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RESOURCE GUIDE

MISSISSIPPI EDITION 2018



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(662) 378-3831 | Chuck Herring Small Business Developer

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THE U.S. SMALL BUSINESS ADMINISTRATION

A MESSAGE FROM THE ADMINISTRATOR



This year the U.S. Small Business Administration marks its 65th year helping small businesses start, grow and succeed. The Agency remains committed to its core missions: advocating for entrepreneurs and helping them access capital, government contracts, counseling and disaster assistance. As Administrator of the SBA, I am honored to serve as a member of President Trump's cabinet and represent the interests of America's 30 million small businesses.

Small businesses truly are the engines of our economy—and our communities. Over half of the U.S. workforce either owns or works for a small business, and small businesses create two out of every three net new jobs in the private sector. Small businesses may not put their names on stadiums and skyscrapers, but they likely put them on the uniforms of their local Little League and bowling teams. They are the delis and salons and retailers and manufacturers that make each community special. Across our great country, neighborhoods and families depend on the success of small business.

Since taking leadership of the SBA in February 2017, I have had the privilege of meeting with entrepreneurs all over the country. My goal is to visit small businesses in every one of the SBA's 68 districts. So many of them tell me they simply would not exist without the help of the SBA—from the guaranteed loans that provided the capital they needed to realize their dreams of owning a small business, to the advice they got from our district offices and resource partners, to the disaster aid they received when it seemed all hope had been lost. Throughout this issue of our resource guide, you will read stories of successful entrepreneurs who received assistance from the SBA. These successes are the motivation for the work we do.

As SBA Administrator, I am proud to lead a team of professionals dedicated to helping entrepreneurs turn their visions into viable businesses. All of us share the joy of watching an entrepreneur go from having a simple idea and a business plan to living the American Dream—and often becoming an employer that empowers the dreams of others. It's clear that the strength of America's communities is often determined by the economic opportunities available to its citizens. Small businesses invigorate neighborhoods and cities, making them vibrant places to live, work and raise a family. And we at the SBA are working to ensure small

businesses have the tools and resources they need to make that happen at every stage, whether they are launching, expanding or getting through a tough time.

Of course, we can't do it alone. We are honored to have the expertise of our resource partners, including Small Business Development Centers, Women's Business Centers, Veterans Business Outreach Centers and SCORE chapters in communities nationwide.

As the President noted at an event he hosted at the White House with more than a hundred entrepreneurs from all over the country, "America is on the verge of a golden age for small business." The SBA is working to continue to revitalize a spirit of entrepreneurship in America and help America's small businesses compete in a global economy. Entrepreneurs find that owning a business is one of the most effective ways to secure a financial future for themselves, provide for their families, exercise their commitments to their communities, and drive our country's economic growth. I encourage all entrepreneurs to leverage the opportunities detailed in this resource guide to propel their businesses forward.

Regards,
Linda McMahon
SBA Administrator



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In 2008, after working in the magazine business in Chicago, Washington, D.C., and Mississippi for 10 years, I moved back to my home state of West Virginia to create my own media company, New South Media, Inc. It was the scariest thing I've ever done. I didn't know the first thing about starting a business, and I funded it myself by ransacking my retirement funds. When I started, I had one unpaid employee—me.

I had never heard of the U.S. Small Business Administration. I had no role model or support system to walk me through the process. All I had was a stack of dog-eared how-to books and a bucketload of grit and determination.

As an entrepreneur and a small business owner, I know firsthand the challenges small companies face. I live it everyday. I know what it is like to work 100-hour weeks, to pay your employees before yourself, and to need funding to grow your business, all while trying to raise educated and thoughtful children and still put dinner on the table. I know what it is like to be completely overwhelmed and to have doors slammed in your face, only to get up the next day and try, try again. I know what it feels like to fail. And I know what it feels like to succeed.

My goal when founding my company was to create publications that would be community builders, nurturing a culture that better encourages and supports small businesses by telling their stories. After all, small businesses outnumber corporations 1,162-to-one and are the lifeblood of our economy and culture.

As I look back on the past 10 years of business ownership, the thing I most wish I had known is what a valuable resource the SBA is to small businesses like my own. I can think of hundreds of mistakes I wouldn't have made and tons of tools I could have used in those early, difficult days. And I'm pretty sure I'd also have a few less grays in my hair.

When I first saw a copy of the SBA *Resource Guide*, I flipped through the pages eagerly. But as you can imagine, as an editor and publisher, I always read magazines with a critical eye, and I caught myself thinking what my company would do differently with the publication.

It was four years ago when I decided to find out how to go about competing for the contract to become the publisher of the *Small Business Resource Guide*. I was introduced to the world of government contracting and the opportunities available for small businesses. And to be honest, it was a bit intimidating. As I navigated the process, there were many times when I almost stopped. Sometimes I thought there was no way a woman-owned small business in the rural state of West Virginia could compete and win a federal contract. But every time I had a question, someone from my SBA West Virginia district office was quick to answer it, and I kept persevering. That's what we do as small business owners, right?

That's why my team at New South Media and I are really excited to be the new publisher of the SBA's *Small Business Resource Guides*. I'm inspired by the success stories we feature in each issue of this magazine, and it has been a pleasure to work with the SBA on redesigning and refocusing the content of these guides to better serve small businesses in all corners of the country. So, let's use this magazine to educate everyone so all small businesses can know about the resources available to them.

Wishing you much success,



Nikki Bowman
Publisher
New South Media Inc.



published by

New South Media, Inc.
304.413.0104 | newsouthmediainc.com

PUBLISHER

Nikki Bowman, nikki@newsouthmediainc.com

ASSOCIATE EDITORS

Zack Harold, zack@newsouthmediainc.com

Pam Kasey, pam@newsouthmediainc.com

DESIGNER

Becky Moore, becky@newsouthmediainc.com

OPERATIONS MANAGER

Allison Daugherty
allison@newsouthmediainc.com

ADVERTISING SALES DIRECTOR

Heather Mills
heather@newsouthmediainc.com

ADVERTISING SALES

Kelley McGinnis, Bryson Taylor, Jeremiah Raines
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WRITER/EDITOR

Becky Bosshart
(202) 205-6677
rebecca.bosshart@sba.gov

DIRECTOR OF MARKETING

Paula Panissidi Tavares
paula.tavares@sba.gov

PUBLIC AFFAIRS SPECIALIST

Kelley Daniels
kelley.daniels@sba.gov

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MESSAGE FROM THE DISTRICT DIRECTOR

Thank you for reading the SBA Mississippi District Office's 2018-2019 edition of the Small Business Resource Guide, which incorporates a wealth of information on SBA programs and services. Here you will learn how to start, grow, and expand your business with SBA assistance. Use this guide as a go-to reference for finding vital information on SBA programs and services, but also other relevant details on business organizations in Mississippi providing assistance and support to entrepreneurs and small businesses.

The SBA's primary focus is on providing access to counseling, capital, and contracting expertise. We also are here to help you recover after a disaster. This guide includes information on SBA-guaranteed loans, venture capital, surety bonds, contracting certifications, and the critical disaster assistance SBA provides in times of federally-declared disasters. You'll also find a listing of SBA-funded resource partners, which includes SCORE mentors, our Veterans Business Outreach Center, the Women's Business Center of Mississippi, and the Mississippi Network of Small Business Development Centers. Each of these organizations provides free and confidential counseling, training, and technical assistance to small businesses throughout Mississippi. This guide also highlights state agencies, chambers of commerce, economic development organizations, SBA lending partners, and other small business advocates throughout our state.

I invite you to read this guide, refer to it often, and share it with other entrepreneurs and small business owners so that more Americans take full advantage of SBA services, which have been designed with you, the small business owner, in mind.

For further information on SBA programs and services, conferences, workshops and seminars, our free e-newsletter, as well as other initiatives affecting small businesses locally and nationally, please visit sba.gov/ms, or call our SBA Mississippi District Office or Gulfport branch office at (601) 965-4378 or (228) 863-4449.

Remember that in our continuous journey of supporting the formation, growth, prosperity and viability of Mississippi's small businesses, we are here to serve you! We want to help you make your dreams come true!

Sincerely,
Janita R. Stewart
District Director



SBA Mississippi District Office

Regions Plaza

210 E. Capitol St., suite 900, Jackson, MS 39201
(601) 965-4378, TDD (800) 877-8339
Fax (601) 965-5629 or (601) 965-4294
sba.gov/ms

Gulfport Office

Hancock Bank Plaza
2510 14th St., suite 103, Gulfport, MS 39501
(228) 863-4449, TDD (800) 877-8339, fax (228) 864-0179

District Director

Janita R. Stewart
(601) 965-5371

Deputy District Director

Gary K. Reed
(601) 965-4986

Administrative Officer

Tarvis Bethea
(601) 965-4158

Business Opportunity Specialist

Joyce M. Conner
(601) 965-4299

Economic Development Specialist

Jeremy Sanford
(601) 965-4378

Supervisory Lender Relations Specialist

Rhonda H. Fisher
(601) 965-5454

Lender Relations Specialists

Rosetta G. Harris
(601) 965-4077

Debbie W. Dean

(601) 965-4202

Gulfport Branch Manager

Lance P. Foster
(228) 863-4449 x222

Economic Development Specialist/Public Information Officer

Bridget D. Johnson-Fells
(228) 863-4449 x225

Economic Development Specialist

Derek Eady
(228) 863-4449 x223

LOCAL BUSINESS ASSISTANCE



A Streetcar Named Persistence

Hometown Trolley has found success through determination, creativity, and a little help from friends at the U.S. Small Business Administration.

WRITTEN BY **ZACK HAROLD**

Kristina Pence-Dunow did not intend to become a businesswoman, a cornerstone of her small town's economy, and the nation's only female owner of a transit vehicle manufacturer. In the beginning, she just wanted to keep the family business going.

Pence-Dunow was a dental assistant for the first several years of her adult life. Then, after giving birth to her son in 1988, she joined her husband's family business. The company built fancy

horse trailers as well as the occasional trackless trolley—a public transit vehicle designed to look like an old-timey streetcar but set on a bus chassis. She started out doing bookkeeping and upholstery work. It was a small shop, so everyone wore several hats.

Then, in the early 1990s, Pence-Dunow and her husband moved to Crandon, Wisconsin, so he could pursue a career in off-road racing. They took the trolley business with them. A few years later, her husband decided to devote his

full attention to racing.

The couple eventually divorced and Pence-Dunow became sole owner of the business.

"I kept the trolleys going and raised my two children," she says. The company made a few dozen vehicles each year, selling them through a distributor in Florida. Things were going well. At the time, all the nation's trolley manufacturers were small, family-owned businesses. "We all just had our same customers and everybody stayed small."

But then competition arrived. A large bus manufacturer began making trolleys, too. "They flooded the market. They had the capital behind them," Pence-Dunow says. "I was being starved for sales."

Other trolley companies shut their doors, but Pence-Dunow didn't have a backup plan. She still had two kids to raise. So she did the only thing she could—she kept going.

Still rolling

Since she knew her company could not compete with the bus manufacturer on volume, Pence-Dunow knew she would have to out-innovate them. She rebuilt the business from the ground up. She cut ties with her Florida distributor and created her own network of dealerships. She rebranded the company as Hometown Trolley.

These changes came at a cost. Pence-Dunow had to lay off all her employees. She racked up debt. "I went six months with no work," she says. But she was able to weather the storm, thanks to assistance from the U.S. Small Business Administration.

About the time she was rebuilding and rebranding her company, Pence-Dunow met Chuck Brys of the Small Business Development Center at the University of Wisconsin-Green Bay. Brys connected her to a local bank with an in-house SBA specialist, who guided her through getting an SBA-guaranteed loan to help cover her debt.

Brys also helped Pence-Dunow develop a business plan and put together three-year projections for Hometown Trolley's growth. He encouraged her to be aggressive with those projections. To Pence-Dunow's surprise, her company did not just meet those projections—they exceeded them.

Slowly, Hometown Trolley's emphasis on innovation began to take hold. The company developed a handicap-accessible, low-floor trolley. The city of Virginia Beach, Virginia, ordered 15. The big bus manufacturer didn't have a comparable model.

Pence-Dunow began landing similar contracts around the country, slowly taking a lead in the trolley market. Then, in 2016, she was able to purchase the bus company's trolley division.

"I just kept sending the CEO an email," Pence-Dunow says. It took a year and a half but, finally, the company agreed to sell. As luck would have it, the company wanted out of the trolley business so it could focus on its commercial truck line.

It was a big expenditure for a small company, but Pence-Dunow knew from experience how to make it work. She took out another SBA-guaranteed loan.

Picking up speed

Hometown Trolleys can now be found everywhere from Roanoke, Virginia, to Miami, Florida, and Laguna Beach, California. The vehicles are also found on the campuses of universities, theme parks, and retirement villages.



CLOCKWISE FROM TOP

During the company's rebuilding period, Kristina Pence-Dunow had to lay off all her employees. Hometown Trolley now has more than 50 full-time employees and plans to add more soon.

Pence-Dunow poses with husband Joey, left, and SBDC President C.E. "Tee" Rowe after a ceremony in Washington, D.C., where she was named Wisconsin Small Business Person of the Year 2017.

Hometown Trolley's factory floor has expanded from 6,000 to 32,000 square feet—and the company is in the process of expanding again.

Pence-Dunow says riders enjoy trolleys for their old-timey craftsmanship.

“It’s an iconic American form of transportation,” Pence-Denow says. “A trolley is an experience. People will let a city bus go by and wait for a trolley.”

The company is still innovating. Pence-Dunow hopes to expand her line of electric and liquefied petroleum gas-powered trolleys. Hometown Trolleys also has designed bus bodies for its existing chassis and drivetrains. It’s a way of tapping a small but profitable market. Small municipalities often wait years for buses from large manufacturers, since major cities snatch up most of the supply. Hometown Trolley can fill those small orders in much less time.

By 2020, Hometown Trolleys plans to be making more than 200 buses and trolleys a year—far more than the dozen or so it was making when Pence-Dunow took over. “I can’t believe how much we’ve grown,” she says.

In the past four years alone, the company has gone from \$2 million in gross sales to \$15 million. It moved from a 6,000-square-foot shop to a 32,000-square-foot factory, which is now being expanded. And, best of all, the company has grown its workforce from a dozen people to 54 full-time employees and a few part-timers, with plans to add six more employees soon.

And it’s still a family business. Pence-Dunow’s daughter Jessica does marketing and graphic design for the company. Her son Dustin helps run the production floor.

Without help from the SBA, “I would have never stepped out and known what to do,” Pence-Dunow says. “All of that, it was great learning experience that I still use today. I’m doing a lot more on my own, because I have more resources, but I can refer back to that.”

But she says the most important resource was the moral support. “Someone saying, ‘You can do this.’”

SBA Resource Partners

To help your business flourish, the SBA’s Resource Partners are here to help guide you through every phase of the business cycle. They provide counseling and training, for free or low cost, nationwide. These independent organizations, funded through SBA cooperative agreements or grants, extend our reach.

There are more than

300 SCORE chapters

980 Small Business Development Centers

100 Women’s Business Centers

20 Veterans Business Outreach Centers

SCORE

Join the ranks of other business owners who have experienced higher revenues and increased growth thanks to mentoring they received from SCORE. The nation’s largest network of volunteer business mentors harnesses the passion and knowledge of real-world business executives to provide invaluable mentorship. SCORE mentors are available as often as you need, in person, via email or over video chat. Visit sba.gov/score to start working on your business goals.

SMALL BUSINESS DEVELOPMENT CENTERS

Small Business Development Center counselors can help entrepreneurs realize their dream of business ownership. SBDC counselors help your business remain competitive in an ever-changing global economy. You have access to free one-on-one counseling and low-cost training. Some of the counseling and training topics available: marketing, regulatory compliance, technology development and international trade. Find your local Small Business Development Center at sba.gov/sbdc.

WOMEN’S BUSINESS CENTERS

Women interested in starting their small businesses can tap into a national network of community-based Women’s Business Centers. The centers offer training and counseling to those looking to make their entrepreneurial mark. If you’re interested in starting or expanding your business, your local Women’s Business Center is a good place to start. Each center tailors services to its community, offering a variety of programs in finance, management and marketing. For your nearest Women’s Business Center, visit sba.gov/women.

VETERANS BUSINESS OUTREACH CENTERS

Veteran entrepreneurs or small business owners can receive business training, counseling and mentoring, and referrals to other SBA Resource Partners at a Veterans Business Outreach Center, sba.gov/vboc. This is also the place to receive procurement guidance, which can help your business better compete for government contracts.

Our Local SBA Resource Partners

SBA's Resource Partners are independent organizations that are funded through SBA cooperative agreements or grants.



Arthur and Sandra Johnson, owners of 21 Short Stop in Georgia, received assistance from their local Small Business Development Center and SCORE chapter.

SCORE

To schedule an appointment to start working on your business goals, contact your local SCORE office.

Metro Jackson

Chair Bobby Pamplin
(601) 979-5835
bobby.j.pamplin@jsums.edu
Co-chair Larry Butler
(504) 460-0687
lbutler2@earthlink.net

DeSoto Chapter

Chair Doreen Graves
(901) 413-0771
doreengraves.exec@gmail.com

Northeast Mississippi

Chair Michael Hale
(662) 988-3375
michael.hale@cplic.net

Greater Jackson Chamber

State Director Mary Harris
201 S. President St.
Jackson, MS 39201
(601) 573-6961
scoremississippi@gmail.com

Small Business Development Centers

Mississippi Small Business Development Center State Office

University of Mississippi
122 Jeanette Phillips Drive
University, MS 38677
(800) 725-7232
msbdc@olemiss.edu
mssbdc.org

University of Mississippi SBDC

122 Jeanette Phillips Drive
University, MS 38677
(662) 915-1291
umsbdc@olemiss.edu

University of Mississippi SBDC DeSoto Campus

Business Assistance Center
1150 Church Road West, suite Q
Southaven, MS 38671
(662) 915-1291

The University of Mississippi Gulf Coast SBDC

The Innovation Center
1636 Popp's Ferry Road, suite 207
Biloxi, MS 39532
(228) 396-8661
gcsbdc@olemiss.edu

Mississippi State University SBDC

MSU Business Incubator Building
Thad Cochran Research, Technology & Economic Development Park
60 Technology Blvd., suite 105E
MS State, MS 39759
(662) 325-8684
sbdc@cobilan.msstate.edu

MSU SBDC Business Assistance Center – Meridian Campus

2212 Fifth St. #202
Meridian, MS 39301
(601) 696-2286

University of Southern Mississippi SBDC

Trent Lott National Center
118 College Drive #5022, suite 224
Hattiesburg, MS 39406
(601) 266-5892
sbdc@usm.edu

Jackson State University SBDC

1400 J. R. Lynch St., suite 332, third floor
Jackson, MS 39217
(601) 979-1100
infosbdc@jsums.edu

East Central Community College SBDC

52 Ninth St.
Decatur, MS 39327
(601) 635-6296
sbdc@ecccc.edu

East Central Community College SBDC-Business Assistance Center

Neshoba Business Enterprise Center
(Tuesdays only)
1018 Saxton Airport Road, suite 101
Philadelphia, MS 39350
Call (601) 635-6295 for an appointment

Louisville Career Advancement Center

860 S. Church St.
Louisville, MS 39339
Call (601) 635-6295 for an appointment

Carthage Career Advancement Center

121 W. Main St.
Carthage, MS 39051
Call (601) 635-6295 for an appointment



Women's Business Centers

Women Business Center of Mississippi

Mississippi Minority Business Alliance Inc.
1230 Raymond Road, Jackson, MS 39204
(601) 965-0366, mmba.us



Veterans Business Outreach Center

Mississippi Veterans Business Outreach Center

Mississippi State University
60 Technology Blvd., suite 105D
Starkville, MS 39759
(662) 325-4990
vboc.msstate.edu



Your Advocates

The SBA's offices of advocacy and ombudsman are independent voices for small business within the federal government.

To report how a proposed federal regulation could unfairly affect you, find your regional SBA advocate at sba.gov/advocacy.

To submit a comment about how your business has been hurt by an existing regulation, visit sba.gov/ombudsman/comments.

Advocacy

When you need a voice within the federal government for your interests as a small business owner, the SBA's regional advocates are here to assist. The advocates analyze the effects of proposed regulations and consider alternatives that minimize the economic burden on small businesses, governmental jurisdictions and nonprofits. Find your regional advocate at sba.gov/advocacy.

- Your advocate helps with these small business issues:
- If your business could be negatively affected by regulations proposed by the government
- If you have contracting issues with a federal agency

- When you need economic and small business statistics

The SBA's Office of Advocacy also independently represents small business and advances its concerns before Congress, the White House, federal agencies, the federal courts and state policy makers.

Ombudsman

Entrepreneurs who have an issue with an existing federal regulation or policy can receive assistance from the SBA's national ombudsman.

- The ombudsman's office helps you:
- Resolve regulatory disputes with federal agencies

- Reduce unfair penalties and fines
- Seek remedies when rules are inconsistently applied
- Recover payment for services done by government contractors

Make your voice heard by participating in a Regional Regulatory Enforcement Fairness Roundtable or a public hearing hosted by the SBA's national ombudsman. These events are posted periodically on the ombudsman website.

To submit a comment or complaint through the online form, visit sba.gov/ombudsman/comments. Your concerns will be directed to the appropriate federal agency for review. The SBA will collaborate with you and the agency to help resolve the issue.



SEAN PAVONE/SHUTTERSTOCK.COM

How to Start a Business in Mississippi

Thinking of starting a business? Here are the nuts and bolts.

The Startup Logistics

Even if you're running a home-based business, you will have to comply with many local, state, and federal regulations. Do not ignore regulatory details. You may avoid some red tape in the beginning, but your lack of compliance could become an obstacle as your business grows. Taking the time to research the applicable regulations is as important as knowing your market. Carefully investigate the laws affecting your industry. Being out of compliance could leave you unprotected legally, lead to expensive penalties, and jeopardize your business.

U.S. Census Demographic & Business Data

Need to do research on your clients and location? View consumer and business data for your area using the Census Business Builder: Small Business Edition, cbb.census.gov. Filter your search by business type and location to view data on your potential customers, including consumer spending, and a summary of existing businesses, available as a map and a report.

Business License & Zoning

Licenses are typically administered by a variety of state and local departments. It is important to consider zoning regulations when choosing a site for your business. Contact the local business license office where you plan to locate your business. You may not be permitted to conduct business out of your home or engage in industrial activity in a retail district.

If you handle or process foods, your business must meet the sanitary standards of the Mississippi State Board of Health, contact the state health department at (601) 576-4700 or www.msdh.ms.gov.

Businesses that sell alcoholic beverages, tobacco, firearms or ammunition should contact the following agencies: U.S. Treasury Department's Bureau of Alcohol, Tobacco and Firearms and the Mississippi State Tax Commission's Alcoholic Beverage Control Bureau at (601) 923-7000 or www.dor.ms.gov.

The Mississippi Secretary of State's office compiles the Mississippi Official and Statistical Register, which provide information on such groups as the Board of Barber Examiners, the Board of Public Accountancy, and the Commission on Health Care. Visit www.sos.ms.gov.

Name Registration

Register your business name with the county clerk where your business is located. If you're a corporation, also register with the state.

Taxes

Any business with employees must register with the IRS and acquire an Employer Identification Number, also known as the Federal Tax ID Number, and pay federal withholding tax at least quarterly. The IRS Small Business/Self-Employed Tax Center: irs.gov/businesses. Here you can find the online tax calendar, forms and publication, and online learning.

The Virtual Small Business Tax Workshop is the first of a series of video products designed exclusively for small business taxpayers. This workshop helps business owners understand federal tax obligations, irs.gov/businesses/small-businesses-self-employed/small-business-self-employed-virtual-small-business-tax-workshop.

For small business forms and publications, visit irs.gov/businesses/small-businesses-self-employed/small-business-forms-and-publications.

IRS Tax Assistance Centers

State Taxes

The sale of many types of tangible goods in Mississippi incurs a sales tax. It is the responsibility of the business to collect this tax, keep accurate records, and remit the funds according to established guidelines. Contact the Mississippi State Tax Commission at (601) 923-7000 or visit www.dor.ms.gov.

Sales Tax Exemption Certificate

If you plan to sell products, you will need a Sales Tax Exemption Certificate. It allows you to purchase inventory, or materials, which will become part of the product you

sell, from suppliers without paying taxes. It requires you to charge sales tax to your customers, which you are responsible for remitting to the state. For information on sales tax issues, contact (601) 923-7000 or www.dor.ms.gov.

Social Security

If you have any employees, including officers of a corporation but not the sole proprietor or partners, you must make periodic payments, and/or file quarterly reports about payroll taxes and other mandatory deductions. You can contact the IRS or the Social Security Administration for information, assistance and forms, socialsecurity.gov/employer or (800) 772-1213. You can file W-2s online or verify job seekers through the Social Security Number Verification Service.

Employment Eligibility Verification

The Federal Immigration Reform and Control Act of 1986 requires employers to verify employment eligibility of new employees. The law obligates an employer to process Employment Eligibility Verification Form I-9. The U.S. Citizenship and Immigration Services Office of Business Liaison offers information bulletins and assistance through its employer hotline. For forms call (800) 870-3676, for the employer hotline call (800) 357-2099.

E-Verify, operated by the Department of Homeland Security in partnership with the Social Security Administration, electronically verifies the Social Security number and employment eligibility information reported on form I-9. It's the quickest way for employers to determine the employment eligibility of new hires. Visit dhs.gov/e-verify, call (888) 464-4218 or e-mail e-verify@dhs.gov.

Health & Safety

All businesses with employees are required to comply with state and federal regulations regarding the protection of employees, visit dol.gov for more information. The Occupational Safety and Health Administration provides information on the specific health and safety standards used by the U.S. Department of Labor, (800) 321-6742 or visit osha.gov.

» **Dr. A.H. McCoy Federal Building**
100 W. Capitol St., Jackson

Jackson Area Office OSHA
Suite 749, (601) 965-4606

U.S. Department of Labor Wage and Hour Division
Suite 725, (601) 965-4347

U.S. Equal Employment Opportunity Commission
Suite 338, (800) 669-4000, eeco.gov

Employee Insurance

For health insurance options, visit healthcare.gov. All employers that regularly employ four or more part-time employees at one time, or employed one or more persons for at least 13 weeks during the preceding 52 weeks, are required to have workers' compensation insurance. The majority of employers in Mississippi obtain workers' compensation coverage through policies purchased from commercial insurance companies. Premium rates may vary widely, so it may pay to shop carefully. Contact the Mississippi Workers' Compensation Commission toll free at (866) 473-6922 or visit www.mwcc.state.ms.us.

"Employer Rights and Responsibilities," provides a good, easy-to-understand overview of Mississippi's unemployment system. To get a copy of this publication, or to obtain registration forms, contact the Mississippi Department of Employment Security Office of the Governor at (601) 321-6000 or visit mdes.ms.gov/employers/unemployment-tax/reporting-and-filing/rights-and-responsibilities.

Environmental Regulations

State assistance is available for small businesses that must comply with environmental regulations under the Clean Air Act. State Small Business Environmental Assistance programs provide free, confidential assistance to help small business owners understand and comply with complex environmental regulations and permitting requirements. These state programs can help businesses reduce emissions at the source, often reducing regulatory burden and saving you money. To learn more about these free services, visit nationalsbeap.org/states/list.

U.S. Environmental Protection Agency

» **Regional Office**
Atlanta Federal Center
61 Forsyth St. SW, Atlanta, GA 30303
(404) 562-9900 or (800) 241-1754

» **Mississippi Department of Environmental Quality**
515 E. Amite St., Jackson, MS 39201
(601) 961-5171 or toll free (888) 786-0661

Disability Compliance

For assistance with the Americans with Disabilities Act call (800) 669-3362 or visit ada.gov.

Child Support Program

Employers are essential to the success of the child support program and are responsible for collecting 75 percent of support nationwide through payroll deductions. The Office of Child Support Enforcement at Health and Human Services offers employers step-by-step instructions for processing income withholding orders for child support. "A Guide to an Employer's Role in the Child Support Program" is available at the Office of Child Support Enforcement's website at acf.hhs.gov/programs/css/resource/a-guide-to-an-employers-role-in-the-child-support-program. You can also find information about other employer responsibilities and tools that can make meeting those responsibilities easier, such as electronic income withholding orders and the Child Support Portal, at acf.hhs.gov/css/employers. Send questions to employerservices@acf.hhs.gov.

Intellectual Property

Patents, trademarks, and copyrights are types of intellectual property that serve to protect creations and innovations. Intellectual property may be valuable assets for small businesses and entrepreneurs, and are important to consider in the development of any business plan.

U.S. Patents and Trademarks

For information and resources about U.S. patents and federally registered trademarks: Visit uspto.gov or call the U.S. Patent and Trademark Office Help Center at (800)786-9199.

Additional information and resources are available at the Texas Regional Office in Dallas, Texas, serving Alabama, Arkansas, Louisiana, Mississippi, New Mexico, Oklahoma, Tennessee, and Texas, uspto.gov/texas.

A patent for an invention is the grant of a property right to an inventor, issued by the patent office. The right conferred by the patent grant is the right to exclude others from making, using, offering for sale, or selling the invention in the United States or importing the invention.

There are three types of patents:

Utility patents may be granted to anyone who invents or discovers any new and useful process, machine, manufacture, or composition of matter, or any new and useful improvement.

Design patents may be granted to anyone who invents a new, original, and ornamental design for an article of manufacture.

Plant patents may be granted to anyone who invents or discovers and asexually reproduces any distinct and new variety of plant, other than a tuber propagated plant or a plant found in an uncultivated state.

For information visit uspto.gov/inventors.

A trademark or service mark includes any word, name, symbol, device, or any combination used or intended to be used to identify and distinguish the goods/services of one seller or provider from those of others, and to indicate the source of the goods/services.

Trademarks and service marks may be registered at both the state and federal level with the latter at the U.S. Patent and Trademark Office. Federally registered trademarks may conflict with and supersede those registered only at the state level. For information visit uspto.gov/trademarks

U.S. Copyrights

Copyrights protect original works of authorship, including literary, dramatic, musical and artistic, and certain other

intellectual works. Copyrights do not protect facts, ideas, and systems, although it may protect the way these are expressed. For general information contact:

» U.S. Copyright Office

U.S. Library of Congress, James Madison Memorial Building
101 Independence Ave. SE,
Washington, DC 20559

copyright.gov, (202) 707-3000 or toll free (877) 476-0778

Economic Development

Mississippi Development Authority

The department provides information and assistance on many business and industrial topics, markets, labor availability, site data, raw material sources and other related subjects in the area of existing industry and business. (601) 359-3449, mississippi.org

Mississippi Economic Council

State Chamber, (601) 969-0022

Mississippi Association of Planning and Development Districts

Serving Copiah, Hinds, Madison, Rankin, Simpson, Warren, and Yazoo counties

Planning and development districts are regional development organizations created to address community development for existing business and economic development financing by employee training assistance, IT and general technical assistance.

Central Mississippi

(601) 981-1511

East Central Mississippi

Serving Clarke, Jasper, Kemper, Lauderdale, Leake, Neshoba, Newton, Scott, and Smith counties

(601) 683-2007

Golden Triangle

Serving Choctaw, Clay, Lowndes, Noxubee, Oktibbeha, Webster, and Winston counties
(662) 324-7860

North Central

Serving Attala, Carroll, Montgomery, Grenada, Holmes, LeFlore, and Yalobusha counties
(662) 283-2675

North Delta

Serving Coahoma, DeSoto, Panola, Quitman, Tallahatchie, Tate, and Tunica counties
(662) 561-4100

Northeast Mississippi

Serving Alcorn, Benton, Marshall, Prentiss, Tippah, and Tishomingo counties
(662) 728-6248

South Delta

Serving Bolivar, Humphreys, Issaquena, Sharkey, Sunflower, and Washington counties
(662) 378-3831

Southern Mississippi

Serving Covington, Forrest, George, Greene, Hancock, Harrison, Jackson, Jefferson Davis, Jones, Lamar, Marion, Pearl River, Perry, Stone, and Wayne counties
(228) 868-2311

Southwest Mississippi

Serving Adams, Amite, Claiborne, Franklin, Jefferson, Lawrence, Lincoln, Pike, Walthall, and Wilkinson counties
(601) 446-6044

Three Rivers

Serving Calhoun, Chickasaw, Itawamba, Lafayette, Lee, Monroe, Pontotoc, and Union counties
(662) 489-2415

Mississippi Association of Planning and Development Districts

(601) 981-1511

The Entrepreneur Center

Mississippi Development Authority
The Entrepreneur Center provides free financial, marketing, management, and technical assistance to new and existing small businesses.
(601) 359-2399

Innovate Mississippi

Mississippi manufacturers receive guidance in staying competitive in the global marketplace.
(601) 960-3610
innovate.ms

Chambers of Commerce

Baldwyn

(662) 365-1050

Biloxi

(228) 604-0014

Biloxi Bay

(228) 435-6149

Booneville

(662) 728-4130

Brookhaven-Lincoln County

(601) 833-1411

Bruce

(662) 983-2222

Burnsville

(662) 427-8365

Calhoun City

(662) 628-6990

Canton

(601) 859-5816

Clarke County

(601) 776-5701

Clarksdale/Coahoma County

(662) 627-7337

clarksdale-ms.com

Cleveland-Bolivar County

(662) 843-2712

Clinton

(601) 924-5912

Coahoma County

(662) 627-7337

Columbus-Lowndes

(662) 328-4491

Corinth

(662) 287-5269

Covington County

(601) 765-6012

Crystal Springs

(601) 892-2711

D'Iberville-St. Martin

(228) 392-2293

Drew

(662) 745-8975

Forest

(601) 469-4332

George County

(601) 947-2755

Greater Jackson Chamber Partnership

(601) 948-7575

Greenville Area

(662) 378-3141

Greenwood-Leflore County

(662) 453-4152

Grenada County

(662) 226-2571

Gulf Coast

(228) 604-0014

mscoastchamber.com

Hancock County

(228) 467-9048

hancockchamber.org

Hazlehurst

(601) 894-3752

Hernando

(662) 429-9055

Holly Springs

(662) 252-2943

Holmes County

(662) 834-3372

Horn Lake

(662) 393-9897

Houston

(662) 456-2321

Indianola

(662) 887-4454

Itawamba County

(662) 862-4571

Jackson County Area

(228) 762-3391

Jones County

(601) 428-0574

Kemper County

(601) 743-5059

Kosciusko-Attala

(662) 289-2981

Lawrence County

(601) 587-3007

Leake County

(601) 267-9231

Leland

(662) 686-2687

Long Beach

(228) 604-0014

Louisville-Winston County

(662) 773-3921

Madison

(601) 856-7060

Madison County

(601) 605-2554

Magee

(601) 849-2517

Marion County

(601) 736-6385

Mendenhall Area

(601) 847-1725

Monroe County

(662) 369-6488

Moorhead

(662) 246-5461

Morton

(601) 732-6135

Natchez-Adams County

(601) 445-4611

New Albany/Union County

(662) 534-4354

Newton

(601) 683-2201

Ocean Springs

(228) 875-4424

Okolona

(662) 447-5913

Olive Branch

(662) 895-2600

Oxford-Lafayette County

(662) 234-4651

Pass Christian

(228) 604-0014

Pearl

(601) 939-3338

Petal

(601) 583-3306

Philadelphia-Neshoba County

(601) 656-1000

Picayune Area

(601) 798-3122

Pike County

(601) 684-2291

Pontotoc County

(662) 489-5042

Poplarville

(601) 795-0578

Port Gibson-Claiborne County

(601) 437-4351

Rankin County

(601) 825-2268

Ridgeland

(601) 991-9996

Ruleville

(662) 756-2997

Sardis

(662) 487-3451

Southaven

(662) 342-6114

South Pike Area

(601) 391-5340

Starkville

(662) 323-3322

Union

(601) 774-9586

Verona

(662) 566-2211

Vicksburg-Warren County

(601) 636-1012

Walthall County

(601) 876-2680

Water Valley

(662) 473-1122

Wayne County

(601) 735-3311

Yazoo County

(662) 746-1273

Barbara and Tim Alamsha

OWNERS, ROCK U 2

Ocean Springs, Mississippi

Career musicians and performers Barbara and Tim Alamsha developed their Rock U 2 business plan with help from their SCORE mentor David Philos. Another SBA Resource Partner, their local SBDC, also provided assistance and guidance when they were looking to purchase their first building. Tim previously served on the Entertainment Management Team for Walt Disney World and later served as Director of Entertainment within the Casino Industry and Universal Studios. After moving to the Gulf Coast, the couple wanted to build a business that introduced children to music in a fun environment. In 2017, the business expanded by purchasing a 9,000-square-foot building to offer ballet, movement, film and theater classes for all ages. The Alamshas then established the Rock U 2 Foundation, a 501(c)(3) organization, to provide scholarships for musical instruments, music lessons, interactive music programs, and resources to underserved children in Harrison and Jackson counties.

- **How has the SBA helped you grow your business?** When we were thinking about starting our business, we contacted the SBA who put us in contact with SCORE. Dave Philos, our SCORE counselor, provided input and guidance on the development of our business plan. He also helped us research the local market and economy. To this day, Dave provides ongoing recommendations on how to grow our business while encouraging us each step of the way.
- **What are the biggest challenges you face as a small business owner?** As business owners, we wear many different hats, including sales, marketing, human resources, facility management, product development, and managing the day-to-day operations. One of our biggest challenges is to maintain a balance in our home life, physical life, spiritual life and business life.
- **What advice do you have for other small businesses?** I advise other business owners to be passionate about your work and your business. Listen to your customers and employees. Don't feel like you have to do it all by yourself, and utilize the resources that the SBA has to offer.
- **Have you continued to utilize your local SBA district office? If so, how?** We opened our business on May 1, 2011. After five years of steady growth, we had outgrown the 3,000-square-foot building we were renting. We contacted our SBA district office to receive guidance. They immediately put us in contact with the Small Business Development Center, the South Mississippi Planning Development District and the Women's Business Center. With their assistance, we purchased a 9,000-square-foot facility which enabled us to service new customers and hire more employees.
- **What are your future plans for expansion, if any?** We have meetings scheduled to meet with our SBA district office to evaluate expanding our business into additional markets.
- **What do you find are the satisfactions of small business ownership?** One of the greatest satisfactions of owning your own business is being able to provide a valuable service to the community and the ability to create jobs.



**“
Don’t feel like you have to do
it all by yourself, and utilize
the resources that the SBA
has to offer.”**

Barbara and Tim Alamsha
Rock U 2

Write your Business Plan

Your business plan is the foundation of your business. Learn how to write a business plan quickly and efficiently with a business plan template.



Business plans help you run your business

A good business plan guides you through each stage of starting and managing your business. You'll use your business plan as a roadmap for how to structure, run, and grow your new business. It's a way to think through the key elements of your business.

Business plans can help you get funding or bring on new business partners. Investors want to feel confident they'll see a return on their investment. Your business plan is the tool you'll use to convince people that working with you—or investing in your company—is a smart choice.

Pick a business plan format that works for you

- There's no right or wrong way to write a business plan. What's important is that your plan meets your needs.
- Most business plans fall into one of two common categories: traditional or lean startup.
- **Traditional business plans** are more common, use a standard structure, and encourage you to go into detail in each section. They tend to require more work upfront and can be dozens of pages long.
- **Lean startup business plans** are less common but still use a standard structure. They focus on summarizing only the most important points of the key elements of your plan. They can take as little as one hour to make and are typically only one page.

Which business plan format is right for you?



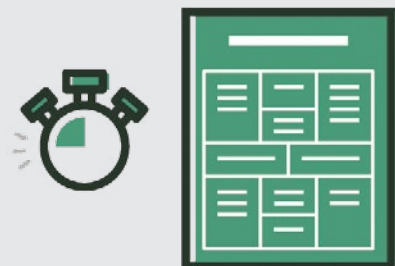
Traditional Business Plan

- This type of plan is very detailed, takes more time to write, and is comprehensive.
- Lenders and investors commonly request this plan.



Lean Startup Plan

- This type of plan is high-level focus, fast to write, and contains key elements only.
- Some lenders and investors may ask for more information.



TRADITIONAL BUSINESS PLAN FORMAT

You might prefer a traditional business plan format if you're very detail oriented, want a comprehensive plan, or plan to request financing from traditional sources.

When you write your business plan, you don't have to stick to the exact business plan outline. Instead, use the sections that make the most sense for your business and your needs. Traditional business plans use some combination of these nine sections.

Executive Summary

Briefly tell your reader what your company is and why it will be successful. Include your mission statement, your product or service, and basic information about your company's leadership team, employees, and location. You should also include financial information and high-level growth plans if you plan to ask for financing.

Company Description

Use your company description to provide detailed information about your company. Go into detail about the problems your business solves. Be specific, and list out the consumers, organization, or businesses your company plans to serve.

Explain the competitive advantages that will make your business a success. Are there experts on your team? Have you found the perfect location for your store? Your company description is the place to boast about your strengths.

Market Analysis

You'll need a good understanding of your industry outlook and target market. Competitive research will show you what other businesses are doing and what their strengths are. In your market research, look for trends and themes. What do successful competitors do? Why does it work? Can you do it better? Now's the time to answer these questions.

Organization and Management

Tell your reader how your company will be structured and who will run it.

Describe the legal structure of your business. State whether you have or intend to incorporate your business as a C or an S corporation, form a general or limited partnership, or if you're a sole proprietor or LLC.

Use an organizational chart to lay out who's in charge of what in your company. Show how each person's unique experience will contribute to the success of your venture. Consider including resumes or CVs of key members of your team.

Service or Product Line

Describe what you sell or what service you offer. Explain how it benefits your customers and what the product lifecycle looks like. Share your plans for intellectual property, like copyright or patent filings. If you're doing research and development for your service or product, explain it in detail.

Marketing and Sales

There's no single way to approach a marketing strategy. Your strategy should evolve and change to fit your unique needs.

Your goal in this section is to describe how you'll attract and retain customers. You'll also describe how a sale will actually happen. You'll refer to this section later when you make financial projections, so make sure to thoroughly describe your complete marketing and sales strategies.

Funding Request

If you're asking for funding, this is where you'll outline your funding requirements. Your goal is to clearly explain how much funding you'll need over the next five years and what you'll use it for.

Specify whether you want debt or equity, the terms you'd like applied, and the length of time your request will cover. Give a detailed description of how you'll use your funds. Specify if you need funds to buy equipment or materials, pay salaries, or cover specific bills until revenue increases. Always include a description of your future strategic financial plans, like paying off debt or selling your business.

Financial Projections

Supplement your funding request with financial projections. Your goal is to convince the reader that your business is stable and will be a financial success.

If your business is already established, include income statements, balance sheets, and cash flow statements for the last three to five years. If you have other collateral you could put against a loan, make sure to list it now.

Provide a prospective financial outlook for the next five years. Include forecasted income statements, balance sheets, cash flow statements, and capital expenditure budgets. For the first year, be even more specific and use quarterly—or even monthly—projections. Make sure to clearly explain your projections, and match them to your funding requests.

This is a great place to use graphs and charts to tell the financial story of your business.

Appendix

Use your appendix to provide supporting documents or other materials that were specially requested. Common items to include are credit histories, resumes, product pictures, letters of reference, licenses, permits, patents, legal documents, and other contracts.

TRADITIONAL BUSINESS PLAN CHECKLIST

- Executive summary
- Company description
- Market analysis
- Organization and management
- Service or product line
- Marketing and sales
- Funding request
- Financial projections
- Appendix

LEAN STARTUP PLAN FORMAT

You might prefer a lean startup format if you want to explain or start your business quickly, your business is relatively simple, or you plan to regularly change and refine your business plan.

Lean startup formats are charts that use only a handful of elements to describe your company's value proposition, infrastructure, customers, and finances. They're useful for visualizing tradeoffs and fundamental facts about your company.

There are many versions of lean startup templates, but one of the oldest and most well known is the Business Model Canvas, developed by Alex Osterwalder. You can search the web to find free templates of the Business Model Canvas, or other versions, to build your business plan.

We'll discuss the nine components of the Business Model Canvas version here.

Key Partnerships

Note the other businesses or services you'll work with to run your business. Think about suppliers, manufacturers, subcontractors and similar strategic partners.

Key Activities

List the ways your business will gain a competitive advantage. Highlight things like selling direct to consumers or using technology to tap into the sharing economy.

Key Resources

List any resource you'll leverage to create value for your customer. Your most important assets could include staff, capital, or intellectual property. Don't forget to leverage business resources that might be available to women, veterans, Native Americans, and HUBZone-certified businesses.

Value Proposition

Make a clear and compelling statement about the unique value your company brings to the market.

Customer Relationships

Describe how customers will interact with your business. Is it automated or personal? In person or online? Think through the customer experience from start to finish.

Customer Segments

Be specific when you name your target market. Your business won't be for everybody, so it's important to have a clear sense of who your business will serve.

Channels

List the most important ways you'll talk to your customers. Most businesses use a mix of channels and optimize them over time.

Cost Structure

Will your company focus on reducing cost or maximizing value? Define your strategy, then list the most significant costs you'll face pursuing it.

Revenue Streams

Explain how your company will actually make money. Some examples are direct sales, memberships fees, and selling advertising space. If your company has multiple revenue streams, list them all.

Want to see an example of a business plan?

View examples of both business plan formats at sba.gov/business-guide/plan/write-your-business-plan-template

LEAN STARTUP PLAN CHECKLIST

- Key partnerships
- Key activities
- Key resources
- Value proposition
- Customer relationships
- Customer segments
- Channels
- Cost structure
- Revenue streams

“If you fail to plan, you are planning to fail.”

Benjamin Franklin

Jack Goodison, a veteran, grew his business in Rhode Island, J. Goodison Co., with the help of an SBA-guaranteed 504 loan.

Interested in doing business with the government?

Learn about the Service-Disabled Veteran-Owned Small Business Concern contracting program on page 46.

Programs for Veterans

If you are a veteran or a service-disabled veteran, there are many opportunities for you and your small business.

Entrepreneurship training is available through the SBA's programs for veterans, [sba.gov/veterans](https://www.sba.gov/veterans). This includes active duty service members, those transitioning out of service, National Guard and Reserve members, and military spouses in the United States and at military installations around the world. Connect to other entrepreneurs and your local network of SBA Resource Partners through these services and programs. Veterans Business Outreach Centers, [sba.gov/vboc](https://www.sba.gov/vboc), provide business training and counseling to those interested in starting or growing a small business.

Entrepreneurship Training Programs

Boots to Business is an entrepreneurial training program offered by the SBA as a training track within the Department of Defense's Transition Assistance Program. The curriculum provides valuable assistance to those transitioning out of service and their spouses. You explore business ownership and other self-employment opportunities while learning key business concepts. Participants learn how to access start-up capital using SBA resources. This program provides the foundational knowledge required to develop a business plan.

Boots to Business: Reboot delivers the Boots to Business curriculum to veterans of all eras, members of the National Guard and Reserve, and military spouses in their local communities.

Veteran-owned and service-disabled veteran-owned businesses nationwide interested in federal contracting can receive entrepreneurship guidance from the Veteran Federal Procurement Entrepreneurship Training Program. This program is administered by the Veteran Institute for Procurement, which has three training programs to assist veterans, **VIP START**, **VIP GROW**, and **VIP INTERNATIONAL**.

The **Women Veteran Entrepreneurship Training Program** serves women who are veterans, service members, and spouses of service members and veterans as they start or grow their business.

Loan Fee Relief

To encourage lending to veterans who want to start or grow their businesses, the SBA reduces upfront guarantee fees on select loans. That means the cost savings will be passed down to you, the eligible veteran. To learn about this loan fee relief, contact your local SBA district office or ask your SBA Lender about the **Veterans Advantage program**.

Have an employee who was called to active duty?

Ask your SBA Lender about the Military Reservist Economic Injury Disaster Loan Program. It provides loans up to \$2 million to small businesses for working capital caused by the loss of an essential employee called to active duty in the National Guard or Reserve.

Programs for Entrepreneurs

SBA's Emerging Leaders program helps grow businesses.



Entrepreneurs receive business counseling and assistance at the Philadelphia SBA district office in King of Prussia.

Business executives looking for their next challenge and the opportunity to take their business to the next level will find it with the SBA's **Emerging Leaders program**, sba.gov/emergingleaders.

Graduates of Emerging Leaders, an intense seven-month entrepreneurship program, reported that they have been able to grow their businesses and drive economic development within their communities. Emerging Leaders executives are chosen

through a competitive selection process. The program fosters a learning environment that accelerates the growth of high-potential small businesses, while providing training and peer networking sessions.

Emerging Leaders graduates join a network of 5,000 alumni nationwide. Since the start of the program, graduates have reported gaining more than \$300 million total in new financing and securing over \$2.16 billion in government contracts.

Online Resources for Entrepreneurs



Find short courses and learning tools to start and grow your small business at the **sba.gov** Learning Center.

The SBA's free **Online Learning Center** courses help you start and grow your small business. The Learning Center is a great resource for every entrepreneur, especially rural business owners looking for easy access to vital business training. Courses available include:

- Writing your business plan
- Legal requirements for your small business
- Small business financing options
- Digital and traditional marketing to win customers
- Your options during a disaster
- Access the SBA's Learning Center at sba.gov/learning.

Aspiring entrepreneurs can learn how to launch a business with the **Business Smart Toolkit**. This online workshop lays the groundwork, teaching you how to build a business that is ready to take on credit.

- The three parts of the toolkit:
- Basics of business startup
- Building business credit
- How to find additional small business support and educational resources

The toolkit can be presented as a class, like within a community organization, or for small group or individual at-home use. The toolkit and instructor guide are written so that a community volunteer can feel comfortable presenting the information. Find the free download at sba.gov/businesssmart.

Cybersecurity Essentials for Small Businesses

You hear about cybersecurity constantly, here's how it applies to you.



Cyber threats are an issue for everyone, and small businesses are targets for such threats and crimes because they often have fewer preventative or responsive resources. So, what do you need to know?

What is cybersecurity?

With the help of technology and best practices, cybersecurity is the effort to protect computers, programs, networks, and data from attack and damage.

Why is cybersecurity so important?

Consider all the information you have that needs to be secure:

- Personal information for employees
- Partner information
- Sensitive information for customers/clients
- Financial and sensitive business information

It's essential to do your part to keep these details safe and out of the hands of those who could use your data to compromise you, your employees, and the foundation of your small business. Think it can't happen to you?

- CNN reports nearly half of the data breaches that Verizon recorded in 2012 took place in companies with fewer than 1,000 employees.
- A Symantec report showed that 31% of all attacks in 2012 happened to businesses that had fewer than 250 employees.

What are common cyber threats and crimes?

There's a broad range of information security threats. Some of the most common include website tampering, data theft, denial-of-service attacks, and malicious code and viruses.

Website tampering can take many forms, including defacing your website, hacking your system, and compromising webpages to allow invisible code that will try to download spyware onto your device.

Data theft can come in various forms, and the problems that come with it depend on what kind of data is stolen. Some examples include:

- Theft of computer files
- Theft of laptops, computers, and devices
- Interception of emails
- Identity theft

A denial-of-service attack happens on a computer or website and locks the computer and/or crashes your system. This results in stopped or slowed workflow and prevents communication. The ultimate goal of this kind of attack is to prevent you from conducting business with your internet-connected systems.

Malicious code and viruses are sent over the internet with the goals of finding and stealing your files; deleting critical data; or locking your computer or system. They hide in programs or documents and replicate themselves without your knowledge.

What can I do to protect my business?

The first step in protecting your business's information is establishing comprehensive, up-to-date security policies. Make sure your employees know and adhere to your policies and best practices for internet and email. Here are just a few to keep in mind:

- Don't respond to popup windows telling you to download drives.
- Don't allow websites to install software on your device.
- Don't reply to unsolicited emails. Use screen locks and shut off your computer at the end of the day.

Ensure that your computer hardware and software are updated regularly on all devices throughout the company. Change passwords periodically and use firewalls to protect your systems. You should also consider backing up your data on a regular basis so that if anything is compromised, you have a copy.

Want to learn more about how to help make your business more cyber secure? Check out "Cybersecurity for Small Businesses" in the [sba.gov](https://www.sba.gov) Learning Center, which features more tips and additional resources to help you along the way.

WRITTEN BY Katie Murray, CONTRIBUTOR

FUNDING PROGRAMS

Financing Your Small Business



A Good Risk

An SBA loan guarantee helps Hawaii entrepreneurs Garrett Marrero and Melanie Oxley hop up their brewing operation.

WRITTEN BY **PAM KASEY**

When Garrett Marrero and Melanie Oxley applied for loans to buy a brewpub in Maui in 2004, it didn't go well.

"We got laughed out of every bank in the state," Marrero likes to say.

As it turns out, they would have been a good risk. Over the past 14

years, Marrero and Oxley have built an operation that employs hundreds, sells internationally, and enriches its community. They were recognized by the U.S. Small Business Administration in 2017 as National Small Business Persons of the Year.

A California native, Marrero grew up in a family that appreciates craft beer. He

tried homebrewing in high school and had friends who brewed. "When I traveled, experiencing the local beer was always important to me," he says. "So when I came to Hawaii, I thought the local beer was ridiculous. I knew I could put people together to make great beer."

He and Oxley were living and working in California and, in 2004, decided to move to Hawaii and brew beer. They learned that the Fish and Game Brewing Company on Maui was for sale. Since banks wouldn't finance the inexperienced entrepreneurs, they sold and mortgaged everything they could, plundered retirement funds, and borrowed from parents and grandparents in order to buy the seven-barrel brewpub and restaurant.

Maui Brewing Company's
Kihei brewery



"I had that typical young male can't-go-wrong kind of attitude, but I think Melanie was more nervous." Marrero recalls. "It was a little scary. But we both took it as extra motivation to succeed—we couldn't fail our family and our friends."

The couple were new to entrepreneurship, but they applied a strong work ethic and good business sense to the task. They quickly set up a 25-barrel brewhouse and, in 2007, were among the earliest small breweries to distribute in cans—a move that craft breweries have since embraced as both financially and environmentally sound. And having savvily gotten a right of first refusal on adjacent units, they expanded. By 2012, they'd grown from 5,000 to 13,000 square feet. "We flat-out needed more space," Marrero says.

This time, they approached the SBA for help. "The way it works is, you have to have the financing through an SBA lending partner—a local bank—and then the SBA guarantees part of the loan," Marrero says. Maui Brewing took out a multimillion-dollar loan to buy land and build a building for 25- and 50-barrel brewhouses down the road in Kihei. "We would not have been approved for such a loan without the SBA."

Maui Brewing Company's six year-round beers include its signature Pineapple Mana Wheat and Coconut Hiwa Porter which, like many of its seasonal brews, use locally grown ingredients. "They always say small business is the backbone of America; I think farmers even more so," Marrero says.

“We brew our seasonal POG IPA with passionfruit, orange, and guava juice, locally grown. Integrating that into a style that dates back to the 1600s, an IPA, makes it unique.”

Today the operation consists of the Kihei brewery and three restaurants: the original location, one established on the island of Oahu in 2017, and one opened at the brewery in early 2018. The company distributes in 23 states and internationally. By year-end, Marrero expects to have a fourth restaurant, employ 700 or more, and top \$20 million in revenue. Later ambitions include distilled spirits and craft cocktails in cans.

In addition to supporting Hawaii growers, Maui Brewing offers a share of sales to local nonprofits. It also plays an integral role in the Maui Brewers Festival, which draws visitors and raises money for the Maui Arts and Cultural Center.

And Marrero shares his hard-won expertise with aspiring entrepreneurs. His advice? “Work with several local lenders, but definitely involve the Small Business Development Center in your area. They’ll help with feasibility studies, putting together a good loan package,” he says. “Be clear and concise with your vision, and don’t rely on others to sell your story—you are your best advocate.”



SBA Guaranteed Loans

For small business entrepreneurs who cannot get traditional forms of credit, an SBA-guaranteed loan can fill that need. The SBA guarantees loans made by lending institutions to small businesses that would not otherwise be able to obtain financing. The lender works with applicants to determine the best option for the small business. For those who are eligible and cannot obtain conventional financing with reasonable rates and terms, the guarantee reduces a lender’s risk of loss in the event of a default on the loan. The SBA guarantee is conditional on the lender following SBA program requirements. Just like with any other loan, you make your loan payments directly to your SBA Lender in accordance with your terms.



Visit your local SBA office for a lender referral, or use Lender Match, sba.gov/lendermatch.

The SBA's online tool connects entrepreneurs with SBA Lenders interested in making small business loans in your area.

Local Funding Programs

For contact information on all our SBA Lenders, visit sba.gov/ms.

Participating SBA Lenders

BancorpSouth Bank

201 S. Spring St., Tupelo
(662) 680-2366
bancorpsouth.com

Bank of Anguilla

130 Holland St., Anguilla
(662) 873-4346
bankofanguilla.com

Bank of Brookhaven

411 Brookway Blvd., Brookhaven
(601) 835-3033
bankofbrookhaven.com

Bank of Commerce

310 Howard St., Greenwood
(662) 453-4142
bankcom.com

Bank of Forest

211 W. Third St., Forest
(601) 469-3663
bkforest.com

Bank of Franklin

9 Main St., Meadville
(601) 384-2305
bankoffranklin.com

Bank of Holly Springs

970 Hwy 7 South, Holly Springs
(662) 252-2512
bankofhollysprings.com

Bank of Kilmichael

120 N. Depot Ave., Kilmichael
(662) 262-7844
bankofkilmichael.com

Bank of Morton

366 S. Fourth St., Morton
(601) 732-8944
bankofmorton.com

Bank of Okolona

227 W. Main St., Okolona
(662) 447-5403
bankofokolona.com

Bank of Wiggins

109 W. Pine Ave., Wiggins
(601) 928-5233
bankofwiggins.com

Bank of Winona

312 N. Applegate St., Winona
(662) 283-3231
bankofwinona.com

Bank of Yazoo City

104 N. Main St., Yazoo City
(662) 746-5421
bankofyazoo.com

BankFirst Financial Services

900 Main St., Columbus
(662) 328-2345
bankfirstfs.com

BankPlus

202 E. Jackson St., Belzoni
(662) 247-1811
bankplus.net

BizCapital BIDCO I

909 Poydras St., New Orleans, LA
(504) 832-1993
biz-capital.com

BNA Bank

133 E. Bankhead St., New Albany
(662) 534-8171
bnabank.com

CB&S Bank

(256) 332-1710
cbsbank.com

Century Bank

4282 Main St., Lucedale
(601) 947-7511
centurybank.net

Charter Bank

1721 Medical Park Drive, suite 103, Biloxi
(228) 392-2330
mycharterbank.com

Citizens Bank

8077 MS-178, Byhalia
(662) 838-2146
citizensbyhalia.com

814 Main St., Columbia
(601) 736-2601
citizensbk.com

Citizens Bank & Trust Co.

239 E. Main St., Marks
(662) 326-8047
cbt-co.com

The Citizens Bank of Philadelphia

521 Main St., Philadelphia
(601) 656-4692
thecitizensbankphila.com

The Citizens National Bank of Meridian

512 22nd Ave., Meridian
(601) 693-1331
yourcnb.com

The Cleveland State Bank

110 Commerce Ave., Cleveland
(662) 843-9461
clevelandstatebank.com

The Commercial Bank

175 Hopper St., DeKalb
(601) 743-5871
commercialbankms.com

Community Bank of Mississippi

323 E. Third St., Forest
(601) 469-1611
communitybank.net

Copiah Bank

101 Caldwell Drive, Hazlehurst
(601) 894-2831
copiahbank.com

Covington County Bank

102 S. Dogwood Ave., Collins
(601) 765-6551
covcobank.com

Farmers and Merchants Bank

111 W. Clayton St., Baldwin
(662) 365-1200
fmbms.com

First American National Bank

1251 First American Drive, Iuka
(662) 423-3656
fanb24-7.net

First Bank

100 S. Broadway St., McComb
(601) 684-2231
firstbankms.com

First Choice Bank

19 S. Main St., Pontotoc
(662) 489-1631
www.firstchoice.bank

First Commercial Bank

1300 Meadowbrook Road, suite 100, Jackson
(601) 709-7777
firstcommercialbk.com

First Financial Bank

510 MS-35, Carthage
(601) 267-6657
ffb1.com

First National Bank of Clarksdale

402 E. Second St., Clarksdale
(662) 627-3261
fnbclarksdale.com

First National Bank of Picayune

121 E. Canal St., Picayune
(601) 749-3200
fnbop.com

First Security Bank

295 Highway 6 West, Batesville
(662) 563-9311
firstsecuritybk.com

First South Farm Credit

Three Paragon Center, suite 100, Ridgeland
(601) 977-8381
firstsouthfarmcredit.com

First Southern Bank

1075 Highway 98 Bypass, Columbia
(601) 736-6378
fsb-ms.com

First State Bank

146 W. College Ave., Holly Springs
(662) 252-4211
firststatenet.com

First State Bank

708 Azalea Drive, Waynesboro
(601) 735-3124
firststatebnk.bank

The First, a National Banking Association

6480 US-98, Hattiesburg
(601) 268-8998
thefirstbank.com

FNB Oxford Bank

101 Courthouse Square, Oxford
(662) 234-2821
fnboxford.com

Grand Bank for Savings FSB

204 Westover Drive, Hattiesburg
(601) 264-1467
grandbankfsb.com

Great Southern Bank

218 22nd Ave., Meridian
(601) 693-5141
gsnb.com

Guaranty Bank & Trust Co.

210 N. Hayden St., Belzoni
(662) 247-1454
gbtonline.com

Hancock Whitney Bank

2510 14th St., Gulfport
(228) 822-4300
hancockwhitney.com

Holmes County Bank & Trust Co.

316 Court Square, Lexington
(662) 834-2311
holmesbk.com

Hope FCU

4 Old River Place, suite A, Jackson
(601) 944-1100
hopecu.org

The Jefferson Bank

3008 E. Reed Road, Greenville
(662) 332-7545
thejeffersonbank.com

Magnolia State Bank

28 Highway 528, Bay Springs
(601) 764-2265
bankmagnolia.com

Mechanics Bank

319 N. Main St., Water Valley
(662) 473-2261
mechanicsbankms.com

Members Exchange CU

107 Marketridge Drive, Ridgeland
(601) 922-3350
mecuanywhere.com

Merchants & Marine Bank

3118 Pascagoula St., Pascagoula
(228) 762-3311
mandmbank.com

Merchants & Planters Bank

308 Raymond Square, Raymond
(601) 857-8044
mpbank.net

OmniBank

113 First St., Mantee
(662) 456-5341
theomnibankonline.com

Oxford University Bank

1500 University Ave., Oxford
(662) 234-6668
oubol.com

Peoples Bank

160 E Maud Ave., Mendenhall
(601) 847-2210
peoplesbank-ms.com

The Peoples Bank

152 Lameuse St., Biloxi
(228) 435-5511
www.thepeoples.com

The Peoples Bank

305 E. Jefferson St., Ripley
(662) 837-8191
peoplesripley.com

Pike National Bank

350 Rawls Drive, McComb
(601) 684-7575
pnb-ms.net

Planters Bank & Trust Co.

212 Catchings Ave., Indianola
(662) 887-3363
planters-bank.com

PriorityOne Bank

220 Main Ave. North, Magee
(601) 849-3311
priorityonebank.com

Regions Bank

1020 Highland Colony Parkway, Ridgeland
(601) 790-8161
regions.com

Renasant Bank

209 Troy St., Tupelo
(662) 680-1001
renasantbank.com

Richton Bank & Trust Co.

114 Front St., Richton
(601) 788-6301
richtonbank.com

RiverHills Bank

1400 Highway 61 North, Vicksburg
(601) 636-1445
riverhillsbank.com

Singing River FCU

6006 MS-63, Moss Point, MS
(228) 475-9531
srfcu.org

State Bank & Trust Co.

916 US- 82, Greenwood
(662) 453-6811
statebank1898.com

Sycamore Bank

301 E Main St., Senatobia
(662) 562-8201
sycamorebank.com

Trustmark National Bank

248 E Capitol St., Jackson
(601) 208-5812
trustmark.com

United Midwest Savings Bank

(850) 249-6886
umwsb.com

United Mississippi Bank

75 Melrose Montebello Parkway, Natchez
(601) 445-7000
unitedmsbk.com

Wells Fargo Bank N.A.

(605) 575 6900
wellsfargo.com

Participating Certified Development Companies

**Central Mississippi
Development Co. Inc.**

1170 Lakeland Drive, Jackson
(601) 981-1511
cmpdd.org

Six Bridges Capital Corp.

Serving DeSoto, Marshall, Tate, and Tunica
counties
arcapital.com

Three Rivers Local Development Co. Inc.

75 S. Main St., Pontotoc
(662) 489-2435
trpdd.com

Participating Nonprofit Community Lenders

Renaissance Community Loan Fund

11975 Seaway Road, suite A140
Gulfport, MS 39503
(228) 896-3386
rclfms.com

Participating SBA Microlenders

Communities Unlimited Inc.

211 W. Third Ave., suite 245
Pine Bluff, AR
(479) 445-3720
communitiesu.org

LiftFund

Serving north Mississippi
516 Tennessee St., suite 407
Memphis, TN
(888) 215-2373, x1830
liftfund.com

LiftFund

Serving south Mississippi
3330 N. Causeway Blvd.
Metairie, LA
(888) 215-4237, x1574
liftfund.com

Renaissance Community Loan Fund

11975 Seaway Road, suite A140
Gulfport, MS 39503
(228) 896-3386 or (228) 896-3326
rclfms.com

Need Financing?

Visit your local SBA office or lender to learn about these SBA loan programs.



The 7(a) Loan

The 7(a) loan is the SBA's largest financing program because it can be used for almost any business purpose, and it offers reasonable rates and terms. If you're unable to get conventional financing and you meet the eligibility requirements, you could use a 7(a) loan to purchase real estate, equipment, working capital, or inventory for your small business. Loan proceeds may also be used to refinance business debt or purchase a small business.

MAX LOAN AMOUNT: \$5 million

INTEREST RATE: generally prime + a reasonable rate capped at 2.75 percent

TERMS: loan term varies according to the purpose of the loan, generally up to 25 years for real estate, 10 years for other fixed assets and working capital

GUARANTEE: 50 to 90 percent

Caplines

Caplines meet your revolving capital needs with lines of credit. Caplines can be used for contract financing, seasonal lines of credit, builders line of credit, or for general working capital lines.

SBAExpress Loan

An SBAExpress loan is a small loan delivered by experienced lenders who are authorized to make the credit decision for the SBA. These can be term loans or revolving lines of credit.

MAX LOAN AMOUNT: \$350,000

INTEREST RATE: for loans less than \$50,000, prime + 6.5 percent; for loans of \$50,000 and greater, prime + 4.75 percent

TERMS: loan term varies according to the purpose of the loan, generally up to 25 years for real estate, and 10 years for other fixed assets and working capital

GUARANTEE: 50 percent

Community Advantage Program

Community Advantage lenders are community-based financial institutions focused on financing for women, veterans, low-income borrowers, and minority entrepreneurs just starting up or in business

for a few years. The program can provide access to free business counseling at the same time you are putting together your financing.

INTEREST RATE: prime + 6 percent

TERMS: up to 25 years for real estate, and 10 years for equipment and working capital

GUARANTEE: 75 to 90 percent

SBA Microlenders

Entrepreneurs can borrow from \$500 to \$50,000 and access free business counseling from SBA microlenders. If you need working capital or funds for supplies, equipment, fixtures and furniture, a microloan can help eligible businesses start up and grow.

INTEREST RATE: loans less than \$10,000, lender cost + 8.5 percent; loans \$10,000 and greater, lender cost + 7.75 percent

TERMS: lender negotiated, no early payoff penalty

504 Certified Development Company Loan Program

If you do not qualify for traditional financing, but you would like to purchase land or heavy equipment, or buy/renovate real estate for your business, ask about the 504 Certified Development Company Loan Program. It provides competitive fixed-rate mortgage financing through an SBA Lender and a Certified Development Company.

MAX LOAN AMOUNT (UP TO 40 PERCENT OF THE TOTAL PROJECT): up to \$5 million; \$5.5 million for manufacturing or energy public policy projects

INTEREST RATE: below market fixed rates for 10 or 20 year terms

TERMS: 20 years for real estate or long term equipment; 10 years for general machinery and equipment

GUARANTEE: the SBA Lender provides a senior loan for 50 percent of the project cost (with no SBA guarantee); the CDC finances up to 40 percent in a junior lien position (supported by the SBA guarantee)

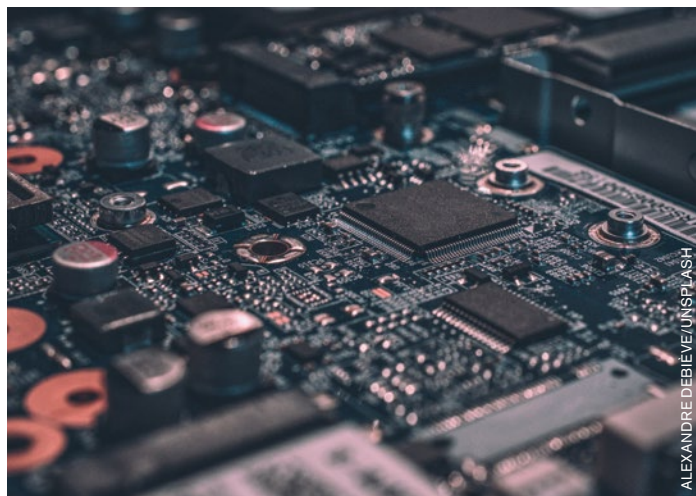
SPECIAL CONDITION: a minimum borrower contribution or down payment is required; amounts vary by project but are usually 10 percent

R&D Opportunities for Next Gen Entrepreneurs

If you are engaged in high-risk research and development, your small business may be eligible to compete for funding to develop your tech and get it to market.



OUSA CHEA/UNSPASH



ALEXANDRE DEBIEVE/UNSPASH

Do you work in one of these areas?

- » **Advanced materials**
- » **AgTech**
- » **Artificial intelligence**
- » **Biomedical**
- » **Cybersecurity**
- » **Energy**
- » **First response**
- » **National security**
- » **Space exploration**

The **Small Business Innovation Research** and the **Small Business Technology Transfer** programs, also called America's Seed Fund, provide more than \$2.5 billion in early stage capital through more than 4,000 new awards annually.

How it works

Every year, 11 participating federal agencies announce topical areas that address their R&D needs. Eligible businesses submit proposals through a competitive process, and if successful, enter a three phase awards program.

- » **Phase I**, the proof-of-concept stage, typically lasts from 6-12 months, often providing \$100,000-\$225,000
- » **Phase II**, the full R&D period, lasts about 24 months and typically provides \$600,000-\$1.5 million.
- » **Phase III**, the commercialization stage, where you seek public or private funds for your venture

How else does your startup benefit? The funding agency does not take an equity position or ownership of your business. The federal government also has a protection period in which it does not disclose your reports and data.

Visit [sbir.gov](https://www.sbir.gov) to find funding opportunities and helpful program tutorials, as well as past award winners, such as Qualcomm, iRobot, Illumina, and Symantec.

Participating agencies:

- » **Department of Agriculture**
- » **Department of Commerce**
- » **National Institute of Standards and Technology**
- » **National Oceanic and Atmospheric Administration**
- » **Department of Defense**
- » **Department of Education**
- » **Department of Energy**
- » **Department of Health and Human Services**
- » **Department of Homeland Security**
- » **Department of Transportation**
- » **Environmental Protection Agency**
- » **NASA**
- » **National Science Foundation**

Why Export?

You want to increase revenue. Exporting would make you less dependent on any one market. It's also a smart option for stabilizing sales if your product is seasonal.

Small businesses can enter and excel in the international marketplace using **State Trade Expansion Program** grants and training. To find out if your state is participating visit **sba.gov/internationaltrade**. You can:

- Learn how to export
- Participate in foreign trade missions and trade shows
- Obtain services to support foreign market entry
- Translate websites to attract foreign buyers
- Design international marketing products or campaigns

Financing for International Growth

Ask your SBA Lender about the **Export Express Loan** for enhancing your export development.

Max loan amount: \$500,000

Interest rate: negotiated between lender and business, fixed or variable rate, typically not to exceed prime + 6.5 percent

Terms based on use of loan: for real estate, up to 25 years; for equipment, up to 10 years; for lines of credit, up to seven years

Guarantee: up to 90 percent

The **International Trade Loan** can position you to enter or expand into international markets. It can also help you better compete if your business has been adversely affected by unfair trade practices.

Max loan amount: \$5 million

Interest rate: negotiated between lender and business, fixed or variable, not to exceed prime + 2.75 percent

Terms based on use of loan: for real estate, up to 25 years; for equipment, up to 10 years

Guarantee: up to 90 percent

Exporters looking to meet their short-term capital needs can use the **Export Working Capital Program**. Use this loan to purchase inventory to make the products you export or to finance receivables. You can apply for lines of credit prior to finalizing an export sale or contract.

Max loan amount: \$5 million

Interest rate: negotiated between lender and business, fixed or variable rate

Terms: typically one year, cannot exceed three years

Guarantee: up to 90 percent

Benefits of Exporting

Nearly 96 percent of consumers live outside the U.S., and two-thirds of the world's purchasing power is in foreign countries. If you're a small business owner, here's how to work with the SBA for your trade needs.

STEP 1 GET COUNSELING



STEP 2 FIND BUYERS



STEP 3 GET FUNDING



One-Stop Exporting Shops

Find an SBA professional in one of these 21 U.S. Export Assistance Centers located in major metro areas, **sba.gov/tools/local-assistance/eac**. The centers are also staffed by the U.S. Department of Commerce and, in some locations, the Export-Import Bank of the United States and other public and private organizations.

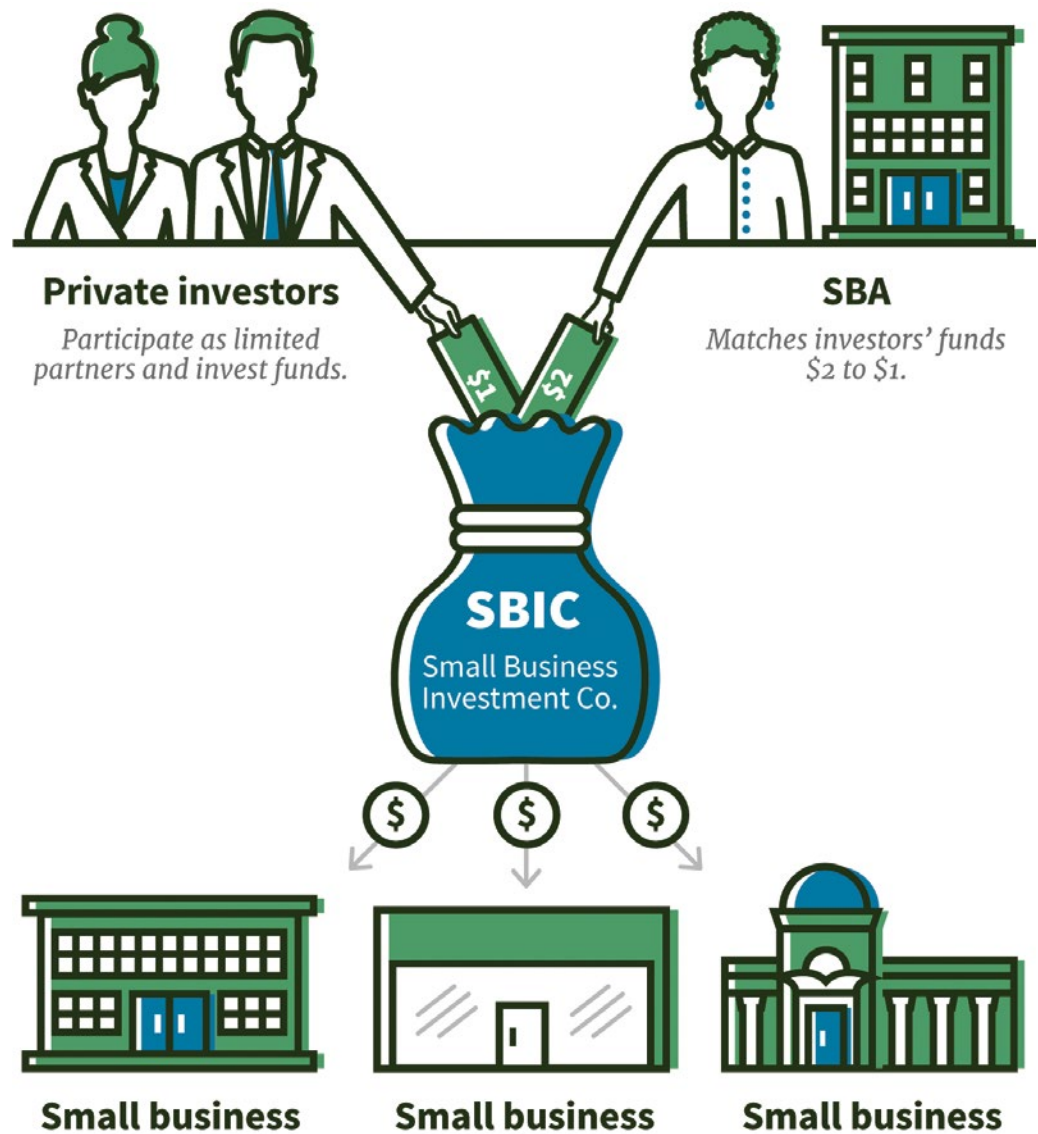
Visit your local Small Business Development Center (see page 8) for free exporting assistance from professional business counselors.

If you need assistance with international trade regulations, the SBA can be your advocate in foreign markets. Call toll free (855) 722-4877 or email international@sba.gov. Include your name, company name, mailing address, and phone number, as well as a brief description of the trade problem or challenge you are encountering.

Investment Capital

Looking for investors? Consider a Small Business Investment Company.

If you own a U.S. small business, you could receive capital from a **Small Business Investment Company** that is regulated by the SBA. The agency provides guarantees to investment companies with financing expertise in certain sectors or industries. These investment companies then use private funds, along with SBA-guaranteed capital, to invest in qualifying small businesses. The small business then receives a loan, equity, or a combination of both. Equity is a share of ownership an investment company gets in a business. Mature, profitable businesses with sufficient cash flow to pay interest are more likely to receive capital from a Small Business Investment Company. Each one has its own investment profile in terms of targeted industry, geography, company maturity, the types and size of financing they provide. To search the SBIC directory, visit **Investment Capital under Funding Programs** at sba.gov.





Brothers Frank, Greg, and Rob Leonardis rebuilt their company with an SBA loan after a devastating flood.

Rising Tide

Ember Industries receives SBA's 2017 Phoenix Award for its recovery after a disaster.

WRITTEN BY NIKKI BOWMAN

What is the American dream? To many, it is the ideal that every United States citizen has an equal opportunity to achieve success and prosperity through hard work, determination, and initiative. Ember Industries, Inc., a family-owned company in San Marcos, Texas, exemplifies that national ethos. Established in 1986 as a small contract design firm, Ember Industries has grown into a full-service contract manufacturing business that builds, tests, and calibrates electronic devices and wire and cable assemblies. The company's products are used to build things like above-ground tank monitors for oil fields and Lockheed military drones. In 2015, the company was on track to have one of its most profitable years, and then disaster struck.

"Things were going great. Honestly, the factory was going wonderfully. In June we were on pace for a record month,

but instead the Blanco River decided to come over its banks," says President Rob Leonardis.

In May 2015, the Blanco River flooded disastrously, overflowing its banks to record levels and destroying more than 1,000 homes. Ember Industries suffered catastrophic damages. "We had 32 inches of water in the entire building. Basically, it ruined all of our manufacturing equipment," says Vice President of Finance and Administration Frank Leonardis. "It shut us down. It was pretty devastating."

The flood destroyed about one-third of Ember's raw-material inventory and all of the work in progress as well as office furniture, computers and servers, and all of the company's high-tech production equipment. "A week into it, our dad came to us and asked, should we be trying to do this? Should we even be trying to rebuild this?" Rob Leonardis recalls. But instead of shutting the



doors, the company was approved for a \$2 million SBA disaster loan, and just six weeks after the flood, Ember Industries was back to full production.

In 2017, Ember Industries received the SBA Phoenix Award for Outstanding Small Business Disaster Recovery. "Without the SBA loan, we would not have been able to survive as a company," Rob Leonardis says.

"The Office of Disaster Assistance at the SBA looks at businesses that have suffered through a disaster, recovered, and put their employees back to work. And Rob's story about how SBA's disaster loan helped the business recover is one of preserving the American dream," explains Bill Koontz, public information officer for the Disaster Field Operations Center-West.

After the flood, Ember continued to



pay all its employees even though they were not able to resume operation immediately. “It is remarkable that Ember Industries has come back. It is remarkable they’ve been as successful in the wake of this as they have been,” says Koontz. “They haven’t just rebuilt, they’ve grown bigger and better.”

“I honestly believe we couldn’t have been able to rebuild without the SBA loan,” Rob Leonardis says. “It allowed us to continue to live the American dream.”

The SBA, the Federal Emergency Management Agency and other organizations work together to provide assistance to those affected by a disaster. Once immediate safety and security needs are met, the SBA helps get you and your community back to where you were before the disaster. The SBA provides loans to businesses of all sizes, nonprofits, homeowners and renters to cover rebuilding costs not covered by insurance or other forms of assistance.

Small businesses and nonprofits are also eligible to apply for economic injury losses, even if they suffered no physical damages. These direct loans come with low-interest rates and long terms. Property owners can also secure additional SBA funds to help protect their business or home against a disaster. Visit sba.gov/disaster.

The President & the SBA Administrator Can Declare a Disaster

Who to contact after a disaster is declared by the President



Register with FEMA at disasterassistance.gov, or call (800) 621-3362 (TTY: 800-462-7585), or visit a Disaster Recovery Center. Locations can be found at fema.gov/drc.

Businesses are automatically referred to the SBA. Most homeowners and renters will be referred by FEMA to the SBA to apply for disaster loan assistance. You must complete the SBA application to be considered for assistance. If the agency cannot help you with a loan for all your needs, the SBA will, in most cases, refer you back to FEMA.

Who to contact after a disaster is declared by the SBA



Contact the SBA directly to apply for a disaster loan. Businesses of all sizes, nonprofits, homeowners and renters are eligible to apply:

- Online at <https://disasterloan.sba.gov/ela/>
- Visit a federal/state Disaster Recovery Center in your area
- Call our customer service center at (800) 659-2955 (TTY: 800-877-8339) and ask for an application package to be mailed to you

FEMA grant assistance for homeowners or renters is not available under an SBA declaration.

Information needed to get started:

- Address of damaged residence or business and contact info
- Insurance information, including type of insurance, policy numbers, amount received
- Household and/or business income
- Routing and bank account numbers
- Description of disaster-caused damage and losses

How an SBA Disaster Loan Works

The SBA provides loans to businesses of all sizes, nonprofits, homeowners and renters to cover rebuilding costs not covered by insurance or other forms of assistance.

Verification & Processing

An SBA loss verifier will estimate the total loss to your property damaged by the disaster.

A loan officer determines your creditworthiness and eligibility after reviewing any insurance or other recovery funds. The SBA can approve and disburse a loan while your insurance recovery is pending. You will be advised in writing of all loan decisions.

Terms may go up to 30 years. The SBA sets terms based on each borrower's ability to repay, no early payoff fees or penalties.

Rates are low, based on the type of loan and if you have credit available elsewhere.

For Physical Damages

A business of any size and any nonprofit may borrow up to \$2 million to repair or replace damaged or destroyed real estate, machinery and equipment, inventory, and other business assets.

A homeowner may borrow up to \$200,000 to repair/replace primary residence damage.

A homeowner or renter may borrow up to \$40,000 to repair/replace damage to personal property, including vehicle losses.

For Economic Injury

The SBA also offers Economic Injury Disaster Loans for up to \$2 million to help meet working capital needs caused by a disaster.

Who are eligible: small businesses, small agricultural cooperatives, small businesses engaged in aquaculture, and most nonprofits.

Economic injury assistance is available regardless of whether the business suffered any property damage.

Closing & Funds Disbursement

Approval decision and disbursement of loan funds is dependent on receipt of your documentation.

Be sure to sign your closing documents. This can be done by mail or with an SBA representative at a closing center if one is open in your area.

The SBA disburses loan funds as recovery work is completed, items are replaced, and/or as funds are needed. The SBA will typically make an initial disbursement of up to \$25,000, if all requirements are met, within five days of receiving your signed loan closing documents. Your case manager will schedule subsequent disbursements of the full loan amount. Your case manager will work with you to help you meet all loan conditions. Your loan may be adjusted after closing according to your changing circumstances, such as unexpected repair costs or additional insurance proceeds.

Keep in mind

An SBA disaster loan is a direct loan from the government. Other organizations may reduce or not award you a grant if you have received an SBA loan or other assistance. Be sure to check with other organizations to see how an SBA loan might affect your eligibility for their program.

In general, recovery expenses covered by insurance, FEMA or other forms of assistance may reduce the amount provided by your SBA disaster loan.

How to Prepare Your Business for an Emergency

The financial cost of rebuilding a business after a disaster can be overwhelming. However, with a business continuity plan in place, you will be able to rebound and reopen quickly. You'll be in a better position to contribute to the economic recovery of your community. **First steps include:**

Establish a protocol to communicate with employees outside of the office to ensure they and their families are safe. Test the procedures regularly.

Keep your plan and all related documents in a digital format or in an accessible, protected, off-site location.

Review your insurance coverage

- Contact your insurance agent to find out if your coverage is right for your business; make sure you understand the policy limits and deductibles.
- Ask about business interruption insurance, which compensates you for lost income and covers operating expenses if your company has to temporarily shut down after a disaster.

Establish a solid supply chain

If your vital vendors and suppliers are local and the disaster is widespread, you will all be in the same situation—struggling to recover.

- Set yourself up to be able to get key supplies from companies outside your area, if possible.
- Create a contact list for important contractors and vendors you plan to use in an emergency
- Make sure you know your suppliers' recovery plans.

Plan for an alternate location

- Do some research in advance of the disaster for several alternative places to relocate your company in case a disaster forces you to close your business for an extended time.
- Contact a local real estate agent to get a list of available office space. You could make an agreement with a neighboring business to share office space. You could also make plans for employees to telecommute until your office reopens.



The Ready Business program, ready.gov/business, gives step-by-step guidance on how to prepare your business for a disaster. The series includes preparedness toolkits for earthquakes, hurricanes, inland flooding, power outages, and severe winds/tornadoes. Spanish materials are available.

Surety Bonds

Surety bonds help small businesses win construction, supply, and service contracts.

Surety bonds help small businesses win construction, supply and service contracts by providing the customer with a guarantee the work will be completed. Many contracts require surety bonds, which are offered by surety companies. The SBA guarantee provides an incentive for surety companies to work with small businesses that would normally not be able to obtain the bond. Eligible small businesses can receive the bonding assistance necessary to compete for contracting and subcontracting jobs using the **Surety Bond Guarantee Program**. This program is aimed at small businesses that lack the financial resources or performance track record necessary to secure bonding through regular commercial channels.

Small businesses that often come to the SBA for surety bonds:

- **Startups and firms** in business less than three years
- **Businesses with credit issues** or internally prepared financial statements
- **Subcontract trades** with a desire to establish their own bonding as a prime contractor
- **Those wishing to increase** their current bonding limits

1



Surety bonds are requested

Some contracts require that the business doing the work be properly bonded.

2



Surety partners with business

Authorized surety companies provide surety bonds to businesses that meet their qualifications.

3



The SBA guarantees

The SBA guarantees surety bonds for private surety companies, so more small businesses can qualify.

4



Small businesses benefit

Small businesses get SBA-guaranteed surety bonds so they can get to work.

For Public and Private Prime Contracts and all Subcontracts

The SBA guarantees: bid, payment, performance, and ancillary bonds issued by surety companies

Cost of contract: up to \$6.5 million

SBA reimburses surety companies in case of default

90 percent of losses sustained for veteran and service-disabled veteran, minority, 8(a), and HUBZone-certified small businesses; all projects up to \$100,000

80 percent for all other small businesses.

For Federal Contracts

The SBA guarantees: bid, payment, performance, and ancillary bonds issued by surety companies—if a guarantee would be in the best interest of the government

Cost of contract: up to \$10 million

SBA reimburses surety companies in case of default

90 percent of losses sustained for veteran and service-disabled veteran, minority, 8(a), and HUBZone-certified small businesses; all projects up to \$100,000

80 percent for all other small businesses.

SBA's QuickApp Program

Typically, small businesses provide financial statements and other documentation when applying for surety bond guarantees. This process is streamlined under the **SBA's QuickApp program**, which is for contracts below \$400,000. The streamlined application reduces the normal paperwork to a simple two-page application, and the small business does not need to file any financials with the SBA.

The SBA partners with 31 surety companies and hundreds of bonding agents. Online applications submitted through SBA authorized agents are approved in less than two days for regular applications and within hours for QuickApps. Find authorized agents at sba.gov/osg.



Questions?

Do you want to discuss the advantages of the SBA's Surety Bond Guarantee Program or need to locate an SBA authorized agent? Contact a bonding specialist:

Tamara E. Murray
Denver, Colo.
(303) 927-3479

Kevin Valdes
Seattle, Wash.
(206) 553-7277

Jennifer C. Bledsoe
Washington, DC
(202) 205-6153

CONTRACTING

Doing Business with the Government



My Next Career Path

This small business has made it their business to provide quality staffing in the federal arena.

WRITTEN BY **NIKKI BOWMAN**

Renee Boyce, president and CEO of My Next Career Path Staffing, LLC, knows firsthand the challenges of small business ownership. “Some of the biggest challenges are getting capital and financing to allow us to grow,” he says. “Sometimes it is hard to get a seat at the table. As a small business, we just need a fair opportunity

to bid on contracts.”

Founded in 2014 in Las Vegas, Nevada, My Next Career Path Staffing (MNCP Staffing) is a consulting and staffing firm that provides resources to private businesses, public sector firms, and local, state, and federal government agencies nationwide. The company offers temporary and permanent recruitment or recruitment by project in the fields of

information technology; engineering; medical, clinical, and professional services; and sales and marketing, and it is known for its IT solutions. The company is a certified 8(a), Minority Business Enterprise, Disadvantaged Business Enterprise (DBE), and Emerging Small Business in Nevada as well as a certified DBE in Arizona, California, Maryland, Oregon, Texas, and Utah.

“My Next Career Path saves companies time and money,” Boyce says. “Companies often receive hundreds of resumes in response to job ads, and it's time-consuming to go through them. Reviewing resumes to locate the best candidates is another full-time job. We save time by honing in on the best matches for the firm.”

All business owners know that making a bad hire is expensive. Not only do you spend time and money training someone who isn't a fit for the job, but then you have to start another candidate search. My Next Career Path prides itself in locating the candidates who are a great match from the start.

In 2017, Boyce was chosen as the SBA Nevada District Office Minority-owned Business of the Year. “The SBA has helped me grow my business by being a useful resource and providing guidance on working in the federal space,” says Boyce. My Next Career Path became a government contractor in 2016 and now reports more than 60 percent of the company's business is in the federal arena.

The SBA is a resource for small businesses that are interested in working with the government. Boyce says, “It takes time and patience to work in the federal space. It's certainly not for every business. But by establishing and



“

The SBA has helped me grow my business by being a useful resource and providing guidance on working in the federal space.”

Renee Boyce,
MNCP Staffing president and CEO

building relationships and teaming with partners, we’ve learned how to navigate the federal arena.”

Running a small business can be challenging but it is also very rewarding. Boyce advises other small businesses to use the resources available like PTAC, SBA, and local business chambers. “It is important to build a strong network of relationships,” he points out. “Do not rule out opportunities to subcontract. It will allow you to understand the process and gain experience.”

Boyce has big plans for the future. “My goal is to continue to grow and expand the company globally with even more locations nationwide, while still delivering value-added services to the government and private businesses.”

How to do business with the government

1. Identify your product or service number at **naics.com**.
2. Search the FedBizOpps database (**fbo.gov**) or **web.sba.gov/subnet** to see if any federal agencies are looking for your product or service.
3. Attend an SBA district office workshop on contracting. Visit **sba.gov/localassistance**, or see pages 16-19, to find your local office.
4. Talk to a local Small Business Development Center counselor (page 8) or visit a Procurement Technical Assistance Program adviser for free counseling. Find your closest center at **aptac-us.org**.
5. Obtain a free DUNS number at **https://fedgov.dnb.com/webform**.
6. See if you’re eligible for a contracting program and start the certification process. All required documents must be uploaded to **certify.sba.gov** before submitting an offer on a contract set aside for a specific program.
7. Register with the System for Award Management (**sam.gov**) to start doing business with the government.



Glenn Davis, an 8(a) program graduate, operates BranCore, a consulting business, out of Richmond, Virginia.

you and your mentor can compete for government contracts, further growing your business.

To qualify for this program:

- Proteges must have a mentor prior to applying for the program. Visit your local SBA office for guidance. Ask about the SBA's Resource Partners and the Procurement Technical Assistance Program for help in connecting you with a mentor business.
- You must be certified as a small business within your NAICS industry classification and have experience in that field.
- Mentors and proteges must be organized for profit or as an agricultural cooperative.
- Mentors cannot own more than 40 percent equity in the protege's business.
- An SBA determination of affiliation must not exist between the mentor and the protege. All Small-approved partnerships receive an exclusion of affiliation for contracting purposes.

8(a) Business Development Program

If you're an entrepreneur who is socially and economically disadvantaged, you could get business training and government contracting assistance through the **8(a) Business Development Program**, sba.gov/8a. The program includes free business development education, training workshops, and match-making opportunities with federal buyers. Firms owned by Alaska Native Corporations, American Indian tribes, Native Hawaiian organizations, and Community Development Corporations are also eligible for 8(a) business development assistance.

To be eligible for the 8(a) program, your small business must meet the following criteria:

- Qualify as a small business which is unconditionally owned and controlled by one or more socially and economically disadvantaged people of good character

SBA Contracting Programs

Your business could earn profit and gain valuable work experience by providing goods or services to the government.

The federal government sets aside contracts for small business, and these contracting programs are designed to help you compete for and win federal contracts. Visit [SBA.gov/contracting](https://sba.gov/contracting) to learn more about set-asides and whether one or more of these government contracting programs is right for your business.

All Small Mentor-Protege Program

Looking for an opportunity to partner with a more experienced firm for mentorship? You may find that effort rewarded in the **All Small Mentor-Protege Program**, sba.gov/allsmallmpp. At the same time you're gaining invaluable direction and experience,

- Be controlled by a U.S. citizen who lives in the United States
- Demonstrate current capacity and potential for success

Socially disadvantaged: those who have been subjected to racial or ethnic prejudice or cultural bias without regard to their individual qualities because of their identity as members of certain groups. The following groups of people are assumed to be socially disadvantaged: Black Americans, Native Americans, Alaska Natives, Native Hawaiians, Hispanic Americans, Asian Pacific Americans, and Subcontinent Asian Americans. A person who is not a member of one of these groups must establish that it is more likely than not that they have suffered disadvantage.

Economically disadvantaged: those whose ability to compete in the marketplace has been impaired because the person has not had as much capital and credit opportunities compared to others in the same or similar line of business who are not socially disadvantaged.

The benefits:

- 8(a) businesses are assigned an SBA professional to help coordinate your business development assistance.
- You could be awarded an 8(a) sole-source contract up to \$4 million for goods and services; \$7 million for manufacturing, exceptions apply.

What is an 8(a) sole-source contract?

A direct awarding of a contract to an 8(a) small business that can provide the needed services.

HUBZone

Businesses located in Historically Underutilized Business Zones, also called **HUBZones**, [sba.gov/hubzone](https://maps.certify.sba.gov/hubzone), must be certified to gain special access to federal contracts. **To qualify for the program, a small business must:**

- Be at least 51 percent owned and controlled by a U.S. citizen(s), a Community Development Corporation, an agricultural cooperative, or an Indian tribe.

- Be located within a HUBZone, which includes Indian reservations and military facilities closed by the Base Realignment and Closure Act. Enter your address in our interactive map to see if your business is located in a HUBZone, <https://maps.certify.sba.gov/hubzone/map>.
- Have at least 35 percent of your employees residing in a HUBZone.



For Service-Disabled Veterans:

If you're a service-disabled veteran looking to enter the federal marketplace, you may be eligible for this small business certification.

- To determine your eligibility, contact a veterans' business development officer at your local SBA office, or the SBA's Office of Veterans Business Development at sba.gov/ovbd.
- After you have set up to do business with the government in sam.gov, update your status as a service-disabled veteran business.

Keep in mind

The SBA does not officially certify this designation, so when a contract awarded based on this eligibility is protested, the SBA will determine if your business meets the eligibility status, ownership and control requirements.

Hops and Scotch owners David Ng and Darren Tow grew their business in Brookline, Massachusetts with the help of an SBA-guaranteed loan.



Procurement Technical Assistance Centers

Mississippi businesses looking to successfully compete for government contracts can use the procurement center network of regional offices. These offices assist clients for free with bid notices and preparation, price histories, military standards, and other factors that help you develop a competitive bid, mscpc.com

How can a procurement assistance center help you?

- » **A center adviser can help you determine if your business is ready for government contracting.**
- » **An adviser can help you register in the System for Award Management (sam.gov).**
- » **Your adviser will help you see if you are eligible for any small business certifications and programs.**

Mississippi PTAC

Program Office
State Woolfolk Building, 501 N. West St., fourth floor, Jackson, MS 39201
(601) 359-2988, sybrown@mississippi.org

Central MS Procurement Center

Serving Adams, Claiborne, Copiah, Franklin, Hinds, Jefferson, Jefferson Davis, Lawrence, Lincoln, Madison, Rankin, Simpson, Warren, and Yazoo counties
State Woolfolk Building, 501 N. West St., fourth floor, Jackson, MS 39201
(601) 359-3485, jlinoir@mississippi.org

Northwest Contract Procurement Center

Serving Bolivar, Carroll, Coahoma, DeSoto, Grenada, Holmes, Humphreys, Issaquena, LeFlore, Panola, Quitman, Sharkey, Sunflower, Tallahatchie, Tate, Tunica, Washington, and Yalobusha counties
7075 Golden Oaks Loop West, suite 12,
Southaven, MS 38671
(662) 349-2379, canosike@mississippi.org

Northwest Greenville Satellite Office

342 Washington Ave., second floor, Greenville, MS 38702
(662) 349-2379, canosike@mississippi.org

Northeast MS Contract Procurement Center

Serving Alcorn, Attala, Benton, Calhoun, Chickasaw, Choctaw, Clay, Itawamba, Lafayette, Lee, Lowndes, Marshall, Monroe, Montgomery, Noxubee, Oktibbeha, Pontotoc, Prentiss, Tippah, Tishomingo, Union, Webster, and Winston counties
318 Seventh St. North, Columbus, MS 39703
(662) 329-1077, jlatham@nmsptac.org

South MS Contract Procurement Center

Serving Amite, Forrest, George, Greene, Hancock, Harrison, Jackson, Lamar, Marion, Pearl River, Perry, Pike, Stone, Walthall, and Wilkinson counties
1636 Popp's Ferry Road, suite 203, Biloxi, MS 39532
(228) 396-1288, smcpcdirector@gmail.com

Meridian Satellite Office

Serving Leake, Neshoba, Kemper, Scott, Newton, Lauderdale, Smith, Jasper, Clarke, Covington, Jones, and Wayne counties
1901 Front St., suite A, Meridian, MS 39302
(601) 693-1306 x235, npurvis@mississippi.org

Women-Owned Small Business Certification

If you're a woman proprietor looking to sell to the federal government, you may be eligible for the Women-Owned Small Business certification, sba.gov/wosb.

Here's how to get certified:

1. Make sure you're eligible

- Your business must be at least 51 percent owned and controlled by one or more women who are U.S. citizens. The ownership must be direct and unconditional.
- A woman must hold the highest officer position and have managerial experience required to run the business.
- One or more women must manage the daily business operations on a full-time basis and conduct long-term decision making and planning.

To qualify as an economically disadvantaged woman-owned small business, your company must meet these criteria and the business owner and/or manager must meet certain income and asset requirements.

2. Register

- Register with the System for Award Management (sam.gov) to start doing business with the government.

3. Certify

Self-certify as a woman-owned small business or an economically disadvantaged woman-owned small business for free, or obtain certification from one of the SBA's approved third-party certifiers (which costs a fee):

- El Paso Hispanic Chamber of Commerce
- National Women Business Owners Corporation
- U.S. Women's Chamber of Commerce
- Women's Business Enterprise National Council

All required documents must be uploaded to certify.sba.gov prior to submitting an offer on a contract set aside for the program.

4. Update your status

- Update your status as a woman-owned small business in sam.gov.

5. Search the database

- Search the FedBizOpps database (fbo.gov) for your new business opportunity.

8 Tips

for Finding Government Contracting Opportunities

Small businesses can benefit from government contracting opportunities.

Despite recent budget cuts, the U.S. federal marketplace remains a lucrative opportunity for small businesses. The federal government typically spends approximately \$500 billion in contracts every year and the law requires that 23 percent of these dollars be awarded to small businesses.

But doing business with the largest purchaser of goods and services in the world isn't easy. One of the biggest challenges that small businesses face is uncovering the right opportunities—ones that match their capabilities and growth plans.

Here are eight tips and resources to help you find government contract opportunities that make sense for your small business.

1 Familiarize yourself with the rules. Before a contract opportunity comes along that excites you, be prepared. Familiarize yourself with what's involved with selling to the federal government. It's quite different to the private sector with much longer lead times and strict bidding and product requirements.

2 Understand what the government is buying. Now it's time to get strategic. Every agency and department has unique goals. Identifying these can help you target a niche or opportunity for your products or services.

The good news is that the government offers potential contractors something that no other sector does—an insight into its budgetary priorities.

What the government intends to buy and how much it has to spend is all in the public domain. These budgets (actually they read more like mission strategy papers than budgets) offer sufficient context for savvy small businesses to identify opportunities and focus their contracting sales and marketing strategy. Each federal agency or department budget is listed on the Office of Management and Budget (OMB) website.

3 Zero in on agencies that aren't meeting their small business goals. Each year the SBA negotiates formal goals with individual agencies to ensure that small businesses get their fair share of federal contracts. For several consecutive years, many agencies have fallen short of their targets. So who made the grade and who didn't? The Federal Procurement Data System posts scorecards for each agency. Could there be an opportunity here for your small business to lend its services and goods to help these agencies hit their targets next year?

4 Research existing and upcoming opportunities. Once you've identified agency initiatives that align with what your business has to offer, start tracking contract opportunities and solicitations that align with these on sites such as [USAspending.gov](https://www.usaspending.gov) and [FedBizOps.gov](https://www.fedbizops.gov). Market intelligence firms like ONVIA or ImmixGroup can also do the work for you (ImmixGroup also has a useful blog that highlights upcoming opportunities as well as contracting tips).

5 Put boots on the ground. Make a point of attending agency- or industry-specific government events. These are hosted by the private sector but attract the procurement community, influencers and industry experts. Useful sites to explore for upcoming events include GovWin, GovEvents, and if you're interested in the lucrative IT government market Digital Government Institute, ACT-IAC and GovMark Council are worth checking out.

6 Find a partner and advocate in the OSDBU. Another excellent way of getting in front of government buyers is to take advantage of the Office of Small and Disadvantaged Business Utilization (OSDBU) outreach events and expos. These serve to connect business owners to government buyers. You can view the upcoming event calendar [here](#).

These events also offer guidance on how small businesses can break into the contracting market and take advantage of programs like the 8(a) Business Development Program—a business development tool, which helps thousands of aspiring entrepreneurs gain a foothold in contracting with financial assistance and teaming opportunities.



Government contracting has led to new opportunities for Michael Mills, principal of Mills Group in Morgantown, West Virginia.

7 Get help from SBA procurement reps.

Another vital government resource are SBA's local Procurement Center Representatives (PCRs). PCRs provide services that include training, counseling and business match-making events. Find the PCR in your area.

8 Don't go it alone – partner with a government mentor.

Anyone embarking on new ventures can benefit from a mentor. The SBA operates a notable mentor-protege program that can help you get access to contracts. The All Small Mentor-Protege Program (page 45) rewards protege small businesses and experienced mentor firms with government contracting opportunities. The program's objective is to motivate larger companies to lend their knowledge to smaller, less experienced businesses so they can together compete for government contracts.

WRITTEN BY **Caron Beesley**, CONTRIBUTOR

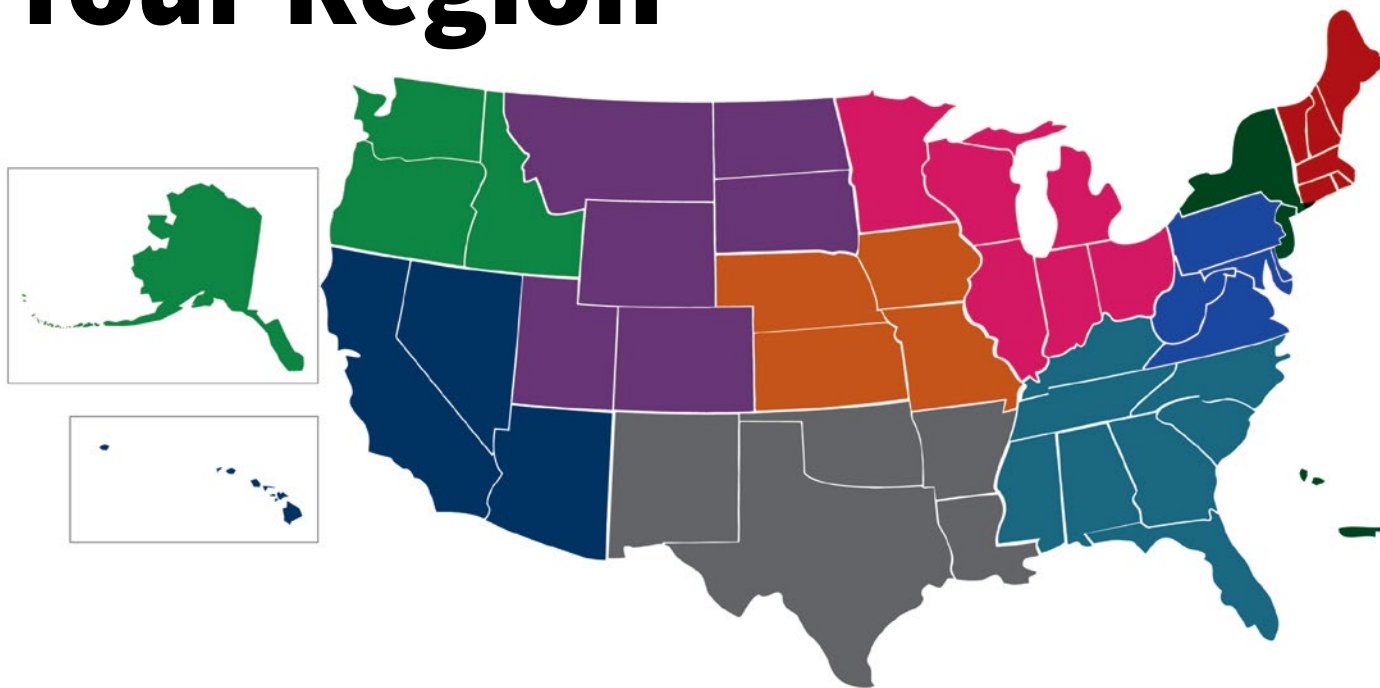
Additional Resources

For more tips and insights on breaking into and growing your business in the government contracting marketplace, check out these resources:

- **SBA Contracting Guide:** A deep dive into getting started, available resources and more. sba.gov/contracting
- **Contracting Blogs:** Learn about the latest resources and programs, and get tips on how to succeed. sba.gov/blogs/contracting
- **SBA Government Contracting Classroom:** Self-paced online courses on all aspects of the contracting process. sba.gov/contracting/resources-small-businesses/government-contracting-classroom

Reasons to L♥ve Your Region

To further the mission of helping small businesses succeed, the SBA has regional offices across the country. Here are some fun facts about each region from [sba.gov](https://www.sba.gov)



Region 1 (Connecticut, Massachusetts, Maine, New Hampshire, Rhode Island, Vermont) New Hampshire was home to the first ski club in the United States. As of 2014, Region 1 had the **highest number of small business skiing facilities per square mile** in the country, and all six region 1 states had skiing facilities.

Region 2 (New York, New Jersey, Puerto Rico, Virgin Islands) Small businesses are of key importance to Puerto Rico's economy. **Four out of five Puerto Rican workers are employed at small businesses**, as compared to 48% for the United States as a whole.

Region 3 (District of Columbia, Delaware, Maryland, Pennsylvania, Virginia, West Virginia) Washington D.C., Maryland and Virginia are some of the best states for women-owned businesses. **Washington, D.C., and Maryland rank 1 and 3 respectively for the number of businesses owned by women.** These two states and the district are in the top 10 for the amount of sales and employment from women-owned businesses.

Region 4 (Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee) Region 4 is a center of minority-owned businesses. **23% of all minority-owned businesses are located in region 4**, making it the second in the nation. This includes over 35% of all African American-owned businesses, the highest compared to any other region.

Region 5 (Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin) Region 5 has an active veteran business community. **It ranks second in terms of the number of veteran-owned businesses**, with Ohio and Illinois in the top 10 states.

Region 6 (Arkansas, Louisiana, New Mexico, Oklahoma, Texas) **Region 6 leads the nation in long-term GDP growth** (2009–2016) with 22% over the seven-year period. Texas and Oklahoma experienced the largest growth in the region with 28% and 22% respectively.

Region 7 (Iowa, Kansas, Missouri, Nebraska) Region 7 has a booming small health care industry. The region has the **most hospitals, general health care, and social assistance small businesses per capita** than any other region.

Region 8 (Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming) Region 8 is a great place for crafty entrepreneurs. **Montana ranks first in the nation in the number of small breweries per capita**; Colorado is third, and the region as a whole ranks second.

Region 9 (Arizona, California, Hawaii, Nevada, Guam) Region 9 is a diversity hub. Its **1.9 million minority-owned businesses amount to 24% of all U.S. minority owned businesses, placing it first in the United States** in this category. Hawaii tops the country in diversity: 64% of Hawaiian businesses are minority-owned.

Region 10 (Alaska, Idaho, Oregon, Washington) **Region 10 leads the country in coastline, fishing, and seafood exports.** The region's maritime endowment is led by Alaska, whose 6,640-mile-long coast is longer than those of the other 49 states combined. The region has the most small fishing operations of any region, and three of its ports—Portland, Seattle, and Anchorage—account for 67% of America's fish exports.

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Vernon R. Kelley, III – Executive Director
Matt Koon – Loan Officer
Bud Homan – Loan Officer

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