.

"I wanted to give them an opportunity," Lisa said. "It was taking their independent living skills to the next level."

Despite holding their DBE certification for several years, federal regulations implemented in October 2025 require all DBE-certified businesses to reapply. From an operational standpoint, this change put Red Hawk at risk of losing their certification and the community, opportunities, and reputation built with it.



This process also required both Lisa and Daniel (both listed as the primary owners) to submit a detailed narrative explaining how their lived experiences made them eligible for recertification. This forced both of them to relive some of the most traumatic events from their lives in excessive detail, ranging from mental health to personal tragedies. Lisa and Daniel were afraid and baffled.

"[I thought] What? Why?" Lisa exclaimed. "Ok, this is another thing we have to do. What more do you need?"

At this point, Lisa & Daniel chose to get help writing their narrative through Tabor 100's technical assistance program. Paired with Tabor's newest team member, Jason Tran, both Daniel and Lisa expressed gratitude for how quick and thorough the process was and how gentle Jason was in guiding them through their application.

"I didn't feel embarrassed; he wasn't judgemental at all," Lisa said. "They [Tabor] were absolutely critical in helping us," Daniel agreed.

Within three days of submitting the application, Red Hawk's certification was re-approved.

"It was all worth it," said Lisa.

Nearly 16 years later, Red Hawk Fire Protection has grown to a staff of over 100 people, creating opportunities both for their business and their community. Both Daniel and Lisa attribute their success not just to themselves, but to the relationships they built and the network of like-minded individuals they helped foster.

"Surround yourself with people you can trust," said Lisa. "Just stay with it, persevere, go through it."

To request Technical Assistance from Tabor 100, visit tabor100.org/technicalassistance. **D**





King County Opportunities Available for Tabor 100 Members



In the spirit of collaboration, Tabor 100 would like to highlight the many opportunities available for our members to work and connect with its partners at Washington State's King County.

Hosting a variety of events, workshops, and career development opportunities, there are many ways for those within Tabor's community & network to get involved with King County to better both their business and our community. One opportunity includes King County's Supplier workshops. With dozens of registrants each session and hosted at Tabor 100's Hub, attendees are guided by a King County representative on how to become a certified King County vendor.

Other opportunities include the Community Workforce Agreement (CWA) seminar. Hosted virtually by King County in partnership with Mortenson, this workshop will provide an overview of topics & tools necessary for successful participation on all CWA-covered projects. This workshop will occur on Tuesday, July 30th (10 AM-11 AM) via webinar.

Another option available to its members is King County's office hours hosted at Tabor 100's HUB. Occurring every

week, members can meet with a King County employee to discuss topics including, but not limited to, the following:

- How to register on King County's supplier list
- How to opt into King County's supplier/vendor rosters
- How to certify as a small business owner with King County
- Learn more about King County's contracting process
- Tips & resources on how to submit successful bids & proposals
- And much more!

From live events to networking opportunities, we highly recommend all small business owners, professionals, and aspiring working professionals to take advantage of all that our partners at King County have to offer.

To learn more about registering for the Community Workforce Agreement (CWA) workshop, please contact Robin Strom at robin.strom@mortenson.com

To learn more about King County events & office hours, along with the events & office hours of Tabor's multiple state partners, visit Tabor100.org under the Business Development Center tab it's monthly calendar and walk-in hours. ►

Rising Temps in the Workplace

As temperatures begin to rise, employers have a responsibility to protect workers from heat-related illnesses.

Life-threatening heat illness can develop quickly. Therefore, the Washington State Department of Labor & Industries (L&I) has established outdoor heat exposure rules that require employers to implement preventive measures, provide training, and respond appropriately when workers show signs of heat-related illness.

Heat illness occurs when the body is unable to cool itself effectively. Outdoor workers in industries such as construction, landscaping, agriculture, transportation, public works, and event services are particularly vulnerable to hot weather conditions.

Heat-related illnesses can range from mild discomfort to medical emergencies. Common signs of heat-related illness may include, but are not limited to, the following:

- Heat cramps (symptoms include heavy sweating, fatigue, and muscle pain or spasms)
- Heat exhaustion (symptoms include fatigue, dizziness, headache, nausea/vomiting, increased heart rate)

CARTERART PHOTO CREDIT

If you or a colleague is experiencing heat cramps or heat exhaustion, quickly move to a cooler area, drink cool water, and apply cool towels or mist to the skin. If symptoms do not improve or worsen, seek immediate medical attention.

One of the most common medical emergencies that arises from heat-related illnesses is heat stroke. Heatstroke occurs when the human body's internal temperature overheats and cannot cool down through sweating. Common symptoms include very hot, dry, or moist skin due to residual sweat.

L&I's outdoor heat exposure rules also require employers to take proactive measures to prevent heat-related illness among their employees who work outdoors. Employers must incorporate heat safety into their accident prevention program and ensure workers understand the hazards associated with heat exposure. Make sure you update your accident prevention program to include heat-related illness prevention. You may use this template, **HRIAPPAddendum.doc**. Employers must also provide the following to their employees and staff members:

- Heat illness training
 - Easy access to cool drinking water
 - Shade or cooling areas
 - Paid preventative cool-down breaks
 - New and returning workers who are (re)acclimating to the hot weather
 - Emergency response procedures
- See this link for a heat related illness training presentation.**

PLEASE ADVISE – Heatstroke is a life-threatening medical emergency and can lead to death if untreated.

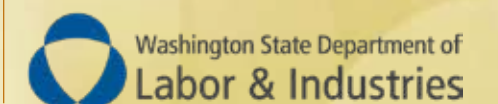
If you or someone you know is experiencing heatstroke symptoms, please call 911 immediately.

Heat-related illnesses are preventable, but prevention requires preparation, training, and vigilance. L&I's heat exposure rules are designed to protect workers and reduce the risk of serious injury or death. By providing water, shade, rest breaks, training, and emergency response procedures, employers can create safer workplaces while maintaining compliance with state regulations.

In summary, please take the time needed to review and update your organization's heat illness prevention programs accordingly. Doing so helps ensure all employees know how to prevent and identify signs of illness before becoming an emergency.

If you need help with your Outdoor Heat Exposure Program, Accident Prevention Program, or any other L&I-related questions, reach out to **LNI@tabor100.org** for assistance completely free of charge. ►

In partnership with the Department of Labor & Industries for employer outreach and education.



July Highlights



Membership Meeting





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>