

The Langston

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Tabor 100 Newsletter

**NATIONAL
BLACK
BUSINESS
MONTH**



AUGUST 2026


Tabor

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I am so excited, the event of the year for Tabor 100 is right around the corner. Join us for the evening of Saturday, September 12, at the Seattle Convention Center, Summit Building. This year's Tabor 100 25th annual Gala will inspire, motivate, and give new meaning to our theme: "Rooted in Justice, Rising in Power."

We will host 700-plus supporters of Tabor 100; all committed to creating opportunities for Black businesses and other minority and women entrepreneurs. Tabor 100 is honored to welcome Larry Miller, former Chairman of the Jordan Brand Advisory Board and author of *Jump: My Secret Journey from the Streets to the Boardroom*, for a fireside chat moderated by Seattle City Attorney Erika Evans, an inspiring conversation on justice, resilience, opportunity, and community empowerment.

We're delighted to have our Master of Ceremonies, former Seattle Mayor Bruce Harrell, returning this year, joined by Seattle Council Chair Joy Hollingsworth.

Our Education Committee Chair, Kevin Washington, will present almost \$30,000 in scholarships to 18 deserving young people. We are very proud of the hundreds of young people and some not so young anymore who have benefited from a Tabor 100 scholarship.



I hope to see you there, and, even better, I'd love to have you on the volunteer team for the Gala. If you'd like to

We will recognize those in our community who have gone above and beyond the call of duty, honoring them with the Tabor 100 Captains of Industry Awards:

- Lifetime Achievement Award — Judge LeRoy McCullough
- Excellence in Public Service — Washington State Representative Kristine Reeves
- Excellence in Diversity & Inclusion — Courtney Fraga, Skanska
- Community Outreach and Advocacy Award — Mario Bailey, Seattle Seahawks
- Excellence in Education — Dr. Dwayne Chappelle
- Tabor 100 Vanguard Award — Jackie Bayne, WSDOT
- Community Coalition Award — Andrea Caupain, Black Future Co-Op Fund
- Community Leadership and Advocacy — Jim Buchanan, Integrity Consulting & Management Group

help at the event itself, [sign up here: 25th Annual Tabor 100 Captains of Industry Gala Volunteers Sign-Up](#). We'd love to have you join us!

Ollie Garrett
CEO and President

Door Swings

August 2026 Visits | 2,765
Since Opening | 37,702

We must stand together –
Still, we Rise!



We are not
going back!!

SAVE the DATE

3	September 10-11:00 AM @ The Hub	Sound Transit Monthly Vendor Onboarding Session
16	September 10:00 AM-1:00 PM @ The Hub	OMWBE Certification Workshop
17	September 1:00 -4:00 PM @ The Hub	2026 Contracting Opportunities Network.Learn.Connect.Build
24	September 12:00 -2:00 PM @ The Hub	Starting Your Path to Government Contracts

New Members – AUGUST

Darius Murray
Seattle Pro Network

Rhea Kimble
Sports With Rhea LLC

Ayan Abdurezak
Abdulah
Ayan Maternity Health
Care Support

Jamila
JohnsonBeautiful
Awakenings Massage
LLC

Priyanka Patel
LDC, Inc.

Elenora Northington
Northington Tee&TMs

Understanding Your Federal and State Independent Contractor Status Classification

In February 2026, the US Department of Labor (DOL) proposed changes to how independent contractor status is determined under the Fair Labor Standards Act (FLSA).

Regardless of whether this proposal is finalized, Washington State applies its own, stricter, test. Workers and employers in Washington need to understand both, because meeting the federal standard doesn't guarantee compliance with state law.

Classification carries real financial consequences. Independent contractors are considered self-employed, so the protections and benefits that come standard with employee status fall away, including:

- **Minimum wage and overtime pay** under the FLSA
- **Family and Medical Leave Act (FMLA)** job-protected leave
- **Workers' compensation** coverage for on the job injuries
- **Unemployment insurance** eligibility
- **Employer-sponsored benefits**, such as health insurance and retirement contributions
- **Employer paid payroll taxes** (Social Security and Medicare), which shift to the contractor to pay in full

Because of what's at stake on both sides, a worker's access to these protections and an employer's cost and liability exposure, getting the classification right matters well beyond which tax form gets filed.

The Federal (DOL) Test

The DOL test centers on two primary factors:

1. **Control:** Does the worker set their own schedule, work with little or no supervision, and remain free to work for others?
2. **Profit or loss opportunity:** Can the worker earn more or less based on the quality of their own work?

If both factors clearly point the same direction, that generally settles the classification. When the answer is unclear, three additional factors come into play:

1. **Skill level:** Specialized skill or training obtained independently of the employer supports contractor status
2. **Permanence:** A short-term or non-permanent relationship supports contractor status
3. **Integration:** Work that is separate from the employer's core production process supports contractor status.

Washington State's Stricter Standard

Even if the federal rule changes, **Washington State L&I is not bound by those changes.** L&I uses its own, more demanding test, and a worker can be a legitimate federal contractor while still being classified as an employee under state law.

To qualify as an independent contractor in Washington, a worker must satisfy either:

The personal Labor Test: the individual brings their own employees or their own costly, specialized equipment (e.g., earth-moving equipment) to the job, and the hiring business does not control the individual or their crew.

OR:

The full 6-or-7 part test (every element below must be true)

1. Free from the hiring business's direction or control
2. Meets one of:
 - Work is outside the usual course of the hiring business
 - Work is performed off all business premises
 - The worker covers the costs of their own principal place of business
3. Meets one of:
 - The worker is customarily engaged in an independently established trade or business of the same nature
 - Their business location qualifies for an IRS business deduction
4. Files a schedule of business expenses with the IRS
5. Has registered with the WA Department of Revenue and other required state agencies
6. Maintains separate books/records for income and expenses
7. **Construction Only:** Holds a valid contractor registration or electrical contractor license.

Because Washington's test is more rigorous than the federal standard, and would remain so even if the DOL's proposed rule is adopted, many workers who receive a 1099 could still legally be employees under state law. **A 1099 alone does not establish independent contractor status.** Employers and workers in Washington state should evaluate classification against L&I's criteria specifically, not just the federal test, to avoid misclassification liability.

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



2026 Captains of Industry Gala
September 12th, 2026

PURCHASE YOUR TICKETS TODAY!

MEMBER TICKET
\$125



Member Registration
form.jotform.com/261587151395161

NON-MEMBER TICKET
\$150



Non-Member Registration
members.tabor100.org/signup

Resilience Through Compliance

TABOR 100 CONSULTANT & OMWBE NARRATIVE HIGHLIGHT

WENDY ORTMAN
VALKYRIE CONSULTING

Wendy Ortmann created Valkyrie Consulting to pursue her mission

of changing how small businesses in the construction industry view compliance and labor regulations. Though many see compliance and regulations as a negative or hindrance, Wendy's passionate about helping others view compliance as a tool to build their businesses and their relationships.

"I believe this [compliance] can be a tool for education and success," said Wendy. "If people don't want to go into this field because of compliance, then it's a problem."

Like many first-time entrepreneurs, Wendy spoke to the difference between providing services and running the day-to-day operations of a business. From licensing to getting clientele and projects, Wendy said many contractors and entrepreneurs think they're in the game alone, not realizing there are a lot of player's who've been in their position before.

"You're juggling everything," she exclaimed. "It's easy to end up in this little silo trying to make everything work."

Then, Wendy learned about Tabor 100. Casually coming across a flyer years ago, Wendy learned about Tabor's

consultant program, where small contractors and owners could apply for the opportunity to assist Tabor's business owners with one-on-one professional assistance on a case-by-case basis. Eventually becoming a Tabor consultant and member, Wendy not only talked about the opportunities the program offered, but the support network she gained beyond what numbers could show.

"You get to know a lot of people in the industry," Wendy said. "It's not just an emphasis on building your business; it's about being part of the community... Tabor's been instrumental in helping me do that."

Being part of a community, however, doesn't only mean giving help, but being comfortable receiving it when needed.

Due to regulations put in place by the federal government in October 2025, every business owner with a Disadvantaged Business Certification (DBE) status needed to submit a narrative to reapply for it. Despite obtaining her DBE certification for the first time in late 2025, Valkyrie Consulting needed to reapply and go through the whole process again.

"Seriously, I just went through this two months ago," Wendy thought when she first heard the news. "You jump through all the hurdles to get through it [the first time]... It's disappointing for sure."

Not knowing how to approach the new re-application requirements, Wendy decided she needed to apply



for assistance through Tabor 100's technical assistance program, where she was matched with another Tabor consultant specifically trained to guide others through the process. Being on the receiving end of consultant services for the first time, Wendy said the experience helped her both as a business owner and a professional consultant.

"You see how someone else is communicating and think about 'how can I be a better consultant?'" Wendy stated. "It keeps you humble, keeps you human."

Within two days of submitting her narrative with her application, Valkyrie Consulting was re-approved for its DBE status. Shocked at the turnaround, Wendy experienced an immediate sense of relief.

"Having that guidance [from Tabor 100]... was super helpful in approaching that process and navigating how I was going to submit," she said.

To request Technical Assistance, visit tabor100.org/technicalassistance. ▶



SINCE ITS INCEPTION, Tabor 100 has always been focused not only on building a community of small minority-owned businesses & entrepreneurs in Washington State, but on finding ways to spread the word and exposure of such a community to the public at large.

One of those ways takes the form of Tabor 100's newest annual summer event-its 2026 Small Business Showcase. With the first iteration occurring back in 2025, Tabor looks for opportunities to host expos & showcases at its main HUB in Tukwila, WA. In doing so, entrepreneurs and working professionals and partners within the Tabor network can have a space to share their wares, products, and services within their local community.

This showcase also acted as a visual representation of the wide variety of industries, services, and entrepreneurs present within the Tabor community, such as WSDOT and City of Seattle Departments. With over 30 different vendors present, registrants ranged from



small businesses that received technical assistance from Tabor, professional consultants who provided services on Tabor's behalf, as well as its partners at the state and local level, such as WSDOT of City of Seattle Departments.

One of the biggest changes from this showcase compared to others hosted



in the past is that it occurred right after the conclusion of Tabor 100's monthly membership meeting. By coordinating both events to occur back-to-back, registered vendors were visited by hundreds of individuals, with attendees mixed between those visiting the showcase itself, along with attendees of the membership meeting able to conveniently visit the showcase after the meeting's conclusion. This resulted in one of the largest audience turnouts of Tabor 100's business showcase/expo events to date. ▶

To stay in the know when Tabor's next showcase is scheduled, and to learn more about the services Tabor 100 provides, please visit www.tabor100.org



Contracting Opportunities & News Updates



UPCOMING CONTRACTING OPPORTUNITIES

Anticipated opportunities in the next 1-2 months



Wastewater Treatment Division

Project: Heavy Civil GC/CM STP Treatment and Electrical Improvements

Contact: Doug Lowman
doug.lowman@kingcounty.gov



Advertises
August 19, 2026



Est. Value
\$172M



Project Type
GC/CM



Wastewater Treatment Division

Project: Brightwater Operations Center Roof and HVAC and Solar Replacement

Contact: Thayn Motchan
tmotchan@kingcounty.gov



Advertises
August 31, 2026



Est. Value
\$40M



Project Type
GC/CM



King County Metro

Project: RapidRide R Line

Contact: Julie Royson
jroyson@kingcounty.gov



Advertises
September 3, 2026



Est. Value
\$12M



Project Type
A/E Consultant

i Information subject to change. Please visit our website for the most current opportunities.

Visit our website for more upcoming contracting opportunities

<https://kingcounty.gov/en/dept/executive-services/about-king-county/business-operations/finance-business-operations/procurement-payables/upcoming-projects>



Procurement News & Updates

Equity & Social Justice Innovation Plan Enhancements

King County is updating its Equity and Social Justice (ESJ) Innovation Plan requirements for alternative public works solicitations. The ESJ Innovation Plan language includes voluntary Minority Owned and Women Owned Business goals as a part of the proposal. A minimum of 10% of the RFP's evaluation points will be assigned to the ESJ Innovation Plan criteria as a part of the proposal review. This ensures ESJ is a key part of the scoring process, reinforcing the County's commitment to equitable contracting and advancing social justice outcomes.

King County Unadvertised Consultant Roster Opportunities

King County may use the Consultant Roster for architectural, engineering, or professional services projects with an estimated cost of \$1,000,000 or less. Projects solicited via the Consultant Roster are not advertised in the newspaper. King County invites at least two "Certified Firms" to submit a proposal for a roster project. "Certified Firms" refers to King County certified Small Contractor and Supplier (SCS) firms, and Public Works Small Business Enterprises (PSWBE) and Small Business Enterprises (SBE) certified by the Office of Minority & Women Business Enterprises (OMWBE).

DES expands participation on stateside office supplies contract

New DES interim director keeping business diversity at forefront

For Cami Feek, supporting Washington's small and veteran-owned

businesses is an important part of DES' responsibility to the state. Cami was appointed interim DES director by Gov. Ferguson in July, bringing more than 30 years of public service experience to the role. As she steps into the position, she says business diversity will remain a priority for DES.

"Business diversity is a very important piece of the work we do, and that focus will continue," Cami said. "We want businesses across Washington to see opportunities to work with the state and know that DES is committed to helping remove barriers that may stand in their way."

For Cami, an important part of that work is listening to the businesses themselves.

"We want the feedback from businesses – their experiences, what's working, what isn't, and what makes it harder for them to pursue state opportunities. We can't address barriers if we don't understand them."

That feedback helps DES examine its own policies, contracting



"We want the feedback from businesses – their experiences, what's working, what isn't, and what makes it harder for them to pursue state opportunities. We can't address barriers if we don't understand them."

– Cami Feek, new interim DES Director

practices, and processes. It can also help the agency better understand the challenges small businesses face when navigating government contracting.

Cami said supporting small and veteran-owned businesses is important not only for those businesses, but for the state.

"When more businesses have a meaningful opportunity to participate, the state benefits, too," she said. "We have access to more ideas, more expertise, and more

businesses that can help agencies serve the people of Washington."

DES has been working to expand those opportunities by connecting businesses with state purchasers, examining contracting practices that may create barriers, and helping agencies make business diversity part of everyday purchasing decisions. Cami wants that work to continue and grow.

"This isn't work DES does on its own. It depends on strong relationships with businesses, community partners, and state agencies. We need to keep listening, learning, and working together to understand where we can make a difference."

Cami previously served as commissioner of the Employment Security Department and has held roles at several other state agencies. Earlier in her career, she worked at General Administration, one of the agencies that later became DES.

As she returns to the agency in a new role, Cami sees a clear path forward for DES' business diversity work: continue building relationships, listen to businesses DES serves, and look for practical ways to open more doors to state contracting.

"We know there is more work to do," Cami said. "My commitment is that we'll keep doing that work with businesses, not just for them." ▶

Contact Us



opportunity@kingcounty.gov



www.kingcounty.gov

August
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>