

KAREN BARBOUR

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SURETY EXECUTIVE • BUSINESS & INDUSTRY LEADER

30 Plus Year Surety Industry Veteran. Passionate. Professional. Problem Solver. Advocate.

Performance excellence, expert surety knowledge, and record of building a powerful collaborative network of business and political ties are hallmarks of a career underscored by an indelible commitment to enabling the competitive positioning and growth of client companies—from start-ups and small businesses to Fortune 1000 firms. Recognized throughout the industry for achieving results others believed to be impossible.

Definitive leader and recipient of numerous awards for outstanding leadership and entrepreneurial spirit

- U.S. Small Business Administration (SBA) *Maryland Small Business Person of the Year*, for pioneering work in breaking down surety bond barriers for minority and women-owned construction firms. First surety professional to receive SBA's top honor – 2008 (Inducted into the SBA Hall of Fame)
- Ernst & Young Entrepreneurial Winning Women™2009 – One of only nine women-owned companies in the U.S. selected. This award provides intimate access to Ernst and Young's elite network of the country's best high-growth companies, as well as participation in a customized leadership program designed to connect women entrepreneurs with the advisors, resources and insights needed to become market leaders.
- *The Baltimore Sun's 25 Women to Watch* in 2017 – “Highlights the Baltimore area's most intriguing movers and shaker of 2017.”
- *The Daily Record Innovator of the Year Award*, recognizing passion for change. The first surety professional to receive this award – 2010 & 2017
- *The Daily Record Circle of Excellence* (2017) and *Top 100 Women* (2012 & 2014) – “Recognizes high-achieving Maryland women who are making an impact through their leadership, community service and mentoring.”
- *The Daily Record Top 50 Most Influential Marylander* (2013) – “Honors individuals who have made significant impacts in their field and continue to be leaders in Maryland.”
- Girl Scouts of Central Maryland Distinguished Women's Award (2013) – “An annual fundraising event that honors local businesswomen who reflect the attributes that Girl Scouting aspires to instill in every girl.”
- Maryland Top 100 – Minority Business Hall of Fame Inductee (2012) – “recognizes those enterprising minority entrepreneurs that fuel the region's economy through their innovation, sacrifices and dedication.”
- Graduate of *Leadership Maryland* Class of 2008 - One of 50 accomplished leaders selected to participate in the program for demonstrating personal concern and commitment to helping shape Maryland's future.
- Muscular Dystrophy Association of Maryland *Shining Star Award*, for fundraising efforts on behalf of MDA children and families that exceeded \$100,000 – 2010

Catalyst for driving passage of landmark legislation in Maryland and on Capitol Hill

- Initiated and successfully lobbied U.S. Senator Benjamin Cardin to sponsor an amendment to the *American Recovery and Reinvestment Act* (2008) that removed prohibitive federal surety-bond program eligibility criteria, paving the way for start-up, small and minority-owned businesses around the country to compete for stimulus-funded contracts. This amendment more than doubled participation in the SBA surety bond program during the first six months and increase SBA's ability to back projects up to \$10 million versus \$2 million.
- Instrumental in the passage and implementation of Maryland House Bill 169 (2006), landmark legislation that expanded surety availability for small businesses, enabling an increase in competition on government-funded contracts and minority business enterprise (MBE) goal fulfillment. The law's sunset provision was granted in 2013.

- Assisted in drafting and passage of two Maryland House Bills: 928: which reduced retention rates on state projects from 10% to 5%; and, 1226: which eliminated proprietary specifications in school construction projects
- Initiated and successfully lobbied for Maryland House Bill 595 (2013), Subcontractor's Equal Access to Bonding Act—Effective date of new law, July 1, 2013
- Initiated and gave lead to Associated General Contractors of MD for HB Bill 403/SB826 (2016), The Change Order Fairness Act that passed the 2016 session-Effective date of new law July 1, 2016.
- Instrumental in creating a Federal Acquisition and Regulation Change in 1997 that allowed for multi-term contracts to be guaranteed by an annually renewable bond versus one bond for the sum of all the years. Such "one" bond requirement was a difficult at best to obtain by small businesses. This change for annually renewable bonds opened the doors wide to allow small businesses to compete for such contracts. **"Karen later pursued the GSA in hopes that a FAR committee would be established within GSA to explore the benefits of changing term contract bond provisions. In October, such a committee was established and initiated by Edward Loeb [Director of Federal Acquisition]. In December, FAR Part 26 – Bond and Insurance, section 28.102-2 was amended."** – See reference to AGC articles in publication section of resume.

"Karen Barbour is one of Maryland's most distinguished business leaders. I have worked with Karen on a number of public policy issues to help small businesses and to improve the overall economic climate and she has always brought keen insight and advice to every discussion. She clearly understands what businesses need to succeed and she is a strong and forceful advocate." – **U.S. Senator Benjamin L. Cardin; U.S. Senate Committee on Small Business & Entrepreneurship**

PROFESSIONAL EXPERIENCE

THE BARBOUR GROUP, LLC – Founder/President (www.thebarbourgroup.com)

2002 to Present

The Barbour Group is nationally known as one of the most knowledgeable and creative brokers, specializing in providing a comprehensive suite of surety bonds and commercial insurance risk solutions for small, medium and large government and construction contractors, as well as Fortune 1000 companies on a national and global basis.

Agency's primary goal is to service the surety and commercial insurance needs of clients, while taking a stand as an advocate on national issues and a pioneer in breaking through bonding barriers for small businesses. Provide vision, strategy, and tactical direction that have resulted in consecutive annual sales growth of more than 45%. It is a nationally licensed insurance agency.

- Lead and direct day –today operations and oversee marketing, business development and product/service delivery
- Leverage risk-management expertise, underwriting savvy and broad access to leading national insurance and surety corporations to provide clients with customized solutions
- Promote company and industry visibility through participation in numerous professional associations, trade shows and community organizations
- Deliver presentations at state and national conferences, summits and business forums as expert on surety bonds, strategic partnerships and capacity building

THE BARBOUR GROUP, LLC'S Corporate Milestones

- Became Maryland's first 100% woman-owned independent insurance agency specializing in surety bonds – 2002
- Entered into a surety bond consulting services agreement to provide surety bonds to subcontractors and suppliers of Hensel Phelps Construction, one of the largest general contractors in the nation. To date, The Barbour Group has provided bonding assistance in CA, CO, WV, GA, NC, MD and DC through execution of this nationwide service agreement – 2008 to Present
- U.S. Small Business Administration (SBA) *Maryland Small Business Person of the Year* and inducted into the *SBA Hall of Fame*. First surety professional to receive SBA's top honor – 2008

- Received Ernst and Young's *Entrepreneurial Winning Women Award*— 2009
- Achieved *Women's Business Enterprise National Council (WBENC) Certification*, essential to marketing to Fortune 1000 companies. The Barbour Group is the only independent insurance agency in the Mid-Atlantic to achieve WBENC certification – 2009

ALLIANCE FOR HISPANIC COMMERCIAL CONTRACTORS – President/Co-Founder
www.ahcc-midatlantic.org

2016 to Present

Newly formed in 2016, its purpose is to promote the growth, prosperity and participation of Hispanic Commercial Contractors in commercial and government procurement contracts through education, training and guidance. Expected launch of the company is December 2016 with support of Howard Hughes Development. Notable construction, banking and legal minds will provide the instruction for the learning modules to be launched live and via FaceBook. Mentorship and interactive training is at the forefront of our mission to enable success and competitive fairness to grow the Hispanic owned commercial construction firms in the Mid-Atlantic region.

BG NETWORK, LLC – Founder/President
www.bgnetworkusa.com

2014 to Present

Company's primary goal is to provide a personalized platform to scale small business and provide them with resources and contacts that typically are only afforded to big business. BG Network is uniquely qualified and able given the vast military, political, financial, and legal backgrounds of its consultants to offer key introductions to uncover coveted contacts and sources for securing work in all sectors of construction. The primary objectives for its clients are to:

- Managing insurance, surety and contract claims and disputes effectively
- Enable better public policy and introduce clients to key political appointees and elected officials
- Secure financing through traditional financial institutions, venture capitalists, private equity firms, and other outside sources
- Maneuver set-backs through effective crisis management
- Match clients to big business contacts to win contracts through effective teaming and joint venturing
- Offer tailored advisory board services to effectively implement key strategies for growth and sustainability
- Include clients in database of BG Network vetted for internal matchmaking, networking and future introductions to business opportunities

COALITION FOR CONTRACTING FAIRNESS – Founder

2013 to Present

Organization's primary goal is to seek financial support from its members to support Maryland legislation that Karen Barbour initiates for contracting fairness. In 2013, the coalition, through Karen's initiatives and the organization's lobbyist, Gil Genn, successfully passed the Subcontractor's Equal Access to Bonding Act. In 2014, the coalition was successful in gaining lead support by the Associated General Contractors of MD to lobby for Karen's initiative and draft of The Change Order Fairness Act. In 2015 the bill passed both houses but was modified by the Senate with no time to spare for House concurrence. Reintroduced in the 2016 session, HB 403 sponsored by Delegate Dan Morhaim and SB 826 sponsored by Senator Joan Carter Conway passed unanimously.

THE NATIONAL SMALL BUSINESS PARTY – Founder
www.nsbpusa.org

2016 to Present

The purpose of the NSBP is to be a political entity separate and distinct from all other political parties and movements, providing a collective voice for small businesses and creating effective policy on all subject matters and issues, and such other purposes for which any political party may engage or as may be set forth in the NSBP Constitution, and including moving public policy in a pro-business direction, electing pro-business representation, nominating candidates for public office, and supporting NSBP candidates for political office.

PARTY FOR A CURE CORPORATION – President/Co-Founder
(www.pfacmd.org)

2016 - Present

Party For A Cure originally began in 2008 as an annual gala to continue Karen's efforts in raising more donations for children and adults afflicted with neuro-muscular diseases. Proceeds were donated to the Muscular Dystrophy Association of Baltimore (MDA). Beginning in 2017, MDA was no longer using donations to support the direct needs of families, such as home and medical equipment repairs. In 2017, Karen formed Party For A Cure Corporation, a 501(c)3 non-profit organization consisting of three board members in order that the proceeds go directly to families in need, fund summer camp, as well as research. To-date the annual gala has raised over \$1 million. The non-profit serves many families and in 2017 took on an outside project to reconstruct a home for the Fallon Family, who, out of six adult children, have two with SMA disease. For the first time these two adults were able to use the front door, turn on lights, open a refrigerator door, maneuver freely, and enjoy a new HVAC system. Karen sourced all the materials and contractors in several states, ranging from small to large businesses, donated labor and materials – about a \$200,000 renovation package. Please see our website for more information.

PRIOR EMPLOYMENT

1994 to 2002

Director of Surety / Assistant Vice President

- **ARMFIELD, HARRISON & THOMAS, INC.**, Leesburg, VA (1998 to 2002)
- **EARLY, CASSIDY & SCHILLING, INC.**, Rockville, MD (1994 to 1998)

Developed and implemented strategic marketing and sales plans to achieve corporate goals for delivery of bond, risk-management and corporate insurance programs. Established and nurtured relationships with key strategic partners and industry leaders and represented each firm at trade associations and organizations.

- Founded the **General Council for Construction** with the *U.S. Army Corps of Engineers* (Baltimore Office) which facilitated roundtable discussions regarding federal construction and led to adoption of a two-step process for procuring work for DC schools (1998 to 2000)

EDUCATION & PROFESSIONAL CREDENTIALS

TUCK SCHOOL OF BUSINESS AT DARTMOUTH – 2010

Tuck WBENC Executive Program

ASSOCIATE IN FIDELITY AND SURETY BONDING (AFSB) – 2010

American Institute for Chartered Property Casualty Underwriters

LEADERSHIP MARYLAND – 2008

www.leadershipmd.org

MASTERS OF BUSINESS ADMINISTRATION (MBA) – 1994

University of Baltimore

BACHELOR OF ARTS, POLITICAL SCIENCE AND HISTORY (dual major) – 1994

Loyola College in Maryland (currently Loyola University Maryland)

CORPORATE AWARDS

Women of Power Award – Women Leadership Magazine USA – 2018

Circle of Excellence Award (2018) & Top 100 Women Award – The Daily Record – 2012 & 2014

Baltimore Sun's 25 Women to Watch – 2017

Innovator of the Year – The Daily Record – 2017 & 2011

Most Admired CEO – The Daily Record – 2014

Maryland Minority Contractors Association – Woman's Business Enterprise of the Year – 2013

Top 50 Most Influential Marylanders – The Daily Record – 2013

Women Business Enterprise of the Year – Maryland Minority Contractors Association - 2013

Best-Run Companies – SmartCEO – 2012

Enterprising Women of the Year – Enterprising Woman Magazine – 2012

MBE Hall of Fame Recipient – The Top 100 MBEs – 2012

BRAVA! Women Business Achievement Award – SmartCEO – 2011

Inc. 500/5000 – Inc Magazine – Listed for 2008, 2009, 2010, and 2011

Future50 Award – SmartCEO Magazine 2010

Entrepreneurial Winning Women Award – Ernst and Young – 2009

Minority Business Enterprise of the Year – MWMCA – 2008

Small Business Person of the Year, Maryland – U.S. Small Business Administration – 2008

SBA Hall of Fame – Inducted 2010

Carroll County Economic Development Small Business Person of the Year – 2008

Business Achievement Award – MD Hispanic Chamber of Commerce – 2008

Business Achievement Award – Maryland Hispanic Chamber of Commerce – 2008

COMMUNITY IMPACT & LEADERSHIP

Board Member – Girl Scouts of Central Maryland (GSCM) – 2016 to Present

Chair, Distinguished Women Award Committee, GSCM 2019

Chair, Nominating Committee – GSCM 2014-2016

Co-Founder –Party For A Cure, an annual fund raising event to help children afflicted with neuro-muscular disease – 2008 to Present (Over \$1 million raised)

Chair, Advisory Board – Small Business Development Center, State Of MD – 2012 to Present

Member – Appointed by Governor – Task Force to Investigate the Challenges of & Opportunities for Minorities in Business - 2017

Treasurer, Executive Board – Women Contractors Owners and Executives (WCOE) 2014 to 2016. Reinstated as Treasurer – 2019 to present

Urban Baseball League – 2016 to present

Board Member – Associated General Contractors of MD – 2012 to 2015

Co-Chair – Governor’s Commission on Small Business – 2011 to 2014

Economic Development Commission Small Business Representative – Carroll County, MD – 2009 to 2014

Distinguished Women Award – Girl Scouts of Central Maryland – 2013

Shining Star Award – Muscular Dystrophy Association of Maryland – 2010

The Arc of Carroll County Special Appreciation Award – 2010

Bridging the Gap Achievement Award – Greater Baltimore Committee – 2008

SOCIO-ECONOMIC CERTIFICATIONS/NAICS: 524120, 524298, 541611

WBENC – Women’s Business Enterprise National Council

WOSB – Women Owned Small Business – U.S. Small Business Administration

WBE – Women Business Enterprise – Maryland Department of Transportation

WBE – Baltimore City, MD

WBE – Prince Georges County, MD

WBE – Washington Suburban Sanitary Commission

SWAM – Small Woman and Minority Certification – State of Virginia

SOCIAL MEDIA

<https://karenbarbour.wordpress.com>

<https://twitter.com> Karen_Barbour

<https://www.linkedin.com/in/surety>

SPEAKING ENGAGEMENTS

- **2019 USACE-TSE-TNSBDC-UT_PTAC-SBA's 9th Annual Small Business Industry Day** – Federal Contracts Panel - 2019
- **BWI Airport** – “The Importance of Small Business Representation,” Baltimore, Md -2019
- **BWI Airport** – “Fair Practices Outreach,” Baltimore, MD – 2018
- **GovCon Consulting, LLC** – “Best Practices for OCONUS Contracting.” November 2018
- **Clark Construction Strategic Partnership Program**, “Bonding For Construction,” Chicago and Boston (2014-Present)
- **Maryland Department of General Services**, “Strategies for Small Businesses to Maximize Surety Bond Capacity” (2015)
- **DC Chapter of Professional Women in Construction Event**, “Meet DC’s Successful Women & Men in Construction,” Panelist-Surety Speaker (2015)
- **Maryland Aviation Authority Surety Seminar** (2018 & 2014)
- **Senator Cardin Outreach Event**, “Surety Bond Basics for Small Business” (2014)
- **Association of School Business Officials Conference**, “Demystifying Bonding,” Maryland (2014)
- **National Association of Women MBAs Conference**, “Six Key Steps in Accessing Capital, Washington, DC (2014)
- **WCOE New York City Conference**, “Strategies to Maximize Bonding Capacity” (2012)
- **Maryland Procurement Technical Assistance Program Seminar**, “Bonding for Government Contractors” (2012)
- **14th Annual Enterprising Women Breakfast**, Entrepreneurship, Baltimore Business Journal (2011)
- **Give Me 5 Webinar**, “Surety Bond Strategies for Federal Contractors”, American Express OPEN & Women Impacting Public Policy, Washington, DC (2011)
- **10th Annual ATHENA Award Women's Leadership Breakfast**, “Entrepreneurship and Risk Taking” (Keynote), Harford Community College, Bel Air, MD (2011)
- **Maryland Hispanic Business Conference**, “Surety Bond Strategies for Contractors”, Maryland Hispanic Chamber of Commerce, Bethesda, MD (2011)
- **“Spring Forward” BE/SWAM 495 HLS Contractors’ Workshop**, “Access to Bonding,” Virginia Mega Projects, Alexandria, VA (2011)
- **OSDBU Small Business Summit**, “Corporate Sustainability,” U.S. Department of Transportation, Washington, DC (2010)
- **National Veteran Small Business Conference**, “Surety Bond Strategies for Federal Contractors,” Department of Veterans Affairs, Las Vegas, NV (2009)
- **S.A.M.E. National Small Business Conference**, “Surety Bond Strategies for Federal Contractors,” Department of Army, Grapevine, TX (2009)

“IN THE NEWS”

Equal Access in Bonding and Surety – American DBE Summer Issue, pp 42-43

https://issuu.com/americandbemediakit/docs/amdbe_summer_2019

Understanding the Impact of 100% Performance and Payment Bonds and Surety Premium -American DBE Magazine. pp 46 - 47

<https://americandbe.com/american-dbe-magazine-current-issue/>

Hensel Phelps and The Barbour Group Partner to Help Small Business Succeed – Spring 2019

<https://www.henselphelps.com/hensel-phelps-and-the-barbour-group/>

Change Order Fairness for Maryland – American DBE Winter 2019

https://issuu.com/americandbemediakit/docs/amdbe-winter-2019_final_print/a/153859

Building Reputation Builds Business for 2 Successful Women – Forbes June 27, 2012

<http://www.forbes.com/sites/geristengel/2012/06/27/building-reputation-builds-business-for-2-successful-women/>

Four Ways To Find a Great Partner for Government Contracting – American Express OPEN Forum--July 26, 2012

<https://www.americanexpress.com/us/small-business/openforum/articles/4-ways-to-find-a-great-partner-for-government-contracting/>

Surety Requirements 101: Best Practices to Guarantee Bonding – Construction Executive, ABC.ORG – Reprint May 2011 (original predates 2008)

The publication is no longer in circulation. Copy provided upon request.

10 Steps to Capture Additional Bonding – May 15, 2011

<https://www.constructionbusinessowner.com/accounting/accounting-finance/10-steps-capture-additional-bonding>

How a grass roots effort can affect change in the FAR: New Far bon guidelines for term contract – AGC Maryland Chapter Message – 1997

Publication is not in circulation. Copy provided upon request.

Karen led a team of industry leaders and met with Samuel J. “Chip” Morris, then Associate General Counsel of GSA that led to a FAR change. Five-year term contracts as a result became annually renewable allowing for annual bonds to be posted versus one bond for all five years. This change open doors wide for small business to compete for such contracts. “Karen later pursued the GSA in hopes that a FAR committee would be established within GSA to explore the benefits of changing term contract bond provisions. In October, such a committee was established and initiated by Edward Loeb [then Director of Federal Acquisition]. In December, FAR Part 26 – Bond and Insurance, section 28.102-2 was amended.”