



C.O.D.E COMMITTEE

CREATING OPPORTUNITIES FOR DIVERSITY & EQUITY

May 2021 Newsletter

The CODE Committee is dedicated to creating opportunities for minority owned, women owned, and small business enterprises (M/W/DBE/SBE) to promote diversity and equality within CMAA Southern California. Our focus is to: 1) increase firm recruitment and retention, 2) advocate for leadership positions within the chapter, 3) create a beneficial mentoring network inclusive of Certified Construction Manager (CCM) training, 4) host and sponsor events promoting diversity and equity, and 5) recognize diverse leaders in the industry.

As an organization, we are committed to providing our members with resources and educational opportunities. If you have ideas for future events or would like to learn more about a particular topic, reach out to (sccmaa@cmaasc.org).

Featured In This Issue

Company Spotlights 2021 Payroll Protection Program Updates Upcoming Events

Yolanda Baber	Sam Bucher	Ryan Gales	Cathleen Ma
Bureau Veritas	Montez Group	JGM	TY Lin International

Gustavo Ripalda	Schena Rourk	Jay Shah	Gary Yeo
Kitchell	Redwood Resources	AMC	HR Green



Joel Pulgarin, Jr. Sr. VP Business Development Paramount Safety Supply (PSS)

Born and raised in Los Angeles, Joel has been able to appreciate the City of Angels diverse business spectrum. Seeking new solutions to the daily challenges that all small businesses confront helps keep him committed and focused to make each day count. His philanthropic efforts include serving on the USC Latino Alumni Association Board of Directors and Neighborhood Partners Incorporated. As a strong believer that “education is the key to a solid foundation in life”, he has always made himself available as a resource to help young bright minds succeed.

Paramount Safety Supply (PSS) Inc. is a proud Disabled Veteran Business Enterprise (DVBE) company founded in 2015. As Marines, they have dedicated their focus in providing safety solutions to their clients to help create a safer work environment. Instilled with Marine Corps values that “quitting is not an option” PSS always delivers first, delivers fast and delivers on time. Paramount Safety Supply Inc. offers high quality personal protective equipment (PPE), PFAS (Personal Fall Arrest-System) and SWPPP materials.



Joel Pulgarin, Jr. Sr. VP Business Development Paramount Safety Supply (PSS)

Paramount Safety Supply Inc. has pivoted itself to properly assist its clients by providing quality and cost-effective PPE during the Covid-19 crisis. In addition, PSS has focused efforts to help small businesses reopen and meet CDC health guidelines to provide a safe and healthy workplace for employees and customers.

The company is preparing itself to become a safety solutions innovator as it continues to adapt to the “NEW” world post pandemic. PSS has reinvested in supply chain and CRM systems to make sure it is prepared to provide continued safety support to all clients without comprising safety measures.



Paramount Safety Supply (PSS)

DVBE/ DBE/ SBE | paramountsafetysupply.com
info@paramountsafetysupply.com

Notable Clients

- Clark Construction Group
- Long Beach Civic Center
- Dragados USA
- Sanitation Districts of Los Angeles County
- Los Angeles County Metropolitan Transportation Authority (LA METRO)
- Internal Procurement Division

Awards and Recognition

- Featured panelists for Los Angeles Latino Chamber of Commerce "Success with Safety Measures in the Workplace" July 2020
- United States Congress- J. Luis Correa - Certificate of Special Recognition for Supporting "Unidos por CHOC" September 2020
- The California Department of Veteran Affairs (CalVet) John K. Lopez Award for Business Excellence" March 2021



Project Support Services is a project management agency that collaborates with the Division of State Architecture (DSA) to ensure the certification and compliance of K-12 schools and higher education campuses throughout California.

Its mission is to help build safe schools, while keeping time, scope and budget efficient and effective for the districts and colleges.

Established in 2016 after seeing a vital need in the industry, CEO and President, Natassia Melendrez-Knutson began finding solutions for uncertified projects. After Natassia recognized how impactful this work was with over 16,000 (at the time) uncertified jobs throughout the state and realizing the unsettling fact that numerous publicly-funded schools and college Board Members are held liable until projects are certified—she decided to create PSS.

Project Support Services specializes in DSA compliance, DSA certification, project management and document control working closely as the liaison between DSA and school districts to get projects across the finish line while keeping the safety of the students top-of-mind.



From a craigslist ad to a seven-figure business, Natassia’s story is one filled with growth and learning lessons. Prior to the conception of PSS, Natassia was a dispatcher at a geotechnical material and inspection firm.

In her eight years there, Natassia started to notice many clients struggling with DSA regulations and code.

At 27 years-old, with just \$1,000 in her bank account, Natassia made the jump. “What if I could help school districts by offering my DSA knowledge as a service?” It was a scary jump, she knew she had expenses to cover and on-top of being a risky move, she faced significant resistance, not always feeling supported by her peers. These struggles fueled the fire inside of Natassia to make PSS what it is today.

Natassia has earned her industry nickname as the “DSA Diva,” knowing the ins and outs of the project certification process.



In 2018, after 2 years in business, Project Support Services opened a small 300 square-foot office space with their first team member. A year later, a second team member was added with another office space unit.

The growth has never been linear, but it has been consistent. With a team of eight in 2021 and now 1,600 square-feet of office space, the PSS team has assisted in certifying over 1,000 projects through DSA in the state of California.

Project Support Services hangs its hat on three main characteristics, being: hungry, humble and smart. PSS is committed to positive company culture and the empowerment of employees to elevate within the company. With current focuses on K-12 and higher education, PSS' goal for 2021 is to grow into the government and federal sector of work.

DBE/SBE | PSSCert.com
Natassia@PSSCert.com



Guidance on Accessing Capital for Minority, Underserved, Veteran and Women-Owned Business Concerns

The Small Business Administration (SBA) is dedicated to helping sustain our nation's small businesses and to supporting their tens of millions of employees. During these unprecedented times brought on by the COVID-19 global pandemic, SBA has worked tirelessly and closely with Congress, with borrowers, and with lenders of all sizes – including regional and community banks, Farm Credit System lenders, credit unions, fintechs, community development financial institutions (CDFIs), and minority depository institutions (MDIs) – to maximize access to the Paycheck Protection Program (PPP or Program). SBA is continuing to encourage and support these efforts that have benefitted the smallest businesses and underserved communities.

The first round of the PPP supported the employment of 51 million American workers and over 80 percent of small business payroll across all 50 states and territories. More than 87 percent of loans have been for \$150,000 or less, with an average loan size of \$101,000 – demonstrating the accessibility of the PPP to even the smallest businesses. PPP loans have been broadly distributed across diverse areas of the economy, with 27 percent of the funds going to low- and moderate-income communities, which is in proportion to their percentage of the population. More than 70 percent of PPP loans have been made to businesses with fewer than 10 employees. Over \$80 billion, or 15 percent of the total PPP loan amount, has been disbursed to small businesses in rural communities. Small businesses in Historically Underutilized Business Zones (HUBZones) have received more than \$130 billion in PPP funding, accounting for more than 25 percent of all PPP loan dollars. In addition, more than 430 CDFIs and MDIs across the country have made over 221,000 PPP loans for more than \$16.4 billion.

Building on the success of the first round of PPP, SBA is continuing to address potential barriers to access to capital for minority, underserved, veteran, and women-owned business concerns.

In the Economic Aid to Hard-Hit Small Businesses, Non-Profits, and Venues Act (Economic Aid Act), our partners in Congress have set aside funds for new and smaller borrowers, for borrowers in low- and moderate-income communities, and for community and smaller lenders. These set asides include:

- \$15 billion across first and second draw PPP loans for lending by community financial institutions;
- \$15 billion across first and second draw PPP loans for lending by Insured Depository Institutions, Credit Unions, and Farm Credit System Institutions with consolidated assets of less than \$10 billion;
- \$35 billion for new first draw PPP borrowers; and
- \$15 billion and \$25 billion for first draw and second draw PPP loans, respectively, for borrowers with a maximum of 10 employees or for loans less than \$250,000 to borrowers in low- or moderate-income neighborhoods. SBA has determined that at least 25 percent of each of those set-asides will go to each one of the groups: loans to borrowers with a maximum of 10





Guidance on Accessing Capital for Minority, Underserved, Veteran and Women-Owned Business Concerns

employees and loans less than \$250,000 to borrowers in low-or moderate-income neighborhoods.

To efficiently and effectively implement the Economic Aid Act and to ensure increased access to PPP for minority, underserved, veteran, and women-owned business concerns, SBA is undertaking the following steps:

- Accept PPP loan applications only from community financial institutions for at least the first two days when the PPP loan portal re-opens;
- Direct Lender Match borrower inquiries to small lenders who can aid traditionally underserved communities;
- Match small businesses through Lender Match with Certified Development Companies (CDCs), Farm Credit System lenders, microloan intermediaries, and traditional smaller asset size lenders;
- Continue setting aside dedicated hours to process and assist our smallest PPP lenders with their PPP loans;
- Continue to strongly encourage CDFIs and minority-, women-, veteran-, and military-owned lenders to apply to become PPP lenders. SBA will give full and prompt consideration to these applications to become PPP lenders consistent with program guidelines, including in cases where the lender does not meet all of the requirements listed on the updated SBA Form 3507;
- Continue to work with the Board of Governors of the Federal Reserve System on the PPP Liquidity Facility to enable PPP lenders, including nonbank lenders, to pledge PPP loans to the Federal Reserve as collateral for Federal Reserve borrowings to enhance lender liquidity and enable PPP lenders to expand their lending capacity;
- Promote awareness of these policies and procedures via traditional media methods, SBA social media accounts and guidance to lenders before the formal opening of SBA's loan systems;
- Continue to work with our federal partners, including the Department of Agriculture, the Federal Reserve, the Federal Deposit Insurance Corporation, the Office of the Comptroller of the Currency, the Farm Credit Administration, and the National Credit Union Administration, to share this guidance with PPP lenders, borrowers, and the broader public;
- Continue to use SBA's 68 district offices and network of SBA Resource Partners to further create awareness among the public about these approaches. Minority, underserved, veteran, and women-owned businesses that encounter difficulties in obtaining a PPP Loan should contact their local SBA district office for assistance. A link on how to find an office near you can be found via www.sba.gov/local-assistance.



Guidance on Accessing Capital for Minority, Underserved, Veteran and Women-Owned Business Concerns

SBA will continue to engage with all PPP lenders to maximize access to the PPP for all of America's eligible small businesses. To accomplish this, SBA continues to call upon its lending partners and asks that they redouble their efforts to assist eligible borrowers in underserved and disadvantaged communities, allowing us to further expand economic opportunity. In particular, all PPP lenders are strongly encouraged to:

- Continue to engage in community outreach and communication through organizations, trade associations, and individuals that represent and serve underserved communities and minority, veteran, and women-owned businesses. SBA will continue to lead by example on best practices for this type of engagement; and
- Continue to fully comply with all applicable Federal, State, local, and other statutory requirements related to fair lending.

In addition, SBA has added a demographic reporting section on the PPP borrower application. PPP lenders should encourage borrowers to report the optional information that has been added to better inform lenders and SBA on the success of our efforts to reach underserved, minority-owned, veteran-owned, and women-owned businesses.

While the PPP has been an incredible success, there are still many more opportunities to provide assistance to businesses who have yet to access these forgivable loans, especially as PPP re-opens for first and second draw loans. These are challenging times for our nation's small business owners and entrepreneurs, but through our continued outreach and focused approach, we will continue to ensure access and opportunity for all those who need assistance.

Jovita Carranza, *Administrator*

PAYCHECK PROTECTION PROGRAM FIRST DRAW LOANS

SBA is reopening the Paycheck Protection Program (PPP) for First Draw Loans the week of January 11, 2021. First Draw PPP Loans can be used to help fund payroll costs, including benefits. Funds can also be used to pay for mortgage interest, rent, utilities, worker protection costs related to COVID-19, uninsured property damage costs caused by looting or vandalism during 2020, and certain supplier costs and expenses for operations.

Full Forgiveness Terms

First Draw PPP Loans made to eligible borrowers qualify for full loan forgiveness if during the 8- to 24-week covered period following loan disbursement:

- Employee and compensation levels are maintained;
- The loan proceeds are spent on payroll costs and other eligible expenses; and
- At least 60 percent of the proceeds are spent on payroll costs.

Who Can Apply

Eligible small entities, that together with their affiliates (if applicable), have 500 or fewer employees—including nonprofits, veterans organizations, tribal concerns, self-employed individuals, sole proprietorships, and independent contractors—can apply. Entities with more than 500 employees in certain industries that meet SBA’s alternative size standard or SBA’s size standards for those particular industries can also apply.¹

Reapplying and Loan Increases

Existing PPP borrowers that did not receive loan forgiveness by December 27, 2020 may: (1) reapply for a First Draw PPP Loan if they previously returned some or all of their First Draw PPP Loan funds, or (2) under certain circumstances, request to modify their First Draw PPP Loan amount if they previously did not accept the full amount for which they are eligible.

How and When to Apply

Borrowers can apply for a First Draw PPP Loan until March 31, 2021, through any existing SBA 7(a) lender or through any federally insured depository institution, federally insured credit union, eligible non-bank lender, or Farm Credit System institution that is participating in PPP. All new First Draw PPP Loans will have the same terms regardless of lender or borrower. A list of participating lenders as well as additional information and full terms can be found [HERE](#).

Ensuring Access for All

SBA continues to call upon its lending partners, including Community Development Financial Institutions (CDFIs) and Minority Depository Institutions (MDIs), to redouble their efforts to assist eligible borrowers in underserved and disadvantaged communities. At least \$15 billion is being set aside for First Draw PPP loans to eligible borrowers with a maximum of 10 employees or for loans of \$250,000 or less to eligible borrowers in low- or moderate-income neighborhoods. To promote access for smaller lenders and their customers, SBA will initially only accept loan applications from community financial institutions starting on January 11, 2021. The PPP will open to all participating lenders shortly thereafter.

Visit www.sba.gov or www.treasury.gov for more information and details, including the comprehensive program rules.

¹ Also eligible to apply for First Draw PPP Loans are businesses with a NAICS Code that begins with 72 (Accommodation and Food Services sector) or eligible news organizations with no more than 500 employees per physical location, as well as housing cooperatives, 501(c)(6) organizations, or destination marketing organizations with no more than 300 employees.



PAYCHECK PROTECTION PROGRAM SECOND DRAW LOANS

The Paycheck Protection Program (PPP) now allows certain eligible borrowers that previously received a PPP loan to apply for a Second Draw PPP Loan with the same general loan terms as their First Draw PPP Loan. Second Draw PPP Loans can be used to help fund payroll costs, including benefits. Funds can also be used to pay for mortgage interest, rent, utilities, worker protection costs related to COVID-19, uninsured property damage costs caused by looting or vandalism during 2020, and certain supplier costs and expenses for operations.

Full Forgiveness Terms

Second Draw PPP Loans made to eligible borrowers qualify for full loan forgiveness if during the 8- to 24-week covered period following loan disbursement:

- Employee and compensation levels are maintained in the same manner as required for the First Draw PPP loan;
- The loan proceeds are spent on payroll costs and other eligible expenses; and
- At least 60 percent of the proceeds are spent on payroll costs.

Targeted Eligibility

A borrower is generally eligible for a Second Draw PPP Loan if the borrower:

- Previously received a First Draw PPP Loan and will or has used the full amount only for authorized uses;
- Has no more than 300 employees; and
- Can demonstrate at least a 25% reduction in gross receipts between comparable quarters in 2019 and 2020.

Maximum Loan Amount and

Increased Assistance for Accommodation and Food Services Businesses

For most borrowers, the maximum loan amount of a Second Draw PPP Loan is 2.5x average monthly 2019 or 2020 payroll costs up to \$2 million. For borrowers in the Accommodation and Food Services sector (click [HERE](#) for NAICS 72 to confirm), the maximum loan amount for a Second Draw PPP Loan is 3.5x average monthly 2019 or 2020 payroll costs up to \$2 million.

How and When to Apply

Borrowers can apply for a Second Draw PPP Loan until March 31, 2021, through any existing SBA 7(a) lender or through any federally insured depository institution, federally insured credit union, eligible non-bank lender, or Farm Credit System institution that is participating in PPP. All Second Draw PPP Loans will have the same terms regardless of lender or borrower. A list of participating lenders as well as additional information and full terms can be found [HERE](#).

Ensuring Access for All

SBA continues to call upon its lending partners, including Community Development Financial Institutions (CDFIs) and Minority Depository Institutions (MDIs), to redouble their efforts to assist eligible borrowers in underserved and disadvantaged communities. At least \$25 billion is being set aside for Second Draw PPP Loans to eligible borrowers with a maximum of 10 employees or for loans of \$250,000 or less to eligible borrowers in low- or moderate-income neighborhoods. To promote access for smaller lenders and their customers, SBA will initially only accept Second Draw PPP Loan applications from community financial institutions starting on January 13, 2021. The PPP will open to all participating lenders for Second Draw PPP Loans shortly thereafter.

Visit www.sba.gov or www.treasury.gov for more information and details, including the comprehensive program rules.



Upcoming Events

C.O.D.E. Committee Events

Diversity, Equity & Inclusion (DE&I) Workshops

- Sessions Coming This Summer!

Meet the Owners and Primes – In Person Event!

- Wednesday August 4, 2021 5:30pm – 8:00pm

Additional Events

How to be ready and prepared for sudden influx of short term funding? CARES Act Stimulus Spending Strategies

- Thursday May 20, 2021 12:00pm – 1:00pm

20th Anniversary Municipal Green Building Conference + Expo

- Friday May 21, 2021

Design Build and Progressive Design-Build Procurement: Featuring Chaffey College

- Tuesday May 25, 2021 8:30am – 10:00am

www.cmaasc.org/events