



City of Memphis

Audio Visual Services for Job-Related Testing Processes

Request for Proposal #12673

Prepared By: Human Resources/Recruitment & Selection
Closing Date for Proposals: **October 26, 2012**
Proposals Accepted at Attn: Purchasing Agent
Audio/Visual Services for Job-Related Testing Processes
125 N. Main Street, Room 354
Memphis, TN 38103

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CITY OF MEMPHIS DIVISION OF HUMAN RESOURCES

Request for Proposal

Audio Visual Services for Job-related Testing Processes

1. INTRODUCTION

1.1 Purpose

The purpose of this RFP is for The City of Memphis, Tennessee, Division of Human Resources (hereinafter referred to as "City"), to establish an agreement with a reputable company to provide audio visual services for complex and confidential job-related testing processes administered by the Division of Human Resources, Recruitment and Selection Department.

1.2 Scope of Work

The selected Vendor shall perform the services described herein, and/or as subsequently contracted, for the testing processes administered by the Recruitment and Selection Service Center. The anticipated number of testing processes requiring these services ranges from 3 to 5 within a one-year period.

a. The following services are to be provided by the selected Vendor:

- (i) Provide various types audio visual (A/V) equipment and various types of configurations for complex testing processes. An example of a testing process is outlined below in Section 1.2 (c).
- (ii) Provide experienced and knowledgeable A/V technicians to set-up and operate the audio visual equipment owned by the test consultant and/or owned by the selected vendor of this RFP. The technicians will be required to operate this equipment in order to record and videotape candidates participating in a testing process. Technicians will also be expected to trouble-shoot technical issues that may arise during the testing processes.

The duties of the A/V technicians will also include unloading, setting up, operating, packing, striking, and loading the audio visual equipment for the testing processes. Technicians must participate in an orientation session and sign a confidentiality agreement prior to each testing event in order to participate in the testing process.

- (iii) Provide professional services to assist with determining and recommending the best and most feasible equipment configuration needed for the testing process based on the logistics of the test venue and the testing requirements of the City's testing consultant.

- (iv) Provide solutions and accommodations for last minute changes that may occur prior to and/or during a testing process.

The proposal shall clearly identify how the Vendor plans to satisfy the requirements of the Request for Proposal (RFP). The RFP states the scope of the requirements and specifies the general rules and format for preparing the proposal. The terms "Vendor," "Bidder," and "Contractor" are used interchangeably to refer to the proposing party.

b. The following services are to be provided by the City:

- (i) Provide the selected Vendor with description of the type of equipment needed for the testing processes once the City has determined the logistics of the test venue.
- (ii) Provide vendor with the number of technicians that may be needed per testing event.
- (iii) Select and make arrangements for the test venues to be used in the testing processes.
- (iv) Evaluate the services rendered by the selected Vendor.

c. The following is an example of the type of audio visual service needs which the City may require for one (1) testing process. Each Bidder should use this example to develop their proposal. Once Bidders outline the equipment, labor, and costs needed for this one testing process, Bidders should then multiple the total cost of the entire process by 4. Multiplying by 4 will represent the estimated number of testing processes that the City anticipates will take place within a one-year period.

The example has been divided into six (6) categories based on the components of a testing process. Bidders should include all equipment and labor needed in order to satisfy each component. Each category of the example lists the number of work days and hours for that particular component. Bidders should factor in the time/labor needed for setting-up and striking the equipment. Each category in the example also lists the approximate size of the meeting space to be used for that test component.

Categories 3, 4, and 5 are testing events which may be administered twice on two separate test dates; therefore, once Bidders cost out each of these categories, Bidders should then multiply these categories by 2. This step should be completed prior to multiplying the total cost of the entire testing process by 4 (as explained in paragraph one (1) of this section).

Example of a Testing Process

1. Candidate Orientation

Number of Days - 2 days
Number of Hours - 8 hours per day
Size of Meeting Room - approximately 2500 – 3000 sq. ft.

Equipment Needed

- Small LCD/DVD package including screen, wireless microphone, 2 PA speakers, cart, drape, A/C cords
- Video-taping of the presenter/screen, video-editing if necessary
- Technician(s)

2. Pre-Test Training

Number of Days - 2 days
Number of Hours - 8 hours per day
Size of Meeting Room - approximately 2500 – 3000 sq. ft.

Equipment Needed

- Small LCD/DVD package including screen, wireless microphone, 2 PA speakers, cart, drape, A/C cords
- Video-taping of the presenter/screen, video-editing if necessary
- Technician(s)

3. Video-Based Written Test **(This event occurs twice on two separate test dates)**

Number of Days - 1 day of testing + ½ day of set-up
Number of Hours - 8 hours per test day
Size of Meeting Room - up to 35,000 sq. ft. (ceiling height up to 32 ft.)

Equipment Needed

- Large LCD/DVD package including screen(s), wireless microphone, 6 PA speakers, cart, drape, A/C cords
- Technician(s)

4. Computer-Based Test **(This event occurs twice on two separate test dates)**

Number of Days - 1 day of testing + ½ day of set-up
Number of Hours - 8 hours per test day
Size of Meeting Room - approximately 5000 - 7000 sq. ft.

Equipment Needed

- 50 laptop computers (PC) with external mouse and pad
- Microsoft Word software
- Five (5) laser printers (as printers for the 50 laptops)
- Two(2) technicians for the full test time period

Example of a Testing Process (continued)

5. Oral Presentation **(This event occurs twice on two separate test dates)**

Number of Days - 1 day of testing + ½ day of set-up
Number of Hours - 12 hours per test day (with striking)
Size of Meeting Room(s) - 50 separate test rooms (classroom size)
2 meeting rooms - approx. 5000 sq. ft. each

Equipment Needed

- 100 DVD video cameras and tripods
- 100 16GB memory cards for video cameras
- 50 voice recorders
- 50 - 19" HDTV/DVD combos
- 7 – 13" TV/DVD combos with headsets
- Seven (7) technicians for the full test time period to operate the video cameras, the TV/DVD combos, and the voice recorders

6. Test Review

Number of Days - 3 days
Number of Hours - 8 hours per day
Size of Meeting Room - approximately 5000 – 7000 sq. ft.

Equipment Needed

- Small LCD/DVD package including screen, 2 PA speakers, cart, drape, A/C cords
- Podium with microphone
- 25 – 13" TV/DVD combos
- 25 headsets

1.3 General Conditions

- a. The City and the selected Vendor shall bind themselves, their respective successors, executors and administrators, to the full and diligent performance of all of the terms and covenants of the Contract, and neither the City nor the selected Vendor shall assign, sublet or transfer any interest in the Contract without the written consent of the other party thereto. The selected Vendor further agrees that he/she will not disclose any information pertinent to the Contract without prior approval of the City.
- b. The Contract shall be governed, construed and enforced according to the laws of the State of Tennessee. All actions, whether sounding in contract or in tort, relating to the validity, construction, interpretation and enforcement of this contract shall be instituted and litigated in the Courts of the State of Tennessee located in Shelby County, Tennessee, and in no other. In accordance herewith the parties to the Contract submit to the jurisdiction of the Courts of the State of Tennessee, located in Shelby County Tennessee.

1.4 Subcontracting, Assignment, or Transfer

- a. Any subcontracting, assignment, delegation, or transfer of all or part of the rights, responsibilities, or interest of either party to the Contract is prohibited unless approved by written consent of the other party. No subcontracting, assignment, delegation, or transfer shall relieve the Vendor from performance of the services of the Contract. The City shall not be responsible for the fulfillment of the Vendor's obligations to its transferors or subcontractors.
- b. Upon request of the other party, the subcontracting, assigning, delegating, or transferring party shall provide all documents evidencing the subcontract, assignment, delegation, or transfer.
- c. Subject to the approval of the City, any subcontractors used by the Vendor shall be professionally qualified to perform the work and/or shall be supervised by persons so qualified.

1.5 B2GNow

The selected Vendor shall agree to provide the City of Memphis with all subcontractors participating on the Contract and associated payments. It is mandatory that this information be updated regularly in the software program B2GNow.gov.

1.6 Right to Withhold Payment

Failure to submit all subcontractor information in the compliance tracking software, B2GNow, will result in the withholding of payment until information has been submitted. This information consists of any and all subcontractors used on the City of Memphis projects.

2. MISCELLANEOUS PROVISIONS

2.1 Copyrighted Materials

The selected Vendor and the City shall represent and warrant that all test materials are proprietary to the City's contracted testing consultant. The selected Vendor shall return all testing materials to the City or the City's contracted testing consultant at the end of the test day. The selected Vendor shall not remove any testing material from the test venue. The selected Vendor shall agree that he/she will not disclose any information pertinent to the Contract without prior approval of the City, unless required to by law.

2.2 Audit

The City reserves the right to audit the records of the selected Vendor that are pertinent to the contract. The Vendor shall make and keep as the same accrue, full and complete records and books of accounts of revenue performance under the contract. Records and books of account, kept, maintained, or possessed by the Vendor shall be made available to representatives of the City for inspection and/or copying during

normal business hours. The Vendor shall maintain and keep said records and books of accounts for a period of three years after the completion of the Contract or the final payment under the Contract, whichever is later.

2.3 Budget Approval

Once awarded, the Contract is subject to annual appropriations by the Memphis City Council. In the event that sufficient funds are not appropriated with respect to the contract, the City shall have the option of terminating the contract by providing thirty (30) days advance written notice to the selected Vendor.

3. TERM AND COMPENSATION

3.1 Term of Contract

- a. The selected Vendor will be required to enter into a contract with the City for the services described herein and upon such other terms required by the City and agreed to by the parties (the "Contract").
- b. The term of the Contract (the "Term") shall commence on the date of the final execution and shall terminate either one (1) year from the contract execution date or upon the completion and rendering of services, which ever shall first occur. The parties may mutually agree to amend or extend the Contract. Any changes to the Contract, which are mutually agreed upon by and between the parties, shall be incorporated in written amendments to the Contract.
- c. The estimated project start date is Spring 2013. The project shall begin upon execution of the Contract.

3.2 Schedule of Events

The following RFP Schedule of Events represents the City's best estimate of the schedule that shall be followed. Unless otherwise specified, the time and day for the following events shall be between 8:30 a.m. and 5:00 p.m. Central Standard Time. The City reserves the right at its sole discretion to adjust this schedule as it deems necessary. Notification for adjustment will be provided to all bidders submitting a proposal by the deadline.

Published RFP Date	9/12/2012
Deadline for Written Questions	9/21/2012 at 4:00 p.m. CST
City Response to Questions Posted	10/05/2012
Deadline for Submission of Proposal	10/26/2012 at 2:00 p.m. CST
Evaluation of Proposals Completed	1/11/2013
Notice of Intent to Award	1/25/2013

This timetable is for the information of submitting entities. Project restraints may cause these dates to change.

3.3 Payment of Services

- a. In consideration of the selected Vendor's performance of the services set forth in this Request For Proposal, the Contract, and the selected Vendor's proposal submitted to the City, the City agrees to pay the selected Vendor, in bankable money, the sum of the negotiated amount as agreed by both parties and set forth in the Contract.
- b. The Contract price shall be distributed and made by the City to the selected Vendor as follows:
 - (i) Payments may be made per invoice and/or as agreed to by the City and the selected Vendor (as set forth in the Contract).
 - (ii) Additional work performed by the selected Vendor that is requested by the City and performed during the period of the Contract shall be charged at a rate agreed to by both parties and shall be evidenced by a written amendment to the Contract signed by both parties. Any such work shall be billed to the City at the end of the month in which the work was performed, or upon such other terms as required by the City and agreed to by both parties.
 - (iii) Delays may occur on the part of the City due to unforeseen circumstances. If such delays occur and require additional work to be performed by the selected Vendor, the City shall be charged at a rate agreed to by both parties and shall be evidenced by a written amendment to the Contract signed by both parties.

4. INSTRUCTIONS ON THE RFP PROCESS

4.1 Principal Contact and Information Requests

- a. All inquiries regarding this RFP shall be forwarded to:

City of Memphis
125 N. Main Street, Room 1B-25
Memphis, TN 38103
Attn: LaTonya Tolliver
LaTonya.Tolliver@memphistn.gov
- b. Bidders should not, under any circumstances, contact any City personnel (including senior City management or City employees with whom the Bidder has an existing business or personal relationship) to discuss this RFP without the Principal Contact's prior written consent. Any bidder attempting to circumvent this process will risk elimination from further participation in the bidding process.
- c. City will require bidders to adhere to applicable procurement State laws, local ordinances, codes and Purchasing Policies.

4.2 RFP Inquiries

Bidders shall submit all questions or concerns related to this RFP by e-mail to the address as specified above. No oral requests for clarification or information will be accepted.

The Bidder shall identify all e-mail inquiries in the subject line as “RFP Inquiry” and shall submit questions no later than the deadline stipulated in the RFP Schedule of Events. To ensure the fair and consistent distribution of information, all questions will be answered by a Question-and-Answer (Q&A) document, which will be posted on the City’s website (www.memphistn.gov). No individual answers will be given.

The only official answer or position of the City will be the one posted via the City’s website. Any revisions to the solicitation will be made only by an addendum issued by the City, which will be posted on the City’s website (www.memphistn.gov).

4.3 Amendments to RFP

The City reserves the right to re-issue or change any portion of this RFP, in its sole discretion. In the event it is necessary to revise any part of the RFP after the initial issue date, the City will make modifications by issuing a written amendment, which will be posted on the City’s website (www.memphistn.gov).

4.4 Withdrawing RFP

The City reserves the right to withdraw this solicitation at any time prior to making an award based on this solicitation.

4.5 Preparation and Presentation Costs

The Bidder shall bear the total costs for any and all appearances and the costs associated with preparing the proposal or responding to the RFP. The City shall not, in any event, be liable for any expenses incurred by Bidders in the preparation and/or submission of the proposals. Proposals shall not include any such expenses as part of the proposed budget.

4.6 Ambiguity, Conflict, or other Errors in the RFP

If a Bidder discovers any ambiguity, conflict, discrepancy, omission or other error in the RFP, it shall immediately notify, in writing via fax or e-mail, the City of such error request modification or clarification of the document. The Bidder shall include the RFP number, page number and the applicable paragraph title. The City will issue/post any revisions to the RFP on the City’s website (www.memphistn.gov). The Bidder is responsible for clarifying any ambiguity, conflict, discrepancy, omission, or other error in the Request for Proposals prior to submitting the proposal or any ambiguity, conflict, discrepancy, etc. shall be deemed waived.

4.7 Failed Competition

The City reserves the right to reject any or all proposals which are not responsive to the specifications of the Request for Proposal (RFP). Competitive negotiation requires that at least two responsive proposals for the same scope of work and service area be received in response to the RFP. A competition is considered failed if only one responsive proposal is received. If a competition has been declared failed, the City then has the option to reopen the procurement or enter into a non-competitive procurement.

4.8 Withdrawing or Amending a Proposal

At any time prior to the scheduled deadline for receipt of proposals, the Bidder may withdraw or amend its proposal by submitting a written request from the authorized representative whose name and signature appears on the proposal. A written request to withdraw or amend the proposal must be submitted in writing to:

Eric S. Mayse, Purchasing Agent
City of Memphis, Purchasing Department
125 N. Main Street, Room 354
Memphis, TN 38103

4.9 Acceptance/Rejection of Proposals

The City reserves the right to accept or reject, in whole or in part, any or all proposals submitted. The City shall reject the proposal of any Bidder that is determined to be non-responsive.

4.10 Informalities/Minor Irregularities

The City reserves the right to waive minor irregularities or informalities in a Bidder's proposal when the City determines that it will be in the City's best interest to do so. Any such waiver shall not modify any remaining RFP specifications or excuse the Bidder from full compliance with the RFP specifications and other contract requirements if the Bidder is awarded the contract.

4.11 Oral Presentations

Bidders may be required to give an oral presentation of their proposal to City representatives for the purpose of clarification to assure the City's full understanding of the proposal. Oral presentations are an option of the City, at the City's sole discretion; however, no proposal may be altered or enhanced during an oral presentation.

4.12 Bidder Indebted to the City

No contract will be awarded to any organization which, in the City's sole discretion, is in arrears to the City of Memphis upon any debt or contract, or which is a defaulter as surety or otherwise under any obligations to the City of Memphis, or which has failed to perform faithfully on any previous contract with the City of Memphis.

4.13 Validity of Proposals

All proposals shall be valid for a minimum period of 120 days from the opening date of the RFP.

4.14 Compliance with the RFP

The submission of a proposal shall be taken as prima facie evidence that the Bidder has familiarized itself with the contents of the RFP and with these terms and conditions, in particular. The failure or omission by the Bidder to receive or examine this RFP shall in no way relieve the Bidder of any obligation with respect to its submission or of any term or condition of this RFP and may result in disqualification. In order to be deemed responsive, Bidders must provide responses to address all items in the RFP.

4.15 Lengthy Proposals

The City discourages overly lengthy and costly proposals; however, in order for the City to evaluate proposals fairly and completely, Bidders should follow the format set out herein and provide all information requested. Proposals shall be as thorough and detailed as possible, but prepared simply providing a straightforward, concise description of the Bidder's capabilities to provide the services and satisfy the requirements of the RFP. Emphasis should be placed on completeness and clarity of content.

4.16 Living Wage

The contract is subject to **Living Wage Ordinance #5185** as amended by Ordinance #5257 (effective July 1, 2008) that requires contractors who enter into a service contract with the City to pay employees who work under the service contract living wage. The minimum hourly wage shall be at least \$10.27 per hour with health benefits for employees and their dependents or \$12.32 per hour without health benefits. The City will request all certified payrolls associated with this contract to be forwarded to the City Comptroller, c/o Dwayne A. Jones, Manager, Prevailing Wage Office, 125 N. Main St., Room 1B-18, Memphis, TN 38103. Copies of the Ordinances are posted on the City of Memphis website (www.memphistn.gov).

4.17 Contract Award

The City may fund all or any part of a proposal, and the City will only accept proposals for the services requested. The proposal submitted in response to this solicitation is not a legally binding document; however, the contract, which will be based on information provided in the proposal, becomes legally binding once all parties have signed it. Any contract resulting from this RFP shall be subject to the City of Memphis General Terms and Conditions set forth in this solicitation. The successful Contractor shall be required to execute the contract originated by the City of Memphis and satisfy all contract requirements as specified by the City. One or more contracts may be awarded under this RFP, and any contract awards and amounts are subject to the availability and appropriation of funds.

4.18 Insurance

If awarded a contract pursuant to this RFP, the Contractor will be required to have and maintain the insurance specified in the RFP. The successful Contractor will be required to furnish the City, on or before the effective date of the Agreement, a Certificate of Insurance and/or policies attested by a duly authorized representative of the insurance carrier evidencing that the insurance required is in effect. All insurance companies must be acceptable to the City of Memphis and be licensed in the State of Tennessee.

4.19 Insurance Requirements

The Contractor shall not commence any work under this contract until it has obtained and caused its subcontractors to procure and keep in force all insurance required. The Contractor shall require all subcontractors to carry insurance as outlined below, in case they are not protected by the policies carried by the Contractor. The Contractor is required to provide copies of the insurance policies upon request. The Contractor shall furnish the Risk Manager a Certificate of Insurance and/or policies attested by a duly authorized representative of the insurance carrier evidencing that the insurance required hereunder is in effect. All insurance companies must be acceptable to the City of Memphis and licensed in the state of Tennessee.

If any of the Insurance Requirements are non-renewed at the expiration dates, payment to the company may be withheld until those requirements have been met, or at the option of the City. The City may pay the renewal premiums and withhold such payments from any monies due the Contractor.

The Contractor shall indemnify, defend, save and hold harmless the City, its officers, employees, and agents, from and against any and all claims, demands, suits, actions, penalties, damages, settlements, costs, expenses, or other liabilities of any kind and character arising out of or in connection with the breach of this Agreement by Company, its employees, subcontractors, or agents, or any negligent act or omission of Company, its employees, subcontractors, or agents, which occurs pursuant to the performance of this Agreement, and this indemnification shall survive the expiration or earlier termination of this Agreement. The provisions of this paragraph shall not apply to any loss or damage caused solely by the acts, errors, or omissions of the City, its officers, employees and agents.

Each certificate or policy shall require and state in writing the following clauses:

Contractor shall provide notice to the City within three (3) business days following receipt of any notice of cancellation or material change in Contractor's insurance policy from Contractor's insurer. Such notice shall be provided to City by registered mail, to the following addresses:

City of Memphis
Attn: Risk Management
2714 Union Extended, Suite 200
Memphis, TN 38112

City of Memphis
Attn: Purchasing Agent
125 North Main, Room 354
Memphis, TN 38103

The Certificate of Insurance shall state the following: "The City of Memphis, its officials, agents, employees and representatives shall be named as additional insured on all liability policies." The additional insured endorsements shall be attached to the

Certificate of Insurance and the Certificate of Insurance shall also state: "The additional insured endorsement is attached to the Certificate of Insurance."

WORKERS COMPENSATION:

The Contractor shall maintain in force Workers' Compensation coverage in accordance with the Statutory Requirements and Minimum Limits of the State of Tennessee and shall require all subcontractors to do likewise.

Employer's Liability	\$100,000	Each Accident
	\$500,000	Disease-Policy Limit
	\$100,000	Disease-Each Employee

AUTOMOBILE LIABILITY:

Covering owned, non-owned, and hired vehicles with Minimum LIMITS OF:

\$1,000,000 Each Occurrence – Combined Single Limits

COMMERCIAL GENERAL LIABILITY:

Comprehensive General Liability Insurance, including Premises and Operations, Contractual Liability, Independent Contractor's Liability, and Broad Form Property Damage Liability Coverage with Minimum Limits of:

\$2,000,000	General Aggregate
\$1,000,000	Products-Completed Operations
\$1,000,000	Personal and Advertising Injury
\$1,000,000	Each Occurrence (Bodily Injury & Property Damage)
\$ 50,000	Fire Damage any One Fire
\$ 5,000	Medical Expense any One Person

ERRORS AND OMISSIONS LIABILITY:

The Contractor shall maintain such coverage for at least three (3) years from the termination or expiration of this agreement with MINIMUM LIMITS OF:

\$ 2,000,000 Each Occurrence / Aggregate

PROPERTY INSURANCE:

The Contractor shall be responsible for maintaining any and all property insurance on their own equipment and shall require all subcontractors to do likewise. The Contractor shall require all sub-contractors to carry insurance as outlined above, in case they are not protected by the policies carried by the Contractor.

The Contractor is required to provide copies of the insurance policies upon request.

4.20 City of Memphis Equal Business Opportunity (EBO) Program

This project is subject to the requirements of the City of Memphis Ordinance #5384, responsibility to ensure that all requirements of this ordinance are met. The Ordinance may be accessed on the City's website at www.memphistn.gov under "Doing Business". The intent of the EBO Program is to increase the participation of minority and women-owned business enterprises (M/WBEs) in the City's purchasing activities. Toward achieving this objective, the M/WBE participation goal for this solicitation is **15 %**. The percentage of M/WBE participation is defined as the dollar value of subcontracts awarded to certified minority and/or women-owned business enterprises divided by the total proposed base bid amount.

Participation Plan

The Participation Plan must include: (1) level and dollar amount of participation your firm anticipates to achieve in the performance of the contract resulting from this RFP; (2) the type of work to be performed by the M/WBE participation; and (3) the names of the M/WBEs the Offeror plans to utilize in the performance of the contract resulting from this solicitation.

The Offeror must complete the Equal Business Opportunity Program Compliance Form included in this solicitation.

Eligible M/WBE Firms

To qualify as an M/WBE firm, per the requirements of City of Memphis Ordinance #5384, a firm must be included on the City's list of certified M/WBE firms. One or a combination of several M/WBEs may be utilized to meet the established goal of **15 %**. A list of eligible M/WBE firms is included in this solicitation.

If an Offeror desires to utilize an M/WBE firm not included on the list included in this RFP, it is the Offeror's responsibility to confirm that the desired firm is certified by the City of Memphis. Such confirmation must be obtained from the City's Contract Compliance Office, in writing, before the proposal/response due date. Requests for verification must be submitted to the City's Contract Compliance Office listed below:

Mary Bright, Esq.
City of Memphis
Contract Compliance Office
125 North Main Street, Suite 546
Memphis, TN 38103
Phone: (901) 576-6210
Fax: (901) 576-6560
Email: mary.bright@memphistn.gov

**CITY OF MEMPHIS
EQUAL BUSINESS OPPORTUNITY PROGRAM COMPLIANCE FORM**

PROJECT TITLE: Audio Visual Services for Job Related Testing Processes

Project M/WBE Goal: 15%

The following sections must be completed by Offeror. A certified subcontractor or supplier is defined as a firm from the list of certified firms provided with this solicitation.

Offeror's Name

Section A - If the Offeror is a certified firm, so indicate here with a check mark.

_____ MBE _____ WBE

Section B - Identify below those certified firms that will be employed as subcontractors or suppliers on this project. By submitting this proposal/response, the Offeror commits to the use of the firms listed below.

\$ = Show the dollar value of the subcontract to be awarded to this firm

% = Show the percentage this subcontract is of Offeror's base bid

M/WBE = Show by inserting an M or W whether the subcontractor is an MBE or WBE

\$	%	<u>M/WBE</u>	<u>CERTIFIED SUBCONTR. NAME, ADDRESS, TEL. #</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Total MBE \$ _____

Total WBE \$ _____

Total MBE % _____

Total WBE % _____

THIS COMPLETED FORM MUST BE SUBMITTED WITH THE PROPOSAL/RESPONSE OR THE RESPONSE WILL BE CONSIDERED NON-CONFORMING.

Good Faith Efforts Documentation

If an Offeror proposes an M/WBE percentage less than the established goal, the Offeror must, at the time the response is submitted, submit a Good Faith Efforts statement, accompanied by the appropriate documentation, justifying its submitted M/WBE percentage. The ability of the Offeror to perform the work with its own workforce will not in itself excuse the Offeror from making good faith efforts to meet participation goals. The determination of whether an Offeror has made a good faith effort will be made by the City's Contract Compliance Officer, Director of Finance and Purchasing Agent, prior to award of the project. The Good Faith Efforts statement must include the following documentation:

GOOD FAITH EFFORTS DOCUMENTATION FORM

To The Honorable Mayor, City of Memphis, Tennessee

FROM: _____
OFFEROR'S NAME

PROJECT TITLE: _____

Enclosed please find the required documents:

- _____ Said Offeror _____ did / or _____ did not attend the project pre-bid/pre-proposal meeting.
- _____ Copies of all written notification to City of Memphis M/WBE listed firms. (See attached).
- _____ Said Offeror _____ did / or _____ did not select economically feasible portions of the work to be performed by M/WBE firms.
- _____ List all M/WBE firms with whom efforts were made to negotiate. (See attached list. If no negotiations were held, please state so.) Provide names, addresses, and dates of such negotiations.
- _____ Statement of efforts to assist M/WBE firms, with bonding, insurance, financing, or document review. (See attached list. If no assistance was provided, please state so.)
- _____ The Offeror _____ did / or _____ did not use all M/WBE quotations received. If the Offeror did not use all M/WBE quotations received, list on attached sheets, as required as to the reasons those quotes were not used.
- _____ List (on attached sheets as required) all M/WBE firms contacted that the Offeror considered not to be qualified, and a statement of the reasons for the Offeror's conclusions. If no firms were found to be non-qualified, please state so.

THIS SIGNED FORM MUST BE SUBMITTED WITH THE PROPOSAL/RESPONSE IF THE OFFEROR DOES NOT MEET THE REQUIRED M/WBE PROJECT GOAL WITH ITS PROPOSAL/RESPONSE. IF THIS FORM IS NOT SUBMITTED, THE PROPOSAL/RESPONSE WILL BE CONSIDERED NON-CONFORMING.

Offeror's Name

Signature

Printed or Typed Name and Title of Signatory

5. PROPOSAL SUBMISSION

5.1 Proposal Submission and Due Date

Bidder shall submit (A) an original version of its proposal and seven (7) complete printed copies in presentation format; and (B) one (1) unbound copy on or before **October 26, 2012 at 2:00 p.m. CST**, in a sealed envelope, to the addressee provided below:

**City of Memphis Purchasing Department
125 N. Main Street, Room 354
Memphis, TN 38103**

The label should identify the contents as:

City of Memphis RFP #12673: Audio Visual Services for Job Related Testing Processes

A copy of this Request for Proposal (RFP) will be distributed to prospective bidders/vendors. Bidders shall prepare his/her proposal in compliance with all of the instructions outlined in this RFP, completing the requested information and returning the completed documents to the City by the deadline.

Proposals and related materials submitted by the Bidder pursuant to this RFP shall become the property of the City and may be returned only at the City's option. Late or incomplete submissions will be considered non-conforming and will not be considered in the evaluation process.

5.2 Proposal Format

The proposal submitted in response to this RFP will be included as part of the final contract with the selected bidder, and may be amended during final negotiations. By submitting a proposal response, the bidder indicates his/her agreement to the specified terms and conditions presented in this RFP and any exceptions identified by him/her.

All proposals must be prepared in the standard format described in order to facilitate comparison and evaluation.

5.3 Cover Letter

Bidders must submit a one-page cover letter acknowledging the Bidder's understanding of this RFP process and the requirements set forth in this RFP. The cover letter shall include the name, address, telephone and fax number, and e-mail address of the primary company representative(s) to be contacted regarding the proposal. The cover letter must contain the title and signature of a duly authorized officer who is empowered with the right to represent and bind the Bidder. Unsigned proposals will be considered non-conforming and will not be considered in the evaluation process.

5.4 Proposal Requirements

The following information must be submitted as a part of your proposal:

a. Individual or firm name and address.

b. Vendor's Previous Experience

Describe your firm's experience in the field of audio visual services. This description is to include the company's history, number of technicians, the types of audio visual and event services provided on a routine basis, the number, size, and types of events handled per year.

c. Qualifications of Personnel

Provide names, credentials, and resumes of specific individuals who would be committed to this project and their documented experience on similar projects. This should include recent and long-term experience and direct experience with testing processes or projects with similar specifications.

d. Equipment

Based on the example of a testing process provided in the Scope of Work, list the types of equipment you would use for this project and identify which equipment is owned and/or outsourced by your company. Include the percentages of equipment owned and percentages outsourced. For equipment and audio visual services that are outsourced, list the name(s) of companies customarily used to subcontract this equipment and other audio visual services.

e. Cost of the Services

Submit your proposed total cost estimates for these testing processes. Include any other miscellaneous costs in your estimate that might affect the total project costs (i.e. subcontracting, equipment/staff, supplies). Provide your hourly, daily and/or per phase rates in the event components are added to the project at a later date. Also include the hourly rate and overtime rate for technicians when utilizing equipment provided by the Consultant or other outside source.

f. References

Submit at least three (3) references of firms for whom you have provided a similar service and describe the nature of the work provided for each reference. Include firm name, address, telephone number, and the name of a contact person at the firm.

g. Please submit any additional information about your firm that you consider relevant for consideration by the City.

6. SELECTION CRITERIA

Each proposal submitted to the City in response to this Request for Proposal will be reviewed and weighted by a designated Evaluation Committee which shall include a representative from the City Human Resources Division. The committee may elect to schedule a personal presentation and interview with one or more of the prospective Vendors. After the review process is complete, said committee will recommend a specific Vendor to the Director of the City Human Resources Division who will make the final selection decision, subject to the approval of the Contract by the City.

All proposals submitted in response to this Request for Proposal will be evaluated based on the following criteria:

- a. Vendor's qualifications. (20 points maximum)
- b. Offeror's previous experience with similar projects. (20 points maximum)
- c. Qualifications of personnel. (15 points maximum)
- d. Ability to present a clear understanding of the nature and scope of the project. (15 points maximum)

In rating this criteria, the City will take into consideration whether the proposal is:

- (i) applicable to the scope of work;
 - (ii) well-organized and clearly presented;
 - (iii) inclusive of all required elements;
- e. Equipment (10 points maximum)
 - f. Cost of the services to the City. (20 points maximum)

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7. REQUEST FOR PROPOSAL TERMS

The City of Memphis seeks responses from qualified firms who have the expertise to provide AUDIO VISUAL SERVICES FOR JOB-RELATED TESTING PROCESSES in accordance with this RFP document. This is a Request for Proposals that may be modified by the City during the selection process.

THE CITY OF MEMPHIS ENCOURAGES THE PARTICIPATION OF SMALL AND MINORITY BUSINESSES IN THE PURCHASING PROCESS.

The City of Memphis is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or handicap status in employment or in the provision of services.

This procurement may be subject to the requirements of Ordinance No. 5114 which establishes a local preference for local businesses located within the City of Memphis. A copy of your Memphis and Shelby County Tennessee Business Tax Receipt must accompany the bid for consideration of this ordinance.

The contract may be subject to the requirements of Ordinance No. 5185, as amended, which establishes a minimum wage for employees of businesses receiving a service or service-related contract from the City of Memphis.

Any protest of award must be filed in writing with the Purchasing Agent within five (5) calendar days of the intent to award announcement at the following address: City of Memphis Purchasing Agent; 125 North Main, Room 354; Memphis, Tennessee 38103. The intent to award notification shall be deemed publicly announced on the date specified on the notice.

Only responses submitted on this form(s) with no changes, additions or deletions to the terms and conditions will be considered. Bids containing terms and conditions other than those contained herein may be considered nonconforming.

No objections with regard to the application, meaning, or interpretation of the specifications will be considered after the opening of the subject responses. If there are questions or concerns regarding any part of plans, terms, specifications or other proposed documents, a written request for interpretation thereof may be submitted to the City Purchasing Agent prior to the deadline date. The organization submitting the request shall be responsible for the prompt delivery of the request. Any interpretation in response to the written request will be made only by addendum duly issued by the City. The City of Memphis will not be responsible for any other explanation or interpretation of the proposed documents. By submission of its proposal, a vendor shall be deemed to have understood fully the contents and meaning of the RFP.

All responses must be signed by an authorized representative of your organization. Unsigned responses will be considered nonconforming.

Any contract resulting from the proposals received in response to this solicitation shall be construed in accordance with and governed by the laws of the State of Tennessee. All actions, whether sounding in contract or in tort, relating to the validity, construction, interpretation and enforcement of this Agreement shall be instituted and litigated in the courts of the State of Tennessee, located in Shelby County, Tennessee without regard to conflicts of laws principles.

By order of the Mayor of the City of Memphis, Tennessee.

A C WHARTON, JR., MAYOR

Eric S. Mayse, City Purchasing Agent

Published in the Daily News: September 18, 19, 2012

INSTRUCTIONS TO PROPOSERS

Proposers shall submit their responses in a sealed envelope **INDICATING ON THE OUTSIDE: THE COMPANY NAME and THE REQUEST FOR QUALIFICATION NUMBER.**

Responses submitted and accepted by the City become the property of the City of Memphis and will not be returned. **The City has the right to reject any or all responses.**

Respondents must comply with all applicable licensing requirements. Pursuant to the City of Memphis Charter, Article 71, Section 777 et seq., it is unlawful to operate a business within the limits of the city of Memphis without possessing a Memphis and Shelby County business license, excepting non-profit organizations that qualify as tax exempt under Sec. 501(c)(3) of the Internal Revenue Code. Upon award notification and prior to the City entering into a contract with the vendor, the successful vendor, whose principal business address is located within the limits of the city of Memphis, will be required to submit, along with the required insurance and other required documentation, a copy of (1) the tax-exempt ruling or determination letter from the Internal Revenue Services; or (2) its current Memphis and Shelby County Business Tax Receipt/License.

Issuance of this RFP does not obligate the City to contract, in whole or in part, for services specified herein. The City of Memphis reserves the right to cancel this solicitation, in whole or in part, or to reject, in whole or in part, any and all proposals. Cancellation of this RFP or any subsequent award will be posted on the City's website: www.memphis.gov under the section titled "Government News".

The City of Memphis reserves the right to cancel this solicitation or to reject, in whole or in part, any and all responses. Any firm receiving a mailed solicitation on the above subject and not bidding will be electronically removed from the City's mailing list used for the above-referenced subject after 3 consecutive non-responses or no bids.

For additional information concerning this solicitation, please contact: LaTonya Tolliver at Latonia.tolliver@memphis.gov

This solicitation shall be in accordance with the City of Memphis' Purchasing Policies and Procedures, which may be amended from time to time.

All materials submitted pursuant to this RFP shall become the property of the City of Memphis.

To the extent permitted by law, all proposals submitted in response to this RFP shall be kept confidential until the proposals have been evaluated and the intent to award is announced. Until the intent to award is announced, no information regarding any proposal will be released to anyone, except members of the Evaluation Committee who are responsible for evaluating the proposals and other appropriate City staff. All information provided by the Vendor in response to this RFP will be considered by the Evaluation Committee in evaluating the proposal and making an award recommendation to the City.

The Mayor of the City of Memphis is the only individual who can legally sign contracts on behalf of the City. Costs chargeable to the proposed contract shall not be incurred before receipt of a fully executed contract.

8. Appendix I: Sample Service Agreement

STANDARD SERVICE AGREEMENT

This Agreement is made and entered into this [INSERT EFFECTIVE DATE], by and between [INSERT CONTRACTOR'S FULL LEGAL NAME], hereinafter called the "Contractor" and the City of Memphis, a municipal corporation of the State of Tennessee, hereinafter called the "City".

SCOPE OF SERVICES. The Goods/Services to be provided in connection with this Agreement shall include, but not be limited to, those items listed in the Scope of Work, which is attached hereto and incorporated herein as Exhibit A (the "Services").

TERM. This Agreement shall not be binding upon the parties until it has been signed first by the Contractor and then by the authorized representatives of the City in accordance with applicable ordinances, laws and regulations.

The Initial Term of this Agreement shall commence beginning _____ and shall end on the earlier of _____ or until all goods/services herein have been provided to the City ("Initial Term"), subject to the availability and appropriation of funds to finance the same and the successful operation of the program. The City shall have the option to extend the Initial Term for _____ additional one-year periods (the "Option Periods"), subject to the appropriation of funds by the Memphis City Council and mutual agreement of the parties. The Initial Term and the exercised Option periods are collectively referred to hereinafter as the "Term."

PAYMENT TERMS AND CONDITIONS INVOICES. The Contractor shall submit original invoices, or copies of original invoices certified as such by the Contractor, on the Contractor's letterhead and in form and substance acceptable by the City and with all necessary supporting documentation, to the City. The invoice shall describe the services provided, list the price per unit, reflect any applicable terms of payment, and show the contract number to which it relates. Unless the contract number is shown on the invoice, it may be returned to the Contractor. Invoices shall be submitted to: City of Memphis [DIVISION NAME], [ADDRESS]; Memphis, Tennessee [ZIP CODE]; Attn: _____.

COMPENSATION. Unless the City has good faith and reasonable objections to the Contractor's invoice(s), the City shall compensate the Contractor, based on invoices submitted by the Contractor, the sum total not to exceed \$_____ (USD) (the "Fee") during the term of the Agreement, which shall include all reimbursable expenses. The City shall use its best efforts to remit payment based on the Contractor's invoice within thirty (30) days after receipt of accurate invoice and approval by the City. The City is not obligated to pay, and may withhold from payment, any amounts the City has in dispute with the Contractor based on the Contractor's non-performance, unsatisfactory performance or negligent performance of any services hereunder.

TRAVEL EXPENSES. Where travel expenses are otherwise allowed and payable herein, such travel expenses shall be in accordance with the City's Travel Policy and Procedures, as may be amended from time to time. This includes advance written travel authorization, submission of travel claims, documentation requirements, and reimbursement rates. No travel advances will be made by the City.

TAX PAYMENTS. The City of Memphis is exempt from Federal Excise, State and Local Taxes on all purchases and upon request, will issue tax exemption certificates to the Contractor. Contractor shall be solely responsible and liable for any taxes and business license fees assessed or imposed by any government having jurisdiction over the work and/or goods to be provided herein.

PAYMENT DOES NOT IMPLY ACCEPTANCE OF WORK. The payment of an invoice shall not prejudice the City's right to object to or question any invoice or matter in relation thereto. Such payment by the City shall neither be construed as acceptance of the work nor as final approval of any of the costs invoiced therein, and the City's payment shall not relieve the Contractor from its obligation to replace or correct any work that does not conform to this Agreement, even if the unsatisfactory character of such work may have been apparent or detected at the time such payment was made. Work, data or components that do not conform to the requirements of this Agreement shall be rejected by the City and replaced by the Contractor, without delay or additional cost to the City. If the Contractor receives payment from the City for a service or reimbursement that is later disallowed or rejected by the City or another governmental entity on the basis of audit or monitoring, the Contractor shall promptly refund the disallowed amount to the City upon the City's request. At its option, the City may offset the amount disallowed from any payment due to the Contractor under this Agreement or any other agreement.

FINAL CONTRACT INVOICE. The Contractor shall submit to the City a final contract invoice within 45 calendar days from the termination date of the contract, for any services provided pursuant to this Agreement. The Contractor further acknowledges and agrees the City will not be responsible for any Contractor invoices, pertaining to this Agreement, submitted to the City after the final contract invoice. The Contractor shall close out its accounting records at the end of the Agreement period in such a manner that reimbursable expenditures and revenue collections are NOT carried forward.

GENERAL TERMS AND CONDITIONS INCORPORATION OF WHEREAS CLAUSES. The foregoing whereas clauses are hereby incorporated into this Agreement and made a part hereof.

TITLE & RISK. The title and risk of loss of any goods hereunder shall not pass to the City until the City actually receives and takes possession of the goods at the point or points of delivery. The Contractor/successful bidder shall assume all liability and responsibility for delivery of such goods in good condition to the City.

PATENT INDEMNIFICATION. The Contractor warrants that any goods/services furnished hereunder do not infringe or violate any patent, trademark, copyright, trade secret, or any other proprietary right of any third party; that it shall defend all suits that may arise with respect thereto; and that it shall indemnify, defend, save and hold harmless the City, its officials, employees, agents, successors and assigns, from and against all liabilities, suits, claims, damages, costs or expenses, including without limitation attorney and expert witness fees, for or by reason of any actual or alleged claim the goods/services purchased by City hereunder infringe any patent, copyright, or is a violation of trade secret disclosure laws, whether by reason of the Contractor's purchase or otherwise. This indemnification obligation shall survive the expiration or termination of this Agreement.

TRANSPORTATION CHARGES/F.O.B. DELIVERY. All pricing is F.O.B. destination, in which Contractor shall be responsible for freight, transportation costs, and all incidental charges, unless delivery terms are specified otherwise in the bid and agreed to by the City. In the event shipping other than FOB destination is allowed by the City, The City agrees to reimburse the Contractor for transportation costs in the amount specified in the Contractor's bid, or actual costs, whichever is lower, provided the City shall have the right to designate what method of transportation shall be used to ship the goods.

SHIPMENTS. Substitutions will not be accepted, unless otherwise specified herein. Partial shipments may be allowed unless otherwise stated in writing by City, however, full shipment of all items ordered hereunder must be completed by the date specified in this Agreement or this Agreement will be subject to cancellation by the City. The Contractor shall not ship excess quantities without the City's prior written approval.

REPORTS. Upon request, the Contractor shall prepare and submit reports of its activities, funded under this agreement, to the originating department of the City. The reports shall include an itemization of the use of the City's funds, inclusive of specific services delivered by the Contractor. Any such reports provided to the City shall be prepared with the understanding that the City may make such reports available to the public.

In addition, Contractor shall submit and, as necessary, update subcontractor information (including but not limited to payments thereto), for any and all subcontractors used on City project(s), in the City's compliance tracking software, B2GNow. The City shall have the right to withhold future disbursement of funds under this Agreement and any future Agreements until the requirements of this provision have been met.

ENTIRE AGREEMENT. This Agreement constitutes the full and final understanding of the parties with respect to the subject matter hereof and supersedes and replaces any and all prior or contemporaneous agreements or understandings, whether written or oral, express or implied, between the parties with respect to the subject matter of the Agreement.

STANDARD OF PERFORMANCE. All services by the Contractor shall be performed in compliance with the specified requirements, in a manner satisfactory to the City, and in accordance with the generally accepted business practices and procedures of the City and pursuant to the governing rules, practices and regulations of the industry, based on the type of services performed hereunder.

HEADINGS. Titles and headings used herein are for the convenience of reference only and shall be disregarded completely in the interpretation and validity of this Agreement or any of its terms.

MODIFICATION AND AMENDMENT. This Agreement shall be amended or modified only by a written document signed by the parties hereto.

CONFIDENTIALITY. While performing work under this Agreement, the Contractor may gain access to proprietary and/or confidential information that, if disclosed to third parties, may be damaging to the City or its officials or employees. Such information shall include materials considered to be confidential information as a matter of law (e.g., personnel records), and shall also include (i) all materials in any form developed or created by the City related to funding and financial and business information; (ii) all information owned, possessed or used by the City, which is communicated to, learned, developed or otherwise acquired by the Contractor in the performance of the Services for the City; (iii) the terms, conditions and pricing contained herein; and (iv) any other information that the Contractor has been advised by the City is confidential, privileged or proprietary. Confidential information, as used in this Agreement, shall not include (i) information in the Contractor's possession prior to disclosure by the City; (ii) information generally available to the public or that becomes available to the public through a source other than the City, or (iii) information that was rightfully obtained by the Contractor from a third party who is under no obligation of confidentiality to the City with respect to such information. The Contractor agrees that it will accept and hold confidential information obtained from the City in confidence at all times during and after termination of this Agreement. The Contractor shall neither use nor disclose such information, except as provided in this Agreement or as required by law, without the prior written permission of the City. The Contractor acknowledges and agrees that a breach of this section by the Contractor will cause the City irreparable injury and damage; therefore, the Contractor expressly agrees that the City shall be entitled to injunctive or other equitable relief in any court of competent jurisdiction to prevent or otherwise restrain a breach of this Agreement. The Contractor agrees that it will disclose confidential information only to those employees who have a right to know, and shall require its employees, agents, and subcontractors to comply with the requirements of this provision and the requirements of the provisions herein titled "Public Statements" and "Rights in Data."

PUBLIC STATEMENTS. The Contractor shall not make any announcement, release any information, or authorize or participate in any interview concerning this Agreement and the goods and/or services required herein, without obtaining prior written consent from the City. The Contractor shall require its

employees, agents, and subcontractors to comply with the requirements of this provision. This provision shall survive the expiration or termination of this Agreement.

RIGHTS IN DATA. The Contractor agrees that all reports, studies, plans, models, drawings, specifications, and any other information or data of any type produced under this Agreement, whether or not the same is accepted or rejected by the City, shall remain the property of the City and shall not be published by the Contractor or any other party without the express prior written consent of the City. In implementing the foregoing, the Contractor hereby grants and assigns to the City all rights and claims of whatever nature, whether now or hereafter, arising in and to any and all of such reports, studies, plans, models, drawings, specifications, and other information or data and shall cooperate fully with the City in any steps the City may take to obtain copyrights, trademark or like protections with respect thereto. The signing of this Agreement shall constitute a complete transfer of ownership, intellectual property and copyright of all documents from the Contractor to the City upon the Contractor's delivery of such documents and/or information to the City or upon completion of the Project, whichever occurs first. The Contractor shall not construe such transfer as a grant for usage nor can the Contractor revoke it.

EMPLOYMENT OF CITY WORKERS. The Contractor shall not engage, on a full, part-time or any other basis during the term of this Agreement, any professional or technical personnel who are or have been at any time during the term of this Agreement in the employ of the City.

CONTRACTOR'S PERSONNEL. The Contractor certifies that it presently has adequate qualified personnel to perform all services required under this Agreement and that all work performed under this Agreement shall be supervised by the Contractor. Contractor will make its personnel aware of and cause them to comply with the City's policies that have been made known to Contractor while performing pursuant to this Agreement. The Contractor further certifies that all of its employees assigned to perform any work hereunder shall have such knowledge and experience as required to perform the duties assigned to them. Any employee of the Contractor who, in the opinion of the City, is incompetent, whose conduct becomes detrimental to the work, or whom the City deems to be unsatisfactory for any reason, shall immediately be removed from association with the services hereunder per the City's request. Upon such request, the Contractor shall use all reasonable efforts to promptly replace such employee(s) with substitute employee(s) having appropriate skills and training. Contractor is responsible for the acts or omissions of its personnel under or relating to this Agreement. The Contractor shall be solely liable and responsible for providing to, or on behalf of, all persons performing work pursuant to this Agreement, all employee compensation and benefits. The City shall have no liability or responsibility for the payment of any salaries, wages, unemployment benefits, health, welfare and disability benefits, Federal and local taxes, or other compensation, benefits or taxes for any personnel provided on behalf of the Contractor. In addition, the Contractor shall be solely liable and responsible for any and all workers' compensation benefits to any person as a result of injuries arising from or connected with any work performed by or on behalf of the Contractor pursuant to this Agreement.

INDEPENDENT CONTRACTORS. Nothing in this Agreement shall be deemed or construed to represent that the Contractor, or any of the Contractor's employees or agents, are the agents, representatives, or employees of the City. The Contractor acknowledges that it is an independent contractor over the details and means for performing the services hereunder. Anything in this Agreement which may appear to give the City the right to direct the Contractor as to the details of the performance of its obligations hereunder or to exercise a measure of control over the Contractor is solely for purposes of compliance with local, state and federal regulations and means the Contractor will follow the desires of the City only as to the intended results of the scope of this Agreement. It is further expressly agreed and understood by the Contractor that neither it nor its employees or agents shall hold itself out contrary to the terms of this paragraph, and the City shall not be liable for any representation, act or omission of the Contractor contrary to the provisions hereof.

TERMINATION

1. It shall be cause for the immediate termination of this Agreement if, after its execution, the City determines that either:
 - a. the Contractor or any of its principals, partners or corporate officers, if a corporation, including the corporation itself, has plead nolo contendere, or has plead or been found guilty of a criminal violation, whether state or federal, involving, but not limited to, governmental sales or purchases, including but not limited to the rigging of bids, price fixing, misappropriation of government funds, or any other collusive and illegal activity pertaining to bidding and governmental contracting; or
 - b. the Contractor subcontracted, assigned, delegated, or transferred its rights, obligations or interests, voluntarily or involuntarily, under this Agreement without the City's consent or approval; or
 - c. the Contractor has filed bankruptcy, has been adjudicated bankrupt, become insolvent or made an assignment for the benefit of creditors, or a receiver, or similar officer is appointed to take charge of all or part of the Contractor's assets.
2. The City may cancel/terminate this Agreement, in whole or in part, upon providing written notice to the Contractor of the City's intention to terminate the Agreement as a result of Contractor's failure to provide the goods and/or services specified under this Agreement or in violation(s) of any of the terms herein, and the Contractor has failed to cure such breach within [NUMBER OF DAYS TO CURE BREACH] business days of such notice. The City may reject the goods and/or services and cancel this Agreement for any goods/services rendered or to be rendered hereunder. At its option, City may return the rejected portion of such goods to Contractor at its expense or hold the same for such disposal as Contractor shall indicate. In the event of any such rejection/termination, the City shall, at the City's option, have the right to obtain like goods and/or services elsewhere or to take over the work and prosecute the same to completion, both at the Contractor's expense; and in such event, the City may take possession of and utilize in completing the work, such materials, appliances, etc. as may be on the site of the work and necessary therefore. The Contractor shall be liable to the City for any loss, damage, or additional cost incurred thereby, including but not limited to any difference between the cost for procuring such like services and the price specified herein, attorneys' fees and court costs.
3. Notwithstanding the foregoing or any section herein to the contrary, the Contractor shall not be relieved of liability to the City for damages sustained by the City by virtue of any breach of the Agreement by the Contractor, and the City may withhold any payments to the Contractor, for the purpose of setoff, until such time as the exact amount of damages due the City from the Contractor is determined.
4. The City may, in its sole discretion, suspend and/or terminate this Agreement for convenience upon giving [NUMBER OF DAYS TO TERMINATE CONTRACT FOR CONVENIENCE] business days prior written notice to the Contractor. In the event a purported termination for cause by the City is in error, then such termination may, at the City's sole discretion, be deemed to be a termination for convenience under this section. In the event of such termination, the Contractor shall be entitled to receive just and equitable compensation, as determined by the City, for any satisfactory authorized work performed in accordance with the Agreement up to the termination date; but in no event shall the City be liable to the Contractor for expenses incurred after the termination date. All goods accepted by City or services completed by the Contractor prior to the Termination Date shall be documented and all tangible work documents shall be transferred to the City prior to payment for services rendered, and shall become the sole property of the City. Such termination by the City shall not be deemed a Breach of Contract by

the City, and the Contractor shall not be compensated for any anticipatory profits, or other damages of any description, that have not been earned as of the date of termination.

5. The Contractor shall deliver to the City all hard copy and electronic files maintained on behalf of the City within _____ calendar days of termination of this Agreement. Upon reasonable request, the City reserves the right to obtain such information prior to the termination of this Agreement.

COMPENSATION FOR CORRECTIONS. No compensation shall be due or payable to the Contractor pursuant to this Agreement for any of the services performed by the Contractor to correct services, when such corrections are required as a direct result of negligence by the Contractor to properly fulfill any of its obligations herein.

CITY'S RIGHT TO WITHHOLD CERTAIN AMOUNTS AND MAKE APPLICATION THEREOF. If evidence is produced before the final settlement of all or any balances that the Contractor has failed to pay laborers employed on his work or failed to pay for materials used therein, or if the City has reason to suspect the same, the City may withhold such balances and upon evidence satisfactory to the City as to the amount due for such labor and materials, the City, acting as the agent of the Contractor, may settle and pay for the same and charge the amounts to the Contractor and deduct the same from the said balance or balances.

REMEDIES CUMULATIVE. All remedies available to the City herein are cumulative and shall be in addition to all other rights and remedies provided by law. The termination, expiration, or suspension of this Agreement shall not limit the City from pursuing other remedies available at law or in equity.

SUBCONTRACTING, ASSIGNMENT or TRANSFER. The Contractor shall not subcontract, assign, delegate or transfer all or part of its rights, responsibilities, or interest under this Agreement without the prior written consent of the City. Any purported assignment, transfer, or delegation in violation of this Section shall be voidable by the City. No subcontracting, assignment, delegation or transfer shall relieve the Contractor from performance of its duties hereunder; neither shall the City be responsible for the fulfillment of the Contractor's obligations to its transferors or subcontractors. Upon request of the City, the subcontracting, assigning, delegating or transferring party shall provide all documents evidencing the transfer. At any time, City may, in its sole discretion, revoke its prior approval of a subcontractor and direct Contractor to replace such subcontractor or perform the services that were being performed by such contractor itself if the City finds in its reasonable judgment that (i) such subcontractor's performance is materially deficient or otherwise unacceptable to City; (ii) good faith doubts exist concerning the subcontractor's ability to render future performance because of changes in the subcontractor's ownership, management, financial condition, or otherwise; or (iii) there have been one (1) or more material misrepresentations by or concerning the subcontractor. The City reserves the right to terminate the Agreement if Contractor, in whole or in part, is acquired by another entity during the term of this Agreement. In the event the Contractor is allowed to sublet any part of the Agreement, the Contractor shall be as fully responsible to the City for the acts and omissions of the subcontractor and of the persons employed or directly or indirectly employed by the subcontractor as he is for the acts and omissions of persons employed by Contractor. The Contractor shall not subcontract more than [SUBCONTRACTOR PERCENT]% of the work required hereunder. The computation for percentages will be based on monetary values.

CONFLICT OF INTEREST. Neither party shall engage in any conduct or activity in the performance of this Agreement that constitutes a conflict of interest under applicable federal, state or local laws, rules and regulations. The Contractor covenants that it has no public or private interest, and shall not acquire, any interest, directly or indirectly, which would conflict in any manner with the performance required under this Agreement, and the Contractor covenants that no gratuities, in the form of entertainment, gifts, or otherwise, were offered or given by the Contractor or any agent or

representative of the Contractor, to any officer, official, agent or employee of the City, in an effort to secure the Agreement or favorable treatment with respect to any determinations concerning the performance of the Agreement. The Contractor warrants that no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the City as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subcontractor or consultant to the Contractor in connection with any work contemplated or performed relative to this Agreement. For breach or violation of this provision, the City shall have the right to recover or withhold the full amount of such gratuities.

COVENANT AGAINST CONTINGENT FEES. The Contractor warrants that it has not employed or retained any company or person other than a bona fide employee working solely for the Contractor, to solicit or secure this Agreement, and that it has not paid or agreed to pay any company or person, other than a bona fide employee working solely for the Contractor any fee, commission, percentage, brokerage fee, gift, or any other consideration contingent upon or resulting from the award or making of this Agreement. For breach or violation of this provision, the City shall have the right to recover the full amount of such fee, commission, percentage, brokerage fee, gift, or other consideration.

GENERAL COMPLIANCE WITH LAWS. The Contractor certifies that it is qualified or will take steps necessary to qualify to do business in the State of Tennessee and that it shall take such action as, from time to time, may be necessary to remain so qualified and shall obtain and maintain, at its own expense, all licenses, permits, insurance, and governmental approvals, if any, necessary to the performance of its obligations under this Agreement. Such permits and licenses shall be made available to the City, upon request. The Contractor is assumed to be familiar with and shall comply with all applicable federal, state, and local laws, ordinances, and regulations in performing any of its obligations under this Agreement, including but not limited to the City of Memphis Living Wage Ordinance, the Fair Labor Standards Act, Occupational Safety and Health Administration (OSHA), and the Americans with Disabilities Act (ADA). The Contractor shall promptly notify the City of any conflict discovered between this Agreement and any applicable laws, rules, regulations, and/or permits and licenses, and await resolution of the conflict.

NON-DISCRIMINATION. The Contractor hereby agrees to comply with Title VI and Title VII of the Civil Rights Act of 1964 and all other federal, state or local laws prohibiting discrimination, which provide in whole or in part, that no person shall be excluded from participation in, or be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the Contractor's employment practices on the grounds of handicap and/or disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, State or statutory law. The Contractor shall, upon request, show proof of such nondiscrimination, and shall post in conspicuous places available to all employees and applicants notices of nondiscrimination. In the event the Contractor fails to comply with the City's non-discrimination policy and any and all other laws prohibiting discrimination, this Agreement may be canceled, terminated or suspended in whole or in part by the City.

The City reserves the right to investigate any claims of illegal discrimination by the Contractor and in the event a finding of discrimination is made and upon written notification thereof, the Contractor shall take all necessary steps to cure and rectify such action to the reasonable satisfaction of the City. The Contractor's failure or refusal to do so shall be cause for termination of this Agreement in accordance with the terms of this Agreement.

EMPLOYMENT OF ILLEGAL IMMIGRANTS. The Contractor hereby certifies to comply with all applicable federal and state laws prohibiting the employment of individuals not legally authorized to work in the United States. Contractor shall not knowingly (i) utilize the services of illegal immigrants; or (ii) utilize the services of any subcontractor who will utilize the services of illegal immigrants in the performance of the contract. In the event the Contractor fails to comply with any and all local, state and federal laws prohibiting the employment of individuals not legally authorized to work in the United States, this agreement may be canceled, terminated or suspended in whole or in part by the City, and

the Contractor may be prohibited from contracting to supply goods and/or services to the City for a period of one (1) year from the date of discovery of the usage of illegal immigrant services in the performance of a contract with the City.

SEVERABILITY. If any terms or provisions of this Agreement are held to be illegal, invalid or unenforceable as a matter of law, such provision shall be fully severable, and the remaining provisions of this Agreement shall remain in full force and effect and continue to be binding and shall not be affected by such provision or by its severance herefrom. Furthermore, in lieu of such unlawful, invalid, or unenforceable provision, the parties may negotiate in good faith to replace such provision with a valid, legal and enforceable provision that most closely approximates the parties' original intent.

NO WAIVER OF CONTRACTUAL RIGHT. No term or provision of this Agreement, or of any document executed pursuant hereto, shall be held to be waived, modified or deleted unless in writing and executed by the parties hereto. No delay or failure of the City to enforce any right or provision of this Agreement or in any document executed pursuant hereto shall operate as a waiver or relinquishment of the City's right to subsequently enforce and compel strict compliance with such provision or any other provision herein or in any document related hereto and specifically identified as a waiver of any succeeding breach thereto or of any other provision herein contained.

SUBJECT TO FUNDING. This Agreement is subject to availability and annual appropriation of funds by the Memphis City Council. In the event sufficient funds for this Agreement are not available or appropriated by the Memphis City Council for any of its fiscal period during the term hereof, then the City shall immediately terminate this Agreement upon written notice to the Contractor. In the event of such termination, the Contractor shall be entitled to receive just and equitable compensation for any satisfactory work performed up to the termination date. Such termination by the City shall not be deemed a Breach of Contract by the City, and the Contractor shall have no right to any actual, general, specific, incidental, consequential, or any other damages whatsoever of any description or amount that have not been earned as of the date of termination.

CONTRACTING WITH SMALL AND MINORITY FIRMS AND WOMEN'S BUSINESS ENTERPRISE. The Contractor shall take affirmative action to ensure that small, minority-owned and women-owned businesses, which have been certified by the City, are utilized when possible as sources of supplies, equipment, construction and services.

PUBLIC RECORDS. Notwithstanding anything to the contrary contained herein or within any other document supplied to the City by the Contractor, the Contractor understands and acknowledges that the City is a governmental entity subject to the State of Tennessee Public Records Act, and any reports, data or other information supplied to the City regarding services performed hereunder may be subject to disclosure as a public record in accordance with the laws of the State of Tennessee.

ORGANIZATION STATUS AND AUTHORITY. The Contractor represents and warrants that it is a corporation, limited liability company, partnership, or other entity duly organized, validly existing and in good standing under the laws of the state of Tennessee; it has the power and authority to own its properties and assets and is duly qualified to carry on its business in every jurisdiction wherein such qualification is necessary. The execution, delivery and performance of this Agreement by the Contractor has been duly authorized by all requisite action and will not violate any provision of law, any order of any court or other agency of government, the organizational documents of the Contractor, any provision of any indenture, agreement or other instrument to which the Contractor is a party, or by which the Contractor's respective properties or assets are bound, in conflict with, result in a breach of, or constitute (with due notice or lapse of time or both) a default under any such indenture, agreement or other instrument, or result in the creation or imposition of any lien, charge or encumbrance of any nature whatsoever upon any of the properties or assets. Each person executing this Agreement represents that: he/she is lawfully authorized to sign the Agreement on behalf of the party he/she represents and execution of the Agreement was duly and regularly authorized by the party's governing body.

WARRANTY. The Contractor warrants to the City that all goods/work shall be free from defects in design and faulty or improper workmanship and shall be in strict compliance with the terms of this Agreement. This warranty shall be effective for a period of not less than one year from the date of acceptance by the City of such goods and/or services as satisfactorily complete, and shall be in addition to all other warranties, express, implied or statutory. The warranty shall survive the termination or expiration of this Agreement.

RECORDS AND AUDITS. The Contractor shall make and keep as the same accrue, full and complete books, documents, accounting records and other evidence, that specifically relate to this Agreement, in accordance with generally accepted accounting principles. The Contractor shall retain such records, and shall make same available to the City, upon reasonable request, during the term of this Agreement, and for a minimum period of three (3) full years after completion of the contract obligations or from the date of final payment under this Agreement, whichever is later. In the event any litigation, claim or audit is instituted prior to the expiration of the required three-year retention period, such records shall be retained until such litigation, claim or audit finding has been resolved. Copies of said records shall be furnished to the City upon request. Upon reasonable notice, the Contractor shall permit the City, any other governmental entity, any agency participating in the funding of this Agreement, or any of their duly authorized representatives, to enter the Contractor's offices, during regular business hours, to interview employees and to inspect and/or copy said records and books of accounts together with any and all documents pertaining hereto that may be kept, maintained or possessed by the Contractor. Reviews may also be accomplished at meetings that are arranged at mutually agreeable times and places.

DISPUTE RESOLUTION. In the event of any dispute(s), controversy, or claim arising out of or relating to this Agreement or the breach thereof, the parties agree that they shall first use their best efforts in an attempt to settle the dispute through negotiations involving themselves or their representatives as they each deem appropriate. Any dispute concerning a question of fact in connection with this Agreement between the Contractor and the City shall be referred in successive order for resolution, first to the City Purchasing Agent, second to the City Attorney, and thirdly to the Mayor of the City of Memphis, whose decision regarding same shall be final.

FORCE MAJEURE. The City shall not be deemed in default hereunder, nor shall the City be responsible for any delay, interruption, or cessation in the performance of its obligations under this Agreement where such failure of performance is the result of any force majeure event, including, but not limited to, acts of God, riots, wars, strikes, epidemics, acts, governmental authorities or acts of nature or other similar cause beyond its control.

SUCCESSORS AND ASSIGNS. This Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, legal representatives, successors and assigns.

NOTICES. All notices and other communications required or permitted to be given hereunder shall be written and hand delivered with signed receipt; delivered by facsimile; delivered by a nationally recognized overnight courier; or mailed via certified U.S. mail, postage prepaid and return receipt requested. All notices shall be deemed received and effectively given as follows: (i) if by hand delivery, on the date of delivery; (ii) if by fax, on the day the fax transmission is received at the receiving location and receipt is telephonically confirmed by the sender; (iii) if by delivery via U.S. mail, on the date of receipt appearing on a return receipt card; or (iv) if by overnight courier, on the date receipt is confirmed by such courier service. All notices must be addressed to the respective party at the following addresses or to such other person or address as either party may designate in writing and deliver as provided herein:

To the CITY:
City of Memphis [DIVISION NAME]
[ADDRESS]
Memphis, TN [ZIP CODE]

Attn: [CITY CONTACT/REPRESENTATIVE]
Fax: [FAX NUMBER]

With copy, if requested, to:
City Attorney
125 N. Main, Room 336
Memphis, TN 38103

To the CONTRACTOR:
[CONTRACTOR NAME]
[CONTRACTOR ADDRESS]
[CITY], [STATE] [ZIP CODE]
Attn: [CONTRACTOR REPRESENTATIVE]
Fax: [FAX NUMBER - CONTRACTOR REPRESENTATIVE]

NO THIRD PARTY BENEFICIARY: This Agreement is entered into solely between, and may be enforced only by, City and Contractor. Unless otherwise specified herein, this Agreement shall not be deemed to create any rights in third parties, including suppliers or customers of either party.

SERVICE MARKS. The Contractor agrees that it shall not, without City's prior written consent, use the name, service mark or trademarks of the City.

NUMBER AND GENDER. Unless the context requires otherwise, (i) use of a specific gender imports the other gender(s); and (ii) use of the singular imports the plural and vice versa.

SURVIVAL. The parties hereto acknowledge that provisions that require or contemplate performance or observance after expiration or termination of this Agreement shall survive the expiration or termination of this Agreement and continue in full force and effect.

DRAFTER. This Agreement is the result of arm's length negotiations between the parties and shall be construed to have been drafted by both parties such that any ambiguities in this Agreement shall not be construed against either party.

COUNTERPARTS. This Agreement may be signed in multiple counterparts and/or counterpart signature pages, each of which shall be deemed an original, and all of which when taken together shall constitute one and the same instrument. Signed signature pages may be transmitted by facsimile, and any such signature shall have the same legal effect as an original.

CITY LIABILITY. The City shall have no liability except as specifically provided in this Agreement. The City, by execution of this Agreement, assumes no liability for damages caused to persons or property by reason of Contractor providing services herein or for injury to any employee, agent or subcontractor of the Contractor performing under this Agreement.

INDEMNIFICATION. CONTRACTOR shall indemnify, defend, save and hold harmless the CITY and its officers, agents and employees from and against any and all claims, demands, suits, actions, penalties, damages, settlements, costs, expenses, or other liabilities of any kind and character, including without limitation attorney fees and litigation expenses, arising out of or in connection with the performance of this Agreement by Contractor, its employees, subcontractors, or agents or the breach of this Agreement by Contractor, its employees, subcontractors or agents. This obligation shall survive the expiration or termination of this Agreement. The Contractor expressly understands and agrees that any insurance protection required by this Agreement or otherwise provided by the Contractor shall in no way limit the Contractor's responsibility to indemnify, defend, save and hold harmless the City or its elected or appointed officials, officers, employees, agents, assigns, and instrumentalities as herein

required. The City reserves the right to appoint its own counsel regarding any matter defended hereunder. The Contractor acknowledges that the City has no obligation to provide legal counsel or defense to the Contractor, its employees or subcontractors in the event that a suit, claim or action of any character is brought by any person not a party to this agreement against the Contractor as a result of or relating to obligations under this agreement. The City shall have no obligation for the payment of any judgments or the settlement of any claims asserted against the Contractor or its subcontractors or employees as a result of or relating to the Contractor's obligations hereunder. The Contractor shall immediately notify the City c/o City Attorney; 125 North Main, Suite 336; Memphis, TN 38103, of any claim or suit made or filed against the Contractor or its subcontractors regarding any matter resulting from or relating to the Contractor's obligations under this Agreement and agrees to cooperate, assist and consult with the City in the defense or investigation thereof.

LIVING WAGE. In accordance with the City of Memphis Ordinance No. 5185, commonly referred to as the Living Wage Ordinance, as amended, certain businesses holding a service or service-related contract with the City of Memphis shall pay its employees performing work on said contract a minimum hourly wage in the amount of \$10.27 per hour with health benefits for employees and their dependents or \$12.32 per hour without health benefits. Unless otherwise exempted, the Contractor agrees to follow and comply with the requirements of said ordinance, as amended. The Contractor further agrees to provide certified payrolls, or affidavits in accordance with Ordinance No. 5293, associated with this agreement to the City of Memphis c/o Manager, Prevailing Wage Office; 125 N. Main St., Room 1B-18; Memphis, TN 38103. The Living Wage Ordinance, and any amendments thereto, can be accessed on the City's website (www.memphistn.gov). Once on the City's homepage, click on the "Business" link, and then click on the "Doing Business with the City" link. A link to the Ordinance will be accessible on the top right side under the section "Links." Annual adjustments, if any, to the rates will be posted on the website for the upcoming fiscal year on or around February.

GOVERNING LAW, JURISDICTION AND VENUE. The terms and conditions of this Agreement shall be construed in accordance with and governed by the laws of the State of Tennessee. All actions, whether sounding in contract or in tort, relating to the validity, construction, interpretation and enforcement of this Agreement shall be instituted and litigated in the courts of the State of Tennessee, located in Shelby County, Tennessee, without regard to conflicts of laws principles. In accordance herewith, the parties to this Agreement submit to the jurisdiction of the courts of the State of Tennessee located in Shelby County, Tennessee.

INSURANCE

- A. The Contractor shall not commence any work under this agreement until it has obtained and caused its subcontractors to procure and keep in force all insurance required hereunder. The Contractor shall require all subcontractors to carry insurance as outlined below, in case the subcontractor(s) are not protected by the policies carried by the Contractor. Prior to commencing any work under this contract, the Contractor shall furnish the City a Certificate of Insurance and/or policies, upon request, executed by an authorized representative of the insurance carrier evidencing that the insurance required hereunder is in effect. Failure to maintain or renew coverage or to provide evidence of renewal may result in termination of the contract by City. Failure of the City to identify any deficiency in the evidence that is provided shall not be construed as a waiver of the Contractor's obligation to maintain such insurance. The City reserves the right to review these requirements and to modify insurance coverage and their limits when deemed necessary and prudent. Insurance coverage shall be provided by companies rated A:VI or better by Best's Insurance Rating. The City reserves the right to reject any or all insurance carrier(s) with an unacceptable financial rating. All insurance companies must be acceptable to the City of Memphis and licensed in the State of Tennessee.
- B. If any of the insurance requirements are non-renewed at the expiration dates of any policy, payment to the Contractor may be withheld until those requirements have been met, or at the

option of the City, the City may pay the renewal premiums and withhold such payments from any monies due the Contractor. Contractor's insurance shall be primary as respects the City, its officers, employees, and agents. Any insurance or self-insurance maintained by the City, its officers, employees and agents shall be excess of the Contractor's insurance and shall not contribute with it.

C. The Contractor shall maintain, at its expense, at minimum, the following insurance coverage during the life of the Agreement: [CONSULT RISK MANAGEMENT FOR REQUIRED INSURANCE COVERAGE AND AMOUNTS]

1. WORKERS COMPENSATION in accordance with the statutory requirements and limits of the State of Tennessee with minimum limits of

Employer's Liability \$100,000 Each Accident
\$500,000 Disease - Policy Limit
\$100,000 Disease - Each Employee

The workers compensation policy shall include a waiver of subrogation in favor of the City, its officials, employees and agents.

2. AUTOMOBILE LIABILITY covering owned, non-owned and hired vehicles with a minimum limit of: \$_____ Each Occurrence - Combined Single Limits. The policy shall include a waiver of subrogation in favor of the City, its officials, employees and agents.

3. The Contractor shall be responsible for maintaining any and all PROPERTY INSURANCE on its own equipment and shall require all subcontractors to do likewise.

4. COMMERCIAL GENERAL LIABILITY: Comprehensive General Liability Insurance, covering Bodily Injury and Property Damage on an "occurrence" basis. The policy shall include a waiver of subrogation in favor of the City, its officials, employees and agents. The coverage shall be provided on ISO occurrence Form CG 00 01 07 98 (or substitute form for providing equivalent or greater coverage) and include Premises and Operations, Contractual Liability, Independent Contractor's Liability, Broad Form Property Damage, including Premises/Completed Operations, and Personal Injury liability, with employee and contractual exclusions deleted, with minimum limits of

General Aggregate	\$_____
Products - Completed Operations	\$_____
Personal & Advertising	\$_____
Each Occurrence	\$_____ (Bodily Injury & Property Damage)
Fire Damage (any one fire)	\$_____
Medical Expense (any one Person)	\$_____

5. A Separation of Insured's condition shall be included in all general liability and automobile liability policies required by this Agreement.

D. Contractor shall provide notice to City within three (3) business days following receipt of any notice of cancellation or material change in Contractor's insurance policy from Contractor's

insurer. Such notice shall be provided to City by registered mail, return receipt requested, to the City Risk Management address provided below.

E. Each certificate or policy shall require and state in writing the following clauses:

1. Thirty (30) days prior to cancellation or material change to the insurance coverage, notice thereof shall be given to the City of Memphis Risk Manager by registered mail, return receipt requested to the following address: City of Memphis; Attn: Risk Management; 2714 Union Avenue Extended, Suite 200; Memphis, TN 38112. Notwithstanding the preprinted cancellation provisions on the Certificate of Insurance, coverages required herein will not be cancelled, reduced in amount, or allowed to lapse until at least thirty (30) days written notice, by certified mail, return receipt requested, has been provided to the City of such alteration or cancellation.
2. The City of Memphis, its officials, agents, employees and representatives shall be named as Additional Insured on all liability policies." The additional insured endorsements shall be attached to the Certificate of Insurance."

CITY OF MEMPHIS
EBO MASTER LIST
JULY 25, 2012

CITY OF MEMPHIS
EBO MASTER LIST
July 25, 2012

	B	C	D	E	F	G	H	I	J	K	L	M	N	P	R
1	Company Name	Contact	Street	City	State	Zip	County	Phone	Fax	Industry Type	Class	Ethnicity & Gender	Email	WEB	Product/Service Offerings
2	4 Success Realty, LLC	Cassandra Bell-Warren	5501 Winchester Rd., #6	Memphis	TN	38115-	Shelby	(901) 683-8229	(901) 432-5414	REAL ESTATE/BROKERAGE/SERVICE AND SALES RESIDENTIAL/COMMERCIAL/PROPERTY MANAGEMENT	MBE	Black American Female	cassandra@4successrealty.net	www.4successrealty.net	Real Estate Sales, Property Management, Real Estate Brokerage
3	41 CONSTRUCTION COMPANY, INC.	Lafayette Johnson	2129 Troyer Bldg 249, Suite 100	Memphis	TN	38114-	Shelby	(731) 692-2526	(731) 692-2528	GENERAL CONSTRUCTION	MBE	Black American Male	4jinc@bellsouth.net		We specialize in many areas of concrete such as placing and finishing concrete, slab, tying steel, prepping slab, fine grating, abc stones, saw cutting slab as well as curbs, gutters, highway concrete and mass concrete pour projects.
4	A & B CONSTRUCTION CO., INC.	Brandy Bonner Adon	5091 Wilfong Road	Memphis	TN	38134-5642	Shelby	(901) 383-7360	(901) 383-7365	GENERAL CONSTRUCTION	WBE	White American Female	brandy@aandbconstructionco.com	www.aandbconstructionco.com	General contractor for interior/exterior remodels and new construction for commercial and industrial facilities. Installer of banking equipment and safes.
5	A & H Contractors, Inc.	Cynthia Williams	5118 Park Ave., Suite 315	Memphis	TN	38117-	Shelby	(901) 684-0160	(901) 684-0173	GENERAL CONSTRUCTION	MBE	Black American Male	cynthlaw@aandhcontractors.com	www.aandhcontractors.com	Construction - Commercial, Heavy construction, Environmental, Foundation, Structure, Bldg. Exterior General, Institutional Heavy & Civil Engineering etc.
6	A & I TRAVEL SERVICE, INC.	Rebecca M. Tomaszczuk	5124 Poplar Ave Suite 101	Memphis	TN	38117-	Shelby	(901) 291-1400	(901) 291-1458	PROFESSIONAL SERVICES	WBE	White American Female	rebecca@aitvl.com	www.aitvl.com	Corporate travel management company
7	A-1 ELECTRICAL CONTRACTORS, INC.	Willie J. Frazier	2327 Lovitt Dr.	Memphis	TN	38119-	Shelby	(901) 304-4324	(901) 405-0377	ELECTRICAL SERVICES/SUPPLY	MBE	Black American Male	willie.a1electrical@gmail.com		Installing and servicing electrical wiring and equipment 600 volts or less. Markets served: Residential, Commercial and Industrial.
8	A-1 PRINTING SERVICES, INC.	Frazer Windless	810 East Brooks Rd.	Memphis	TN	38116-	Shelby	(901) 396-2023	(901) 344-8734	PRINTING SERVICES/SUPPLIES	MBE	Black American Male	fwindless@a1printingvc.com		Commercial offset printing (1-6 color); digital printing; computerized typesetting, layout & graphic design; perfect, saddlestitch & spiral binding; die cutting.
9	ABC CHARTERS, LLC	Regina Morris	7751 Antiqua Cove	Memphis	TN	38119-	Shelby	(901) 737-4376	(901) 737-4376	TRANSPORTATION	MBE	Black American Female	ABC4trans@aol.com		Transportation: (School Bus Service) Charter Services.
10	ABSOLUTELY UNIQUE	Janel Shields	P.O. Box 17888 9057 Valley Crest Ln., #102	Memphis	TN	38187-0888	Shelby	(901) 685-6575	(901) 683-2063	PROMOTIONAL PRODUCTS	WBE	White American Female	absunique@aol.com	WWW.ABSOLUTELYUNIQUE.COM	Promotional product distributor
11	Abutech LLC	Andre Lewis		Germantown	TN	38138-	Shelby	(901) 596-7532	(901) 759-3008	PRODUCTS	MBE	Black American Male	abutech@mac.com	abutech.com	Publishing & Speaking
12	ACCESS BUILDERS	Derik Forrest	5412 Millers Glen Ln.	Memphis	TN	38125-	Shelby	(901) 340-9394		ELECTRICAL SERVICES/SUPPLY	MBE	Black American Male	forrestaccessco@aol.com		Electrical Contractor Installation of Comm. Electrical Systems, Building Contractor Small Commercial. Secondary: Building, Metal, Wood and Concrete Structures.
13	ACTION CHEMICAL, INC.	Sherry Crowe	P.O. Box 22997 592 E. Mallory Ave.	Memphis	TN	38122-	Shelby	(901) 522-8783	(901) 452-1366	CLEANING/JANITORIAL SUPPLIES/SERVICES	WBE	White American Female	sherry.crowe@actionchemical.com	www.actionchemical.com	Janitorial supplies & equipment, maintenance supplies & equipment, safety supplies, paper products, industrial & ground supplies, food service supplies, etc.
14	ADONAI CLEANING SERVICE	Calvin D. Blas		Memphis	TN	38106-	Shelby	(901) 406-2177		CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Male			Commercial Janitorial Service
15	AFFINITY LAWNSCAPE, LLC	Alison Price	1346 Bend Road	Coldwater	MS	38618-	DeSoto	(662) 562-0052	(662) 562-5321	LANDSCAPING/LAWN SERVICES	WBE	White American Female	affinitylawns@att.net	www.affinitylawns.com	Commercial lawn maintenance.
16	AFRAM CORPORATION	Duyile Solomon Akinduro	119 South Main Street, Suite 500	Memphis	TN	38103-	Shelby	(901) 543-1116	(901) 543-8799	ENGINEERS	MBE	Black American Male	dsa@aframcorp.com	www.aframcorp.com	Program/Construction Management, QA/QC Construction Inspection, Material Testing, Surveying, Civil, Structure, mechanical and Electrical Engineering, Cost Estimating, CPM Scheduling and Project Management.
17	AHA MECHANICAL CONTRACTORS, LLC	Donna Burton	2093 Thomas Road #5	Memphis	TN	38134-	Shelby	(901) 383-2900	(901) 383-2927	HVAC	WBE	White American Female	dburton@ahamechanical.com	ahamechanical.com	Service repair & replacement of heating, air and plumbing. Backflow testing, BC-A/R Residential General Contractor. RRP certified, lead abatement contractor.
18	AIR CONDITIONING & HEATING SPECIALISTS, INC.	Terrance Cannon	2804 Southmeade	Memphis	TN	38127-	Shelby	(901) 358-3410	(901) 358-3411	HVAC	MBE	Black American Male	tcannon1@yahoo.com		HVAC sales, service, installation
19	AIRFIELD ETC, INC.	Stephanie Poole	3629 Prescott Rd.	Memphis	TN	38118-	Shelby	(901) 363-9210	(901) 795-5519	ELECTRICAL SERVICES/SUPPLY	WBE	White American Female	stephanie@airfield.comcastbiz.net		Electrical Contractor Airfield & High Mast Lighting, 0-25 KV Services
20	AJ COMMUNICATIONS AND CONSULTING, INC.	Susan Williams	1166 Willbec Rd	Memphis	TN	38117-	Shelby	(901) 301-8593	(901) 344-1644	TELECOMMUNICATIONS EQUIPMENT/SERVICES	WBE	White American Female	susan@aj-communications.com	www.aj-communications.com	Installation of low voltage cables i.e. data/phone/cctv access control, sound systems, paging.

CITY OF MEMPHIS
EBO MASTER LIST
July 25, 2012

I	B	C	D	E	F	G	H	I	J	K	L	M	N	P	R
1	Company Name	Contact	Street	City	State	Zip	County	Phone	Fax	Industry Type	Class	Ethnicity & Gender	Email	WEB	Product/Service Offerings
21	ALL-RITE PLUMBING PARTS, INC.	Christine Young	5070 Sumner Ave	Memphis	TN	38122-	Shelby	(901) 683-8336	(901) 683-8331	PLUMBING SERVICES/SUPPLY	WBE	White American Female	christineyoung@aol.com	www.allriteplumbingparts.com	Wholesale plumbing parts, fixtures and supplies.
22	ALLWORLD PROJECT MANAGEMENT, LLC	Michael A. Hooks, Jr.	266 South Front St., Ste. 219	Memphis	TN	38103-	Shelby	(901) 881-2985		PROFESSIONAL SERVICES	MBE	Black American Male	mehjr@allworldmail.com		General Project Mgmt., Including Planning, Executing, Monitoring, controlling & Reporting project components as directed by clients. Secondary: construction, Workforce Development, Business Development, MBWE, LEED Consulting
23	AMNESTY PROFESSIONAL SERVICES (APS)	Melissa Myrick	3220 E. Shelby Drive	Memphis	TN	38118-	Shelby	(901) 797-8988	(901) 797-9881	LANDSCAPING/LAWN SERVICES	MBE	Black American Male	melissamyrick@apsmemphis.com		Commercial janitorial & lawn.
24	A-One Staffing, LLC	Sterilyn Howell	3639 New Getwell Road, Suite 1	Memphis	TN	38118-	Shelby	(901) 367-5757	(901) 367-7577	STAFFING/ADMINISTRATION	MBE	Black American Female	astaffing2@yahoo.com	www.aonestaffing.com	A-One Staffing provides temp and temp-to-hire, light industrial, logistics and clerical staffing.
25	APG OFFICE FURNISHINGS	Connie Golns	5681 East Shelby Drive	Memphis	TN	38141	Shelby	(901) 363-9020	(513) 346-2662	FURNITURE SALES/INSTALLATION	WBE	White American Female	cgolns@apgof.com	www.apgof.com	A Certified Herman Miller Furniture Dealer. We represent a variety of Office, Healthcare and University Furniture Manufacturers.
26	Arthur's Office & School Supplies	Arthur Galles	P.O. Box 300424	Memphis	TN	38130-	Shelby	(901) 789-7845	(877) 405-6126	PRODUCTS	MBE	Black American Male	aoss243@yahoo.com		Retailing of Office & School Supplies.
27	ARTISAN CONSTRUCTORS, LLC	Satoria Salton	1331 Union Ave.	Memphis	TN	38126-	Shelby	(901) 274-5155	(901) 274-5145	GENERAL CONSTRUCTION	MBE	Black American Female	admin@artisanconst.com		Commercial construction, painting, drywall, concrete, doors and hardware
28	ARUN WAGH, INC.	Arun Wagh	3154 Devonshire Way	Germantown	TN	38139-	Shelby	(901) 755-3230	(901) 757-5222	ENGINEERS	MBE	Asian Indian Male	arunw@comcast.net		Geotechnical and environmental engineering
29	ASHAUN, LLC	Anthony Tate	5100 Poplar Ave., Suite 726	Memphis	TN	38137-	Shelby	(901) 312-7025	(901) 312-7039	IT SERVICES	MBE	Black American Male	atate@ashaun.com	www.ashaun.com	Call Center, Help Desk Solutions 1-11-111
30	AT WORK SALES CORPORATION	Sasha Ennis	4692 American Way	Memphis	TN	38118-	Shelby	(251) 981-6701	(770) 234-6920	MANUFACTURER	WBE	White American Female	shannongcampbell@atworkuniforms.com		Whole uniform supplier, career apparel, custom casino apparel, embroidery and alterations.
31	AUDIO COMMUNICATIONS CONSULTANTS, INC.	Shelby J. Wilhelm	5361 Republic Drive	Memphis	TN	38118-	Shelby	(901) 332-8888	(901) 795-3263	TELECOMMUNICATIONS EQUIPMENT/SERVICES	WBE	White American Female	swilhelm@audiocominc.com	www.audiocominc.com	Install Communication Systems and Sound Systems. Intercom Systems - Audio - Visual.
32	AVANT IMPROVEMENT/CONSTRUCTION, INC.	Erick Avant	2820 Westmeade	Memphis	TN	38118-	Shelby	(901) 603-5083	(901) 759-7020	PAINTING SERVICES	MBE	Black American Male	avantimprovement@bellsouth.net	www.avantimprovement.net	Painting, Sheetrock repair.
33	AVPOL INTERNATIONAL, LLC	Sandra Walls	1320 Peabody Avenue	Memphis	TN	38104-3500	Shelby	(901) 278-0203	(901) 278-0255	PETROLEUM PRODUCTS	MBE	Black American Female	swalls@av-llc.com	www.avpolintl.com	Logistics and technical support services to include personnel augmentation, warehousing and distribution, and petroleum operations and management.
34	AZTEC MASONRY INC.	Melchor Olguin, Jr.	3675 New Getwell Rd, Suite 9	Memphis	TN	38118-	Shelby	(901) 366-1516	(901) 366-1517	GENERAL CONSTRUCTION	MBE	Hispanic American Male	muel@aztecmasonryinc.com	www.aztecmasonryinc.com	Commercial Masonry Contractors, Lay Brick, Block & Stone.
35	B FOUR PLIED, INC.	Cora Boren	3980 Winchester Road	Memphis	TN	38118-	Shelby	(901) 366-1544	(901) 797-8428	ROOFING	WBE	White American Female	info@bfourplied.com		Installation of Commercial and Industrial Roofs and Sheet Metal.
36	Banquet Staffing, LLC	Nancy Whitaker	367 Meadow Trail Cove	Memphis	TN	38018-	Shelby	(901) 338-7210	(901) 737-2599	STAFFING/ADMINISTRATION	WBE	White American Female	banqstfng@comcast.net		We provide food service staffing on either a temporary or temp to hire basis. Cooks, cafeteria servers, tray line, wait staff, cashiers etc. to Corporate cafeterias or catered events.
37	Bass Annie, Inc.	Annie Ruth Rice	3789 Sevancee Rd.	Memphis	TN	38109-	Shelby	(901) 785-7409	(901) 785-1873	AUTO BODY REPAIR	MBE	Black American Female	arice001@comcast.net	www.bassannieleboats.com	Cosmetic repair of boats, cars, trucks and heavy duty equipment.
38	BEAN & PRINCE CONTRACTORS, INC.	Lee A. Bean	1996 Dantelson Pl	Memphis	TN	38114-	Shelby	(901) 774-5237	(901) 774-5479	LANDSCAPING/LAWN SERVICES	MBE	Black American Male	president@beanandprince.com	www.beanandprince.com	ROW Mowing (e.g., highway, lawn, road strip) landscape, lawncare, and grounds maintenance services (e.g., fertilizing, mowing, seeding) tree services including trimming (utility line clearance), tree removal, sod laying/replacement, stump grinding, spray
39	Big Foot Tire & Trucking	Marcus Belton	3134B Thomas' Street	Memphis	TN	38127	Shelby	(901) 357-1253	(901) 357-1254	AUTO BODY REPAIR	MBE	Black American Male	bigfoot69@gmail.com	www.bigfoottiresmemphis.com	Tires, Roadservice, Wheel Alignments

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1	B	C	D	E	F	G	H	I	J	K	L	M	N	P	R
	Company Name	Contact	Street	City	State	Zip	County	Phone	Fax	Industry Type	Class	Ethnicity & Gender	Email	WEB	Product/Service Offerings
40	BIRCHETT & ASSOCIATES, INC.	Thia L. Birchett	90 S. Front Street	Memphis	TN	38103	Shelby	(901) 579-9333	(901) 579-8333	ADVERTISING/MARKETING	MBE	Black American Female	tbirchett@gracemagazine.com		Periodical Publisher, Event Sponsor and Public Relations Agency
41	Black Lion Security	Dexter Smith	3865 Viscount Ave Ste 2	Memphis	TN	38118	Shelby	(901) 794-0046	(901) 794-0049	SECURITY SERVICES	MBE	Black American Male	leeann@blacklionsecurity.com	www.blacklionsecurity.com	We provide a vast array of security. Armed, unarmed, vehicle patrol security. Security training & certification.
42	BLAIR CONCRETE CONSTRUCTION	Harold Blair	1792 Grovehaven Circle	Memphis	TN	38116	Shelby	(901) 345-2750	(901) 345-2807	GENERAL CONSTRUCTION	MBE	Black American Male	blairconcrete@aol.com		Concrete placement: curbs, gutter, sidewalk, paving flat work.
43	BLIND AMBITION OF TENNESSEE, LLC	Doni Sadler	2602 Faxon Avenue	Memphis	TN	38112	Shelby	(901) 324-7733	(901) 324-2996	WINDOWS	WBE	White American Female	doni@blindambitionllc.com	blindambitionllc.com	Offer a stock program in 1" vinyl, aluminum, and vinyl plus for the apartment industry. Quote from specs to general contractors providing, measuring material and installation.
44	Blue Line Investigations, Inc.	Kris Clinton	6025 Stage Rd. 42-146	Bartlett	TN	38134	Shelby	(901) 266-7100	(901) 266-7121	DRUG TESTING/EMPLOYMENT VERIFICATION	WBE	White American Female	kris@bluelineinvestigations.net	www.bluelineinvestigations.net	pre-employment background checks
45	BLUE STREAK LOGISTICS, LLC	Deborah Rivalto	P O Box 381226	Germentown	TN	38183-1226	Shelby	(901) 398-5983	(901) 398-5977	TRANSPORTATION	WBE	White American Female	debbie@bluestreaklog.com	www.bluestreaklog.com	Regional Truckload Carrier with 48 State Authority.
46	BLUES CITY TOURS OF MEMPHIS, INC.	Melvin Dledsoe	325 Union Avenue	Memphis	TN	38103	Shelby	(901) 522-9229	(901) 522-8492	TRANSPORTATION	MBE	Black American Male	M.Dledsoe@bluescitytours.com	www.bluescitytours.com	Sightseeing Tours - Bus Tours, Ground Transportation, Airport Shuttle Metro Memphis Area.
47	BOAZ HOME IMPROVEMENT AND CONSTRUCTION CO, LLC	John Winder	6529 Imperial Oak Cove	Memphis	TN	38115	Shelby	(901) 368-3169	(901) 368-9130	GENERAL CONSTRUCTION	MBE	Black American Male	law54@att.net		General contractor- residential, commercial and industrial. Construction Management Service.
48	BOUNDS & GILLESPIE ARCHITECTS, PLLC	Danny G. Bounds	7975 Stage Hills Blvd., Suite 4	Memphis	TN	38133	Shelby	(901) 377-6603	(901) 388-5765	ARCHITECTS	MBE	Black American Male	dbounds@bngarchitects.com	bngarchitects.com	Architectural Design Services
49	BRACY'S LAWN SERVICE	Kenneth Bracy	3384 Cricket Glen Cove	Bartlett	TN	38134	Shelby	(901) 379-3943	(901) 382-1851	LANDSCAPING/LAWN SERVICES	MBE	Black American Male	kbracy59@yahoo.com		Lawn Care/ Maintenance - Cutting, edging, trimming and planting.
50	Brenstine Homes, LLC	Belinda Mosley	335 Jamerson Farm Cr.	Collierville	TN	38017	Shelby	(901) 853-0460	(901) 861-3026	GENERAL CONSTRUCTION	MBE	Black American Female	belinda@brenstinehomes.com	www.brenstinehomes.com	Residential Home Construction
51	BRICKS, INCORPORATED	Ernest Owens	2302 Dwight Road	Memphis	TN	38114	Shelby	(901) 743-0990	(901) 744-9555	GENERAL CONSTRUCTION	MBE	Black American Male	buckowens@bricks-incorp.com	www.bricks-inc.com	General construction & masonry.
52	BRIGHTER DAYS AND NITES, LLC	Dorothy Sinclair	2129 Troyer Avenue, Building 249, Ste 100-B	Memphis	TN	38114	Shelby	(901) 775-1915	(901) 775-1905	ELECTRICAL SERVICES/SUPPLY	MBE	Black American Female	dlsinclair@bdnllc.com	www.bdnllc.com	Wholesale, commercial, and industrial lighting distributor, specializing in energy efficient products.
53	BROOKS UNLIMITED	Noble McLeod Brooks, CPS	1278 Davidson Drive	Memphis	TN	38116	Shelby	(901) 346-2956	(901) 345-8389	PROFESSIONAL SERVICES	MBE	Black American Female	nmbrooks@bunllimit.com	bunllimit.com	Virtual services offering services in the areas of secretarial, desktop publishing and bookkeeping.
54	BUILDING MAINTENANCE SPECIALISTS	Joe Wordlaw	6099 Mount Moriah ext. 9D	Memphis	TN	38115	Shelby	(901) 347-3405		CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Male	jms2life@comcast.net	bmstn.com	We provide janitorial services, such as detail office cleaning, strip and waxing floors, cleaning carpet, pressure washing and etc.
55	BUSINESS FORMS & SYSTEMS, INC.	Barbara Ferrari	5275 Mendenhall Park Place	Memphis	TN	38115	Shelby	(901) 362-5300	(901) 362-5233	PRODUCTS	WBE	White American Female	barbara@bfsforms.com	www.bfsforms.com	Distributor of business forms and printing. We are a business forms distributor and can provide: all types of printed business forms (continuous, laser, snapout, booked, padded). Mailers, envelopes, bank checks, stationery, barcoded forms, ticket books
56	C-1, INC.	Gerald Neely	P.O. Box 34277	Memphis	TN	38184-0277	Shelby	(901) 377-2696	(901) 377-3917	GENERAL CONSTRUCTION	MBE	Black American Male	gneely3@yahoo.com	www.c-1inc.com	New construction, insurance/disaster restoration, renovation & major rehab, property management, General Contractor.
57	CAMBRIDGE CONSTRUCTION MANAGEMENT, INC.	Marcus M. Moore	81 Monroe, Suite 200	Memphis	TN	38103	Shelby	(770) 480-3166		GENERAL CONSTRUCTION	MBE	Black American Male	mimoore0470@comcast.net		Construction Management, Project Management, Consulting.
58	CARROLL'S ROOFING & CONSTRUCTION, LLC	Derrick Carroll	6833 Hwy 70	Bartlett	TN	38134	Shelby	(901) 372-1675	(901) 373-9359	ROOFING	MBE	Black American Male	derrickcarroll@bellsouth.net	carrollscroofingandconstruction.com	Carroll's Roofing & Construction, LLC provides commercial, residential & industrial roofing construction.
59	CDA, INC.	Clifton Dates Jr.	1 North Third Street	Memphis	TN	38103	Shelby	(901) 526-5313	(901) 526-4797	SECURITY SERVICES	MBE	Black American Male	cdates@cdaglobal.com	www.cdaglobal.com	CDA provides professional armed, unarmed security services, dispatchers & couriers
60	CHARLES E. CARPENTER, A PROFESSIONAL CORPORATION	Charles Carpenter	386 Beale St.	Memphis	TN	38103	Shelby	(901) 523-7788	(901) 523-2849	PROFESSIONAL SERVICES	MBE	Black American Male	charlesc@386beale.com		Legal services related to its issuance of tax exempt bonds and notes, and related financing matters and corporate matters.

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1	B	C	D	E	F	G	H	I	J	K	L	M	N	P	11
	Company Name	Contact	Street	City	State	Zip	County	Phone	Fax	Industry Type	Class	Ethnicity & Gender	Email	WER	Product/Service Offerings
51	CHARLES H. HILL CONTRACTORS, INC.	Marcel Hill	2183 Freemont	Memphis	TN	38114	Shelby	(901) 744-3483	(901) 744-3485	GENERAL CONSTRUCTION	MBE	Black American Female	CHIRLL@BELLSOUTH.NET	NA	Concrete - Sidewalk, Driveways, Reinforced Slope Pavement (Install & Exac) Aggr. Materials (Install & Haul) Erosion Control, Sodding, Cleaning, Grubbing, Landscape, Site Development, Trucking & Hauling, Underdrain, Excavation.
62	CHIEF ELECTRIC COMPANY	Mark Quinton	1435 National Street	Memphis	TN	38122	Shelby	(901) 323-1408	(901) 323-1410	ELECTRICAL SERVICES/SUPPLY	MBE	Native American Male	june@chiefcompany.com		Electrical & General Contractor, Fire Alarm & Security Systems, Mechanical, Roofing, Restoration, Energy Management Systems.
63	CHS ENGINEERING	Constance Hickey Scott	7846 Wood Oak Cove	Cordova	TN	38016	Shelby	(901) 767-2557		ENGINEERS	WBE	White American Female	chscott@chsengineering.com		Professional Engineering Design and Consulting.
64	Clarion Security	Kim Heathcott	5498 Popular Ave. Ste. 3	Memphis	TN	38119	Shelby	(901) 763-3133	(866) 580-3133	SECURITY SERVICES	WBE	White American Female	kim.heathcott@clarionsecurity.com	www.clarionsecurity.com	Armed/unarmed security guards and vehicle patrol.
65	CLARK-DIXON ASSOCIATES	Dianne Dixon	2035 Madison Avenue	Memphis	TN	38104	Shelby	(901) 272-9250		ARCHITECTS	WBE	White American Female	Info@ClarkDixonArchitects.com		Professional architectural services
66	CMB Painting	Christopher Body	P.O. Box 40981	Memphis	TN	38174	Shelby	(901) 949-3186	(901) 580-3062	PAINTING SERVICES	MBE	Black American Male	chrisbody_painting@yahoo.com		Commercial Painting/Residential
67	Community Capital, LLC	Archie Willis III	P.O. Box 42188	Memphis	TN	38174-2188	Shelby	(901) 274-5666	(901) 274-8040	FINANCE/INSURANCE	MBE	Black American Male	awwillis@community-capital.com	www.community-capital.com	(1) Provides financial advisory and consulting services in the areas of municipal finance, affordable housing and community development. (2) Affordable housing development.
68	COMPUTER SUPPORT SERVICES CORP.	Valerie Peavy	P.O. Box 42083	Memphis	TN	38174	Shelby	(901) 794-5900	(901) 794-8815	IT SERVICES	MBE	Black American Female	vcpeavy@cssc-memphis.com	www.cssc-memphis.com	Computer hardware and software, computer installation services.
69	COMSPARK INTERNATIONAL, INC.	Ramesh Basa	3265 W. Sarazen's Circle, #201	Memphis	TN	38125	Shelby	(901) 758-0261		IT SERVICES	MBE	Asian Indian Male	briana.comspark@gmail.com		Software Development, IT Staffing/Consulting.
70	CONNECT THE DOTS STAFFING, LLC	Beverly Mullikin	2247 Heatherwood Cove	Memphis	TN	38119	Shelby	(901) 598-9132	(901) 328-5533	STAFFING/ADMINISTRATION	WBE	White American Female	beverly@ctdstaffing.com	www.ctdstaffing.com	Full Service Technology Recruiting/Staffing Firm providing qualified resources on a contract, contract to hire and per basis.
71	CONSTRUCTION SERVICES OF AMERICA, INC.	Marlon (Dale) McClendon	3750 Hacks Cross Rd. #102-236	Memphis	TN	38125-2367	Shelby	(901) 652-2312	(901) 652-2312	GENERAL CONSTRUCTION	MBE	Black American Male	dmccleendon@csfam.com		General Contracting Construction, Construction Mgmt.
72	Cor-Bits Coring & Cutting, LLC	Melissa Corbett	6706 Fletcher Creek Cove	Memphis	TN	38133	Shelby	(901) 382-2594	(901) 382-0944	GENERAL CONSTRUCTION	WBE	White American Female	mcorbett@cor-bits.com	www.cor-bits.com	Concrete cutting & coring, Selective Demolition
73	CORPORATE INTERIOR CLEANING	Rodney James	3877 Winchester Rd., #6	Memphis	TN	38118	Shelby	(901) 435-6523	(901) 435-6574	CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Male	corporateinteriorcleaning@gmail.com		Our Primary line of business is performing janitorial services to commercial businesses including cleaning floor waxing and other house keeping services. Secondary: We offer also lawn services such as gardening and landscaping such as grass cutting.
74	CREATIVE SIGN SOLUTIONS, INC.	Donna Hillman	11387 Macon Rd.	Eads	TN	38028	Shelby	(901) 386-3865	(901) 386-5858	SIGNAGE	WBE	White American Female	donnahillman@aol.com	creativesignsolutionsmemphis.com	Designers & Manufacturers of Interior/Exterior Signs. We specialize in making signs to meet the American Disability Act for the Hotel, Hospital, and Corporate Industries. Secondary: Offers Design and Consulting Services to Architects, Designers, Owners
75	C-SUITE CONSULTING	Lawren V. Bogard	1367 Chadwick Circle	Memphis	TN	38114	Shelby	(901) 281-9853		FINANCE/INSURANCE	MBE	Black American Male	lbogard06@gmail.com		Strategic Planning Services Performance, Improvement/Talent Mgr. Services, Head Hunter Quality Assurance Insurance, Risk Mgt. Turnaround.
76	CURTIS CLEANING & CONCRETE STAINING CO.	Serena Curtis	300 North Missouri Street	West Memphis	AR	72301	Crittenden	(870) 733-1333	(870) 733-1353	GENERAL CONSTRUCTION	MBE	Black American Female	curtiscleaning@sbglobal.net	www.curtisconcretestains.com	Install Epoxy Flooring, Polish Concrete, Stain Concrete, Design & Engrave patterns into concrete.
77	D. Thurman & Associates, Inc.	Debora Thurman	6299 Prairie View	Bartlett	TN	38134	Shelby	(901) 372-1126	(901) 380-4278	INTERIOR DESIGN	WBE	White American Female	dthurmanassoc@earthlink.net	www.dthurman.com	Commercial Interior Designer, Commercial Flooring & Installation.
78	Damron Trucking, Inc.	Lee Damron	645 DAMRON LOOP	COUNCE	TN	38326	Crittenden	(731) 689-3877	(731) 689-6072	GENERAL CONSTRUCTION	MBE	Black American Male	damron@centurytel.net		We supply all types of asphalt products, both hot and cold products. We haul same. We also have a portable pug mill.
79	Davis & Davis, Inc.	Janice Davis-Coates	P.O. Box 30165	Memphis	TN	38130	Shelby	(901) 309-3855	(901) 309-7929	GENERAL CONSTRUCTION	MBE	Black American Female	martindavis@bellsouth.net		General Construction - Excavation, Drainage, Grading & Trucking (Concrete & Asphalt, Top)
80	DAVIS CONTRACTING SERVICES, LLC	Willie P. Davis	3280 Castleman	Memphis	TN	38118	Shelby	(901) 486-8483	(901) 942-7711	GENERAL CONSTRUCTION	MBE	Black American Male	davisbuilder@att.net	na	Davis Contracting Services is experienced in drywalling, wood blocking, metal framing and interior demolishing.

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	Company Name	Contact	Street	City	State	Zip	County	Phone	Fax	Industry Type	Class	Ethnicity & Gender	Email	WEB	Product/Service Offerings
81	DAVIS GROUP INVESTMENTS, LLC	Lawrence Davis, Jr.	5100 Poplar Ave., Suite 2700	Memphis	TN	38137-	Shelby	(901) 821-7421		GENERAL CONSTRUCTION	MBE	Black American Male	davisgroupinv@aol.net	www.davisgroupinc.com	Construction, asphalt paving, demolition, concrete services, masonry, parking lot design, site/lot clearing.
82	Deltron Technical Resources, Inc.	Ora Denton	P. O. Box 381051	Germentown	TN	38183-	Shelby	(901) 552-3674	(901) 552-3675	IT SERVICES	MBE	Black American Female	odenton@deltrotechnical.com	www.deltrontechnical.com	Deltron is an employment staffing company. Deltron provides fast reliable technical resources and services to clients that require technical support, software development, telecommunication, consulting services, project management, database management, etc.
83	DESIGN GROUP, LLC	Neeraj Kumar	125 Marrakesh Circle	Memphis	TN	38103-	Shelby	(901) 603-8765		ARCHITECTS	MBE	Asian Indian Male	designgroup50@yahoo.com		Architectural Design, Planning, Interior Design Services.
84	Direct Medical Supply, LLC	Robert Williams	7285 Winchester Road, Suite 104	Memphis	TN	38125-	Shelby	(901) 737-5069	(901) 737-5078	MEDICAL SUPPLIES/SERVICES	MBE	Black American Male	robertwilliams316@gmail.com	www.dmsgroup.com	Mobility Equipment, Hospital Beds, gloves, Scales, Emergency Response, Syringes, Respiratory Equipment & Diabetic Supplies.
85	Division 10, Inc.	Christine Saunders	7730 A Trinity Road, Suite 107	Cordova	TN	38018-	Shelby	(901) 755-2623	(901) 753-8469	GENERAL CONSTRUCTION	WBE	White American Female	christine@division10inc.com	www.division10inc.com	Specialty Items listed under Section 10 in Architect specifications i.e. toilet partitions and accessories, fire ext. and cabinets, marker boards, flagpoles and lockers etc....
86	Dixon Services, Inc.	Charles Dixon	1315 Farmville Road	Memphis	TN	38122-	Shelby	(901) 345-6608	(901) 396-0022	GENERAL CONSTRUCTION	MBE	Black American Female	charlesdixon@dixonserviceinc.com	www.dixonserviceinc.com	Total home restoration - State Farm Insurance Company & Nationwide. Building Maintenance Cummins Engine.
87	Dortch Construction LLC	Steven S. Dortch, Jr.	1802 Baldwin	Memphis	TN	38127-	Shelby	(901) 650-6311		GENERAL CONSTRUCTION	MBE	Black American Male	dortchcompany@aol.com		Remodel, renovation, new construction, repairs, demolition, concrete, roofing and painting.
88	Dunning-Martin Engineering	Lecia Martin, PE	P.O. Box 173	Horn Lake	MS	38637-	Desoto	(901) 299-4130		ENGINEERS	MBE	Black American Female	LMartin925@aol.com	dunningmartinengineering.com	Professional mechanical and electrical engineering services. Design electrical, HVAC & Plumbing systems.
89	Duralast Products, LLC	Linde Feibelman	580 Tillman St., Suite 5	Memphis	TN	38112-2958	Shelby	(901) 323-8448	(901) 323-8442	MANUFACTURER	WBE	White American Female	Linde@Duralast.com	www.duralast.com	Natural Fiber Filters used in residential, commercial and public transportation HVAC Systems. Air Filtration Products for various applications. Air Boosters used in residential and light commercial HVAC systems.
90	DUVOLL CONSTRUCTION, INC.	Antonio Brown	4392 Hughes Meadow Drive	Memphis	TN	38125-	Shelby	(901) 649-3850		GENERAL CONSTRUCTION	MBE	Black American Male	antoniodbrown@gmail.com		General contractor licensed in state of TN. DCI is a full service residential & commercial construction company. DCI renovates & constructs homes as well as commercial facilities, tailored to clients' specific need.
91	DVS SOLUTIONS, LLC	Dennis Small	6094 Appletree Center, Suite 1	Memphis	TN	38115-	Shelby	(901) 205-9032	(901) 389-3589	SECURITY SERVICES	MBE	Black American Male	dennis@dvsllc.com		Garrett Metal detectors, Finger Printing & Background Scanning.
92	Dyson Construction, LLC	Troy Dyson	1200 Big Orange Rd	Cordova	TN	38018-	Shelby	(901) 309-6690	(901) 309-6691	GENERAL CONSTRUCTION	MBE	Black American Male	larry@dysonconstruction.com		General building & concrete construction.
93	Dyson Engineering & Technical Services	Alfred Dyson	3088 Mon Cheri Lane	Memphis	TN	38119-	Shelby	(901) 482-3397	(901) 737-3015	ENGINEERS	MBE	Black American Male	a_dyson@msn.com		Consulting Engineering/Design, Environment Assessments/Evaluations, and Project Management Services (i.e.) feasibility studies, preliminary plans & engr. Documents such drawings, calculations, etc.
94	E & G CONSTRUCTION, INC.	Elester Charleston	1470 North McNeil	Memphis	TN	38128-	Shelby	(901) 274-2135	(901) 274-2152	GENERAL CONSTRUCTION	MBE	Black American Male	terrycharleston@cs.com		Concrete Red-Mix and Construction Projects. New Residential Home Build and Renovations.
95	ELECTRONIC VAULTING SERVICES, LLC	Gayle Rose	5050 Poplar Avenue, Suite 1600	Memphis	TN	38157-	Shelby	(901) 871-0832	(901) 748-0811	PROFESSIONAL SERVICES	WBE	White American Female	gayle.rose@evscorporation.com	www.evscorporation.com	Data storage and disaster recovery.
96	ELS CONSTRUCTION	Eddie Starks	1835 Candle Ridge	Cordova	TN	38016-	Shelby	(901) 870-2908	(866) 929-9101	GENERAL CONSTRUCTION	MBE	Black American Male	elsconstruction@aol.com		Construction, Residential, commercial, lead paint, plumbing
97	ENOSIS TOULIATOS D/B/A ATHENIAN CATERING SERVICE	Enosis Toulitatos	8200 N. Westbrook Rd.	Arlington	TN	38000-2	Shelby	(901) 385-2457		CATERING	WBE	White American Female			Company Restaurant at International Paper Headquarters.
98	ENOSIS TOULIATOS D/B/A ATHENIAN CATERING SERVICE	Enosis Toulitatos	8200 N. Westbrook Rd.	Arlington	TN	38000-2	Shelby	(901) 385-2457		CATERING	WBE	White American Female			Company Restaurant at International Paper Headquarters.
99	ENVIROREM, INC.	Jane Atkins	1715 Lochearn Road	Memphis	TN	38116-	Shelby	(901) 345-0000	(901) 345-0015	ENVIRONMENTAL CONSULTING/SERVICES	WBE	White American Female	jane@envirorem.com	www.envirorem.com	Asbestos abatement, mold remediation, testing etc.
100	ERBY PEST CONTROL	BARRON ERBY	5501 Winchester, Suite #6	Memphis	TN	38115-	Shelby	(901) 550-0204	(901) 309-9177	PEST CONTROL	MBE	Black American Male	srerby@bellsouth.net	erbypestmanagement.com	Pest Control, all bugs including termites.

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1	B	C	D	E	F	G	H	I	J	K	L	M	N	P	R
	Company Name	Contact	Street	City	State	Zip	County	Phone	Fax	Industry Type	Class	Ethnicity & Gender	Email	WEB	Product/Service Offerings
101	Ewing Moving Service, Inc. & Storage	Charles Ewing	4006 Air Park St	Memphis	TN	38118	Shelby	(901) 774-2197	(901) 942-1368	MOVING SERVICES	MBE	Black American Male	admin@ewingmovingservice.com	www.ewingmovingservice.com	Local & Long Distance, commercial and residential relocation company, specializing in professional moving, packing, crating and storage. Also offer FF&E and some LTL.
102	EXCEL HOME IMPROVEMENT, INC.	Carlo Foster	P.O. Box 4240	Cordova	TN	38088	Shelby	(901) 550-8249	(901) 746-8630	GENERAL CONSTRUCTION	MBE	Black American Male	cfoster04@comcast.net		Primary line of business is construction; residential and commercial.
103	ExecuServe Maintenance	Raymond Gardner	P.O. Box 753856	Memphis	TN	38175	Shelby	(901) 737-6363		CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Male	esmgard@gmail.com		Complete Janitorial Service, i.e. cleaning, floor care, carpet care.
104	FALCON, INC.	Rocky Mokhtari	2200 Dunn Avenue	Memphis	TN	38114	Shelby	(901) 743-4448	(901) 743-7033	GENERAL CONSTRUCTION	MBE	Asian Pacific Male	falconcc@comcast.net		Demolition, Excavating, Grading, Trucking, Clearing.
105	Fast Track Realty	Beth Glosson	5575 Poplar Ave, Ste. 720	Memphis	TN	38119	Shelby	(901) 767-8770	(901) 767-8769	REAL ESTATE/BROKERAGE/SERVICE AND SALES RESIDENTIAL/COMMERCIAL/PROPERTY MANAGEMENT	WBE	White American Female	beth.glosson@comcast.net		Fast Track Realty, LLC is a full service real estate brokerage offering real estate listings and sales, short sale services, brokers price opinions and a variety of other services associated with the current market. We are currently licensed in Tennessee
106	FERRELL CONSTRUCTION SUPPLY, LLC	Katie Ferrell	7459 Weeping Willow Road	Germantown	TN	38138	Shelby	(901) 359-5124		GENERAL CONSTRUCTION	WBE	White American Female	ksferrel@gmail.com		Ferrell Construction Supply, LLC purchases materials and finds best prices/suppliers for a project.
107	Fine Art Construction LLC	Tae Shin	P.O. Box 341395	Memphis	TN	38184	Shelby	(901) 258-3884	(901) 380-9468	GENERAL CONSTRUCTION	MBE	Asian Pacific Female	ty.shin@gmail.com	N/a	Construction, Remodeling, New Construction.
108	FIRE-STAT	Derrick L. Fulton	1128 Winchester Rd., Ste 108	Memphis	TN	38116	Shelby	(901) 870-5626	(901) 345-0818	PROFESSIONAL SERVICES	MBE	Black American Male	firestattn@aol.com		Portable fire extinguisher service: recharge, maintenance / commercial kitchen fire system maintenance. Fire extinguisher sales, extinguisher cabinets sales.
109	FLAGCENTER.COM, LLC	Maureen Cristofolo	4550 Summer Ave.	Memphis	TN	38122	Shelby	(901) 762-0044	(901) 762-8565	PROMOTIONAL PRODUCTS	WBE	White American Female	maureen@flagcenter.com		Flags, banners, custom flags, trade show material, signage, promotional/advertising items. Secondary: flagpoles (sales, installation, service)
110	Foundation Engineering Management, Inc.	Linda Prather	1138 Hall Drive	Somerville	TN	38068	Fayette	(901) 386-2275	(901) 465-0149	ENGINEERS	WBE	White American Female	fen3@metzero.net		New construction foundation inspection, existing home foundation remedial inspections, soil data management, consulting.
111	Fred L. Davis Insurance Agency	Fred Davis	1374 Airways Blvd.	Memphis	TN	38114	Shelby	(901) 452-2144	(901) 324-9406	FINANCE/INSURANCE	MBE	Black American Male	fdavis1906@aol.com	www.fredltdavis.com	Home Owner, Auto, Business
112	Functional Independence, Inc.	Nachelle Hubbard	2502 Mt. Moriah Rd., Suite A-148	Memphis	TN	38115	Shelby	(901) 546-7660	(901) 546-7660	MEDICAL SUPPLIES/SERVICES	MBE	Black American Female	nachellehubbard@comcast.net	www.functionalindependence.com	Staffing Therapy Services, Speech & IT & PT
113	Gala Engineering, Inc.	Vsanji Gala	7975 Stage Hills Blvd., #5	Memphis	TN	38133-4010	Shelby	(901) 384-8400	(901) 373-2255	ENGINEERS	MBE	Asian Indian Male	vig@galaengineering.com		HVAC, Plumbing & Fire Protection Design services for commercial bldgs.
114	Galloway's Construction and Pest Mgmt, LLC	Andrew Galloway	P.O. Box 2673	Cordova	TN	38088	Shelby	(901) 619-9121	(901) 624-3587	GENERAL CONSTRUCTION	MBE	Black American Male	agallow1@bellsouth.net	gallowayspestcontrol.com	Remodeling, NEW additions; pest control.
115	GCM, Inc.	Glenda Mills	P.O. Box 733535	Memphis	TN	38175	Shelby	(901) 363-7373	(901) 363-7273	GENERAL CONSTRUCTION	WBE	White American Female	glenda@gcm-inc.net		Concrete Finishing
116	General Moving Company, Inc.	Sidney Montgomery	5361 Jordan Drive	Memphis	TN	38116	Shelby	(901) 398-8696	(901) 722-9839	MOVING SERVICES	MBE	Black American Male	genmoving@aol.com	www.genmoving.com	Relocation, storage and delivery services for local and long distance residential and commercial establishments.
117	Genesis Networks Enterprises, LLC	Nicolet Anderson	600 N. Loop 1604 East	San Antonio	TX	78232	Shelby	(901) 433-2778	(901) 433-2702	IT SERVICES	MBE	Hispanic American Male	nicolet.anderson@genesisset.com	www.genesisnet.com	Provider of Data communications, telecommunications and professional services.Design and Install VoIP, Wireless Lan/WAN, IT and data center end to end solutions including reseller of UNIX and INTEL servers and storage. Staff augmentation services.
118	GEODESY PROFESSIONAL SERVICES, LLC	Josh W Forsman	1312 Dovecrest Road	Memphis	TN	38134	Shelby	(901) 388-2560	(901) 388-2566	GENERAL CONSTRUCTION	MBE	Hispanic American Male	geodesymemphis@comcast.net		General Contracting, Land Surveying, & Hydrographic Surveying.
119	GHASSEMI & ASSOCIATES, LLC	Mac Ghassemi	2904 Hickory Hill Road	Memphis	TN	38115	Shelby	(901) 452-7100	(901) 324-9300	ENGINEERS	MBE	Native American Male	mrg@ghassemillc.com	ghassemillc.com	Land Surveys, Civil Engineering, Planning, Design (G&A), Heavy Construction, Water and Sewer Construction, Utilities (Trib)
120	Goddess Products Inc.	Leana Godley	3155 Hickory Hill Rd.	Memphis	TN	38115	Shelby	(877) 472-4002	(877) 472-4066	PRODUCTS	MBE	Black American Male	info@goddessproductsinc.com	www.goddessproductsinc.com	We provide office and business solutions including office, school industrial, breakroom, and facility supplies, office furniture, green products-LED lighting.
121	Golf Course Management Corporation	Michael Hampton	P.O. Box 18837	Memphis	TN	38181-0837	Shelby	(901) 949-0011	(901) 367-8702	LANDSCAPING/LAWN SERVICES	MBE	Black American Female	riversidemanor@aol.com		Management and operations of golf course facilities.

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1	B	C	D	E	F	G	H	I	J	K	L	M	N	P	R
	Company Name	Contact	Street	City	State	Zip	County	Phone (801) 371-1865	Fax (901) 756-6417	Industry Type	Class	Ethnicity & Gender	Email	WEB	Product/Service Offerings
122	Grose Security, Inc.	Herbert Grose	P.O. Box 38136	Germantown	TN	38183-0136	Shelby			SECURITY SERVICES	MBE	Black American Male	grosesinc@bellsouth.net		Armed/unarmed security officers.
123	GS Trucking & Landscaping SVC. LLC	Gary Seldon	1537 Taska Road	Red Banks	MS	38661-	Marshall	(662) 851-4992	(662) 851-1771	GENERAL CONSTRUCTION	MBE	Black American Male	garyseldontrucking@msn.com		GS Contractors, LLC specializes in demolition, excavation, grading, clearing, dirt work, concrete work, walkways, landscaping & hauling, dirt, sand & gravel.
124	H & K Plumbing & Heating, Inc.	Patricia Krag	1355 E. Alcy Road	Memphis	TN	38106-	SHELBY	(901) 942-3158	(901) 942-7021	GENERAL CONSTRUCTION	WBE	White American Female	pkrag1@comcast.net		Site grading, excavation, demolition, underground utilities, storm drainage, sanitary sewer and water.
125	HAWK-N-TRANS TRUCKING, LLC	James Hawkins	2892 N. Copper Ridge Cv.	Memphis	TN	38134-	Shelby	(901) 377-1411	(901) 377-1479	TRANSPORTATION	MBE	Black American Male	hawknstrstrkg@bellsouth.net		Transportation - the movement of goods from one location to another by way of Semi Trucks & Trailers.
126	HEALTHCARE SPACE PLANNING CONSULTANTS, LLC	Gayle Anthony	5896 Stafford Drive	Southaven	MS	38671-	Desoto	(901) 318-4029		PROFESSIONAL SERVICES	WBE	White American Female	gayleanthony@comcast.net	www.healthcarespaceplanning.com	Healthcare planning, whether small clinic, medical office building or large hospital complex.
127	HERITAGE ELECTRIC, Inc.	Charles Hamlin	2129 Troyer, Bldg. 249, Suite 100	Memphis	TN	38114-	Shelby	(901) 774-9142	(901) 774-9144	ELECTRICAL SERVICES/SUPPLY	MBE	Black American Male	charleshamlin@bircb.net		Electrical contractors; Commercial, Industrial, residential installation. Electrical wiring and lighting, telecommunications.
128	HK MEM, LLC - d/b/a Lenny's Sub Shop	James Kelly	p. o. Box 241996	Memphis	TN	38124-	Shelby	(901) 486-8887	(901) 347-3121	CATERING	MBE	Black American Female	ekellygreen@gmail.com		Sub shop located in airport serving hot and cold sub sandwiches and breakfast.
129	HW DELIVERY SYSTEMS CORP	Harold Walker	P. O. Box 901197	Memphis	TN	38190-	Shelby	(901) 297-4365	(901) 201-4064	COURIER SERVICES	MBE	Black American Male	admin@hwdelivery.com	www.hwdelivery.com	Express local/regional courier with cartage & mail support services.
130	IMAC CONSTRUCTION, INC.	Isham McCray, III	276 Fleets Hill Cove	Cordova	TN	38018-	Shelby	(901) 292-7216		GENERAL CONSTRUCTION	MBE	Black American Male	ishamccrayiii@yahoo.com		Roofing, Painting, Sheetrock, Plumbing, electrical, HVAC, Flooring, Carpentry, Remodeling, Repairs.
131	IMMACULATE LANDSCAPING & DESIGN, LLC	Calvin King	P.O. Box 753248	Memphis	TN	38175-	Shelby	(901) 844-5081	(662) 890-7960	LANDSCAPING/LAWN SERVICES	MBE	Black American Male	eidking@yahoo.com	Immaculate Landscaping.com	Landscaping; Design; and Irrigation
132	IMPACT EXPRESS, LLC	Dee Karawadra	1164 Vlckery Lane	Cordova	TN	38016-	Shelby	(901) 692-9557	(901) 692-9499	TRANSPORTATION	MBE	Asian Indian Male	dee@impactpaysystem.com	www.impactexpress.net	Provide Transportation and Courier Service
133	IMPERIAL CONTRACTORS, LLC	Joseph Webb	865 E. Raines Rd. Suite 200	Memphis	TN	38116-	Shelby	(901) 359-3130	(901) 398-2533	ROOFING	MBE	Black American Male	jwebb@imperialcontractorservices.com		General Contractor - perform all aspects of construction and renovation in area of commercial, industrial and residential.
134	Industrial Sales Company Of Memphis, Inc.	Judy May	7520 Bartlett Corp Drive	Bartlett	TN	38133-	Shelby	(901) 380-5460	(901) 380-5570	INDUSTRIAL EQUIPMENT/SUPPLIES	WBE	White American Female	judyamay1@bellsouth.net		We are a wholesale electrical distributor.
135	INTEGRATE TECHNOLOGIES, INC.	Michelle French	284 German Oak Dr # 103	Cordova	TN	38018-7276	Shelby	(901) 759-5999	(901) 759-5991	IT SERVICES	MBE	Black American Female	reginald@integrate1.com	www.integrate1.com	Information technology consultant, focusing on software developing, cabling and data services.
136	Integrated Mgmt. Svs., dba IMS Engineers, PA	John Calhoun	100 N. Main Suite 924	Memphis	TN	38103-	Shelby	(601) 968-9194	(601) 968-9192	ENGINEERS	MBE	Black American Male	dcannon@msengineers.com	www.msengineers.com	Civil, structural and mechanical engineering, logistic services, operation and construction management.
137	Integrity Drywall, Inc.	Actavis Allen	2369 Hwy 311	Holly Springs	MS	38635-	Marshall	(662) 252-3883	(662) 252-1932	GENERAL CONSTRUCTION	MBE	Black American Male	integritydrywall@yahoo.com		Metal Stud Framing, Dry Wall Installation, Insulation, Acoustical Ceiling.
138	Interior Focus, Inc.	Amy Barkley	P.O. Box 1330	Cordova	TN	38088-	Shelby	(901) 756-1171	(901) 756-2622	FLOORING INSTALLATION/MAINTENANCE	WBE	White American Female	interiorfocusinc@bircb.net		Supply and installation of commercial flooring.
139	International Travel Insurance	Judy K. Kill	2491 Winchester Rd, Suite 210	Memphis	TN	38130-	Shelby	(901) 922-8090	(901) 922-8199	PROFESSIONAL SERVICES	WBE	White American Female	jjukill130@gmail.com		Buy & Sell Foreign Currency, Western Union, Business Services, Taxing, Copies, Writer Service
140	Intersky Precision Instruments, Inc.	Marcellus Montalvo	4005 S. Mendenhall Road, #12	Memphis	TN	38115-	Shelby	(901) 366-6900	(901) 366-7708	PRODUCTS	MBE	Hispanic American Male	mmontalvo@interskyinc.com	www.interskyinc.com	IPI specializes in component repair and overhaul of various aircraft accessories and cockpit instrumentation as well as calibration and repair of precision test equipment and aircraft tooling.
141	J & D Resources, Inc.	Jill Herrin	6410 Poplar Ave. #151	Memphis	TN	38119-	Shelby	(901) 753-0500	(901) 753-0550	IT SERVICES	WBE	White American Female	danny.mckhney@jresources.com	www.jresources.com	Employment Services & Consulting Services
142	J & J FILTERS	John Eddings	1621 Frame Creek Cove	Cordova	TN	38016-	Shelby	(901) 438-0673		HVAC	MBE	Black American Male	jjfilters@yahoo.com		HVAC Filter Filtration. (Sale of HVAC Filters, Services and Changing the Filters.)
143	J & J WASTE	Je Carol Harris	P.O. Box 1838	Cordova	TN	38088-	Shelby	(901) 794-2227	(901) 755-5777	SOLID WASTE DISPOSAL	MBE	Black American Female	jjandwaste@hotmail.com	jjandwaste.com	Residential Solid Waste Disposal
144	J & L INTERNATIONAL	Mia Joyner	2850 Lamb Place	Memphis	TN	38118-	Shelby	(901) 362-9950	(901) 362-9925	TRANSPORTATION	MBE	Black American Female	jjinternational@att.net		We provide expedite service, truck load service and container hauling service.
145	James Smith Landscaping & Trucking	James Smith James	4886 Gill Road 9034 Katrina Cove	Memphis	TN	38109-	Shelby	(901) 789-5767	(901) 789-0130	LANDSCAPING/LAWN SERVICES	MBE	Black American Male	smith785@bellsouth.net		Specializing in Lawns, Shrubs, Trees, Mulching Seeding, Transplanting, Hauling, Paving, Asphalt and Concrete.
146	James W. Rosser, Jr. Trucking	Rosser, Jr.		Arlington	TN	38002-	Shelby	(901) 867-1100	(901) 867-3562	TRANSPORTATION	MBE	Black American Male	ROSSERJW@AOL.COM		Demolition Hauling and Freight Transportation

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147	JDR GROUP, INC. DBA THE HUNTINGTON GROUP	Sandi Hughes	8 S. Evergreen St.	Memphis	TN	38104-	Shelby	(901) 680-0656	(901) 683-1653	IT SERVICES	WBE	White American Female	shughes@TheHuntingtonGroup.com		IT Contract & Permanent Staffing
148	JESSIE CLEANING SERVICE	Jessie Haslett	5300 Seahorse Drive	Memphis	TN	38141-	Shelby	(901) 674-9133		CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Male	jessiehaslett8@hotmail.com	jesstecleaningservice.com	Janitorial Service
149	Jim Neely's Interstate Bar-B-Q Restaurant, LLC	Jim Neely	2265 So. 3rd Street	Memphis	TN	38109-	Shelby	(901) 775-2921	(901) 775-3149	CATERING	MBE	Black American Male	jimbqking@aol.com	interstatebar-bq.com	Full line of Bar-B-Q Meats, Beans, Slaw and Sauce
150	JJM Promotions, Inc	Brenda Curland	3639 New Getwell, Suite 15	Memphis	TN	38118-	Shelby	(901) 795-7150	(901) 795-7437	ADVERTISING/MARKETING	WBE	White American Female	bcurland@jimpromotions.com	www.JJMPromotions.com	Provide promotional, embroidered and screen printed items for our clients in order for them to promote their business.
151	J. JOHNSON & ASSOCIATES	Judith Johnson	158 Windover Rd., #6	Memphis	TN	38111-	Shelby	(901) 603-0054		PROFESSIONAL SERVICES	WBE	White American Female	JudithJohnson73@gmail.com		Architectural Historian - Consults on historic tax credits projects, performs cultural resources surveys.
152	JOHNSON CONSTRUCTION COMPANY	Robert Johnson, Sr	P.O. Box 14	Edmondson	AR	72332-	Crittenden	(870) 732-3635	(870) 735-4010	GENERAL CONSTRUCTION	MBE	Black American Male	robjohn59@yahoo.com		General Contractor specializing new construction, remodeling, and demolition hauling.
153	Joyce Signs, Inc	Joyce P. Lower	174 Collins Street Suite 108	Memphis	TN	38112-	Shelby	(901) 543-1950	(901) 543-1951	SIGNAGE	WBE	White American Female	orders@joycesigns.com		Design, installation and service of custom architectural graphic sign systems for commercial, educational, governmental, healthcare, and church buildings.
154	Just Cooling Refrigeration, LLC	Jimmy Bryson	5116 Wemberley Drive	Memphis	TN	38125-	Shelby	(901) 848-2994	(901) 752-1897	HVAC	MBE	Black American Male	JustCooling@bellsouth.net		HVAC, Refrigeration, Plumbing, Duct Work, Heat Pumps, Walkin Coolers
155	KAMINI, LLC	Mike Njimini	254 Bradford Ridge Cove	Collerville	TN	38017-	Shelby	(901) 229-5696	(901) 854-5130	IT SERVICES	MBE	Black American Male	mike.njimini@kamini.com	www.kamini.com	Business Management Consulting, Employment Placement Agency and Custom Computer Programming Services.
156	KC Logistics, Inc. dba Teamingsolution	Camelle W. Logan	119 S. Main St., Ste. 500	Memphis	TN	38103-	Shelby	(901) 322-4241	(877) 225-8704	GENERAL CONSULTANTS	MBE	Black American Female	finance@teamingsolution.com	www.teamingsolution.com	We are an IT consultancy firm specializing in ERP Implementations, Business Process Re-engineering, Project Management, Change Management, IT Staff, Human Capital Development and Training, and Labor Relations/EEO Compliance.
157	KIM GRANT HOMES, LLC	Kim Grant Brown	177 Crescent Drive	Collerville	TN	38017-	Shelby	(901) 316-0352	(901) 854-0526	GENERAL CONSTRUCTION	WBE	White American Female	kimbrown@grantnewhomes.com	www.grantnewhomes.com	Build residential houses. Priced between 160K and 300K.
158	King Disposal, Inc.	Joe King	158 Madison Avenue, Ste 101	Memphis	TN	38103	Shelby	(870) 581-2883	(870) 581-2869	SOLID WASTE DISPOSAL	MBE	Black American Male	kingdisposal1101@yahoo.com		Non hazardous solid waste hauling
159	KOHN PAINTING & DECORATING	C. Marie Kohn	6699 Fletcher Creek Cove #102	Memphis	TN	38133-	Shelby	(901) 372-7502	(901) 372-7601	PAINTING SERVICES	WBE	White American Female	mkohn@bellsouth.net		Application and prep for commercial & light industrial painting.
160	LADY OF THE LAWN SERVICES, LLC	Janet Bryant	3104 Dean Rd.	Nesbit	MS	38651-	Desoto	(662) 449-4717	(662) 449-4717	LANDSCAPING/LAWN SERVICES	WBE	White American Female	ladyofthelawnservices@yahoo.com		Mow, Edge, Weed-Eat
161	Lanigan Worldwide Moving & Warehousing, Inc.	Lynn L. Lanigan	P.O. Box 140128	Memphis	TN	38114-0128	Shelby	(901) 744-7070	(901) 744-7011	MOVING SERVICES	WBE	White American Female	llanigan@alliedagent.com		Moving & Storage
162	Ledford Engineering & Planning, LLC	Jean Ledford	11762 Douglass Street Suite 101	Arlington	TN	38002-	Shelby	(901) 867-7800	(901) 867-7820	ENGINEERS	WBE	White American Female	ledfordeng_plan@ledfordengineering.com		Engineering Services: Residential subdivision design, Commercial and Industrial site design, Roadway design, Gravity and pressure sanitary sewer design, Water system modeling and design, Earthwork computations, Land planning and re-zoning services, Const
163	LESURE COMPUTER SERVICES	Paul Rogers	100 North Main, Suite 902	Memphis	TN	38103-	Shelby	(901) 521-2777	(901) 521-2872	IT SERVICES	MBE	Black American Male	paul@lesurecomputers.com	www.lesurecomputers.com	Hardware/Software installation, support, maintenance, and sales Network Implementation and Administration Project Management.
164	LONG'S AAA PAINTING CONTRACTOR CORPORATION	Calvin Long	1250 Ryanwood Avenue	Memphis	TN	38116-	Shelby	(901) 348-6464	(901) 348-6464	PAINTING SERVICES	MBE	Black American Male	CNDLOS@AOL.COM		Commercial, Industrial & Residential Painting, Wallcovering, Steel Touch-up.
165	M & B ENTERPRISE, INC.	Brenda Walls	8026 N. Westbrooks Rd.	Bartlett	TN	38002-	Shelby	(901) 372-1160	(901) 372-9216	GENERAL CONSTRUCTION	MBE	Black American Female	mbenterprise@bellsouth.net		Demolition of Residential and Commercial property. Remodels Residential, Commercial and Industrial Property. Concrete and Asphalt Construction and Home Improvement. SECONDARY: Additions - Renovation Residential and Commercial.
166	M&C Memphis Airport Ventures, LLC	Marvell Mitchell	3331 Kirby Parkway	Memphis	TN	38115-	Shelby	(901) 363-2448	(901) 363-0563	PRODUCTS	MBE	Black American Male	marvell@mtgllc.com	Mervell@mtgllc.com	Airport Concessionaire

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167	M & H HEATING & AIR CONDITIONING, INC.	William L. Moss	1740 September Avenue	Memphis	TN	38116-	Shelby	(901) 332-9314	(901) 332-2852	HVAC	MBE	Black American Male	billmoss@mandhenterprise.com	mandhenterprise.com	Sales, service & installation of heating, ventilation and air conditioning.
168	Madison Group, Inc.	Mary P. Bowen	2785 Sumner Oaks Dr, Ste. 201	Bartlett	TN	38134-7310	Shelby	(901) 791-4116	(901) 791-4129	TELECOMMUNICATIONS EQUIPMENT/SERVICES	WBE	White American Female	mary.bowen@madison.com	www.madison.com	Engineer, Furnish and Install Telecommunication Equipment.
169	MAJOR MAINTENANCE SERVICE	Carolyn P. Major	6025 Stage Road, Suite 42-909	Bartlett	TN	38135-	Shelby	(901) 494-0330	(901) 385-9808	CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Female	gracemajor@gmail.com	www.major-maintenance-services.com	Maintenance & Janitorial. Property Inspections.
170	Marshall Food Service, LLC d/b/a Vito's Deli	Bennie Marshall	2502 Mt. Moriah Suite A-160	Memphis	TN	38115-	Shelby	(901) 795-7911	(901) 757-9023	CATERING	MBE	Black American Male	benmarshall@prodigy.net	n/a	Food Service
171	Mason's Professional Cleaning Service, LLC	Dorothy Mason	1422 Menager	Memphis	TN	38106-	Shelby	(901) 775-7778	(901) 743-2258	CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Female	dotm20032003@yahoo.com		Commercial cleaning, stripping and waxing floors, and shampooing carpet cleaning, interior and exterior windows, construction, buildings.
172	McDowell Marketing, Inc.	Carol W. McDowell	3080 Stage Post Dr., #102	Memphis	TN	38133-	Shelby	(901) 380-2838	(901) 380-5343	ADVERTISING/MARKETING	WBE	White American Female	carol@mcdowellmarketing.com	mcdowellmarketing.com	Corporate Apparel/Uniforms, Promotional Products
173	MCLEMORE WATER SERVICE	Kerry Collins	6850 Fox Gap Cove	Memphis	TN	38141-	Shelby	(901) 337-4753	(615) 332-8547	UTILITY SERVICES	MBE	Black American Male	kcoll11@bellsouth.net	www.mclemore-service.com	a local water utility operations corporation with a vast working history in water meter services. We currently excute the field collection activities & commercial test & repair services for Davidson County.
174	Memphis Business Interiors	Joan Messmore	4539 Distriplex Dr. W	Memphis	TN	38118-	Shelby	(901) 360-8899		INTERIOR DESIGN	WBE	White American Female	jmessmore@gombi.com	www.gombi.com	Office Interior / Design / Furniture
175	Memphis Chemical & Janitorial Supply	Laurita Jackson	2717 Huntley Drive	Memphis	TN	38132-	Shelby	(901) 521-1612	(901) 888-4455	CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Female	ljackson@memphchemical.com	www.memphchemical.com	Memphis Chemical is a full-service distributor of janitorial supplies, cleaning equipment, towels, tissue, office supplies and related products.
176	MEMPHIS CONSULTING GROUP, LLC	Jonathan D. Nyaku	6099 Mt. Moriah Ext., Suite 3F	Memphis	TN	38115-	Shelby	(901) 791-4643	(901) 791-4653	PROFESSIONAL SERVICES	MBE	Black American Male	nyaku@memphisconsultinggroup.com		Bookkeeping, Accounting, personal Financial Statements, Risk management Turnaround management, Taxation.
177	MEMPHIS ROOFING & WINDOWS	Timothy E. Easter	3595 Park Avenue	Memphis	TN	38111-	Shelby	(901) 797-0207	(901) 797-0167	ROOFING	MBE	Black American Male	memphismt@yahoo.com		Roofing and Windows. We install windows and complete roof replacements. Home Improvement and Renovations.
178	Mid-South Drug Testing, LLC	Kelly Dobbins	PO Box 111243	Memphis	TN	38111-	Shelby	(901) 320-9295	(901) 320-9359	DRUG TESTING/EMPLOYMENT VERIFICATION	WBE	White American Female	dobbk@aol.com	n/a	Testing individuals or employees for drugs, and alcohol using urine, saliva and hair drug testing devices. Also DNA/Paternity testing. Coming to your facility is our specialty.
179	Mid-South Pipe & Valve Inc.	Paula Moorman	P.O. BOX 13424	Memphis	TN	38113-	Shelby	(901) 946-7473	(901) 948-7473	PRODUCTS	WBE	White American Female	midsouthpipeandvalve@bellsouth.net		Wholesale, Pipe, Valves & Fittings.
180	MIDSOUTH WASTE VALET	Elliott Sayles	1779 Kirby Parkway #2	Memphis	TN	38138-	Shelby	(901) 729-9070		SOLID WASTE DISPOSAL	MBE	Black American Male	elliott@midsouthwastevalve.com	midsouthwastevalve.com	Waste Valet is a door to door trash pick-up for class A & B apartments.
181	MIG CONSTRUCTION SERVICES, LLC	Andre Gist	158 Madison Avenue, Ste 101	Memphis	TN	38103	Shelby	(901) 528-1389	(731) 968-4115	GENERAL CONSTRUCTION	MBE	Black American Male	andre.gist@migfc.com	www.migfc.com	Steel Manufacturer, Metal Fabrication
182	MILLENNIUM SEARCH, LLC	Jason Gillum	5384 Poplar Avenue, Ste. 312	Memphis	TN	38119-	Shelby	(901) 761-6141	(901) 312-9932	STAFFING/ADMINISTRATION	MBE	Black American Male	jason.gillum@millenniumsearch.com	www.millenniumsearch.com	Temporary Staffing Firm
183	Miller's Installations, LLC	Donna Miller	3282 Commercial Parkway	Memphis	TN	38116-	Shelby	(901) 332-2122	(901) 339-7711	FURNITURE SALES/INSTALLATION	WBE	White American Female	donna@millersinstallations.com	www.millersinstallations.com	Installation, assembly, moving/relocation of all office furnishings. Repairs & service calls, crate rental.
184	MIMI'S KITCHEN	Wanda Adkins	P.O. Box 240334 4487 Bayhill Drive	Memphis	TN	38124-0334	Shelby	(901) 761-0714	(901) 685-5538	FOOD DISTRIBUTORS	WBE	White American Female	relish@mimis-kitchen.com	www.mimis-kitchen.com	We have manufactured per our recipes, chow-chow and relishes which we sell wholesale and also retail via our website.
185	MIRACLE VENDING	Ira Blackmon	4487 Bayhill Drive	Memphis	TN	38125-	Shelby	(901) 751-2076	(901) 751-2155	FOOD DISTRIBUTORS	MBE	Black American Male	ira.blackmon@att.net		Full line vending (snacks, soda, etc.)
186	Mitchell Technology Group, LLC	Marvell R. Mitchell	3331 Kirby Parkway	Memphis	TN	38115-	Shelby	(901) 363-2448	(901) 363-0563	IT HARDWARE	MBE	Black American Male	marvell@mtgllc.com	www.mtgllc.com	Computer Sales & Service, Telephone Equipment Sales & Service, Software & Value Added Remarketer
187	MJ Contracting	MICHAEL JENKINS	5318 CHEROKEE ROSE LANE	MEMPHIS	TN	38125-	SHELBY	(901) 503-3830	(901) 791-4283	GENERAL CONSTRUCTION	MBE	Black American Male	JJENKINS18@COMCAST.NET		Haul Dirt, Sand, Gravel, Broken Concrete, Concrete Sawing, Concrete Breaking, Grading Construction Sites.

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1	B	C	D	E	F	G	H	I	J	K	L	M	N	P	R
	Company Name	Contact	Street	City	State	Zip	County	Phone	Fax	Industry Type	Class	Ethnicity & Gender	Email	WEB	Product/Service Offerings
188	MODULAR DESIGNS dba PREMIUM FLOOR CARE & SERVICES	Nancy Fechter	3895 Vantech Drive Ste. 1	Memphis	TN	38115-	Shelby	(901) 869-9055	(901) 869-9056	FLOORING INSTALLATION/MAINTENANCE	WBE	White American Female	nfechter@millicare.net	www.premiumfc.com	Carpet & upholstery cleaning, tile & grout restoration, epoxy floors, walk off mats, new modular carpet and installation.
189	MR. SPIC & SPAN CLEANING SERVICES, Inc.	Leon D. Flowers	2506 Mt. Morah Rd	Memphis	TN	38115-	Shelby	(901) 649-1254		CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Male	mrsplandspan2001@gmail.com	www.mrsplandspan.com	Commercial cleaning services, floor services, window cleaning, carpet cleaning, pressure washing.
190	NELSON, INC.	Willie Nelson	3360 Fontaine Road	Memphis	TN	38116-	Shelby	(901) 332-5670	(901) 332-5680	GENERAL CONSTRUCTION	MBE	Black American Male	WNELSON@NELSON-INC.NET	nelson-inc.net	HVAC, Plumbing, Municipal Utilities, General Construction
191	NeMARC PROFESSIONAL SERVICES, INC.	Carmen Bassett	P.O. Box 343366	Memphis	TN	38184-	Shelby	(901) 365-0500	(901) 365-0587	STAFFING/ADMINISTRATION	MBE	Black American Female	carmen_bassett@att.net		Temporary Staffing, Consulting, Payroll
192	Network Data Source, LLC	Dawn Brasher	1661 International Drive, Suite 400	Memphis	TN	38120-	Shelby	(901) 730-8949	(888) 665-4764	IT HARDWARE	WBE	White American Female	dbrasher@networkdatasource.com	www.networkdatasource.com	Network Data Source is a technology integrator specializing in networks, telecommunications and data center virtualization. Also offer third party maintenance alternative.
193	NSIGHT COMMUNICATIONS, LLC	Jettie Taylor	PO Box 251	Memphis	TN	38101-	Shelby	(901) 322-8977	(901) 575-9977	TELECOMMUNICATIONS EQUIPMENT/SERVICES	MBE	Black American Female	jettie@nsghtmemphis.com	www.nsghtmemphis.com	Low voltage cabling; Avaya/Nortel phones; Local Service for lines, PRI's, T1s, Long Distance DSL etc.
194	Nu Era Enterprises Inc. dba Nu Era Pest Control	Dharron Collins	P.O. Box 181200	Memphis	TN	38109-	Shelby	(901) 398-7378	(901) 398-7380	PEST CONTROL	MBE	Black American Male	nuerapest@hotmail.com		Pest control service commercial and residential.
195	Odor Zone, LLC	Joy Doggett	P.O. Box 11779	Memphis	TN	38111-	Shelby	(901) 377-5314	(901) 377-5846	CLEANING/JANITORIAL SUPPLIES/SERVICES	WBE	White American Female	joydogget410@aol.com	www.odorzone.com	Odor control services. Janitorial supplies.
196	ODUM CONSTRUCTION	Marshall Odum	7205 Austin Road	Lake Cormorant	MS	38641-	Desoto	(901) 626-1617	(662) 781-9007	GENERAL CONSTRUCTION	MBE	Black American Male	odumconstruction@gmail.com		Construction Business, Residential Building Construction, Non residential building construction, Water Sewer Line (Residential & Commercial), poured concrete foundation, structure contractor, drywall & insulation contractor. Secondary: Land Subdivision,
197	Omnistaffing Plus, Inc.	Dinah Terry	80 N. Tillman, #201	Memphis	TN	38111-	Shelby	(901) 843-8433	(901) 843-8430	STAFFING/ADMINISTRATION	MBE	Black American Female	dterry@omnistaffingplus.com	www.omnistaffingplus.com	MCS Education Facility, GSK Provide Medical Products, Provide Medical and Prosthesis products. Help Supply Service: Warehouse, Clerical, IT and Management.
198	Onyx Technology	Rodney Crenshaw	1138 N. Germantown Parkway St. 101-275	Cordova	TN	38016-	Shelby	(901) 201-6161	(831) 417-9878	IT SERVICES	MBE	Black American Male	rodney.crenshaw@onyxtech.com	www.onyx-technology.com	Network services wide area network (wan) to local area network (lan) specializing in wireless & security. Cloud computing, strategic planning w/ return on investment (ROI) assessments toward business needs. Webex services for company collaboration.
199	OVERTON ELECTRIC CO., INC.	Debra Overton	3389 Fontaine Rd.	Memphis	TN	38116-	Shelby	(901) 332-2013	(901) 398-1544	ELECTRICAL SERVICES/SUPPLY	WBE	White American Female	doverton@overtonelectric.com		Commercial and industrial electrical contracting company. We offer 24/7 emergency service and we can install the electrical for new construction and remodel.
200	OWENS IRRIGATIONS, INC. D/B/A OWENS CONSTRUCTION	Penny Owens	P.O. Box 38683	Germanatown	TN	38183-0683	Shelby	(901) 380-1171	(901) 380-9835	GENERAL CONSTRUCTION	WBE	White American Female	owensoffice@aol.com	www.owensconstructionservices.com	Fire Protection Installation & Service, Horizontal Boxing, Utility Installation, Landscape, Irrigation & Plumbing.
201	Pallet Plus, Incorporated	Phyllis Brown	P.O. Box 27510	Memphis	TN	38167-	Shelby	(901) 357-9983	(901) 357-9909	MANUFACTURER	MBE	Black American Male	pplpmb@aol.com		We are full size scalable pallet manufacturing company. We recycle and customize wooden pallets. We buy and sell pallets. Also, sell plastic, metal and recycle wood waste for various by-products to distributors, brokers, customers and vendors.
202	Paradise Lawn Care	Brahima Seck	4872 Ridge Walk Lane	Memphis	TN	38125-	Shelby	(901) 828-0431	(901) 473-4978	LANDSCAPING/LAWN SERVICES	MBE	Black American Male	paradisec@hotmail.com		Complete Lawn Care Services including cut grass, weed eating, edging, blowing off, mulching, flowerbeds, trimmings, etc.
203	PATTERSON CONSTRUCTION OF TN, INC.	Loris Patterson	605 E. Frank	Memphis	TN	38106-	Shelby	(901) 870-3960		GENERAL CONSTRUCTION	MBE	Black American Male			Residential Construction/Renovation.
204	Payne Enterprise	Warren Payne	3250 McCorkle Rd	Memphis	TN	38116-	Shelby	(901) 351-2681	(901) 396-9422	GENERAL CONSTRUCTION	MBE	Black American Male	payneenterprise@aol.com		Building Demolition, Site Demolition, Excavating, Grading, Hauling, Trucking and Clearing of land.
205	PAYNE GRADING COMPANY, INC.	Jackson E. Payne	9896 Kingsridge Dr.	Lakeland	TN	38002-	Shelby	(901) 388-0453	(901) 388-3326	GENERAL CONSTRUCTION	MBE	Black American Male	paynegrading@live.com		R
206	PAYNE TRANSPORTATION	Maurice Payne	3325 Kirby Parkway, Ste 102	Memphis	TN	38115-3833	Shelby	(901) 497-6375	(901) 365-9956	TRANSPORTATION	MBE	Black American Male	maurice.payne@gmail.com		A trucking company providing Transportation, OTR, Trainer for new drivers. Our company train drivers and move freight local and OTR. Secondary: Train driver for CDL.

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	Company Name	Contact	Street	City	State	Zip	County	Phone	Fax	Industry Type	Class	Ethnicity & Gender	Email	WEB	Product/Service Offerings
207	Pearson Safety Service, LLC	Donna Pearson Chadwick	2775 Channel Avenue	Memphis	TN	38113	Shelby	(731) 660-8863	(731) 660-8044	PROFESSIONAL SERVICES	WBE	White American Female	donna@pearsonsafety.com	www.pearsonsafety.com	Provide safety consulting services including OSHA Related Safety Training, Safety audits, Safety programs for industry.
208	PEOPLE FIRST COMMUNICATIONS	Ronald Fletcher	5986 Knight Arnold d., Suite 3	Memphis	TN	38115	Shelby	(901) 654-3717	(901) 654-3717	COMPUTER/PRINTERS/COPERS/SUPPLY SERVICES	MBE	Black American Male	ron@peoplefirstsales.com		Computer consulting, sales, service, installation, security (network) consulting, accounting services. Secondary: Electrical contracting, cable and wiring installations.
209	Pete Mitchell & Associates, Inc.	George Hilliard	4216 Millbranch Road	Memphis	TN	38116	Shelby	(901) 345-6364	(901) 345-6364	FINANCE/INSURANCE	MBE	Black American Male	george.hilliard@petemitchellllc.com	www.petemitchellllc.com	Insurance Sales and Services. An Independent insurance agency representing several companies.
210	Pinnacle Construction Partners, LLC	Dale Randels	8275 Tournament Drive	Memphis	TN	38125	Shelby	(615) 812-2507	615-346-9252	GENERAL CONSTRUCTION	MBE	Black American Male	dale.randels@pconstruct.com	www.pconstruct.com	General Construction, General Trades, Construction Management
211	Porter Security & Investigations, Inc.	Leonard Porter	2009 Winchester Rd	Memphis	TN	38116	Shelby	(901) 348-8441	(901) 332-8849	SECURITY SERVICES	MBE	Black American Male	leonard@pssecurityinc.com	www.pssecurityinc.com	Armed/Unarmed Security Personnel
212	POWERS HILL DESIGN, LLC	Nisha Powers	80 Monroe Avenue, Suite 420	Memphis	TN	38103	Shelby	(901) 543-8000	(901) 521-0539	ENGINEERS	MBE	Asian Indian Female	npowers@phidmemphis.com	www.phidmemphis.com	Civil engineering design and consulting services including site development, water, wastewater, drainage, hydraulics, hydrology, transportation, roadway, "Context Sensitive Solutions".
213	PPH MEDICAL OF TN, INC. D/B/A PASSPORT	Mario Parson	4515 Poplar Ave., Ste 507	Memphis	TN	38117	Shelby	(901) 681-2700	(901) 681-2702	MEDICAL SUPPLIES/SERVICES	MBE	Black American Male	mparson@passporthealthmemphis.com		Travel Immunization, Consultation & Products, On-site flu clinics, Dpt of Defense & Immigration Physicals, Full Lab Services
214	Prasad	Shoreh Bayat Makhtari	1612 Hunters Rest Lane	Cordova	TN	38016	Shelby	(901) 753-6336	(901) 753-6336	IT SERVICES	MBE	White American Female	prasadgroup@me.com	n/a	Audio, video services, computer services, rental equipment, construction services and SPA services.
215	PRECISE CONCRETE WORKS, LLC	Martin Carodine	1123 S. Third	Memphis	TN	38106	Shelby	(901) 774-8010	(901) 774-8031	GENERAL CONSTRUCTION	MBE	Black American Male	precise@yahoo.com		Precise provides general and concrete construction services.
216	Precision Installation Services, Inc.	Clyde Terry, Jr.	P.O. Box 301128	Memphis	TN	38130	Shelby	(901) 212-5024		FURNITURE SALES/INSTALLATION	MBE	Black American Male	clyde@goprecisioninstallation.com	www.goprecisioninstallation.com	Sale, Install & Warehouse Office Furniture
217	Preserver Partners	Floyd Tyler	8700 Trail Lake West, Suite 105	Memphis	TN	38125	Shelby	(901) 755-4737	(901) 755-3285	FINANCE/INSURANCE	MBE	Black American Male	dpointer@preserverpartners.com		Investment Management; Funds-of-Funds
218	Print Services, Inc.	Rebecca Cureton	7282 Maygan	Olive Branch	MS	38654-1027	Desoto	(901) 521-6775	(901) 521-9874	PRINTING SERVICES/SUPPLIES	WBE	White American Female	beckycureton@printserviceinc.net		Commercial Sheet Fed Printer - full service in house hand biding, fulfillment & finishing department. Digital printing.
219	Priority Placement Services, Inc.	Patrice Joyner	6064 Apple Tree Drive, Suite 12	Memphis	TN	38115	Shelby	(901) 367-4800	(901) 367-7444	STAFFING/ADMINISTRATION	MBE	Black American Female	pinh38125@aol.com		Temporary employee placement; warehousing/light industrial clerical.
220	PROFESSIONAL COLLECTIONS NETWORK, INC	James Mitchell	3436 Park Avenue	Memphis	TN	38111	Shelby	(901) 324-0115	(901) 328-0189	PROFESSIONAL SERVICES	MBE	Black American Male	jmpcn@bellsouth.net		Bad Debt Collection.
221	PROFESSIONAL TECHNOLOGIES GROUP, INC. DBA ProTec	Ana Yambrek	2114 Hillshire Circle	Memphis	TN	38133	Shelby	(901) 458-1228	(901) 458-0501	TELECOMMUNICATIONS EQUIPMENT/SERVICES	MBE	Hispanic American Female	ana@proteccinc.net	www.proteccinc.net	Low voltage - Voice & data cabling, security, fiber-indoor & outdoor
222	PRO-TOUCH SERVICES	Jerry Lee	4384 Stage Rd, Suite 210 & 211	Memphis	TN	38128	Shelby	(901) 380-8000	(901) 380-8001	CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Male	jlee@pro-touchservices.com	pro-touchservices.com	Janitorial services, Post/daily construction cleaning, Hart & sort floor care.
223	Pyramid Electric, Inc.	Anita Haines	7555 Appling Center DR	Memphis	TN	38133	Shelby	(901) 382-2000	(901) 377-3200	ELECTRICAL SERVICES/SUPPLY	WBE	White American Female	anita@pyramidelectric.net		Commercial & Industrial electrical contractor
224	QuadTEK, Inc.	Debra Evans	561 S. Front St	Memphis	TN	38103	Shelby	(901) 335-7300	(901) 335-7300	IT SERVICES	MBE	Black American Male	devans@quadtekinc.com	www.quadtekinc.com	IT Professionals for Enterprise Resource Planning(ERP) projects. Resource support for Oracle, People Soft, JD Edwards & SAP. Services: project management, ERP software Implementation, re-engineering of business processes, training & technical support. O
225	QUALITY LAWN CARE	Demarco Morgan	5053 Newton Rd.	Memphis	TN	38109	Shelby	(901) 486-1366		LANDSCAPING/LAWN SERVICES	MBE	Black American Male	qualitylawn30@yahoo.com		Lawn care, mowing, edging, weed eating, tree trimming and removal, flower beds, mulching and clean-up.
226	QUALITY PAINTING AND DECORATING	Annie R. Montgomery	3491 Kensett Drive	Memphis	TN	38127	Shelby	(901) 353-3966		PAINTING SERVICES	MBE	Black American Female	soulwinnerann@aol.com		Residential, Commercial and Industrial Building Interior/Exterior Construction Painting

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	Company Name	Contact	Street	City	State	Zip	County	Phone	Fax	Industry Type	Class	Ethnicity & Gender	Email	WEB	Product/Service Offerings
227	QUALITY SAFE & LOCK CO., INC.	Samuel Williams	2001 Winchester Road	Memphis	TN	38116	Shelby	(901) 396-0933	(901) 396-0029	SECURITY SERVICES	MBE	Black American Male	lqualitysafe@comcast.net	www.qualitysafeandlock.com	Sales service and installation of safes, locks, alarms, customized access control solutions, commercial and residential interior remodeling and construction.
228	R & R Plumbing & Mechanical Contractors, Inc.	Carla Roberts	P. O. Box 820	Collierville	TN	38027	DeSoto	(901) 854-7143	(662) 890-0040	HVAC	WBE	White American Female	carla@rrplumbingmechanical.com	www.rrplumbingmechanical.com	HVAC & Plumbing Construction, Design Build HVAC & Plumbing Engineering
229	RAM TOOL & SUPPLY COMPANY, INC.	Nicole Connor	3830 New Getwell Rd	Memphis	TN	38118	Shelby	(205) 714-3300	(205) 322-6348	PRODUCTS	MBE	Asian Indian Female	wbe@ram-tool.com	ram-tool.com	Sale and delivery of commercial construction supplies, power tools, accessories, hand tools and concrete chemicals, etc.
230	Reacxis, LLC	Hal Bland	5100 Poplar Avenue Ste. 2700	Memphis	TN	38137	Shelby	(901) 322-6149	(901) 767-4157	IT SERVICES	MBE	Black American Male	hal.bland@reacxis.com	www.reacxis.com	Cabling Infrastructure, Space Management, Landscaping Supplies, Asset management and consulting and Auto CAD Conversion.
231	REAL CLEAN D/B/A SERVICEMASTER COMMERCIAL CLEANING	Rhonda Franklin	4910 Fox Springs Dr.	Collierville	TN	38017	Shelby	(901) 649-0063	(901) 861-9717	CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Female	Info@svrcommercialcleaning.com		Commercial Janitorial and Commercial flooring. This includes carpet & refinish.
232	REDD'S LANDSCAPING	Victor Redd	2147 Albany Ave.	Memphis	TN	38108	Shelby	(901) 315-1856	(901) 726-6476	LANDSCAPING/LAWN SERVICES	MBE	Black American Male	vreddlandscaping@bellsouth.net		Yard maintenance, bush-log service, tree service
233	Rex Lawhon Horticultural Spray Services, Inc.	Jennifer Lawhon	4958 Forest Hill Irene Road	Memphis	TN	38125	Shelby	(901) 754-7474	(901) 754-3774	LANDSCAPING/LAWN SERVICES	WBE	White American Female	rlawhon283@aol.com		Landscape, Irrigation, seeding, sodding, drainage, weed control, fertilization of grass, shrubs & trees, shrub care.
234	Rohadfox Construction Control Services Corporation	Rebekah Rohadfox	5100 Poplar Ave. #2700	Memphis	TN	38137	Shelby	(901) 322-6182	(901) 767-4157	GENERAL CONSTRUCTION	MBE	Black American Male	rljypolds@rcssc.net	www.rcssc.net	Construction Management Services (program/construction management, cost estimating, scheduling, design/constructability review, O&QC inspection services, resident engineering services)
235	Robinson Sign Posting & Cleaning	Jewel Robinson	1600 Stable Park Ct.	Memphis	TN	38016	Shelby	(901) 572-1271		ADVERTISING/MARKETING	MBE	Black American Female	1trobinson11@comcast.net	n/a	Post and remove commercial advertising copy, minor repair to signs, change of light bulbs/lamps & cleaning
236	Ron Willis - State Farm	Ron Willis	3486 Poplar	Memphis	TN	38111	Shelby	(901) 454-7912	(901) 454-7916	FINANCE/INSURANCE	MBE	Black American Male	ron.willis.nglk@statefarm.com	n/a	Insurance Products - Liability - Retirement - Planning - Investments
237	RWF Enterprise dba rwfDesign	Robert Franks III	3254 Schetbler Rd	Memphis	TN	38128	Shelby	(901) 355-3803		ARCHITECTS	MBE	Black American Male	rwf.ent@earthlink.com		rwfDesign is a consulting company specializing in design and architectural support services.
238	Sarah K.E. Hadskey, Architect DBA SAM Studio	Sarah Hadskey	7850 E. Holmes Rd	Memphis	TN	38125	Shelby	(901) 754-3965	(901) 754-3965	ARCHITECTS	WBE	White American Female	shadskey@SAMstudio.biz		Professional architectural services
239	SCS ENVIRONMENTAL GROUP, LLC	Shawn Stewart-Pool	114 Bailey Drive	Olive Branch	MS	38654	Marshall	(662) 893-6700	(662) 890-6088	ENVIRONMENTAL CONSULTING/SERVICES	WBE	White American Female	spool@scsenv.com	www.scsenv.com	Environmental consulting, (UST, RCRA, WPE, APC) Waste profiling and hauling, Emergency Response (level B), Phase I,II,III, ESA
240	SECRETARIAL OUTSOURCING SERVICES (SOS)	Sallie Briggs Tipton	4486 Tanbark Avenue	Memphis	TN	38128	Shelby	(901) 380-5255	(901) 377-6848	PROFESSIONAL SERVICES	MBE	Black American Female	sbtipton_2000@yahoo.com	sosbizsolutions.com	Business support services / consulting
241	Self Tucker Architects, Inc.	Jimmie Tucker	505 Tennessee Street, Ste. 101	Memphis	TN	38103	Shelby	(901) 261-1505	(901) 261-1515	ARCHITECTS	MBE	Black American Male	jtucker@selftucker.com	www.selftucker.com	Architectural Services
242	SERVICE MASTER FACILITIES MAINTENANCE	Vincent Lee	2851 Lamb Place, Suite 10	Memphis	TN	38118	Shelby	(901) 795-5515	(901) 795-5815	CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Male	vlee@servicemasterfm.com	www.servicemasterfm.com	Areas of expertise include janitorial and commercial cleaning, grounds maintenance, parking lot sweeping, and facilities maintenance.
243	SHANE TRANSPORTATION & CHARTER SERVICES	Vernon Grose	119 S. Main St. Suite 500	Memphis	TN	38103	Shelby	(901) 322-4452		TRANSPORTATION	MBE	Black American Male	vernongrose@att.net	www.shanetrans.net	Student Transportation/Charter Services
244	Shelby Packaging & Logistics, Inc.	Fred Johnson	P.O. Box 506	Arlington	TN	38002-0506	Shelby	(901) 870-8000	(901) 377-1622	PACKAGING	MBE	Black American Male	fjohnson@shelbypackagingandlogistics.com	www.shelbypackagingandlogistics.com	Corrugated packaging, packaging supplies, warehousing, distribution, fulfillment.
245	Shipp Construction, LLC	Jonathan Shipp	4912 Koko Reef Drive	Hernando	MS	38632	Shelby	(662) 449-0443	(662) 429-9560	GENERAL CONSTRUCTION	MBE	Black American Male	shippj@hughes.net		Provide some materials & labor for all types of masonry construction.
246	Signet, Inc	Elizabeth Tate	1801 N. Shelby Oaks Dr., Suite 12	Memphis	TN	38134	Shelby	(901) 387-5555	(901) 387-5544	ADVERTISING/MARKETING	WBE	White American Female	etate@gosignet.com	www.gosignet.com	Signet, Inc is a comprehensive provider of corporate logo merchandise and apparel, as well as related services - storage, fulfillment, collation, special handling, event support, company stores, online catalogs.
247	Sips Coffee House, LLC	Shirley Joseph	5543 yale rd.	bartlett	TN	38134	Shelby	(901) 848-6895	(901) 373-9751	CATERING	MBE	Black American Female	shirley-sipscoffee@comcast.net		Lattes, cappuccinos, smoothies, milkshakes, iced coffees, frozen blended coffee beverages and expresso based drinks.
248	SITE PRO ENVIRONMENTAL SERVICE, LLC	Nanette Smith	9521 William Little Drive	Lakeland	TN	38002	Shelby	(901) 373-5173	(901) 373-5173	ENVIRONMENTAL CONSULTING/SERVICES	WBE	White American Female	steproenviro@bellsouth.net		Erosion Prevention & Sediment Control, Storm Water Management.

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	Company Name	Contact	Street	City	State	Zip	County	Phone	Fax	Industry Type	Class	Ethnicity & Gender	Email	WEB	Product/Service Offerings
249	SKB Facilities & Maintenance	Kelley Dymam	3865 Viscount Ave., Suite 3	Memphis	TN	38118	Shelby	(901) 791-2162	(901) 791-2195	CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Female	sales@skbfm.com		Leading provider in Commercial & Industrial Janitorial Services/Facilities & Maintenance
250	SMALL BUSINESS SERVICES	Patricia Cordova	111 South Highland Street #139	Memphis	TN	38111-4640	Shelby	(901) 348-0590	(901) 348-0591	STAFFING/ADMINISTRATION	MBE	Black American Female	sbosat@aol.com	www.smallbizserv.com	Temporary staffing services and cleaning services. We staff the following industries: construction, events, hospitality, IT, Mfg and transportation. We also offer ground maintenance service.
251	Smartsoft Corporation	Bennie Smith	P. O. Box 3385	Memphis	TN	38173-0385	Shelby	(901) 213-6883		IT SERVICES	MBE	Black American Male	bennie.smith@smartsoftcorporation.com		Help desk support, Hardware & Software support, Staffing, Web Development, Application Development, Consulting, Custom Reporting Solutions, System Analysis.
252	SMS Contractors, Inc.	George Sanders	1790 LaPaloma Street	Memphis	TN	38114	Shelby	(901) 774-4171	(901) 774-9360	GENERAL CONSTRUCTION	MBE	Black American Male	gsanders@smscontractors.com		Commercial, Industrial, Residential (Multi-family) Construction.
253	SOS Computers, LLC dba Technology Express, TX	Shelia Nichols	P.O. Box 2621	Tullahoma,	TN	37388	Shelby	(800) 209-1256	(800) 209-1272	IT HARDWARE	WBE	White American Female	shelia@techxpress.com	www.techxpress.com	Authorized government and educational technology dealer. Product line consists of all technology products such as monitors, computers, interactive whiteboards, VoIP phone system, networking, projectors, printers, cameras, software, scanners, security came
254	SOS Computers, LLC dba Technology Express, TX	Shelia Nichols	P.O. Box 2621	Tullahoma,	TN	37388	Shelby	(800) 209-1256	(800) 209-1272	IT HARDWARE	WBE	White American Female	shelia@techxpress.com	www.techxpress.com	Technology Solutions for Government and Educational agencies. Solutions such as: Mobility, Video Conferencing, Networking, Voice over IP, Distance Learning, Professional Development Dell, HP, Polycom, Crestron, Panasonic, Epson, Smart Technologies, View
255	SOUTH MEMPHIS FENCE COMPANY	Warren Price	2836 Lamar Avenue	Memphis	TN	38114	Shelby	(901) 745-9110	(901) 745-9101	FENCING	MBE	Black American Male	smfence1@bellsouth.net	na	All types of Fence: Wrought Iron, Wood, Chainlink, Brick, Ornamental, PVC, Ranch Style, Animal Fencing, Gates and Automotive, Brick Columns, Window Guards, and Security Doors, Porch & Hand Rails, Stair Rails, Busi Enclosures, and Inside Warehouse projects
256	Southern Cabinetry, Inc.	Sheila Davis	50 A Commercial Loop Waly 447 Shelley	Rossville	TN	38066	Fayette	(901) 850-8431	(901) 861-9560	MANUFACTURER	WBE	White American Female	sld2024@aol.com		Cabinets, Painting & Drywall
257	Southern Management Company	Lorie Story	3385 Airways Blvd., Suite 207	Cordova	TN	38018	Shelby	(901) 515-7606		CLEANING/JANITORIAL SUPPLIES/SERVICES	WBE	White American Female	lorie72@comcast.net		Cleaning supplies, Services.
258	Southern Sales & Services Co., Inc.	W. Bill Crowley	3385 Airways Blvd., Suite 207	Memphis	TN	38116	Shelby	(901) 345-6555	(901) 345-6531	INDUSTRIAL EQUIPMENT/SUPPLIES	MBE	Black American Male	wbillcrowley@msn.com		Distribution of Electrical, Industrial, Safety, Welding & Office Supplies.
259	SOUTHLAND ENTERPRISES	J.C. Payne	6171 Holly Park Drive	Memphis	TN	38141	Shelby	(901) 363-8440	(901) 363-8431	GENERAL CONSTRUCTION	MBE	Black American Male	southland@dirtmovers.org	www.dirtmovers.org	0
260	SPACES GROUP, LLC	Carol S. Johnson	9245 Poplar Avenue, Suite 8 #147	Germanatown	TN	38138	Shelby	(901) 348-4600	(901) 345-1969	FURNITURE SALES/INSTALLATION	WBE	White American Female	cjohnson@spacesgrp.com	www.spacesgrp.com	New furniture for office, commercial, Institutional, healthcare; Installation and/or reconfiguration, design services, space planning, leasing program.
261	Specialty Environmental Construction	Jose Castillo	1266 Berclair Road	Memphis	TN	38122	Shelby	(901) 288-9955	(866) 840-8167	GENERAL CONSTRUCTION	MBE	Hispanic American Male	Jose.castillo@msn.com		Asbestos Removal, Mold, Lead Remediation, Demolition. Parking Lot Line Stripping.
262	SPIRIT OF EXCELLENCE JANITORIAL SERVICES, INC.	MacArthur Davis	5473 Riverdale Rd.	Memphis	TN	38141	Shelby	(901) 517-1715	(901) 367-7975	CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Male	spiritofexcellence2008@yahoo.com	www.spiritofexcellence.fundesignservices.com	We provide janitorial service and commercial cleaning to companies.
263	SPOTLIGHT PRODUCTIONS, INC.	Fabian Matthews	649 N. Second	Memphis	TN	38107	Shelby	(901) 328-6847	(901) 405-1527	ADVERTISING/MARKETING	MBE	Black American Male	fabianmatthews@gmail.com	spotlightproductions.net	Television and Video Productions, Website Design and Development
264	SR CONSULTING, LLC	Cindy J. Reaves	5909 Shelby Oaks Drive, Suite 200	Memphis	TN	38134	Shelby	(901) 373-9380	(901) 870-7003	ENGINEERS	WBE	White American Female	cindy@srce-memphis.com		We offer professional services in planning, zoning, engineering and plan expediting.
265	S-R DELIVERY SERVICE	Ray E. Taylor, Jr.	2743 Jaybird Rd.	Hernando	MS	38632	Desoto	(901) 857-7270		COURIER SERVICES	MBE	Black American Male	srdelivery@comcast.net		Transport of mail from Post Office to Corporate Offices.
266	Staffrunner, Inc	Carlos Cardenas	6160 E. Shelby Drive	Memphis	TN	38141	Shelby	(901) 552-3908	(901) 672-7649	STAFFING/ADMINISTRATION	MBE	Hispanic American Male	carlosc@staffrunner.com	www.staffrunner.com	We are an employment agency offering services such as temporary employees, temp to hire employees and permanent places.
267	STEEL-BEARD ELECTRIC, LLC	Tina Sowell	P.O. Box 519	Somerville	TN	38068	Shelby	(901) 213-3355	(901) 213-3398	ELECTRICAL SERVICES/SUPPLY	WBE	White American Female	tinasbelt@bellsouth.net	steel-beard.com	Industrial Electrical Installation specializing in food process.

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	Company Name	Contact	Street	City	State	Zip	County	Phone	Fax	Industry Type	Class	Ethnicity & Gender	Email	WEB	Product/Service Offerings
268	Sterling Building Specialists, Inc.	Anthony Silva, Jr.	3125 S. Mendenhall, Suite 399	Memphis	TN	38115-	Shelby	(901) 682-1907	(901) 682-1908	CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Hispanic American Male	asilva@sterlingbsi.com	www.sterlingbsi.com	Janitorial Services, Construction Services
269	Stragistics Technology	Hughetta Dudley	3107 E. Corporate Edge Dr.	Germantown	TN	38138-	Shelby	(901) 309-5550	(901) 309-2228	IT SERVICES	MBE	Black American Female	hdudley@stragistics.com	www.stragistics.com	Project initiation, process re-engineering, project management, system integration, touch screen technology, product definition, custom code, network solutions and software development.
270	Success Educational Service, Inc.	Lovell Seals	P.O. Box 41753	Memphis	TN	38174-	Shelby	(901) 382-3358	(901) 382-3360	PROFESSIONAL SERVICES	MBE	Black American Male	Info@successeducationalservice.com	www.successeducationalservice.com	Provide k-12 Tutoring Intervention.
271	SUCCESS UNLIMITED, LLC d/b/a THE GROWTH COACH	Natasha Donerson Bowen	2840 Summer Oaks, Suite 103	Bartlett	TN	38134-	Shelby	(901) 328-8842	(901) 405-1702	GENERAL CONSULTANTS	MBE	Black American Female	n.bowen@thegrowthcoach.com	businesscoachmemphis.com	Coaching & consulting for small business owners & corporate executives to empower them to focus on growing their companies & balancing their lives. Diversity training for corporations, sales training & coaching.
272	SUMMITT MANAGEMENT CORPORATION	Fred Jones, Jr.	4466 Elvis Presley Blvd Suite 248	Memphis	TN	38116-	Shelby	(901) 398-6655	(901) 398-2448	ADVERTISING/MARKETING	MBE	Black American Male	smc@smcentertainment.net	southernheritagetaclass.com	Promoters of Performing Arts, Sports and similar Events with Facilities.
273	SUPERIOR CONTRACTING GROUP, INC.	Carlos Franklin	3511 McCorkle Rd.	Memphis	TN	38116-	Shelby	(901) 461-6325	(901) 348-4029	GENERAL CONSTRUCTION	MBE	Black American Male	sbm14@bellsouth.net		Construction (general contracting), Janitorial, security.
274	Superior Industrial Supply, Inc.	Rita Montes	P.O. Box 820207	Memphis	TN	38182-	Shelby	(901) 327-0450	(901) 327-0470	INDUSTRIAL EQUIPMENT/SUPPLIES	WBE	White American Female	ritasis@bellsouth.net	www.superiorindustrialonline.com	DIST OF SAFETY INDUSTRIAL & MECHANICAL SEALS
275	SUPERIOR TRAFFIC CONTROL-MEMPHIS, INC.	Rebecca R. Wood	9303 Cordova Park Road	Cordova	TN	38018-	Shelby	(901) 737-9958	(901) 737-9984	GENERAL CONSTRUCTION	WBE	White American Female	rebecca.wood@superiortrafficcontrol.com		Temporary traffic control subcontract, sales & rental services. Installation of permanent sign attenuators & portable barrier rail.
276	SWV Cleaning Services	Stanford Vales	3055 Canyon Rd	Memphis	TN	38134-	Shelby	(901) 870-2191	(901) 271-6249	CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Male	hazel@tillery@att.net		Wampler & Pierce P.C.
277	SYNERGY TECHNOLOGIES GROUP, LLC	ANTHONY MILTON	2701 Union Extended Suite 510	Memphis	TN	38112-	Shelby	(901) 454-6216	(901) 454-6217	TELECOMMUNICATIONS EQUIPMENT/SERVICES	MBE	Black American Male	tony@synergytechgroup.com	www.synergytechgroup.com	Synergy Technologies Group provides audio, video and telecommunications integration and installation. We are a full service dealer providing design, sales, installation and support.
278	T.H.Y., INCORPORATED	Teck Tang	1760 Moriah Woods Blvd., Suite 1	Memphis	TN	38117-7128	Shelby	(901) 362-3300	(901) 685-1912	ENGINEERS	MBE	Asian Pacific Male	ttang@thinc.com		Land Surveying, Civil Engineering.
279	TABORCO	Tommy Tabor	P.O. Box 80364	Memphis	TN	38108-	Shelby	(901) 948-0003	(901) 948-0030	CLEANING/JANITORIAL SUPPLIES/SERVICES	MBE	Black American Male	ttabor2@bellsouth.net		Distributor: Janitorial equipment, supplies and services; Dry cell batteries; Healthcare, Medical equipment; Gloves & Personal Safety
280	TATE COMPUTER SYSTEMS, INC.	Sylvester Tate	3800 Hacks Cross Rd., Suite 103	Memphis	TN	38125-	Shelby	(901) 377-1901	(901) 255-1371	IT HARDWARE	MBE	Black American Male	state@tatecomputersystems.com	www.tatecomputersystems.com	Tate Computer Systems provide computers, printers, copiers, wireless, staff augmentation for refresh project, network services and accessories.
281	Telescope Communications, Inc	Tramel Ramsey	80 Flicker St.	Memphis	TN	38106-	Shelby	(662) 420-5614	(901) 746-9757	ELECTRICAL SERVICES/SUPPLY	MBE	Black American Male	tr Ramsey@tscope.net	www.tscope.net	Electrical and telecommunication services.
282	tel-XL	Linda Hawkins	5462 McGill Rd.	Memphis	TN	38120-	Shelby	(901) 761-3515	(901) 767-6564	EQUIPMENT/SERVICES	WBE	White American Female	lhawkins@tel-xl.com	www.tel-xl.com	New and previously-owned telephone equipment and accessories.
283	THE AARON GROUP, INC.	Michel Turpeau	8225 Meadowvale	Memphis	TN	38125-	Shelby	(404) 622-4308	(404) 622-7638	PROMOTIONAL PRODUCTS	MBE	Black American Male	mturpeau@aarongroup.us	www.aarongroup.us	Parking Management, Parking Meters, Promotional Products and Branded Apparel
284	THE CARTER MALONE GROUP, LLC	Deldre Malone	65 Union Avenue, Suite 840	Memphis	TN	38103-	Shelby	(901) 278-0881	(901) 278-0081	ADVERTISING/MARKETING	MBE	Black American Female	dmalone@cmgpr.com	www.thecartermalonegroup.com	Public Relations, Marketing, Advertising, Public Affairs, Social media, Website Development, Media Training, Crisis Communications, Internal Communication.
285	THE GIBSON COMPANIES dba THE PREMIER GROUP	James W. Gibson	4600 Cromwell	Memphis	TN	38118-	Shelby	(901) 346-9002	(901) 346-6642	MEDICAL SUPPLIES/SERVICES	MBE	Black American Male	jwgibson@gibsoncompanies.com	www.gibsoncompanies.com	We offer a comprehensive array of medical, dental and laboratory supplies.
286	THE HUNT LAW FIRM	Sean Hunt	P.O. Box 171119	Memphis	TN	38187-1119	Shelby	(901) 730-0937	(901) 753-7542	PROFESSIONAL SERVICES	MBE	Black American Male	sean@thehuntfirm.com	www.thehuntfirm.com	The firm's primary line of business is to provide commercial litigation and related legal services to small and large businesses.
287	THE MERRY COOK, LLC	Mary Klepe	2898 S. Perkins	Memphis	TN	38118-	Shelby	(901) 363-8777	(901) 795-1888	CATERING	WBE	White American Female	mary@merryc Cook.com	www.merryc Cook.com	Catering, Wedding Chapel, Banquet Rooms
288	THE NBM ASSOCIATES	Yi Liu	6867 Gallop Drive	Cordova	TN	38018-	Shelby	(901) 338-2339	(901) 386-2214	GENERAL CONSULTANTS	MBE	Asian Pacific Female	associates.com		Market Research, Data Analysis, Technical Reports, Consulting

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	Company Name	Contact	Street	City	State	Zip	County	Phone	Fax	Industry Type	Class	Ethnicity & Gender	Email	WEB	Product/Service Offerings
289	THE OSWELL COMPANY, INC.	Maurice Oswell	1081 Center Ridge Rd.	Collierville	TN	38017-	Shelby	(901) 861-3262	(901) 861-1740	PROFESSIONAL SERVICES	MBE	Black American Male	maurice@theoswellcompany.com	theoswellcompany.com	Consulting and Training: Leadership, employee engagement, conflict management, emotional intelligence, six sigma. Consulting (Health, Pharmaceuticals, Manage Development Organizational Development).
290	THE PEYTON COMPANY REALTORS, INC.	Reginald Peyton	4210 Millbranch Road	Memphis	TN	38116-	Shelby	(901) 345-5555	(901) 345-1725	PROFESSIONAL SERVICES	MBE	Black American Male	rpeyton@peyton-realtors.com	www.peyton-realtors.com	We sell and manage Residential & Commercial Real Properties.
291	THOMAS CONSULTANTS, INC.	Darrell Thomas	4140 e. Raihes Road	Memphis	TN	38118-	Shelby	(901) 398-8426	(901) 398-5749	IT SERVICES	MBE	Black American Male	dkthomas@gotcl.com	www.gotcl.com	IT Products and Services, Break/Fix Services, IT Staffing, Network Design Voice/Data Cabling, Servers, Desktops, Network Equipment, Voip Phone Systems
292	THREE POINT GRAPHICS, INC.	Sabrina Whisenant	4937 William Arnold Rd.	Memphis	TN	38117-	Shelby	(901) 537-0537	(901) 537-0536	SIGNAGE	WBE	White American Female	sabrina@threepointgraphics.com	www.threepointgraphics.com	Custom Printing/Interior : Exterior Signs
293	TIE CONSTRUCTION, LLC	Tomas I. Enriquez	PO Box 1148	Cordova	TN	38088-	Shelby	(901) 324-5082		GENERAL CONSTRUCTION	MBE	Hispanic American Male	tieconstruction@bellsouth.net		General contractor for commercial and residential construction involving new construction, rehabilitation, remodeling.
294	TILE SHOP, INC.	Terry Ramos	3192 Park Ave.	Memphis	TN	38111-	Shelby	(901) 452-1012	(901) 327-7142	FLOORING INSTALLATION/MAINTENANCE	WBE	White American Female	tramos1555@aol.com		Ceramic tile, stone and brick pavers, installations.
295	TIOGA ENVIRONMENTAL CONSULTANTS, INC.	Margaret Fay Strom	P.O. Box 111309	Memphis	TN	38112-	Shelby	(901) 791-2432	(901) 791-2442	ENVIRONMENTAL CONSULTING/SERVICES	WBE	White American Female	mstrom@tiogaenv.com	www.tiogaenv.com	Tioga offers environmental consulting services focusing on environmental site assessments, environmental compliance, lead paint inspections, asbestos services, mold and indoor air quality, and emergency preparedness.
296	TIVIC CORP	Victor Murphy	1439 Britton St.	Memphis	TN	38108-	Shelby	(901) 218-8150	(901) 386-4458	GENERAL CONSTRUCTION	MBE	Black American Male	tivictn@yahoo.com		Construction
297	TOLES & ASSOCIATES, INC.	Sandra Webb	2851 Lamb Place, Ste. 2	Memphis	TN	38118-	Shelby	(901) 794-9815	(901) 794-9817	ENGINEERS	MBE	Black American Male	tolesassoc@aol.com	www.tolesinc.com	Consulting Engineering: Civil, Structural, Transportation, Construction Administration, Site Improvement and planning.
298	TOLES CONSTRUCTION COMPANY, INC.	Gregory Toles	3896 Tall Birch Cove	Memphis	TN	38115-	Shelby	(901) 362-0329	(901) 794-9817	GENERAL CONSTRUCTION	MBE	Black American Male	sandra818@aol.com		General Construction
299	TOP NOTCH SECURITY	Alfred Washington	1991 Corporate Ave, Ste 280	Memphis	TN	38132-1715	Shelby	(901) 547-1144	(901) 345-0441	SECURITY SERVICES	MBE	Black American Male	alfred@topnotchsecurityinc.com	www.topnotchsecurityinc.com	Armed/Unarmed Security Guards, patrol Services, CCTU Monitoring Executive Protection.
300	TOPCAT MASONRY CONTRACTORS	Brigitte Green	4182 McCorkle	Memphis	TN	38116-	Shelby	(901) 344-0114	(901) 344-0115	GENERAL CONSTRUCTION	MBE	Black American Male	phatcatsmry@aol.com	www.topcatmasonry.com	Masonry contractor specializing in brick, block, glass block and stone.
301	TransCorp Distributors, LLC	Theodore Blakney	4084 Spring Hollow Dr.	Memphis	TN	38115-	Shelby	(901) 484-7507		COURIER SERVICES	MBE	Black American Male	blakney_t@yahoo.com	www.transcoidistributors.com	Courier/Distribution logistics.
302	TREADWELL-CHAMBERS ROOFING CO., INC.	Jim J. Chambers	6726 Whitten Place	Memphis	TN	38133-	Shelby	(901) 382-7663	(901) 382-3593	ROOFING	MBE	Hispanic American Male	TCROOF@AOL.COM		Commercial, residential roofing & sheet metal.
303	TRENCH SAFETY AND SUPPLY, INC.	Melissa M. Dow	3000 Ferrell Park Cove	Memphis	TN	38116-	Shelby	(901) 346-5800	(901) 346-4863	PRODUCTS	WBE	White American Female	mdow@trenchsafety.com	www.trenchsafety.com	Rental & sale of trench shoring and shielding equipment, confined space equipment, steel road crossing plate, safety supplies, laser & construction machine control, safety training.
304	TRI-STATE PLUMBING & HEATING, INC.	Nickey Shah, Sr.	2005 Nonconnah Blvd., Ste. 31	Memphis	TN	38132-	Shelby	(901) 332-0096	(901) 332-0115	PLUMBING SERVICES/SUPPLY	MBE	Asian Indian Male	NHSSR@TriStateMemphis.com		Plumbing construction.
305	TRUE TEST COLLECTION OF MEMPHIS	Lonell Morris	3355 Poplar Ave #100	Memphis	TN	38111-	Shelby	(901) 324-1934	(901) 324-1935	DRUG TESTING/EMPLOYMENT VERIFICATION	MBE	Black American Male	collection@bellsouth.net	tn/a	Background checks, DNA, substance abuse collection provider using hair, saliva or hair.
306	TRUST MARKETING & COMMUNICATIONS CONSORTIUM, INC	Howard Robertson	44 N. 2nd Street Suite 701	Memphis	TN	38103-	Shelby	(901) 521-1300	(901) 521-0901	ADVERTISING/MARKETING	MBE	Black American Male	trustshoward@gmail.com	www.trustmkt.com	A marketing and Public Relations Firm offering Public Relations Services, Production Services, Market Research Services & Advertising Services.

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307	Unistar-Sparco Computers, Inc.	Soo-Tsong Lim	7089 Ryburn Drive	Millington	TN	38053	Shelby	(901) 872-2272	(901) 872-8482	IT HARDWARE	MBE	Asian Pacific Male	lim@sparco.com	www.sparco.com	Unistar-Sparco Computers, Inc., d/b/a Sparco.com, is a comprehensive Information Technology (IT) Solution Provider. We offer IT hardware, software, professional services, office supplies, and office furniture.
308	Universal Commercial Real Estate, LLC	Darrell Cobbins	1331 Union Avenue, Suite 935	Memphis	TN	38104	Shelby	(901) 414-3315	(901) 248-6807	GENERAL CONSULTANTS	MBE	Black American Male	darrell@universalcommercial.com	www.universalconmercial.com	Commercial real estate brokerage & tenant representation.
309	UNIVERSAL SCAFFOLDING & EQUIPMENT, LLC	Pravin Thakkar	P.O. Box 2195	Memphis	TN	38101-2195	Shelby	(901) 942-1511	(901) 942-0778	MANUFACTURER	MBE	Asian Indian Male	pthakkar@scaffoldsales.com	www.scaffoldsales.com	Manufacturer/distributor of full line of scaffolding products; cast iron products for utilities and construction industry; Parts for farm equipment.
310	V. McGEE TRUCKING, INC.	Vanesla McGee	2735 Stateline Rd. West	Southaven	MS	38671	DeSoto	(662) 280-3760	(662) 280-3765	GENERAL CONSTRUCTION	WBE	White American Female	vncgeelnc@yahoo.com		We provide General Construction and Dump Truck Hauling - gravel, sand, dirt, rock and demo.
311	VANDERBILT LANDSCAPING, LLC	Maurice Vanderbilt	650 Mason Malone road	Mason	TN	38049	Tipton	(901) 294-2642	(901) 294-2604	LANDSCAPING/LAWN SERVICES	MBE	Black American Male	maurice@vlandscaping.com	www.vlandscaping.com	Mowing of Right of Ways, Interstates and State Routes; Landscaping and Lawn Services for Commercial Vendors.
312	VANGUARD, INC.	Diane Friedman	1357 Helsten Place	Memphis	TN	38104	Shelby	(901) 272-1811	(901) 272-1811	PRODUCTS	WBE	White American Female	diane@vanguardtn.com	vanguardtn.com	Industrial cleaning products, automotive cleaner aerosols, depressor, detergent, insecticides, weed killer, storm cleaning compound.
313	VEASLEY RUBBISH REMOVAL	Floyd Veasley	80 Island Crest Circle	Memphis	TN	38103	Shelby	(901) 301-4606	(901) 527-8109	GENERAL CONSTRUCTION	MBE	Black American Male	veasleyf@bellsouth.net		Construction, Demolition, Asphalt Paving, concrete paving, Commercial and Residential.
314	VIASYS TECHNOLOGY, INC.	Roderick DeBerry	516 Tennessee Street	Memphis	TN	38103	Shelby	(901) 544-7947	(901) 544-7163	IT SERVICES	MBE	Black American Male	rdeberry@viasystech.com	www.viasystech.com	Information Technology Staffing and Consulting Services
315	WALKER & ASSOCIATES	Sandra Walker	4070 Elk Grove Cove	Memphis	TN	38115	Shelby	(901) 527-6729	(901) 527-0564	GENERAL CONSTRUCTION	MBE	Black American Female	jdwalker.snwalker@gmail.com		Supplier of fabricated & structural misc. steel, construction management and construction services.
316	WASHINGTON HVACR, LLC	Ralph Washington	5353 Flowering Peach Drive	Memphis	TN	38115	Shelby	(901) 366-2222	(901) 756-4839	HVAC	MBE	Black American Male			HVAC Service repair replacement installation
317	WATERPROOFING SYSTEMS, INC.	Chellie B. Warner	2193 Frisco Avenue	Memphis	TN	38114-4725	Shelby	(901) 743-3404	(901) 743-3069	GENERAL CONSTRUCTION	WBE	White American Female	chellie@waterproofingsystems.net		Commercial caulking, waterproofing, masonry restoration, floor coatings, tuckpointing, special coatings, roof coatings, painting and sandblasting.
318	WATSON CONSULTING ENGINEERS, LLC	Jeremlah Watson	8082 South Regis Pl.	Memphis	TN	38018	Shelby	(901) 737-9915		ENGINEERS	MBE	Black American Male	fw@watsonconsultingengineers.com		Provide engineering design services for new construction and renovations.
319	Weakley & Associates, Inc dba Solar Tech GlassTint	Pam Weakley	8195 Dexter Rd., # 119	Cordova	TN	38016	Shelby	(901) 382-7670	(901) 382-4416	PRODUCTS	WBE	White American Female	pam.weakley@solartechglassintint.com		3M window films for solar control, safety & designer. 3M architectural finishes for construction, all corporate signage, graphics, interior brand, automotive tinting & graphics.
320	Well Child, Inc.	Karen Pease	P.O. Box 41016	Memphis	TN	38174	Shelby	(901) 728-5858	(901) 531-6312	MEDICAL SUPPLIES/SERVICES	WBE	White American Female	karen@wellchild.com; mwhite@wellchild.com	www.wellchild.com	Well Child provides preventative health screenings for individuals 3 years-21 years old in public school & clinic settings.
321	WHERE THE HEART IS, INC.	Jenny Overbey	8 South Evergreen Street	Memphis	TN	38104	Fayette	(901) 867-1556	(901) 683-1653	PROFESSIONAL SERVICES	WBE	White American Female	samoverbey@gmail.com		We provide home health, private duty nursing, companion/non-medical services & CHOICES/Medicaid Waiver Services.
322	WILDO HOME MAINTENANCE, LLC	Wij Williams	2989 Harris	Memphis	TN	38114	Shelby	(901) 743-8929	(901) 743-9829	GENERAL CONSTRUCTION	MBE	Black American Male	wowilliams63@att.net		Residential Construction (Repairs) Lawn Care
323	WOMANSOURCE SUPPLIES, INC.	Jenny R. Rainey	P.O. Box 11086	Memphis	TN	38111	Shelby	(901) 324-2216	(901) 324-2219	PRODUCTS	WBE	White American Female	jrainey@womansourcesupplies.com		Truckload paper, surge protectors, USB cables, RJ11 Telephone cables, printer stands (all in large volume orders). Also promotional products such as high end golf wear, golf bags, and golf accessories (\$2000.00 minimum orders)

CITY OF MEMPHIS
EBO MASTER LIST
July 25, 2012

	B	C	D	E	F	G	H	I	J	K	L	M	N	P	R
1	Company Name	Contact	Street	City	State	Zip	County	Phone	Fax	Industry Type	Class	Ethnicity & Gender	Email	WEB	Product/Service Offerings
324	WOOTEN MECCHANICAL, LLC	Anthony Wooten, Sr.	P.O. Box 3874	Cordova	TN	38088	Shelby	(901) 755-1403	(901) 755-1404	HVAC	MBE	Black American Male	anthony_wooten@bellsouth.net		HVAC and Process Piping
325	WORKSITE CONSULTANTS, INC.	Denise Higdon	4145 Willow Lake Blvd.	Memphis	TN	38118	Shelby	(901) 794-6563	(901) 794-7352	DRUG TESTING/EMPLOYMENT VERIFICATION	WBE	White American Female	denise@worksiteconsultants.com	www.worksiteconsultants.com	Drug screens, pre-hire employment testing, industrial consultation (ergonomics, wellness, injury prevention), FCE's/work hardening; Fit for Duty/Return to work testing.
326	WORLDWIDE LABEL & PACKAGING, LLC	Anthony Norris	3242 Players Club Circle	Memphis	TN	38125	Shelby	(901) 454-9290	(901) 454-9293	PACKAGING	MBE	Black American Male	anorris@worldwidebg.com		Manufacturer of labels and inserts for consumer and pharmaceutical products and labeling solutions provider.
327	WRIGHT CONCEPT	Sammy Wright	2410 Lowell	Memphis	TN	38114	Shelby	(901) 409-7007	(901) 759-7039	FLOORING INSTALLATION/MAINTENANCE	MBE	Black American Male	wrightconcept7@yahoo.com		We are installers of all types of ceramic marble, glass tile, hardwood & some carpet.
328	X-CEL BUSINESS PRODUCTS, LLC	Lonzell Yates	P.O. Box 16007	Memphis	TN	38186	Shelby	(901) 336-2101	(901) 395-0077	PRODUCTS	MBE	Black American Male	x.cel@att.net	n/a	Sale & distribution of office supplies, office furniture, school supplies, paper products, computer supplies, janitorial supplies.
329	Y & W TECHNOLOGIES, LLC	Willis Yates	2883 Directors Cove	Memphis	TN	38131	Shelby	(901) 396-3380	(901) 396-3402	MANUFACTURER	MBE	Black American Male	wyates@ywtech.com	www.ywtech.com	Medical Device Finishing: Chrome Plating, Titanium Anodizing, ElectroPlating, Laser Passivation, Glass Bead, Metal Finishing/Polishing.
330	ZYCRON, INC	Rochelle Taylor	8275 Tournament Drive Suite 100	Memphis	TN	38125	Shelby	(615) 251-9588	(615) 251-9577	IT SERVICES	MBE	Black American Male	rtaylor@zycron.com	http://www.zycron.com/	Zyron, Inc. is a leading provider of information technology services and solutions. Since 1991, Zyron has offered IT solutions to a broad client base and today is the primary provider for multiple Fortune 500 companies.