

CENTRAL OFFICE:
Phone: 715-341-3444
Fax: 715-341-4656
Website: www.spha-wi.org
Facebook: [www.fb.com/StevensPointHA](https://www.facebook.com/StevensPointHA)

STEVENS POINT HOUSING AUTHORITY (SPHA)

1300 Briggs Court
Stevens Point, Wisconsin 54481



HI-RISE MANOR
MADISON VIEW APARTMENTS
SCATTERED SITE FAMILY HOUSING

Request for Proposals (RFP) for Banking Services

RFP Proposal #: 2025-01



**Stevens Point
Housing Authority**

All proposals must be submitted:

Via e-mail with subject title, “RFP: SPHA Banking Services” to Idowu Odedosu at iodedosu@spha-wi.org

OR mailed in a sealed envelope to:

**Stevens Point Housing Authority (SPHA)
ATTN: Idowu Odedosu, Executive Director
1300 Briggs Court, Central Office
Stevens Point, WI 54481**

**Proposals must be received prior to or on
Friday, June 27, 2025 - 4:00 p.m. Central Standard Time (CST)**

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Stevens Point Housing Authority (SPHA)

Request for Proposals (RFP) for Banking Services

1. RFP SECTION #1 - LETTER TO FINANCIAL INSTITUTIONS

May 16, 2025

Dear Interested Parties:

The Stevens Point Housing Authority (SPHA) in Stevens Point, Wisconsin, requests proposals from qualified financial institutions interested in providing the SPHA with banking, investment, and treasury services as outlined in the Scope of Services of this Request for Proposals (RFP) – RFP Section 4.

The objective of this RFP is to identify qualified financial institution(s) most capable of providing the highest level of service to the SPHA. Through this RFP, SPHA intends to minimize banking costs, improve operational efficiency, maximize earnings, and establish full-service relationships.

Timeline

Event	Date
1. RFP Released	May 16, 2025
2. Proposals Due	June 27, 2025
3. Initial Board Review	July 2025 - August 2025 (Date TBD)

All proposals submitted in response to this solicitation must conform to all of the requirements and specifications outlined within this document and any designated attachment(s) in its entirety. In particular, the financial institution will be required to fully execute without modifications, the HUD-required General Depository Agreement (GDA). The GDA requires the financial institution to continuously and fully (100%) secure all deposits regardless of type (i.e., checking, savings, money market, certificate of deposits, etc.) that are in excess of the Federal Deposit Insurance Corporation (FDIC) insured amount.

2. RFP SECTION #2 - ORGANIZATIONAL PROFILE

The Stevens Point Housing Authority (SPHA), established in 1968, is a public housing agency (PHA) that provides quality, affordable, and safe housing to low and moderate-income individuals and families, including the elderly and the disabled in Stevens Point, Wisconsin.

SPHA receives funding from the United States Department of Housing and Urban Development (HUD) and maintains contractual arrangements with HUD to manage and operate its low rent public housing program (247 residential units) in Stevens Point, WI. SPHA is overseen by a local board of five commissioners, who live in Stevens Point, WI and have been appointed by the Mayor of Stevens Point. The property of the SPHA is used for essential public and government purposes, and is exempt from all taxes, including sales tax on all its purchases of supplies and services.

Additional information about SPHA can be obtained from our website at www.spha-wi.org.

3. RFP SECTION #3 - CURRENT BANKING SERVICES

The SPHA currently uses one main banking institution that handles all its cash management needs. Rental payments and other fees received (i.e., maintenance charges, etc.) are paid via automatic payments (ACH), online, or by check or money order to the SPHA's central office. The Finance Clerk makes weekly deposits via remote deposit to the appropriate accounts as funds are received. Revenue from HUD and other governmental entities is received via ACH or electronic funds transfer into the appropriate program account. The SPHA uses two other banking institutions for special purpose programs.

Pursuant to HUD's requirements provided under the Annual Contributions Contract (ACC), all Public Housing funds must be placed in interest-bearing accounts. Positive pay (fraud protection) and on-line inquiry of transactions are available for these accounts. In addition, reconciliation service is provided for the accounts.

The accounts and type of services currently used by the SPHA are described below.

1. **General Fund Account.** This account serves as the master account for Tenant Rent Collections, Accounts Payable, and Payroll accounts. This account is the primary account to receive the Automated Clearing Housing (ACH) deposits from HUD as well as funds from other organizations. *See the table on page 5 for the average monthly balance and transaction activity.*
2. **Security Deposit Account.** This account is used for security deposits associated with the Public Housing program. State law requires that tenants' security deposits be maintained in a separate account. Minimal activity is associated with this account. *See the table on page 5 for the average monthly balance and transaction activity.*
3. **Operating Reserve Account for Tax Credit Program.** This is a special purpose account created specifically for the tax credit program. Minimal activity is associated with this account. *See the table on page 5 for the average monthly balance and transaction activity.*
4. **FSS Escrow Account.** The SPHA administers the Public Housing Family Self-Sufficiency (FSS) program. The SPHA has one separate interest-bearing FSS escrow account for all its FSS participants. *See the table on page 5 for the average monthly balance and transaction activity.*
5. **Homeownership Opportunity Home Ownership Opportunity Reserve Account (HOORA) Account.** This is a special purpose account created specifically for down-payment and closing cost assistance for first-time homebuyers in the City of Stevens Point. Minimal activity is currently associated with this account, but this may change in the future. *See the table on page 5 for the average monthly balance and transaction activity.*

6. **Reserve for Replacement Account.** This is a special purpose account created specifically for the tax credit program. Minimal activity is associated with this account. *See the table below for the average monthly balance and transaction activity.*
7. **Investments.** The SPHA currently maintains a Money Market Fund account invested in government securities and government treasuries. *See the table below for the average monthly balance and transaction activity.*

Account Name	Account Description	# of Checks	# of Deposits	# of Wire/Electronic Transfers/ ACH	Average Daily Balance
General Account	Checking	82	49	263	\$500,000.00
Security Deposit	Checking	0	0	0	\$78,533.04
Operating Reserve Account	Savings	0	0	0	\$468,994.89
FSS Escrow	Checking	0	1	1	\$11,675.37
HOORA Account	Checking	0	0.58	0	\$261,402.41
Reserve for Replacement Account	Money Market Account	0	0	0	\$134,764.72
Investments	Money Market Fund	0	0	0	\$2,454,314.00

4. **RFP SECTION #4 - SCOPE OF SERVICES**

Minimum Requirements

To be considered for selection, Offerors must have at least the following qualifications. Please indicate for each item listed below whether the banking institution meets the requirements. If not, please explain.

1. Be a federally or State of Wisconsin chartered institution qualified to act as a depository bank or credit union.
2. The bank or credit union must have a branch located within 20 to 30 miles of SPHA's central office (1300 Briggs Court, Stevens Point, WI 54481) and that location must be able to offer the full range of services required by this RFP.
3. Be a member of the Federal Reserve System and have access to all services.
4. Be insured by the Federal Deposit Insurance Corporation (FDIC) or the National Credit Union Administration (NCUA)
5. Be able to initiate and receive Federal wires.
6. Pursuant to HUD's requirements provided under the Annual Contributions Contract (ACC), all Public Housing funds must be placed in interest-bearing accounts.
7. Must have a Community Reinvestment Act (CRA) rating of either Satisfactory or Outstanding.
8. Must have an executed and current Form HUD-51999, General Depository Agreement, or be willing to execute the form (without changes) at the time of signing the contract. See the form at www.hud.gov/hudclips.
9. Be able to provide financial information or statements for the years specified in the RFP.
10. Be capable of providing all the services identified within the RFP.

Specific Requirements to Provide

The Offeror will provide the following banking and investment services.

General Financial Institution Information

1. History of the Banking Institution and Ownership Information
2. Safety and Soundness (capital ratios, total assets, etc.)
3. Credit Ratings – Standard and Poor's, Moody's, etc.
4. Community Reinvestment Act (CRA) Rating
5. Member Federal Deposit Insurance Corporation (FDIC) or the National Credit Union Administration (NCUA)
6. Financial Statements - Submit copies of the banking institution's annual audit reports for the past two (2) years.
7. Proof of Eligible Public Depository
8. Disaster Recovery Policy
9. References (current) – contact information for 3 to 4 comparable, like sized public entity clients, preferably in the State of Wisconsin or Mid-west
10. Investments - Please describe the investment options that the Offeror can provide the SPHA. The SPHA is required to invest only in instruments that are approved by HUD and State law. Please see HUD PIH Notice 1996-33 at www.hud.gov/hudclips/notices/pih-1999-1994.

Account Servicing Information

1. Financial Institution Contacts – Who will handle the relationship?
2. Locations/Branches - Provide a list of the Offeror's branches within the City of Stevens Point, Wisconsin or nearby the City of Stevens Point, WI. For each branch, provide the hours of operation, list of banking and investment services available, and the proximity to SPHA's central office at 1300 Briggs Court, Stevens Point, WI 54481.
3. General Account Information
 - a. Describe the Offeror's capacity to handle the types of accounts that we use and/or offer alternative options.
 - b. Describe how interest will be calculated on each account.
4. Deposit Processing
 - a. Describe how the Offeror would accommodate the deposits associated with our accounts.
 - b. Describe your procedure for the processing of returned items and how we would be notified?
 - c. How will deposit supplies, such as deposit slips, be provided, and is there a fee for these supplies?
 - d. Explain capabilities to provide SPHA's central office with a deposit check scanner for daily deposits for remote deposits. Software and hardware installation and maintenance will be provided by the

Offeror. Include lockbox process- reporting, viewing and turn-around time, and remote deposit capability and process.

- e. Describe the process and timing for deposit corrections or other credits or charges to our account. If using “Miscellaneous” for the description, more detail needs to be provided. When these entries are made, is notification provided to the SPHA? When and in what format? Describe the Offeror’s problem resolution process for missing deposits, deposit amount differences, and account adjustments.

5. Funds Availability Schedule – Please provide.

6. Electronic Access, Online Transactions, and Online Services

- a. Fully describe the Offeror’s online service capabilities and systems, including user-friendliness. List the system’s online initiation and monitoring capabilities (i.e. balance reporting, wires, positive pay, stop pay, transfer, etc.) and describe any differentiation of transaction and summary account types. Daily balance reporting should include detail on all transactions with summary reporting on closing ledger and collected balances along with one-day float, at a minimum.
- b. Explain the Offeror’s capability to accept online payments of rent. If available, describe the process and stipulations.
- c. Process ACH for rent payments – Describe processes, timing, fees, and file, and/or or software requirements.
- d. Process intrabank account transfers
- e. Process stop payment orders
- f. Process balance and transaction inquiries
- g. Ability to view cancelled check and deposit slip images and view and print monthly bank statements for all accounts. Imaging of all checks and image retention is required. Imaging of all deposit slips and deposit items also is preferred.
- h. Positive pay service and options
- i. For resolution of wire transfer and ACH transaction problems, describe the procedures, the timing requirements and the deadlines for correcting errors. Does phone, fax or computer handle the resolution? Provide information on the file requirements for direct deposit transactions.
- j. Describe back-up procedures for the SPHA’s use in the case of any interruption in the automated system delivery of information or transaction input functions.

7. Collateralization – The Offeror is required to pledge collateral to secure all monthly depository balances in excess of the FDIC/NCUA guaranteed limit, or per HUD regulations.

8. A fully executed HUD 51999 General Depository Agreement (GDA) without changes is required.

9. What differentiates your products/services from others?

10. Conversion Plan

- a. Describe the plan to coordinate a smooth transition of accounts and services.
- b. Discuss the kind of training that would be offered to SPHA personnel for the operation and use of the Offeror's services and automated systems in all areas of banking and investment services.
- c. Provide information on any costs that the SPHA would be expected to pay to convert. Please provide information on costs associated with initial account and/or system setup, software, training, printing of deposit slips, starter checks, if necessary, other supplies, etc.

11. Internal Controls - Provide detailed descriptions of the Offeror's internal controls/procedures for ACH's, wire transfers, and signature authority.

12. Enhanced Security Protections and Features

- a. Describe the security protocols for online services. How is authentication and authorization provided? How and by whom is the administration of the security module established and maintained?
- b. What are the hours of available technical support? How is the support provided?

13. Optional Services - The SPHA may be interested in the following services from time to time or in the future.

- a. Discuss any money market accounts, money market funds, certificates of deposit (CDs), U.S. treasuries, bonds, and/or other investment options available to the SPHA. Provide a history of the rates paid on these accounts for the most recent calendar year.
- b. Describe any services the Offeror can provide that could eliminate employee in-person visits or other advanced automated services.
- c. Business Credit Card accounts – Describe services, controls, reports, etc.
- d. Add services that you feel the SPHA would benefit from.

Pricing Schedule

1. Include a comprehensive fee schedule that includes all fees that may be charged to the SPHA's accounts. Charges for general account services and one-time set up charges, etc. should be included as well as fees for optional services that the SPHA does not currently use. Provide explanatory notes or a glossary of terms if the fee schedule is not clear. Also provide any volume levels at which you offer rate or fee modification.
2. All fees that will be charged under the contract must be included in the pricing schedule. Fees that are not included in the pricing schedule will not be allowed unless the SPHA agrees to a contract amendment adding the item prior to including the charge.

Staff Qualifications and Experience

1. Provide a staffing plan that describes the Offeror's approach to providing the required services and identify the key personnel and other staff that will be providing the banking and investment services to SPHA.
2. For each staff that will provide support to the SPHA, include information on job title, experience, and qualifications.
 - a. A copy of the Offeror's business license allowing the entity to provide such services within the jurisdiction.
 - b. If applicable, a copy of the Offeror's license issued by the State of record allowing the contractor to provide the services provided in the RFP.

5. RFP SECTION #5 - PROPOSAL FORMAT

All proposals submitted in response to this RFP must be formatted in accordance with the sequence and instructions provided below. Any proposal which fails to include these items will be considered a non-responsive proposal and will not be considered for evaluation.

See specific requirements to provide in RFP Section #5 on pages 6 to 8.

1. Tab 1. General Financial Institution Information
2. Tab 2. Account Servicing Information
3. Tab 3. Pricing Schedule
4. Tab 4. Staff Qualifications and Experience

6. RFP SECTION #6 - PROPOSAL SUBMISSION

1. **Original proposals are to be submitted on or prior to Friday, June 27, 2025, at 4:00 p.m. CST as follows:**

Via e-mail or another secured electronic transmission with the subject title, “RFP – SPHA Banking Services” to Idowu Odedosu, Executive Director, SPHA at iodedosu@spha-wi.org and will be received until Friday, June 27, 2025, at 4:00 p.m. CST.

OR submitted via mail or in person in a sealed envelope to:

**Stevens Point Housing Authority (SPHA)
ATTN: Idowu Odedosu, Executive Director
1300 Briggs Court, Central Office
Stevens Point, WI 54481**

2. Any proposal received/time-stamped after Friday, June 27, 2025, 4:00 p.m. CST time will be considered late. The time and date the proposal is received via mail in the office or via e-mail will serve as the time and date stamp.

NOTE: A facsimile copy (FAX) of a proposal is not acceptable.

3. The Offeror should submit a signed original version of its proposal.
4. No proposal may be withdrawn or modified in any way after the deadline for proposal submittal.
5. Proposals shall remain firm and valid for ninety (90) business days from said deadline.
6. The proposal must be completed in its entirety, completing all forms included in the proposal packet. If the Offeror should have any questions regarding the RFP, contact Idowu Odedosu, Executive Director, SPHA via e-mail at iodedosu@spha-wi.org no later than 4:00 p.m. CST on Friday, June 20, 2025.
7. Offerors may supplement their proposal with attached sheets for the purpose of adding or otherwise explaining any further conditions the Offeror wish to have considered. Such supplemental attachment(s) are to be considered items to be reviewed, accepted, rejected, and/or further considered by the evaluation committee.

7. RFP SECTION #7 – EVALUATION CRITERIA

The SPHA intends to retain the successful Offeror(s) pursuant to a "Best Value" basis, not a "Lowest Bid" basis, i.e., the SPHA will consider other factors than cost in making the award decision. An evaluation committee will review and rank each proposal using the evaluation factor and point system shown below. The award of points for each listed factor will be based upon the documentation that the Offeror submits with the proposal.

#	Evaluation Factor	Maximum Points
1	Banking's Institution Qualifications and Experience Firm's overall experience with providing financial banking and investment services to clients comparable to the SPHA; quality of references and experience with public agency clients; and strength and financial stability of the firm, including ability to protect and fully collateralize the SPHA's deposits.	25
2	Team Qualifications and Experience Offeror's level of staff who will be devoted to the banking and investment services; experience and qualifications of the specific staff assigned to the SPHA's banking services.	15
3	Service Level and Banking Products Ability to meet minimum required service levels and offer required banking products. Ability to offer products and service enhancements. Branch offices located near the SPHA with hours of operations that allow for efficient and effective banking service to the SPHA.	35
4	Costs and Fees. Actual points assigned to each Offeror will be based on the Offeror's unit price and will be compared in accordance with the total price provided.	25
5	Responsiveness to Terms & Conditions & Financial Viability - Proposal contains the required documentation and all terms and conditions are addressed and reports are included. - Financial condition; stability of current conditions and proven track record of effective management decisions. A review of the firm's audited financial statements demonstrate viability to provide the services of the RFP.	Acceptable / Unacceptable
Total Points		100

Once each Offeror's proposal has been evaluated and ranked, final negotiations will be scheduled for the top ranked Offeror. The evaluation committee shall enter into negotiations with the highest ranked proposal first, and if necessary, any or all of the other proposals and submit the list of ranked Offerors to the Executive Director. The Executive Director shall make a recommendation to the Board of Commissioners to award a single contract to the most competent, responsive, and responsible offeror submitting a proposal in accordance with the proposal evaluation criteria. The Board may require additional information or negotiations before the Board will approve an award of the contract.

Should negotiations with the selected Offeror become unsuccessful, the SPHA reserves the right to cease negotiations with the Offeror. In the event of cessation of negotiations with the first selected Offeror, the SPHA reserves the right to either enter into similar interviews and negotiations with the next highest ranked Offeror or take other action as it deems most beneficial.

The awarded contract will be for three (3) years with the option to renew in increments of one-year for two (2) additional years. The SPHA requires a fixed price for the first three years, with any price increases in years four (4) and five (5) limited by the prevailing Consumer Price Index (CPI) for the local jurisdiction. Requests for price increases shall be submitted by the banking institution in writing, ninety (90) business days prior to the anniversary date of the contract to be effective for the subsequent year.

8. RFP SECTION #8 – INSURANCE AND HUD MANDATORY CONTRACT PROVISIONS

Provide prior to the award, but not as part of the proposal submission, the successful Offeror will be required to provide the following documents. See the HUD Forms at www.hud.gov/hudclips.

- Form HUD-51999, General Depository Agreement – The banking institution must have or be willing to execute the form (without changes) at the time of signing the contract.
- Form HUD-5369-B, Instructions to Offerors, Non-Construction - Read and initial each page indicating that you have read and agree with the contents.
- Form HUD 5369-C, Certifications and Representations of Offerors, Non-Construction - Read and initial each page indicating that you have read and agree with the contents.
- Licensing and Insurance Requirements
 - An original certificate evidencing the contractor's current industrial (worker's compensation) insurance carrier and coverage amount.
 - An original certificate evidencing the contractor's General Liability coverage; naming the SPHA as an additional insured, together with the appropriate endorsement to said policy reflecting the addition of the Agency as an additional insured under said policy.
 - An original certificate evidencing the contractor's Professional Liability and/or "errors and omissions" coverage
- Section 3 - To be provided in accordance with the SPHA's procurement policy and procedures. See Attachment 1 – SPHA's Section 3 policy.

9. RFP SECTION #9 - SPHA'S RESERVATION OF RIGHTS

SPHA reserves the following right in association with the RFP process and upon contract award.

1. **Right to Terminate the RFP or Reject, Waive Proposals.** The SPHA reserves the right to terminate the RFP process, if deemed by the SPHA to be in its best interest. Additionally, the SPHA reserves the right to reject and not consider any proposal that does not meet the requirements of this RFP, including but not necessarily limited to, incomplete proposals and /or proposals offering alternative or non-requested services.
2. **Right to Not Award.** The SPHA reserves the right to not award a contract pursuant to this RFP.
3. **Right to Make Multiple Awards.** The SPHA reserves the right to make an award to more than one Offeror and to award with or without negotiations or a "Best and Final Offer" (BAFO).
4. **Right to Terminate.** The SPHA reserves the right to terminate a contract award pursuant to this RFP at any time for the SPHA's convenience upon ten (10) calendar days written notice to the contractor.
5. **Right to Retain Proposals.** The SPHA reserves the right to retain all proposals submitted and not permit withdrawal for a period of ninety (90) business days subsequent to the deadline for receiving proposals.
6. **Right to Negotiate.** The SPHA reserves the right to negotiate the fees proposed by the Offeror(s).

7. **No Obligation to Compensate.** The SPHA has no obligation to compensate any Offeror(s) for any costs incurred in responding to this RFP.
8. **Right to Reduce or Increase Estimated / Actual Quantities.** The SPHA reserves the right to reduce or increase estimated or actual quantities in whatever amount necessary without prejudice or liability to the SPHA, if: 1) funding is not available; 2) legal restrictions are placed upon the expenditure of monies for this category of service or supplies; or 3) the SPHA's requirements in good faith change after award of the contract.
9. **Right to Request Additional Information.** The SPHA reserves the right to request additional information from all proposers, if needed to evaluate proposals. Such information shall be submitted in the form required by the SPHA within two (2) business days of written request.
10. **Right to Request Reassignment of Personnel.** The SPHA shall retain the right to request and receive a change in personnel assigned to the work if the SPHA believes that such change is in the best interest of the SPHA and the completion of the contracted work.
11. **Unauthorized Sub-Contracting is Prohibited.** The successful Offeror shall not assign any right, nor delegate any duty for the work proposed pursuant to this RFP (including, but not limited to, selling or transferring the contract) without the prior written consent of the SPHA. Any purported assignment of interest or delegation of duty, without the prior written consent of the SPHA shall be void and may result in the cancellation of the contract with the SPHA or in the full or partial forfeiture of funds paid to the successful Offeror as a result of the proposed contract, as determined by the SPHA.

10. RFP SECTION #10 – ATTACHMENT

- Attachment 1 - SPHA's Section 3 Policy

Attachment 1

**Procurement Policy of the
Stevens Point Housing Authority (SPHA) Revision
Resolution 24-07**

ASSISTANCE TO SMALL AND OTHER BUSINESSES

Required Efforts

Consistent with Presidential Executive Orders 11625, 12138, and 12432, and **Section 3 of the HUD Act of 1968**, all feasible efforts shall be made to ensure that small and minority-owned businesses, women's business enterprises, and other individuals or firms located in or owned in substantial part by persons residing in the area of the SPHA project are used when possible. Such efforts shall include, but shall not be limited to:

- A. Including such firms, when qualified, on solicitation mailing lists;
- B. Encouraging their participation through direct solicitation of bids or proposals whenever they are potential sources;
- C. Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by such firms;
- D. Establishing delivery schedules, where the requirement permits, which encourage participation by such firms;
- E. Using the services and assistance of the Small Business Administration, and the Minority Business Development Agency of the Department of Commerce;
- F. Including in contracts, to the greatest extent feasible, a clause requiring contractors, to provide opportunities for training and employment for lower income residents of the project area and to award subcontracts for work in connection with the project to business concerns which provide opportunities to low-income residents, as described in **24 CFR Part 75** (so- called Section 3 businesses); and
- G. Requiring prime contractors, when subcontracting is anticipated, to take the positive steps listed above.

Goals shall be established periodically for participation by small businesses, minority-owned businesses, women-owned business enterprises, labor surplus area businesses, and Section 3 business concerns in SPHA prime contracts and subcontracting opportunities.

Section 3 requirements are for all public housing projects.

The SPHA has less than 250 public housing units and is considered a small PHA and therefore, is not required under regulations to have a separate Section 3 Plan. As described in 24 CFR 75.15(d), small PHAs may elect not to report under paragraph (a) of this section. Small PHAs that make

**Procurement Policy of the
Stevens Point Housing Authority (SPHA) Revision
Resolution 24-07**

such election are required to report on their qualitative efforts, as described in paragraph (b) of this section, in a manner consistent with reporting requirements for the applicable HUD program.

For public housing construction projects between \$2,000 and less than \$250,000, form HUD-5370-EZ applies. For construction projects over \$250,000, form HUD-5370 applies.

Definitions

1. A **small business** is defined as a business that is: independently owned; not dominant in its field of operation; and not an affiliate or subsidiary of a business dominant in its field of operation. The size standards in **13 CFR Part 121** should be used to determine business size.
2. A **minority-owned business** is defined as a business which is at least 51% owned by one or more minority group members; or, in the case of a publicly-owned business, one in which at least 51% of its voting stock is owned by one or more minority group members, and whose management and daily business operations are controlled by one or more such individuals. Minority group members include, but are not limited to Black Americans, Hispanic Americans, Native Americans, Asian Pacific Americans, Asian Indian Americans, and Hasidic Jewish Americans.
3. A **women's business enterprise** is defined as a business that is at least 51% owned by a woman or women who are U.S. citizens and who control and operate the business.
4. A **"Section 3 business concern"** is as defined under **24 CFR Part 75**.
5. A labor surplus area business is defined as a business which, together with its immediate subcontractors, will incur more than 50% of the cost of performing the contract in an area of concentrated unemployment or underemployment, as defined by the DOL in **20 CFR Part 654, Subpart A**, and in the list of labor surplus areas published by the Employment and Training Administration.