



3525 Hyland Avenue, Suite 260
Costa Mesa, CA 92626
Direct: (714) 800-1795
Fax: (714) 800-1640
www.gcapservices.com

7777 Greenback Lane, Suite 202
Citrus Heights, CA 95610
Direct: (916) 728-1415
Fax: (916) 728-1404
www.gcapservices.com

PRESS RELEASE

For Immediate Release

Over 800 Trained in Caltrans's new Race-Conscious contracting criteria

Costa Mesa, CA June 8, 2009 – In the wake of Caltrans' decision to reinstitute race-conscious contract award criteria, GCAP Services completed training for over 800 Caltrans and other local government agency employees throughout California. The training ensured that participants were equipped with the knowledge, tools and techniques required to properly administer and monitor the new race-conscious and race neutral-criteria which will be applied to all new Caltrans contracts awarded after June 2, 2009. *"What makes this training especially crucial is that any Caltrans project utilizing even a small portion of Federal Highway Administration (FHWA) funding being made available through the American Recovery and Reinvestment Act (ARRA) will need to comply with these new award criteria"* said Ed Salcedo, president of GCAP Services.

The need for this training comes as a result of a recent Disparity Study which was conducted by Caltrans (with support from GCAP Services) to determine if any ethnic or minority groups were discriminated against or were unfairly disadvantaged in the contract award process. The study concluded that there was disparity among four (4) groups – African Americans, Native Americans, Asian Pacific, and Women as defined by the Code of Federal Regulations, 49 CFR Part 26. Hispanic males and Subcontinent Asian males were found to be utilized appropriately and therefore will not be included in Caltrans's race-conscious award criteria.

The training program was conducted in partnership with the Institute of Transportation Studies, Technology Transfer Program at the University of California, Berkeley and was delivered in 16 cities across California including: Bakersfield, Bishop, Eureka, Fresno, Irvine, Los Angeles, Oakland, Redding, Riverside, Sacramento, San Bernardino, San Diego, San Jose, San Luis Obispo, Stockton and Ventura. The training, which took place over an extremely aggressive 3 ½ week schedule, was very well received by all attendees. *“The GCAP team did an outstanding job of pulling together a timely and information rich training program on very short notice. They presented a complex topic in any easy to understand format and provided students the tools needed to put the program into action as soon as they got back to work. Feedback from attendees has been so positive that we are now considering an online offering to reach broader audiences,”* said Laura Melendy, Director of the Technology Transfer Program. Attendees will now begin applying the new Caltrans regulations to develop race conscious and race neutral goals based on the demographics in their local area. *“As the students returned back to work and began applying what they learned, we’ve received a wide range of complements and some lively discussion about how these new rules should best be interpreted and applied. Of course, we’re always happy to answer their questions and assist them as needed,”* stated Mr. Salcedo.

GCAP Services, Inc. (GCAP) is a California based professional consulting firm founded in 1997. Its headquarters are located in Costa Mesa, California and it has satellite offices in major cities throughout the state. GCAP supports both the public and private sectors to deliver a wide range of practical, cost-effective solutions for business and administrative challenges. Our firm offers experienced consultants and technical experts in administration, process development and implementation, procurement, contract management services, labor compliance, contract performance audits, disparity studies, outreach, enterprise content management, system assessments, end user needs analysis, public relations, and training and mentoring programs. GCAP supports both the public and private sectors to deliver practical, cost-effective solutions for

business and administrative challenges. A primary focus at GCAP is assisting our clients with public agency and federal government compliance. In addition, GCAP develops new business systems and processes or enhances and re-engineers existing ones. GCAP's systems experience is concentrated in the areas of contracting, accounting, human resources, administration and ethics.

GCAP Services offers all the services of top management consulting firms in a distinct and uncompromising way. The firm has built a solid reputation among both clients and partners. Its success is based on the firm's relentless dedication to delivering on its commitments and implementing meaningful results that meet or exceed client expectations.

Contact:

Steven Kerler, Director of Marketing and Public Relations

GCAP Services, Inc.

3525 Hyland Ave, Suite 260

Costa Mesa, CA 92626

(714) 800-1795

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