

Disadvantaged Business Enterprise Mentoring Plan

Purpose:

Provide a framework for a mutually beneficial relationship between CleanPower and a carefully vetted and selected Milwaukee County Disadvantaged Business Enterprise to provide various forms of business development assistance.

Goal:

To enhance the capability of a local DBE janitorial company (primary NCAIS code of 561720) to be competitive, achieve entrepreneurial success, and contribute to the strength and vigor of our community. This will be achieved through an organized effort to transfer our experience, expertise, resources, and capabilities to the protégé.

Benefits to DBE:

CleanPower will be able to share best practices with the DBE, with special emphasis on:

- Human Resource Practices
- Timekeeping and Payroll Processing
- Trade certifications and memberships
- Development of Standard Operating Procedures
- Green Cleaning

Financial Assistance Offerings:

- Early payment
- Ability to purchase supplies and equipment through CleanPower at our highly discounted rates plus 5%

Miscellaneous:

- Ability to diversify service offerings through mentor offered training for niche/specialty markets
- Free tickets and an invitation to attend the Worldwide Cleaning Association trade show/exhibitor floor in Chicago with CleanPower mentors in the fall of 2015.
- Ability to participate in CleanPower training sessions provided to our Management Team.

Benefits to CleanPower:

- Giving back to the community that has made us successful will be a rewarding experience.
- We will learn from our protégé as much as we teach them.
- We will be able to meet and exceed our DBE spend for our contract with Milwaukee County.

Our Promise:

We will demonstrate a commitment of up to three years to assist a developing DBE company. We will provide valuable assistance to a protégé through lessons learned and/or practical experience gained.

Program Implementation

CleanPower will establish a single point of contact in the mentor firm who will be responsible for managing and implementing the mentor/protégé program. We will discuss with the DBE their preferred plan for the work locations.

For this specific Milwaukee County portfolio CleanPower will subcontract to DBE's :

- All supplies and consumables with Clean Rite an annual spend of 11.5%
- The daily janitorial services for CATC and Medical Examiner's Office to Legacy Building Maintenance, Inc. (CleanPower will retain performing periodic floor/carpet care) with an annual spend of 8.6%
- We would have Nisha Group, LLC and/or Legacy Building Maintenance provide daily janitorial services for Facilities West and Highway Fleet (CleanPower will retain performing periodic floor/carpet care) with an annual spend of 3%
- CleanPower would work with either the Nisha Group, LLC or Legacy Building Maintenance to provide a Day Porter to the Courthouse where their employee would be working alongside our Day Porter. The annual spend for this is 2%

Overall spend with DBE's is 25.1% which exceeds the RFP requested DBE spend of 13.5%.

If it is determined this arrangement is not successful, CleanPower would look at other opportunities such as giving sub-contractor specified areas of a larger building. This would provide more mentoring opportunities for the sub-contractor as CleanPower's Account Manager would be physically located in the same facility and able to provide guidance as requested.

Determining Success

We would work with the selected DBE to establish concrete goals to demonstrate the program's success. Those metrics may include a specified year-over-year revenue increase, launch of a new service offering, or third party certification.