# MISSION STATEMENT

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.







# ABOUT TABOR 100

- Empowering local Black business owners
- Advocating for equity and opportunity
- Making connections and enabling success
- Tabor Economic Development HUB
  - Resources and facilities for Black entrepreneurs and the community at large – since January 2020

Click play for a virtual tour

# OUR TEAM

Tabor 100, once driven solely by volunteer efforts, has evolved significantly. Today, we proudly employ a dedicated team of seven full-time staff members who are passionate about advancing our mission and serving our community.

This transformation reflects our commitment to expanding our reach, increasing our impact, and continuing to be a driving force for positive change. With this professional team in place, we are better equipped than ever to address the evolving needs of our members and the communities we support.





# TABOR 100 ELECTRIC VEHICLES FOR COMMUNITY





# TECHNICAL ASSISTANCE PROGRAM

TABOR 100 | TABOR100.ORG



# ABOUT THE PROGRAM

Our technical assistance program provides support and guidance to individuals, small business owners, entrepreneurs and organizations to help improve their own technical skills and abilities. This includes a wide range of activities such as:

- One-on-One training with a Consultant
- Coaching
- Mentoring
- attending various workshops
- networking events

The goal of technical assistance program is to help small businesses and organizations overcome barriers to success by providing them with the knowledge, skills and resources needed to achieve their business goals.

This portion of Tabor 100's Technical Assistant program focuses on elevating those in the fields that relate to the transportation sector. The specific services offered may vary depending on the need of the individual or organization receiving assistance. Our technical assistance program offers guidance in the area of:

- Accounting
- Bid preparation
- Bonding
- Business development
- Change order assistance
- Understanding contracts
- Estimating
- Marketing
- Scheduling
- Workflow and operations

# TECHNICAL ASSISTANCE PROGRAM

| | |
|---|---|
| 2022 \| NETWORKING EVENTS | **25** |
| 2022 \| WORKSHOP EVENTS | **30** |
| 2022 \| ONE ON ONE WITH A CONSULTANT MATCHES | **79** |
| 2022 \| ONE ON ONE HOURS SPENT WITH FIRMS | **314.75** |

**Mar-Dec 2022**

| | |
|---|---|
| 2023 \| NETWORKING & OPPORTUNITY EVENTS | **41** |
| 2023 \| WORKSHOP EVENTS | **32** |
| 2023 \| ONE ON ONE WITH A CONSULTANT MATCHES | **159** |
| 2023 \| ONE ON ONE HOURS SPENT WITH FIRMS | **976.33** |

**Jan-Jul 2023**

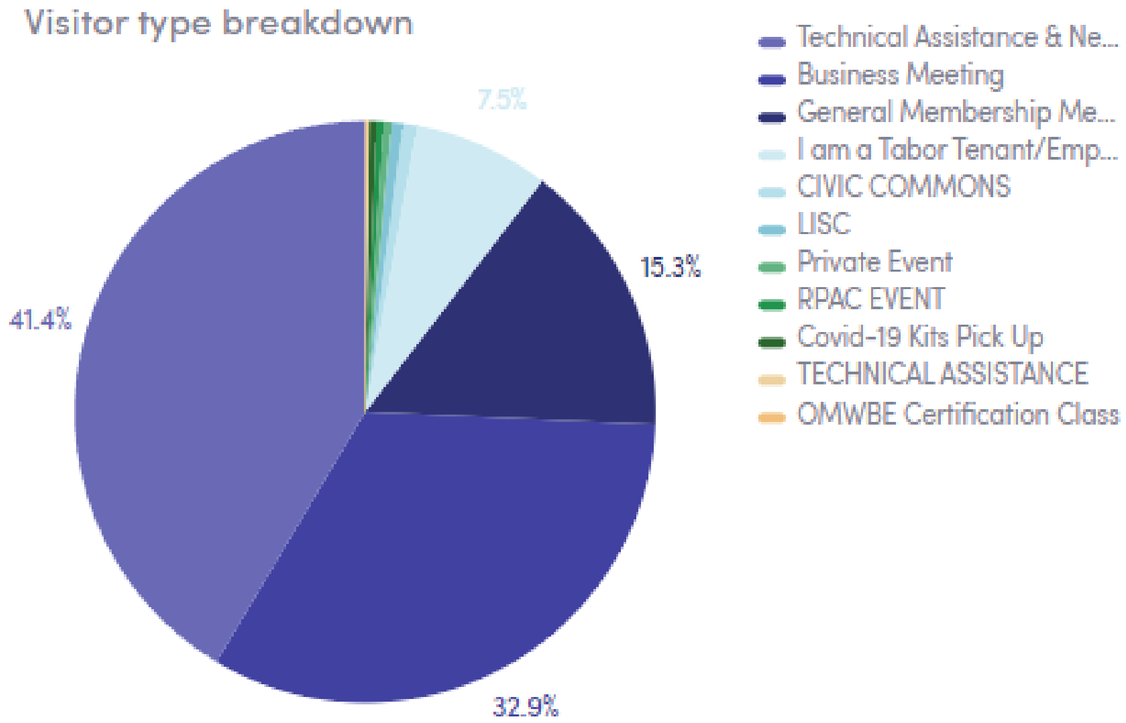


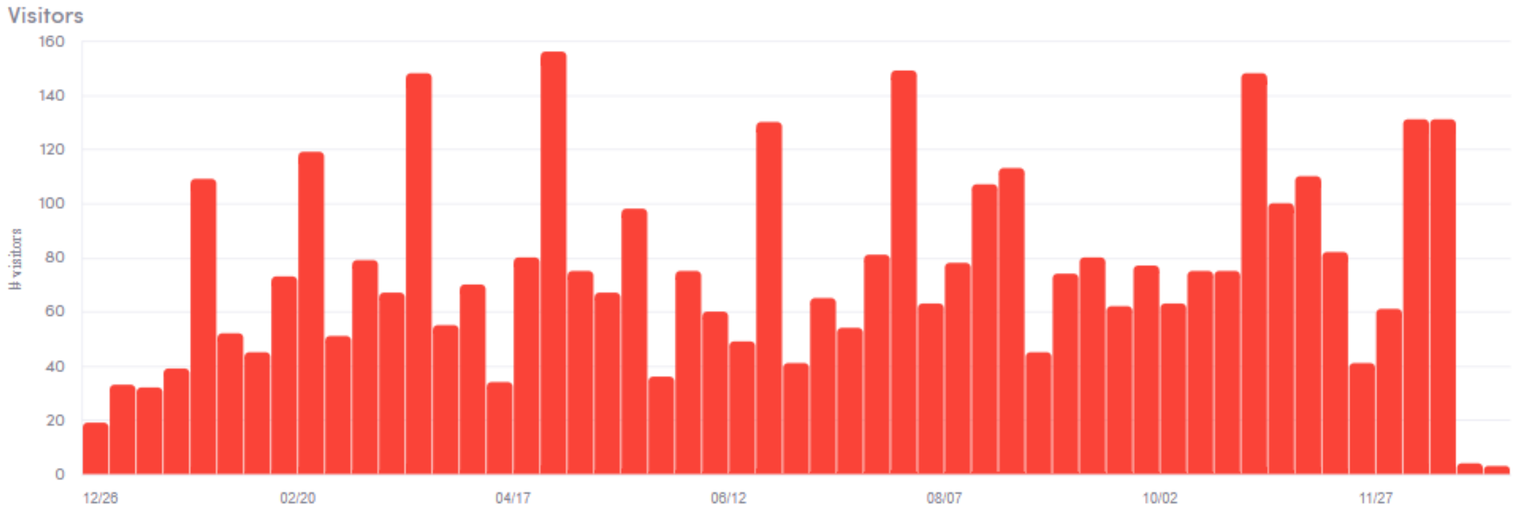



# STATISTICS

**3,964**

2022 | Visitors to our HUB



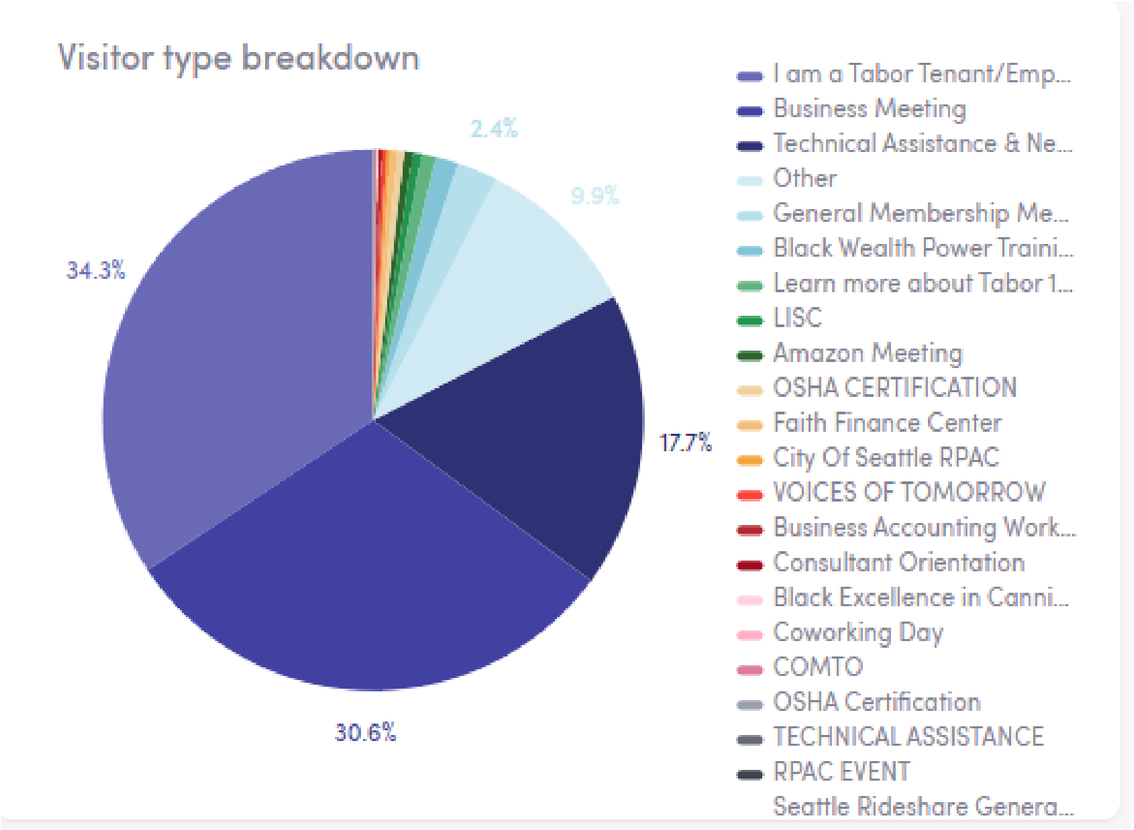



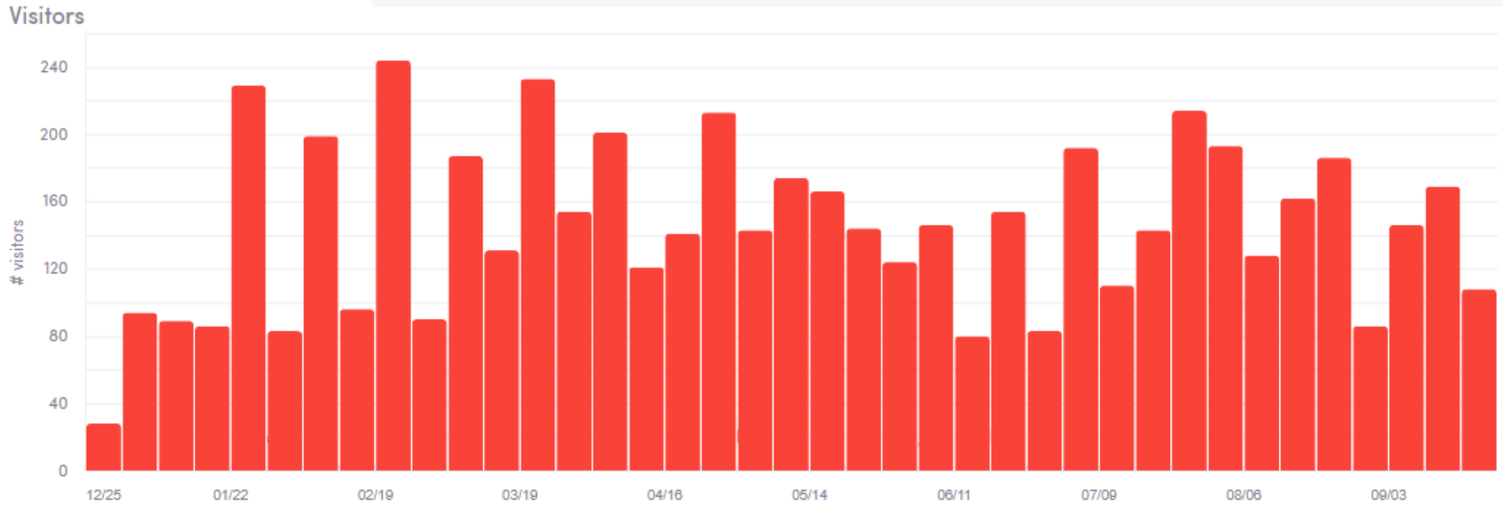

Tabor 100

# STATISTICS

**5,670**

2023 | Visitors to our HUB



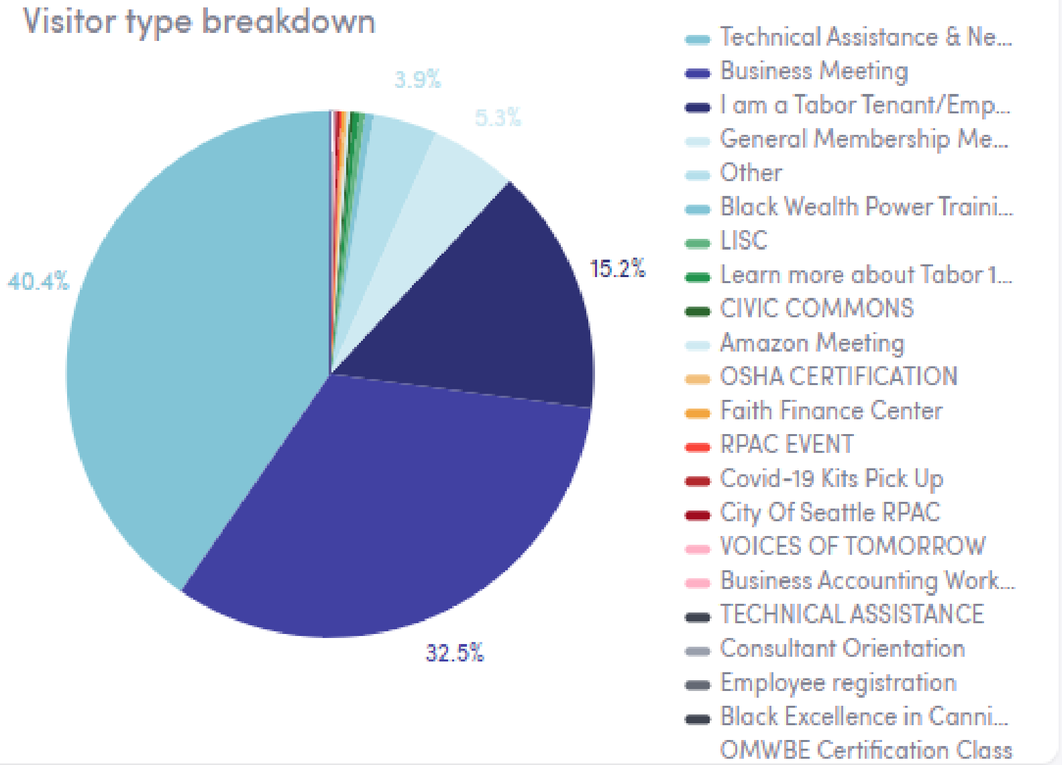



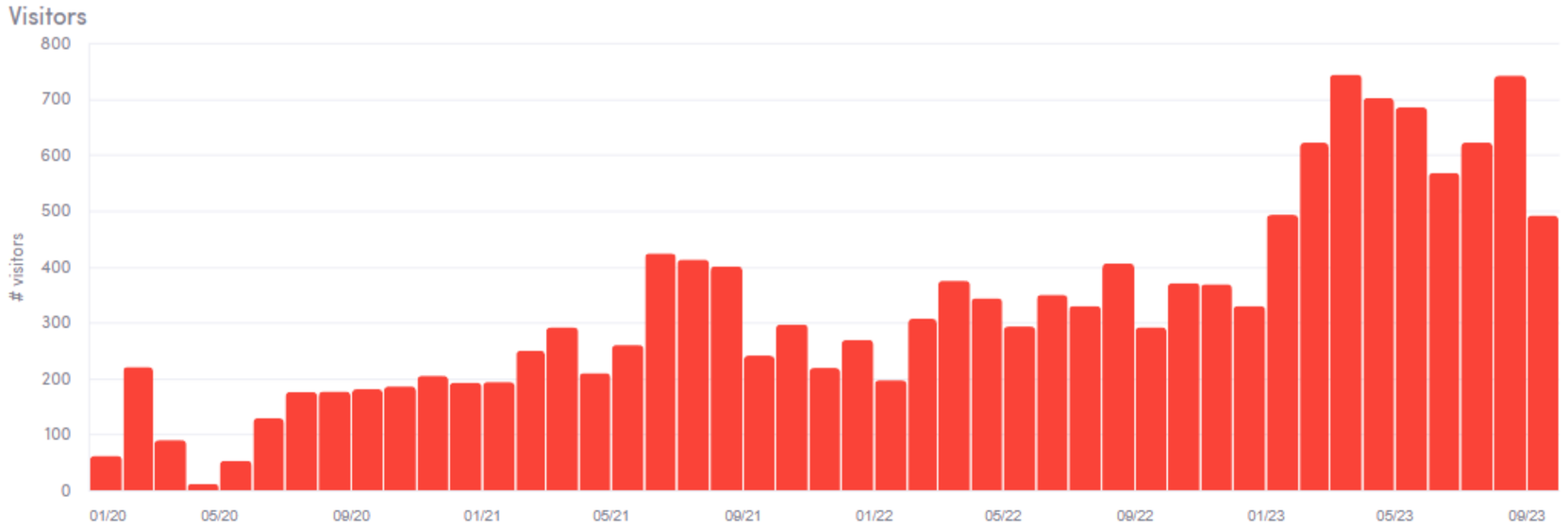

Tabor 100

# STATISTICS

**14,788**

Visitors since our opening!




Tabor 100

# APPLICANT QUESTIONS



Is your business certified? *

- [ ] NOT CERTIFIED
- [ ] 8 (a)
- [ ] HUBZone
- [ ] WOSB
- [ ] EDWOSB
- [ ] MBE
- [ ] BCORP
- [ ] VOSB
- [ ] SDVOSB
- [ ] LGBTBE
- [ ] SDB
- [ ] SBE
- [ ] MWBE
- [ ] WBE
- [ ] SEDBE
- [ ] DBE
- [ ] ACDBE
- [ ] Other

Contracts and Legal *

- [ ] Understanding Bids, RFP, Etc.
- [ ] Understanding Labor Standards
- [ ] Filling Statement of Intent
- [ ] Employee Benefits & Requirements
- [ ] Understanding L&I and Workers Comp
- [ ] Federal, City and State Compliance
- [ ] Other
- [ ] This does not apply to me

Bid Preparation *

- [ ] Pre Bid
- [ ] Plans specs
- [ ] Project Schedule
- [ ] Delay Costs
- [ ] RFP
- [ ] Pitch Deck
- [ ] Grant Writing/ Proposal
- [ ] Other
- [ ] This does not apply to me

What is your Race/Ethnicity *

- ( ) American Indian/Alaskan Native
- ( ) Asian
- ( ) Black/African American
- ( ) Hispanic or LatinX
- ( ) Native Hawaiian/Pacific Islander
- ( ) Middle Eastern/Arab
- ( ) White
- ( ) Mixed Race
- ( ) Race not listed

Schedule/ Planning *

- [ ] Labor Bar Chart
- [ ] Understanding Requirements from higher tier contractors
- [ ] Project Management
- [ ] Project Plans
- [ ] Project Pages
- [ ] Material Delivery
- [ ] Other
- [ ] This does not apply to me

Workflow & Operations Management *

- [ ] Understanding Logistics
- [ ] Record of Materials/ Material Movement
- [ ] Managing Operations & Efficiencies
- [ ] Understanding Ops & Efficienc
- [ ] Other
- [ ] This does not apply to me

Software and Supplies *

- [ ] Quick books Software
- [ ] Docusign
- [ ] Computer/Laptop
- [ ] Google Workplace
- [ ] Microsoft Office/Word/Exce
- [ ] Other
- [ ] This Does not apply to me

## Tabor 100's Technical Assistance Request Form

*We are gathering this information to identify your business' needs and match you with relevant consultants in Tabor 100's business ecosystem.*

aybee.anderson@tabor100.org Switch account

* Required

Email *

Your email

First Name *

Your answer

Last Name *

Your answer

Business Name *

Your answer

# NEXT STEPS

After receiving the Firms information from the Technical Assistance request form, we match them with an introduction e-mail to a consultant who specializes in what the firm is needing.

## FIRMS INFORMATION COMPILED:

| DATE APPLIED | F.NAME | L. NAME | BUSINESS NAME | DID WE HELP? |
|---|---|---|---|---|
| 5/17/2022 19:04 | Sheldon | Gray | Grays landscaping and painting | Y |
| 5/19/2022 17:57 | Sheree | Hinton | Fresh Start Cleaning Direct LLC | Y |
| 5/31/2022 15:11 | keith | Williams | Flyright Productions,LLC | Y |
| 6/10/2022 12:24 | Angelica | Duncan | Hi Grade Asphalt & Seal Coat Inc | Y |
| 6/13/2022 18:48 | Marty | White | M City Street Sweepers | Y |
| 6/16/2022 14:56 | Bonnie | Graham | G & G Inc | Y |
| 6/23/2022 16:40 | Larry | Adeyemi | GREEN PROJECT SOLUTIONS GROUP LLC | Y |
| 7/5/2022 14:59 | toyia | taylor | Speak With Purpose (formerly We.APP) | Y |
| 7/11/2022 11:29 | MIGUEL | ORTEGA | GO Spectrum NW | Y |
| 7/15/2022 16:19 | Tony | Poole | Tony's New Life Construction LLC | Y |
| 7/19/2022 14:27 | Benita | Thomas | Love Her Period Corporation | N |
| 8/10/2022 16:21 | Darrell | Bryant | A/D & Son's Transportation Group | Y |
| 8/11/2022 21:34 | Ahmed | Mumin | The Seattle Rideshare Drivers Association | Y |
| 8/22/2022 18:20 | Darci | Henderson | Alltrus Clean | Y |
| 8/29/2022 17:34 | Anthony | Davis | Bless It | N |
| 8/29/2022 19:01 | Kibibi | Monie' | Nu Black Arts West Theatre | Y |
| 8/31/2022 17:48 | Debbie | Wilson | Fresh Family LLC | Y |
| 9/1/2022 3:58 | Barbara | Tisi | Dataviz LLC | Y |
| 9/2/2022 15:52 | Tirzah | Idahosa | CLW Logistics | Y |
| 9/3/2022 15:16 | Sharon | Holmes | Inspiring Here & Now, PLLC | N |
| 9/6/2022 12:27 | STORM | CHANDLER | GREAT WOMEN OF FAITH OUTREACH | N |
| 9/7/2022 17:09 | Marsha | Reddix | Agape Creations & Design Event Planners LLC | Y |
| 9/7/2022 17:47 | Nadine | Stock | Vector Design & Drafting, LLC | N |
| 9/11/2022 9:11 | Chawntee | Duncan | Chawnteee's Market | N |
| 9/11/2022 11:19 | Lisa | Leavens | RV Storage, LLC | N |
| 9/13/2022 13:30 | Mike | Monteleone | Pacific CM | Y |
| 9/14/2022 1:19 | Danielle | Care | Notary Premier | Y |
| 9/16/2022 0:20 | Danni | Walker | ATS TRAFFIC CONTROL | N |
| 9/16/2022 20:32 | Lashawn | Swan | Cuzz It's nuthin apparel | N |
| 9/27/2022 15:08 | Catherine | Leavell | BCC Community Development Services | N |

## LIST OF OUR TABOR CONSULTANTS:

| SUBCONTRACTOR COMPANY | FIRST NAME | LAST NAME |
|---|---|---|
| A+ Bookkeeping & Payroll Services | Asia | Dillingham |
| AG Washington WEB Services | Annette | Washington |
| BSG Solutions LLC | Guru | Samy |
| Emerald Consulting Services, LLC | Mary | Lerdahl |
| Golden Gift Consulting LLC | Ryan | Taylor |
| GW Frost & Associates | George | Frost |
| J Rambus Consulting | Jessicka | Rambus |
| Molinas Construction Company | David | Molina |
| Myricks Law Group | Toussaint | Myricks |
| Seaspot Media | Rico | Brown |
| Trafton Internartional Consulting Group | Dr.Solomon | Uwadiale |
| Bratton Construction (+3 Employees) | Sharron | Maxwell |
| Lane Consulting | Derek | Lane |
| Here 2 H.E.L.P LLC. | Jonte | Robinson |
| NURSE STAFFING SOLUTIONS | CHISULA | CHAMBERS |
| EC Technology | Patricio | Mendoza |
| Horizon Group LLC (+10 employees) | Ernest | Haris II |
| Alltrus Cleaning | Darci | Henderson |

## INTRODUCTION OF FIRM & CONSULTANT:

Example:

Greetings Tabor 100 Consultants & Firms,

This is your Introduction email and beginning of Technical Assistance with Tabor.

Please take the time to familiarize yourself with the Firm/Consultant.

**Firm: KEN GRIFFEY JR | SEATTLE MARINERS | (206) 555-1234**

**Need: BUSINESS DEVELOPMENT**

**Consultant: LANGSTON TABOR | TABOR 100 | 425-555-1234**

Here are a few friendly reminders:

- Consultants Forms will be due at the end of the month – you can submit anytime during the month.
- Both Consultant & Firm must sign consultant's form
- Please have a conversation about the scope of work you are seeking to ensure this is a good match
- *Consultants: after consultation, please complete the SOW and return for approval before beginning work*
- We do not need to be included in your exchanges, just provide the forms at the end of the month, if you have questions or if problems arise, please reach out!
- Your Liaison is: Aybee Anderson | Aybee@tabor100.org | 425-528-0113
- Both the Consultant form & SOW are attached for your convenience

# Matching Business Owners with Tabor Consultants to Grow and Sustain Sucessful Business'

## Tabor Technical Asssistance

### A Sweeping Success

*by Linda Kennedy*

This time last year Marty White was a garbageman. Good pay, nice benefits, but not what White wanted. Today he is an entrepreneur, the owner and sole employee of M City Street Sweepers. "I work on bigger construction projects, schools, and highways. Things that will last three or four years, the ones that guarantee your money." That may be unusual talk from someone who has been in business only six months, but that's part of his mindset. "I wanted to buy my time back. Getting up at four in the morning, clock in at five, and on my route at six. If I can do that for somebody else, I should easily be able to do it for myself." And so he is. "It's a grind, but there's enough work for everybody. You just have to apply yourself."

With that in mind, Marty White joined Tabor 100 and signed up for the Technical Assistance program. He was matched with David Molina of Molinas Construction. "He showed me shortcuts. Being a boss and trying to run a business, I was doing things in a difficult way." Molina showed him to how to do paperwork, the task he confesses that gives him the most trouble. "My way was going through email…now I have (color-coded) folders." He also got tips on marketing, estimating, and organizing his calendar. "I haven't mastered everything, but it's coming together. I'm learning the language. I just have to continue to apply it and keep growing. This really helped me out a lot. David's knowledgeable and I know I can go back to him."

White says he's sure he's in the right business. "I wanted to get away from hard labor and this is less labor intensive. Once you are on the job site, you drive two to five miles an hour. I didn't want to do back breaking work. I like to drive and I do like the money." His immediate goal is to get another street sweeping truck. He also wants to be a mentor and show young people the benefits of entrepreneurship."I wish someone had shown me when I was in my twenties to think like an owner instead of an employee." And for anyone who wants to start a business, Marty White says, do your research, know what you're getting into, and have that,'this cannot fail, there is no Plan B' mentality.'"

**Contact; Marty White | 206-714-7277**
**www.mcitysweepers.com | marty@mcsweepers.com**

### Each One, Teach One

You would think that the kind of advice that helped Marty White would come from someone who had decades of experience. But no. David Molina has been in business a mere five years and is the owner of a successful enterprise, Molinas Construction. How did he do it? "Grit, resilience, and never giving up."

Molinas spent ten years in the army and retired as a Captain. He founded his company in the family garage with a $3000 loan.



Molinas Construction is a family owned and operated company headquartered in Renton. The company works as a prime and subcontractor for federal, state, and local governments. Molinas prides itself on innovation, lasting relationships, and providing quality work, all while preserving the environment and fostering an entrepreneurial spirit. "Too many of us



## Tabor Technical Asssistance (cont'd)

give up, because we say we weren't' good at contracting so we pivot and work for someone else, that's giving up. I have never given up the goal of working for myself."

Molinas is a certified Service-Disabled, Veteran-Owned Small Business (SDVOSB), Disadvantaged Business Enterprise (DBE), and Minority Business Enterprise (MBE). Owner David Molina is also a Tabor 100 Technical Assistance Consultant.

David Molina is a Tabor 100 member compelled to help others. Another member asked him to refer someone who could provide help with an estimate. Instead of recommending someone else, Molina taught the business owner how to do an estimate herself and save money. "Before I knew it, I had more people coming for help. I'm just one small part [of this program]. A lot of it is just me coaching and guiding them toward seeing that they have it in them. We just need to put the right tools in front of them so they can become self-sufficient."

Molina says the Technical Assistance Program is incredible because it



brings skilled individuals together to meet those wh need assistance and help them grow their business. have seen programs like this that don't work, and t one does. We, as business owners, need to know w to reach out for help and find individuals who have expertise in what we are doing so we can accelerat growth." David Molina says the goal is to break th of poverty through business owners and pass on generational wealth.

**Contact: David Molinas | 503-951**
**david@molinas.com**

### Grow Your Business

If you are a Small Business who could benefit from getting assistance with business development, contract review, bid preparations, operations management and accounting? The **Tabor 100 Technical Assistance Program** is something you may want to look into. You may sign up either through Tabor or the Washington State Department of Transportation (WSDOT) website(s)

By providing us information, we can assess your needs and match you with a consultant who can help your business! We (Tabor) want your business to thrive and we have expert consultants available to help you and your business.

Our goal is for Small Business' enrolled to grow their business, become sustainable, and have opportunities to bid on and win government and agency contracts. We also strive to put our members in the rooms to inspire them to network; to shake hands with those who requesting bids.

The Technical Assistance Program is always looking for Consultants who are experts their fields and Small Business that might need some help to get off the ground or understanding certain busine requirements. Please visit our website (Tabor100.org) to ap If you need more information please email staff@tabor100. or call 425-528-0110.

# HOW WE INFORM THE COMMUNITY



















We are proud of our OPEN rate average of 40% when emailing our Base


We're here for
RESPECT.
INCLUSION.
SAFETY.
EQUITY.
RISE

# HOW WE CONTINUE TO INFORM THE COMMUNITY AND SHARE SUCCESS STORIES























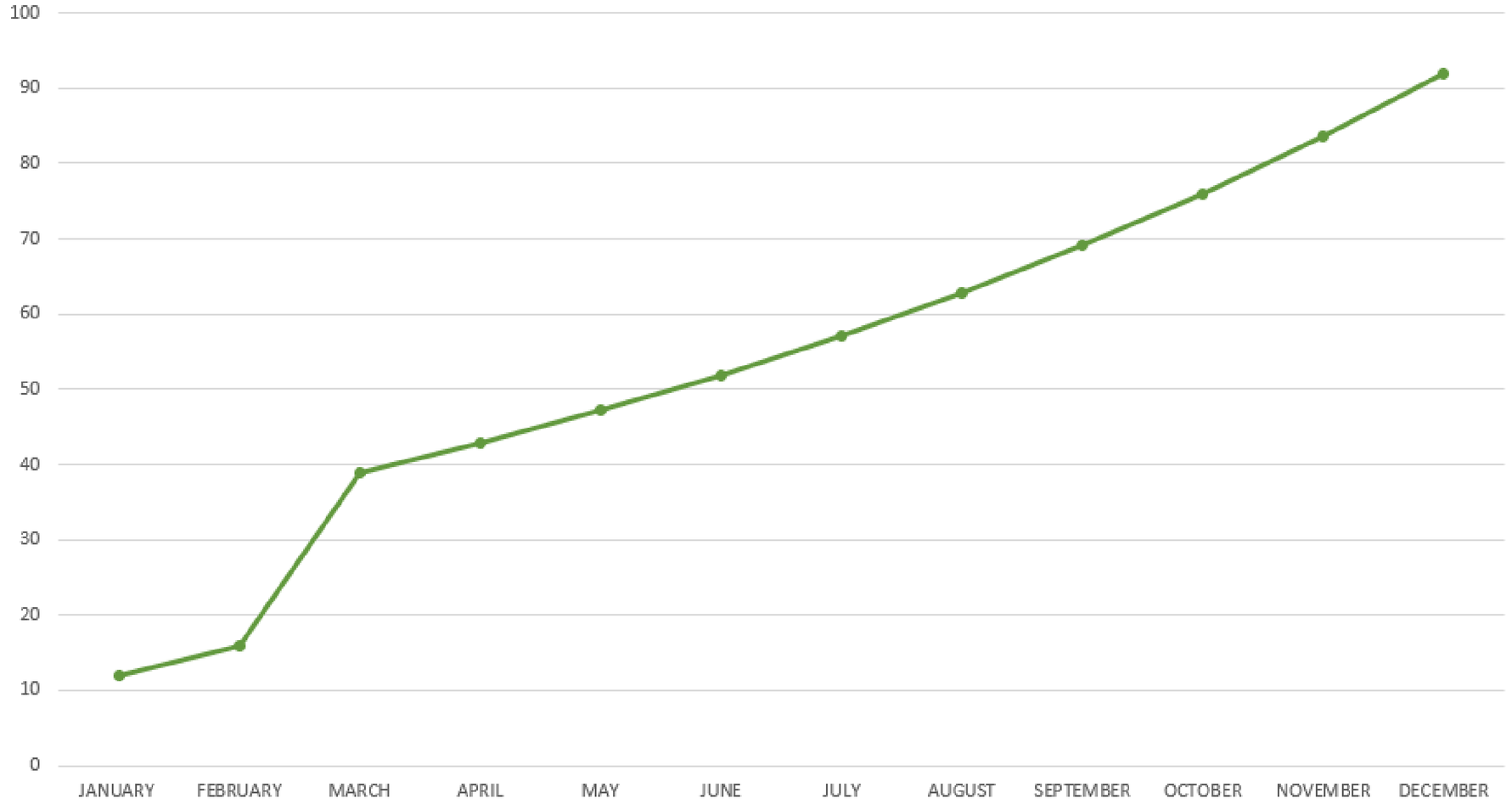





**Informing the Community of Events, Bids & Opportunities with**

***The Langston***

# Tabor 100 | Technical Assistance Program




A glimpse into the future | If we continue to grow by 10% every month in 2023