

# REACH Beyond Mentoring Program Guidelines & Selection Criteria

Application due by September 20, 2019

## **REACH Participant Status**

Applicant must already be registered as a REACH participant in order to apply for the REACH Beyond Mentoring Program.

## **Years in Business**

Scalable firms that aspire to enhance their business infrastructure. Firm should not be dominant in its business' industry/community. Firm should not be in its start-up phase. Should have at least two (2) consecutive years of business history.

## **Company's Core Competencies**

Should be in a construction-related field

## **Business Classification and Certifications**

The firm should be a certified small and emerging business with the City of Omaha

## **Financial Health**

Firms should have financial records including financial statements and tax returns. Firm should not have tax liens, unsatisfied judgements, unpaid child support without a current payment plan or be in bankruptcy.

## **Reporting**

Firms should agree to provide financial records to REACH for three (3) years with year one starting when firm enters the program. This is to be used to track the growth and capacity-building of the firm. All information provided to REACH is confidential and will only be reported out in an aggregated format. All information reported is for the use of REACH and the participating firm.

## **Health & Safety Record**

Firm should have a favorable Experience Modification Rate (EMR)

## **Bonding Capacity / Insurance Coverage**

At a minimum, firm should have coverage or the ability to satisfy the City of Omaha's requirements

## **Good Standing**

Firm should not have a negative representation with REACH institutional owners or with the mentors participating in the program. Since protégés may have access to federal subcontracting opportunities, the firm should not be listed on the "Excluded Parties List System" (A public service website maintained by the General Services Administration (GSA) for the purpose of disseminating information on parties that are

excluded from receiving Federal contracts, certain subcontracts, and certain Federal financial and nonfinancial assistance and benefits).

### **Participation**

Firm should have the capacity to successfully perform their current work while being mentored.

The owner or up to two owners of the firm will be the primary participant(s). If more than one owner registers to participate in the program, all are expected to attend all program sessions and events. The firm may NOT send other employees on the owner's behalf, but may bring employees with them to mentoring meetings and seminars.

### **Time Commitment**

Firm must be engaged in a minimum of 40 hours. This is inclusive of assessments, feedback coaching, one-on-one mentoring and all seminar gatherings during the 12-month program.

### **Timeline of Events**

The first two months will consist of assessment evaluations and one-on-one coaching from Gallup and Bellewether as well as protégé and mentor matching. Months 3-12 will consist of one-on-one mentoring with your respective mentor. You will also have access to your assigned power team of professional service providers to consult with and utilize during your 12 months in the program. The cohort will meet quarterly for seminars and team-building activities. The program will end with a graduation and certificate ceremony.

### **Tuition**

The REACH Mentoring Program tuition is \$1,750. Tuition is inclusive of assessments, one-on-one coaching from Gallup and Bellewether, one-on-one mentorship with General Contractor, access to professional services and Chamber membership. Participants may opt for one of the following payment plan options over the course of the 12-month program: 1. One-time Annual Payment 2. Semi-Annual Payments 3. Monthly Payments. *Tuition must be paid in full by November 1, 2019 in order for participant to graduate and receive certificate.*

### **Application**

The application comprises of two parts:

1. Online application
2. Submission of financial records via mail
  - Three Years Tax Returns
  - Three Years Financial Statements

Please address mail to the following:

Greater Omaha Chamber  
Attn: Frank Allen III - REACH  
808 Conagra Dr., Ste. 400  
Omaha, NE 68102

Both must be submitted ***no later than September 20, 2019*** for your application to be complete and reviewed by the selection committee.