

**PALM BEACH COUNTY
BOARD OF COUNTY COMMISSIONERS**

BOARD APPOINTMENT SUMMARY

Meeting Date: April 6, 2021

Department: Office of Equal Business Opportunity
Advisory Board: Equal Business Opportunity Advisory Committee

I. EXECUTIVE BRIEF

Motion & Title: Staff recommends motion to approve: appointment of the following individual to the Equal Business Opportunity Advisory Committee (EBOAC) for the seat and term indicated below.

<u>REAPPOINTMENT</u>	<u>SEAT #</u>	<u>DESIGNATION</u>	<u>TERM</u>	<u>NOMINATED BY</u>
Clementine Fleuranvil	8	Certified National Organization of Women in Construction	4/6/21 – 10/17/24	Mayor Dave Kerner Vice-Mayor Robert S. Weinroth Commissioner Maria G. Marino Commissioner Melissa McKinlay

Summary: The EBOAC is established pursuant to Section 2-80.28(f) of the Palm Beach County Code. The Committee consists of fifteen members representing one African American business owner certified as a small business by the County; one Hispanic business owner certified as a small business by the County; one woman business owner certified as a small business by the County; one white male business owner certified as a small business by the County; one business owner domiciled in Palm Beach County; one representative of a business incubator program; one representative of the Hispanic business organization; one representative of the National Association of Women in Construction; one representative of a Women’s Business Organization; one certified minority contractor; one representative of the Associated General Contractors of America; one representative of the Small Business Development Center; one representative of a financial institution that assists small businesses; one representative of the Black Chamber of Commerce; and one representative of a professional services organization.

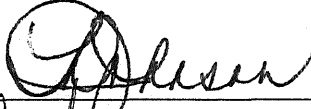
The Committee supports the nomination and a memo was sent to the Board of County Commissioners on February 9, 2021 requesting approval of the recommendation. No other nominations were received.

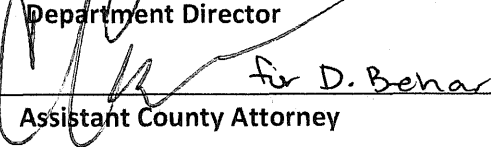
The Committee seat terms are for three years, and the Committee reviews and evaluates the effectiveness of equal business opportunity programs within County Government. Of the 15 members, the current diversity count is: African American: 7 (46.0%), Caucasian: 6 (40.0%), and Hispanic: 2 (14.0%). The gender ratio (female:male) is: 8:7. The nominee for appointment is Ms. Clementine Fleuranvil an African-American female to complete the unexpired term April 6, 2021 through October 15, 2021 and an additional three-year term October 15, 2021 through October 17, 2024. **Countywide** (DB).

Background and Justification: On October 16, 2018, the County enacted the Equal Business Opportunity Program Ordinance (EBO Ordinance), Sections 2-80.20 et seq. The EBO Ordinance repealed the County’s Small Business Enterprise Program. As part of the repeal and replace, the EBO Section 2.80.28(f) of the EBO Ordinance provides for appointments to be made from specific organizations and representatives of the small business community, as specified above.

Attachments:

1. Board/Committee Application
2. Resume of Nominee
3. Memo to BCC dated February 9, 2021
4. Current List of Board Members

Recommended by:  2/22/21
 Department Director Date

Legal Sufficiency:  for D. Behar 2/23/2021
 Assistant County Attorney Date

II. REVIEW COMMENTS

A. Other Department Review:

Department Director

BOARD/COMMITTEE APPLICATION

ATTACHMENT 1

Section II Continued:

CONTRACTUAL RELATIONSHIPS: Pursuant to Article XIII, Sec. 2-443 of the Palm Beach County Code of Ethics, advisory board members are prohibited from entering into any contract or other transaction for goods or services with Palm Beach County. Exceptions to this prohibition include awards made under sealed competitive bids, certain emergency and sole source purchases, and transactions that do not exceed \$500 per year in aggregate. These exemptions are described in the Code. This prohibition does not apply when the advisory board member's board provides no regulation, oversight, management, or policy-setting recommendations regarding the subject contract or transaction and the contract or transaction is disclosed at a public meeting of the Board of County Commissioners. **To determine compliance with this provision, it is necessary that you, as a board member applicant, identify all contractual relationships between Palm Beach County government and you as an individual, directly or indirectly, or your employer or business.** This information should be provided in the space below. If there are no contracts or transactions to report, please verify that none exist. Staff will review this information and determine if you are eligible to serve or if you may be eligible for an exception or waiver pursuant to the code.

<u>Contract/Transaction No.</u>	<u>Department/Division</u>	<u>Description of Services</u>	<u>Term</u>
N/A			
_____	_____	_____	_____
_____	_____	_____	_____
(Attach Additional Sheet(s), if necessary)			
OR			
NONE	<input type="checkbox"/>	NOT APPLICABLE/ (Governmental Entity)	<input type="checkbox"/>

ETHICS TRAINING: All board members are required to read and complete training on Article XIII, the Palm Beach County Code of Ethics, and read the State Guide to the Sunshine Amendment. **Article XIII, and the training requirement can be found on the web at: <http://www.palmbeachcountyethics.com/training.htm>.** Ethics training is on-going, and pursuant to PPM CW-P-79 is required before appointment, and upon reappointment.

By signing below I acknowledge that I have read, understand, and agree to abide by Article XIII, the Palm Beach County Code of Ethics, and I have received the required Ethics training (in the manner checked below):

By watching the training program on the Web, DVD or VHS on February 1, 2021, 2021
 By attending a live presentation given on _____, 20____

AND

By signing below I acknowledge that I have read, understand and agree to abide by the Guide to the Sunshine Amendment & State of Florida Code of Ethics:

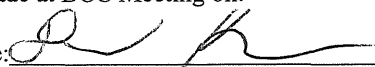
*Applicant's Signature: Clementine C. Fleuranvil, CPA Printed Name: Clementine C. Fleuranvil, CPA Date: 02/01/2021

Any questions and/or concerns regarding Article XIII, the Palm Beach County Code of Ethics, please visit the Commission on Ethics website www.palmbeachcountyethics.com or contact us via email at ethics@palmbeachcountyethics.com or (561) 355-1915.

Return this FORM to:
Michelle Han, Administrative Secretary
Office of Equal Business Opportunity
50 South Military Trail, Suite 202
West Palm Beach, FL 33415

Section III (Commissioner, if applicable):

Appointment to be made at BCC Meeting on: _____

Commissioner's Signature:  Date: 2-12-21

Pursuant to Florida's Public Records Law, this document may be reviewed and photocopied by members of the public.

Revised 02/01/2016

**PALM BEACH COUNTY
BOARD OF COUNTY COMMISSIONERS
BOARDS/COMMITTEES APPLICATION**

The information provided on this form will be used in considering your nomination. Please **COMPLETE SECTION II IN FULL**. Answer "none" or "not applicable" where appropriate. **Please attach a biography or résumé to this form.**

Section I (Department): (Please Print)

Board Name: Equal Business Opportunity Advisory Committee Advisory Not Advisory

At Large Appointment or District Appointment (District #: _____)

Term of Appointment: 3 Years. From: October 15, 2021 To: October 17, 2024

Seat Requirement: National Association of Women in Construction Seat #: 8

*Reappointment or New Appointment

and to complete the term of Lillian Reyes Due to: resignation other

Completion of term to expire on: October 15, 2021

*When a person is being considered for reappointment, the number of previous disclosed voting conflicts during the previous term shall be considered by the Board of County Commissioners: _____

Section II (Applicant): (Please Print)

APPLICANT, UNLESS EXEMPTED, MUST BE A COUNTY RESIDENT

Name: Fleuranvil Clementine
Last First Middle

Occupation/Affiliation: CPA

Owner Employee Officer

Business Name: Accounting of the Palm Beaches, LLC

Business Address: 4851 Palmbrooke Circle

City & State West Palm Beach, FL Zip Code: 33417

Residence Address: SSA

City & State _____ Zip Code: _____

Home Phone: _____ Business Phone: _____

Cell Phone: _____ Fax: () _____

Email Address: _____

Mailing Address Preference: Business Residence

Have you ever been convicted of a felony: Yes _____ No

If Yes, state the court, nature of offense, disposition of case and date: _____

Minority Identification Code: Male Female
 Native-American Hispanic-American Asian-American African-American Caucasian

Section II Continued:

CONTRACTUAL RELATIONSHIPS: Pursuant to Article XIII, Sec. 2-443 of the Palm Beach County Code of Ethics, advisory board members are prohibited from entering into any contract or other transaction for goods or services with Palm Beach County. Exceptions to this prohibition include awards made under sealed competitive bids, certain emergency and sole source purchases, and transactions that do not exceed \$500 per year in aggregate. These exemptions are described in the Code. This prohibition does not apply when the advisory board member's board provides no regulation, oversight, management, or policy-setting recommendations regarding the subject contract or transaction and the contract or transaction is disclosed at a public meeting of the Board of County Commissioners. **To determine compliance with this provision, it is necessary that you, as a board member applicant, identify all contractual relationships between Palm Beach County government and you as an individual, directly or indirectly, or your employer or business.** This information should be provided in the space below. If there are no contracts or transactions to report, please verify that none exist. Staff will review this information and determine if you are eligible to serve or if you may be eligible for an exception or waiver pursuant to the code.

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(Attach Additional Sheet(s), if necessary) OR			
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- By attending a live presentation given on _____, 20__

AND

By signing below I acknowledge that I have read, understand and agree to abide by the Guide to the Sunshine Amendment & State of Florida Code of Ethics:

*Applicant's Signature: Clementine C. Fleuranvil, CPA Printed Name: Clementine C. Fleuranvil, CPA Date: 02/01/2021

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West Palm Beach, FL 33415

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Commissioner's Signature: Maria G. Mauer Date: 2/16/21

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Revised 02/01/2016

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Name: Fleuranvil Clementine
Last First Middle

Occupation/Affiliation: CPA
Owner Employee Officer

Business Name: Accounting of the Palm Beaches, LLC

Business Address: 4851 Palmbrooke Circle

City & State West Palm Beach, FL Zip Code: 33417

Residence Address: SSA

City & State _____ Zip Code: _____

Home Phone: _____ Business Phone: _____

Cell Phone: _____ Fax: ()

Email Address: _____

Mailing Address Preference: Business Residence

Have you ever been convicted of a felony: Yes _____ No X

If Yes, state the court, nature of offense, disposition of case and date: _____

Minority Identification Code: Male Female
 Native-American Hispanic-American Asian-American African-American Caucasian

Section II Continued:

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Commissioner's Signature: Melissa M. [Signature] Date: 2/16/21

Pursuant to Florida's Public Records Law, this document may be reviewed and photocopied by members of the public.

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If Yes, state the court, nature of offense, disposition of case and date: _____

Minority Identification Code: Male Female
 Native-American Hispanic-American Asian-American African-American Caucasian

RESUME OF NOMINEE

ATTACHMENT 2

Clementine Fleuranvil, CPA

West Palm Beach, Florida, United States



cpa@accountingofthepalmbeaches.com



(561) 293-3004



linkedin.com/in/clementinefleuranvilcpa

Summary

Motivated Licensed CPA, with a Master of Science in Accounting degree. Over twelve years combined accounting experience, in both government and private sector -- to include GAAP, joint ownership, project, fund, corporate, international, accounts receivable, small business and cash accounting & reporting. Strong work ethic and sense of ownership needed to excel in an evolving environment. Successful at managing multiple projects and consistently meeting deadlines under pressure. Working knowledge of accounting software and processes. Innovative and proficient in extracting financial data from various reporting systems and suggesting key operational changes.

Talent for quickly mastering technology. Proficient in: ERP SAP Financials, QuickBooks Online, Mas 90, Advantage, SunGard, HRIS, Timeserver, Great Plains, Direct Billing (ACH), Adobe Pro, Microsoft: Word, Excel, Access, PowerPoint, Visio, OneNote and SharePoint. Growing knowledge of: SAP Business Objects (BOBJ), SAP Business Planning and Consolidation (BPC), SAP Business Warehouse (BW), Workiva's WDesk, Xero and Gusto.

Experience



Owner and Managing CPA

Accounting of the Palm Beaches, LLC

Jan 2019 - Present (2 years 2 months +)

Accounting of the Palm Beaches, LLC is a Licensed CPA Firm, offering accounting services to small businesses and tax preparation services for individuals. We are fully insured and virtually capable of handling your accounting needs, both near and beyond.

Senior Financial Analyst

NextEra Energy, Inc.

Nov 2019 - Present (1 year 4 months +)

Supporting our Nuclear Information Technology (IT) business unit by managing a ~42MM Budget Portfolio (~16MM O&M; ~26MM Capital), while assisting senior management decision making via financial modeling and analysis, including but not limited to: revenue requirements and customer bill impacts, discounted cash flow analysis, and financial statement modeling. Also, identifies and conducts complex analysis of financial impacts to issues and/or decisions facing the company and proposes strategies to maximize financial performance of the company.

- Identifies, analyzes and communicates to management the impact on the Company's financial structure, profitability and competitive position utilizing relevant analytical methods and/or department forecasting models
- Conducts long term planning, annual budget preparation, monthly reporting, forecasting, cash flow, financial analysis and month-end close activities
- Provides financial analysis support for various projects, calculating revenue requirements, net present value, customer bill impact, etc.

- Provides expertise, support and financial training for the company departments requiring these services
- Performs financial analyses as required by management or regulatory bodies
- Makes recommendations on financing decisions and executes long and/or short term financings
- Prepares PowerPoint presentations to be provided to Senior and Executive Management
- Acts as a mentor to lower level employees
- Performs other job-related duties as assigned

Joint Ownership Accountant

NextEra Energy, Inc.

Jan 2018 - Nov 2019 (1 year 11 months)

Support NextEra Energy's (NEE) Corporate Accounting – Regulatory Team, Joint Ownership Accounting functions among other month end and reporting activities; mainly focusing on Florida Power and Light (FPL) related activities:

- Prepared financial reports in a timely manner, in compliance with GAAP while accurately reflecting the financial status of the company
- Assured accounting integrity of corporate financial data through the implementation of appropriate internal controls
- Independently prepared schedules and journal entries
- Stayed abreast of and applied GAAP, SEC regulations, and relative company policies, practices and procedures
- Prepared monthly MPS and O&M (to include annual property tax, insurance cost and inventory charges) calculations; as well as, monthly Fuel Billings (to include biennial fuel and correlated interest expense calculations); using budgeted figures, rollforward schedules, business unit support and SAP/ BOBJ reports
- Prepared annual O&M and Capital Participants Budget using forecasted figures and provide monthly variance explanations
- Managed FPL's amortization schedules for Company Wide, Worker's Comp program; allocated costs to business units within the organization; prepared journal entries and reconciled balances.
- Managed SOx Narratives working closely with our Compliance, Internal Audit Department and impacted Business Units, in preparation of external audit testing; reviewed and updated quarterly as needed, to ensure effective SOx Controls
- Prepared monthly Internal Usage calculations, allocating and reconciling kWh to our many locations, for FERC Reporting
- Coordinated biennial audit with Joint Owners: collaborating with various business units, preparing reports in SAP BW and BOBJ, preparing various schedules and providing necessary support

Accountant II

NextEra Energy, Inc.

Dec 2015 - Jan 2018 (2 years 2 months)

Support NextEra Energy Partners, LP (NEP) in carrying out financial results of related corporate United States and Canadian entities by contributing in preparation of financial results relating to both internal and external financial reporting through facets of SOx compliance, GAAP, corporate policies and procedures of corporate accounting and financial reporting:

- Exercised ability to understand confidential topics

- Supported the external financial reporting process through assistance with financial statement preparation to include completing and providing documentation of supporting schedules
- Prepared Footnote file using BOBJ reports in an excel template, including coordination of related inputs, analysis and variances with the project controller team, then updating Workiva
- Maintained Schedules Roll-forwards and cash movement for NEP's: Canadian & US expenses and Quarterly Unitholder & NEER Distributions
- Coordinated Business Management cash meetings and related cash planning including sweeps, distributions, acquisitions, equity issuances and debt planning.
- Identified, analyzed and journalized adjustments for imbalances, various discrepancies and foreign currency conflicts throughout the month by working with other departments to manage project effectiveness
- Prepared account reconciliations for all related corporate entities in accordance with policy
- Served as back up to Sr. Corporate Analyst by reviewing and signing off on pertinent financial statement, roll-forwards, and variance reports
- Utilized SAP for Journal Entry preparation, GL & Financial Trial Balance review, Coding Invoices for payment, Asset Management and other functionalities
- Met all assigned closing deadlines
- Special projects as assigned

Senior Accounting Technician

NextEra Energy, Inc.

Dec 2014 - Nov 2015 (1 year)

Support NextEra Energy Resources, LLC (NEER) in carrying out complex international project accounting techniques by identifying and ensuring SOx compliance while adhering to GAAP and corporate policies through timely and efficient processes: monitoring the progress of assigned projects; investigating variances, preparing various reconciliations and analyzing balance sheet and income statement accounts, journal entries, and reports; understanding and interpretation of foreign currency, exchange rates, and transfer pricing; ensuring that assigned projects are properly expensed, accrued and revenues posted:

- Demonstrated qualification to be a SOx process owner; identified and ensured compliance with all SOX processes impacting project accounting; ensured timely response to auditor requests
- Identified, analyzed and journalized adjustments to foreign currency accounts out of balances throughout the month; worked with other groups to coordinate foreign issues and managed project effectiveness
- Prepared and reviewed timely and accurate: account reconciliations; assisted with the preparation of financial statements; supported external NextEra Energy Resources, LLC and NextEra Inc. reporting
- Ensured monthly timely and accurate: reconciliation of pertinent general ledger accounts; prepared and posted journal entries for both balance sheet and income statement accounts; comprehended and responded to all inquiries regarding general ledger variances throughout the month
- Communicated issues to project controllers in a timely fashion; stayed abreast of issues through regular discussions with pertinent staff
- Monitored, journalized, and tried-up forecasted expenditure accruals.
- Identified discrepancies and made necessary journal adjustments for issues between owners and subsidiaries
- Met all assigned closing deadlines
- Exercised ability to understand confidential topics

- Special projects as assigned



Accountant I

City of Lake Worth

May 2013 - Nov 2014 (1 year 7 months)

Support the City of Lake Worth's, Finance Department in carrying out essential finance functions by applying accounting principles: analyzing financial information, preparing financial reports, revenue collecting and auditing activities, as well as program management and liaison functions while conducting financial and accounting techniques to fund accounting standards:

- Entered Cash Receipts, Journal Entries, Invoices, and researched other financial activities
- Assisted with budget development and budget adjustments
- Prepared expenditure analysis; as well as, reconciled general ledger balances against various point of sale records and subledgers
- Prepared and reconciled specialized cash reports
- Maintained and updated various logs, reports, ledgers, and files
- Downloaded and reconciled bank reports, statements and inquiries
- Entered, posted, and reconciled daily cash batches received from various departments
- Prepared, modified and updated various spreadsheets using diverse calculations
- Completed various month end duties: reconciling, journal entries, aging reports, spreadsheets and invoicing
- Prepared various spreadsheets for CAFR among other year end duties
- Generated weekly, monthly, quarterly, and yearly invoices
- Communicated with City Wide departments



Senior Secretary

Palm Beach County Board of County Commissioners

Mar 2009 - May 2013 (4 years 3 months)

Provided administrative support to the Finance/Admin Section within the Division of Emergency Management:

- Performed purchasing functions, researched various transactions and interpreted accounting transactions
- Interacted with the county's Clerk of Courts, Payroll & Finance Department regarding finance issues
- Analyzed, input and audit payroll by using a Human Resources Information System and Timeserver Payroll Application
- Gathered documents and prepared grant packages for various Emergency Management grants
- Handled personnel matters such as termination and hiring processes, as well as served as the division's liaison to the county's Human Resources Department
- Generated statistical data, correspondence and flow charts; as well as, other support duties
- Attended Excel, PowerPoint, Word, Accounts Receivables, and Revenue Trainings

Secretary to Public Safety Department, Victim Services Division (March 2009 - July 2011) ~40 hours per week **received promotion



Undergraduate Student

Florida Atlantic University

Jan 2008 - Dec 2009 (2 years)
Full time Undergraduate Student

Accounts Receivable/ Senior Biller

Vision Care Holdings

Mar 2003 - Jan 2008 (4 years 11 months)

Applied accounting principles in a corporate setting of the Accounts Receivable/Insurance Department:

- Carried out accounting, reconciliation and report generating duties; while managing insurance and financial files
- Debt & cash management: analyzed, interpreted and managed accounts receivable functions
- Managed receivable aging reports, generated statements for past due accounts and wrote-off accounts to bad debt expense
- Billed & managed insurance billing functions and managed reimbursement turn around
- Performed daily, monthly and year end account reconciliations in excel
- Retrieved, entered and reviewed lock box analyst statements on a daily and monthly basis
- Posted journal entries to various ledgers, to include batch entries and cash receipts
- Acted as lead and implanted training & lead worker techniques to educate, train and manage the work of student interns and departmental staff

Education

Florida Atlantic University

Bachelor of Public Management, BPM

2008 - 2009

While earning a Bachelor of Public Management degree, I gained a broad understanding of the administrative structures and functions found in public sector organizations. This program provided me with the knowledge, foundation and skills that are pertinent to working and managing in public sector organizations. To add value to my undergraduate degree, I also received a certificate in public procurement. This program provided me with the knowledge, skills and critical thinking principles of public purchasing.

Nova Southeastern University

Graduate Coursework , MAcc

2010 - 2011

Graduate accounting courses

Purdue University Global


Master of Science in Accounting, MSAcc

2011 - 2012

While earning a Master of Science in Accounting degree, I acquired enriched skills in auditing, taxation, cost and financial accounting while focusing on a minor in government accounting. The government accounting concentration allowed gainful academic experience in Government/Fund & Non-For Profit Accounting, Accounting Information Systems, and Internal Control Assessment and Designs.


Licenses & Certifications

 **Six Sigma Yellow Belt Certification - CSSYB**

 **Public Procurement - Florida Atlantic University**

 **Professional Development Series (PDS) - FEMA**

 **Insurance Coding Specialist - ACCSCT**

 **Certified Public Accountant - Florida Department of Business and Professional Regulation**
AC53310


 **QuickBooks Certified ProAdvisor - Intuit**

 **Xero Certified Advisor - Xero**

Skills

Certified Public Accountant • Planning Budgeting & Forecasting • Small Business Management • Sarbanes-Oxley Act • Generally Accepted Accounting Principles (GAAP) • Lean Six Sigma • Enterprise Resource Planning (ERP) • Financial Accounting • General Ledger • Financial Analysis

Honors & Awards

 **Cum Laude - Florida Atlantic University**
Dec 2009

MEMO TO BCC

ATTACHMENT 3

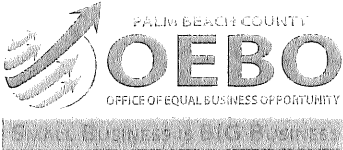


RECEIVED
FEB 11 2021

INTEROFFICE MEMORANDUM

**Office of
Equal Business Opportunity**
50 South Military Trail, Suite 202
West Palm Beach, FL 33415
(561) 616-6840
www.pbcgov.com/oebo

Date: February 9, 2021
To: The Honorable Dave Kerner, Mayor and
Members of the Board of County Commissioners
From: Tonya Davis Johnson, Director *T. Johnson*
Office of Equal Business Opportunity
Re: Equal Business Opportunity Advisory Committee
(EBOAC) Appointment



The Office of Equal Business Opportunity is pleased to submit for your consideration, the nominee listed below due to the resignation of the incumbent for Seat 8, Lillian Reyes.

<u>Seat #</u>	<u>Seat Designation</u>	<u>Nominee</u>
8	National Association of Women in Construction	Clementine Fleuranvil

Attached for your review and approval, is the board nomination form and current resume for Ms. Fleuranvil. Should you wish to nominate others, we ask that you provide your nomination(s) on or before February 22, 2021.

cc: Jon Van Arnam, Deputy County Administrator
EBOAC Advisory Committee File

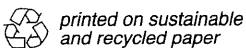
**Palm Beach County
Board of County
Commissioners**

- Dave Kerner, Mayor
- Robert S. Weinroth, Vice Mayor
- Maria G. Marino
- Gregg K. Weiss
- Maria Sachs
- Melissa McKinlay
- Mack Bernard

County Administrator

Verdenia C. Baker

*"An Equal Opportunity
Affirmative Action Employer"*



CURRENT LIST OF BOARD MEMBERS EQUAL BUSINESS OPPORTUNITY ADVISORY COMMITTEE

<u>Seat</u>	<u>Incumbent</u>	<u>Seat Requirement</u>
1	John Elliott (B)	Certified African American Business Owner
2	Aida Veronica Vidal (H)	Certified Hispanic Business Owner
3	Doris Pastl (W)	Certified Woman Business Owner
4	Robert Geoff Waite (W)	Certified White Male Business Owner
5	Amy Angelo (W)	Business Owner Domiciled in PBC
6	Jerry Steinberg (W)	Business Incubator Program
7	Juan Pagan (H)	Hispanic Business Organization
8	Clementine Fleuranvil (B)	Nat'l Assoc. of Women in Construction
9	Denise Albritton (B)	Women's Business Organization
10	Javin Walker (B)	Certified Minority Contractor
11	Scott Johnson (W)	Associated General Contractors
12	Carole Hart (W)	Small Business Development Center
13	Seabron Smith (B)	Financial Institution that assists small businesses
14	Courtney McKenzie Newell (B)	Black Chamber of Commerce
15	Lorna Anderson (B)	Professional Services Organization

ATTACHMENT 4