



## BRIEF STATEMENT OF QUALIFICATIONS

Fred L. McGhee & Associates (FLMA) is an African American and disabled veteran owned firm specializing in high quality applied anthropological services in a variety of areas. *It is the only Black owned and operated archaeological firm in the United States* and is registered as a Minority Business Enterprise (MBE), a Historically Underutilized Business (HUB), and as a Small/Disadvantaged Business Enterprise (SBE/DBE) with the states of Texas and Hawai'i, as well as with other certifying entities such as the U.S. Small Business Administration's 8(a) program. A Texas corporation, FLMA is based in Austin, Texas and Aiea, Hawai'i. The firm's principals have been trained in Germany, Boston, Austin, and Hawai'i, and possess over twenty years of federal and state government service, as well as extensive experience in the military, academia, and the private sector.

FLMA prides itself in going well beyond "culturally sensitive" heritage management. The company's founding mission statement of "beyond legal sufficiency" conveys the firm's principled commitment to furnish ethical as well as lawful consulting services that seek to bring to bear the latest theoretical and practical advances in applied anthropology. Accordingly, the firm's experience and client base is diverse and includes not only military and municipal clients, but tribal and other minority clients as well. Our approach to regulatory compliance is not just based in subject matter expertise, but also embraces a company philosophy of collaboration and negotiation based on mutual respect and the furtherance of trust.

FLMA's principals possess formal training and advanced university-based education in all aspects of cultural resources management, and meet or exceed the Secretary of the Interior's Qualifications standards, the standards outlined by the Register of Professional Archaeologists (ROPA), and the standards mandated by the historic preservation divisions of Texas and Hawai'i. FLMA has also been trained in traditional Indigenous and African-American spiritual practices and principles, including burial protocols.

Sample work products include:

- Integrated Cultural Resource Management Plans (ICRMP's)
- Native American and Native Hawaiian Consultation Plans
- Professional Management of National Historic Landmarks and Historic Districts
- National Register Nomination Packages
- Programmatic Agreements and Compliance Memoranda of Agreement
- Collaborative Research Designs that go beyond "public involvement" plans

Standard archaeological services include:

- Literature reviews and archival research
- Sensitivity assessments
- Phase I and Phase II surveys
- NRHP testing
- Monitoring
- Probability Modeling

FLMA possesses extensive experience in minority group relations and is particularly skilled in effective partnering with both federally recognized Indian Tribes and Native Hawaiian organizations *as well as* non-federally recognized tribes and groups. Our approach to NAGPRA is cutting edge, informed, respectful, and dignified. It seeks "win-win" scenarios for all parties involved that allow for trust building and future collaboration.

In addition to historic preservation services, FLMA also offers management and planning services that stress both quantitative as well as qualitative research based community development. FLMA conducts workshops and lectures, generates preservation plans for community based organizations, assists with public outreach meetings, and conducts oral history and ethnographic research for tribal, community, military, NGO, and municipal clients. FLMA is certified as a continuing education provider by the Texas state board for educator certification.

Please visit our website at <http://www.flma.org> for a fuller listing of our services and updated websites about projects in progress.