



King County Hosts First Meet-and-Greet

Tabor 100 conducted its first Meet-and-Greet with King County managers and buyers on Oct. 20.

The Economic Development Committee worked with Sandy Hanks, George Northcroft, Mary Rainey, and Ovita Bonadie at King County to facilitate introductions with business owners and the county's purchasers. The Meet-and-Greet was well attended by the county with the buyers and stakeholders noting the quality, capacity, and experience of the firms in attendance.

"We heard the feedback from your firms that relationship-building is the most valuable aspect of the Meet-and-Greets," said Sandy Hanks of the King County Office of Business Relations and Economic Development. "In response, we are immediately increasing the amount of firms that we meet with two-fold, and will be meeting directly with firms at least once per week."

The Economic Development Committee will announce the 2009 Meet-and-Greet schedule soon, so stay tuned and get involved!



Officials and business owners met for the first Tabor 100 Meet-and-Greet hosted by King County.

Visits to Space Needle Can Benefit Tabor 100 Holiday Fund-raiser Supports Non-profits



Add a little more awe to your family's holiday with a visit to the Space Needle. In addition to experiencing a spectacular view, you will help Tabor 100 in its mission.

The Space Needle, a sponsor of Tabor's annual Gala, has invited Tabor 100 to participate in a new holiday tradition called a Tree For All at the Needle. Every time Tabor's coupon (or online coupon code) is used to purchase a full-price adult ticket to the Observation Deck, \$5 will go back to Tabor 100 (youth and senior tickets return \$2.50 to Tabor.) In addition, Tabor has a chance to receive a \$25,000 donation from the Space Needle if our non-profit sells the most

tickets by Dec. 24.

The coupon is available to print out from Tabor's Web site. You also can purchase your ticket online at www.spaceneedle.com and use charity code **TAF07**. Tickets are good for up to one year from the date of purchase.

There are several activities held at the Observation Deck during the holiday season, including the rooftop tree lighting, picture-taking with Santa and crafts activities. A calendar is available at the Space Needle's Web site.

Member Appreciation Reception on Dec. 8

Tabor members, sponsors and stakeholders are invited to a Holiday Appreciation Reception sponsored by The Nielsen Company.

The reception will be:
6-8 p.m.
Monday, Dec. 8
Columbia Tower Club, 75th Floor
701 5th Avenue in Seattle

To attend, RSVP by Dec. 1 via e-mail to publicaffairs@Tabor100.org.

Weatherizing Homes Empowers Consumers



Cal Shirley

When it comes to helping our customers use energy wisely, Puget Sound Energy leaves no one behind, including our most vulnerable populations. PSE's weatherization program is designed to help all members of our community, including our low-income customers, take advantage of the benefits of energy efficiency. Reducing overall energy consumption allows our low-income customers to do far more than lower their monthly bills: it includes them in a larger community initiative to conserve resources and reduce the need to expand energy generation and delivery systems.

We provide free efficiency upgrades to income-qualified applicants who own or rent their homes, apartments, or mobile homes and use electricity or natural gas from PSE for heating. Unlike other billing assistance programs that simply subsidize utility bills, PSE's low-income weatherization program teaches participants to use energy wisely and indirectly lowers customer bills by making homes and apartments less drafty in the winter. In addition to saving energy, PSE's upgrades increase comfort for residents and improve the value of their homes. To me, these are powerful tools for not just conserving energy, but also for being an empowered, active consumer.

Our PSE analysts estimate that improving the enclosure around a home's outer shell can reduce total energy use by as much as 25 percent. Through this program, qualified contractors install insulation and weather-stripping, seal air leaks and insulate pipes, all measures that reduce energy loss, stretch dollars, and improve the quality of the residence.

Inside the home, programmable thermostats are provided to regulate temperature, and low-flow showerheads and faucet aerators are installed to reduce hot water use. Heating is the primary use of household energy and warming hot water is second, so the savings from these simple measures can be substantial.

While our program is focused on providing assistance to low-income residential customers, it also has side benefits to the business community. Participants of the low-income weatherization program are likely to become more productive at their own jobs as a result of a less-stressful home life. PSE's weatherization program also works closely with local assistance agencies that have networks with contractors and businesses in their jurisdictions. This relationship ensures that service work for the program is completed by qualified local contractors, resulting in a boost to the local economy in the form of business and employment.

Making energy efficiency programs accessible to all members of the community is a priority here at PSE. Not only is it the right thing to do for our customers and the environment, but from a business perspective, investing in energy efficiency is more cost effective than building power plants and natural gas distribution facilities. Over time, keeping our utility infrastructure costs down will help stabilize energy rates for our residential and business customers.



State Program Can Shave Up To 2% Interest Off Loan For Your Business

By Cynthia Cooper

Director of State OMWBE

OMWBE is acutely aware of the long standing challenges minority and women-owned businesses (M/WBEs) continue to face trying to access capital.

This article discusses the Linked Deposit Program (LDP), describes the process and discusses the current availability of funds.

One of the vehicles available to Washington State certified minority businesses is the 1993 Minority and Women Owned Business Assistance Act, which created what, is commonly referred to as, the Linked Deposit Program ("LDP").

Operated by the Office of the State Treasurer ("OST"), the Office of Minority and Women's Business Enterprises ("OMWBE"), and the Department of Community, Trade, and Economic Development ("CTED") the LDP links the deposit of state funds in participating financial institutions to loans made by those financial institutions to minority and women-owned businesses. Effectively, the State buys certificates of deposit equal to the amount lent to certified firms. The State then forgoes 2% of the interest it would earn on the CDs and the banks transfers the savings to the certified firms in the form of an interest rate reduction of up to two percent (2%). The savings of up to 2% can be significant for a business.

All firms certified in the State program by OMWBE may apply for Linked Deposit loans. Currently, funds are available and there is no wait list. To apply:

1. Firm must be certified by OMWBE in the State program.
2. Certified firms must apply to a bank that currently participates in the LDP. (List available on OMWBE's website).
3. Firms must meet the participating lender's criteria.

The ceiling on the principal amount of an individual financing (loan) that can be enrolled in the LDP is now \$1 million. The total principal amount of qualified loans that a business during its lifetime or an owner of one or more businesses during her / his lifetime may enroll in the LDP is \$5 million.

OMWBE promotes the Linked Deposit program to all certified firms. Additionally, each quarter, OMWBE publishes LDP activity on its website. This detailed report includes the performance of each participating bank, the number of loans and firms enrolled and the total dollar value of loans along with other information.

OMWBE encourages you to view the LDP performance reports and the list of participating banks to learn more about this vital program.

For more information go to: www.omwbe.wa.gov or contact Cynthia Cooper, Director OMWBE at cynthiac@omwbe.wa.gov.

This is the first of the Legacies series, in which Tabor 100 salutes members who build economic development and legacy through generational partnership.

LEGACIES

Regina Glenn, founder of Pacific Communications Consultants, Inc., has been an entrepreneur for more than 20 years. She worked hard to achieve success and credits the support her family has provided over the years. This is her story.

I have been thinking about our children and our spouses and how much they do to help small businesses. I really want to acknowledge that legacy.

By default, family members become employees of my business, and it is out of love and desire to provide support to me. I've turned to my two daughters whenever I've needed help with a project or a sympathetic ear. They have worked for me for fun and funds. Sometimes for, and in spite of, neither fun nor funds!

I'm one of the many individuals who entered small business with great vision streams and boundless energy. But sometimes that commitment extends beyond your capabilities. The challenges of running a small business are countless, and generally take its participants well outside the realm of the typical 9-to-5 work day.

The spirit that makes an entrepreneur does not always make a rational citizen of the universe. What keeps us grounded and not always thriving but surviving is family, friends and a spiritual base.

My daughters have been helping, literally, from the frontlines of my business since they were young. Their involvement has entailed everything from clerical support to helping develop my Web site to managing operations. Not only was it a huge help to me to have that support, it was also a valuable learning opportunity for them because I wanted them to understand capitalism and how to sell and be self-sufficient.

My daughter, Bonnie Glenn, deputy chief of staff of the King County Prosecutor's Office, agrees that being involved in my business has been a valuable learning experience, and

Businesses Founded on Family Support



Tabor member Bonnie Glenn (photo at left) is deputy chief of staff of the King County Prosecutor's Office. She introduced her boss, King County Prosecutor Dan Satterberg, at Tabor's July meeting and was joined by her other boss (and mom) Regina Glenn, a Tabor member and president of Pacific Communications Consultants Inc. Regina's daughter, Jane (photo at right), is a materials controller for the City of Seattle. Regina says both daughters have been valuable sources of support in her business.

that family support is essential for small businesses to thrive.

"It's so important that as African Americans and people of color in general, we ensure that we give back to our community and support our businesses, particularly our women and minority-owned small businesses. We must learn to support them in different ways," she said. "My mother goes above and beyond to make sure it has the gold standard, or the 'Regina Standard,' because her standards are very high. She has taught us that high ethics, character, and keeping your word are some of the most important things in business and in life."

Since completing law school, Bonnie has also been able to provide me with periodic legal assistance, including review of contracts and other documents.

My daughter, Jane, a materials controller for the City of Seattle, also has been an asset to my business.

"It's been very educational and very enlightening. Being a business owner takes a lot of effort and dedicated hours. It takes a special individual to create their own business," Jane said.

"My mother is an exceptionally hard worker and a bright woman with that ability to grasp things and the extra drive you must have when you have your own business. And you have to work well with people. That's one of her strengths, bringing a group of people together to work well."

My family has helped me create a lasting legacy, one which I hope will continue as my grandchildren now have the opportunity to contribute to it.

"To be successful is not just looking at the numbers. It's important to look at both the soft skills and the hard skills in business and life," says Bonnie. "And nobody ever provides that extra support and special touch like your family."

It is with great joy and appreciation that I applaud my daughters, Bonnie and Jane, and their continued efforts to sustain my dream. They are one of the reasons I'm truly in a constant state of gratitude.

If you would like to share your story of legacy, send us an e-mail at taboreditor@tabor100.org.

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Tabor 100 is a 501c3 non-profit association of individuals and business people dedicated to economic development, educational excellence and social justice for all people.

Its efforts focus on elevating dialogue regarding how people of color can be full participants in the Washington State economy.

Committee Reports

Membership Committee: Marques Bailey owner of MYO's Worldwide Travel, has stepped in as Membership Committee. New Tabor members include Leslie Jones of Sound Transit, J.R. Gillespie of All Star Financial, and Gregory Smith of the King County Library System.

Education Committee: Tabor's African-American Youth Legislative Project has received a starting pledge of \$2,500 from the Union Bank of California.

Led by Tabor's Education Committee, the purpose of the project is to educate and involve students in middle, junior and/or high school in the legislative process. Small groups of students will be led for three months in discussions on proposed legislation in advance of African-American Legislative Day in February and will prepare presentations for state legislators. The YMCA Black Achievers Program has agreed to be a partner in this pilot project, perhaps working with its Youth in Government program.

In October, Tabor members selected a recipient of the 2008 MoneyTree Scholarship. The \$5,000 scholarship was awarded to Brooke Spearmon, who is attending the UW business school.

Gala Committee: A larger room at the Washington State Convention and Trade Center is being considered for the 10th Annual Gala. The space will allow more people to attend and Tabor can avoid turning away guests, as has been necessary due to sell-outs. The larger room offers space for at least 15 more tables and allows more options for room layout in both the reception area and in the ballroom; we can position the podium closer to the audience so there is more of an intimate feeling and the dance floor can be positioned inside or outside of the ballroom.

Economic Development Committee: The success of Tabor's Meet-and-Greet sessions with the City of Seattle continues with the announcement on Nov. 14 by Ginny Justiniano that contracts had been awarded to Urban Technology Systems and Truckers' Consortium, LLC, as a direct result of those firms' participation in Tabor's Meet-and-Greets.

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Answers That Matter.