

C E L E B R A T I N G
the Legacy of Innovation
and Competitiveness



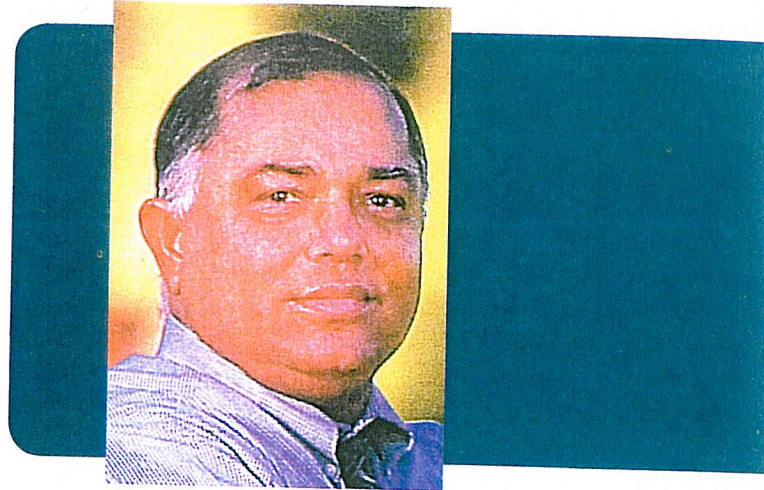
Minority Enterprise Development Week Luncheon
July 13, 2007



Presented by



Keynote Speaker Enamul Hoque



Mr. Enamul Hoque was born and brought up in a remote village in Bangladesh on the bank of the Meghna River in the early 1950's. He was one of six siblings in a community where poverty and desperation were a part of everyday life. While some might view the circumstances of his upbringing as deprived, Mr. Hoque views his childhood as a blessing. He learned from both his parents early on the importance of giving back to the community and Mr. Hoque carries on this tradition at Hoque & Associates, Inc.

Mr. Hoque faced several challenges during the journey of his life. Aside from being born into and raised in a poverty-ridden environment, in 1971 his native country was engulfed in a war for independence in which he actively participated. During this time he lost many comrades-in-arms and was scarred both psychologically and emotionally. After the war, he began working in the slums of Dhaka and there he met and worked for Mother Teresa and her organization. This was a major turning point in his life and he decided to further his education to enable him to give back more to his community. As a result, in 1981 he moved to the USA for graduate studies. Despite cultural shock, the economic situation, and language barriers, with the help of friends and family, Mr. Hoque was able to graduate with his Masters Degree in 1985.

Hoque & Associates, Inc. (HA) was founded on February 7, 1997. HA is a consulting engineering firm specializing in geotechnical exploration and civil engineering, construction materials testing, environmental assessment, and solid waste engineering providing high quality, innovative, cost effective and responsive services to public and private sector clients. HA has an in-house laboratory facility which is certified by all the applicable agencies and is also certified as a DBE, SBE, and 8(a). As such, HA can assist their joint venture clients in meeting DBE goals placed on their projects by local, state or federal agencies.

HA began in 1997 with less than 5 employees and an annual revenue of \$290,000. Since then, HA has grown to 21 employees in 2006 with \$1,700,000 annual revenue last year and expects to exceed the 2 million dollar mark this year. Despite almost having to close the doors soon after the tragedy of 9-11-2001 (at which time most of our business was focused at the airport), HA has been experiencing a 37% increase in growth in the last few years. Several factors have contributed to that success, some of which are based on the unique blend of east meets west which exists in this company culture. At HA, clients, employees and families come first and giving back to the community is a priority. HA is living proof that education, free thinking, training, flexibility, and sharing are core values and the key strengths of the company, and are reflected in its management practices. HA gives special rewards in response to good work, provides flexible schedules, paid time off for training and schooling, pay-raises to individual without notice, vacation packages, health, dental, 401K and complete trust and freedom to individual employees in the fulfillment of their responsibilities and time commitments to clients. To quote Mr. Hoque directly "We are not looking to become a billion dollar facility, rather, our intention is to provide innovative, cost-effective quality services...while improving quality of life where we can...We define success as being able to put smiles on faces, whether they are owners, clients, employees, or society at large."

HOQUE
& ASSOCIATES

Mayor Phil Gordon



City of Phoenix
OFFICE OF THE MAYOR

MAYOR PHIL GORDON

July 2007

As Mayor, it is my pleasure to welcome you to the Minority Enterprise Development Week Awards Breakfast & Business Expo at the Phoenix Convention Center.

This year's theme, "Celebrating the Legacy of Innovation and Competitiveness," is synonymous with the City of Phoenix's belief that businesses diversity and inclusive practices are empowering to the entire community.

Phoenix appreciates, encourages and values small, minority and woman owned businesses. The City of Phoenix would also like to thank large corporations that make sub contract, partner and mentor with our local small and mid-sized companies.

I wish you all continued success and hope you will continue to do business here.

Enjoy MED Week!

Sincerely,

Phil Gordon
Mayor

