



CERVITUDE

Past Performance

Cervitude™ LLC

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About Us

Cervitude™ LLC is a dynamic business consulting firm specializing in strategic advisory, business planning, marketing, and government contracting support. Founded in 2012, Cervitude has worked with over 2,000 clients across the United States and internationally, delivering high-impact solutions to small businesses, public agencies, minority-owned enterprises, and publicly traded companies. Our consultants bring decades of combined experience in areas such as SBA compliance, feasibility studies, RFP/RFI development, graphic design, and media strategy. With a track record of supporting economic development initiatives, facilitating access to capital, and executing nationwide outreach campaigns, Cervitude LLC remains committed to empowering organizations through innovation, compliance, and measurable results.

U.S. DEPARTMENT OF COMMERCE



Cervitude Consultant: Harold Blackwell
Scope of Work: Since 2022, Harold Blackwell has been instrumental in advancing minority business support at the MBDA Business Center in Boston, Massachusetts. He provides strategic consulting services to minority-owned businesses, helping them achieve growth, capital access, and sustainable development. His work emphasizes **capital access, business growth, and minority business support** to ensure impactful outcomes for these enterprises.



U.S. Small Business Administration

Cervitude Consultant: Nicholas Coriano, JD
Scope of Work: Nicholas has collaborated with over 2,000 clients across all 50 states to develop business plans, financial plans, and human resource plans specifically for SBA loan and grant applications. His work also encompassed strategic consulting and the creation of detailed project plans tailored to the unique needs of diverse businesses. This highlights his expertise in **SBA compliance, strategic consulting, nationwide business planning, and financial analysis.**



Downtown Revitalization Initiative

Cervitude Consultant: Nicholas Coriano, JD
Scope of Work: Nicholas played a pivotal role in helping project applicants, towns, and villages navigate grants awarded through the State of New York's Downtown Revitalization Initiative. His contributions included grant strategy development, compliance guidance, and project management to ensure effective use of awarded funds for revitalizing local communities. This project highlighted Nicholas's skills in **grant management, community revitalization, compliance guidance, and project planning.**



Cervitude Consultant: Harold Blackwell
Scope of Work: Harold has assisted companies in navigating contractual opportunities with the State of Connecticut by preparing strategic materials and conducting outreach efforts. His work focused on enhancing government procurement opportunities for local businesses, reflecting his expertise in **contractual opportunities, government procurement, and business outreach.**

Cervitude Consultant: Nicholas Coriano, JD
Scope of Work: Nicholas was instrumental in supporting applicants aiming to establish businesses on Chicago's waterfront through RFP, RFI, and RFB



processes. His contributions included developing business plans, writing grants, preparing RFP submissions, conducting financial planning and analysis, and offering legal recommendations. This work underscores his strengths in **RFP submissions, grant writing, financial analysis, and legal strategy.**

Cervitude Consultant: Delvecchio Parks, ESQ
Scope of Work: While serving as a Law Clerk for the City of Chicago, Delvecchio provided critical case support to city attorneys in administrative hearings regarding municipal code violations. He conducted thorough legal research on City of Chicago municipal codes and ordinances, delivering actionable insights that supported compliance and enforcement actions. This role underscores his skills in **municipal law, administrative hearings, legal research, and regulatory compliance.**



Cervitude Consultant: Harold Blackwell
Scope of Work: Harold significantly enhanced the operational efficiency of the Bridgeport Small Minority Business Resource Office. He introduced process improvements to make the office more accessible to minority business owners and local entrepreneurs. By implementing systems and facilitating minority business engagement, Harold ensured the office became a vital resource for the business community. His contributions demonstrate **process improvement, accessibility, and system development.**



Cervitude Consultant: Harold Blackwell
Scope of Work: Harold has collaborated with the SBA and Apex Accelerator through events and workshops across Connecticut and Massachusetts. He provides strategic partnerships and insights into capital programs for small businesses, ensuring their participation in valuable initiatives. His work showcases **small business advocacy, strategic partnerships, and capital programs** to support entrepreneurs.

 <p>Connecticut Department of Economic and Community Development</p>	<p>Cervitude Consultant: Harold Blackwell Scope of Work: Harold facilitated access to DECD’s Boost Fund and other programs, connecting businesses with critical funding opportunities. By bridging companies with Community Development Financial Institutions (CDFIs), he has played a pivotal role in enhancing capital access and fostering business growth. His work highlights capital enhancement, economic development, and funding accessibility.</p>
 <p>DEPARTMENT OF AGRICULTURE CT</p>	<p>Cervitude Consultant: Harold Blackwell Scope of Work: In 2024, Harold partnered with the Connecticut Department of Agriculture’s Diversity, Equity, and Inclusion (DEI) Working Group. He developed a strategic working paper aimed at fostering agricultural inclusion by addressing systemic gaps in diversity, equity, and inclusion. His efforts focused on actionable DEI frameworks and practical recommendations for underserved agricultural businesses. This project highlights Harold’s expertise in DEI frameworks, agricultural inclusion, and strategic recommendations.</p>
 <p>Mashantucket Pequot Tribal Nation</p>	<p>Cervitude Consultant: Nicholas Coriano, JD Scope of Work: Nicholas Coriano provided extensive consulting services for the Mashantucket Pequot Tribal Nation, developing roadmaps, business plans, feasibility studies, and project plans for their members. His work included conducting comprehensive market research, preparing human resource plans, and delivering financial and industry analyses to support sustainable development initiatives. This project demonstrated Nicholas’s proficiency in market research, human resource planning, financial planning, and strategic project development.</p>
 <p>WASHINGTON STATE DEPT OF NATURAL RESOURCES</p>	<p>Cervitude Consultant: Nicholas Coriano, JD Scope of Work: Nicholas supported a Washington state land lease applicant in establishing a campground under the Department of Natural Resources. His work included crafting a detailed feasibility study, business plan, organizational plan, human resources plan, and financial plan. This project showcased his expertise in feasibility studies, land lease planning, organizational strategy, and financial structuring.</p>
	<p>Cervitude Consultant: Nicholas Coriano, JD Scope of Work: Nicholas worked with the American Hospital Association to develop market research,</p>



American Hospital Association™

Advancing Health in America

white papers, marketing campaign messaging, and feasibility studies. His efforts supported strategic decision-making and expanded the association's influence. This project emphasized his ability to deliver **market research, feasibility studies, strategic messaging, and white paper development.**

Reference: RICHARD J. UMBDENSTOCK



Cervitude Consultant: Delvecchio Parks, ESQ
Description: As Assistant Counsel for the National Treasury Employees Union, Delvecchio Parks provided expert legal guidance on labor relations, employee rights, and contract negotiations. He managed complex cases involving federal employees, ensuring compliance with labor laws and safeguarding the interests of union members. His work highlights **labor law expertise, contract negotiation, federal compliance, and employee advocacy.**



California School Employees Association

Cervitude Consultant: Delvecchio Parks, ESQ
Description: Delvecchio served in progressive roles at CSEA, beginning as a Labor Relations Representative and advancing to Senior Labor Relations Representative. He negotiated complex contracts, handled grievances, and represented union members in arbitration and hearings. Delvecchio also provided strategic guidance on collective bargaining agreements and mediated disputes to foster cooperative labor relations. Additionally, he worked as a Political Organizer, advocating for public education policies and leading campaigns to support worker rights. His work demonstrates **labor relations, contract negotiation, grievance management, policy advocacy, and dispute resolution.**



**Greater New England
Minority Supplier
Development Council**

Cervitude Consultant: Harold Blackwell
Scope of Work: Harold has been working with the Greater New England Minority Supplier Development Council since 2022, assisting them in meeting the goals outlined under the Small Business Technical Advisory Grant. His role includes grant management, reporting outcomes, and analyzing data while helping businesses achieve critical milestones. His expertise in **grant management, outcome reporting, and data analysis** ensures the effective use of allocated resources.



Cervitude Consultant: Rob Semos
Scope of Work: Rob Semos, Cervitude LLC's Lead Video Producer and Media Specialist, was responsible for producing and shooting a high-quality video commercial for AECOM. His role included pre-production planning, on-site filming, and post-production editing to create a compelling and visually engaging commercial. The final product effectively communicated AECOM's brand messaging, showcasing its expertise and industry leadership.



Cervitude Consultant: Rob Semos
Scope of Work: Produced and shot a dynamic video commercial for Enterprise Florida, highlighting the state's business-friendly environment and economic opportunities. His work involved pre-production planning, on-location filming, and post-production editing to craft a compelling narrative that aligned with Enterprise Florida's mission. Enterprise Florida is the state's principal economic development organization, focused on attracting investment, supporting businesses, and promoting Florida as a top destination for growth and innovation.



Cervitude Consultant: Rob Semos
Scope of Work: Produced and shot a high-impact video commercial for the Florida Lottery, capturing its excitement and community impact. His role included concept development, on-location filming, and expert post-production editing to create an engaging and visually compelling advertisement. The Florida Lottery generates billions in revenue to support public education while offering a variety of games that provide entertainment and funding for schools and scholarships across the state.



Cervitude Consultant: Kevin Gray
Scope of Work: Produced and managed trade show exhibiting and experiential marketing for the Federal Reserve under a three-year contract, overseeing the design, production, and execution of their exhibits across 100+ trade shows and conferences annually. He handled booth management for various exhibit sizes (20x40, 20x20, 10x20, 10x10) and enhanced audience engagement through video production, lighting design, and interactive elements like a green screen photobooth.