

In This Issue

- 02** Annual Meeting Panel Discussions and Presentations
- 03** Keynote Address
- 04** Business Speed Networking Event
- 05** SBA Financial Programs: Banking – Borrowing – Bonding
- 06** Hot Topics
- 07** Monday Evening
- 08** Construction Workforce; Industry Leaders on Building the Talent Pipeline
- 10** State and Local Transportation Industry Updates The Infrastructure Investment and Jobs Act/ DBE Opportunities
- 11** TDOT DBE Program Discussion
- 12** CRD Bridge Builders Awards
- 13** Thank You's
- 16** DBE Webinars
- 17** DBE Fall Workshop Schedule

The welcome message was given by Vince Malone, Director of TDOT Civil Rights Division and Joi Hamilton-Jones, Tennessee Division FHWA Civil Rights Specialist. They welcomed more than 240 people in attendance.

2022 DBE Annual Meeting a Success!

Small business owners throughout Tennessee gathered to exchange ideas, business expertise, and contact information at the 2022 DBE Annual Meeting held August 8–9, 2022, at the Franklin Marriott Cool Springs in Franklin, TN. The theme of the meeting was “Building Relationships Today to Meet Tomorrow’s Infrastructure Needs.” The Annual Meeting provided a marketplace for small business owners to meet prime contractors and government purchasing officials to network and share information on doing business and, most importantly, doing business together. In addition, the event provided a platform where TDOT and FHWA reached an expanding network of small business owners and stakeholders essential to building the state of Tennessee transportation assets.

All in all, it was nice to be back together after a two-year break. There was a lot of energy displayed that inspired all in attendance. If you did not attend this event, hopefully this newsletter will provide a glimpse of what you missed.

Enjoy!



Butch Eley
 Deputy Governor
 and Commissioner of
 Transportation

Vince Malone
 Director, Civil Rights
 Division

David Neese
 Director, Small Business
 Development Program

DBE Supportive Services
 Tyler Construction Engineers, P.C.

Annual Meeting Panel Discussions and Presentations

Doing Business in Tennessee: Contracts & Procurement Opportunities for Small Businesses



In the opening session of the Annual Meeting a panel of procurement leaders from across the state of Tennessee engaged in an interactive dialog centered around the title, “Doing Business in Tennessee: Contract & Procurement Opportunities for Small Businesses.” Tanisha Hall, AICP, TDM-CP, CEO of Fairpointe Planning, moderated the discussion. Procurement and DBE panel experts included the following:

- David Neese, Program Manager, TDOT Small Business Development
- Pamela Cotham, Small Business & Diversity Outreach Office, City of Knoxville
- Karen Collins, Office of Equity & Community Engagement, City of Chattanooga
- Alan Jones, Business Diversity Office, McGhee Tyson Airport Authority
- Denise Richardson, Director of Purchasing, WeGo Public Transit
- Jessica Starling, Director, Governor’s Office of Diversity Business Enterprises

The panelists discussed strategies on best practices to position their business to take full advantage of contracts and procurement opportunities.

Panelists emphasized the relevance of getting certified or registered with different agencies as the first step to finding new business opportunities. The panelists encouraged business owners to establish a relationship with procurement managers since they can help bridge the gap between small firms and their organization’s needs.



Keynote Address

Dr. Alice Gordon Holloway (Dr. A), Hit a Home Run!



The audience continued to take in the keynote presentation as Dr. A shared the necessity for a small business owner to create action and embrace the role of being intentional to enhance their competitive advantage.

In keeping with the annual meeting theme Building Relationships Today to Meet Tomorrow's Infrastructure Needs, Dr. A also shared the importance of building your brand, telling your business story, and understanding how to effectively negotiate contracts for projects that are a good fit for your business development

Dr. A delivered a timely, informative and engaging presentation that was a sure hit with attendees. In closing, she instructed them to put on their game face, be authentic, and tell their stories. She did an excellent job setting the tone and preparing attendees to get the most out of the TDOT 2022 DBE Annual Meeting.

Dr. A invited attendees to visit her website www.SkyeConnect.com to learn more about her new book and upcoming opportunities to gain additional tips and techniques to enhance their competitive advantage.

Dr. Alice Gordon Holloway, Ph.D. Business Research Scientist, Ph.D. National Public Speaker & Strategist, and business owner, brought her "A" game with her passionate unique style and expertise as the Keynote Speaker. Dr. A, as we affectionately refer to her, started the session by telling her DJ to turn up the music and inviting the audience to get out of their seats and hit their best dance move in an effort to energize the audience and get their creative thoughts flowing.

Dr. A used her skillful techniques to interact with the audience to get their response to the question, "What's your super power?" Attendees responded with descriptions of their "super power" such as methodical decision maker, good listener, and talker. In addition, Dr. A leaned into the audiences and asked them to reflect on how a simple COVID test she presented has changed how we do business today. She shared with attendees the importance of building meaningful relationships no matter the workspace; in person, one on one, or virtual. For a sustainable business, being authentic and an expert is essential.



Business Speed Networking Event

TDOT DBE Supportive Services team hosted a Speed Networking event during Annual Meeting. The purpose of this event was to provide opportunities for Prime Contractors and DBEs to:

1. Conduct targeted outreach
2. Provide for quick introductory meetings
3. Learn about the services each provides
4. Schedule additional discussions after the event

Representatives from Kiewit, Walbridge, HNTB, WeGo, and other organizations met with over 50 small businesses to see if they could make a “match.” Additional speed networking opportunities will be offered over the coming months, so make sure you are on the list to receive the TDOT Supportive Services email blasts and newsletter.

To sign up, go to <https://tylerengineers.com/supportive-services> and fill out the intake form located in the middle of the webpage.



SBA Financial Programs: Banking – Borrowing – Bonding

A successful small business has to think about its financial position continuously. A small business in the construction or transportation industry has at least three foundations to watch. The three foundational pillars to consider are banking, borrowing, and bonding. During the Annual Meeting, attendees were offered the opportunity to meet with S.B.A. lenders and bonding agencies.

The S.B.A. Lenders present were:

- BrightBridge Capital
- First Bank & Trust Company
- First Horizon Bank
- Hunting Bank
- Pathway Lending
- Pinnacle Bank
- Regions Bank

The Bonding Agency present:

- American Surety Bonds



Hot Topics



TDOT AASHTOWare and Power BI,
Brandon Crowley, Product Owner, TDOT Information Technology Division
Barbara Booker, TDOT Contract Compliance Officer.



Equity In Procurement – What the White House Now Requires From Each Federal Agency & How It Impacts YOU in Tennessee,
LaTanya Channel, US SBA TN District Director



Ford Blue Oval Contracting Opportunities,
Chris Morgan – Walbridge, Vice President,
Mark McClelland – Walbridge, Group Vice President



Monday Evening

Business Networking Reception



General Session 1:

Construction Workforce; Industry Leaders on Building the Talent Pipeline...

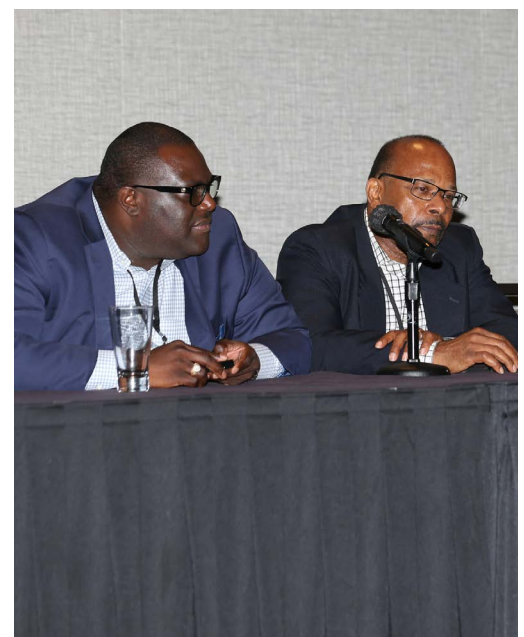
Workforce challenges have been the topic of discussion for just about every industry in the nation, with the construction industry leading the charge as one of the hardest hit industries. The US Labor Census projected that roughly 650,000 workers would be needed to quickly fill jobs that require specialized skills in a scarce labor market. Climbing out of the labor shortage requires training new leadership, changing jobsite culture and investing in technology and safety, experts say.

So of course, it was only fitting and timely to include a general session on the TDOT DBE 2022 Annual Meeting agenda. The purpose of the session was to have a panel of industry leaders who could share how they manage the industry's workforce challenges. Teresa Daniel, HR Consultant for Tyler Construction Engineers P.C., moderated the panel. The panel consisted of successful business owners and leaders in construction-related industries, including:

- Aron Thompson, Executive Director of Real Estate Development, (R.E.D. Academy) Urban League of Middle Tennessee
- Alexzondra Fleetwood, Human Resources Director, Bell Construction & Associates Construction
- Jimmy Morris Jr., President, Morris Builders, LLC
- Kelli Kelly, Business Development & Strategy Director, Kiewit Engineering Group, Inc.
- Mandy Robertson, President, Erosion Solutions
- Willie Frazier, President, AI Electrical Contractors, Inc.

The discussion was designed to complement the annual meeting theme "Building Relationships Today to Meet Tomorrow's Infrastructure Needs" with a focus on building the talent pipeline for the construction industry. The talent pipeline has been a major topic of conversation from grass roots efforts to the national stage in Washington D. C.

The moderator started the session with a couple of poll questions to energized the audience, encourage participation and reflection on the great resignation and their willingness to help build the talent pipeline.





A few of the highlights from the panel discussion include the following;

- How to partner with local annual grant programs for assistance to help small businesses train and develop new talent.
- Strategies to meet potential candidates where they are such as having a presence at local high schools and technical colleges to educate students on the different careers in the construction and rehabilitation re-entry programs to train and develop skill talent.
- Development of apprenticeship programs to promote and give the underserved population marketable skills for gainful employment.
- Reminders for small business owners to work on their business and create effective succession plans that will have a positive impact on developing a skilled workforce.
- Recognizing and embracing how diversity, equity and inclusion are a necessity to add value to the talent pipeline. It is also critical for primes contractors to understand how to reach out, acknowledge, and commit to partnering with DBEs to help educate, train and scale their businesses to be ready, willing and able to bid and perform effectively on projects.

The Construction Workforce Discussion panel's contributions were a welcomed addition to the annual meeting. The panel was well received and generated some thoughtful dialogue with the attendees to help DBEs and small business owners to develop strategies and processes to meet the demands of building a skilled talent pipeline.



General Session 2:

State and Local Transportation Industry Updates The Infrastructure Investment and Jobs Act/ DBE Opportunities



On November 15, 2021, the Bipartisan Infrastructure Law (BIL), also known as the Infrastructure Investment and Jobs Act (IIJA), was signed into law by President Joe Biden. The law provides \$550 billion from 2022 – 2026 in federal investment to address the nation’s infrastructure, including roads, bridges, mass transit, water infrastructure, resilience, broadband, and address equity. When news of the BIL began to spread, many people thought money and projects would immediately impact projects and funding, but that is not the case.

The DBE Supportive Services team explored the impact of the BIL through a moderated discussion with various TDOT leaders. For this session, the following Department leaders shared their thoughts with the audience:

- Steve Allen, Strategic Transportation Investments Division
- Ryan Sweeney, Construction Division
- Anita Price, Roadway Design Division
- Kimery Grant, Local Programs Development Office
- Antoine Hawkins, Long Range Planning Division
- Dan Pallme, Freight and Logistics Division
- Veda Nguyen, Multimodal Planning Office Transportation Division

Panel members stated that TDOT continues to focus on providing a safe and connected transportation network for the public. Any new programs from the BIL will be included once the rulemaking process is completed. One new initiative included the recently adopted Electric Vehicle Infrastructure Deployment Plan, which helps the state create a connected electric vehicle charging stations network.

It was recommended that small businesses try to partner with larger companies to get experience working on TDOT projects. There is much work to be done, so going back to the conference theme, establishing good relationships will be vital to winning work.

To find out about TDOT project advertisements, visit:

To find out about TDOT project advertisements, visit:

Local Programs projects

<https://www.tn.gov/tdot/program-development-and-administration-home/local-programs/current-projects.html>

Current Consultant Advertisements

<https://www.tn.gov/tdot/business-redirect/consultantinfo/currentads.html>

Bid Lettings

<https://www.tn.gov/tdot/tdot-construction-division/bid-lettings/letting-schedules.html>

Luncheon

TDOT DBE Program Discussion

TDOT Leadership and Stakeholders



The TDOT/FHWA leadership and Tennessee Road Builders Association came together to conduct a roundtable session at the annual meeting. The session offered a platform for TDOT's leadership's team and stakeholders to communicate with attendees regarding the current state of affairs and recent activities of the TDOT DBE program. The session was moderated by Vince Malone, TDOT Director of Civil Rights Division. The panel consisted of

- Butch Eley, Deputy Governor and Commissioner of TDOT
- Joseph Galbato, Deputy Commissioner / CFO
- Paul Degges, Deputy Commissioner / Chief Engineer
- Preston Elliott, Deputy Commissioner/ Environmental and Planning
- Pamela M. Kordenbrock, Division Administrator of Federal Highway Administration
- Kent Starwalt, Executive Vice President, Tennessee Road Builders Association

The moderator started the session asking, "How is the DBE Program doing?" The commissioner communicated that he considered trends and patterns to be very important in assessing the program.

In addition, the leadership team shared the following points with attendees;

- Tennessee will receive an additional sum of \$39 million for transportation improvement.
- The importance of collecting and analyzing data to ensure funds are appropriated in the most needed areas.
- Encouraged DBEs to participate in local transportation board meetings to gain information that will help build and grow their business.
- Upcoming webinars hosted by FHWA/TDOT; Dates and recordings listed on TDOT website.
- Opportunity for DBEs to participate and make comments regarding the Notice of Proposed Rule Making; projected to have a profound impact on the DBE program.
- The impact of IIJA on local level government projects estimated to increase local and direct opportunities for DBEs

The session offered a platform for TDOT's leadership team and stakeholders to communicate with attendees regarding the current state and recent activity of the TDOT DBE program. The session laid the ground work for DBEs to build meaningful relationships to grow and develop their business as ready, willing and able entities. It was beneficial for attendees to hear directly from the leadership team and industry stakeholders.

CRD Bridge Builders Awards

Doing Business in Tennessee: Contracts & Procurement Opportunities for Small Businesses

What does it mean to be a Civil Rights Division Bridge Builder?

The firm/individual has a collaborative company culture consistent with TDOT's Civil Rights Division's efforts in leveling the playing field for small Disadvantaged Business Enterprises and employment opportunities for underrepresented individuals in the transportation construction industry.

2022 DBE of the Year Kristie Cavin – Roadway Solutions

The company specializes in the installation of highway guardrail and permanent and temporary Impact Attenuators.

2022 Prime of the Year Vulcan Materials Construction, LLC.

This company is the nation's largest producer of construction aggregates. Vulcan consistently cooperates with the DBE program by providing supporting documentation and DBE information promptly, they provide DBE information quickly, and continuing to build relationships with DBE firms.

Over the last 2 years they have done over \$50M in projects and paid out nearly \$3M to DBEs on those federal projects (averaging 7% of DBE participation within their projects from multiple DBE firms).

2022 TDOT Employee of the Year Brandon Crowley,

Product Owner, TDOT Information Technology Division. Mr. Crowley recognized a need for better procurement reporting using existing data. His knowledge of different software systems and the AASHTOWare program helped automate the Civil Rights Division's workflow process.



Thank You to the Annual Meeting Marketplace Hall Exhibitors

US DOT Mid South Atlantic Region SBTRC

Kiewit Infrastructure South

Kiewit Power Delivery

Thompson Machinery

Caterpillar Financial Services Corporation

Stowers Machinery Corporation

Bell & Associates Construction LLC

Pathway Lending

Walbridge (Prime Contractor for Ford's BlueOval City)

HNTB

**Mid-South Minority Business Council Continuum/ Tennessee MBDA
Business Center**

W&A Engineering / Better Communities Collaborative

Urban League of Middle Tennessee

The C&F Company, LLC.

TDOT Civil Rights Division

Tennessee Board of Regents

Governor's Office of Diversity Business Enterprise

WeGo Public Transit / COMTO

US Small Business Administration

Metropolitan Knoxville Airport Authority

Benefits, Inc.

TDOT Supportive Services



Thank you to our 2022 Annual Meeting Sponsors!



Door Prizes



Gresham Smith
Monday Lunch



FairPointe Planning, LLC

Door Prizes

TYLER
Construction Engineers, P.C.

Tote Bags, Wifi etc

Thank You Letter

Dear Annual Meeting Attendees,

On behalf of the Tennessee Department of Transportation Civil Rights Division, Small Business Development and Supportive Services Programs, we want to thank you for attending the TDOT DBE 2022 Small Business Annual Meeting, at the Franklin Marriott Cool Springs Hotel on August 8-9, 2022, Franklin, Tennessee.

We hope you found the meeting informative and worthwhile. The primary goal of this meeting was to bring together business leaders and professionals in the transportation construction industry under one roof to discuss the issues facing our industry and to network with colleagues and future business prospects. We believe that our diverse and dynamic group of speakers and panelists provided in-depth insight, as well as actionable and practical information to become more effective in your ongoing effort to build stronger businesses and more collaborative teams. Your presence helped to make this event a great success and your enthusiasm and positive spirit helped make our time together both productive and fun.

We wish you all the best and hope that you continue to be engaged with TDOT and the DBE Small Business community.

Stay tuned for upcoming events by visiting www.tylerengineers.com/training.

Sincerely,

Tyler Construction Engineers, PC.

TDOT Supportive Services Consultant



DBE Webinars

FHWA and TDOT Webinar on IIJA, NPRM AE98 and the DBE Program Expectations

On August 25, 2022, a webinar was held by FHWA and TDOT to briefly introduce and update the DBE Program Notice of Proposed Rule Making (NPRM) and the Bi-Partisan Infrastructure Law (BIL). Pamela Kordenbrock, FHWA Division Administrator and Joi Hamilton-Jones FHWA Civil Rights Specialist, led the webinar by sharing information on the funding increase for the state of Tennessee and several new infrastructure opportunities that focused on local cities. Also, an overview of the proposed changes to the DBE Program were discussed, including:

- Increasing the DBE owner's personal net worth and program size thresholds for inflation,
- Modernizing rules for counting material suppliers; formalize COVID-19 flexibilities,
- Adding new program elements to foster greater usage of DBEs and ACDBEs.
- Providing proactive monitoring and oversight; updating certification provisions with less prescriptive rules that give certifiers flexibility when determining eligibility, and
- Making technical corrections that have led to substantive misinterpretations of the rules by recipients, program applicants, and participants.

David Neese, Director of TDOT Small Business Development Program spoke about AASHTOWare, TDOT's Provision 1247, TDOT's Commercial Useful Function Checklist. Mr. Neese encouraged all DBE owners to become more familiar with all of these documents.

[Link to Video](#)

[Slides from FHWA](#) (Bipartisan Infrastructure Law, Proposed DBE Program changes) PDF



DBE Fall Workshop Schedule

The TDOT Civil Rights Office Small Business Development Program and its DBE Supportive Services Consultants offer a variety of training classes designed to assist TNUCP DBE firms to succeed in the transportation construction industry.

Starting this fall TDOT Supportive Services will be hosting a webinar series entitled, **“Managing The Profitable Business.”**

<p>Week 1: Business Success Starts with Planning Wednesday, Sept. 28, 2022, 10 am (CT) Facilitator: Curtis Webb</p>	<p>Week 6: Labor & Equipment Pricing (Bidding) Wednesday, Nov. 2, 2022, 10 am (CT) Facilitator: Victor C. Tyler, P.E.</p>
<p>Week 2: Business Action Plan Strategies Wednesday, Oct. 5, 2022, 10 am (CT) Facilitator: Curtis Webb</p>	<p>Week 7: Human Resource Compliance – PART 1 Wednesday, Nov. 9, 2022, 10 am (CT) Facilitator: Teresa C. Daniel, PHR, SHRM-CP</p>
<p>Week 3: Why Do A Bid/ No-Bid Analysis Wednesday, Oct. 12, 2022, 10 am (CT) Facilitator: Victor C. Tyler, P.E.</p>	<p>Week 8: Human Resource Compliance – PART 2 Wednesday, Nov. 16, 2022, 10 am (CT) Facilitator: Teresa C. Daniel, PHR, SHRM-CP</p>
<p>Week 4: Importance of Job Cost Accounting Wednesday, Oct. 19, 2022, 10 am (CT) Facilitators: Marshall Tabb, Jay Mercer, E.A., and Sandra Webb</p>	<p>Week 9: Financial Analysis & Capacity Building Wednesday, Nov. 23, 2022, 10 am (CT) Facilitator: Jay Mercer, E.A., Marshall Tabb</p>
<p>Week 5: Markup, Overhead & Profit (Bidding) Wednesday, Oct. 26, 2022, 10 am (CT) Facilitator: Victor C. Tyler, P.E.</p>	<p>Week 10: Wrap Up: Ask the Experts Roundtable Wednesday, Nov. 30, 2022, 10 am (CT) All Previous Course Facilitators Moderator: Tanisha J. Hall, AICP, TDM-CP</p>

Link for additional information and to Register:
<https://tylerengineers.com/the-profitable-business>



TDOT 2022 Construction Letting Dates:

October 7,

November 4

(Mowing & Litter Removal),

December 9

Lettings For 2023

February 10

March 31

May 12

June 23

August 18

October 6

November 3

(Mowing & Litter Removal)

December 8

The TDOT Civil Rights Division Small Business Development Program and its Supportive Services Consultants offer a variety of training classes designed to assist USDOT certified DBE firms to succeed in the transportation construction industry. Seminars and informational meetings are made available throughout the state. The primary focus of these seminars is to disseminate industry specific information on estimating and bidding, strategic marketing, job cost accounting, cash flow management, business planning, leadership development directly to your email inbox.

Our Supportive Services Consultants are ready and waiting to assist.

Please Note:

Beginning in 2022 TDOT will be utilizing AASHTOWare Project Civil Rights & Labor (CRL) as a requirement of contract compliance for submitting and certifying contractor payrolls. [Special Provision 107CP](#) will be added to ALL CONTRACTS this year using this new functionality, which will be required for the prime contractor and all subcontractors. The [Certified Payrolls Webpage](#) will give the contractors guidance on steps they need to take to begin this functionality in AASHTOWare. If you have any questions, please visit our website or contact us at TDOT.CONSTRUCTIONLaborUsers@tn.gov.

“Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do.”

– Steve Jobs, Founder of Apple, Inc.



TDOT Civil Rights Division Small Business Development Program Team

Vince Malone

Vince.Malone@tn.gov
Director, Civil Rights Division

David Neese

David.Neese@tn.gov
Program Director

Barbara Booker

Barbara.Booker@tn.gov
Contract Compliance Officer

Stephanie Brooks

Stephanie.D.Brooks@tn.gov
Contract Compliance Officer

Michael Young

Michael.Young@tn.gov
Transportation Program Monitor

Myles Minnis

Myles.Minnis@tn.gov
Transportation Program Monitor

Phone: 615.741.3681 or Toll Free: 1.888.370.3647

TDOT Supportive Services Consultant

TYLER

Construction Engineers, P.C.

cost consultants | estimators | management consultants
810 Dominican Drive, Suite 313, Nashville, TN 37228

tel. 615.469.5398 1.888.385.9022

www.tylerengineers.com

DBE_supportive_services@tyler-engineers.com

Victor C. Tyler, P.E.

Program Manager
Construction Estimating & Bidding
Indirect Cost & Pricing of Consulting
Financial Management Analysis

Sandra T. Webb

QuickBooks Accounting Trainer
Certified Payroll Specialist

Teresa Daniel, PHR, SHRM-CP

Human Resources Consultant
Leadership Development & Coaching

Marshall Tabb

Financial Management Consultant
QuickBooks Accounting Trainer
Leadership Development & Coaching

Tanisha J. Hall, AICP, TDM-CP

Fairpointe Planning, LLC
DBE Engagement and Outreach Consultant

Curtis Webb

Strategic Marketing Consultant
External Board of Advisors Facilitator

Jay B. Mercer, E.A.

QuickBooks Accounting Trainer
Financial Management Consultant

