

SECTION 3 BUSINESS ENTERPRISE FACT SHEET

THE OFFICE OF ECONOMIC OPPORTUNITIES

Section 3 is a provision of the Housing and Urban Development (HUD) Act of 1968 that promotes local economic development, neighborhood economic improvement, and individual self-sufficiency. The Section 3 program requires that recipients of certain HUD financial assistance, to the greatest extent possible, provide job training, employment, and contract opportunities for low- or very-low income residents in connection with projects and activities in their neighborhoods.

The Norfolk Redevelopment and Housing Authority (NRHA) is mandated by HUD to provide employment, training and contracting opportunities to low income and low income persons, specifically those individuals who are recipients of government assistance for housing in the City of Norfolk.

Please Note:

NRHA does not guarantee that Business Enterprises appearing on the NRHA Section 3 Business Directory qualify as a Section 3 Business. The directory merely identifies those businesses that claim to qualify as Section 3 Businesses. Furthermore, appearance on the NRHA Section 3 Business Directory does not in any way serve as a guarantee that any business will be selected for or awarded any contract or business opportunity.

Are you a Section 3 business enterprise?

A Section 3 Business Enterprise is:

- A business that is at least 51% or more owned by Section 3 residents,
- A business whose 30% of permanent, full-time employees are Section 3 residents, or were Section 3 within the past 3 years.
- A business that will commit to subcontract 25% or more of all NRHA contract dollar awards to Section 3 businesses.

A Section 3 Resident is:

- A public housing resident, or
- A low income person who lives in the metropolitan area where a HUD-assisted project for housing or community development is located. Low income is defined as income below 80% of the median household income of that area. The 2011 median household income for this Metropolitan Statistical Area is \$69,900.

The Section 3 Resident Certificates are available for you to survey your current and prospective employees. To determine if a person is a Section 3 resident you must consider the family's annual household income and the number of persons in the household. The chart below will help you to identify a person as a Section 3 resident. Find the family size on the chart. If the family's annual income is equal to or less than the income listed below that box, that person is a Section 3 resident.

Family Size	1	2	3	4	5	6	7	8
Annual Income	\$39,150	\$44,750	\$50,350	\$55,900	\$60,400	\$64,850	\$69,350	\$73,800

How can businesses find Section 3 Residents?

Contact the Client Services Office of Economic Opportunities at (757) 314-2026 to provide them your company's employment and training opportunities and any special knowledge, skills, abilities and/or requirements. NRHA will search its database and refer Section 3 residents as candidates for your interview and consideration.

Examples of Section 3 jobs may include, but are not limited to:

- Administrative/Management (accounting, payroll, research, bookkeeping, purchasing, word processing);
- Services (repair, florists, marketing, carpet installation, janitorial, catering, landscaping, printing, computer services, transportation);
- Construction (architecture, bricklaying, carpentry, cement/masonry, demolition, drywall, electrical, elevator construction, engineering, fencing, heating, iron works, machine and equipment operator, painting, plastering, plumbing, tile setting, unskilled labor, semi-skilled trades, skilled trades).

