## grant small business california

**grant small business california** is an essential topic for entrepreneurs seeking to establish or expand their ventures in the Golden State. With a variety of funding options available, small business grants play a crucial role in providing financial support without the burden of repayment. This article will delve into the different types of grants available in California, the eligibility requirements, application processes, and tips for increasing the chances of securing funding. Additionally, we will explore specific programs tailored for diverse business needs and sectors. By the end of this comprehensive guide, readers will have a clearer understanding of how to navigate the grant landscape in California.

- Understanding Small Business Grants
- Types of Grants Available in California
- Eligibility Criteria for Grants
- How to Apply for Small Business Grants
- Specific Grant Programs in California
- Tips for a Successful Grant Application
- Conclusion

### **Understanding Small Business Grants**

Small business grants are funds awarded to businesses to support specific projects, initiatives, or operational needs without the requirement of repayment. Unlike loans, grants are typically provided by government entities, non-profit organizations, or corporate foundations, aimed at fostering economic growth and development. In California, where the entrepreneurial landscape is vibrant, understanding the nuances of grant funding can significantly impact business success.

Grants can be particularly beneficial for startups and small businesses that may struggle to secure traditional financing. They can cover various expenses, including equipment purchases, marketing efforts, research and development, and even operational costs. However, it is essential to note that grants come with specific conditions and expectations, often requiring detailed reporting and accountability.

## Types of Grants Available in California

California offers a diverse array of grants tailored to different business sectors and needs. Understanding the types of grants can help entrepreneurs target their applications effectively. The main categories include:

- **Government Grants:** These are provided by federal, state, and local government agencies. They often target specific industries, such as technology, agriculture, or renewable energy.
- **Corporate Grants:** Many corporations offer grants to small businesses as part of their corporate social responsibility initiatives. These grants may focus on innovation, sustainability, or community development.
- **Non-Profit Grants:** Non-profit organizations may provide grants to small businesses that align with their missions, particularly in areas like social entrepreneurship or community service.
- **Research and Development Grants:** These grants are designed to support innovative projects and technological advancements, often available through government programs like the Small Business Innovation Research (SBIR).

## **Eligibility Criteria for Grants**

Eligibility for small business grants in California can vary widely depending on the grant program. However, there are common criteria that most applicants must meet. These include:

- **Business Size:** Typically, grants are aimed at small businesses, often defined as those with fewer than 500 employees.
- Location: Many grants are geographically restricted, requiring businesses to be based or operate in California.
- **Industry Focus:** Certain grants target specific industries, so it is crucial for applicants to ensure their business aligns with the grant's focus area.
- **Financial Health:** Applicants may need to demonstrate sound financial practices or a clear need for funding.
- **Project Specifics:** Some grants require a specific project or initiative that meets outlined goals, such as job creation or environmental sustainability.

### **How to Apply for Small Business Grants**

The application process for small business grants in California can be competitive and rigorous. Here is a general overview of the steps involved:

- 1. **Research Available Grants:** Start by identifying grants that align with your business goals and eligibility.
- 2. **Gather Documentation:** Prepare necessary documents, which may include business plans, financial statements, and tax returns.
- 3. **Write a Strong Proposal:** Craft a compelling grant proposal that clearly outlines your business plan, the purpose of the grant, and how the funds will be used.
- 4. **Submit Your Application:** Follow the application guidelines carefully and ensure all required materials are submitted before the deadline.
- 5. **Follow Up:** After submission, it may be beneficial to follow up with the grant provider for any updates or additional information they may require.

### **Specific Grant Programs in California**

California hosts several notable grant programs aimed at supporting small businesses across various sectors. Some of the prominent ones include:

- California Small Business COVID-19 Relief Grant Program: This program provides funding to small businesses impacted by the pandemic, offering grants up to \$25,000.
- California Competes Tax Credit: While technically a tax credit, this program offers incentives for businesses that want to expand and create jobs within the state.
- California Innovation Hub (iHub) Program: This program supports businesses engaged in technological advancement, providing grants for research and development.
- Local Grant Programs: Many cities and counties in California offer their own grant programs aimed at supporting local small businesses, often focusing on specific community needs.

### Tips for a Successful Grant Application

Securing a grant can be highly competitive, so it is essential to approach your application strategically. Here are some key tips to enhance your chances of success:

- **Tailor Your Application:** Customize your proposal to align with the specific goals and requirements of each grant.
- **Provide Clear Objectives:** Clearly outline what you hope to achieve with the grant funding and how it will benefit your business and the community.

- **Highlight Impact:** Demonstrate the potential impact of your project, including job creation, economic growth, or innovation.
- **Be Concise and Clear:** Ensure that your application is well-organized, free of jargon, and easy to understand.
- **Seek Feedback:** Before submission, consider having someone review your application for clarity and effectiveness.

#### **Conclusion**

Understanding the landscape of small business grants in California is crucial for entrepreneurs looking to secure funding for their ventures. By exploring the different types of grants, meeting eligibility criteria, and crafting compelling applications, small business owners can leverage these resources to drive growth and innovation. With numerous programs available, it is essential to conduct thorough research and apply strategically to maximize the chances of success in obtaining grant funding.

## Q: What is the primary purpose of small business grants in California?

A: The primary purpose of small business grants in California is to provide financial support to businesses for various projects and initiatives without the obligation of repayment, thereby fostering economic growth and innovation.

## Q: How can I find small business grants available in California?

A: Small business grants can be found through government websites, local economic development offices, non-profit organizations, and corporate foundations that specifically announce funding opportunities for small businesses.

## Q: Are there grants specifically for minority-owned businesses in California?

A: Yes, there are grants specifically aimed at supporting minority-owned businesses in California, including those offered by local governments and non-profit organizations that focus on promoting diversity and inclusion in entrepreneurship.

#### Q: What documentation is typically required when applying

#### for small business grants?

A: Common documentation required includes a business plan, financial statements, tax returns, and any specific information requested by the grant provider that outlines the project and its expected impact.

## Q: How competitive is the grant application process for small businesses?

A: The grant application process can be very competitive, as many entrepreneurs seek funding from a limited number of grants. Providing a clear, compelling application can improve the chances of success.

#### Q: Can I apply for multiple grants simultaneously?

A: Yes, you can apply for multiple grants simultaneously, provided you meet the eligibility criteria for each and can effectively manage the application process for all.

# Q: What are the common mistakes to avoid when applying for grants?

A: Common mistakes include failing to follow application guidelines, submitting incomplete documentation, not clearly articulating the project's impact, and missing deadlines.

# Q: How long does it typically take to receive a decision on a grant application?

A: The time it takes to receive a decision on a grant application can vary widely, ranging from a few weeks to several months, depending on the grant program and its specific review process.

#### Q: Are there grants available for startups in California?

A: Yes, there are grants specifically available for startups in California, particularly those focused on innovation, technology, or addressing specific community needs.

#### Q: What should I do if my grant application is denied?

A: If your grant application is denied, consider requesting feedback from the grant provider to understand the reasons for the denial, and use that information to strengthen future applications.

#### **Grant Small Business California**

Find other PDF articles:

 $\underline{https://ns2.kelisto.es/calculus-suggest-005/files?dataid=dFf18-3419\&title=majors-that-require-calculus.pdf}$ 

**grant small business california:** *Small business exporting and the Southern California economy* United States. Congress. House. Committee on Small Business. Subcommittee on Tax, Finance, and Exports, 2003

grant small business california: Energy Research and Development and Small Business United States. Congress. Senate. Select Committee on Small Business, 1975

grant small business california: Energy Research and Development and Small Business: how much? How much more from small business? How soon? United States. Congress. Senate. Select Committee on Small Business, 1975

grant small business california: Free Cash Grants: Listings of scholarships, business, and medical grants Rebecca A. Harris, 1998

grant small business california: Greening Your Small Business Jennifer Kaplan, 2009-11-03 The ultimate resource for small business owners who want to go green without going broke. Greening Your Small Business is the definitive resource for those who want their small businesses to be cutting- edge, competitive, profitable, and eco-conscious. Filled with stories from small business owners of all stripes, Greening Your Small Business addresses every aspect of going green, from basics such as recycling, reducing waste, energy efficiency, and reducing the IT footprint, to more in-depth concerns such as green marketing and communications, green business travel, and green employee benefits. For companies too small to hire consultants to draft and implement green policies and practices, this guide is designed for easy use, featuring: ? Simple ways to make the workplace greener ? Two plans of action for going green (divided into two levels) ? Definitions for green terminology and jargon

**grant small business california:** *Current Technical Service Contracts and Grants* United States. Agency for International Development. Office of Contract Management. Support Division, 1976

grant small business california: Departments of Veterans Affairs and Housing and Urban Development, and Independent Agencies Appropriations for 1999: Chemical Safety and Hazard Investigation Board United States. Congress. House. Committee on Appropriations. Subcommittee on VA, HUD, and Independent Agencies, 1998

grant small business california: Journal of the House of Representatives of the United States United States. Congress. House, 2009 Some vols. include supplemental journals of such proceedings of the sessions, as, during the time they were depending, were ordered to be kept secret, and respecting which the injunction of secrecy was afterwards taken off by the order of the House.

**grant small business california:** *Public Statutes at Large of the United States of America* United States, 2004 Vols. for 1950-19 contained treaties and international agreements issued by the Secretary of State as United States treaties and other international agreements.

grant small business california: <u>United States Statutes at Large</u> United States, 2004 grant small business california: <u>United States Congressional Serial Set</u>, Serial No. 14742, Senate Document No. 18, Appropriations, Budget Estimates, Etc., V. 1 & 2, grant small business california: *Appropriations*, *Budget Estimates*, Etc United States. Congress, 2002

grant small business california: Second Biennial Tire Recycling Conference DIANE

Publishing Company, 1997 Approximately 38% of the 29 million tires that are scrapped each year in California are landfilled, stockpiled, or illegally dumped. The sheer volume of discarded tires presents a real dilemma -- or opportunity. This conference provided up-to-date information on recycling, market developments, & management opportunities for waste tires. Designed to promote alternatives to landfill disposal of waste tires, to provide a forum for the exchange of ideas, & to solicit input for the California Integrated Waste Management Board's tire recycling program.

**grant small business california:** Access to Credit in "distressed" Communities United States. Congress. House. Committee on Small Business. Subcommittee on Minority Enterprise, Finance, and Urban Development, 1994

grant small business california: State Politics and the Affordable Care Act John C. Morris, Martin K. Mayer, Robert C. Kenter, Luisa M. Lucero, 2019-06-21 After a great deal of discussion and debate across all levels of government, President Obama signed the Affordable Care Act (ACA) into law in March 2010. Since President Trump's election into office, the ACA has stayed in the headlines. Trump has continued to call for the replacement and repeal of the ACA, and several efforts have spawned in both the House and the Senate to accomplish this goal. Unlike welfare reform, which was generally embraced by all states, the ACA has proven very divisive in some states, with some states actively seeking to block implementation. Alternative solutions continue to prove elusive. To better understand the major factors driving decision-making process and state-level dynamics influencing state support or opposition of the ACA, this book examines the initial implementation through established support and opposition factors across four states: Alabama, Michigan, California, and New Hampshire. The choices made by states are a direct consequence of long-term forces, and the choices made at the national level. State Politics and the Affordable Care Act will be of interest to scholars researching in public administration, policy formulation and implementation, and policy analysis.

**grant small business california:** <u>Small and Minority Business in the Decade of the 80's</u> United States. Congress. House. Committee on Small Business, 1982

 ${f grant\ small\ business\ california:\ Rural\ Cooperatives}$  , 2013-11

**grant small business california:** Research Grants Index National Institutes of Health (U.S.). Division of Research Grants, 1972

**grant small business california:** California. Court of Appeal (1st Appellate District). Records and Briefs California (State).,

grant small business california: California. Court of Appeal (3rd Appellate District). Records and Briefs California (State).,

#### Related to grant small business california

**Home** | Explore federal grant opportunities with our enhanced, user-friendly search **Ulysses S. Grant - Wikipedia** Grant was born in Ohio and graduated from the United States Military Academy (West Point) in 1843. He served with distinction in the Mexican-American War, but resigned from the army in

**Government grants and loans - USAGov** How to get a government loan or grant Government loans can help pay for education, housing, business, and more. Federal grants are for organizations. Learn the differences between

**GRANT Definition & Meaning - Merriam-Webster** grant, concede, vouchsafe, accord, award mean to give as a favor or a right. grant implies giving to a claimant or petitioner something that could be withheld

**The Grant Portal** The Grant Portal specializes in the U.S. grant landscape, offering a focused and extensive catalog of grant opportunities. With its user-friendly subscription service and detailed grant data

**Grants and Programs - U.S. Department of Education** Find discretionary grant and program funds for State and Local Education Agencies (LEAs). View discretionary grants available for institutions of higher education (IHE), including

**Grant Programs -** When considering grants, these programs can be broadly categorized as those awarded by the federal government and those awarded by non-federal entities. Within these two categories

Home | Explore federal grant opportunities with our enhanced, user-friendly search

**Ulysses S. Grant - Wikipedia** Grant was born in Ohio and graduated from the United States Military Academy (West Point) in 1843. He served with distinction in the Mexican-American War, but resigned from the army in

**Government grants and loans - USAGov** How to get a government loan or grant Government loans can help pay for education, housing, business, and more. Federal grants are for organizations. Learn the differences between

**GRANT Definition & Meaning - Merriam-Webster** grant, concede, vouchsafe, accord, award mean to give as a favor or a right. grant implies giving to a claimant or petitioner something that could be withheld

**The Grant Portal** The Grant Portal specializes in the U.S. grant landscape, offering a focused and extensive catalog of grant opportunities. With its user-friendly subscription service and detailed grant data

**Grants and Programs - U.S. Department of Education** Find discretionary grant and program funds for State and Local Education Agencies (LEAs). View discretionary grants available for institutions of higher education (IHE), including

**Grant Programs -** When considering grants, these programs can be broadly categorized as those awarded by the federal government and those awarded by non-federal entities. Within these two categories

**Home** | Explore federal grant opportunities with our enhanced, user-friendly search **Ulysses S. Grant - Wikipedia** Grant was born in Ohio and graduated from the United States Military Academy (West Point) in 1843. He served with distinction in the Mexican-American War, but resigned from the army in

**Government grants and loans - USAGov** How to get a government loan or grant Government loans can help pay for education, housing, business, and more. Federal grants are for organizations. Learn the differences between

**GRANT Definition & Meaning - Merriam-Webster** grant, concede, vouchsafe, accord, award mean to give as a favor or a right. grant implies giving to a claimant or petitioner something that could be withheld

**The Grant Portal** The Grant Portal specializes in the U.S. grant landscape, offering a focused and extensive catalog of grant opportunities. With its user-friendly subscription service and detailed grant data

**Grants and Programs - U.S. Department of Education** Find discretionary grant and program funds for State and Local Education Agencies (LEAs). View discretionary grants available for institutions of higher education (IHE), including

**Grant Programs -** When considering grants, these programs can be broadly categorized as those awarded by the federal government and those awarded by non-federal entities. Within these two categories

**Home** | Explore federal grant opportunities with our enhanced, user-friendly search **Ulysses S. Grant - Wikipedia** Grant was born in Ohio and graduated from the United States Military Academy (West Point) in 1843. He served with distinction in the Mexican-American War, but resigned from the army in

**Government grants and loans - USAGov** How to get a government loan or grant Government loans can help pay for education, housing, business, and more. Federal grants are for organizations. Learn the differences between

**GRANT Definition & Meaning - Merriam-Webster** grant, concede, vouchsafe, accord, award mean to give as a favor or a right. grant implies giving to a claimant or petitioner something that could be withheld

**The Grant Portal** The Grant Portal specializes in the U.S. grant landscape, offering a focused and extensive catalog of grant opportunities. With its user-friendly subscription service and detailed grant data

**Grants and Programs - U.S. Department of Education** Find discretionary grant and program funds for State and Local Education Agencies (LEAs). View discretionary grants available for institutions of higher education (IHE), including

**Grant Programs -** When considering grants, these programs can be broadly categorized as those awarded by the federal government and those awarded by non-federal entities. Within these two categories are

Home | Explore federal grant opportunities with our enhanced, user-friendly search

**Ulysses S. Grant - Wikipedia** Grant was born in Ohio and graduated from the United States Military Academy (West Point) in 1843. He served with distinction in the Mexican-American War, but resigned from the army in

**Government grants and loans - USAGov** How to get a government loan or grant Government loans can help pay for education, housing, business, and more. Federal grants are for organizations. Learn the differences between

**GRANT Definition & Meaning - Merriam-Webster** grant, concede, vouchsafe, accord, award mean to give as a favor or a right. grant implies giving to a claimant or petitioner something that could be withheld

**The Grant Portal** The Grant Portal specializes in the U.S. grant landscape, offering a focused and extensive catalog of grant opportunities. With its user-friendly subscription service and detailed grant data

**Grants and Programs - U.S. Department of Education** Find discretionary grant and program funds for State and Local Education Agencies (LEAs). View discretionary grants available for institutions of higher education (IHE), including

**Grant Programs -** When considering grants, these programs can be broadly categorized as those awarded by the federal government and those awarded by non-federal entities. Within these two categories are

**Home** | Explore federal grant opportunities with our enhanced, user-friendly search **Ulysses S. Grant - Wikipedia** Grant was born in Ohio and graduated from the United States Military Academy (West Point) in 1843. He served with distinction in the Mexican-American War, but resigned from the army in

**Government grants and loans - USAGov** How to get a government loan or grant Government loans can help pay for education, housing, business, and more. Federal grants are for organizations. Learn the differences between

**GRANT Definition & Meaning - Merriam-Webster** grant, concede, vouchsafe, accord, award mean to give as a favor or a right. grant implies giving to a claimant or petitioner something that could be withheld

**The Grant Portal** The Grant Portal specializes in the U.S. grant landscape, offering a focused and extensive catalog of grant opportunities. With its user-friendly subscription service and detailed grant data

**Grants and Programs - U.S. Department of Education** Find discretionary grant and program funds for State and Local Education Agencies (LEAs). View discretionary grants available for institutions of higher education (IHE), including

**Grant Programs -** When considering grants, these programs can be broadly categorized as those awarded by the federal government and those awarded by non-federal entities. Within these two categories

**Home** | Explore federal grant opportunities with our enhanced, user-friendly search **Ulysses S. Grant - Wikipedia** Grant was born in Ohio and graduated from the United States Military Academy (West Point) in 1843. He served with distinction in the Mexican-American War, but resigned from the army in

**Government grants and loans - USAGov** How to get a government loan or grant Government loans can help pay for education, housing, business, and more. Federal grants are for organizations. Learn the differences between

**GRANT Definition & Meaning - Merriam-Webster** grant, concede, vouchsafe, accord, award mean to give as a favor or a right. grant implies giving to a claimant or petitioner something that could be withheld

**The Grant Portal** The Grant Portal specializes in the U.S. grant landscape, offering a focused and extensive catalog of grant opportunities. With its user-friendly subscription service and detailed grant data

**Grants and Programs - U.S. Department of Education** Find discretionary grant and program funds for State and Local Education Agencies (LEAs). View discretionary grants available for institutions of higher education (IHE), including

**Grant Programs -** When considering grants, these programs can be broadly categorized as those awarded by the federal government and those awarded by non-federal entities. Within these two categories

Home | Explore federal grant opportunities with our enhanced, user-friendly search

**Ulysses S. Grant - Wikipedia** Grant was born in Ohio and graduated from the United States Military Academy (West Point) in 1843. He served with distinction in the Mexican-American War, but resigned from the army in

**Government grants and loans - USAGov** How to get a government loan or grant Government loans can help pay for education, housing, business, and more. Federal grants are for organizations. Learn the differences between

**GRANT Definition & Meaning - Merriam-Webster** grant, concede, vouchsafe, accord, award mean to give as a favor or a right. grant implies giving to a claimant or petitioner something that could be withheld

**The Grant Portal** The Grant Portal specializes in the U.S. grant landscape, offering a focused and extensive catalog of grant opportunities. With its user-friendly subscription service and detailed grant data

**Grants and Programs - U.S. Department of Education** Find discretionary grant and program funds for State and Local Education Agencies (LEAs). View discretionary grants available for institutions of higher education (IHE), including

**Grant Programs -** When considering grants, these programs can be broadly categorized as those awarded by the federal government and those awarded by non-federal entities. Within these two categories are

Home | Explore federal grant opportunities with our enhanced, user-friendly search

**Ulysses S. Grant - Wikipedia** Grant was born in Ohio and graduated from the United States Military Academy (West Point) in 1843. He served with distinction in the Mexican-American War, but resigned from the army in

**Government grants and loans - USAGov** How to get a government loan or grant Government loans can help pay for education, housing, business, and more. Federal grants are for organizations. Learn the differences between

**GRANT Definition & Meaning - Merriam-Webster** grant, concede, vouchsafe, accord, award mean to give as a favor or a right. grant implies giving to a claimant or petitioner something that could be withheld

**The Grant Portal** The Grant Portal specializes in the U.S. grant landscape, offering a focused and extensive catalog of grant opportunities. With its user-friendly subscription service and detailed grant data

**Grants and Programs - U.S. Department of Education** Find discretionary grant and program funds for State and Local Education Agencies (LEAs). View discretionary grants available for institutions of higher education (IHE), including

**Grant Programs -** When considering grants, these programs can be broadly categorized as those

awarded by the federal government and those awarded by non-federal entities. Within these two categories

#### Related to grant small business california

Small farmers are more squeezed than ever. A California grant program offers a lifeline. (Grist on MSN11h) A recent report shows that state's the Farm to School grant program has been effective at supporting economically

Small farmers are more squeezed than ever. A California grant program offers a lifeline. (Grist on MSN11h) A recent report shows that state's the Farm to School grant program has been effective at supporting economically

**Unlocking opportunities: Your essential guide to small business grants** (AOL25d) Grants are direct funding from a government or organization given to businesses or individuals and do not need to be repaid. It is difficult to obtain a grant and typically requires a competitive

Unlocking opportunities: Your essential guide to small business grants (AOL25d) Grants are direct funding from a government or organization given to businesses or individuals and do not need to be repaid. It is difficult to obtain a grant and typically requires a competitive

Steadfast LA and Banc of California Distribute First Small Business Recovery Grants in Altadena to Webster's Community Pharmacy, Fair Oaks Burger and Altadena Cookie Co. (Morningstar25d) Over 500 grant applications have been submitted and grants for small businesses in The Palisades and Malibu will be distributed in the coming days This past Tuesday, Rick Caruso, Founder and Chairman

Steadfast LA and Banc of California Distribute First Small Business Recovery Grants in Altadena to Webster's Community Pharmacy, Fair Oaks Burger and Altadena Cookie Co. (Morningstar25d) Over 500 grant applications have been submitted and grants for small businesses in The Palisades and Malibu will be distributed in the coming days This past Tuesday, Rick Caruso, Founder and Chairman

**Dunn Economic Development announces new small business development grant to boost local economy** (WEAU2mon) MENOMONIE, Wis. (DUNN ECONOMIC DEVELOPMENT PRESS RELEASE) - Following Tuesday's announcement by Governor Tony Evers and the Wisconsin Economic Development Corporation (WEDC), Dunn Economic Development

**Dunn Economic Development announces new small business development grant to boost local economy** (WEAU2mon) MENOMONIE, Wis. (DUNN ECONOMIC DEVELOPMENT PRESS RELEASE) - Following Tuesday's announcement by Governor Tony Evers and the Wisconsin Economic Development Corporation (WEDC), Dunn Economic Development

**69 small California airports will share \$130 million in federal grants** (Sacramento Bee1mon) Emmanuel Santos, left, his grandson Ian and son Evan watch the U.S. Marine Corps F-35B demonstration at the California Capital Airshow at Mather Airport on Saturday, March 22, 2025. Mather will

**69 small California airports will share \$130 million in federal grants** (Sacramento Bee1mon) Emmanuel Santos, left, his grandson Ian and son Evan watch the U.S. Marine Corps F-35B demonstration at the California Capital Airshow at Mather Airport on Saturday, March 22, 2025. Mather will

Sacramento business group challenges \$28 million grant awarded to Bay Area firm (Sacramento Bee23d) Greater Sacramento Area Economic Council CEO Barry Broome speaks at the annual Sacramento State economic forecast in Natomas in 2015. Sacramento Bee file The head of Sacramento's business attraction

Sacramento business group challenges \$28 million grant awarded to Bay Area firm (Sacramento Bee23d) Greater Sacramento Area Economic Council CEO Barry Broome speaks at the annual Sacramento State economic forecast in Natomas in 2015. Sacramento Bee file The head of Sacramento's business attraction

California State Treasurer talks small business in Torrance (Hosted on MSN2mon) When

current California State Treasurer Fiona Ma worked for a large accounting firm, she realized "there were no women or people of color in the leadership at the time." That was when the certified **California State Treasurer talks small business in Torrance** (Hosted on MSN2mon) When current California State Treasurer Fiona Ma worked for a large accounting firm, she realized "there were no women or people of color in the leadership at the time." That was when the certified

Back to Home: <a href="https://ns2.kelisto.es">https://ns2.kelisto.es</a>