

## Director's Note



I am pleased to announce that Kimberly Y. Patrick has been selected as the new Deputy Director for the U.S. Environmental Protection Agency (EPA) Office of Small Business Programs (OSBP). Ms. Patrick is the former OSBP Attorney Advisor and Team Leader for the Disadvantaged Business Enterprise Program. Her extensive knowledge of issues concerning small, minority, and women-owned businesses makes her a valuable asset to the OSBP Team and I am confident that she will excel in her new role.

OSBP houses four distinct lines of business: the Direct Procurement Program, Disadvantaged Business Enterprise Program, Minority Academic Institutions Program, and Asbestos and Small Business Ombudsman Program. In order to further educate our constituents on each of our functional areas, we dedicate each issue of

OSBP News to one of the four functional areas. This issue highlights the Direct Procurement Program and the work that is being done to stimulate and involve small, minority, and women-owned business enterprises in the EPA direct procurement process. Under the leadership of Lamont Norwood, the Direct Team advocates tirelessly for the small business community. From developing policy and procedures, to providing technical and management assistance to small businesses, the Direct Team was instrumental in helping EPA meet five of the six socioeconomic contracting goals for FY 2008.

As the new fiscal year gets underway, I challenge you to do your homework and get involved. Update your business cards and capabilities statements, attend outreach events, and study the Forecast Database (<http://yosemite.epa.gov/oarm/oam/forecastdatabase.nsf>). There is a wealth of information at your fingertips and I implore you to explore every avenue.

Read and Reflect,  
Jeanette L. Brown, Director  
Office of Small Business Programs

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## EPA OSBP Appoints New Deputy Director



EPA OSBP is delighted to announce the newly appointed Deputy Director of OSBP, Kimberly Y. Patrick. Ms. Patrick is a 1993 graduate of Spelman College with a Bachelor of Science degree in Physics and received her Juris Doctorate in 1996, from the Howard University School of Law. Kimberly began her legal career with EPA in the Office of Grants and Debarment as Debarment Counsel, where she protected the government's business interest by initiating suspension and debarment actions, and negotiating settlement agreements, including payments to the government in excess of 1 million dollars. While with the Suspension and Debarment Division, she completed a detail to the Office of Administration and Resources Management as Special Assistant to the Assistant Administrator. In 2001, Kimberly joined the Office of Small Business Programs, formerly known as the Office of Small and Disadvantaged Business Utilization, where she served as legal counsel and Team Leader of the Disadvantaged Business Enterprise Program.

In her new position as Deputy Director, Ms. Patrick wants to use her prior experience with OSBP to continue to further the mission and ensure the standard of excellence that already exists. She has a passion for small business and will work tirelessly to continue the OSBP spirit of advocacy.

## The American Recovery and Reinvestment Act- Working for Small Business



On February 17, 2009, President Obama signed the American Recovery and Reinvestment Act of 2009 (Recovery Act). The Recovery Act seeks in part to spur technological advances in science and health and to invest in environmental protection and other infrastructure that will provide long-term economic benefits.

As a leading agency in small business utilization, EPA is committed to ensuring that small businesses are afforded the opportunity to compete for and win contracts created with Recovery Act funds. Below is a partial list of Recovery Act contracts awarded to small businesses:

- On August 24, 2009, the U.S. Environmental Protection Agency (EPA) awarded a contract described in solicitation number PR-R7-08-10251, Recovery Omaha Lead Site (OU2) under Small Business Set-Aside Program Competed. Contract number EP-R7-09-05 was awarded to Environmental Restoration LLC. This is a performance based, Fixed-Price with Incentives contract with a potential maximum total dollar value of \$18,679,500.00. The total potential period of performance is for 3 years (or 36 months); with a 2 year base period, and one 12-month option period.

- On August 31, 2009, the U.S. Environmental Protection Agency (EPA) awarded a contract described in solicitation number PR-R7-08-10252, Recovery Omaha Lead Site (OU2) under Hubzone Set-Aside Program Competed. Contract number EP-R7-09-06 was awarded to Coastal Environmental. This is a performance based, Fixed-Price with Incentives contract with a potential maximum total dollar value of \$20,204,100.00. The total potential period of performance is for 3 years (or 36 months); with a 2 year base period, and one 12-month option period.
- On October 28, 2009, the U.S. Environmental Protection Agency (EPA), Region 4 awarded a contract described in solicitation number PR-R4-09-10141, Recovery Tower Chemical, Operable Unit #3, Soil Remediation under the small business 8(a) competitive Set-Aside Program. Contract No. EP-R4-10-01 was awarded to Polu Kai Services, LLC. This is a performance based, Fixed-Price with Incentives and Disincentives contract with a maximum total dollar value of \$2,899,810.00. The period of performance is for two (2) years.
- On September 29, 2009, the U.S. Environmental Protection Agency (EPA) awarded a contract described in solicitation number PR-R7-09-10231, Recovery Madison County Superfund Site under Small Business Set-Aside Program Competed. Contract number EP-S7-09-07 was awarded to Environmental Quality Management, Inc. This is a performance based, Fixed-Price contract with a potential maximum total dollar value of \$13,915,694.45. The total potential period of performance is for 3 years (or 36 months); with a 2 year base period, and one 12-month option period.

## About the EPA OSBP Direct Team



### 1. Activities

EPA's OSBP Direct Team is responsible for several activities within OSBP, including:

- Developing policy and procedures impacting socioeconomic businesses
- Establishing and monitoring direct procurement and subcontracting goals for:
  - Small Business
  - Small Disadvantaged Business
  - 8(a) Small Business
  - Woman-Owned Small Business
  - Service-Disabled Veteran-Owned Small Business
  - HubZone Small Business
- Compiling, collecting, and assembling statistical data on socioeconomic programs
- Reviewing and approving subcontracting plans
- Reviewing and approving the Mentor-Protégé Program

- Attending outreach events
- Providing technical and management assistance to small business
- Providing training and technical assistance to EPA Programs and Regional Offices

## 2. Mentor-Protégé Program

The U.S. Environmental Protection Agency (EPA) established the Mentor-Protégé Program in 1994 to stimulate and impact the number of small disadvantaged and women-owned businesses (SDBs/WOBs) involved in EPA contracts with several goals in mind:

- Increase the participation of SDBs/WOBs in EPA procurement activities as subcontractors, team members, suppliers and ultimately as Prime Contractors;
- Establish a mutually beneficial relationship between SDBs/WOBs and EPA's large business Prime Contractors and/or small businesses wishing to serve as Mentors;
- Aid in achieving the goals for the use of SDBs/WOBs in subcontracting work;
- Promote the economic and environmental stability of protégés; and
- Develop the technical, administrative and managerial expertise of the protégé, which will ultimately lead to greater success in competition for contract opportunities.

### EPA/OSBP Mission

To support the protection of human health and the environment by advocating and advancing the business, regulatory, and environmental compliance concerns of small and socio-economically disadvantaged businesses, and minority academic institutions.



### What is a Mentor?

A mentor is a large Prime Contractor performing on at least one active EPA contract and eligible for the award of Federal contracts. The mentor should have a corporate policy to promote, develop, and implement subcontracting opportunities for the socioeconomic sector, as noted in the Federal Acquisition Regulations (FAR Part 19.7).

A mentor firm may have multiple active Mentor-Protégé agreements. There are a variety of benefits that the mentor will receive by participating in the Mentor-Protégé Program. The following are a few of the benefits:

- Good will and corporate responsibility (mentors receive no financial incentive for participation)
- Long-term relationship with a potential subcontractor
- New SDB/WOB for the vendor database
- Innovative approaches and technology
- SDB/WOB goals achievement
- Relationships and potential opportunities for Historically Black Colleges and Universities (HBCUs) and Minority Institutions (MIs)
- Points may be awarded in the technical evaluation criteria of the mentor's proposals

## What is a Protégé?

A protégé must be a small disadvantaged or woman-owned business and must qualify in the North American Industry Classification System (NAICS) major groups, as determined by the U.S. Department of Commerce. HBCUs and MIs may also participate in the Program. A protégé is in a unique and invaluable position to gain developmental assistance and experience in environmental areas that will help to position the firm for competitive opportunities.

## Benefits to the Protégé

There are a variety of benefits that the protégé will receive by participation in the Mentor-Protégé Program. The following are a few of the benefits:

- Exposure and interaction with the mentor
- Technology transfer
- Business management
- Financial management
- Business planning and projections
- Marketing/sales
- Outreach
- Developmental expertise in environmental consulting services

## Expectations of Both Parties

There are always high expectations of the program on the part of the mentor and the protégé. Each one expects honesty, integrity, commitment to the terms of the agreement, and a WIN-WIN outcome for both parties. The mentor and protégé should devote considerable time and effort towards comprehending the contract and making certain that each one understands the terms and conditions of the signed agreement.



## Application Process

Firms interested in participating in the Program must submit an application in accordance with Part 1552.219-70 of the EPA Acquisition Regulation (EPAAR), along with their initial proposal, to the Contracting Officer. A copy must also be provided to the appropriate Small Business Specialist, Office of Small Business Programs. Part 1552.219-70 of EPAAR is available on EPA's website at <http://www.epa.gov/oamrfp12/ptod/epaar.pdf> on pages 267–272.

**For more information on the Mentor-Protégé Program,** please contact:

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### 3. Socioeconomic Programs

**Small Business Set-Aside Program**—This Program requires agencies to limit competition on certain contracts to qualified small businesses so that small firms do not have to compete with large ones for the same contracts. However, because the law requires the Government to buy at competitive prices, contracts are set aside when two small businesses are expected to submit offers to ensure adequate competition. The Small Business Administration (SBA) establishes size standards that determine a firm's eligibility to offer on set-asides. These standards are established on an industry-by-industry basis, using dollar volume of sales or number of employees, to determine eligibility.



**Small Disadvantaged Business Program**—For the purpose of improving and stimulating this small business segment, EPA established a realistic goal for the award of contracts to small businesses owned and controlled by socially and economically disadvantaged individuals. OSBP works with Contracting and Program Office personnel to encourage greater economic opportunity for minority entrepreneurs. To implement these requirements, goals are established for award of contracts to small disadvantaged businesses.

A business is eligible to participate under this Program if it is: (a) at least 51-percent owned by one or more individuals who are both socially and economically disadvantaged, and (b) managed and controlled by one or more such individuals. For Government procurement purposes, economically or socially disadvantaged

individuals include African Americans, Hispanic Americans, Native Americans, (American Indians, Eskimos, Aleuts, or Native Hawaiians), Asian Pacific Americans (persons with origins from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, U.S. Trust Territory of the Pacific Islands, Northern Mariana Islands, Laos, Cambodia, or Taiwan), Asian Indian Americans (persons with origins from India, Pakistan or Bangladesh), and members of other groups designated from time to time by the SBA under 13 CFR 124.105(d).

**8(a) Program**—OSBP promotes increased utilization of small businesses owned and controlled by socially and economically disadvantaged individuals certified under the SBA Section 8(a) Program.

Section 8(a) of the Small Business Act, as amended, authorizes SBA to contract for goods and services with Federal agencies. SBA then subcontracts actual performance of the work to socially and economically disadvantaged small businesses which have been certified by SBA as eligible to receive these contracts. The major advantage of this Program is that it provides Government contracts on a noncompetitive basis to socially and economically disadvantaged small businesses. SBA also offers managerial, technical, and financial support to participating firms.

**The purpose of the 8(a) Program is to:**

- Foster business ownership by individuals who are socially and economically disadvantaged.
- Promote the competitive viability of these firms by providing contract, technical, and management assistance.
- Expand acquisition opportunities for these firms.

To be eligible for the 8(a) Program, a concern must qualify as a small business at least 51 percent owned by a U.S. citizen who is determined by SBA to be socially and economically

disadvantaged and subject to a fixed program participation term.

#### **Woman-Owned Small Business Program—**

A small business concern qualifies as a woman-owned small business (WOB) if it is at least 51 percent owned, controlled, and operated by women who are United States citizens.

Developed in response to the need to aid and stimulate women's business enterprises, this advocacy Program directs acquisition officials to take appropriate action to facilitate, preserve, and strengthen women's business enterprises and to ensure full participation by women in the free enterprise system. Appropriate action includes the award of Prime Contracts and subcontracts and counseling of WOBs. OSBP is responsible for negotiating annual goals with EPA acquisition officials to increase Federal Prime Contracts with WOBs.

**Service-Disabled Veteran-Owned Small Business Program—**Public Law 106-50 established a contracting goal for Federal agencies to award three percent of prime contracts to service-disabled veteran-owned small businesses (SDVOSBs). In addition, large prime contractors have SDVOSB subcontracting goals.

EPA's strategy for contracting with SDVOSBs demonstrates our commitment to maximize opportunities for veteran-owned small businesses in our Federal contracting. This strategy includes:

- Reserving contracts exclusively for SDVOSBs;
- Encouraging and facilitating participation by SDVOSBs in competitions for award of Agency contracts;
- Encouraging Agency contractors to subcontract with SDVOSBs and actively monitoring and evaluating Agency contractors' efforts to do so;
- Training Agency personnel on applicable law and policies relating to participation of SDVOSBs in Federal contracting;

- Disseminating information to SDVOSBs that would assist these businesses in participating in awards of Agency contracts; and
- Holding special outreach sessions for SDVOSBs.

To qualify for the SDVOSB Program, a business must be a small business by SBA size standards, and it must be owned and controlled by one or more service-disabled veterans (0–100% disability rating).

**HubZone Program—**The purpose of the HubZone Program is to promote job growth, capital investment, and economic development to historically underutilized business zones (HubZones) by providing contracting assistance to small businesses located in these economically distressed communities. To qualify as a HubZone company, the principal office must be located in a HubZone and at least 35% of its employees must live in a HubZone.

## **4. Small Business Innovation Research Program**

EPA's Small Business Innovation Research (SBIR) Program provides incentive funding to small businesses to translate their innovative ideas into commercial products that address environmental problems. These innovations are the primary source of new technologies that can provide improved environmental protection at lower cost with better performance and effectiveness. SBIR has helped spawn successful commercial ventures that not only improve our environment, but also create jobs, increase productivity and economic growth, and enhance the international competitiveness of the U.S. technology industry.

For more information, visit <http://es.epa.gov/ncer/sbir/>.



## 5. Small Business Vendor Profile System (SBVPS)

OSBP has developed a web-based database of small business firms interested in doing business with EPA. The purpose of this database is to aid large prime contractors with finding suitable small business subcontractors and to act as a market research tool for EPA Program and Contracting Officers. OSBP does not validate the data found in this database and cannot assure that the information is current or accurate.

If you require assistance, please contact **Denean Jones**, Information Management Analyst, at 202-566-1578 or at [jones.denean@epa.gov](mailto:jones.denean@epa.gov).

## 6. Doing Business

There are several resources available to locate contracting opportunities with the EPA. EPA prime contracting opportunities over \$100,000 can be found on the Forecast Database (<http://yosemite.epa.gov/oarm/oam/forecastdatabase.nsf>). This database provides current information on direct contracting opportunities. You can search this dynamic database by region, NAICS code, dollar range, and several other criteria. For EPA and other Government contracting opportunities please visit FedBizOpps (Federal Business Opportunities) at <http://www.fbo.gov>. If you are interested in subcontracting for another company that currently holds an EPA contract, the EPA Active Contracts Listing (PDF) (<http://www.epa.gov/oam/ptod/ek1rptv.pdf>) (114 pp, 5.7M) will provide information about current contract recipients and the contracts they were awarded.

For simplified acquisition opportunities, EPA provides a list of all purchase card holders (PDF) (<http://www.epa.gov/oam/ptod/purcard.pdf>) (168 pp, 167K) from the various program offices.

## 7. Calendar of Events/Outreach Programs

OSBP participates in various outreach events in an effort to educate small business entities on how to successfully market to and do business with EPA. The following are examples of the types of outreach events we host and/or attend.

- **Counseling Sessions:** OSBP holds five (5) counseling sessions a year. These free, interactive sessions provide an overview of the contracting opportunities available to small business at EPA. Firms can register on-line at <http://www.epa.gov/osbp/regisform.htm>.
- **EPA Events:** The EPA Office of Acquisition Management and Regional Offices hold various small business outreach sessions throughout the year.
- **Non-EPA Vendor Outreach Events:** OSBP routinely attends conferences throughout the country sponsored by other Federal Agencies and Small Business Associations.
- **One-on-One Meetings:** OSBP staff regularly holds one-on-one meetings with contractors. These 30 minute meetings are held in our Headquarters office and allow small business firms an opportunity to present their company's capabilities and discuss upcoming procurement opportunities. Please note that one-on-one meetings are normally scheduled at least two weeks in advance and are planned based on staff availability.

Please visit our Calendar of Events for a complete list of events at <http://www.epa.gov/osbp/calendarofevents.htm>.

## Getting the Most Out of Conferences and Vendor Outreach Events



Attending a conference or vendor outreach event can be both exciting and overwhelming. Whether it's a well attended national conference or a small procurement fair, being prepared and putting your best foot forward is the key to getting the most out of your conference experience. Below are tips every small business owner should follow to become a successful government contractor.

- **Plan Ahead/ Do Your Homework:** Check the Agency's Forecast Database and website. Get familiar with EPA's mission and that of the program office(s) and bring a list of the opportunities in which you are interested. Remember, you want to put your best foot forward. Approaching a Small Business Specialist or Contracting Officer with no knowledge of their Agency's mission or current needs will not make a good first impression!
- **Your Business Cards Are Important:** Your business card is often the first thing Small Business Specialists look at when meeting a potential vendor. The information on your card could mean the difference between getting contacted when potential work arises and never receiving a call. Are your major NAICS codes listed on the back? How about your socio-economic designations? Simply having

your company's name and your contact information is not enough when marketing to Federal agencies. The more information you can put onto the front and back of the card, the better. Think of it as a mini capabilities statement.

- **Know Your Company:** There's nothing wrong with firms hiring marketing or sales managers to "pitch" their company to potential clients. The problem arises when they do not know enough about the company they work for! Before your new hire attends an event, make sure they are equipped with enough information to successfully market your firm's capabilities.
- **Focus on Your Strengths—Don't be a Company that Does Everything.** Be known as a company that does one or two things exceptionally well. Too many companies think this limits them when actually it opens the door to becoming a recognized leader. Once inside, when asked if you can do something else, say "yes" if you can do it.



## Agency Goals

The policy of the United States, as stated in the Small Business Act Section 15 (g)(1), is that each agency shall have an annual goal that represents, for that agency, the maximum practicable opportunity for small business concerns, small business concerns owned and controlled by service-disabled veterans, qualified HUBZone small business concerns, small business concerns owned and controlled by socially and economically disadvantaged individuals, and small business concerns owned and controlled by women to participate in the performance of contracts let by that agency.

**SBA has negotiated the following direct contracting goals with EPA for the 2008/2009 fiscal year:**

<i>Estimated Obligations</i> <i>Direct</i>	<i>Negotiated</i>	
	<i>Dollar Value</i>	<i>Goal</i>
Small Businesses	\$432M	39.8%
8(a) Businesses*	\$90M	*7.5%
Non 8(a) Small Disadvantaged Businesses	\$36M	*3.0%
Women-Owned Businesses	\$66M	5.0%
HUBZone Businesses	\$36M	3.0%
Service Disabled Veteran Owned Small Businesses	\$36M	3.0%

The Small Business Act provides laws and regulations regarding subcontracting to small business. These laws require Prime Contractors having federal government contracts that exceed the simplified acquisition threshold (SAT) to provide maximum practicable subcontracting opportunities to small business, HUBZone small business, small disadvantaged business, women-owned small business, and service-disabled veteran-owned small business.

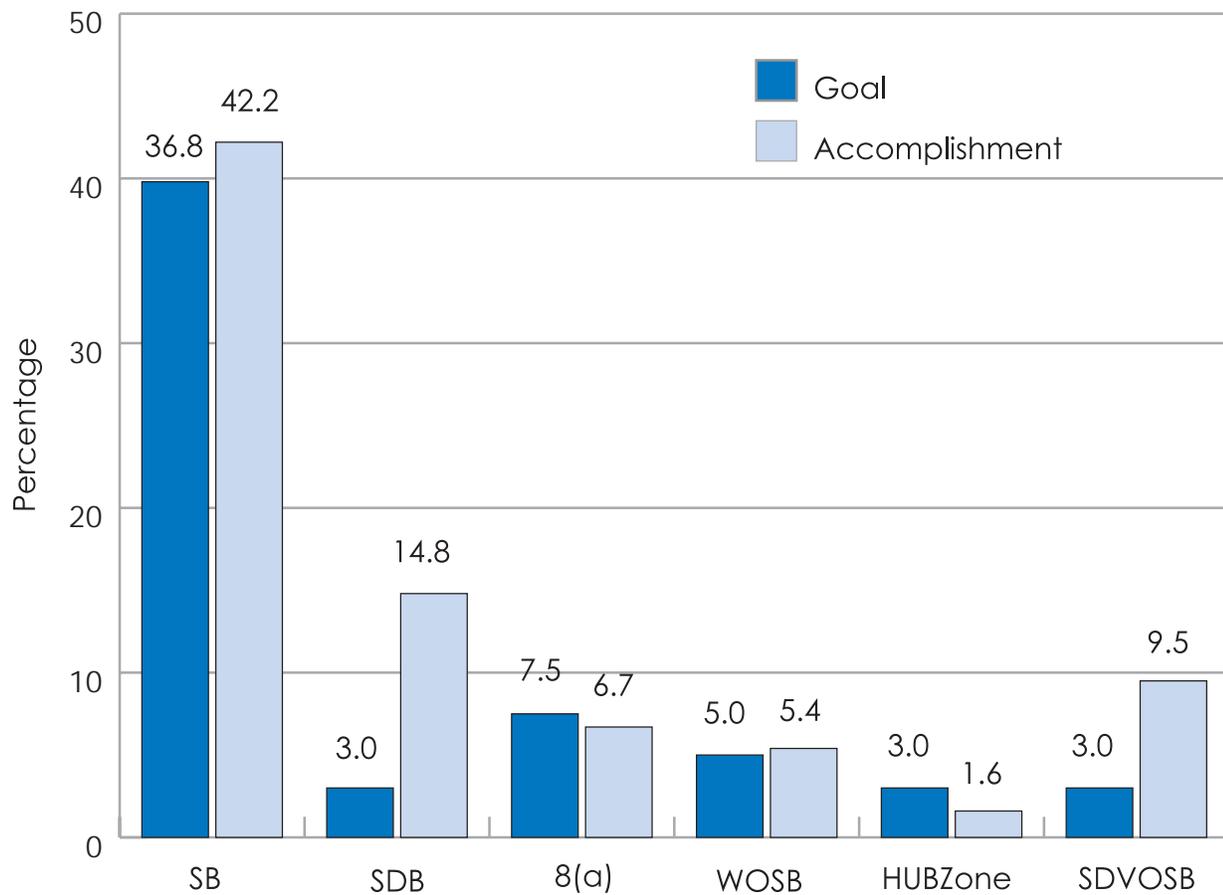
**SBA has negotiated the following subcontracting goals with EPA for the 2008/2009 fiscal year:**

<i>Estimated Obligations</i> <i>Subcontract</i>	<i>Negotiated</i>	
	<i>Dollar Value</i>	<i>Goal</i>
Small Businesses	\$100M	50.0%
Small Disadvantaged Businesses	\$40M	20.0%
Women-Owned Businesses	\$15M	7.5%
HUBZone Businesses	\$6M	3.0%
Service Disabled Veteran Owned Small Businesses	\$6M	3.0%

These percentages are based on an estimated obligation of \$1.2 billion for direct contracts and \$200 million for subcontracts.

\*Since 8(a) businesses are SDBs, EPA, in essence, has an SDB goal of 10.5%

## EPA's FY09 3rd Quarter Accomplishments



### EPA's Top Ten NAICS Codes

1. **562910** — Remediation Services
2. **541620** — Environmental Consulting Services
3. **541519** — Other Computer Related Services
4. **541710** — Research and Development in the Physical, Engineering, and Life Sciences
5. **541611** — Administrative Management and General Management Consulting Services
6. **541380** — Testing Laboratories
7. **561210** — Facilities Support Services
8. **541511** — Custom Computer Programming Services
9. **541330** — Engineering Services
10. **518210** — Data Processing, Hosting, and Related Services

## Procurement Technical Assistance Centers— A Valuable Resource to Small Businesses



Currently, ninety-three Procurement Technical Assistance Centers (PTACs)—with over 250 local offices—form a nationwide network of dedicated procurement professionals working to support and extend Defense Logistics Agency’s mission of providing the best value goods and services to America’s Armed Forces and other government agencies. PTACs are the bridge between buyer and supplier, bringing to bear their knowledge of both government contracting and the capabilities of contractors to maximize fast, reliable service to our government with better quality and at lower costs.

Many PTAC counselors have backgrounds in government acquisitions and virtually all receive ongoing training to keep pace with continually evolving acquisitions procedures and policies.

The PTACs’ mission is to maximize the number of capable U.S. companies participating in the government marketplace by...

1. providing businesses nationwide with an understanding of the requirements of government contracting and the

marketing know-how they need to obtain and successfully perform federal, state, and local government contracts, and

2. supporting government agencies in reaching and working with the suppliers they need.

### PTAC Goals

- To maximize support for the war fighter by improving supplier accessibility and supply chain management.
- To support overall national security by ensuring a broad base of capable suppliers for the defense industry and other agencies, enhancing competition and ensuring that government agencies realize the best value for their procurement dollars.
- To improve local economies by helping US businesses successfully compete for government contracts, thereby creating and retaining jobs and bringing other economic benefits to states and local communities.
- To support government agency efforts to meet their mandated small business goals for contracting dollars.

For more information or to find the PTAC in your area, visit [www.aptac-us.org/new/](http://www.aptac-us.org/new/).



## Greening Your Business



Going green is not only good for the planet, but reduces your business' impact on the environment, while providing a competitive advantage to your organization. By going green, your business or college saves money by using fewer resources, minimizes waste, and often reduces regulatory liabilities. In addition, many organizations find that going green attracts interests, new customers and opens up new markets for their products or services. Almost all can agree that a greener organization is a safer and more attractive place to work.

### Request for Publications

To have additional publications delivered to you, visit <http://www.epa.gov/sadqfzsu/request.htm>, and fill out the contact information form. The following publications are currently available:

- Doing Business With EPA
- Mentor Protege Program
- Forecast for Contract Opportunities
- ALL OF THE ABOVE

Some benefits to moving towards becoming more environmentally sustainable include:

- Reducing waste
- Reducing costs
- Promoting Business Vision

EPA currently includes several green clauses within its contracts to comply with Executive Order 13423: Strengthening Federal Environmental, Energy, and Transportation Management, which requires that Federal agencies set acquisition goals in the areas of renewable and energy efficiency, recycling, toxics reductions, sustainable buildings and fleets, electronics, stewardship, and water conservation. All businesses interested in working with EPA should strongly consider implementing green business practices. For more information on how your company can become greener, visit [www.epa.gov/osbp/greening.htm](http://www.epa.gov/osbp/greening.htm).



# Small Business Vendor Profile System (SBVPS)

OSBP has developed a web-based database of small business firms interested in doing business with EPA. The purpose of this database to aid large prime contractors with finding suitable small business subcontractors and to act as a market research tool for EPA Program and Contracting Officers. This office does not validate the data found in this database and cannot assure that the information is current or accurate. The registration form for the SBVPS is found below. It can also be found on the OSBP website. <http://cfpub.epa.gov/sbvps/>

Date: \_\_\_\_\_

Company Name\*: \_\_\_\_\_

Contact\*: \_\_\_\_\_ Title: \_\_\_\_\_

Address\*: \_\_\_\_\_

City\*: \_\_\_\_\_ State\*: \_\_\_\_\_ Zip Code\*: \_\_\_\_\_

Phone #: \_\_\_\_\_ Fax #: \_\_\_\_\_

E-mail Address\*: \_\_\_\_\_ Internet Address: \_\_\_\_\_

NAICS Code(s)\*: \_\_\_\_\_

Capabilities: \_\_\_\_\_

Have you done business with the EPA before\*  No  Yes, as a Prime  Yes, as a Subcontractor

## Classification

Large

Mid-Size

Small

## Tribal

Federally Recognized

State Recognized

SDB

Small WOB

8(a) Certified

Service Disabled Veteran

HUBZone

HBCU

HSI

Tribal College/University

Other Minority

## Ethnicity

African American

Asian-Indian

Asian-Pacific

Caucasian American  
Female

Hispanic

Native American

Other Minority

None

The fields marked by \* are required and must be filled in.

# OSBP Employee Contact List

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