

Stradley testified before the Small Business Committee regarding the problems she had starting a paving company. It was one of the most interesting and compelling statements I have heard since I came to the Senate, and I have heard thousands.

Mr. President, without further elaboration, I ask that Mrs. Stradley's statement be printed in the RECORD for all to see and appreciate.

The statement follows:

TESTIMONY OF CAROLYN A. STRADLEY

Good morning. Thank you for your time today.

My name is Carolyn Stradley, I am the founder and owner of C&S Paving, Inc. in Marietta, Georgia.

I was born in the Appalachian Mountains at home in a two-room shack, without electricity or water. I had never seen indoor plumbing until I went to school.

My mother died when I was only 11 years old and my father, an alcoholic, walked away. For two years I survived in the mountains, then at 13 years old, I moved to Atlanta, sometimes sleeping in the back of cars and bathing at the bus station. When I entered high school, I did so without front teeth. Working at night, going to school in the day time. I married at 15 years old, was kicked out of school at 16 for being pregnant, became a mother at 17, caring for a totally disabled husband at 21 and became a widow at age 26.

I started C&S Paving, Inc. out of necessity, not by choice, from the back of a pickup truck, shoveling asphalt into potholes. But I quickly found out that in 1979 very few people would take a single, 32-year-old woman in the asphalt paving business seriously.

When I tried to purchase equipment and trucks in 1979, the sales people just laughed at me. So, I asked my brother, who was unemployed and only had an 8th grade education to work with me for 25 percent of this new company. It was necessary for us to work 14-16 hours a day, so I asked my brother's wife if she would care for the children and answer the telephone—for another 25 percent of the company.

When the company was first started, I went to the Small Business Administration and asked for an 8-A package, but was told I did not qualify, but I persisted and finally was able to obtain a package after many years of trying. After its costly completion, and several months of waiting C&S Paving was again denied entrance into the program.

However, I did not give up and tried several years later and once again was told that I was not and had not ever been disadvantaged. I saw other people—some third generation company and college graduates—qualify and permitted to negotiate jobs that I was not allowed to bid on. I felt very angry and betrayed. Sadly, it seems to me that the 8(a) Program does not include white females whose circumstances would otherwise qualify them as being disadvantaged. In my case that was totally unfair and an abrogation of Congress' intent for the program.

In 1986, I realized that I could no longer work with my brother because of a total different set of values in business and life. I told him if he would just get my name off the personal guarantees, he could have everything. He could not and demanded \$500,000 for his and his wife's shares. My options, as I saw them: murder, suicide, or find a way to buy him out.

I went to several banks before I found one that believed a woman could run an asphalt paving company, however, they would only make the loan if the SBA would guarantee it.

Business was great for the first 6 years into a 10-year loan. However, several of our job sites were hit by two tornadoes and one flood and the most rain that was ever recorded in Georgia.

The small bank that I had been dealing with was purchased in 1993 by a large multi-state group. The loan was then "called" at a time when I could not work because of weather—the fact that I had never missed a payment for six years meant absolutely nothing to the bank.

I then requested a meeting with the Small Business Administration. I met with Fred Stone, District Director for the State of Georgia, Ray Gibeau, Chief, Portfolio Management and Janis Burda, Loan Liquidation Specialist. It was at this meeting that I realized that these three people were completely different than anyone I had ever dealt with before at the SBA. They were very professional, understood small business and were willing to go the extra mile.

It was with their help and guidance that C & S Paving was able to restructure the remaining balance of the loan. As a result of SBA's recognition that C & S Paving was a company worth saving, we have grown, prospered and are currently planning to build a new building this year which will enable us to hire about 10 more people this year.

Without SBA's help, I would have lost everything that I had worked my whole life for and over 30 period would have lost their jobs. Therefore, I am living proof that the SBA works for this Nation by helping small business create jobs and economic independence for its citizens. My survival has provided encouragement to many other people, especially women who wish to start their own companies.

From its humble beginning, by the reinvestment of profits back into the Company, C & S Paving was awarded the largest single contract ever let to a female-owned company through open-competitive bids. Other notable projects we have constructed are the running tracks inside the Olympic Stadium and the Georgia Dome.

Additionally, we were honored by President Bush in 1989 at the White House as Second Runner Up for the National Small Business Person of the Year as well as the Small Business Person of the Year Award for 1996 by The Small Business Council of America.

I share all of this with you, hopefully to help you understand the passion I feel towards the Small Business Administration. It is not perfect by any means, but to millions of women of this country, who by no fault of their own, do not have a father, husband, the education or community standing to ask for help—SBA's Women Business Ownership Program is their only glimmer of light and hope.

Today, you can be the vehicle that helps those that seek to help themselves by recognizing the true value that the Small Business Administration has and the difference it has made in so many lives and the tremendous contributions that small business makes to this country's economy and to the world.

This Agency's programs are not a hand out, but truly a hand up. Please allow us to hope.

Hope sees the invisible; feels the intangible and hope achieves the impossible.●

#### TAKE OUR DAUGHTERS TO WORK DAY

● Ms. SNOWE. Mr. President, I rise today on Take Our Daughters to Work Day, to encourage young women and girls across America to set their sights high, and to reach for their dreams.

Since my childhood, the composition of the work force has changed dramatically, and job opportunities have significantly increased for young women and girls. Today, women comprise 46 percent of the paid labor force, and according to Bureau of Labor and Statistics, by the year 2000, roughly half of new entrants into the labor force will be women.

Despite these gains, studies show that during adolescence, girls often receive less attention in school and suffer from lower expectations than do boys. They also set their future sights lower than their male counterparts. This is reflected in a New York Times/CBS poll, which found that over one third of girls surveyed believed that there are more advantages to being a man than a woman. For many girls, low self-esteem can lead them to lose confidence in their abilities, which may prevent them from achieving their fullest potential later in life.

In this day and age, we cannot accept reduced opportunities for girls and women from either an equity standpoint or an economic one. Today, women are equally responsible for the well-being of their families. So it is not just their own futures that are at stake, but the future of their children and their children's children. It is our responsibility to set high standards and provide them with the experiences and role models that will inspire them to be extraordinary leaders of the future.

We need to do far more to challenge our daughters' notions of women's work. While most school-age girls plan to work, they do not plan for careers that could sustain themselves and their families. In 1992, 53.8 million women were employed and only 3.5 million were employed in nontraditional occupations. Further, women working in nontraditional jobs earn 20 to 30 percent more than women in traditionally female jobs. Women remain significantly under-represented in careers requiring math and science skills—women comprise only 11 percent of today's technical work force, and only 17 percent of all doctors are women. Nearly 75 percent of tomorrow's jobs will require the use of computers, but girls comprise less than one-third of students enrolled in computer courses. And a study by the Glass Ceiling Commission found that women occupy only 5 percent of senior-level management of the top Fortune 1000 industrial and 500 service companies. As leaders and as parents, we must do our best to ensure that American girls are prepared to step into those high-wage jobs and management positions that command higher salaries in the work force.

I was honored to endorse again, this year, Take Our Daughters to Work Day, organized by the Maine's Women's Development Institute, in my home State. Girls in Maine and across the Nation will have another opportunity to see first-hand that they have a range of life options. In the past, Take

Our Daughters to Work Day has encouraged young girls to reach out and use their creative spirit and I am confident that this special day will prove again to be a rich and rewarding experience for all parents and daughters alike.

Today, millions of parents across the Nation will take their daughters to work. In 1996, in Maine alone, 10,000 Maine girls and 5,000 Maine businesses participated in Take Our Daughters To Work Day. These parents perform a great service by exposing their daughters to new and exciting experiences. They are not only expanding their horizons and helping them to explore opportunities, but teaching them important lessons about goal-setting as well. Take Our Daughters to Work Day has encouraged a new generation of young girls to envision a world where no goal is impossible.●

#### TAKE OUR DAUGHTERS TO WORK DAY

● Mrs. MURRAY. Mr. President, thanks to Take Our Daughters to Work Day, young girls from all over the country will be given the opportunity to accompany adults to the workplace. Today, young girls will be given the opportunity to shadow an adult mentor—and gain experience in a work environment. What better way to enable girls to explore their future and gain exposure to a wide range of career options?

The focus of this one day event is to bring awareness to the development and education of young girls. Research suggests that young girls often receive less attention in school and suffer from lower expectations than boys. This difference can affect their self-esteem and self-confidence, particularly during the difficult years of adolescence. Lower expectations and self esteem can later prevent them from achieving their maximum potential. This in turn can hinder their own personal and professional development. Therefore, adolescence is a crucial time period for adults to intervene in the lives of young girls. Adults need to take the time to show girls that they can set high goals and pursue their dreams. Today's events will offer inspiration and encouragement to millions of young girls—and show them that adults are committed to helping them—so they can fully expand their horizons and pursue their dreams.

In 1995, women comprised 46 percent of the paid labor force. The composition of the work force has changed significantly, and opportunities have continued to increase for women. Despite these gains, women's wages, on average, still remain below men's. We cannot accept the gap that still exists between men and women. Even though the gap is narrowing—we must continue to work on this issue. Women still experience barriers to non-traditional career roles. A study by the Glass Ceiling Commission found that women occupy only 5 percent of senior

level management of the top Fortune 1000 industrial and 500 service companies. Women only comprise 11 percent of the technical workforce. This needs to change. America's future depends on it. Women need to be encouraged to seize opportunities and explore non-traditional careers. This includes developing skills that will prepare them for high wage jobs and management positions that offer higher salaries in the workforce.

Women are increasingly becoming responsible for the financial well-being of their families. We need to ensure that young girls are prepared for the workforce—and have the opportunity to live up to their full potential. We can only do this if we have a community effort. Today, more than ever—young girls need role models and mentors—so that they can achieve success.●

#### RECOGNITION OF SERVICE BY MAYOR SMIGLEY

● Mr. SMITH of Oregon. Mr. President, I would like to take this time to recognize 34 years of public service by Mayor Bill Smigley of Veneta, OR. I personally would like to thank Mayor Smigley for his commitment and hard work and wish him all the best in his retirement.

Mayor Smigley served as city councilman for 18 years and mayor for 16 years, but has also shown a life-long dedication to improving not only his community but the State of Oregon. His service as chairman of Lane Council of Governments and his 16-year contribution to the League of Oregon Cities is a testament of his commitment to making Oregon's future brighter for all of us.

I speak on behalf of many Oregonians across the State who look to Mayor Smigley's public service as a source of inspiration and hope that even in his retirement he will continue to work on future endeavors that will benefit our great State.●

#### THE 82d ANNIVERSARY OF THE ARMENIAN GENOCIDE

● Mrs. FEINSTEIN. Mr. President, today, April 24th, marks the 82nd anniversary of the beginning of the Armenian Genocide. I rise today to acknowledge and commemorate this terrible chapter in history, to help ensure that it will never be forgotten.

Eighty-two years ago today, one of the darkest chapters in human history began. On April 24, 1915, Ottoman authorities began arresting Armenian political and religious leaders throughout Anatolia. Over the ensuing months and years, some 1.5 million Armenians were killed at the hands of the Ottoman authorities, and hundreds of thousands more were exiled from their homes.

On this 82nd anniversary of the Armenian Genocide, let us renew our commitment never to forget the horror and barbarism of this event.

We must remember, we must speak out, and we must teach the next generation about the systematic persecution and murder of millions of Armenians by the Ottoman government. I know that I am joined by every one of my colleagues, by the Armenian-American community, and by people across the United States in commemorating the Genocide and paying tribute to the victims of this crime against humanity.

As Americans, we are blessed with freedom and security, but that blessing brings with it an important responsibility. We must never allow oppression and persecution to pass without notice or condemnation.

By commemorating the Armenian Genocide, we renew our commitment always to fight for human dignity and freedom, and we send out a message that the world can never allow genocide to be perpetrated again.

Even as we remember the tragedy and honor the dead, we also honor the living. Out of the ashes of their history, Armenians all across the world have clung to their identity and have prospered in new communities. My state of California is fortunate to be home to a community of Armenian-Americans a half-a-million strong. They are a strong and vibrant community whose members participate in every aspect of civic life, and California is the richer for their presence.

The strength and perseverance of the Armenian people is a triumph of the human spirit, which refuses to cede victory to evil. The best retort to the perpetrators of oppression and destruction is rebirth, renewal, and rebuilding. Armenians throughout the world have done just that, and today they do it in their homeland as well. A free and independent Armenia stands today as a living monument to the resilience of a people. I am proud that the United States, through our friendship and assistance, is contributing to the rebuilding and renewal of Armenia.

Let us never forget the victims of the Armenian Genocide; let their deaths not be in vain. We must remember their tragedy to ensure that such crimes can never be repeated. And as we remember Armenia's dark past, we can take some consolation in the knowledge that its future is bright with possibility.●

#### THE 82ND ANNIVERSARY OF THE ARMENIAN GENOCIDE

● Mr. SARBANES. Mr. President, I rise to join my colleagues in commemorating the 82nd anniversary of the Armenian genocide, the first such tragedy to occur in the twentieth century. Today, as we renew our commitment to the rights and freedoms of all humanity, we also celebrate the reemergence of an independent Armenia.

It is a tribute to the indomitable spirit of the Armenian people that, after centuries of oppression, they have persevered and re-established a free