



AFFIDAVIT OF PUBLICATION

STATE OF TEXAS:

Before me, the undersigned authority, a Notary Public in and for the State of Texas, on this day personally appeared, the Newspaper Representative at the HOUSTON CHRONICLE, a daily newspaper published in Harris County, Texas, and generally circulated in the Counties of: HARRIS, TRINITY, WALKER, GRIMES, POLK, SAN JACINTO, WASHINGTON, MONTGOMERY, LIBERTY, AUSTIN, WALLER, CHAMBERS, COLORADO, BRAZORIA, FORT BEND, GALVESTON, WHARTON, JACKSON, and MATAGORDA and that the publication, of which the annexed herein, or attached to, is a true and correct copy, was published to-wit:

RUSSELL JOHNS  
RAN A LEGAL NOTICE  
SIZE BEING: 1 x23 L

0034276842

Product	Date	Class	Page
HCN Cypress Creek Champions	May 31 2023	Bids and Proposals	A 7
HCN Cypress Creek Cypress	May 31 2023	Bids and Proposals	
HCN Tomball Potpourri	May 31 2023	Bids and Proposals	
HCN Cypress Creek Champions	Jun 7 2023	Bids and Proposals	A 6
HCN Cypress Creek Cypress	Jun 7 2023	Bids and Proposals	
HCN Tomball Potpourri	Jun 7 2023	Bids and Proposals	

Victoria Bond A/R Clark  
NEWSPAPER REPRESENTATIVE

Sworn and subscribed to before me, this 7th Day of June A.D. 2023



Erika Acevedo  
Notary Public in and for the State of Texas

The University of California is requesting proposals from qualified and experienced firms to provide UC-wide e-Bike Purchase Program (RFP No.003133-Apr2023). In order to be considered, the Offeror must complete and submit a proposal to the University of California in accordance with the solicitation documentation available at [https://smart.peg.com/publicRFx/ucal?doc=215#/,](https://smart.peg.com/publicRFx/ucal?doc=215#/)

PRE-PROPOSAL CONFERENCE: Tuesday, June 6th, 2023, 10:00 am PST via Zoom. See RFP document for information on how to participate.

PROPOSAL DUE DATE:  
June 7th, 2023, BEFORE 5:00 PM PST.  
Contact: Sean Parker, Associate Director  
[Sean.Parker@UCOP.edu](mailto:Sean.Parker@UCOP.edu).

Daily Journal of Commerce  
11 NE Martin Luther King Jr Blvd.  
Portland, OR, 97232  
Phone: 503-226-1311 Fax: 503-222-5358

# DJCOREGON

## Affidavit of Publication

To: MCA Russell Johns - Doug Knowles Jr  
17110 Gunn Hwy  
Odessa, FL, 335561909  
Re: Legal Notice 2507254  
State of OR )  
 ) SS:  
County of Multnomah )

I, Bill Gaier, being duly sworn, depose and say that I am the Publisher of the Daily Journal of Commerce, a newspaper of general circulation in the counties of CLACKAMAS, MULTNOMAH, and WASHINGTON as defined by ORS 193.101 and 193.020, published in Portland in the aforesaid County and State; that I know from my personal knowledge that the notice described as:

THE UNIVERSITY OF CALIFORNIA  
a printed copy of which is hereto annexed, was published in the entire issue of said newspaper 1 time(s) in the following issues:  
**05/26/2023.**

SEE EXHIBIT A

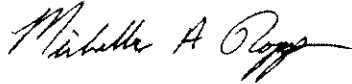
State of Oregon  
County of Multnomah

By:



Bill Gaier

By:



State of Oregon  
Notary Public, State of OR  
No. 1031542  
My commission expires on December 5, 2026

EXHIBIT A

**THE UNIVERSITY OF  
CALIFORNIA  
UC-WIDE E-BIKE PURCHASE  
PROGRAM**

Proposals due 5:00 pm,  
June 7, 2023

**REQUEST FOR PROPOSALS**

The University of California is requesting proposals from qualified and experienced firms to provide UC-wide e-Bike Purchase Program (RFP No.003133-Apr2023). In order to be considered, the Offeror must complete and submit a proposal to the University of California in accordance with the solicitation documentation available at <https://e-proc.ucop.edu/publicRFx/ucal/oloc=315#/>

**PRE-PROPOSAL CONFERENCE:**  
Tuesday, June 6th, 2023, 10:00 am PST  
via Zoom. See RFP document for information on how to participate.

**PROPOSAL DUE DATE:**  
June 7th, 2023, BEFORE 5:00 PM PST.  
Contact: Sean Parker, Associate Director  
Sean.Parker@UCOP.edu.

Published May 26, 2023. 2507254

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\*\*\* Proof of Publication \*\*\*

HELENA INDEPENDENT RECORD  
2222 Washington St  
Helena, MT 59602  
Ph: (406) 447-4000

Russell Johns  
Doug Knowles Jr  
17110 GUNN HWY  
ODESSA FL 33556

ORDER NUMBER 155728

The undersigned, being duly sworn, deposes and says. That she is the principal clerk of The Helena Independent Record, a newspaper of general circulation published daily in the City of Helena, in the County of Lewis & Clark, State of Montana, and has charge of the Advertisements thereof.

Mark below if certification for the State of Montana  
I hereby certify that I have read sec. 18-7-204 and 18-7-205, MCA, and subsequent revisions, and declare that the price or rate charged the State of Montana for the publication for which claim is made in printed copy in the amount of \$\_\_\_\_\_ is not in excess of the minimum rate charged any other advertiser for publication of advertisement, set in the same size type and published for the same number of insertions, further certify that this claim is correct and just in all respects, and that payment or credit has not been received.

*Mandy Schilling*

STATE OF MONTANA  
County of Lewis & Clark

On this day of May 30, 2023 before me, the undersigned, a Notary Public for the State of Montana, personally appeared Mandy Schilling known to me to be the person whose name is subscribed to the within instrument and acknowledged to me that he/she executed same. IN WITNESS WHEREOF, I have hereunto set my hand and affixed my notarial seal the day and year first above written.

Section: Legal  
Category: 0701 Legals Helena  
PUBLISHED ON: 05/26/2023

TOTAL AD COST:

FILED ON:

5/30/2023

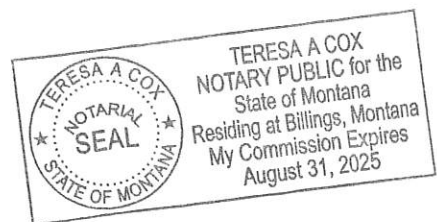
*Teresa A Cox*  
NOTARY PUBLIC for the State of Montana  
Residing at Billings, MT

My commission expires:

*8/31/2025*

NOTICE

The University of California is requesting proposals from qualified and experienced firms to provide UC-wide e-Bike Purchase Program (RFP No.003133-Apr2023). In order to be considered, the Offeror must complete and submit a proposal to the University of California in accordance with the solicitation documentation available at <https://smart.gep.com/publicRFx/ucal?oloc=215#/>.  
PRE-PROPOSAL CONFERENCE: Tuesday, June 6th, 2023, 10:00 am PST via Zoom. See RFP document for information on how to participate.  
PROPOSAL DUE DATE: June 7th, 2023, BEFORE 5:00 PM PST.  
Contact: Sean Parker, Associate Director [Sean.Parker@UCOP.edu](mailto:Sean.Parker@UCOP.edu)  
May 26, 2023 155728 MMAXLP



Certificate of the Publisher

The Herald-News

Description:RFP# 003133-APR2023  
2081170  
RFP# 003133-APR2023

RUSSELL JOHNS  
17110 GUNN HIGHWAY  
ODESSA FL 33556

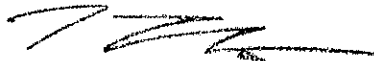
Shaw Media certifies that it is the publisher of The Herald-News.  
The Herald-News is a secular newspaper, has been continuously published daily for more than fifty (50) weeks prior to the first publication of the attached notice, is published in the City of Joliet, County of Will, State of Illinois, is of general circulation throughout that county and surrounding area, and is a newspaper as defined by 715 ILCS 5/5.

A notice, a true copy of which is attached, was published 1 time(s) in The Herald-News, namely one time per week for one successive week(s). Publication of the notice was made in the newspaper, dated and published on  
05/26/2023

This notice was also placed on a statewide public notice website as required by 5 ILCS 5/2.1.

In witness, Shaw Media has signed this certificate by J. Tom Shaw, its publisher, at Joliet, Illinois, on  
26th day of May, A.D. 2023

Shaw Media By:



J. Tom Shaw, Publisher

Account Number 10207421

**PUBLIC NOTICE**

The University of California is requesting proposals from qualified and experienced firms to provide UC-wide e-Bike Purchase Program (RFP No.003133-Apr2023). In order to be considered, the Offeror must complete and submit a proposal to the University of California in accordance with the solicitation documentation available at <https://smart.gso.com/publicRFx/ucsfproc=215#/>.  
**PRE-PROPOSAL CONFERENCE:** Tuesday, June 6th, 2023, 10:00 am PST via Zoom. See RFP document for information on how to participate.  
**PROPOSAL DUE DATE:** June 7th, 2023, BEFORE 5:00 PM PST. Contact: Sean Parker, Associate Director [Sean.Parker@UCOP.edu](mailto:Sean.Parker@UCOP.edu).

(Published in Herald-News  
May 26, 2023) 2081170

AFFIDAVIT OF PUBLICATION

IN THE MATTER OF
RFP No.003133 - Apr2023

STATE OF HAWAII
)
) SS.
City and County of Honolulu )

Doc. Date: MAY 26 2023 # Pages: 1
Notary Name: COLLEEN E. SORANAKA First Judicial Circuit
Doc. Description: Affidavit of Publication
Notary Signature: [Signature] Date: MAY 30 2023
Notary Public Seal: COLLEEN E. SORANAKA, NOTARY PUBLIC, No. 90-263, STATE OF HAWAII

The University of California is requesting proposals from qualified and experienced firms to provide UC-wide e-Bike Purchase Program (RFP No.003133-Apr2023). In order to be considered, the Offeror must complete and submit a proposal to the University of California in accordance with the solicitation documentation available at https://smart.gcp.com/publicRFx/ucal7okoc-215#/.

PRE-PROPOSAL CONFERENCE: Tuesday, June 6th, 2023, 10:00 am PST via Zoom. See RFP document for information on how to participate.

PROPOSAL DUE DATE: June 7th, 2023, BEFORE 5:00 PM PST. Contact: Sean Parker, Associate Director Sean.Parker@UCOP.edu (SA1417403 / 5/26/23)

Lisa Sakakida being duly sworn, deposes and says that she is a clerk, duly authorized to execute this affidavit of Oahu Publications, Inc. publisher of The Honolulu Star-Advertiser, MidWeek, The Garden Island, West Hawaii Today, and Hawaii Tribune-Herald, that said newspapers are newspapers of general circulation in the State of Hawaii, and that the attached notice is true notice as was published in the

- Honolulu Star-Advertiser 1 times on: 05/26/2023
MidWeek 0 times on:
The Garden Island 0 times on:
Hawaii Tribune-Herald 0 times on:
West Hawaii Today 0 times on:
Other Publications: 0 times on:

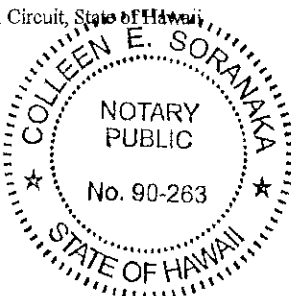
And that affiant is not a party to or in any way interested in the above entitled matter.

[Signature]
Lisa Sakakida

Subscribed to and sworn before me this 30th day of May A.D. 2023

Colleen E. Soranaka, Notary Public of the First Judicial Circuit, State of Hawaii
My commission expires: Jan 06 2024

Ad # 0001417403



ICSP NO.: \_\_\_\_\_



**AFFIDAVIT OF PUBLICATION**

STATE OF NEVADA)  
COUNTY OF CLARK) SS:

**RUSSELL JOHNS**  
**17110 GUNN HWY**  
**ODESSA FL 33556**

**Account # 182392**  
**Ad Number 0001235968**

Leslie McCormick, being 1st duly sworn, deposes and says: That she is the Legal Clerk for the Las Vegas Review-Journal and the Las Vegas Sun, daily newspapers regularly issued, published and circulated in the City of Las Vegas, County of Clark, State of Nevada, and that the advertisement, a true copy attached, for, was continuously published in said Las Vegas Review-Journal and / or Las Vegas Sun in 1 edition(s) of said newspaper issued from 05/26/2023 to 05/26/2023, on the following days:

05 / 26 / 23

**REQUEST FOR PROPOSALS**

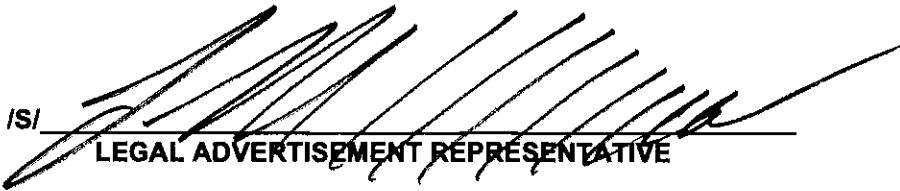
The University of California is requesting proposals from qualified and experienced firms to provide UC-wide e-Bike Purchase Program (RFP No.003133-Apr2023). In order to be considered, the Offeror must complete and submit a proposal to the University of California in accordance with the solicitation documentation available at <https://smart.gep.com/public/RFP/ucal?oloc=215#/>.

**PRE-PROPOSAL CONFERENCE:**  
Tuesday, June 6th, 2023, 10:00 am PST via Zoom. See RFP document for information on how to participate.

**PROPOSAL DUE DATE:**  
June 7th, 2023, BEFORE 5:00 PM PST.

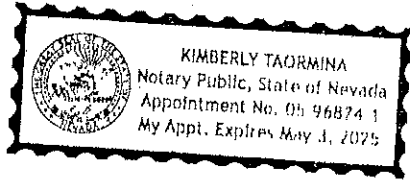
Contact:  
Sean Parker,  
Associate Director  
Sean.Parker@UCOP.edu.

PUB: May 26, 2023  
LV Review-Journal

/s/   
**LEGAL ADVERTISEMENT REPRESENTATIVE**

Subscribed and sworn to before me on this 26th day of May, 2023

Notary 



# Richmond Times-Dispatch

Advertising Affidavit

Account Number

6137871

300 E. Franklin Street  
Richmond, Virginia 23219  
(804) 649-6208

Date

May 26, 2023

MCA RUSSELL JOHNS  
17110 GUNN HWY  
ODESSA, FL 33556

Date	Category	Description	Ad Size
06/04/2023	Propos-Sld Bids-RFP	The University of California is requesting proposals from qualifir	2 x 16 L

The University of California is requesting proposals from qualified and experienced firms to provide UC-wide e-Bike Purchase Program (RFP No.003133-Apr2023). In order to be considered, the Offeror must complete and submit a proposal to the University of California in accordance with the solicitation documentation available at <https://smart.ges.com/publicRFx/ucal?doc=215#/>.

PRE-PROPOSAL CONFERENCE: Tuesday, June 6th, 2023, 10:00 am PST via Zoom. See RFP document for information on how to participate.

PROPOSAL DUE DATE:  
June 7th, 2023, BEFORE 5:00 PM PST.  
Contact: Sean Parker, Associate Director Sean.Parker@UCOP.edu.

## Publisher of the Richmond Times-Dispatch

This is to certify that the attached The University of Califor was published by the Richmond Times-Dispatch, Inc. in the City of Richmond, State of Virginia, on the following dates:

05/26/2023

The First insertion being given ... 05/26/2023

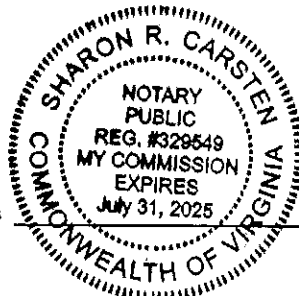
Newspaper reference: 0001424138

Sworn to and subscribed before me this Friday, May 26, 2023

  
Notary Public

  
Billing Representative

State of Virginia  
County of Hanover  
My Commission expires



THIS IS NOT A BILL. PLEASE PAY FROM INVOICE. THANK YOU

# San Bernardino County Sun

473 E. Carnegie Dr, Ste 200  
San Bernardino, CA 92408  
909-386-3864  
Fax 909-884-2536  
sbsunlegals@inlandnewspapers.com

5284172

DOUG KNOWLES  
17110 GUNN HWY  
ODESSA, FL 33556

## PROOF OF PUBLICATION (2015.5 C.C.P.)

### STATE OF CALIFORNIA County of San Bernardino

I am a citizen of the United States and a resident of the State of California; I am over the age of eighteen years, and not a party to or interested in the above-entitled matter. I am the principal clerk of the printer and publisher of the SAN BERNARDINO COUNTY SUN, a newspaper published in the English language in the city of SAN BERNARDINO, county of SAN BERNARDINO, and adjudged a newspaper of general circulation as defined by the laws of the State of California by the Superior Court of the County of SAN BERNARDINO, State of California, under date 06/20/1952, Case No. 73084. The notice, of which the annexed is a printed copy, has been published in each regular and entire issue of said newspaper and not in any supplement thereof on the following dates, to wit:

**05/26/2023, 06/02/2023**

I certify (or declare) under the penalty of perjury that the foregoing is true and correct.

Executed in San Bernardino County, California  
this 2nd day of June, 2023.



Signature

Legal No. **0011604674**

The University of California is requesting proposals from qualified and experienced firms to provide UC-wide e-Bike Purchase Program (RFP No.003133-Apr2023). In order to be considered, the Offeror must complete and submit a proposal to the University of California in accordance with the solicitation documentation available at [https://smart.gep.com/publicRFx/cal?oloc=215#/.](https://smart.gep.com/publicRFx/cal?oloc=215#/)

**PRE-PROPOSAL CONFERENCE:**  
Tuesday, June 6th, 2023, 10:00 am  
PST via Zoom. See RFP document  
for information on how to  
participate.

**PROPOSAL DUE DATE:**  
June 7th, 2023, BEFORE 5:00 PM PST.  
Contact: Sean Parker, Associate  
Director Sean.Parker@UCOP.edu.

SB SUN 5/26 & 6/02, 2023 #11604674

6/2/2023

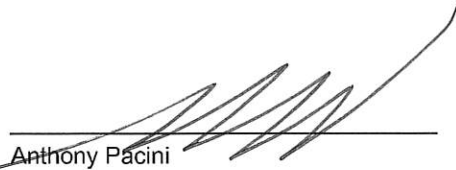
To Whom It May Concern:

I am a duly authorized representative of MCA Russell Johns Associates LLC, the company handling this advertising matter in the USA TODAY newspaper.

Omnia's Public Notice ad was placed in the Seattle DJC on the following date:

5/26/2023

---



Anthony Pacini

On this 2<sup>nd</sup> day of June, 2023, I attest that the attached document is a true, exact, complete, and unaltered tearsheet.



Notary

**CAMIKA C WINTER**  
Notary Public, State of Florida  
My Comm. Expires Apr. 16, 2028  
No. HH 253170



Beaufort Gazette  
 Belleville News-Democrat  
 Bellingham Herald  
 Bradenton Herald  
 Centre Daily Times  
 Charlotte Observer  
 Columbus Ledger-Enquirer  
 Fresno Bee

The Herald - Rock Hill  
 Herald Sun - Durham  
 Idaho Statesman  
 Island Packet  
 Kansas City Star  
 Lexington Herald-Leader  
 Merced Sun-Star  
 Miami Herald

el Nuevo Herald - Miami  
 Modesto Bee  
 Raleigh News & Observer  
 The Olympian  
 Sacramento Bee  
 Fort Worth Star-Telegram  
 The State - Columbia  
 Sun Herald - Biloxi

Sun News - Myrtle Beach  
 The News Tribune Tacoma  
 The Telegraph - Macon  
 San Luis Obispo Tribune  
 Tri-City Herald  
 Wichita Eagle

## AFFIDAVIT OF PUBLICATION

Account #	Order Number	Identification	Order PO
18076	424954	Print Legal Ad-IPL01241470 - IPL0124147	

**Attention:** Doug Knowles Jr.

PRINT AND RADIO.COM  
 17110 GUNN HWY  
 ODESSA, FL 33556

dknowles@russelljohns.com

**PUBLIC NOTICE**

The University of California is requesting proposals from qualified and experienced firms to provide UC-wide e-Bike Purchase Program (RFP No.003133-Apr2023). In order to be considered, the Offeror must complete and submit a proposal to the University of California in accordance with the solicitation documentation available at <https://smart.gep.com/publicRFx/ucal?oloc=215#/>.

PRE-PROPOSAL CONFERENCE: Tuesday, June 6th, 2023, 10:00 am PST via Zoom. See RFP document for information on how to participate.

PROPOSAL DUE DATE:  
 June 7th, 2023, BEFORE 5:00 PM PST.  
 Contact: Sean Parker, Associate Director  
 Sean.Parker@UCOP.edu.  
 IPL0124147  
 May 26 2023

**State of South Carolina**

**County of Richland**

I, Tara Pennington, makes oath that the advertisement, was published in The State, a newspaper published in the City of Columbia, State and County aforesaid, in the issue(s) of

1 insertion(s) published on:  
 05/26/23

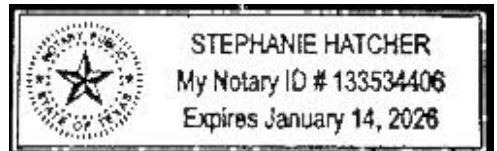
*Tara Pennington*

Tara Pennington

Sworn to and subscribed before me this 30th day of May in the year of 2023

*Stephanie Hatcher*

Notary Public in and for the state of Texas, residing in Dallas County



*Errors- the liability of the publisher on account of errors in or omissions from any advertisement will in no way exceed the amount of the charge for the space occupied by the item in error, and then only for the first incorrect insertion."*

Extra charge for lost or duplicate affidavits.  
 Legal document please do not destroy!

# TIMES UNION

**timesunion.com**

**Albany Times Union**

News Plaza

Box 15000

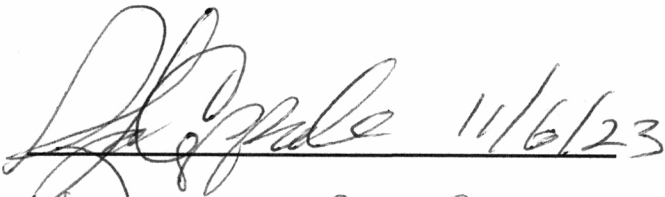
Albany, New York 12212

MCA RUSSELL JOHNS  
17110 GUNN HWY  
ODESSA, FL 33556

Account Number: 600133349  
Order Number: 0004248911  
Order Invoice Text: RFP No.003133-Apr2023

D LaCoppola / A Bergdoll / T Duquette / A Tunstall of the city of Albany, being duly sworn, says that he/she is principal Clerk of THE TIMES UNION, a daily newspaper printed in the county of Albany, Town of Colonie, and Published in the County of Albany, Town of Colonie and the city of Albany, aforesaid and that notice of which a printed copy is annexed has been regularly published in the said ALBANY TIMES UNION on the following dates

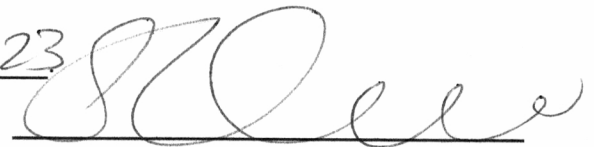
05-26-2023

 11/6/23

Denise L. LaCoppola

Sworn to before me, this 6 day of Nov 2023

SUSAN QUINE  
NOTARY PUBLIC-STATE OF NEW YORK  
No. 01QU6396414  
Qualified in Rensselaer County  
My Commission Expires 08-19-2027



Notary Public  
Albany County

The University of California is requesting proposals from qualified and experienced firms to provide UC-wide e-Bike Purchase Program (RFP No.003133-Apr2023). In order to be considered, the Offeror must complete and submit a proposal to the University of California in accordance with the solicitation documentation available at <https://smart.gep.com/publicRFx/ucal?oloc=215#/>.

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See RFP document for information on how to participate.

PROPOSAL DUE DATE:  
June 7th, 2023, BEFORE 5:00 PM PST.  
Contact: Sean Parker, Associate Director [Sean.Parker@UCOP.edu](mailto:Sean.Parker@UCOP.edu).

TU11 4248911

5/26/2023


To Whom It May Concern:

I am a duly authorized representative of MCA Russell Johns Associates LLC, the company handling this advertising matter in the USA TODAY newspaper.

Omnia's Public Notice ad was placed in the USA TODAY on the following date:

5/25/2023

---

  
\_\_\_\_\_  
Anthony Pacini

On this 26<sup>th</sup> day of May, 2023, I attest that the attached document is a true, exact, complete, and unaltered  
tearsheet.

  
\_\_\_\_\_  
Notary

**CAMIKA C WINTER**  
Notary Public, State of Florida  
My Comm. Expires Apr. 16, 2026  
No. HH 253170



# Bieniemy needed this new challenge



**Jarrett Bell**  
Columnist  
USA TODAY

It sounded a lot like the typical Eric Bieniemy I've encountered in recent years – driven, passionate, upbeat – as he assessed his current situation and another vision of constructing a high-powered offense.

"If you've heard me in the past," he said, "you know I'm always going to say this: 'We're always going to find a way to drag our ass across the finish line.'"

Of course, while that standard of excellence is intact for the former running back, this is a whole different deal.

Bieniemy, 53, has gone from coaching the NFL's most dynamic quarterback in Patrick Mahomes to breaking in the unproven Sam Howell. From coordinating a No. 1-ranked Kansas City Chiefs offense that led the way in February to a second Super Bowl triumph in three years, to putting together a scheme for the Washington Commanders, who haven't had an offense ranked in the top half of the NFL (20th last season) in at least six years.

It's undoubtedly much easier to get across the finish line – and the goal line – with Mahomes, Travis Kelce and others in tow. But never mind remaining in the comfort zone of Chiefs Kingdom, with a shot to repeat as Super Bowl champs. Bieniemy, fair or not, needed this challenge for himself.

"It wasn't a tough decision," Bieniemy told USA TODAY Sports. "Is it something that you think about? Yes. Is there a potential reward for any decision you make? Yes, there is."

"But you've got to understand: I was there 10 years. It was a great 10 years. I've had the opportunity to accomplish a lot with a number of people who I consider family. So why not go out on a limb, hit the reset button and try something new? I'm not worried. At the end of the



**Eric Bieniemy talks with wide receiver Terry McLaurin after being introduced as the new Commanders offensive coordinator.** GEOFF BURKE/USA TODAY SPORTS

day, you have to have the confidence and belief in betting on yourself."

No knock on the opportunity or chance to join forces with Commanders coach Ron Rivera. Bieniemy has moved out of the long shadow of Andy Reid, the coaching mentor with whom he still talks regularly. He will call his own plays, rather than getting that duty in small doses in Kansas City.

Still, it's shameful that Bieniemy left Kansas City for the post in Washington rather than a head coaching opportunity. Despite all the success with the Chiefs – and the head coaching opportunities afforded the coordinators who preceded him in Kansas City, Doug Pederson and Matt Nagy – Bieniemy became the face of the struggle for Black coaches to land the top jobs.

Bieniemy interviewed for 16 head coaching positions with 15 franchises (the Jets interviewed him twice) and was passed over each time. It didn't seem to matter that key figures with the Chiefs, including Reid, Mahomes and

Kelce, often vouched for his impact. Although there were rumblings that Bieniemy didn't interview well, it's striking that when Washington hired him in February, Rivera (who interviewed eight times before landing his first head coaching job) and others raved about his presence during the interviews.

And questions about limited play-calling duties under Reid didn't stop Pederson or Nagy from becoming head coaches (although Nagy, fired by the Bears, returned to K.C. and will fill the coordinator role vacated by Bieniemy).

So while the NFL is staging its second "Accelerator" networking program for minority coaches during league meetings in Minnesota this week, aimed to bolster opportunities, it is juxtaposed against the reality that two white coordinators from the Philadelphia Eagles squad that lost in Super Bowl 57 against the Chiefs – Jonathan Gannon (Cardinals) and Shane Steichen (Colts) – landed head coaching opportunities while Bieniemy and other candidates with

more extensive resumes were by-passed.

If Bieniemy is bitter about the patterns that suggest barriers against Black coaches, he does a marvelous job of hiding it when the topic is broached. Instead, while a discrimination lawsuit headed by Minnesota Vikings defensive coordinator Brian Flores is pending, Bieniemy danced away from any criticism of the NFL's hiring patterns.

"I'm breathing," Bieniemy said. "Knock on wood, I'm healthy. So that's how you handle it. You're just grateful for every opportunity that you get. I can't worry about certain things. My focus is clearly making sure that I can do everything under the sun to help us become the best team that we can be."

Perhaps Bieniemy's best response can come with action. While others – proponents of equal opportunity in the NFL universe, current and former coaches, players, media – can provide voices of pressure, Bieniemy can try to prove a point with performance.

No, he doesn't have Mahomes. Howell started one game last season as a rookie and threw 19 passes. Bieniemy hails Howell's competitiveness and ability to "make a lot of different throws on a lot of different platforms," which might be another way of saying that you've got to start somewhere.

There are legitimate questions about the O-line, but there's an impressive collection of talent at the skilled positions, including receivers Terry McLaurin and Jahan Dotson, and running backs Antonio Gibson and Brian Robinson Jr.

If Bieniemy, following the woeful three-year reign of predecessor Scott Turner, can create a potent offense with a West Coast-based system in Washington, there would be no denying him for the next level.

Or would there? Time and performance will tell. Yet it stands to reason that Bieniemy should not have been denied for this long in crossing the finish line of opportunity.

# NFL missed big opportunity with Chung



**Mike Freeman**  
Columnist  
USA TODAY

Eugene Chung played in the NFL for eight years. He was an assistant offensive line coach for Kansas City and Philadelphia, and with the Eagles from 2016 to 2019 his responsibilities included assistant offensive line coach, tight ends coach, and run game coordinator, winning a Super Bowl with the team. He could have easily been a head coach. In fact, he should have been. There's a possible reason why he wasn't.

Chung told The Boston Globe in 2021 that while interviewing for a coaching job he was informed by an NFL team interviewer that he was "not the right minority." Chung, who is Korean American, didn't identify the team.

His comment to the Globe initiated a mini-firestorm. The NFL said it investigated but couldn't confirm Chung's allegation. Chung told USA TODAY Sports this month that he believes the NFL never did a serious investigation.

"What I thought would happen, ended up happening," he said. "They swept it under the rug. I was hoping for some clarity but nothing."

"I'm disappointed with how they addressed all of it, or the lack thereof," he said. "When I came into the league, I thought people in the league office got



**Eugene Chung was on the coaching staffs of the Chiefs and Eagles.** ANDREW CARPENEAN/ST. JOSEPH NEWS-PRESS VIA AP

your back both as a player and coach, but that wasn't the case with me."

The league said in a statement at the time that "After multiple discussions, including with Mr. Chung and his representative, we were unable to confirm the precise statement that was made, or by whom and under what circumstances any such statement was made."

The incident became another symbol of how the NFL often, and historically, treats its coaches of color as second-class citizens. It also speaks volumes about the two entities involved in Chung and the NFL. Chung remains

(and I rarely say this about any player I've covered) one of the classiest people I've ever known. That's not an exaggeration. As a coach, he obviously wanted to win, but he also cared about developing the players he coached as people. He didn't see them solely as commodities.

When it comes to the NFL itself, things get more complicated and in some ways troubling.

This month we celebrate the achievements of Asian Americans and Pacific Islanders, and it's not difficult to see how the NFL, with a self-inflicted wound, wrecked a huge opportunity to diversify its head coaching ranks with Chung.

The NFL missed, and continues to, a chance to hire a highly respected coach and former player who checked all the boxes. While the focus of head coaching inequality in the NFL has mostly been on Black coaches (which is understandable in a majority-Black league), Chung represents another face of that inequality.

According to the Institute for Diversity and Ethics in Sport, there were two Asian players in the league in 2022, comprising 0.1% of the NFL. There were 27 players of Hawaiian or Pacific Islander descent making up 1.6%. There are no Asian head coaches and just three assistant coaches, the institute says. There are seven Hawaiian or Pacific Islander assistant coaches and no head coaches.

In hiring Chung as a head coach,

someone who was highly qualified to be one, the league could have had an inspirational figure in the same way Ron Rivera has been for Latinos and Art Shell was for Black coaches.

Chung has long been a genuine hero, fighting racism at every point of his football career, including the NFL. "I had coaches making comments thinking they were funny," Chung told Andscape in 2021. "I would be like, 'Is that funny? Help me understand that.'"

In 1992, after being taken 13th overall by the Patriots, Chung was the first Asian American taken in the first round of the NFL draft. The Boston Globe notes he was just the third Asian and second Korean American to play in the NFL. He had a solid playing career and excelled as a coach, but he has moved to a different chapter and says he's as happy as he's ever been professionally.

Chung is the athletic director at the Community School of Naples in Florida. And while he stays in contact with friends in the league, and trains college players for the NFL's scouting combine, he's put much of his NFL past behind him.

"The time I get to spend with my family is so important," he said, "but also the time I get to spend with the kids at school. I'm doing with them what I tried to do with players I coached in the NFL. I try to develop the whole person."

Those kids couldn't have a better teacher, and the NFL missed a great opportunity.

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