

TOPICS COVERED

FAIR HOUSING/EQUAL OPPORTUNITY

FAIR HOUSING LAW

FAIR HOUSING ACTIVITIES

INSTRUCTIONS FOR COMPLETING A FAIR HOUSING PLAN

INSTRUCTIONS FOR ANALYSIS OF IMPEDIMENTS

SECTION 3 REQUIREMENTS

DISCRIMINATION PROCEDURE

RELOCATION ACTIVITIES

POLICY OF NONDISCRIMINATION ON THE BASIS OF
DISABILITY STATUS

GRANTEE EMPLOYMENT

CONSTRUCTION GENERATED EMPLOYMENT

SECTION 504

MINORITY/FEMALE SOLICITATION

RECORDKEEPING

EXHIBITS

- C-1 ANALYSIS OF IMPEDIMENTS
- C-2 FAIR HOUSING PLAN PUBLIC MEETING NOTICE
- C-3 FAIR HOUSING PUBLIC MEETING ATTENDANCE SHEET
- C-4 HUMAN RIGHTS COMMISSION MEMORANDUM
- C-5 FAIR HOUSING ORDINANCE
- C-6 FAIR HOUSING RESOLUTION
- C-7 LOCAL NEWS RELEASE FOR FAIR HOUSING PROGRAM
- C-8 HOUSING DISCRIMINATION COMPLAINT FORM (HUD 903)
- C-9 SECTION 3 QUESTIONNAIRE
- C-10 SECTION 3 CONTRACTING CLAUSE
- C-11 SECTION 3 REPORTING FORM (HUD 60002)
- C-12 SAMPLE – HIRING POLICY
- C-13 POLICY OF NON DISCRIMINATION
- C-14 CONTRACT AND SUBCONTRACT ACTIVITY REPORT
(HUD 2516)
- C-15 MINORITY EMPLOYMENT GOALS
- C-16 MEMO FOR MINORITY BUSINESS SOLICITATION
- C-17 LETTER ON MINORITY BUSINESS SOLICITATION
- C-18 MINORITY BUSINESS DIRECTORY

FAIR HOUSING/EQUAL OPPORTUNITY

All grantees of Tennessee Community Development Block Grant funds are required to comply with the Civil Rights requirements of Title I of the Housing and Community Development Act and the Fair Housing Law. Grantees must demonstrate compliance with the following four requirements contained in the Housing and Community Development Act.

- 1** **Affirmative steps to promote fair and equal access to housing must be taken,** regardless of the type of grant.
- 2** **Equal opportunities must be afforded to all persons.**
- 3** **No person shall be excluded or denied** program benefits on the basis of race, color, religion, sex, national origin, age or disability.
- 4** **Minority and female-owned businesses must be informed of grant funded contracts.** Affirmative steps must be taken to assure this.
- 5** **To the greatest extent feasible,** Section 3 resident and business concerns should be given preference in employment, training, and contracting.

It is not difficult to comply with Fair Housing/Equal Opportunity requirements. Grantees need to set up a good recordkeeping system and start work on Equal Opportunity/Fair Housing activities early, not at the end of the project.

The activities which you must perform in order to comply with Fair Housing/Equal Opportunity requirements include the following:

	Activity	Corresponding Exhibit #
<input type="checkbox"/>	Fair Housing Activity	C-1, C-5, C-6, C-7
<input type="checkbox"/>	Relocation Documentation	
<input type="checkbox"/>	Equal Opportunity Language in Contracts	C-10, C-15
<input type="checkbox"/>	Equal Opportunity Employer Policy	C-12, C-13

<input type="checkbox"/>	Section 3 Requirements	C-9, C-11
<input type="checkbox"/>	Section 504	
<input type="checkbox"/>	Minority/Female Contractor Involvement	C-16, C-17
<input type="checkbox"/>	Contractor/Subcontractor Activity Reports	C-14

FAIR HOUSING LAW

Title VIII of the Civil Rights Act of 1968 prohibits discrimination in the sale, rental, and financing of dwellings based on:

- ☆ Color
- ☆ Religion
- ☆ Sex
- ☆ National Origin

The Fair Housing Amendments Act of 1988, which became effective March 12, 1989, expands the coverage of Title VIII to:

1. Prohibit discrimination in housing on the basis of:
 - ☆ Disability
 - ☆ Familial Status
2. Strengthen the administrative enforcement provisions of Title VIII.
3. Provide for the award of monetary damages where discriminatory housing practices are found.

The following actions are considered to be discriminatory under the Fair Housing Law:

- ☆ **Refusing to sell, rent, deal, or negotiate** with any person.
- ☆ **Discriminating in terms or conditions** for buying or renting.
- ☆ **Advertising that housing is available only to persons of a certain race, color, religion, sex, national origin, or of a specific family size.**
- ☆ **Denying that housing is available for inspection, sale or rent** when it really is available.
- ☆ **"Blockbusting"** - persuading owners to sell or rent housing by telling them that minority groups are moving into the neighborhood.
- ☆ **Denying or making different terms or conditions for home loans** by commercial lenders, such as banks, savings and loans, and insurance companies.
- ☆ **Denying to anyone the use of or participation in any real estate services**, such as broker organizations, multiple-listing services or other facilities related to the selling and renting of housing.
- ☆ **Refusing to allow reasonable accommodation to be made** for a person with disabilities.

FAIR HOUSING ACTIVITIES

As a recipient of Community Development Block Grant funds, you are **required** to affirmatively further fair housing. You must do some activity that will let people in your community know what fair housing is and that it is illegal to deny those rights to citizens of your community.

A memorandum was issued from HUD, stating that state and local jurisdictions should update their Analysis of Impediments to Fair Housing Choices (AI). The purpose is to remind the jurisdictions to reflect on the current fair housing situations in their communities.

Beginning in FY 2005 and each of the following years, all funded jurisdictions will be required to submit an updated Analysis of Impediment, if one has not previously been submitted.

The funded jurisdictions will be responsible for submitting the updated Analysis of Impediment but must include countywide data and input from all county and city officials within the county.

A Fair Housing plan will require: an Analysis of Impediments to fair housing, and actions to correct any impediments found, or, where no impediments are found, planned activities to maintain the fair housing environment. Jurisdictions must look for fair housing impediments in such areas as sales or rentals, brokerage services, financial assistance, public and administrative policies, zoning ordinances and tenant selection.

STEP BY STEP INSTRUCTION FOR COMPLETING A FAIR HOUSING PLAN

A Fair Housing Plan will require: an Analysis of Impediments to Fair Housing Choice AND a list of actions to correct any impediments found; or, where no impediments are found, a list of planned activities to maintain the fair housing environment. NOTE: This is not an activity for the administrator alone; this requires the involvement of the County Mayor and the City Mayors within that county.

IMPEDIMENTS To Fair Housing Choice are any actions, omissions, or decisions which restrict housing choices or the availability of housing choices because of race, color, religion, sex, national origin, familial status, or disability.

FAIR HOUSING CHOICE means the ability of persons of similar income levels to have available to them the same housing choices regardless of race, color, religion, sex, national origin, familial status, or disability.

STEP 1. A public meeting should be conducted. Prior to its scheduling, contact the County Mayor and the City Mayors in that county to decide on the best time and place for the meeting.

- STEP 2. Publish the announcement (C-2) of the meeting in a newspaper with a county wide circulation. Be sure to include a nondiscrimination statement and the name of the person to contact for any disability special accommodations that may be needed. (Place a copy of this newspaper announcement in the file.)
- STEP 3. Mail letters of invitation to all interested parties including real estate agencies, rental management companies, landlords, financial institutions, insurance companies, public housing authorities, racial minority groups or individuals, churches, public service agencies, senior citizens organizations or centers, disabled individuals or organizations, and members of all governing bodies having a voice in the administration or policy decisions in zoning and/or other housing issues. (Copies of these letters should be placed in the file.)
- STEP 4. The Jurisdiction Background Data forms should be completed prior to the public meeting. Most of this information can be retrieved from the Internet address www.factfinder.census.gov. Start (left-hand side of the page) by clicking on the Fact Sheet, People, Housing or Data Sets (use only SF-1 or SF-2 100% data) all sites have relative information.
- STEP 5. On the day of the public meeting, provide blank copies of the sign-in sheet (C-3).
- STEP 6. Shortly after the public meeting, send a copy of the memorandum (C-4) to the Tennessee Human Rights Commission requesting information on complaints filed by anyone from your county. This information should be included in the Analysis.
- STEP 7. Schedule a meeting with the elected officials to discuss the issues expressed at the public meeting, to identify any impediments to fair housing choices, to review the activity examples and decide on short term goals (activities to be completed this year) and long term goals (activities to do over the next five years) that address the identified impediments or ways to educate the public about fair housing issues.
- STEP 8. When the Analysis of Impediments has been completed, the County Mayor and all the City Mayors within the county's jurisdiction should review the final report and sign it. Each signature represents that person's commitment to the implementation of the plan.
- STEP 9. Keep the original analysis in the County Fair Housing file, place a copy in each of the jurisdictional files, and send a copy to Program Management.
- STEP 10. Complete a fair housing activity that was described in the short term goals of the Analysis for this year.

INSTRUCTIONS FOR ANALYSIS OF IMPEDIMENTS

In developing the analysis of impediments, the jurisdiction should consult with those groups who represent special interests, such as disabled or disability commissions, civil rights commissions, low to moderate income representative groups, and those who are

active in the housing arena such as fair housing organizations, tenants' rights organizations, and housing advocacy groups to assure that the needs of all citizens are addressed in the analysis. Members of the real estate, banking, insurance communities and landlords should also be included.

The following are suggested topics for discussion to be used to obtain information needed for the analysis and promotion of constructive dialogue within the task force:

- ☆ Information on relevant public policies/practices regarding zoning and building codes and the impact, if any, on the achievement of fair housing choice.
- ☆ Information on institutional practices in the real estate community as it relates to buying, selling, and house rentals that may affect the achievement of fair housing choice within a jurisdiction, i.e., housing loan/rental application procedure, forms used, residential residency requirements, approval procedure for loans and insurance, types of advertising used by the real estate and lending industry, types of real estate multiple listing services, factors used in home appraisals, and locations of mortgage loan approvals by race, ethnicity, gender, etc.
- ☆ Information on the nature and extent of fair housing complaints, violations or suits against the jurisdiction.
- ☆ Information on the degree of segregation, incidents of racial violence. Also, information on any CDBG contract conditions placed by HUD on the jurisdiction or any failure of the jurisdiction to comply with its fair housing certification.

GENERAL SUMMARY OF ANALYSIS

- A. What was the source of the data collected, newspaper, other media, U.S. Census, and if a task force meeting was held, who was present?
- B. If any money was spent to obtain the information needed to complete this analysis, where did it come from?
- C. What problems were found?
- D. What actions will be taken to correct the problems?

JURISDICTION BACKGROUND DATA

A. Demographic Area

- ☆ Actual number and percentage of persons in the grantee's jurisdiction by race, color, sex, national origin, age, disability, and familial status.
- ☆ Data available from the latest Census or community surveys.

B. Income characteristics/employment and transportation profile

- ☆ Income characteristics, i.e., median income of households by race, color, sex, national origin, age, disability, and familial status.
- ☆ Listing of employers, by type, and the number of people employed, by salary bands and racial group, gender, etc.
- ☆ Comparison of race and income by neighborhoods within grantee's jurisdiction.
- ☆ Listing of major forms of transportation. Identification of access to adjacent job centers.
- ☆ Data available from the latest Census, local planning and transportation offices, major employers, and private surveys.

C. Housing profile

- ☆ Total number of housing units in the grantee's jurisdiction noting type (multi-family/single-family), cost, condition of housing, level of accessibility and whether occupied or vacant. Identification of vacancy rate.
- ☆ Data available from the latest Census, local planning office, local housing agency and private surveys.

D. Maps

- ☆ You can prepare one map, one map with overlays, or several maps (remember this is to help you in evaluating any problems in your jurisdiction.) Include all of the following information:
 - Location of housing for persons with disabilities (i.e., group homes, independent living complex, etc.)
 - Racial housing patterns
 - Housing costs and vacancy rates
 - Location of proposed housing, including price range, subsidized or private
 - Location of industrial and commercial development and area expecting to undergo revitalization
 - Location of major employers and mass transportation routes
 - Areas of minority displacement
 - Central business district

When the Analysis to Impediments (Exhibit C-1) is completed, a copy must be sent to the Program Management Office.

ACTIONS TO AFFIRMATIVELY FURTHER FAIR HOUSING

The following are actions which might be appropriate in overcoming some identified impediments to fair housing choice in Block Grant communities. Fair housing actions, however, are not limited to those on this list.

- ☆ Promote efforts to enact substantially equivalent fair housing laws;
- ☆ Undertake fair housing enforcement, i.e., complaint processing activity;
- ☆ Provide funds to enforce local fair housing laws;
- ☆ Through letters signed by the chief elected official, encourage those in the business of renting, selling or financing of housing to adhere fully to the Federal Fair Housing Act and HUD's Advertising Guidelines;
- ☆ Participate in voluntary partnerships developed with public and private organizations to help achieve the goal of fair housing choice;
- ☆ Contract with private organizations to bring about increased awareness of fair housing issues or otherwise address impediments to fair housing choice;
- ☆ Fund activities that assist in remedying segregation in the recipient's jurisdiction;
- ☆ Encourage real estate industry groups to participate in the Voluntary Affirmative Marketing Agreement Program;
- ☆ Sponsor fair housing poster contests, speech contests, and writing contests, in schools during April - National Fair Housing month;
- ☆ Display fair housing exhibits at local shopping malls, fairs, exhibitions, etc.;
- ☆ Provide CDBG financial and technical support to help create private fair housing groups in those localities where such agencies do not exist;
- ☆ Work actively with existing entities (public or private nonprofit) whose goal is to further fair housing;
- ☆ Develop a local government-wide list of both public and private housing - accessible to persons with disabilities;
- ☆ Set aside funds to be used specifically for fair housing purposes;
- ☆ Provide counseling services to persons seeking housing in locations outside areas of minority and low-income concentration;
- ☆ Provide minorities the opportunity to occupy assisted housing outside areas of minority and low-income concentration;

- ☆ Fund or sponsor administrative activities designed to further fair housing;
- ☆ Fund or sponsor education and outreach programs designed to inform citizens about housing opportunities throughout the community;
- ☆ Encourage the local housing provider groups to participate in voluntary affirmative marketing programs;
- ☆ Develop local compliance and monitoring processes to insure that builders and developers who are securing building permits affirmatively market housing;
- ☆ Advertise the benefits of an open community;

- ☆ Those activities associated with providing housing, housing services or housing related facilities, are as follows:
 1. A housing loan/grant program where affirmative measures are taken to provide housing opportunities for minorities outside areas of minority concentration, thereby providing housing choice;
 2. Displaying of Fair Housing Posters in the office(s) taking the housing loan/grant applications;
 3. Advertising the housing loan/grant program in accordance with HUD's fair housing advertising guideline regulations;
 4. Locating assisted units in a broad range of locations and not concentrating them in minority neighborhoods;
 5. Illustrating minority occupancy of assisted housing inside and outside areas of minority concentration;
 6. Providing marketing, legal planning, counseling or other administrative actions funded or sponsored by the grantee to further, or have the effect of furthering, fair housing; and
 7. Using community development funds for fair housing activities or allocating community development funds to fair housing organizations.

SECTION 3 REQUIREMENTS

Section 3 is a provision of the Housing and Urban Development Act of 1968 which **requires** that programs of direct financial assistance administered by HUD provide, to the greatest extent feasible, opportunities for job training and employment to lower income residents. Further, to the greatest extent feasible, contracts in connection with these projects are to be awarded to Section 3 business concerns.

Section 3 *does not* require the creation of economic opportunities for low and very low income persons simply for the sake of creating economic opportunities.

Section 3 requirements apply to any Grantee who receives a grant of \$200,000 or more and to contractors whose contract is \$100,000 or more. Section 3 requirements are triggered by the need for hiring new employees or for additional training needed to upgrade present employees because of this project.

Section 3 Area Resident - Any low income individual residing within the Section 3 area.

Section 3 Area - For the purpose of training and employment, it is the jurisdictional area of the local government in which the project is located. For the purpose of contracting, the Section 3 area is the county in which the project is located.

Section 3 Business Concern - A business which is 51% or more owned by Section 3 residents; or whose permanent full-time employees include persons at least 30 percent of whom are currently Section 3 residents, or who, within three years of the date of employment with the business concern were Section 3 residents.

Section 3 recipients (State, unit of local government, or contractor) must include the Section 3 clause (Exhibit C-10) in all contracts awarded.

The Section 3 regulations established thresholds and goals. These goals are not statutory as such, but, in the interests of efficient program administration "constitute a 'safe harbor' for compliance with Section 3." The training and employment goals are 30 percent of the aggregate number of new hires for each fiscal year. For Section 3 contracts, each covered contract or activity is to commit to Section 3 business concerns at least 10 percent of the total dollar amount of all covered contracts for building trades work arising in connection with the covered activity, and at least 3 percent of the total dollar amount of all other covered contracts.

All applicable grantees must prepare and keep a Section 3 file. To fulfill this requirement, the following tasks must be completed:

1. Complete Section 3 questionnaire (Exhibit C-9) and place in file.
2. Insert LMI threshold for grantee into the file.
3. Document all outreach efforts to recruit Section 3 residents or business concerns including efforts of the contractor as well as the grantee. The grantee or contractor's outreach may include the following:
 - Advertising in the newspaper or other local media;
 - Contacting area churches, labor unions, distributing flyers, etc.;
 - Informing resident groups such as PHA resident councils;
 - Holding workshops to assist Section 3 residents in completing applications for employment and training; and
 - Identifying the businesses within the area and informing them of the upcoming opportunities.
4. Maintain a list of all Section 3 business concerns that the grantee or the contractor hired.
5. Maintain a list of all Section 3 employees hired or trained specifically for this project by the grantee or contractor/subcontractor.
6. Complete form HUD-60002 (Exhibit C-11) and submit with the close-out package at the end of the project.
7. Post Policy of Non-Discrimination (Exhibit C-13).

HOUSING DISCRIMINATION COMPLAINT PROCEDURE

You should provide assistance in cases of alleged housing discrimination. You need not become a prosecutor, but you should assist with the displacee's claims of discrimination.

The Fair Housing Act provides that any person who believes that he or she has been or will be subject to a discriminatory housing practice because of race, color, religion, sex, disability, familial status, or national origin may file a complaint with the Secretary of Housing and Urban Development.

The aggrieved person or the Assistant Secretary for Fair Housing and Equal Opportunity in the Department of Housing and Urban Development may file a complaint no later than one year after an alleged discriminatory housing practice has occurred or

terminated. The complaint may be filed with the help of an authorized representative, including any agency acting on behalf of an aggrieved person.

- 1 **Prepare a complaint letter**, including the Housing Discrimination Complaint form (Exhibit C-8). Complaints may be filed to:

Fair Housing Department of
Housing and Urban Development
Washington, DC 20410

or

Fair Housing Enforcement Center
U.S. Department of HUD
Five Points Plaza
40 Marietta Street, 16th Floor
Atlanta, Georgia 30303-2806

- 2 Complaints may also be filed in person or by mail to:

Tennessee Human Rights Commission
Housing Section
531 Henley Street, Suite 701
Knoxville, Tennessee 37902

- 3 Each complaint must be in writing and must be signed and affirmed by the aggrieved person or if the complaint is filed by HUD by the Assistant Secretary.

RELOCATION ACTIVITIES

CDBG grantees may not select sites or locations of housing and housing-related facilities which have an exclusionary or discriminatory effect.

CDBG grantees must take all action necessary and appropriate to prevent discrimination in housing and housing-related activities.

Records must be kept that will document the following:

- ☆ The number and the racial/ethnic and gender characteristics of displaced persons.
- ☆ The location of CDBG-funded activities that caused displacement.
- ☆ The type of replacement housing provided to each displaced person.
- ☆ The discrimination procedure must be followed in cases of housing discrimination.

POLICY OF NONDISCRIMINATION ON THE BASIS OF DISABILITY STATUS

The Department of Economic and Community Development, Office of Program Management, does not discriminate on the basis of disability status in the admission or access to, or treatment or employment in, its federally assisted programs or activities.

Paula Lovett
William R. Snodgrass Tennessee Tower, 10th Floor
312 Rosa L. Parks Avenue
Nashville, Tennessee 37243-1102

(615) 741-6201 (Voice)
(615) 741-6201 (TDD)

has been designated to coordinate compliance with the nondiscrimination requirements contained in the Department of Housing and Urban Development's (HUD) regulations implementing Section 504 (24 CFR Part 8. dated June 2, 1988).

GRANTEE EMPLOYMENT

No person shall be denied employment under any federally assisted program on the basis of:

- Race
- Color
- National Origin
- Sex
- Religion
- Age
- Disability

The city/county must make available a copy of any written policies and procedures used by the grantee to hire, terminate, promote or train individuals. If no formal written hiring policies are available, the city/county will need to implement a policy utilizing the format in this manual (Exhibit C-12) and place a copy in the file indicating that the city/county will not deny employment under any federally assisted program on the basis of race, color, national origin, disability, etc.

CONSTRUCTION GENERATED EMPLOYMENT

Your CDBG project will probably generate the employment of individuals through construction of the project. Those responsible for the hiring must be aware of the Equal Opportunity requirement.

There are three things to keep in mind when meeting this requirement.

- ❶ **Your construction contract must have the proper equal opportunity language and correct goals** for minority and female employment. (Refer to Exhibits C-10 and C-15 and to the Supplemental and General Conditions of the contract document in the Labor Standards Chapter.)
- ❷ **You must document the city/county's efforts to inform minority or female owned firms, and Section 3 Businesses**, of the impending project and invite their participation.
- ❸ **The successful contractor who is going to use subcontractors must provide documentation** that he has attempted to use, or is using, minority or female owned firms, and Section 3 Businesses. Copies of letters or a memo on the telephone call must be included in the files.

SECTION 504

The Rehabilitation Act of 1973, as amended was the first major law to include civil rights protections for persons with disabilities. Section 504 of Title V of that law requires equal opportunity for persons with disabilities in Federally assisted programs. Section 504 states that:

No otherwise qualified individual with disabilities in the United States...shall, solely by reason of his/her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance...

Under Section 504, an individual must be provided the opportunity to participate in, or benefit from, the program that is equal to that provided other citizens. The opportunity need not to be identical in approach, but rather, must afford a person with a disability an equal opportunity to obtain the same result. This is commonly referred to as "program accessibility."

Program accessibility is perhaps the key term to understanding Section 504. Under Section 504, federal funds recipients must ensure that their programs are accessible to qualified individuals with disabilities. Basically, this means that when "viewed in their entirety," programs and activities offered by the recipients must be accessible --- not every program or service has to be accessible.

The focus of Section 504, for existing facilities, is on programs, not buildings. If it is possible to ensure accessibility through alternative means, such as providing auxiliary aids, relocating programs or making home visits, structural changes are not required. Only when it is absolutely necessary to achieve program accessibility are recipients required to retrofit existing facilities, particularly since cost of doing so can be prohibitive.

Recipients must remember, however, that the program accessibility requirement applies only to existing facilities. New construction and alterations must be fully accessible, designed in accordance with recognized accessibility standards.

Every organization that receives federal financial assistance from HUD, including community development agencies and local governments, is called a recipient.

All recipients must meet the specific requirements of the Section 504 regulations, including having policies and procedures that do not discriminate against and/or make reasonable accommodations to allow participation of qualified people with disabilities.

All recipients of federal assistance must conduct self-evaluations as part of their initial Section 504 compliance activities and designate a 504 coordinator and post conspicuously the designee.

Any recruitment of informational material published by a recipient must contain a statement regarding the recipient's pledge not to discriminate on the basis of disabilities.

MINORITY/FEMALE SOLICITATION

Contractors, vendors or suppliers may not be denied an opportunity for employment under the CDBG programs on the basis of:

- ◆ Race
- ◆ Color
- ◆ Religion
- ◆ National Origin
- ◆ Sex
- ◆ Age
- ◆ Disability

Recipients of federal funds must take affirmative steps to assure minority and female - owned businesses are afforded opportunities to bid on service, material and construction contracts. To meet the requirement, grantees must take steps to inform minority and female-owned businesses about federally funded contracts.

- ☆ **The grantee should notify minority and female-owned businesses of contracts and bid deadlines.** This applies to professional service contracts and materials and equipment purchases as well as to construction contracts. For construction contracts, notices should be published in the local newspaper and a statewide publication. In addition, notice may also be published in a minority publication.
- ☆ **The invitation to bid should be sent directly to minority and female-owned firms** in addition to running advertisements. Document your efforts.
- ☆ **Solicit quotes and proposals from minority and female-owned firms.** For non-construction contracts, or any contract where formal advertising is not required, (e.g., small purchases or local procurement contracts), it is a good idea for larger cities and counties to develop a list of local minority and female-owned businesses to use when small purchase and local procurement procedures are followed.
- ☆ **A list of minority/female contractors, vendors and suppliers must be maintained.** A State-wide directory is included for your use (Exhibit C-18).
- ☆ **Invite by phone or letter any minority and female contractors in a reasonable geographic area to bid.** For example, a project in Marion County should solicit bids not only from within the county, but also from Hamilton County. Copies of letters and memos of phone calls should be placed in the file (Exhibits C-16 and C-17).
- ☆ **A contract and subcontract activity report form must be filled out each time a contract or subcontract is awarded.** These forms must be sent to the State as soon as contracts have been awarded (Exhibit C-14).

RECORDKEEPING

The following checklist will assist you in maintaining your FH/EO file. This list may be attached to the inside of the file for quick reference.

FAIR HOUSING/ EQUAL OPPORTUNITY CHECKLIST

Maintain a separate file that must contain:

- Documentation of a Fair Housing Activity, include dollar amount of CDBG funds used for activity
- Copy of the Analysis of Impediments
- Copy of the City's Fair Housing Ordinance, if any
- Section 3 Questionnaire with Attachment (Exhibit C-9)
 - LMI Threshold Figures
- City/County Hiring Policies or (Exhibit C-12)
- Policy of Non-Discrimination (Exhibit C-13)
- Contract/Subcontract Activity Report (Exhibit C-14)
- Documentation of attempts to solicit participation from Minority/Female Businesses (Exhibits C-16 and C-17)
- List of minority/female contractors. (Exhibit C-18) Remove this list from the Program Manual and place in the file.
- Bid Advertisement for Construction
- Beneficiaries
 - Direct Benefit Form
 - Indirect Benefit Form
 - Sewer/Water beneficiaries (if applicable)

ANALYSIS OF IMPEDIMENTS

Jurisdiction Name

Date

1. Introduction / General Summary of Analysis
 - A. Who Conducted/Methodology Used
 - B. How Funded
 - C. Findings
 - D. Conclusions, a short summary

75 to 84 years													
85 years and over													
Disability													
Families with children													

1 = White Number

2 = White Percent

3 = Black Number

4 = Black Percent

5 = American Indian, Eskimo, or Aleut Number

6 = American Indian, Eskimo, or Aleut Percent

7 = Asian or Pacific Islander Number

8 = Asian or Pacific Islander Percent

9 = Hispanic Origin (of any race) Number

10 = Hispanic Origin (of any race) Percent

11 = White, not of Hispanic origin Number

12 = White, not of Hispanic origin Percent

INCOME CHARACTERISTICS
(Median Income)

	Total	Female	Male	Families
County Median Income				
White Median Income				
Black Median Income				
American Indian , Eskimo, or Aleut Median Income				
Asian or Pacific Islander Median Income				
Hispanic origin (of any race) Median Income				
White (not of Hispanic origin) Median Income				

EMPLOYMENT PROFILE

Industry	Average No. of Firms	Annual Average Employment	Annual Average Wage
Total All Industries			

Agriculture, Forestry, & Fishing			
Construction			
Manufacturing			
Transportation, Comm. & Utilities			
Trade			
Wholesale Trade			
Retail Trade			
Finance, Insurance & Real Estate			
Services			
Government			

HOUSING PROFILE

Total number of housing units _____

Total number of occupied units _____

Total number of vacant units _____

Total owner-occupied units _____

Total renter-occupied units _____

Total number of owner-occupied units
in each cost category

Less than \$50,000 _____

\$ 50,000 to \$99,999 _____

\$ 100,000 to \$149,999 _____

\$ 150,000 to \$199,999 _____

\$ 200,000 to \$299,999 _____

\$ 300,000 to \$399,999 _____

\$ 400,000 to \$499,999 _____

\$ 500,000 to \$999,999 _____

\$1,000,000 or more _____

Condition of housing (Percentage of total units)

Excellent _____

Good _____

Needs repair _____

Unsuitable for living _____

Number of accessible units

4. Identification of Impediments to Fair Housing Choice

A. In the sale or rental of housing

1. Are any real estate practices such as steering or blockbusting being used in your area?
2. Are there any deed restrictions, trust or lease provisions that would prohibit fair housing choices for anyone of a protected class?
3. Do any of the property management firms participate in "occupancy quotes"?

B. Provision of Housing Brokerage Services

1. Are any real estate firms excluding minority brokers from participation in multiple listing service or the real estate brokers' association?
2. Is there any restricted use of privileges, services, or facilities by all brokers?
3. Are any assignments of brokers and areas being made by racial/ethnic composition of census tracts?

C. Provision of Financing Assistance for Dwellings

1. What steps are taken by lending institutions to insure there are no discriminatory lending patterns, practices, and disclosures?
2. What steps are taken to insure there are no discriminatory appraisal and underwriting practices?
3. What steps are taken to insure that disinvestment, redlining, racial credit steering are not being used?

D. Public Policies and Actions Affecting the Approval of Sites and Other Building Requirements Used in the Approval Process for the Construction of Publicly Assisted Housing

1. Are municipal services provided equally to all areas? Identify any areas in need of service repair or upgrade.
2. What are the local zoning laws and policies?
3. Explain any land use policies, exclusionary zoning and displacement plan.
4. Review sites for subsidized housing by comparing census tracts to racial concentrations.

5. Explain the makeup of planning and zoning boards, (who is on the boards, how a person gets on a board, are all protected classes represented on the boards, etc.)
- E. The Administrative Policies Concerning Community Development and Housing Activities, such as Urban Homesteading, Multi-family Rehabilitation, and Activities Causing Displacement, which Affect Opportunities of Minority Households to Select Housing Inside and Outside Areas of Minority Concentration
1. What is the displacement plan for your jurisdiction?
 2. How is the priority list for revitalization of neighborhoods determined?
 3. How is your community utilizing HOME Investment Trust funds?
 4. Do you have a program of revolving loan funds set-up for property repairs? What is the criteria for participation?
 5. What is the administration's policy on increases in property tax?
 6. What is the present plan for demolition of subsidized housing?
- F. Where there is a determination of unlawful segregation or other housing discrimination by a court or a finding of noncompliance by HUD regarding assisted housing within a recipient's jurisdiction, an analysis of the actions which could be taken by the recipient to help remedy the discriminatory condition, including actions involving the expenditure of funds made available under this part.

1. Describe the plan that will be developed and implemented as a fair housing program for municipal officials and employees having duties relating to fair housing, zoning, planning, assisted housing, and community and economic development.

5. Assessment of Current Public and Private Fair Housing Programs/Activities in Your Jurisdiction
 - A. Identification and Description of Existing Programs, Services and Activities
 1. Church, civic, and community groups as well as local government.

 2. Fair Housing groups, housing groups, commissions representing persons with disabilities, and civil rights organizations.

6. Conclusions

7. Actions to Overcome Identified Impediments

A. Development of a Schedule of Specific Actions

1. Short term and long term goals;
2. A financial plan for accomplishment of these goals;
3. A mechanism for updates;
4. Insurance that the schedule of actions will be implemented regardless of any changes in the locality's administration; and
5. Commitment from local officials for carrying out the schedule of actions.

County Mayor/Executive

City Mayor

City Mayor

CDBG Program Administrator

PUBLIC NOTICE

_____ County will hold a Public Hearing on _____ day, _____, 200_ at _____:00 a.m./p.m. at the _____ County Courthouse, Room _____. The County and local municipalities are required to prepare a Fair Housing Plan. The purpose of this meeting is to ensure citizens are treated fairly in all housing matters including buying or renting regardless of race, color, national origin, religion, sex, disability, or family size. Everyone is encouraged to attend and comment.

_____ County does not discriminate. The location of the meeting is accessible for persons with a disability. If other special accommodations are needed, please contact _____, County Mayor at _____.

MEMORANDUM

To: Director of Housing
Tennessee Human Rights Commission

From: _____
City/County Mayor

Date:

Subject: Fair Housing Analysis of Impediment

The CDBG Regulation at CFR 570.904 (c) require the preparation of an Analysis of Impediment. The HUD Circular No: IV-FHEO/CPD-93-73 provides an outline of the suggested format. The Current Fair Housing Profile section requests information on the number and nature of any complaints that have been filed. We are requesting the following information from this Commission under the Freedom of Information Act (5 USC Sec. 552).

1. Has the Commission been involved with any complaints about unfair housing practices in _____ County or any municipalities within the County?

No _____ Yes _____

2. If yes,

# of cases	Nature of the complaint	How was the complaint settled
------------	-------------------------	-------------------------------

Signature of person providing the information

Date

FAIR HOUSING ORDINANCE

SECTION 1. Policy

It is the policy of Community to provide, within constitutional limitations, for fair housing throughout the Community.

SECTION 2. Definitions

(a) "*Dwelling*" means any building, structure, or portion thereof which is occupied as, or designed or intended for occupancy as a residence by one or more families, and any vacant land which is offered for sale or lease for the construction or location thereon of any such building, structure, or portion thereof.

(b) "*Family*" includes a single individual.

(c) "*Person*" includes one or more individuals, corporations, partnerships, associations, labor organizations, legal representatives, mutual companies, joint-stock companies, trusts, unincorporated organizations, trustees, trustees in bankruptcy, receivers, and judiciaries.

(d) "*To rent*" includes to lease, to sublease, to let and otherwise to grant for a consideration the right to occupy premises owned by the occupant.

(e) "*Discriminatory housing practice*" means an act that is unlawful under SECTION 4, 5 or 6.

SECTION 3. Unlawful Practice

Subject to the provisions of subsection (b) and SECTION 7, the prohibitions against discrimination in the sale or rental of housing set forth in SECTION 4 shall apply to:

(a) All dwellings except as exempted by Subsection (b).

(b) Nothing in SECTION 4 shall apply to:

- (1) Any single-family house sold or rented by an owner: Provided that such private individual owner does not own more than three such single-family houses at any one time: Provided further that in the case of the sale of any such single-family house by a private individual owner not residing in such house at the time of such sale or who was not the most recent resident of such house prior to such sale, the exemption granted by this subsection shall apply only with respect to one such sale within any twenty-four month period: Provided further that such bona fide private individual owner does not own any interest in, nor is there owned or reserved on his behalf, under any express or voluntary agreement, title to or any right to all or a portion of the proceeds from the sale or rental of, more than three such single-family houses at any one time: Provided further that the sale or rental of any such single-family house shall be excepted from the application of this title only if such house is sold or rented (A) without the use in any manner of the sale or rental facilities or the sales or rental services of any real estate broker, agent, or salesman, or of such facilities or services of any person in the business of selling or renting dwellings, or of any employee or agent of any such broker, agent, salesman, or person and (B) without the publication, posting or mailing, after notice of any advertisement or written notice in violation of SECTION 4(c) of this ordinance, but nothing in this proviso shall prohibit the use of attorneys, escrow agents, abstractors, title companies, and other such professional assistance as necessary to perfect or transfer the title, or

- (2) rooms or units in dwellings containing living quarters occupied or intended to be occupied by no more than four families living independently of each other, if the owner actually maintains and occupies one of such living quarters as his residence.

(c) For the purposes of subsection (b), a person shall be deemed to be in the business of selling or renting dwellings if:

- (1) he has, within the preceding twelve months, participated as principal in three or more transactions involving the sale or rental of any dwelling or any interest therein, or
- (2) he has, within the preceding twelve months, participated as agent, other than in the sale of his own personal residence in providing sales or rental facilities or sales or rental services in two or more transactions involving the sale or rental of any dwelling or any interest therein, or
- (3) he is the owner of any dwelling designed or intended for occupancy by, or occupied by, five or more families.

SECTION 4. Discrimination in the Sale or Rental of Housing

As made applicable by SECTION 3 and except as exempted by sections 3(b) and 7, it shall be unlawful:

(a) To refuse to sell or rent after the making of a bona fide offer, or to refuse to negotiate for the sale or rental of, or otherwise make unavailable or deny, a dwelling to any person because of race, color, religion, sex, national origin, familial status or disability.

(b) To discriminate against any person in the terms, conditions, or privileges of sale or rental of a dwelling, or in the provision of services or facilities in connection therewith, because of race, color, religion, sex, national origin, familial status or disability.

(c) To make, print, or publish, or cause to be made, printed, or published any notice, statement, or advertisement, with respect to the sale or rental of a dwelling that indicates any preference, limitation, or discrimination based on race, color, religion, sex, national origin, familial status or disability, or an intention to make any such preference, limitation, or discrimination.

(d) To represent to any person because of race, color, religion, sex, national origin, familial status or disability that any dwelling is not available for inspection, sale, or rental when such dwelling is in fact so available.

(e) For profit, to induce or attempt to induce any person to sell or rent any dwelling by representations regarding the entry or prospective entry into the neighborhood of a person or persons of a particular race, color, religion, sex, national origin, familial status or disability.

(f) To refuse to permit, at the expense of the person with a disability, reasonable modifications of existing premises occupied or to be occupied by that person if such modifications are necessary to afford that person full enjoyment of the premises.

(g) To refuse to make reasonable accommodations in rules, policies, practices, or service, when such accommodations are necessary to afford a person with a disability equal opportunity to use and enjoy a dwelling.

SECTION 5. Discrimination in the Financing of Housing

It shall be unlawful for any bank, building and loan association, insurance company or other corporation, association, firm or enterprise whose business consists in whole or in part in the making of commercial real estate loans, to deny a loan or other financial assistance to a person applying therefore for the purpose of purchasing, constructing, improving, repairing, or maintaining a dwelling, or to discriminate against him in the fixing of the amount, interest rate, duration, or other terms or conditions of such loan or other financial assistance, because of the race, color, religion, sex, national origin, familial status or disability of such person or of any person associated with him in connection with such loan or other financial assistance or the purposes of such loan or other financial assistance, or of the present or prospective owners, lessees, tenants, or occupants of the dwelling or dwellings in relation to which such

loan or other financial assistance is to be made or given: Provided, that nothing contained in this Section shall impair the scope or effectiveness of the exception contained in SECTION 3 (b).

SECTION 6. Discrimination in the Provision of Brokerage Services

It shall be unlawful to deny any person access to or membership or participation in any multiple listing service, real estate brokers organization or other service, organization, or facility relating to the business of selling or renting dwellings, or to discriminate against him in the terms of conditions of such access, membership, or participation, on account of race, color, religion, sex, national origin, familial status or disability.

SECTION 7. Exemption

Nothing in this ordinance shall prohibit a religious organization, association, or society, or any non-profit institution or organization operated, supervised or controlled by or in conjunction with a religious organization, association, or society, from limiting the sale, rental or occupancy of dwellings which it owns or operates for other than a commercial purpose to persons of the same religion, or from giving preference to such persons, unless membership in such religion is restricted on account of race, color, sex, national origin, familial status or disability. Nor shall anything in this ordinance prohibit a private club not in fact open to the public, which as an incident to its primary purpose or purposes provides lodgings which it owns or operates for other than a commercial purpose, from limiting the rental or occupancy of such lodgings to its members or from giving preference to its members.

SECTION 8. Administration

(a) The authority and responsibility for administering this Act shall be in the (Mayor or County Mayor) of Community.

(b) The (Mayor or County Mayor) may delegate any of these functions, duties, and powers to employees of the Community or to boards of such employees, including functions, duties, and powers with respect to investigating, conciliating, hearing, determining, ordering, certifying, reporting or otherwise acting as to any work, business, or matter under this ordinance. The (Mayor or County Mayor) shall be rule prescribe such rights of appeal from the decisions of his hearing examiners to other hearing examiners or to other officers in the Community, to boards of officers or to himself, as shall be appropriate and in accordance with law.

(c) All executive departments and agencies shall administer their programs and activities relating to housing and urban development in a manner affirmatively to further the purposes of this ordinance and shall cooperate with the (Mayor or County Mayor) to further such purposes.

SECTION 9. Education and Conciliation

Immediately after the enactment of this ordinance, the (Mayor or County Mayor) shall commence such educational and conciliatory activities as will further the purposes of this ordinance. He shall call conferences of persons in the housing industry and other interested parties to acquaint them with the provisions of this ordinance and his suggested means of implementing it, and shall endeavor with their advise to work out programs of voluntary compliance and of enforcement.

SECTION 10. Enforcement

(a) Any person who claims to have been injured by a discriminatory housing practice or who believes that he will be irrevocably injured by a discriminatory housing practice that is about to occur (hereafter "person aggrieved") may file a complaint with the (Mayor, County Mayor or Tennessee Human Rights Commission). Complaints shall be in writing and shall contain such information and be in such form as the (Mayor, County Mayor or Tennessee Human Rights Commission) requires. Upon receipt of such a complaint, the (Mayor, County Mayor or Tennessee Human Rights Commission) shall furnish a copy of the same to the person or persons who allegedly committed or is about to commit the alleged discriminatory housing practice. Within thirty days after receiving a complaint, or within thirty days after the expiration of any period of reference under subsection (c), the (Mayor, County Mayor or Tennessee Human Rights Commission) shall investigate the complaint and give notice in writing to the person aggrieved whether he intends to resolve it. If the (Mayor, County Mayor or Tennessee Human Rights Commission) decides to resolve the complaints, he shall proceed to try to eliminate or correct the alleged discriminatory housing practice by information methods of conference, conciliation, and persuasion. Nothing said or done in the course of such informal endeavors may be made public or used as evidence in a subsequent proceeding under this ordinance without the written consent of the persons concerned. Any employee of the (Mayor, County Mayor or Tennessee Human Rights Commission) who shall make public any information in violation of this provision shall be deemed guilty of a misdemeanor and upon conviction thereof shall be fined not more than \$1,000 or imprisoned not more than one year.

(b) A complaint under subsection (a) shall be filed within one hundred and eighty days after the alleged discriminatory housing practice occurred. Complaints shall be in writing and shall state the facts upon which the allegations of a discriminatory housing practice are based. Complaints may be reasonably and fairly amended at any time. A respondent may file an answer to the complaint against him and with the leave of the (Mayor, County Mayor or Tennessee Human Rights Commission), which shall be granted whenever it would be reasonable and fair to do so, may amend his answer at any time. Both complaints and answers shall be verified.

(c) If within thirty days after a complaint is filed with the (Mayor, County Mayor or Tennessee Human Rights Commission), the (Mayor, County Mayor or Tennessee Human Rights Commission) has been unable to obtain voluntary compliance with this ordinance, the person aggrieved may, within thirty days thereafter, file a complaint with the Secretary of the Department of Housing and Urban Development. The (Mayor, County Mayor or Tennessee Human Rights Commission) will assist in this filing.

(d) If the (Mayor, County Mayor or Tennessee Human Rights Commission) has been unable to obtain voluntary compliance within thirty days of the complaint, the person aggrieved may, within thirty days hereafter commence a civil action in any appropriate court, against the respondent named in the complaint, to enforce the rights granted or protected by this ordinance, insofar as such rights relate to the subject of the complaint. If the court finds that a discriminatory housing practice has occurred or is about to occur, the court may enjoin the respondent from engaging in such practice or order such affirmative action as may be appropriate.

(e) In any proceeding brought pursuant to this section, the burden of proof shall be on the complaint.

(f) Whenever an action filed by an individual shall come to trial, the (Mayor, County Mayor or Tennessee Human Rights Commission) shall immediately terminate all efforts to obtain voluntary compliance.

SECTION 11. Investigations; Subpoenas; Giving of Evidence

(a) In conducting an investigation, the (Mayor, County Mayor or Tennessee Human Rights Commission) shall have access at all reasonable times to premises, records, documents, individuals, and other evidence or possible sources of evidence and may examine, record, and copy such materials and take and record the testimony or statements of such persons as are reasonably necessary for the furtherance of the investigation: Provided, however, that the (Mayor, County Mayor or Tennessee Human Rights Commission) first complies with the provisions of the Fourth Amendment relating to unreasonable searches and seizures. The (Mayor, County Mayor or Tennessee Human Rights Commission) may issue subpoenas to compel his access to or the production of such materials, or the appearance of such persons, and may issue interrogatories to a respondent, to the same extent and subject to the same limitations as would apply if the subpoenas or interrogatories were issued or served in aid of a civil action in the United States district court of the district in which the investigation is taking place. The (Mayor, County Mayor or Tennessee Human Rights Commission) may administer oaths.

(b) Upon written application to the (Mayor, County Mayor or Tennessee Human Rights Commission), a respondent shall be entitled to the issuance of a reasonable number of subpoenas by and in the name of the (Mayor, County Mayor or Tennessee Human Rights Commission) to the same extent and subject to the same limitations as subpoenas issued by the (Mayor, County Mayor or Tennessee Human Rights Commission) himself. Subpoenas issued at the request of a respondent shall show on their face the name and address of such respondent and shall state that they were issued at his request.

(c) Witnesses summoned by subpoena of the (Mayor, County Mayor or Tennessee Human Rights Commission) shall be entitled to the same witness and mileage fees as are witnesses in proceedings in United States district courts. Fees payable to the witness summoned by a subpoena issued at the request of a respondent shall be paid by him.

(d) Within five days after service of a subpoena upon any person, such person may petition the (Mayor, County Mayor or Tennessee Human Rights Commission) to revoke or modify the subpoena. The (Mayor, County Mayor or Tennessee Human Rights Commission) shall grant the petition if he finds that the subpoena requires appearance or attendance at an unreasonable time or place, that it requires production of evidence which does not relate to any matter under investigation, that it does not describe with sufficient particularity the evidence to be produced, that compliance would be unduly onerous, or for other good reason.

(e) In case of contumacy or refusal to obey a subpoena, the (Mayor, County Mayor or Tennessee Human Rights Commission) or other person at whose request it was issued may petition for its enforcement in the Municipal or State court for the district in which the person to whom the subpoena was addressed resides, was served, or transacts business.

(f) Any person who willfully fails or neglects to attend and testify or to answer any lawful inquiry or to produce records, documents, or other evidence, if in his power to do so, in obedience to the subpoena or lawful order of the (Mayor, County Mayor or Tennessee Human Rights Commission) shall be fined not more than \$1,000 or imprisoned not more than one year, or both. Any person who, with intent thereby to mislead the (Mayor, County Mayor or Tennessee Human Rights Commission), shall make or cause to be made any false entry or statement of fact in any report, account, record, or other document submitted to the (Mayor, County Mayor or Tennessee Human Rights Commission) pursuant to his subpoena or other order, or shall willfully neglect or fail to make or cause to be made full, true, and correct entries in such reports, accounts, records, or other documents, or shall willfully mutilate, alter, or by any other means falsify any documentary evidence, shall be fined not more than \$1,000 or imprisoned not more than one year, or both.

(g) The (City, County or Tennessee Human Right Commission) Attorney shall conduct all litigation in which the (Mayor, County Mayor or Tennessee Human Rights Commission) participates as a party or as amicus pursuant to this ordinance.

SECTION 12. Enforcement by Private Persons

(a) The rights granted by sections 3, 4, 5, and 6 may be enforced by civil actions in State or local courts of general jurisdiction. A civil action shall be commenced within one hundred and eighty days after the alleged discriminatory housing practice occurred: Provided, however, that the court shall continue such civil case brought to this section or SECTION 10 (d) from time to time before bringing it to trial or renting dwellings; or

(b) any person because he is or has been, or in order to intimidate such person or any other person or any class of persons from:

- (1) participating, without discrimination on account of race, color, religion, sex, national origin, familial status or disability, in any of the activities, services, organizations or facilities; or
- (2) affording another person or class of persons opportunity or protection so to participate, or

(c) any citizen because he is or has been, or in order to discourage such citizen or any other citizen from lawfully aiding or encouraging other persons to participate, without discrimination on account of race, color, religion, sex, national origin, familial status or disability, in any of the activities, services, organizations or facilities, or participating lawfully in speech or peaceful assembly opposing any denial of the opportunity to so participate shall be fined not more than \$1,000, or imprisoned not more than one year, or both; and, if bodily injury results, shall be fined not more than \$10,000, or imprisoned not more than ten years, or both; and, if death results, shall be subject to imprisonment for any term of years or for life.

This ordinance was adopted on first reading

Date

(if required)

Second reading

Date

(if required)

Third reading

Date

This ordinance was published in the

Name of newspaper

on _____.

Date

Signature of Chief Executive Officer

FAIR HOUSING RESOLUTION
(for Small Cities and Communities)

LET IT BE KNOWN TO ALL PERSONS of the *City/County* of Community that discrimination in the sale, rental, leasing, financing of housing or land to be used for construction of housing, or in the provision of brokerage services because of race, color, religion, sex, national origin, familial status, or disability is prohibited by Title VIII of the 1968 Civil Rights Act as amended (Federal Fair Housing law). It is the policy of the *City/County* of Community to implement programs to ensure equal opportunity in housing for all persons regardless of race, color, religion, sex, national origin, familial status, or disability. Therefore, the City/County does hereby pass the following resolution.

BE IT RESOLVED that within available resources the City/County will assist all persons who feel they have been discriminated against because of race, color, religion, sex, national origin, familial status, or disability to seek equity under Federal and State laws by filing a complaint with the Tennessee Human Rights Commission or the U.S. Department of Housing and Urban Development, Atlanta Regional Office Compliance Division.

BE IT FURTHER RESOLVED that the City/County shall publicize this resolution and through this publicity shall cause owners of real estate, developers and builders to become aware of their respective responsibilities and rights under the Federal Fair Housing law and any applicable State or local laws or ordinances.

SAID PROGRAM will at a minimum include, but not be limited to: (1) the printing and publicizing of this policy and other applicable fair housing information through local media and community contacts; (2) distribution of posters, flyers and any other means which will bring to the attention of those affected, the knowledge of their respective responsibilities and rights concerning equal opportunity in housing.

EFFECTIVE DATE

This resolution shall take effect _____ (*Date*) _____.

SIGNATURES

**LOCAL NEWS RELEASE
FOR FAIR HOUSING PROGRAM**

The following Public Service Announcement is sponsored by _____ *(Grantee)* _____.

Governor _____ *(Governor)* _____ has proclaimed the month of April as "Fair Housing Month" in Tennessee.

"In accordance with Title VIII of the Civil Rights Act of 1968, as expanded by the Fair Housing Amendments Act of 1988, it is illegal to discriminate against any person because of race, color, religion, sex, national origin, familial status, or disability in the sale or rental of housing or residential lots; in advertising the sale or rental of housing; in the financing of housing; or in the provision of real estate brokerage services. Blockbusting is also illegal."

The Governor calls on Tennesseans to be "aware of the importance of equal housing opportunities" for all citizens

We do hereby certify that we have received a copy of this Fair Housing News Release to be aired as a public service announcement for _____ *(Grantee)* _____ Community Development Office.

This announcement is to be aired _____ *(Number of Times to be Aired)* _____ time(s) daily for a period of _____ *(Number of Days)* _____ day(s) starting _____ *(Date)* _____ until _____ *(Date)* _____.

Date Received

Authorized Signature

Participating Radio Station

Are You a Victim of Housing Discrimination?

Fair Housing is Your Right!

If you have been denied your housing rights...you may have experienced unlawful discrimination.



U.S. Department of Housing and Urban Development

WHERE TO MAIL YOUR FORM OR INQUIRE ABOUT YOUR CLAIM

**For Connecticut, Maine, Massachusetts,
New Hampshire, Rhode Island, and Vermont:
NEW ENGLAND OFFICE**

Fair Housing Hub
U.S. Dept. of Housing and Urban Development
Thomas P. O'Neill, Jr. Federal Building
10 Causeway Street, Room 321
Boston, MA 02222-1092
Telephone (617) 994-8320 or 1-800-827-5005
Fax (617) 565-7313 • TTY (617) 565-5453
E-mail: Complaints_office_01@hud.gov

**For New Jersey and New York:
NEW YORK/NEW JERSEY OFFICE**

Fair Housing Hub
U.S. Dept. of Housing and Urban Development
26 Federal Plaza, Room 3532
New York, NY 10278-0068
Telephone (212) 264-1290 or 1-800-496-4294
Fax (212) 264-9829 • TTY (212) 264-0927
E-mail: Complaints_office_02@hud.gov

**For Delaware, District of Columbia, Maryland,
Pennsylvania, Virginia, and West Virginia:
MID-ATLANTIC OFFICE**

Fair Housing Hub
U.S. Dept. of Housing and Urban Development
The Wanamaker Building
100 Penn Square East
Philadelphia, PA 19107
Telephone (215) 656-0663 or 1-888-799-2085
Fax (215) 656-3419 • TTY (215) 656-3450
E-mail: Complaints_office_03@hud.gov

**For Alabama, the Caribbean, Florida, Georgia, Kentucky, Missis-
sippi, North Carolina, South Carolina, and Tennessee:
SOUTHEAST/CARIBBEAN OFFICE**

Fair Housing Hub
U.S. Dept. of Housing and Urban Development
Five Points Plaza
40 Marietta Street, 16th Floor
Atlanta, GA 30303-2808
Telephone (404) 331-5140 or 1-800-440-8091
Fax (404) 331-1021 • TTY (404) 730-2654
E-mail: Complaints_office_04@hud.gov

**For Illinois, Indiana, Michigan, Minnesota,
Ohio, and Wisconsin:
MIDWEST OFFICE**

Fair Housing Hub
U.S. Dept. of Housing and Urban Development
Ralph H. Metcalfe Federal Building
77 West Jackson Boulevard, Room 2101
Chicago, IL 60604-3507
Telephone (312) 353-7776 or 1-800-765-9372
Fax (312) 886-2837 • TTY (312) 353-7143
E-mail: Complaints_office_05@hud.gov

**For Arkansas, Louisiana, New Mexico, Oklahoma, and Texas:
SOUTHWEST OFFICE**

Fair Housing Hub
U.S. Dept. of Housing and Urban Development
801 North Cherry, 27th Floor
Fort Worth, TX 76102
Telephone (817) 978-5900 or 1-888-560-8913
Fax (817) 978-5876 or 5851 • TTY (817) 978-5595
E-mail: Complaints_office_06@hud.gov

**For Iowa, Kansas, Missouri and Nebraska:
GREAT PLAINS OFFICE**

Fair Housing Hub
U.S. Dept. of Housing and Urban Development
Gateway Tower II
400 State Avenue, Room 200, 4th Floor
Kansas City, KS 66101-2406
Telephone (913) 551-6958 or 1-800-743-5323
Fax (913) 551-6856 • TTY (913) 551-6972
E-mail: Complaints_office_07@hud.gov

**For Colorado, Montana, North Dakota, South Dakota,
Utah, and Wyoming:
ROCKY MOUNTAINS OFFICE**

Fair Housing Hub
U.S. Dept. of Housing and Urban Development
1670 Broadway
Denver, CO 80202-4801
Telephone (303) 672-5437 or 1-800-877-7353
Fax (303) 672-5026 • TTY (303) 672-5248
E-mail: Complaints_office_08@hud.gov

**For Arizona, California, Hawaii, and Nevada:
PACIFIC/HAWAII OFFICE**

Fair Housing Hub
U.S. Dept. of Housing and Urban Development
600 Harrison Street, Third Floor
San Francisco, CA 94107-1300
Telephone (415) 489-6524 or 1-800-347-3739
Fax (415) 489-6558 • TTY (415) 436-6594
E-mail: Complaints_office_09@hud.gov

**For Alaska, Idaho, Oregon, and Washington:
NORTHWEST/ALASKA OFFICE**

Fair Housing Hub
U.S. Dept. of Housing and Urban Development
Seattle Federal Office Building
909 First Avenue, Room 205
Seattle, WA 98104-1000
Telephone (206) 220-5170 or 1-800-877-0246
Fax (206) 220-5447 • TTY (206) 220-5185
E-mail: Complaints_office_10@hud.gov

***If after contacting the local office nearest you, you still have ques-
tions – you may contact HUD further at:***

U.S. Dept. of Housing and Urban Development
Office of Fair Housing and Equal Opportunity
451 7th Street, S.W., Room 5204
Washington, DC 20410-2000
Telephone (202) 708-0836 or 1-800-669-9777
Fax (202) 708-1425 • TTY 1-800-927-9275

To file electronically, visit: www.hud.gov

PLACE
POSTAGE
HERE

MAIL TO:

Public Reporting Burden for this collection of information is estimated to average 20 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information.

The Department of Housing and Urban Development is authorized to collect this information by Title VIII of the Civil Rights Act of 1968, as amended by the Fair Housing Amendments Act of 1988, (P.L. 100-430); Title VI of the Civil Rights Act of 1964, (P.L. 88-352); Section 504 of the Rehabilitation Act of 1973, as amended, (P.L. 93-112); Section 109 of Title I- Housing and Community Development Act of 1974, as amended, (P.L. 97-35); Americans with Disabilities Act of 1990, (P.L. 101-336); and by the Age Discrimination Act of 1975, as amended, (42 U.S.C. 6103).

The information will be used to investigate and to process housing discrimination complaints. The information may be disclosed to the United States Department of Justice for its use in the filing of pattern and practice suits of housing discrimination or the prosecution of the person(s) who committed that discrimination where violence is involved; and to State or local fair housing agencies that administer substantially equivalent fair housing laws for complaint processing. Failure to provide some or all of the requested information will result in delay or denial of HUD assistance.

Disclosure of this information is voluntary.



HOUSING DISCRIMINATION INFORMATION

Departamento de Vivienda y Desarrollo Urbano Oficina de Derecho Equitativo a la Vivienda
U.S. Department of Housing and Urban Development Office of Fair Housing and Equal Opportunity

Instructions: (Please type or print) Read this form carefully. Try to answer all questions. If you do not know the answer or a question does not apply to you, leave the space blank. You have one year from the date of the alleged discrimination to file a complaint. Your form should be signed and dated.

Your Name

Your Address

City

State

Zip Code

Best time to call

Your Daytime Phone No

Evening Phone No

Who else can we call if we cannot reach you?

Contact's Name

Best Time to call

Daytime Phone No

Evening Phone No

Contact's Name

Best Time to call

Daytime Phone No

Evening Phone No

1 What happened to you?

How were you discriminated against?

For example: were you refused an opportunity to rent or buy housing? Denied a loan? Told that housing was not available when in fact it was? Treated differently from others seeking housing?

State briefly what happened.

HOUSING DISCRIMINATION INFORMATION

Departamento de Vivienda y Desarrollo Urbano Oficina de Derecho Equitativo a la Vivienda
U.S. Department of Housing and Urban Development Office of Fair Housing and Equal Opportunity

2 Why do you think you are a victim of housing discrimination?

Is it because of your:

· race · color · religion · sex · national origin · familial status (families with children under 18) · disability?

For example: were you denied housing because of your race? Were you denied a mortgage loan because of your religion? Or turned down for an apartment because you have children?

Briefly explain why you think your housing rights were denied and circle the factor(s) listed above that you believe apply.

3 Who do you believe discriminated against you?

For example: was it a landlord, owner, bank, real estate agent, broker, company, or organization?

Identify who you believe discriminated against you.

Name

Address

4 Where did the alleged act of discrimination occur?

For example: Was it at a rental unit? Single family home? Public or Assisted Housing? A Mobile Home?

Did it occur at a bank or other lending institution?

Provide the address.

Address

City

State

Zip Code

5 When did the last act of discrimination occur?

Enter the date

____ / ____ / ____

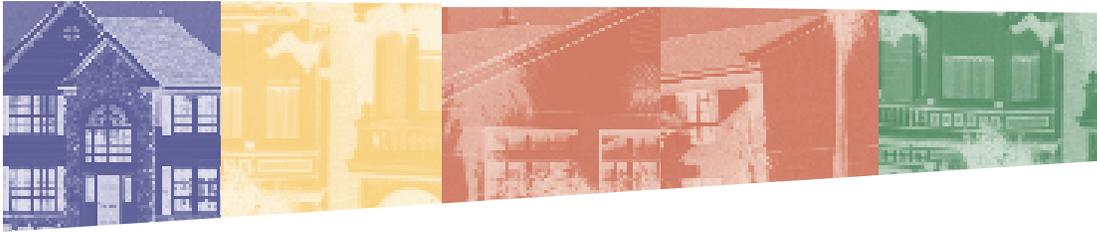
Is the alleged discrimination continuing or ongoing?

Yes No _____

Signature

Date

Send this form to HUD or to the fair housing agency nearest you. If you are unable to complete this form, you may call that office directly. See address and telephone listings on back page.



It is Unlawful to Discriminate in Housing Based on These Factors...

- Race
- Color
- National origin
- Religion
- Sex
- Familial status (families with children under the age of 18, or who are expecting a child)
- Handicap (if you or someone close to you has a disability)

If You Believe Your Rights Have Been Violated...

- HUD or a State or local fair housing agency is ready to help you file a complaint.
- After your information is received, HUD or a State or local fair housing agency will contact you to discuss the concerns you raise.

Detach here. Fold and close with glue or tape (no staples)

Keep this information for your records.

Date you mailed your information to HUD: _____/_____/_____

Address to which you sent the information:

Office _____

Telephone _____

Street _____

City _____

State _____

Zip Code _____

If you have not heard from HUD or a State or local fair housing agency within three weeks from the date you mailed this form, you may call to inquire about the status of your complaint. See address and telephone listings on back page.

ARE YOU A VICTIM OF HOUSING DISCRIMINATION?

“The American Dream of having a safe and decent place to call ‘home’ reflects our shared belief that in this nation, opportunity and success are within everyone’s reach.

Under our Fair Housing laws, every citizen is assured the opportunity to build a better life in the home or apartment of their choice — regardless of their race, color, religion, sex, national origin, family status or disability.”

Alphonso Jackson
Secretary

HOW DO YOU RECOGNIZE HOUSING DISCRIMINATION?

Under the Fair Housing Act, it is Against the Law to:

- Refuse to rent to you or sell you housing
- Tell you housing is unavailable when in fact it is available
- Show you apartments or homes only in certain neighborhoods
- Set different terms, conditions, or privileges for sale or rental of a dwelling
- Provide different housing services or facilities
- Advertise housing to preferred groups of people only
- Refuse to provide you with information regarding mortgage loans, deny you a mortgage loan, or impose different terms or conditions on a mortgage loan
- Deny you property insurance
- Conduct property appraisals in a discriminatory manner
- Refuse to make reasonable accommodations for persons with a disability if the accommodation may be necessary to afford such person a reasonable and equal opportunity to use and enjoy a dwelling.
- Fail to design and construct housing in an accessible manner
- Harass, coerce, intimidate, or interfere with anyone exercising or assisting someone else with his/her fair housing rights

SECTION 3

- | | YES | NO |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|
| 1. Is your grant amount \$200,000 or more?
If No, Section 3 does not apply. No additional information is needed. | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. If Yes, will this project necessitate the hiring of new employees on your payroll or training of present employees?
If No, Section 3 does not apply to grantee's new hires. | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Will any activities that generates employment opportunities necessitate issuing contracts of \$100,000 or more?
If No, Section 3 does not apply to the contractor. No additional information is needed. | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. If Yes, the following documentation should be completed and maintained on file demonstrating your efforts to enhance the employment of Section 3 residents or businesses: | | |

Types of outreach efforts to inform businesses and area low-income residents of Section 3 opportunities.

Numbers of Section 3 area residents provided jobs and/or training.

Numbers and dollar amounts of contractors awarded to businesses within the Section 3 covered project area (metropolitan area or non metropolitan county).

Documentation provided by contractors/subcontractors of their outreach efforts, employment, and training statistics.

LOWER INCOME CLARIFICATION

A family who resides in _____ (*Community*) _____ and whose income does not exceed the applicable threshold listed below is considered to be a lower income family.

THRESHOLDS

<u>Family Size</u>	<u>Income Limit</u> ^❶
1	\$ _____
2	\$ _____
3	\$ _____
4	\$ _____
5	\$ _____
6	\$ _____
7	\$ _____
8	\$ _____

Date

_____ ^❷

Mayor or County Mayor

- ❶ Insert the lower income figures for the county in which this project is located.
- ❷ The form must be dated and signed by the appropriate official.

"THE SECTION 3 CLAUSE"

A. The work to be performed under this contract is on a project assisted under a program providing direct Federal financial assistance from the Department of Housing and Urban Development and is subject to the requirements of Section 3 of the Housing and Urban Development Act of 1968, as amended, 12 U.S.C. 1701u. Section 3 requires that to the greatest extent feasible, opportunities for training and employment be given to lower income residents of the area of the Section 3 covered project, and contracts for work in connection with the project be awarded to business concerns which are located in, or owned in substantial part by persons residing in the area of the Section 3 covered project.

B. The parties of this contract will comply with the provisions of said Section 3 and the regulations issued pursuant thereto by the Secretary of Housing and Urban Development set forth in 24 Part CFR 135, and all applicable rules and orders of the Department issued thereunder prior to the execution of this contract. The parties to this contract certify and agree that they are under no contractual or other disability which would prevent them from complying with these requirements.

C. The contractor will send to each labor organization or representative of workers with which he has a collective bargaining agreement or other contract or understanding, if any, a notice advising the said labor organization or workers' representative of his commitments under this section 3 clause and shall post copies of the notice in conspicuous places available

to employees and applicants for employment or training.

D. The contractor will include this Section 3 clause in every subcontract for work in connection with the project and will, at the direction of the applicant for or recipient of Federal Financial assistance, take appropriate action pursuant to the subcontract upon a finding that the subcontractor is in violation of regulations issued by the Secretary of Housing and Urban Development, 24 CFR Part 135. The contractor will not subcontract with any subcontractor where it has notice or knowledge that the latter has been found in violation of regulations under 24 CFR Part 135 and will not let any subcontract unless the subcontractor has first provided it with a preliminary statement of ability to comply with the requirements of these regulations.

E. Compliance with the provisions of Section 3, the regulations set forth in 24 CFR Part 135, and all applicable rules and orders of the Department issued thereunder prior to the execution of the contract, shall be a condition of the Federal financial assistance provided to the project, binding upon the applicant or recipient, its contractors and subcontractors, its successors, and assigns to those sanctions specified by the grant or loan agreement or contract through which Federal assistance is provided, and to such sanctions as are specified by 24 CFR Part 135.

Part II: Contracts Awarded

1. Construction Contracts:

A. Total dollar amount of all contracts awarded on the project	\$
B. Total dollar amount of contracts awarded to Section 3 businesses	\$
C. Percentage of the total dollar amount that was awarded to Section 3 businesses	%
D. Total number of Section 3 businesses receiving contracts	

2. Non-Construction Contracts:

A. Total dollar amount all non-construction contracts awarded on the project/activity	\$
B. Total dollar amount of non-construction contracts awarded to Section 3 businesses	\$
C. Percentage of the total dollar amount that was awarded to Section 3 businesses	%
D. Total number of Section 3 businesses receiving non-construction contracts	

Part III: Summary

Indicate the efforts made to direct the employment and other economic opportunities generated by HUD financial assistance for housing and community development programs, to the greatest extent feasible, toward low-and very low-income persons, particularly those who are recipients of government assistance for housing. (Check all that apply.)

- Attempted to recruit low-income residents through: local advertising media, signs prominently displayed at the project site, contracts with the community organizations and public or private agencies operating within the metropolitan area (or nonmetropolitan county) in which the Section 3 covered program or project is located, or similar methods.
- Participated in a HUD program or other program which promotes the training or employment of Section 3 residents.
- Participated in a HUD program or other program which promotes the award of contracts to business concerns which meet the definition of Section 3 business concerns.
- Coordinated with Youthbuild Programs administered in the metropolitan area in which the Section 3 covered project is located.
- Other; describe below.

Public reporting for this collection of information is estimated to average 2 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. This agency may not collect this information, and you are not required to complete this form, unless it displays a currently valid OMB number.

Section 3 of the Housing and Urban Development Act of 1968, as amended, 12 U.S.C. 1701u, mandates that the Department ensures that employment and other economic opportunities generated by its housing and community development assistance programs are directed toward low- and very-low income persons, particularly those who are recipients of government assistance housing. The regulations are found at 24 CFR Part 135. The information will be used by the Department to monitor program recipients' compliance with Section 3, to assess the results of the Department's efforts to meet the statutory objectives of Section 3, to prepare reports to Congress, and by recipients as self-monitoring tool. The data is entered into a database and will be analyzed and distributed. The collection of information involves recipients receiving Federal financial assistance for housing and community development programs covered by Section 3. The information will be collected annually to assist HUD in meeting its reporting requirements under Section 808(e)(6) of the Fair Housing Act and Section 916 of the HCDA of 1992. An assurance of confidentiality is not applicable to this form. The Privacy Act of 1974 and OMB Circular A-108 are not applicable. The reporting requirements do not contain sensitive questions. Data is cumulative; personal identifying information is not included.

Form HUD-60002, **Section 3 Summary Report, Economic Opportunities for Low- and Very Low-Income Persons.**

Instructions: This form is to be used to report annual accomplishments regarding employment and other economic opportunities provided to low- and very low-income persons under Section 3 of the Housing and Urban Development Act of 1968. The Section 3 regulations apply to any **public and Indian housing programs** that receive: (1) development assistance pursuant to Section 5 of the U.S. Housing Act of 1937; (2) operating assistance pursuant to Section 9 of the U.S. Housing Act of 1937; or (3) modernization grants pursuant to Section 14 of the U.S. Housing Act of 1937 and to **recipients of housing and community development assistance in excess of \$200,000** expended for: (1) housing rehabilitation (including reduction and abatement of lead-based paint hazards); (2) housing construction; or (3) other public construction projects; and to **contracts and subcontracts in excess of \$100,000** awarded in connection with the Section-3-covered activity.

Form HUD-60002 has three parts, which are to be completed for all programs covered by Section 3. Part I relates to **employment and training**. The recipient has the option to determine numerical employment/training goals either on the basis of the number of hours worked by new hires (columns B, D, E and F). Part II of the form relates to **contracting**, and Part III summarizes recipients' **efforts** to comply with Section 3.

Recipients or contractors subject to Section 3 requirements must maintain appropriate documentation to establish that HUD financial assistance for housing and community development programs were directed toward low- and very low-income persons.* A recipient of Section 3 covered assistance shall submit one copy of this report to HUD Headquarters, Office of Fair Housing and Equal Opportunity. Where the program providing assistance requires an annual performance report, this Section 3 report is to be submitted at the same time the program performance report is submitted. Where an annual performance report is not required, this Section 3 report is to be submitted by January 10 and, if the project ends before December 31, within 10 days of project completion. **Only Prime Recipients are required to report to HUD. The report must include accomplishments of all recipients and their Section 3 covered contractors and subcontractors.**

- HUD Field Office: Enter the Field Office name .
1. Recipient: Enter the name and address of the recipient submitting this report.
 2. Federal Identification: Enter the number that appears on the award form (with dashes). The award may be a grant, cooperative agreement or contract.
 3. Dollar Amount of Award: Enter the dollar amount, rounded to the nearest dollar, received by the recipient.
 - 4 & 5. Contact Person/Phone: Enter the name and telephone number of the person with knowledge of the award and the recipient's implementation of Section 3.
 6. Reporting Period: Indicate the time period (months and year) this report covers.
 7. Date Report Submitted: Enter the appropriate date.

8. Program Code: Enter the appropriate program code as listed at the bottom of the page.
9. Program Name: Enter the name of HUD Program corresponding with the "Program Code" in number 8.

Part I: Employment and Training Opportunities

Column A: Contains various job categories. Professionals are defined as people who have special knowledge of an occupation (i.e. supervisors, architects, surveyors, planners, and computer programmers). For construction positions, list each trade and provide data in columns B through F for each trade where persons were employed. The category of "Other" includes occupations such as service workers.

Column B: (Mandatory Field) Enter the number of new hires for each category of workers identified in **Column A** in connection with this award. New hire refers to a person who is not on the contractor's or recipient's payroll for employment at the time of selection for the Section 3 covered award or at the time of receipt of Section 3 covered assistance.

Column C: (Mandatory Field) Enter the number of Section 3 new hires for each category of workers identified in **Column A** in connection with this award. Section 3 new hire refers to a Section 3 resident who is not on the contractor's or recipient's payroll for employment at the time of selection for the Section 3 covered award or at the time of receipt of Section 3 covered assistance.

Column D: Enter the percentage of all the staff hours of new hires (Section 3 residents) in connection with this award.

Column E: Enter the percentage of the total staff hours worked for Section 3 employees and trainees (including new hires) connected with this award. Include staff hours for part-time and full-time positions.

Column F: (Mandatory Field) Enter the number of Section 3 residents that were trained in connection with this award.

Part II: Contract Opportunities

Block 1: Construction Contracts

Item A: Enter the total dollar amount of all contracts awarded on the project/program.

Item B: Enter the total dollar amount of contracts connected with this project/program that were awarded to Section 3 businesses.

Item C: Enter the percentage of the total dollar amount of contracts connected with this project/program awarded to Section 3 businesses.

Item D: Enter the number of Section 3 businesses receiving awards.

Block 2: Non-Construction Contracts

Item A: Enter the total dollar amount of all contracts awarded on the project/program.

Item B: Enter the total dollar amount of contracts connected with this project awarded to Section 3 businesses.

Item C: Enter the percentage of the total dollar amount of contracts connected with this project/program awarded to Section 3 businesses.

Item D: Enter the number of Section 3 businesses receiving awards.

Part III: Summary of Efforts – Self -explanatory

Submit one (1) copy of this report to the HUD Headquarters Office of Fair Housing and Equal Opportunity, at the same time the performance report is submitted to the program office. The Section 3 report is submitted by January 10. Include only contracts executed during the period specified in item 8. PHAs/IHAs are to report all contracts/subcontracts.

* The terms "low-income persons" and very low-income persons" have the same meanings given the terms in section 3 (b) (2) of the United States Housing Act of 1937. **Low-income persons** mean families (including single persons) whose incomes do not exceed 80 percent of the median income for the area, as determined by the Secretary, with adjustments for smaller and larger families, except that

The Secretary may establish income ceilings higher or lower than 80 percent of the median for the area on the basis of the Secretary's findings such that variations are necessary because of prevailing levels of construction costs or unusually high- or low-income families. **Very low-income persons** mean low-income families (including single persons) whose incomes do not exceed 50 percent of the median family income area, as determined by the Secretary with adjustments or smaller and larger families, except that the Secretary may establish income ceilings higher or lower than 50 percent of the median for the area on the basis of the Secretary's findings that such variations are necessary because of unusually high or low family incomes.

SAMPLE - HIRING POLICY

The City/County of _____ is an Equal Opportunity Employer. All personnel actions shall be made on a non-discriminatory basis without regard to race, color, religion, sex, disability, age or national origin.

In compliance with Section 504, the City/County will make whatever reasonable accommodations that are needed for employment of otherwise qualified people with disabilities.

As vacancies occur and/or new positions are created every effort will be made to upgrade employees from lower classification positions.

Applications will be accepted at any time and a list will be maintained of all applicants.

If no qualified applications are on file, the position will be publicly advertised and contain a statement pledging non-discrimination.

Vacancies will be filled to the greatest extent feasible with qualified lower income residents. The City/County will make every effort to increase both its minority and female employment.

POLICY OF NONDISCRIMINATION

The _____ does not discriminate on the basis of race, color, religion, national origin, sex, age or disability status in the admission or access to, or treatment or employment in, its federally assisted programs or activities.

(Name)

(Address)

(City) (State) (Zip)

() _____ (Voice)
(Telephone Number)

() _____ (TDD)
(Telephone Number)

has been designated to coordinate compliance with the nondiscrimination requirements contained in the Department of Housing and Urban Development's (HUD) regulations implementing Section 504 (24 CFR Part 8. dated June 2, 1988), Section 3 (24 CFR Part 135, as amended June 30, 1994) (Use of Small and Disadvantaged Businesses and Hiring Lower Income Residents of the Project Area), Equal Employment Opportunity Act of 1978 (In House Equal Employment Opportunity), Executive Order 11246, as amended by Executive Order 12086 (Equal Employment Opportunity on Federal Assisted Construction Contracts), and Executive Order 11625 (Minority Entrepreneurship).

This report is to be completed by grantees, developers, sponsors, builders, agencies, and/or project owners for reporting contract and subcontract activities of \$10,000 or more under the following programs: Community Development Block Grants (entitlement and small cities); Urban Development Action Grants; Housing Development Grants; Multifamily Insured and Noninsured; Public and Indian Housing Authorities; and contracts entered into by recipients of CDBG rehabilitation assistance.

Contracts/subcontracts of less than \$10,000 need be reported only if such contracts represent a significant portion of your total contracting activity. Include only contracts executed during this reporting period.

This form has been modified to capture Section 3 contract data in columns 7g and 7i. Section 3 requires that the employment and other economic opportunities generated by HUD financial assistance for housing and community development programs shall, to the greatest extent feasible, be directed toward low- and very low-income persons, particularly those who are recipients of government assistance for housing. Recipients using this form to report Section 3 contract data must also use Part I of form HUD-60002 to report employment and training opportunities data. Form HUD-2516 is to be

completed for public and Indian housing and most community development programs. Form HUD-60002 is to be completed by all other HUD programs including State administered community development programs covered under Section 3.

A Section 3 contractor/subcontractor is a business concern that provides economic opportunities to low- and very low-income residents of the metropolitan area (or nonmetropolitan county), including a business concern that is 51 percent or more owned by low- or very low-income residents; employs a substantial number of low- or very low-income residents; or provides subcontracting or business development opportunities to businesses owned by low- or very low-income residents. Low- and very low-income residents include participants in Youthbuild programs established under Subtitle D of Title IV of the Cranston-Gonzalez National Affordable Housing Act.

The terms "low-income persons" and "very low-income persons" have the same meanings given the terms in section 3(b)(2) of the United States Housing Act of 1937. Low-income persons mean families (including single persons) whose incomes do not exceed 80 per centum of the median income for the area, as determined by the Secretary, with adjustments for smaller and larger families, except that the Secretary

may establish income ceilings higher or lower than 80 per centum of the median for the area on the basis of the Secretary's findings that such variations are necessary because of prevailing levels of construction costs or unusually high or low-income families. Very low-income persons means low-income families (including single persons) whose incomes do not exceed 50 per centum of the median family income for the area, as determined by the Secretary with adjustments for smaller and larger families, except that the Secretary may establish income ceilings higher or lower than 50 per centum of the median for the area on the basis of the Secretary's findings that such variations are necessary because of unusually high or low family incomes.

Submit two (2) copies of this report to your local HUD Office within ten (10) days after the end of the reporting period you checked in item 4 on the front.

Complete item 7h. only once for each contractor/subcontractor on each semi-annual report.

Enter the prime contractor's ID in item 7f. for all contracts and subcontracts. Include only contracts executed during this reporting period. PHAs/IHAs are to report all contracts/subcontracts.

Community Development Programs

1. **Grantee:** Enter the name of the unit of government submitting this report.
3. **Contact Person:** Enter name and phone of person responsible for maintaining and submitting contract/subcontract data.
- 7a. **Grant Number:** Enter the HUD Community Development Block Grant Identification Number (with dashes). For example: B-32-MC-25-0034. For Entitlement Programs and Small City multi-year comprehensive programs, enter the latest approved grant number.
- 7b. **Amount of Contract/Subcontract:** Enter the dollar amount rounded to the nearest dollar. If subcontractor ID number is provided in 7f, the dollar figure would be for the subcontract only and not for the prime contract.
- 7c. **Type of Trade:** Enter the numeric codes which best indicates the contractor's/subcontractor's service. If subcontractor ID number is provided in 7f., the type of trade code would be for the subcontractor only and not for the prime contractor. The "other" category includes supply, professional services and all other activities except construction and education/training activities.
- 7d. **Business Racial/Ethnic/Gender Code:** Enter the numeric code which indicates the racial/ethnic /gender character of the owner(s) and controller(s) of 51% of the business. When 51% or more is not owned and controlled by any single racial/ethnic/gender category, enter the code which seems most appropriate. If the subcontractor ID number is provided, the code would apply to the subcontractor and not to the prime contractor.
- 7e. **Woman Owned Business:** Enter Yes or No.
- 7f. **Contractor Identification (ID) Number:** Enter the Employer (IRS) Number of the Prime Contractor as the unique identifier for prime recipient of HUD funds. Note that the Employer (IRS) Number must be provided for each contract/subcontract awarded.
- 7g. **Section 3 Contractor:** Enter Yes or No.
- 7h. **Subcontractor Identification (ID) Number:** Enter the Employer (IRS) Number of the subcontractor as the unique identifier for each subcontract awarded from HUD funds. When the subcontractor ID Number is provided, the respective Prime Contractor ID Number must also be provided.
- 7i. **Section 3 Contractor:** Enter Yes or No.

7j. Contractor/Subcontractor Name and Address: Enter this information for each
Previous editions are obsolete.

firm receiving contract/subcontract activity only one time on each report for each firm.

Multifamily Housing Programs

1. **Grantee/Project Owner:** Enter the name of the unit of government, agency or mortgagor entity submitting this report.
3. **Contact Person:** Same as item 3 under CPD Programs.
4. **Reporting Period:** Check only one period.
5. **Program Code:** Enter the appropriate program code.
- 7a. **Grant/Project Number:** Enter the HUD Project Number or Housing Development Grant or number assigned.
- 7b. **Amount of Contract/Subcontract:** Same as item 7b. under CPD Programs.
- 7c. **Type of Trade:** Same as item 7c. under CPD Programs.
- 7d. **Business Racial/Ethnic/Gender Code:** Same as item 7d. under CPD Programs.
- 7e. **Woman Owned Business:** Enter Yes or No.
- 7f. **Contractor Identification (ID) Number:** Same as item 7f. under CPD Programs.
- 7g. **Section 3 Contractor:** Enter Yes or No.
- 7h. **Subcontractor Identification (ID) Number:** Same as item 7h. under CPD Programs.
- 7i. **Section 3 Contractor:** Enter Yes or No.
- 7j. **Contractor/Subcontractor Name and Address:** Same as item 7j. under CPD Programs.

Public Housing and Indian Housing Programs

PHAs/IHAs are to report all contracts/subcontracts. Include only contracts executed during this reporting period.

1. **Project Owner:** Enter the name of the unit of government, agency or mortgagor entity submitting this report. Check box as appropriate.
3. **Contact Person:** Same as item 3 under CPD Programs.
4. **Reporting Period:** Check only one period.
5. **Program Code:** Enter the appropriate program code.
- 7a. **Grant/Project Number:** Enter the HUD Project Number or Housing Development Grant or number assigned.
- 7b. **Amount of Contract/Subcontract:** Same as item 7b. under CPD Programs.
- 7c. **Type of Trade:** Same as item 7c. under CPD Programs.
- 7d. **Business Racial/Ethnic/Gender Code:** Same as item 7d. under CPD Programs.
- 7e. **Woman Owned Business:** Enter Yes or No.
- 7f. **Contractor Identification (ID) Number:** Same as item 7f. under CPD Programs.
- 7g. **Section 3 Contractor:** Enter Yes or No.
- 7h. **Subcontractor Identification (ID) Number:** Same as item 7h. under CPD Programs.
- 7i. **Section 3 Contractor:** Enter Yes or No.
- 7j. **Contractor/Subcontractor Name and Address:** Same as item 7j. under CPD Programs.

**MINORITY EMPLOYMENT GOALS
BY ECONOMIC AREA FOR
STATE OF TENNESSEE**

**(U. S. Department of Labor
Federal Register, Volume. 45, No. 194, 10/3/80)**

Until further notice, the following goals for minority utilization in each construction craft and trade shall be included in all Federal or Federally assisted construction contracts and subcontracts in excess of \$10,000 to be performed in the respective geographical areas. The goals are applicable to the contractor's aggregate on-site construction workforce whether or not part of that workforce is performing work on a Federal or Federally assisted construction contract or subcontract. A covered contractor or subcontractor shall apply the goals of the relevant area where the contract is being performed. **The female goal for the State is 6.9%.**

Minority Goal (%)	Area	Minority Goal (%)	Area
	051 CHATTANOOGA, TN		
	SMSA		TN Johnson VA Buchanan VA Dickenson VA Lee VA Russell VA Smyth VA Tazewell VA Wise VA Norton WV McDowell WV Mercer
12.5	1560 Chattanooga, TN-GA		
	GA Catoosa GA Dade GA Walker TN Hamilton TN Marion TN Sequatchie		
8.6	Non-SMSA Counties		053 KNOXVILLE, TN
	AL DeKalb AL Jackson GA Chattanooga GA Murray GA Whitfield TN Bledsoe TN Bradley TN Grundy TN McMinn TN Meigs TN Monroe TN Polk TN Rhea	6.6	SMSA 3840 Knoxville, TN TN Anderson TN Blount TN Knox TN Union
	062 JOHNSON CITY - KINGSPORT BRISTOL, TN-VA	4.5	Non-SMSA Counties KY Bell KY Harlan KY Knox KY Laurel KY McCreary KY Wayne KY Whitley TN Campbell TN Claiborne TN Cocke TN Cumberland TN Fentress TN Grainger TN Hamblen TN Jefferson TN Loudon TN Morgan TN Roane TN Scott TN Sevier
	SMSA		
2.6	3660 Johnson City - Kingsport - Bristol, TN-VA		
	TN Carter TN Hawkins TN Sullivan TN Unicoi TN Washington VA Scott VA Washington VA Bristol		
3.2	Non-SMSA Counties		
	TN Greene TN Hancock		

Minority Goal (%)	Area	Minority Goal (%)	Area
26.5	MS Grenada		
	MS Itawamba		
	MS Lafayette		
	MS Lee		
	MS Leflore		
	MS Marshall		
	MS Monroe		
	MS Montgomery		
	MS Panola		
	MS Pontotoc		
	MS Prentiss		
	MS Quitman		
	MS Sunflower		
	MS Tallahatchie		
	MS Tate		
	MS Tippah		
	MS Tishomingo		
	MS Union		
	MS Washington		
	MS Webster		
	MS Yalobvsha		
	MO Dunklin		
	MO New Madrid		
	MO Pemiscot		
	TN Benton		
	TN Carroll		
	TN Chester		
	TN Crockett		
	TN Decatur		
	TN Dyer		
	TN Fayette		
	TN Gibson		
	TN Hardeman		
	TN Hardin		
	TN Haywood		
	TN Henderson		
	TN Henry		
	TN Lake		
	TN Lauderdale		
	TN McNairy		
	TN Madison		
	TN Obion		
	TN Weakley		
	050 HUNTSVILLE -FLORENCE, AL		
11.2	Non-SMSA Counties		
	TN Lincoln		

Minority Goal (%)	Area	Minority Goal (%)	Area
-------------------	------	-------------------	------

C-16

MEMO FOR MINORITY BUSINESS SOLICITATION

MEMORANDUM

To: FH/EO File
From: _____
Date: (Current Date)
Subject: Minority Business Participation

On (Date), (Company Name), (Company Address) was contacted and informed of solicitation of bids for the (Name and Contract # of Project). (Person Contacted) was informed of the project timeframe and where to pick up plans and specifications.

Minority Goal (%)	Area	Minority Goal (%)	Area
-------------------	------	-------------------	------

C-17

LETTER ON MINORITY BUSINESS SOLICITATION

(Current Date)

(Inside Address)

Dear _____:

This is to inform you that _____ *(Grantee)* has recently been awarded a Community Development Block Grant for _____ *(Project Description)*.

A copy of the advertisement for bids is attached, detailing the project and bidding procedures.

If you have any questions, please do not hesitate to contact me at _____ *(Telephone Number)*.

Sincerely,

(Signature)
(Title)
(Community)

XX:xxx

Attachment

Minority
Goal (%)

Area

Minority
Goal (%)

Area

C-18

JULY 2009

DIRECTORY

OF

MINORITY AND FEMALE

CONTRACTORS AND SUPPLIERS

IN

TENNESSEE

PREPARED BY:

Minority Goal (%)	Area	Minority Goal (%)	Area
----------------------	------	----------------------	------

DEPARTMENT OF ECONOMIC AND COMMUNITY DEVELOPMENT

Minority Goal (%)	Area	Minority Goal (%)	Area
----------------------	------	----------------------	------

ABOUT THE DIRECTORY

The directory lists counties in alphabetical order. Minority and female businesses are alphabetized under corresponding counties as follows:

- Business Name and Address
- Telephone Number
- President, Owner, or Contact Person
- Description of Services

Several counties are not included in the directory. There are two primary reasons.

- Minority/Female owned businesses do not exist in some counties.
- Information regarding Minority/Female owned businesses has not been provided for these counties.

If your project is located in a county without minority/female businesses, efforts should be made to solicit minority/female participation from surrounding counties.

Questions concerning the directory or suggestions on how it may be modified should be forwarded to:

**Department of Economic and Community Development
Program Management Section
312 Rosa L. Parks Avenue
10th Floor, William R. Snodgrass Tennessee Tower
Nashville, Tennessee 37243-1102**

Minority
Goal (%)

Area

ANDERSON COUNTY

Edward's Supply Company

P.O. Box 4758
Oak Ridge, Tennessee 37830

(865) 483-1766

Tracie Rucker

Electrical Supplier

Certified By: TDOT

Engineering Construction Services

7031 Knoxville Hwy.
Oliver Springs, Tennessee 37840

(865) 435-1017

Telena Moore

Construction and engineering services

Certified By: TDOT

G2 Engineering & Management, Inc.

101 Donner Street
Oak Ridge, Tennessee 37830

(865) 482-4271

Michael Twine

Engineering consulting, construction
management, commercial and industrial

Certified By: TDOT

M.K. Wilson & Associates

161 Robertsville Road, Suite B
Oak Ridge, Tennessee 37830-5057

(865) 482-9442

Kathy Wilson

Distributor – safety and industrial supplies

Certified By: TDOT

Parallax, Inc.

795 West Main Street
Oak Ridge, Tennessee 37830

(423) 481-8285

David Reeder

Environmental services

Certified By: TDOT

Production Components, Inc.

P.O. Box 748
Clinton, Tennessee 37717

(865) 463-8874

Ted Duke

Wholesale parts and materials, industrial crates
and pallets

Certified By: TDOT

BEDFORD COUNTY

T & T Steel Erectors, Inc.

1201 Knob Creek Road
Wartrace, Tennessee 37183

(931) 389-9650

Vivian L. Thomas

Placement of reinforcing steel

Certified By: TDOT

BENTON COUNTY

Arnold Trucking & Leasing Co., Inc.

6915 Hwy. 641, South
Camden, Tennessee 38320

(731) 584-2888

Frances Arnold

Clearing grubbing, trucking and hauling, road
and drainage, guardrail, fence, sodding,
seeding, and catch basins, laying pipe, culvert

Certified By: TDOT

Minority
Goal (%)

Area

D & D Trucking Co., of Tenn.
Box 326, 2900 70 Bypass West
Camden, Tennessee 38320

(731) 584-5007

Kim Dudley

Trucking, hauling

Certified By: TDOT

BLOUNT COUNTY

Cable Construction Co., Inc.
2904 E. Lamar Alexander Pkwy.,
P.O. Box 5776
Maryville, Tennessee 37802

(865) 977-4290

Debbie S. Cable Brewster

Trucking, hauling, supplier

Certified By: TDOT

DCS Electronics
3494 Northcross Drive
Alcoa, Tennessee 37701

(865) 982-9517

Christine Combs

Millworking

Certified By: MKAA

Lynn Sanford Construction, LLC
311 Ellis Avenue
Maryville, Tennessee 37804

(865) 548-6350

Mary L. Forrester

General construction contractor

Certified By: TDOT

BRADLEY COUNTY

American Custom Manufacturing
Box 3630
Cleveland, Tennessee 37330

(423) 476-5599

Lee Otis Burton

Steel manufacturer, structural steel fabrications,
manufacturing and supplier of steel pressure
vessels and handrails

Certified By: TDOT

Environmental Concepts of TN, Inc.
5115 Mouse Creek Road, NW
Cleveland, Tennessee 37312

(423) 559-8311

Rita W. Lonas

Hydroseeding, erosion control materials, sod,
mulching, silt fence, tree planting

Certified By: TDOT

F & W Construction Co., Inc.
686 Rakestraw Rd., SW
McDonald, Tennessee 37353

(423) 473-9847

Sandra F. Rakestraw

Rip-rap, curb, gutter, driveways, sidewalks,
inlets, catch basins, manholes and culverts

Certified By: TDOT

Gibco Construction
241 Industrial Way, SW
Cleveland, Tennessee 37311

(423) 476-7905

Sharon Gilbert

Excavation and trucking

Certified By: TDOT

Minority
Goal (%)

Area

Southern Erosion Control

Box 2384
Cleveland, Tennessee 37320

(423) 478-5455

Jo Ann Reece

Manufacturing and installation of silk fence,
seeding, erosion blanket installation

Certified By: TDOT

CARTER COUNTY

ALH Construction Company

415 W.E. St.
Elizabethton, Tennessee 37643

(423) 543-4946

Annette Hall

Concrete flatwork, structures, and underground
general construction, general freight hauling
(local)

Certified By: TDOT

CHEATHAM COUNTY

Design & Survey Concepts, Inc.

510 Ed Harris Road
Ashland City, Tennessee 37015

(615) 456-4049

Patricia W. Williams

Land surveying

Certified By: TDOT

Environmental Design, LLC

1577 Errel Dowlen Road
Pleasant View, Tennessee 37146

(615) 746-0420

Michelle Drake

Site preparation contractors

Certified By: TDOT

Logik, Inc.

1355 Narrows of the Harpeth Road
Kingston Springs, Tennessee 37082

(615) 952-5295

Linda Swindle

Construction management, highways, streets,
bridges

Certified By: TDOT

Southern Erosion Control Company, Inc.

1045 W. Sears Road
Pegram, Tennessee 37143

(615) 207-7457

Sheryl Thompson

Erosion control, install silt fence, check dams,
seed and straw, inlet and outlet protection

Certified By: TDOT

CLAY COUNTY

TKM, Inc.

915 Weaver Bottom Road
Celina, Tennessee 38551

(931) 243-3958

Tammie K. Melton

Erosion control , landscaping, temporary safety
signs

Certified By: TDOT

Minority
Goal (%)

Area

COCKE COUNTY

Erby Contractors, Inc.

P.O. Box 701
Newport, Tennessee 37822

(423) 625-1658

Deborah Erby

Concrete flatwork, concrete ready mix plant, excavation, embankment, trucking and hauling, general contracting, salt bins, aluminum building structures, heavy construction, bridge construction, fencing, underground sanitary and storm sewers, paving

Certified By: TDOT

Roland Dykes Mason

1105 Dykes Street
Newport, Tennessee 37821

Housing rehabilitation

Certified By: TDOT

COFFEE COUNTY

Roberts Seeding and Sod, Inc.

1657 Old Airport Road
Hillsboro, Tennessee 37342

(931) 596-2411

Theresa Roberts

Landscaping, sodding, seeding, erosion control

Certified By: TDOT

CUMBERLAND COUNTY

England Striping Inc.

P.O. Box 891
Crossville, Tennessee 38551

(931) 484-6188

Judith England

Pavement marking

Certified By: TDOT

DAVIDSON COUNTY

A & V Supply

1412 Antioch Pike, #102
Antioch, Tennessee 37013

(615) 331-3235

Welding/safety supplies

Certified By: MTA

Aerial Innovations of Tennessee, Inc.

1000 Main Street, Suite 201
Nashville, Tennessee 37206

(615) 650-2002

Wendy Whittemore

Aerial and architectural photography

Certified By: TDOT

Alpha Signs of Tennessee

2513 Winford Avenue
Nashville, Tennessee 37211

(615) 255-4255

Robert Chavez

General signs, building and signs, banners, lettering services

Certified By: MNAA

AnMarc, Inc.

P.O. Box 627
Nashville, Tennessee 37138

(615) 357-0312

Anthony Sensabaugh

All other professional, scientific and technical services

Certified By: TDOT

Minority Goal (%)	Area
<p>Automatic Elevator, Inc. P.O. Box 17946 Nashville, Tennessee 37217</p> <p>(615) 361-7570</p> <p>Jean Burch</p> <p>Elevator installation, inspection, repair, consultation</p> <p>Certified By: MNAA</p>	<p>Boulton Enterprises, Inc. 477 Humphrey's Street Nashville, Tennessee 37203</p> <p>(615) 255-2581</p> <p>Joyce A. Black</p> <p>Painting, exterior and interior, construction contractor</p> <p>Certified By: MNAA</p>
<p>A-V Equipment and Supply 1412 Antioch Pike, #102 Antioch, Tennessee 37013</p> <p>(615) 331-3235</p> <p>William Ling</p> <p>Medical equipment, merchant wholesalers, welding, machinery, equipment merchant wholesalers</p> <p>Certified By: MNAA</p>	<p>Brandon Technology Consulting, Inc. 2501 McGavock Pike, Suite 203 Nashville, Tennessee 37214</p> <p>(615) 883-9023</p> <p>Leonard Tharpe</p> <p>Computer systems design services</p> <p>Certified By: MNAA</p>
<p>Barr Group, Inc., The 230 Great Circle Road, Suite 234 Nashville, Tennessee 37228</p> <p>(615) 574-7176</p> <p>Monica Restrepo Galyon</p> <p>Hardware merchant wholesalers, other misc. durable goods merchant wholesalers, sign manufacturing, other commercial equipment merchant wholesalers, other commercial printing, other chemical and allied products merchant wholesalers</p> <p>Certified By: CARTA</p>	<p>Broadwater and Associates Group, Inc. 315 Tenth Avenue North, Suite 93 Nashville, Tennessee 37203</p> <p>(615) 256-6707</p> <p>Ernest Broadwater</p> <p>Full service printing, promotional products, mail center, label center, display company</p> <p>Certified By: MNAA</p>
<p>Beard's Property Maintenance, Inc. 2808 Foster Drive Nashville, Tennessee 37210</p> <p>(615) 331-6289</p> <p>Dwight Beard</p> <p>Landscape care, maintenance services</p> <p>Certified By: MNAA</p>	<p>Cirrus Technology & Data Solution 105 Shoemaker Drive Antioch, Tennessee 37013</p> <p>(615) 456-7353</p> <p>Quinton M. Bynum</p> <p>Information management, system integration design services</p> <p>Certified By: MNAA</p>

Minority Goal (%)	Area
<p>CME Systems, Inc. 827 W. McKennie Avenue Nashville, Tennessee 37216</p> <p>(615) 566-6330</p> <p>Mark Wright</p> <p>Plumbing, heating, air conditioning contractors, all other specialty trades</p> <p>Certified By: TDOT</p>	<p>D & S Electrical Contractors, Inc. 528 Hickory Hills Blvd. Whites Creek, Tennessee 37189</p> <p>(615) 876-9640</p> <p>Electrical contractors</p> <p>Certified By: MTA</p>
<p>CMG Painting 545 Mainstream Drive, Suite 412 Nashville, Tennessee 37228</p> <p>(615) 255-3301</p> <p>Coyness Wiggins</p> <p>Painting, exterior and interior, construction contractor</p> <p>Certified By: MNAA</p>	<p>Design In Print, Inc. 4563 Clarksville Pike Nashville, Tennessee 37218</p> <p>(615) 533-1602</p> <p>George W. Tucker, Jr.</p> <p>Engineering services, mechanical, architectural, facilities, computer drafting, cost estimating</p> <p>Certified By: MNAA</p>
<p>Collier Roofing Co., Inc. 1523 Jones Avenue Nashville, Tennessee 37207</p> <p>(615) 226-2844</p> <p>Yvonne Collier</p> <p>Commercial and industrial roofing</p> <p>Certified By: TDOT</p>	<p>Elite Roofing Company 1048 A Jefferson Street Nashville, Tennessee 37208</p> <p>(615) 259-0774</p> <p>D'Arcy Porter/Katherine Lee</p> <p>Commercial, industrial and residential roofing</p> <p>Certified By: TDOT</p>
<p>Connico Incorporated 2594 N. Mt. Juliet Road Nashville, Tennessee 37122</p> <p>(615) 758-7474</p> <p>Connie S. Gowder</p> <p>Consulting, project management, cost estimating, scheduling, DBE plans, construction administration, independent fee analysis</p> <p>Certified By: TDOT</p>	<p>E-ZIOP 3916 Clarksville Highway Nashville, Tennessee 37218</p> <p>(615) 578-7988</p> <p>Sherrie Jenkins-Frazzini</p> <p>Office furniture and supplies, merchant wholesalers</p> <p>Certified By: TDOT</p>
	<p>Flat Head Concrete 4007 Michigan Avenue Nashville, Tennessee 37209</p> <p>(615) 963-9948</p> <p>Concrete</p> <p>Certified By: MTA</p>

Minority Goal (%)	Area
<p>G & J Construction Company 2813-B Delaware Avenue Nashville, Tennessee 37209</p> <p>(615) 327-1757</p> <p>George & James Jones</p> <p>Concrete construction, flatwork, driveways, sidewalks, retaining walls, handicap ramps</p> <p>Certified By: TDOT</p>	<p>Hawkins Partners, Inc. 105 Broadway, Suite 100 Nashville, Tennessee 37201</p> <p>(615) 255-5218</p> <p>Landscape architecture</p> <p>Certified By: TDOT</p>
<p>G & S Excavation and Landscaping 3208 Vailview Drive Nashville, Tennessee 37207</p> <p>(615) 533-2107</p> <p>George Alexander</p> <p>Landscaping and excavation services</p> <p>Certified By: MNAA</p>	<p>H.M.C. Contractors, Inc. 2704 Larmon Drive Nashville, Tennessee 37204</p> <p>(615) 298-1003</p> <p>Bobby Hogan</p> <p>Concrete work</p> <p>Certified By: TDOT</p>
<p>Geotek Engineering Co., Inc. 2909 Elizabeth Street Nashville, Tennessee 37211</p> <p>(615) 833-3800</p> <p>Louis Mishu</p> <p>Geotechnical engineering, construction materials, testing subsurface drilling, well installation, construction quality control inspection</p> <p>Certified By: TDOT</p>	<p>Hudson Construction, Inc. 805 A West McKennie Avenue Nashville, Tennessee 37206</p> <p>(615) 226-9144</p> <p>Shelia A. Hudson</p> <p>General construction</p> <p>Certified By: TDOT</p>
<p>Grand Slam Technologies, LLC 505 Clubhouse Court Antioch, Tennessee 37013</p> <p>(615) 479-8882</p> <p>Marcus Lillard</p> <p>Low voltage structured cabling installation and service</p> <p>Certified By: TDOT</p>	<p>K2 Environmental, LLC 1625 5th Avenue North Nashville, Tennessee 37208</p> <p>(615) 248-6926</p> <p>Kristin Knoll</p> <p>Environmental consultant services</p> <p>Certified By: TDOT</p>
	<p>K S Ware & Associates, LLC 54 Lindsley Avenue Nashville, Tennessee 37210-2039</p> <p>(615) 255-9702</p> <p>Kathryn Ware</p> <p>Geotechnical engineering soil analysis materials testing and environmental consulting, construction stakes, lines and grades and information technology applications</p> <p>Certified By: TDOT</p>

Minority Goal (%)	Area
<p>L & G Construction Co., Inc. 2614 Hart Street Nashville, Tennessee 37207</p> <p>(615) 227-1775</p> <p>Shirley Arnold</p> <p>Concrete: curb, gutter, driveways, sidewalks, sewer, grading, utility construction, excavation and hauling</p> <p>Certified By: TDOT</p>	<p>McFall Sod and Seed 340 Driel Avenue Nashville, Tennessee 37210</p> <p>(615) 832-3839</p> <p>Jackie McFall</p> <p>Seeding and sodding</p> <p>Certified By: TDOT</p>
<p>Logan Patri Engineering, Inc. 630-C Southgate Avenue Nashville, Tennessee 37203</p> <p>(615) 726-2902</p> <p>Narasimha Rao Patri</p> <p>Consulting and structural engineering</p> <p>Certified By: TDOT</p>	<p>Melvin Gill & Associates 1821 Ed Temple Boulevard Nashville, Tennessee 37208</p> <p>(615) 242-4455</p> <p>Melvin Gill</p> <p>Architectural services</p> <p>Certified By: TDOT</p>
<p>Management Solutions Group, LLC 2021 21st Avenue South, Suite 311 P.O. Box 120777 Nashville, Tennessee 37212</p> <p>(615) 320-0039</p> <p>Liz Allen Fey</p> <p>Management consulting, professional training</p> <p>Certified By: TDOT</p>	<p>Metro Air Services, Inc. 109 Air Freight Blvd. Nashville, Tennessee 37217</p> <p>(615) 361-6135</p> <p>April Hargrove</p> <p>Roofing, siding, sheet metal</p> <p>Certified By: MNAA</p>
<p>Mark IV Enterprises, Inc. 209 10th Ave., South, Cummins Station, Suite 411 Nashville, Tennessee 37203</p> <p>(615) 259-1688</p> <p>Sue Parish</p> <p>General contractor, construction management, industrial building, finishing</p> <p>Certified By: TDOT</p>	<p>Mitchell and Everett Construction, Inc. 1240 Shawanee Road Madison, Tennessee 37115</p> <p>(615) 612-0557</p> <p>Anetra Mitchell</p> <p>Painting and sandblasting</p> <p>Certified By: TDOT</p>
	<p>Modern Day Wrecking 2620 Walker Lane Nashville, Tennessee 37207</p> <p>(615) 533-0840</p> <p>Douglas Williams</p> <p>Demolition and excavation</p> <p>Certified By: TDOT</p>

Minority Goal (%)	Area
<p>Moody-Nolan, Inc. 3310 West End Avenue, Suite 495 Nashville, Tennessee 37203</p> <p>(615) 386-9690</p> <p>Architectural Services</p> <p>Certified By: MTA</p>	<p>Nate Hatchers Backhoe Services 140 Rains Avenue Nashville, Tennessee 37203</p> <p>(615) 242-5234</p> <p>Nate Hatcher</p> <p>Excavating, grading, site work, concrete construction, gavel, hauling</p> <p>Certified By: MNAA</p>
<p>Monroe Page Group, The 209 10th Avenue South, Suite 305-B Nashville, Tennessee 37203</p> <p>(615) 329-4678</p> <p>Gregory Page</p> <p>Construction management, commercial, institutional, highway, road, street, bridge</p> <p>Certified By: TDOT</p>	<p>Norris Company Architectural Signage, The 5543 Edmondson Pike, #165 Nashville, Tennessee 37211</p> <p>(615) 333-7568</p> <p>Elaine Norris Emory</p> <p>Wholesale distributor for interior and exterior signage</p> <p>Certified By: TDOT</p>
<p>Morgan & Morgan, Inc. 1812 Pearl Street Nashville, Tennessee 37203</p> <p>(615) 329-1797</p> <p>George Morgan</p> <p>Engineering consulting services</p> <p>Certified By: MNAA</p>	<p>Panther Construction Co., Inc. 2120 Gain Street Nashville, Tennessee 37207</p> <p>(615) 227-9747</p> <p>James Davis</p> <p>Architecture, engineering, planning and interior design, grassing, erosion control, highway streets, bridge stripping, cold milling, edge drain, under drain, fencing, debris removal, landscape/beautification, trenching, pavement markings, waterproofing, stucco, building cleaning, restoration and exterior thermal systems, exterior finish systems, texture coatings</p> <p>Certified By: TDOT</p>
<p>MultiModal Research 1711 Beechwood Avenue Nashville, Tennessee 37212</p> <p>(615) 319-5155</p> <p>Liza M. Joffrion</p> <p>Consulting in transportation and public policy</p> <p>Certified By: TDOT</p>	<p>PDR-Planning, Design Research 2000 Lindell Avenue Nashville, Tennessee 37203</p> <p>(615) 289-2065</p> <p>A.K. Upadhyay</p> <p>Consultant – building, planning and design</p> <p>Certified By: TDOT</p>
<p>Mutual Contractors, LLC 1001 14th Avenue South Nashville, Tennessee 37212</p> <p>(615) 319-6491</p> <p>Janet Shands</p> <p>General construction</p> <p>Certified By: TDOT</p>	

Minority Goal (%)	Area
<p>RBL Group 6600 Rolling Fork Drive Nashville, Tennessee 37205</p> <p>(615) 352-8626</p> <p>Betty June Hawkins</p> <p>Wayfinding, architectural illustration, environmental graphic design</p> <p>Certified By: MNAA</p>	<p>Sigma Electrical Systems, Inc. 502 Old Hickory Blvd, E Madison, Tennessee 37115</p> <p>(615) 586-8365</p> <p>Mauve Cherrington</p> <p>Electrical engineering devices in new and existing buildings</p> <p>Certified By: MNAA</p>
<p>Remnant Construction Management Group, Inc. 5253 Granny White Pike Nashville, Tennessee 37220</p> <p>(615) 277-4053</p> <p>Stephanie Beard</p> <p>Construction management</p> <p>Certified By: MTA</p>	<p>Specialized Services, LLC 5620 Cedar Ash Crossing Antioch, Tennessee 37013</p> <p>(615) 641-3473</p> <p>Audrey Tomlin</p> <p>Janitorial services</p> <p>Certified By: MTA</p>
<p>Seven Hills Granite Company 141 Neese drive, #Z-508 Nashville, Tennessee 37211</p> <p>(615) 833-8761</p> <p>Venkata Mutta</p> <p>Tile</p> <p>Certified By: TDOT</p>	<p>Specs & Details 3862 Crouch Drive Nashville, Tennessee 37207</p> <p>(615) 876-8096</p> <p>Shery Thompson</p> <p>Writing architectural specifications, drawing architectural details, producing auto cad drawings</p> <p>Certified By: TDOT</p>
<p>Sherrick Construction Inc. P.O. Box 291685 Nashville, Tennessee 37229 or 3642 Central Pk. Hermitage, Tennessee 37076</p> <p>(615) 872-1050</p> <p>Paul Sherrick</p> <p>Commercial, industrial and residential construction</p> <p>Certified By: TDOT</p>	<p>Stones River Electric 510 Cave Road Nashville, Tennessee 37224</p> <p>(615) 885-0019</p> <p>Jami Wilson</p> <p>Electrical contractors</p> <p>Certified By: TDOT</p>

Minority Goal (%)	Area
----------------------	------

Sunago Builders, Inc.
 1819 Charlotte Avenue
 Nashville, Tennessee 37203

 (615) 321-5807

 Barrington Kong

 General construction, sidewalks, curb and gutter, sawing, cutting and coring

 Certified By: TDOT

Thornton & Associates
 1205 S. Graycroft Ave.
 Nashville, Tennessee 37115-5130

 (615) 865-1913

 Erly Thornton

 Surveying and inspection

 Certified By: TDOT

Trinity III Mechanical. LLC
 170 D East Main Street, #112
 Hendersonville, Tennessee 37075

 (615) 431-2870

 John A. Hayes

 Plumbing, heating and air conditioning contractors

 Certified By: TDOT

Vega Concrete
 493 Old Nashville Highway
 LaVergne, Tennessee 37086

 (615) 364-0904

 Diane Edmundson

 Concrete construction, building slabs, driveways, sidewalks, stamp crete, retaining walls, footings/foundations

 Certified By: TDOT

Water Quality & Erosion Control of TN
 2813 Dogwood Place
 Nashville, Tennessee 37204

 (615) 292-4812

 Jean Matthews

 Environmental consulting services

 Certified By: TDOT

W.L. Odom Enterprises
 3250 Dickerson Road
 Nashville, Tennessee 37207

 (615) 228-0302

 Walter L. Odom, III

 Demolition, restoration, commercial concrete finishing, asphalt paving, repair, landscaping, grading

 Certified By: MNAA

Young Motivation Group
 315 10th Avenue North, Suite 119
 Nashville, Tennessee 37203

 (615) 291-6040

 Allyson Young or Derrick Young

 Web based training, executive coaching, training, leadership development

 Certified By: TDOT

DYER COUNTY

Debra H. Campbell
 P.O. Box 1050
 Dyersburg, Tennessee 38025

 (731) 285-6567

 Debra H. Campbell

 Housing rehabilitation

 Certified By: None

Minority
Goal (%)

Area

FAYETTE COUNTY

Clayton Contracting Company

8781 Woods Mill Cave West
Cordova, Tennessee 38016

(901) 759-1193

Peggy Clayton

Concrete flatwork, building moving, demolition,
clearing and grubbing, fence, guardrail, joint
sawing, sealing, pavement patching, erosion
control

Certified By: TDOT

FENTRESS COUNTY

Lane Hauling and Excavating, Inc.

P.O. Box 1
Clarkrange, Tennessee 38553

(931) 863-8338

Debra Young

Aggregate construction, earthwork, demolition,
clearing and grubbing, trucking/hauling

Certified By: TDOT

FRANKLIN COUNTY

Eagle Landscaping & Lawn

2463 Otter Falls Road
Sewanee, Tennessee 37375

(423) 488-3791

Angela Fowler

Landscaping/lawn care

Certified By: CARTA

Pec's Construction

1811 Old Alto Road
Decherd, Tennessee 37324

(931) 703-1479

Timothy Pruett

Asphalt paving, trucking and light concrete work
(concrete curbing, sidewalks, silt fencing, chain
link fencing)

Certified By: TDOT

GIBSON COUNTY

4J Construction Company, Inc.

333 North Main Street
Dyer, Tennessee 38330

(731) 692-2526

Lafayette Johnson

Concrete foundation and structure contractors

Certified By: TDOT

Payne Steel Erectors, Inc.

P.O. Box 247
Kenton, Tennessee 38233
or
3568 Mason Hall
Kenton, Tennessee 38233

(731) 749-7991

Geoffrey Payne

Concrete flatwork, painting, trucking/hauling and
steel work, furnishing and tie in place highway
re-enforcement steel, furnishing and placing pre-
stress girders and steel girders, miscellaneous
concrete work associated with road and bridge
building

Certified By: TDOT

Minority
Goal (%)

Area

WMC Contracting Co., Inc.

1142 S. High Street, P.O. Box 85
Trenton, Tennessee 38382

(731) 855-1491

Dennis Garcia

Concrete (driveways, sidewalks, curb, gutter,
catch basins, inlets, median barrier walls and
parapet)

Certified By: TDOT

GREENE COUNTY

W & W Engineering, LLC

800 W. Andrew Johnson Hwy. Suite 2
Greeneville, Tennessee 37745

(423) 638-2770

Cathy Walden

General civil engineering consulting services,
environmental permits, mapping, water line and
wastewater design

Certified By: TDOT

GRUNDY COUNTY

A-Tech Services Corporation

P.O. Box 3551
Hixson, Tennessee 37404-0551

(423) 344-1888

Cleophus Heard

Heating and air conditioning

Certified By: TDOT

Haynes Erosion Control

Box 81
Pelham, Tennessee 37366

(931) 467-3487

Martha Haynes

Erosion control, fence, and guardrail

Certified By: TDOT

HAMBLEN COUNTY

J. Wells & Associates

528 Callaway Drive
Morristown, Tennessee 37814

(423) 586-6008

JoVitas Wells

Professional consulting services

Certified By: TDOT

Mills Landscaping

3557 Falcon Road
Morristown, Tennessee 37814

(423) 581-0681

Ruth A. Mills

Landscaping, clearing, sodding, seeding, and
grubbing

Certified By: TDOT

Rucker Masonry

1534 Goodson Avenue
Morristown, Tennessee 37814

(423) 586-0619

Charles Rucker

Masonry

Certified By: None

HAMILTON COUNTY

Alexis Group, The

P.O. Box 4906
Chattanooga, Tennessee 37405

(423) 624-3300

Brenna Fairchild

Accounting, tax prep, bookkeeping, payroll
services, other accounting services,
management, scientific, and technical consulting
services

Certified By: CMAA

Minority Goal (%)	Area
----------------------	------

ASAP Design & Typography

7901 Selcer Road
Hixson, Tennessee 37343

(423) 842-4969

Cindy Bowman

Graphic design

Certified By: TDOT

Durango Enterprise, LLC

627 O'Grady Drive
Chattanooga, Tennessee 37419

(423) 605-6111

Candace Esparza

Testing laboratory services, environmental consulting services

Certified By: CMAA

Earthworx, LLC

6223 Lee Highway, Suite 210
Chattanooga, Tennessee 37421

(423) 892-4780

Dixon Brackett

Engineering services, geophysical surveying and mapping services

Certified By: TDOT

EITPS, LLC

413 Brookfield Avenue
Chattanooga, Tennessee 37411

(423) 517-7011

Terrance Swint

Engineering (planning, design, management) and information technology (web development and staff augmentation)

Certified By: CARTA

Engineered Mechanical Systems

118 Parmenas Lane
Chattanooga, Tennessee 37405

(423) 624-3300

Brenna Fairchild

Fabricated metal product manufacturer, machining, plate work

Certified By: TDOT

**Flasher & Barricade Services
a.k.a. Women's Work LLC**

P.O. Box 2367
Chattanooga, Tennessee 37409

(423) 892-1543

Mary Evans Swope

Traffic control equipment rental and sales

Certified By: TDOT

Hefferlin + Kronenberg

525 West Main Street
Chattanooga, Tennessee 37402

(423) 266-3656

Heidi Hefferlin

Architectural services

Certified By: CARTA

Home and Lawn Care Services

6114 Dayton Boulevard
Hixson, Tennessee 37343

(423) 843-3344

Martha Hillard

Landscaping/lawn care

Certified By: CARTA

Minority Goal (%)	Area
<p>Inner City Electrical Heating and Air Co., LLC P.O. Box 25213 Chattanooga, Tennessee 37422</p> <p>(423) 622-7699</p> <p>Allen D. Jones</p> <p>Residential building construction; plumbing, heating and air condition contractors; electrical contractors</p> <p>Certified By: TDOT</p>	<p>K & E Trucking Inc. 4295 Cromwell Road, Box 23966 Chattanooga, Tennessee 37422</p> <p>(423) 894-6430</p> <p>Donna K. Mullins</p> <p>Trucking and hauling</p> <p>Certified By: TDOT</p>
<p>J & C Consulting Services 4100 Bennett Road, Suite C East Ridge, Tennessee 37412</p> <p>(423) 867-4444</p> <p>Johnnie Lee Haines</p> <p>General contractor</p> <p>Certified By: TDOT</p>	<p>Levitt & Mills Associates 307 Signal Mountain Boulevard Signal Mountain, Tennessee 37377</p> <p>(423) 886-4700</p> <p>Karna Levitt</p> <p>Architectural design</p> <p>Certified By: CARTA</p>
<p>J. M. Hanner Construction Company 5117 Lantana Lane Chattanooga, Tennessee 37416</p> <p>(423) 629-8010</p> <p>Jerry Hanner</p> <p>Concrete and barrier walls, building moving, demolition, guardrail and fence</p> <p>Certified By: TDOT</p>	<p>Paris Construction, LLC 6204 Gibbs Lane Ooltewah, Tennessee 37363</p> <p>(423) 394-7939</p> <p>Darian Miguell Paris</p> <p>Drywall/plastering</p> <p>Certified By: TDOT</p>
<p>Jostes Carpets, Inc. 2801 Dodds Avenue Chattanooga, Tennessee 37404</p> <p>(423) 495-1807</p> <p>Stetson Ndhlovu</p> <p>Flooring contractors, floor covering stores</p> <p>Certified By: CMAA</p>	<p>Plant Parts & Equipment 100 Cherokee Blvd., #2004 Chattanooga, Tennessee 37405</p> <p>(423) 634-0727</p> <p>Doris Shafner</p> <p>Supplier of industrial, safety and material handling equipment, motors and valves</p> <p>Certified By: TDOT</p>

Minority Goal (%)	Area
<p>Professional Concrete Finishing Co., Inc. Box 1565 Soddy Daisy, Tennessee 37384</p> <p>(423) 267-4074</p> <p>Ivan Toney, Jr.</p> <p>General contracting, curbs, gutters, driveways, inlets, concrete finishing</p> <p>Certified By: TDOT</p>	<p>Vasco Electric, Inc. 702 Woods Avenue Chattanooga, Tennessee 37411</p> <p>(423) 622-2530</p> <p>Vasco Jones</p> <p>Electrical work</p> <p>Certified By: CARTA</p>
<p>Roll Aid Industrial Supply 1905 Long Street, P.O. Box 2346 Chattanooga, Tennessee 37408</p> <p>(423) 267-2930</p> <p>Carla Clendenen</p> <p>Sale of industrial products</p> <p>Certified By: CARTA</p>	<p>Watt Chem, Inc. 1134 E. 14th Street Chattanooga, Tennessee 37408</p> <p>(423) 756-2035</p> <p>Grady Hicks</p> <p>Electrical apparatus and equipment, wiring supplies and related equipment, merchant wholesalers, service establishment equipment and supplies merchant</p> <p>Certified By: CARTA</p>
<p>Rugina Interiors 1398 Market Street Chattanooga, Tennessee 37402</p> <p>(423) 265-7714</p> <p>Linda Rugina</p> <p>Tile/linoleum/carpet installation</p> <p>Certified By: CARTA</p>	<p>WGT & Associates 6425 Bonny Oaks Drive Chattanooga, Tennessee 37416</p> <p>(423) 892-2223</p> <p>Gene Taylor</p> <p>Consulting services/public involvement</p> <p>Certified By: CARTA</p>
<p>Shrop Construction Company 3605 Rogers Road Chattanooga, Tennessee 37411</p> <p>(423) 622-2539</p> <p>James Shropshire</p> <p>General contracting (residential, commercial/public), building, moving and demolition</p> <p>Certified By: TDOT</p>	<p>Wood Group, Inc., The 902 Manufacturer's Road Chattanooga, Tennessee 37405</p> <p>(423) 877-7262</p> <p>Karen Wood</p> <p>Graphic design/advertising</p> <p>Certified By: CARTA</p>

Minority
Goal (%)

Area

Young Electric Company, Inc.
3907 Dodds Avenue
Chattanooga, Tennessee 37407

(423) 867-9324

Robin Young

Electrical contractor

Certified By: TDOT

Z & H Hardware
2700 South Broad Street
Chattanooga, Tennessee 37408

(423) 413-3017

Ginger Long

Hardware/building supplies

Certified By: CARTA

HARDIN COUNTY

Burdine Construction Company
215 Vernon Road
Morris Chapel, Tennessee 38361

(731) 687-3402

Cheryl Burdine

Aggregate construction, concrete flatwork,
earthwork, clearing and grubbing, trucking and
hauling, sewer and rip-rap

Certified By: TDOT

Damron Trucking
645 Damron Loop
Counce, Tennessee 38326

(731) 689-3877

Lee Damron

Trucking/hauling, rock, gravel, and asphalt,
supplier of aggregate and liquid asphalt

Certified By: TDOT

HENRY COUNTY

L.I. Smith and Associates
302 North Caldwell
Paris, Tennessee 38242

(731) 644-1014

Lucile Smith

Hwy. construction staking, hwy. bridge eng.,
land surveying and engineering

Certified By: TDOT

RJ Abstract and Translation
117 Perry Circle
Paris, Tennessee 38242

(731) 641-4570

Ricardo & Jennifer Colon

Titles searches for residential and commercial
properties and translation from English to
Spanish

Certified By: TDOT

Wendy Goldstein Design
705 Country Club Road
Paris, Tennessee 38242

(731) 641-2292

Wendy Goldstein

Graphic design services

Certified By: TDOT

KNOX COUNTY

A/C Electric
3404 Martin Luther King Avenue
Knoxville, Tennessee 37914

(865) 673-5086

David Andrews

Electrical contractor

Certified By: TDOT

Minority Goal (%)	Area
<p>AMARC, LLC 10908 McBride Lane Knoxville, Tennessee 37932</p> <p>(865) 675-4599</p> <p>Cynthia Aikins</p> <p>Industrial safety, supplies and materials</p> <p>Certified By: TDOT</p>	<p>D & J Tool & Supply, LLC P.O. Box 9601 Knoxville, Tennessee 37940</p> <p>(865) 546-0744</p> <p>Deanna Maurer</p> <p>Industrial distributor</p> <p>Certified By: TDOT</p>
<p>Architect's International, LLC 6125 Tazewell Pike, Bldg. A Knoxville, Tennessee 37918</p> <p>(865) 688-2022</p> <p>Karengaye Johnson</p> <p>Architecture</p> <p>Certified By: TDOT</p>	<p>East Tennessee Geosynthetics 1321 Greenwell Drive Knoxville, Tennessee 37938</p> <p>(865) 687-8395</p> <p>Peggy Plauger</p> <p>Construction geosynthetic materials, sales and solicitation of geosynthetic and erosion control materials</p> <p>Certified By: TDOT</p>
<p>B & B Lawn Services, LLC P.O. Box 6613 Knoxville, Tennessee 37914</p> <p>(865) 525-3877</p> <p>Baffin R. Harper, Sr.</p> <p>Erosion control, commercial landscaping and mowing</p> <p>Certified By: TDOT</p>	<p>East Tennessee Mechanical Contractors 109 Bertrand Street, N.E. Knoxville, Tennessee 37917</p> <p>(865) 522-6108</p> <p>Mark S. Deathridge</p> <p>General contractors, concrete, curb, gutter, driveways, sidewalks, small culverts, earthwork, general contracting, steel erection, masonry, steel or timber bridges</p> <p>Certified By: TDOT</p>
<p>Bingham, Group, Inc., The 301 S. Gallaher View Road, Suite 227 Knoxville, Tennessee 37919</p> <p>(865) 523-5999</p> <p>Lisa Bingham</p> <p>Marketing consulting services, graphic design and television production</p> <p>Certified By: TDOT</p>	<p>Elvado Environmental, LLC 9724 Kingston Pike, Suite 603 Knoxville, Tennessee 37922</p> <p>(865) 482-2245</p> <p>Jill A. Mortimore</p> <p>Environmental consulting services</p> <p>Certified By: TDOT</p>

Minority Goal (%)	Area
----------------------	------

Environmental Safety & Health, Inc.

10732 Dutchtown Road
Knoxville, Tennessee 37932

(865) 671-2374

William Garibay

Construction/demolition, asbestos, lead based paint, environmental safety, industrial hygiene and training

Certified By: TDOT

Gem-Care, Inc.

150 Federal Blvd.
Knoxville, Tennessee 37934

(865) 560-9891

Romaine Evans

Drug and alcohol testing and detection services

Certified By: TDOT

Gill Construction Support Services, LLC

P.O. Box 11503
Knoxville, Tennessee 37939

(865) 773-9382

Andrea Gill

Construction staking, line, grades and surveying

Certified By: TDOT

Hicks & Ingle Corporation

8909 Joe Daniels Road
Knoxville, Tennessee 37931

(865) 927-4529

Katrina M. Ivey

Plumbing, heating and air conditioning contractor

Certified By: TDOT

IPS Chemicals

109 E. Springdale Lane
Knoxville, Tennessee 37917

(865) 623-2282

De'Ossie Deon Dingus

Raw chemicals for manufacturing industrial products, janitorial, health and safety supplies

Certified By: TDOT

JGC Construction

412 Byfield Court
Knoxville, Tennessee 37922

(865) 250-1624

Janice Greer

General construction

Certified By: MCAA

KTL Corporation Contractors

P.O. Box 52675
Knoxville, Tennessee 37950

(423) 320-4268

Rueben Mitchell

Lawn care and landscaping, erosion control, CCTV, security alarm system supply and installation

Certified By: TDOT

Marshall & Company

8402 Parkbrook Lane
Knoxville, Tennessee 37919

(865) 470-2644

Laura Marshall

Architectural services

Certified By: TDOT

Minority Goal (%)	Area
<p>McBee/Bailey & Associates 3018 East Fifth Avenue Knoxville, Tennessee 37914</p> <p>(865) 207-4711</p> <p>Emanuel Bailey</p> <p>Commercial and institutional construction</p> <p>Certified By: TDOT</p>	<p>Planet, Inc. 920 N. Front Avenue Rockwood, Tennessee 37854</p> <p>(865) 354-0605</p> <p>Janet M. Manuel</p> <p>Painting, sandblasting, pressure washing and paper hanging</p> <p>Certified By: TDOT</p>
<p>MPI Business Solutions, Inc. 900 E. Hill Avenue, Suite 255 Knoxville, Tennessee 37915</p> <p>(865) 540-1646</p> <p>Jacqueline Whiteside or Troy Whiteside</p> <p>Geotechnical engineering soil analysis materials testing and environmental consulting, construction stakes, lines and grades and information technology applications</p> <p>Certified By: TDOT</p>	<p>Pozzolan Contracting Supply Co., Inc. 2401 Asbury Road Knoxville, Tennessee 37914</p> <p>(865) 546-7676</p> <p>Anna Cantrell</p> <p>Subgrade stabilization; highway and street construction; supplier of lime, quicklime, flash, cement, slurry, etc.</p> <p>Certified By: TDOT</p>
<p>Patricks Trucking Company 1747 E. Old Topside Louisville, Tennessee 37777-5039</p> <p>(865) 681-3552</p> <p>George E. Patrick</p> <p>Trucking and hauling and excavation</p> <p>Certified By: TDOT</p>	<p>Progressive Engineering Group, LLC 35 Market Square, Suite 201 Knoxville, Tennessee 37902</p> <p>(865) 584-5999</p> <p>Danielle Walker</p> <p>Engineering services</p> <p>Certified By: TDOT</p>
<p>Pioneer Builders, Inc. 2918 Magnolia Avenue Knoxville, Tennessee 37914</p> <p>(865) 329-9958</p> <p>Albert Beasley</p> <p>General construction</p> <p>Certified By: MKAA</p>	<p>Randolph Trucking Co. 1818 Holston River Road Knoxville, Tennessee 37914</p> <p>(865) 523-4241</p> <p>Margie Randolph</p> <p>Trucking and hauling</p> <p>Certified By: TDOT</p>

Minority Goal (%)	Area
----------------------	------

Samico Professional Service

P.O. Box 1248
Powell, Tennessee 37849

(865) 938-0208

Shelia R. Hijer

Recruiting staff augmentation, engineering locator svc., drafting and design support

Certified By: TDOT

Shanklin and Sons Carpet

2640 Magnolia Avenue
Knoxville, Tennessee 37914

(865) 522-6161

Frank Shanklin

Flooring

Certified By: TDOT

Southeastern Constructors, LLC

109 Berfrand St., NE
Knoxville, Tennessee 37917

(865) 522-6108

Mark S. Deathridge

General contracting and underground storm sewers, sanitary sewer and watermains

Certified By: TDOT

Southern Safety Supply, LLC

3700 Pleasant ridge Road, 300
Knoxville, Tennessee 37921

(865) 673-0140

Sara Sizemore

Protective clothing and equipment

Certified By: TDOT

StuTech

929 Chesapeake Way
Knoxville, Tennessee 37923

(865) 919-5322

Cassandra Stuart

Marketing, public relations, general construction contractor

Certified By: TDOT

LAUDERDALE COUNTY

Lattimore Trucking

P.O. Box 714
Route 4, Box 2480, Hwy. 19W
Ripley, Tennessee 38063

(731) 635-8398

William A. Lattimore

Trucking and hauling

Certified By: TDOT

Morris McCorkle

509 N. Wilson Street
Halls, Tennessee 38040

(731) 836-7200

Morris McCorkle

Housing rehabilitation

Certified By: None

LAWRENCE COUNTY

BridgeSpan, Inc.

117 W. Gaines Street, Suite B
Lawrenceburg, Tennessee 38464

(615) 351-8025

Lindsay Winters

Supplier of precast concrete

Certified By: TDOT

Minority
Goal (%)

Area

Jeffery K. Kelly Construction

4577 Pulaski Hwy.
Lawrenceburg, Tennessee 38464

(931) 279-0405

Jeffery Kelly

Construction services, carpentry, concrete,
electrical, plumbing, heating, AC, etc.

Certified By: TDOT

LINCOLN COUNTY

Carter Safety Consultants, Inc.

2455 Lewisburg Highway
Fayetteville, Tennessee 37334

(931) 433-4321

Cliftena Carter

Training and development, human resources
occupational safety, risk management,
environmental cleaning, chemicals, brownfields
and Hop VI

Certified By: TDOT

Lincoln Rock Products

P.O. Box 1137
Fayetteville, Tennessee 37334

(931) 433-7738

Teresa Reese

Aggregated production only

Certified By: TDOT

LOUDON COUNTY

CGS, Inc.

14225 Hickory Creek Road
Lenoir City, Tennessee 37933

(865) 567-1026

Joy McCabe

Industrial equipment/supplies

Certified By: MSCAA/MATA

MADISON COUNTY

Cole Transports

84 Brenda Lane
Jackson, Tennessee 38301

(731) 422-4186

Willie D. Cole

Trucking and hauling

Certified By: TDOT

Phinnessee Earthmoving Contractor

2480 State Route 18
Medon, Tennessee 38356

(731) 426-6424

Milton Phinnessee

Other building finishing contractor/earthwork,
demolition, moving, building, aggregate
construction, clearing, grubbing, sodding and
seeding, trucking and hauling

Certified By: TDOT

MARION COUNTY

Southern Environmental Technologies, Inc.

900 Old Sewanee Road
Sewanee, Tennessee 37375

(423) 605-5569

Maureen Handler

Erosion control and stormwater management

Certified By: TDOT

Minority
Goal (%)

Area

MARSHALL COUNTY

Bowden Construction Company

2797 Verona Caney Road
Lewisburg, Tennessee 37091

(931) 359-5029

Judy Bowden

Construction rip-rap, machined rip-rap,
excavation, stone masonry, retaining walls,
misc. concrete, pipes

Certified By: TDOT

MAURY COUNTY

Columbia Construction Co., Inc.

P.O. Box 398, (1168 Industrial Park Drive
38401)

Columbia, Tennessee 38402

(931) 388-0586

Kim Willis

General contracting/construction

Certified By: TDOT

Hambrick Trucking

10908 Talon Drive
Columbia, Tennessee 38401

(615) 568-5697

Troy Hambrick, Heather Hambrick

Trucking and hauling

Certified By: TDOT

McFall Seed & Sod

2685 Hampshire Pike
Columbia, Tennessee 38401

(931) 381-3667

Jackie McFall

Landscaping, sodding, seeding, erosion control,
mulch, hydroseeding

Certified By: TDOT

MCMINN COUNTY

Erosion Solutions, LLC

1026 County Road 439
Athens, Tennessee 37303

(423) 745-0028

Mandy Robertson

Erosion control

Certified By: TDOT

MCNAIRY COUNTY

Lee Damron Trucking

Route 1
Counce, Tennessee 38326

(731) 689-3755

Lee Damron

Hauling rock, gravel, asphalt

Certified By: TDOT

MEIGS COUNTY

Edward L. Moore General Construction

8795 State Highway 58 South
Decatur, Tennessee 37322-7255

(423) 605-1190

Edward Moore

Heavy construction, demolition, excavating,
grading, green waste grinding, trucking, hauling,
rip-rap, erosion control, silt fencing, septic tanks,
sewer and pipe installation

Certified By: TDOT

Minority
Goal (%)

Area

MONTGOMERY COUNTY

Grace Welding & Fabricating

P.O. Box 20340
Clarksville, Tennessee 37042

(931) 206-2927

James G. Garcia

Structural steel erosion contractors

Certified By: TDOT

POLK COUNTY

Thomason Company, Inc.

P.O. Box 77
Ocoee, Tennessee 37361

(423) 338-7337

Judy Thomason

Clearing, grubbing, tree and brush removal

Certified By: TDOT

OBION COUNTY

Interstate Transportation, LLC

4813 Mt. Zion Road
Union City, Tennessee 38261

(731) 884-0161

Marsha Via

Transportation: hauling asphalt, sand gravel

Certified By: TDOT

RHEA COUNTY

Carder and Evans Trucking, LLC

200 Hurst Lane
Dayton, Tennessee 37321

(423) 775-5892

Courtney Carder

Trucking/hauling

Certified By: TDOT

Payne Steel Erectors

P.O. Box 247
Kenton, Tennessee 38233

(731) 749-7991

Geoffrey Payne

Concrete, flatwork, painting, truck hauling and structures

Certified By: TDOT

ROANE COUNTY

Planet, Inc.

920 N. Front Avenue
Rockwood, Tennessee 37854

(865) 354-0605

Janet M. Manuel

Commercial painting and sandblasting

Certified By: TDOT

PERRY COUNTY

Buffalo River Transport

110 Holder Station Road
Linden, Tennessee 37096

(931) 589-2583

Joan Holder

Transportation services

Certified By: TDOT

Walls Electric & General Contractors

424 Kentucky Street, P.O. Box 208
Kingston, Tennessee 37763

(865) 717-3044

Paul C. Walls

Electrical and general contracting

Certified By: TDOT

Minority
Goal (%)

Area

RUTHERFORD COUNTY

MCD Transportation, Inc.
1370 Hazelwood Drive, Suite 201
Smyrna, Tennessee 37167

(615) 459-5343

Donna Wood

Consultants, transportation logistics/broker

Certified By: TDOT

SCOTT COUNTY

K-Kap, Inc.
Box 134/714 Old Jamestown Road
Huntsville, Tennessee 37756-0134

(423) 663-3866

Paula Bridges

Trucking and hauling

Certified By: TDOT

SEVIER COUNTY

Eastern Tennessee Construction, Inc.
P.O. Box 398
Kodak, Tennessee 37764-0398

(865) 932-8067

Julie Ford

Trucking and hauling, demolition, excavation,
clearing and grubbing, installing aggregates,
catch basins, pipe and temporary erosion
control

Certified By: TDOT

ELC & Company, Inc.
760 Clydesdale Avenue
Sevierville, Tennessee 37865

(865) 388-1359 (865) 573-4460

Ellen L. Clifton

Hauling

Certified By: TDOT

SHELBY COUNTY

**A & E Home Improvement & Maintenance,
LLC**
9340 Chimneyrock Blvd.
Cordova, Tennessee 38016-2316

(901) 619-9121

Andrew Galloway

Pest control and general construction

Certified By: TDOT

A & H Contractors, Inc.
5118 Park Avenue, Suite 315
Memphis, Tennessee 38117

(901) 684-0173

Thomas E. Hardiman, Sr.

Heavy construction, environmental and property
management

Certified By: TDOT

Acuff International, Inc.
3293 Kinderhill Circle
Memphis, Tennessee 38138

(901) 755-8100

Susan Acuff

Industrial equipment/supplies

Certified By: TDOT

Advanced Safety and Supply
3675 New Getwell Road, Suite 14
Memphis, Tennessee 38118

(901) 369-9760

Christa Prescott

Industrial equipment/supplies

Certified By: TDOT

Minority Goal (%)	Area
<p>AFRAM Corporation 119 South Main Street, Suite 500 Memphis, Tennessee 38103</p> <p>(901) 543-1116</p> <p>D. Solomon Akinduro</p> <p>Architecture/engineering/related services, construction management, materials testing and inspection, engineering design for electrical, mechanical, structural and environmental engineering</p> <p>Certified By: TDOT</p>	<p>Allied Electrical Contractors 1190 Walker Avenue Memphis, Tennessee 38106</p> <p>(901) 942-7725</p> <p>Michael Eskridge</p> <p>Construction-new construction and remodeling, design build, emergency generators, lighting retrofit, parking lot lighting maintenance, building automation controls, fire alarm, security and intercom, utility work, storm restoration, street lights maintenance, telecommunications, fiber optics, cabling, w I ring closets, testing and certification</p> <p>Certified By: MSCAA/MATA</p>
<p>Air Conditioning & Heating Specialists, Inc. 2804 Southmeade Memphis, Tennessee 38127</p> <p>(901) 358-3410</p> <p>Terrance Cannon</p> <p>HVAC (heating, ventilation and air-conditioning), sales, service and installation</p> <p>Certified By: MSCAA/MATA</p>	<p>All Season Hydro Seeding 465 Estate Drive Eads, Tennessee 38028</p> <p>(901) 466-0402</p> <p>Mary Davis</p> <p>Hydro seeding for erosion control, temporary and permanent grassing</p> <p>Certified By: TDOT</p>
<p>Airfield, ETC., Inc. 2400 Bobbitt Road Williston, Tennessee 38076</p> <p>(901) 601-7410</p> <p>Stephanie Poole</p> <p>Highway, street and bridge construction, traffic control, concrete work, electrical contractor, airfield lighting, electrical and communications underground duct bank and manholes, outdoor light poles, street sweeping for construction cleanup, drainage (reinforced concrete pipe, inlets, manholes)</p> <p>Certified By: TDOT</p>	<p>All Tech Electric 2364 Kimball Avenue Memphis, Tennessee 38114</p> <p>(901) 743-5401</p> <p>James H. Frazier</p> <p>Electrical contractor</p> <p>Certified By: TDOT</p>

Minority Goal (%)	Area
<p>Avpol International, LLC 2680 Lakecrest Circle Memphis, Tennessee 38127</p> <p>(901) 353-1002</p> <p>Sandra Walls</p> <p>Engineering, consulting services and logistics support, services to include airfield operations, petroleum logistics, alternative fuels (biodiesel) consultation, facility management, contract administration, aircraft maintenance, re-manufacturing, inventory management, accounting, contract administration, quality surveillance, environmental compliance, information technology, and project management</p> <p>Certified By: TDOT</p>	<p>Best Services 18 North Second Street, #8 Memphis, Tennessee 38103</p> <p>(901) 543-0111</p> <p>Louis McCoy</p> <p>Commercial cleaning, janitorial supplies/services, floor maintenance</p> <p>Certified By: TDOT</p>
<p>B & W Excavating & Trucking, LLC 2995 North Thomas Memphis, Tennessee 38127</p> <p>(901) 354-2474</p> <p>Thomas Bolton</p> <p>Demolition and dumpster rental and debris removal, construction removal</p> <p>Certified By: TDOT</p>	<p>Caelum Consulting, Inc. 2026 Central Avenue Memphis, Tennessee 38104</p> <p>(901) 726-0178</p> <p>Shannon Robinson</p> <p>Consulting services; design, develop, custom software solutions; focus on Enterprise Content Management (ECM)</p> <p>Certified By: TDOT</p>
<p>Bean & Prince Contractors, Inc. 1996 Danielson Pl. Memphis, Tennessee 38114</p> <p>(901) 774-5237</p> <p>Lee A. Bean</p> <p>Landscaping/lawn services, tree trimming, line clearance, sodding, seeding, grounds maintenance, right-of-way bush hogging</p> <p>Certified By: MSCAA/MATA</p>	<p>Carroll's Roofing & Construction, LLC 12261 Dallas Ridge Drive Arlington, Tennessee 38100</p> <p>(901) 921-6749</p> <p>Derrick Carroll</p> <p>Roofing and general construction</p> <p>Certified By: MSCAA/MATA</p>
<p>Best Painting & Wall Covering 147 Jefferson, Suite 910 Memphis, Tennessee 38103</p> <p>(901) 544-9909</p> <p>Maxwell Anthony</p> <p>Painting</p> <p>Certified By: TDOT</p>	<p>Charles E. Carpenter, A Professional Corporation 386 Beale St. Memphis, Tennessee 38103</p> <p>(901) 523-7788</p> <p>Charles Carpenter</p> <p>Legal services related to its issuance of tax exempt bonds and notes, and related financing matters</p> <p>Certified By: MSCAA/MATA</p>

Minority Goal (%)	Area
<p>Charles H. Hill Contractors, Inc. 1956 Dunn Avenue Memphis, Tennessee 38114</p>	<p>Clayton Contracting Company 8781 Wood Mills Cave West Cordova, Tennessee 38016</p>
(901) 744-3483	(901) 759-1193
Marcell Harrell	Peggy Clayton
<p>Highway construction, site preparation contractors (clearing, excavating), landscaping and underdrains, trucking, hauling, erosion control, excavating</p>	<p>Concrete retaining walls, concrete flatwork, building moving, demolition, clearing and grubbing, fence, guardrail, joint sawing, sealing pavement, patching, erosion control, noise barrier walls, sidewalks, bridge deck repair and culverts</p>
Certified By: TDOT	Certified By: TDOT
<p>Chief Electric Company 1435 National Street Memphis, Tennessee 38122-1250</p>	<p>CMB Painting 5376 Santa Barbara Memphis, Tennessee 38116</p>
(901) 323-1408	(901) 949-3186
Mark Quinton	Christopher Body
Electrical general contractor	Painting, drywall, tile installation and sheet rock
Certified By: TDOT	Certified By: TDOT
<p>Clark-Dixon Associates 2035 Madison Avenue Memphis, Tennessee 38104</p>	<p>Contractor Products & Specialties, Inc. 2753 Mendenhall RD, Suite 33F Memphis, Tennessee 38115</p>
(901) 272-9250	(901) 233-8245
Dianne Dixon	Roxie N. Bradley
<p>Architectural programming, planning, design development, construction documents, construction bidding, construction administration, feasibility studies, site selection, ADA analysis and remediation, new and renovation design and construction, historical, commercial construction, product research, LEED coordination, space planning, graphics, presentation</p>	<p>Industrial equipment/supplies, architectural products and specialties</p>
Certified By: TDOT	Certified By: MSCAA/MATA
	<p>Control Alt. Designs 3259 Cotton Plant Road Memphis, Tennessee 38119</p>
	(901) 291-4619
	Collin Johnson
	<p>Internet strategy consulting, web development, e-commerce solutions, e-training, flash development, content management, document management solutions</p>
Certified By: TDOT	Certified By: MSCAA/MATA

Minority Goal (%)	Area
----------------------	------

Cooper Blueprint SJCC, Inc.
2745 Mendenhall
Memphis, Tennessee 38115

(901) 680-0081

Sandra Charlton

Reprographics, copying, blue prints and archiving records, dispenser of construction information utilizing the latest technology

Certified By: TDOT

Cor-Bits Coring and Cutting
6706 Fletcher Creek Cove
Memphis, Tennessee 38133

(901) 382-2594

Melissa Corbett

Concrete cutting and coring services

Certified By: TDOT

Davis & Davis, Inc.
8229 Whispering Elm Drive
Memphis, Tennessee 38125

(901) 309-3855

Janice Davis-Coates

General contracting-asphalt, concrete, trucking, renovation, demolition, grading, flooring, excavation and fencing

Certified By: TDOT

DJ Contracting, Inc.
1420 Union Street
Memphis, Tennessee 38104

(901) 726-6480

Dorothy Thomas

Asbestos and lead abatement, hazardous waste and mold remediation

Certified By: TDOT

DuraLast Products, LLC
580 Tillman Street, Suite 5
Memphis, Tennessee 38112-2968

(901) 323-8448

Linde Feibelman

Manufacturer of accessories for the HVAC industry, distributor of HVAC filters

Certified By: TDOT

Dyson Construction, LLC
275 South Walnut Bend Road, Suite 100
Cordova, Tennessee 38018

(901) 309-6690

Troy Dyson

General building and concrete contractors

Certified By: TDOT

E & S Enterprises
P.O. Box 281342
Memphis, Tennessee 38168

(901) 575-3142

Shalonda Turner

Architecture/engineering/related services, landscaping, grading, construction, drywall, concrete, painting, truck hauling, demolition, bobcat services, erosion control

Certified By: MSCAA/MATA

E.W. Moon, Inc.
1470 Monroe Avenue
Memphis, Tennessee 38104

(901) 272-0863

Adair Hardy, P.E.

Civil engineering and construction management support services

Certified By: TDOT

Minority Goal (%)	Area
<p>Felipe's Painting 3144 Bluefield Street Memphis, Tennessee 38138</p> <p>(901) 413-1080</p> <p>Felipe Villafana</p> <p>Commercial, residential painting, high end custom homes</p> <p>Certified By: TDOT</p>	<p>Geodesy Surveying, LLC 1312 Dovecrest Road Memphis, Tennessee 38134</p> <p>(901) 737-7451</p> <p>Josh W., Forsman</p> <p>Land surveying and mapping</p> <p>Certified By: MSCAA/MATA</p>
<p>Freight Management Experts, Inc. 510 Rivergate Memphis, Tennessee 38109</p> <p>(505) 884-7484</p> <p>Mary Jones</p> <p>Transportation – storage yard for containers, hauling</p> <p>Certified By: TDOT</p>	<p>Ghassemi & Associates, LLC 2904 Hickory Hill Road Memphis, Tennessee 38115</p> <p>(901) 270-7100</p> <p>M.R. Ghassemi</p> <p>Engineering and surveying services</p> <p>Certified By: TDOT</p>
<p>Gala Engineering, Inc. 7975 Stage Hills Blvd., #5 Memphis, Tennessee 38133</p> <p>(901) 363-7373</p> <p>Visanji Gala</p> <p>Mechanical heating, ventilation and air conditioning, plumbing, fire protection including design, cost estimates and contract administration</p> <p>Certified By: MSCAA/MATA</p>	<p>Harts Trucking 2406 Johanna Drive Memphis, Tennessee 38114</p> <p>(901) 744-7500</p> <p>James Harts, Jr.</p> <p>Trucking and hauling</p> <p>Certified By: TDOT</p>
<p>GCM, Inc. 5603 Federal Avenue Memphis, Tennessee 38118</p> <p>(901) 398-8696</p> <p>Glenda Mills</p> <p>Construction – specializing in concrete structures, i.e. box culverts, ada h/c ramps, decorative retaining walls, sidewalk, curb and gutter, drive inlets, scoring, staining, stamping</p> <p>Certified By: MSCAA/MATA</p>	<p>Heritage Electric, Inc. 2129 Troyer Bldg. 249, Suite 100 Memphis, Tennessee 38114</p> <p>(901) 774-9142</p> <p>Charles Hamlin</p> <p>Electrical contractor, industrial, commercial, residential installation, wiring, electrical, telecommunications</p> <p>Certified By: TDOT</p>

Minority Goal (%)	Area
<p>Hess Environmental Srvc, Inc. 6057 Executive Centre Drive, Suite 6 Memphis, Tennessee 38134</p> <p>(901) 377-9139</p> <p>Connie Hess</p> <p>Environmental consulting</p> <p>Certified By: TDOT</p>	<p>Industrial & Commercial Electric Supply, Inc. 737 Scott St. Memphis, Tennessee 38106</p> <p>(949) 852-5101</p> <p>Robbie May</p> <p>Wholesale electrical supplies</p> <p>Certified By: MSCAA/MATA</p>
<p>H R Solutions 11960 Cranston Cove Arlington, Tennessee 38002</p> <p>(202) 526-7500</p> <p>Yolana Draine</p> <p>Industrial equipment/supplies</p> <p>Certified By: MSCAA/MATA</p>	<p>Industrial Sales 7520 Bartlett Corporation Drive Bartlett, Tennessee 38133</p> <p>(901) 380-5480</p> <p>Electrical supply company</p> <p>Certified By: MTA</p>
<p>Immaculate Landscaping & Design, LLC P.O. Box 753248 Memphis, Tennessee 38175</p> <p>(901) 844-5081</p> <p>Calvin King</p> <p>Landscaping, maintenance, irrigation</p> <p>Certified By: TDOT</p>	<p>J & J House Doctor, Inc. 860 Tatum Road Memphis, Tennessee 38122</p> <p>(901) 454-1442</p> <p>Orlenda Williams</p> <p>General contractor - residential</p> <p>Certified By: TDOT</p>
<p>Impact Marketing, LLC 690 S. Perkins Road Memphis, Tennessee 38117</p> <p>(901) 359-3130</p> <p>Patricia Chandler</p> <p>Marketing services, media planning and buying, event promotions, public relations</p> <p>Certified By: MSCAA/MATA</p>	<p>J & L Express, LLC 615 E. Bodley Memphis, Tennessee 38106</p> <p>(662) 289-1631</p> <p>Larnard Joyner</p> <p>Transportation/trucking</p> <p>Certified By: MSCAA/MATA</p>
<p>Imperial Roofing, LLC 6077 Apple Tree Dr., Suite #3 Memphis, Tennessee 38115</p> <p>(901) 327-1865</p> <p>Joseph Webb</p> <p>Commercial roofing</p> <p>Certified By: MSCAA/MATA</p>	<p>J. Thomas & Company, Inc. 1420 Union Avenue, Suite 502 Memphis, Tennessee 38104</p> <p>(901) 726-6480</p> <p>James Thomas</p> <p>General construction, roofing, fireproofing, project management, asbestos and lead abatement, mold, remediation, hazardous waste remediation</p> <p>Certified By: MSCAA/MATA</p>

Minority Goal (%)	Area
James Smith Landscaping & Trucking	Just Cooling Refrigeration, LLC
4886 Gill Road Memphis, Tennessee 38109	5116 Wemberley Drive Memphis, Tennessee 38125
(901) 542-9652	(901) 848-2994
James Smith	Jimmy Bryson
Landscaping and lawn service – specializing in shrubs, trees, lawns, mulching seed, transplanting, hauling, paving, asphalt and concrete	Refrigeration and HVAC
Certified By: MSCAA/MATA	Certified By: TDOT
James W. Rosser, Jr. Trucking	KC Logistics, Inc.
3344 Scottsdale Cove Memphis, Tennessee 38226	119 S. Main Street, Suite 500 Memphis, Tennessee 38103
(901) 396-5104	(901) 322-4241
James Rosser, Jr.	Camelle W. Logan
Hauling and trucking	Business consulting
Certified By: MSCAA/MATA	Certified By: TDOT
Jay-C. Construction	Kleaning Krew, The
4386 Boeingshire Memphis, Tennessee 38116	4510 Hillyglen Bartlett, Tennessee 38019
(901) 775-2921	(731) 644-1014
Juanita Cross	Ron Teamer
Construction – lead abatement and asbestos, repair, remodel, new construction clean up, painting and janitorial services for residential, industrial and commercial buildings	Complete janitorial services, construction clean-up, new construction (residential only)
Certified By: MSCAA/MATA	Certified By: MSCAA/MATA
Joyce Signs, Inc.	L.S. Sipp Construction
174 Collins Street, Suite 108 Memphis, Tennessee 38112	5864 Ashridge Pl. Memphis, Tennessee 38141
(901) 266-2620	(901) 336-2050
Joyce P. Lower	Lawson Sipp
Design, installation and service of custom architectural graphic sign systems for commercial buildings (interior/exterior)	Construction – concrete work, side walk, gutter, ditch and paving
Certified By: MSCAA/MATA	Certified By: TDOT

Minority Goal (%)	Area
<p>Ledford Engineering & Planning, LLC 11762 Douglass Street, Suite 101 Arlington, Tennessee 38002</p> <p>(901) 377-3465</p> <p>Jean Ledford</p> <p>Residential subdivision design, commercial and industrial site design, roadway design, gravity and pressure sanitary sewer design, water system modeling, earthwork computations, land planning and rezoning services</p> <p>Certified By: MSCAA/MATA</p>	<p>McDonald's Plumbing Company 3254 S. Third Street Memphis, Tennessee 38109</p> <p>(901) 398-7529</p> <p>Harold McDonald</p> <p>Plumbing installation (new and existing), residential and commercial, industrial, gas piping, replacement</p> <p>Certified By: TDOT</p>
<p>Long's AAA Painting 1250 Ryanwood Avenue Memphis, Tennessee 38116</p> <p>(901) 348-6464</p> <p>Calvin Long</p> <p>Commercial and residential painting, drywall, wall covering, waterproofing, coating, sealing</p> <p>Certified By: TDOT</p>	<p>McLemore Industrial & Commercial Water Meter 6850 Fix Gap Cove Memphis, Tennessee 38141</p> <p>(901) 337-4753</p> <p>Kerry Collins</p> <p>Meter installation, backflow, utility and construction testing, evaluation of backflow prevention assembly</p> <p>Certified By: MSCAA/MATA</p>
<p>M & H Heating, Air Conditioning, Inc. 1740 September Avenue Memphis, Tennessee 38116</p> <p>(901) 332-9314</p> <p>William L. Moss</p> <p>Sales, service, and installation of heating, ventilation, and air conditioning</p> <p>Certified By: MSCAA/MATA</p>	<p>Mid-South Drug Testing, LLC 3294 Poplar Avenue, Suite 250 Memphis, Tennessee 38111</p> <p>(901) 320-9295</p> <p>Kelly Dobbins</p> <p>Testing individuals/employees for drugs and alcohol using urine, saliva, and hair drug testing devices also DNA, paternity testing</p> <p>Certified By: MSCAA/MATA</p>
<p>Matthews Contract Painting, Inc. P.O. Box 18868 Memphis, Tennessee 38181-0868</p> <p>(901) 360-8787</p> <p>JoEvelyn Matthews</p> <p>Painting</p> <p>Certified By: TDOT</p>	<p>Modular Design of Memphis, Ind. dba Premium Floor Care & Services 3895 Vantech Drive, Suite 1 Memphis, Tennessee 38115</p> <p>(901) 869-9055</p> <p>Nancy Fechter</p> <p>Commercial carpet maintenance, tile, and grout restoration, specializing in fiber protection, odor neutralizes, hard surface care, dry carpet maintenance, textile cleaning, walk off mat solutions, VCT/Terrazzo/and marble</p> <p>Certified By: MSCAA/MATA</p>

Minority Goal (%)	Area
<p>NBM Associates, The 6867 Gallop Drive Cordova, Tennessee 38018</p> <p>(901) 383-6391</p> <p>Yi Liu</p> <p>Strategic planning, feasibility and needs assessment, demographic analysis, cost-benefit analysis and economic impact analysis, transportation planning</p> <p>Certified By: TDOT</p>	<p>Payne Enterprise 3250 McCorkle Memphis, Tennessee 38116</p> <p>(731) 749-7991</p> <p>Warren Payne</p> <p>Construction, hauling, trucking, excavating, grading</p> <p>Certified By: MSCAA/MATA</p>
<p>Nelson, Inc. 3360 Fontaine Road Memphis, Tennessee 38116</p> <p>(901) 332-5670</p> <p>Willie Nelson</p> <p>HVAC, plumbing, municipal utilities and general construction</p> <p>Certified By: MNA</p>	<p>Payne Excavating & Grading 6931 Stone Ridge Drive, Suite 45 Memphis, Tennessee 38115</p> <p>(901) 345-6176</p> <p>Keddren Payne</p> <p>Earthwork, cleaning, demolition, asphalt, concrete and storm damage</p> <p>Certified By: MSCAA/MATA</p>
<p>Nonkarta 1770 Moriah Wood Blvd., Suite #4 Memphis, Tennessee 38117</p> <p>(901) 502-5252</p> <p>Toni Harvey</p> <p>Customized solutions in paper to electronic technology, database management, intelligent data solutions, litigation technology support through our electronic paralegal, data driven (web enabled) applications</p> <p>Certified By: MSCAA/MATA</p>	<p>Powers Hill Design, LLC 11 South Orleans Street Memphis, Tennessee 38103</p> <p>(901) 543-8000</p> <p>Nisha Powers</p> <p>Civil engineering design and consulting services</p> <p>Certified By: TDOT</p>
<p>Pallet Plus, Inc. 4380 Millington Road Memphis, Tennessee 38127</p> <p>(901) 357-9983</p> <p>Phyllis Brown</p> <p>Manufacturer of wood pallets, repair and recycle, site maintenance, delivery/pick-up, stamp, code, heat treatment, customer specifications</p> <p>Certified By: TDOT</p>	<p>Precise Concrete Works 1123 South Third Street Memphis, Tennessee 38106</p> <p>(901) 774-8010</p> <p>Martin Carodine</p> <p>Poured concrete foundation and structure contractors (curb, gutter, sidewalks)</p> <p>Certified By: TDOT</p>

Minority Goal (%)	Area
<p>Production Masonry 6870 Stout Road Memphis, Tennessee 38119</p> <p>(901) 362-7373</p> <p>Mickey Popplewell-Jordan</p> <p>Masonry subcontractor</p> <p>Certified By: TDOT</p>	<p>R.S. Bailey Company 2569 Rozelle Memphis, Tennessee 38114</p> <p>(901) 757-0063</p> <p>Ralph Bailey</p> <p>Interior/exterior painting, commercial residence</p> <p>Certified By: MSCAA/MATA</p>
<p>Pyramid Electric, Inc. 7555 Appling Center Dr. Memphis, Tennessee 38133</p> <p>(901) 522-4451</p> <p>Anita Haines</p> <p>Commercial and industrial electrical contractor</p> <p>Certified By: MSCAA/MATA</p>	<p>Real Clean, LLC 5351 Bradley Ridge Cove Memphis, Tennessee 38125</p> <p>(636) 240-1515</p> <p>Rhonda Franklin</p> <p>Commercial cleaning</p> <p>Certified By: MSCAA/MATA</p>
<p>Q Electric Co., Inc. 1683 Shelby Oaks Drive, #6 Memphis, Tennessee 38134</p> <p>(901) 383-7970</p> <p>Suzie Bowen</p> <p>Electrical contractors, commercial electrical, industrial and residential</p> <p>Certified By: TDOT</p>	<p>Salton Companies 5384 Poplar Avenue, Suite 410 Memphis, Tennessee 38119</p> <p>(901) 537-1300</p> <p>Kirby Salton</p> <p>Construction</p> <p>Certified By: TDOT</p>
<p>R & T Mechanical Contractors 5 N. Third Street, Suite 2020 Memphis, Tennessee 38103</p> <p>(901) 859-7501</p> <p>Ricky Hunt</p> <p>HVAC mechanical services and installation, general contractor</p> <p>Certified By: MSCAA/MATA</p>	<p>Selah Painting & Construction 1223 Madewell Cove Memphis, Tennessee 38127</p> <p>(901) 795-5515</p> <p>Les Paul Chaffen</p> <p>Painting and restoration</p> <p>Certified By: MSCAA/MATA</p>
	<p>Self Tucker Architects, Inc. 505 Tennessee Street, Suite 102 Memphis, Tennessee 38103</p> <p>(901) 322-4452</p> <p>Jimmie Tucker</p> <p>Architecture, planning, interior design and construction administration</p> <p>Certified By: TDOT</p>

Minority Goal (%)	Area
<p>Shipp Construction 5186 Whitworth Memphis, Tennessee 38116</p> <p>(901) 606-2040</p> <p>Jonathan Shipp</p> <p>Commercial and residential masonry sub-contractor</p> <p>Certified By: MSCAA/MATA</p>	<p>South Memphis Fence Company 2836 Lamar Avenue Memphis, Tennessee 38114</p> <p>(901) 745-9110</p> <p>Warren Price</p> <p>Fencing, brick, wrought iron, chain link, wooden gates automatic, PVC, ranch-style, operators, brick columns, window guards, security doors, porch and handrails, dog pens, bus enclosures</p> <p>Certified By: TDOT</p>
<p>Smith Masonry, Inc. 2224 Freemont Memphis, Tennessee 38114</p> <p>(303) 662-1010</p> <p>Betty Bradley</p> <p>Construction, masonry</p> <p>Certified By: MSCAA/MATA</p>	<p>South Seas, Inc. 2886 Cela Street Memphis, Tennessee 38128</p> <p>(901) 382-2737</p> <p>Leslie Wooten</p> <p>Construction – heavy road builder, framing and roofing, general contracting residential, commercial, home development and renovation, clearing and grubbing, excavation, waterline, sewer line, drainage, asphalt</p> <p>Certified By: TDOT</p>
<p>SMS Contractors, Inc. 1790 LaPaloma Street Memphis, Tennessee 38114</p> <p>(901) 272-3119</p> <p>George Sanders</p> <p>General construction (specializing in trucking, clearing and grubbing, rip-rap, structural steel, coating and painting, demolition, drainage systems, masonry, temporary barricade, sidewalks, ditch paving and box culverts</p> <p>Certified By: TDOT</p>	<p>Stragistics Technology 3107 E. Corporate Edge Drive Germantown, Tennessee 38138</p> <p>(901) 737-9958</p> <p>Hughetta Dudley</p> <p>Project initiation, process re-engineering, project management, system integration, touch screen technology, custom code, network solutions and software development</p> <p>Certified By: TDOT</p>
<p>Southland Enterprises 6171 Holly Park Drive Memphis, Tennessee 38141</p> <p>(901) 363-8440</p> <p>J.C. Payne</p> <p>Division 2 site work, clearing, grading, undergrowth and concrete paving</p> <p>Certified By: TDOT</p>	<p>Superior Industrial Supply, Inc. 2675 Whitman Avenue Memphis, Tennessee 38112</p> <p>(901) 324-3703</p> <p>Rita Montesi</p> <p>Distribution of safety, industrial and mechanical supplies</p> <p>Certified By: MSCAA/MATA</p>

Minority Goal (%)	Area
<p>Superior Traffic Control – Memphis, Inc. 9303 Cordova Park Road Cordova, Tennessee 38018</p> <p>(901) 737-9958</p> <p>Rebecca Wood</p> <p>Traffic control, pavement marking, permanent signage, sales and service, supplier of glare screen, wet reflective permanent tape and other traffic control items, sales and service</p> <p>Certified By: TDOT</p>	<p>Top Cat Masonry Contractors 3333 Elvis Presley Blvd., Suite 103 Memphis, Tennessee</p> <p>(901) 362-0329</p> <p>Brigette Green</p> <p>Construction, masonry contractors, brick, block, glass block, stone masonry services, concrete work for commercial construction projects</p> <p>Certified By: MSCAA/MATA</p>
<p>T.H.Y. Inc. 1760 Moriah Wood Blvd., Suite 1 Memphis, Tennessee 38117</p> <p>(901) 362-3300</p> <p>Teck M. Tang, P.E.</p> <p>Civil engineering and land surveying, construction layout, plat preparation, property surveying, route surveying, storm drainage, stormwater management, erosion prevention, sediment control, hydraulics, sanitary sewers SWPPP inspections</p> <p>Certified By: TDOT</p>	<p>Treadwell-Chambers Roofing Co., Inc. 6726 Whitten Place Memphis, Tennessee 38133</p> <p>(901) 382-7663</p> <p>Jim J. Chambers</p> <p>Commercial and residential roofing, sheet metal single PLYS, modified bitumen, build ups, shingles, slate, tile shakes</p> <p>Certified By: TDOT</p>
<p>Toles and Associates, Inc. 2851 Lamb Place, Suite 2 Memphis, Tennessee 38118</p> <p>(901) 537-0537</p> <p>James Toles</p> <p>Consulting engineering, civil, structural, transportation, construction administration, site improvement and planning</p> <p>Certified By: TDOT</p>	<p>Tri-State Guardrail & Sign Company, Inc. P.O. Box 1028 Collierville, Tennessee 38027-1028</p> <p>(901) 221-0073</p> <p>Melynda F. Sammons</p> <p>Highway guardrail and fence construction contractor and sign installation, supplier of guardrail, attenuators, crash cushions, signs, sign supports and other misc. steel items</p> <p>Certified By: TDOT</p>
<p>Toles Construction Company, Inc. 3896 Tall Birch Cove Memphis, Tennessee 38115</p> <p>(901) 794-9815</p> <p>Gregory Toles</p> <p>General construction, new buildings, renovations</p> <p>Certified By: MSCAA/MATA</p>	<p>Versa One, LLC 1185 Macon View Drive Cordova, Tennessee 38018</p> <p>(901) 507-6971</p> <p>Patricia Gale</p> <p>Commercial lighting and floor cleaning</p> <p>Certified By: TDOT</p>

Minority Goal (%)	Area
----------------------	------

Wade Enterprises, Inc.

2438 Rozelle
Memphis, Tennessee 38114

(901) 544-7947

Luster Wade

Concrete contractor

Certified By: MSCAA/MATA

Waterproofing Systems, Inc.

2193 Frisco Avenue
Memphis, Tennessee 38114-4725

(901) 336-0113

Chellie B. Warner

Commercial caulking, waterproofing, masonry restoration, floor coatings, tuckpointing, special coatings, roof coatings, painting and sandblasting

Certified By: MSCAA/MATA

Whitney-Anderson Building Group, LLC

7731 Hwy. 70, Suite 210
Bartlett, Tennessee 38133

(901) 382-9711

Angela Mathes

Masonry and concrete construction

Certified By: TDOT

WMC Contracting Co., Inc.

1142 S. High Street, P.O. Box 85
Trenton, Tennessee 38382

(731) 885-1491

Dennis Garcia

Concrete, landscaping services, rip rap, fencing

Certified By: TDOT

Wooten Mechanical, LLC

149 South Walnut Bend Road
Cordova, Tennessee 38018

(901) 755-1403

Anthony Wooten, Sr.

HVAC and process piping

Certified By: MSCAA/MATA

Wright Concept

2410 Lowell
Memphis, Tennessee 38114

(901) 409-7007

Sammy Wright

Installation of all types of ceramic and marble tile, installation of hardwood and carpet and vinyl composition

Certified By: MSCAA/MATA

SUMNER COUNTY

AIS

1122 Churchill Drive
Gallatin, Tennessee 37066

(615) 206-0869

Don Aguiar

Electrical contracting

Certified By: TDOT

Cassetty Construction

901 W. Main Street
Hendersonville, Tennessee 37075

(615) 826-7019

Carl Cassetty

General contracting new construction

Certified By: TDOT

Minority Goal (%)	Area
----------------------	------

Commercial Hydroseeding
100 Long Hollow Ct.
Goodlettsville, Tennessee 37072-8827

(615) 855-3700

Kimberly Frazee

Commercial hydroseeding and sod, sod installation and erosion control

Certified By: TDOT

H.E.S. Construction Company
119 Trail Drive
Gallatin, Tennessee 37066

(615) 451-1592

Howard E. Stenson

Concrete flatwork, slabs, driveways, sidewalks and roofing

Certified By: TDOT

Jen-Hill Construction Materials
145 Old Shackle Island Road
Hendersonville, Tennessee 37075

(615) 824-1200

Jennifer Hines

Supplier of erosion control and environmental construction materials

Certified By: TDOT

Quick 6 Management, LLC
1196 Langwood Drive
Gallatin, Tennessee 37066

(615) 451-7746

Sam Garrett

Aviation management, concrete construction, environmental consulting services

Certified By: MNAA

S & A Electrical, LLC
51 Industrial Drive
Hendersonville, Tennessee 37075

(615) 826-3755

Sandra Self

Electrical contractors

Certified By: MNAA

SES Construction, LLC
51 Industrial Park Drive
Hendersonville, Tennessee 37078

(615) 822-3376

Sandra Self

General contractor

Certified By: CMAA

SRS, Inc.
537 Blyght Street
Gallatin, Tennessee 37066

(615) 230-2966

Dewayne Scott

General construction, erosion control, traffic control materials and services, fencing, guardrail, bridge work items and retaining walls

Certified By: TDOT

TIPTON COUNTY

Ace Underground
357 Nelson Drive
Brighton, Tennessee 38011

(901) 301-2989

Kandace & Timothy Dye

Directional boring (specialty trade contractor)

Certified By: TDOT

Minority
Goal (%)

Area

WARREN COUNTY

Officer and Associates, Inc.
5493 Sparta Hwy., P.O. Box 225
Rock Island, Tennessee 38581

(931) 815-2775

Charles Officer

Aggregate construction and trucking

Certified By: TDOT

WASHINGTON COUNTY

Panorama Landscape & Design
201 Emerald Chase Circle
Johnson City, Tennessee 37615

(423) 282-6226

Latha Ponnappa

Landscape designer, contractor, consultant

Certified By: TDOT

Southern Seeding, Inc.
1300 Shell Road
Jonesborough, Tennessee 37659

(423) 753-9355

Lisa Shell

Seeding, hydroseeding, sodding, landscaping
and erosion control

Certified By: TDOT

WEAKLEY COUNTY

Consultant & Mediation Institute
159 Strawberry Lane
Martin, Tennessee 38237-1633

(731) 571-4408

Raymond L. Stevenson

Consultant and mediation services

Certified By: TDOT

Certified By: TDOT

WHITE COUNTY

Kimberly, Inc.
3536 Old Bonair Road
Sparta, Tennessee 38583

(931) 935-2028

Kimberly Danson

Silt fencing, soil erosion control, right of way
markers

Certified By: TDOT

McKendree Construction, Inc.
P.O. Box 814
Sparta, Tennessee 38583

(931) 761-3760

Barbara McKendree

Curb, gutter, driveways, sidewalks, inlets, catch
basins, manholes, small culverts, ditch paving,
vertical concrete and barrier walls for bridge
piers

Certified By: TDOT

Officer and Associates, Inc.
5493 Sparta Hwy., Box 225
Rock Island, Tennessee 38581

(931) 815-2775

Charles Officer

Aggregate construction and trucking

Certified By: TDOT

WILLIAMSON COUNTY

Advanced Mechanical Contractors
P.O. Box 367
Brentwood, Tennessee 37024

(615) 726-5186

Jalil Rouhanifard

HVAC (heating, ventilation and air-conditioning)
contractors

Certified By: MNAA

Minority Goal (%)	Area
<p>Allyson Shumate Consulting 1225 Buckhead Drive Brentwood, Tennessee 37027</p>	<p>Environmental Management Services, Inc. 5655 Valley View Road Brentwood, Tennessee 37027</p>
(615) 491-1615	(615) 370-0907
Allyson Shumate	William Hansard
Project management, control consulting and construction management, transportation/engineering	Environmental consulting, remedial contracting, decontamination, wastewater and hazardous waste management
Certified By: TDOT	Certified By: TDOT
<p>Booker Engineering, Inc. 1706 Joe Pope Road Thompson Station, Tennessee 37179</p>	<p>First Construction Corporation 611 Murray Lane Brentwood, Tennessee 37027</p>
(615) 599-7351	(615) 371-3017
Brenda Booker	Susan Thornton
Engineering	Project management services, general contracting, real estate management
Certified By: TDOT	Certified By: MNAA
<p>CD Steger Construction, Inc. P.O. Box 1953 Brentwood, Tennessee 37024-1953</p>	<p>First Light Resources, LLC 189 Rivergate Drive Franklin, Tennessee 37064</p>
(615) 370-7024	(615) 479-1114
Cliff Steger	Dawn Hickey
General construction	Electrical merchandise and equipment, wiring supplies and related equipment, merchant wholesaler and materials dealer, airport lighting supplier
Certified By: TDOT	Certified By: TDOT
<p>Contractors Group, Inc. 7117 Crossroads Blvd. Brentwood, Tennessee 37027</p>	<p>Fischbach Transportation Group 3326 Aspen Grove Drive, Suite 130 Franklin, Tennessee 37067</p>
(615) 370-0934	(615) 771-8022
Connie Cathey	Gillian L. Fischbach
Electrical contractor	Traffic engineering and planning
Certified By: TDOT	Certified By: TDOT

Minority
Goal (%)

Area

Hambrick Trucking

615 Edgewood Boulevard
Franklin, Tennessee 37064

(615) 591-8759

Troy Hambrick

Trucking and hauling

Certified By: TDOT

Hannah & Associates, Inc. dba Hannah Murano

1616 West Gate Circle
Brentwood, Tennessee 37027

(615) 844-6203

Hannah Jones

Architecture

Certified By: MNAA

Harrison & Associates, LLC

9833 Concord Road
Brentwood, Tennessee 37027

(615) 293-9764

Cynthia Harrison

Landscaping architecture, site planning,
landscape design for commercial, industrial,
institutional, recreational, residential projects

Certified By: MNAA

Smart Data Strategies, Inc.

357 Riverside Drive, Suite 100
Franklin, Tennessee 37064

(615) 794-5280

Susan Marlow

Geophysical surveying and mapping services

Certified By: TDOT

WILSON COUNTY

Atlantic Surveying & Mapping, Inc.

420 W. Main Street
Lebanon, Tennessee 37087

(615) 444-1885

Robyn Jo Hamill

Land surveying

Certified By: TDOT

Carrier Services of TN, Inc.

2532 N. Mt. Juliet Road
Mt. Juliet, Tennessee 37122

(615) 758-9757

Sue D. Spero

Transportation property brokerage firm

Certified By: TDOT

Jerry B. Young, Jr. Construction, Inc.

2150 Philadelphia Road
Lebanon, Tennessee 37087

(615) 443-0493

Jerry B. Young, Jr.

Water and sewer line; highway, street and
bridge; poured concrete foundation and
construction and site preparation contractor,
demolition, hauling

Certified By: TDOT

Kathy Freeman Trucking Company

P.O. Box 2122
Lebanon, Tennessee 37088

(615) 449-1777

Kathy L. Freeman

Trucking and hauling

Certified By: TDOT

Minority
Goal (%)

Area

Tennessee Coatings, LLC
P.O. Box 1272
Lebanon, Tennessee 37088

(615) 443-7876

Diane Holt

Painting and wall coverings

Certified By: TDOT

TN Coating, LLC
P.O. Box 1272
Lebanon, Tennessee 37089

(615) 443-7876

Diane Holt

Painting, exterior and interior, construction
contractor

Certified By: MNAA