

DBE ACCESS

ANNUAL MEETING WAS A SUCCESS! WITH OVER 200 PEOPLE COMMITTED TO ENHANCING & IMPROVING THE SUCCESS OF SMALL BUSINESSES IN THE STATE OF TENNESSEE.

2023 ANNUAL MEETING

ANOTHER DBE ANNUAL MEETING HAS COME AND GONE AND WHAT A MEETING IT WAS. THIS WAS ONE OF THE BEST -AND WELL-ATTENDED - MEETINGS WE'VE HAD TO DATE. WHILE THIS NEWSLETTER PROVIDES SMALL RECAPS OF THE SESSIONS FROM AUGUST'S MEETING, THERE'S NOTHING QUITE LIKE BEING AT THESE MEETINGS IN PERSON - FROM THE EXPERT PRESENTATIONS, Q & A SESSIONS, INTERACTIONS WITH YOUR PEERS AND PRIME CONTRACTORS, ALL THE WAY TO LISTENING TO CURTIS'S STORY ABOUT BRINGING A LOCUST TO COURT (YOU'LL JUST HAVE TO ASK HIM NEXT TIME YOU SEE HIM). IF YOU WEREN'T THERE, YOU REALLY MISSED OUT ON A LOT AND MUST MAKE PLANS TO ATTEND NEXT YEAR.

WE'LL KEEP YOU POSTED ON THE SPECIFICS.

- JESSICA STARLING, DIRECTOR,
CIVIL RIGHTS DIVISION

MANAGING THE PROFITABLE BUSINESS MASTERCLASS

STARTS
OCTOBER 11 @ 10AM CST

LEARN FROM INDUSTRY EXPERTS

These 20 webinar classes will cover the best practices of managing a small business. Perfect for owners and managers of small design or engineering firms, contracting businesses, material suppliers, and business consultants.

MORE INFO: PAGE 10

SPECIAL THANKS TO OUR ANNUAL MEETING SPONSORS!

BUTCH ELEY

Deputy Governor
& Commissioner of
Transportation

JESSICA STARLING

Director, Civil Rights

DAVID NEESE

Director, Small Business
Development Program

DBE SUPPORTIVE SERVICES

Tyler Construction Engineers,
P.C.



DBE ACCESS



TDOT
Department of
Transportation

FALL 2023

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Managing The Profitable Business Masterclass

Learn from industry experts as they guide you through the construction industry's business management fundamentals. These 20 webinar classes will cover the best practices of managing a small business. Perfect for owners and managers of small design or engineering firms, contracting businesses, material suppliers, and business consultants.





2023 DBE ANNUAL MEETING SESSIONS

VICTOR C. TYLER, P.E.,

Construction Cost Management Consultant

Tyler Construction Engineers, P.C. /TDOT Supportive Services

Jessica Starling, TDOT Director Civil Rights Division, and David Neese, TDOT Program Director for the Small Business Development Program, welcomed and addressed the attendees during the Opening Session of the Tennessee Department of Transportation (TDOT) DBE Small Business Annual Meeting.

The 2023 DBE Small Business Annual Meeting was held at the Marriott Conference Center in Franklin, Tennessee, August 28 -29, 2023. The theme of the meeting was **Growing Your Business in the Public Infrastructure Market**. The TDOT Civil Rights Division Small Business Development Program, with the help of the Supportive Services Consultants, Tyler Construction Engineers, P.C., hosted a successful, business-building event with over 200 people committed to enhancing and improving the success of small businesses in the State of Tennessee.

The turnout exceeded all expectations. We left the meeting energized to continue to advance and support the Civil Rights Office's objective to promote and provide opportunities for DBEs and small businesses to participate in TDOT projects and activities.



If you could not attend the meeting but you talked to someone who did, you will hear about the thought-provoking presentations from our presenters and panelists. Our hopeful vision is that conversations will be taking place throughout the state about this event. One clear message from the event was that dialogue between businesses (large and small) and government agencies, as well as the learning that results, is critical to ongoing progress in addressing small business concerns and their utilization.

This edition of the DBE ACCESS Newsletter offers a summary of the DBE Annual Meeting. It was truly a dynamic business growing event. We hope to see many of you again at our upcoming webinars, seminars, and workshops. For now, enjoy reading this edition.

AT THIS YEAR'S DBE SMALL BUSINESS ANNUAL MEETING...

NETWORKING OPPORTUNITIES, EDUCATIONAL SESSIONS, AND MUCH MORE HIGHLIGHTED THIS YEAR'S EVENT!

5 KEY MARKETING TACTICS TO PROTECT YOUR MARGINS & IMPROVE PROFITS

The Annual Meeting began with participants being treated to two highly informative topics. The first topic focused on *The Five Critical Elements of Marketing*, and the second on *Understanding Profit vs Just Being Profitable*. Both topics presented an engaging storytelling perspective about the power of effective relationships and how they can move your business to greater profitability and long-term success.



Curtis Webb



Victor Tyler, P.E.



Tanisha Hall

Shelton Russell

A CONVERSATION WITH SHELTON A. RUSSELL

Tanisha Hall, CEO and Principal of Fairpointe Planning, and **Shelton Russell**, Publisher of the nationally acclaimed *American DBE Magazine*, had an open conversation on stage where Mr. Russell shared his thoughts and experiences of working for North Carolina DOT to starting his own small business journey as a consultant and magazine publisher. Shelton also shared markers of successful DBEs in the public transportation construction industry.

WELLNESS IN BUSINESS / CAREER SALON

Dr. Jerome Burt, a clinical psychologist, lead a very timely session on wellness for small business owners. Dr. Burt shared his knowledge about his systematic process to guide, support, and motivate clients to make lasting lifestyle changes.



Dr. Jerome Burt



Jeanna Harrison

LEGAL TOPICS IN THE TRANSPORTATION CONSTRUCTION INDUSTRY

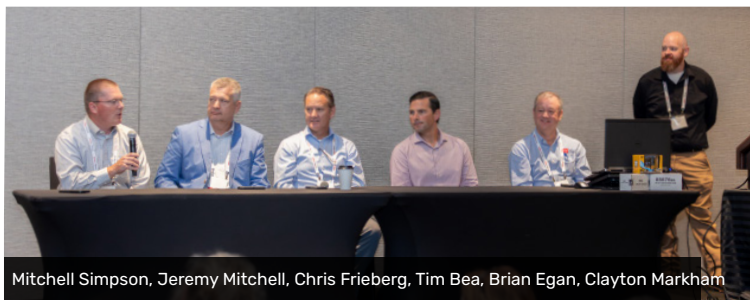
This session provided an informative legal update relating to construction industry contract law. Attorney **Jeanne Harrison** with law firm Holland & Knight shared legal experiences and situations she encountered with both large and small contractors over the years.

WORKFORCE CHALLENGES AND OPPORTUNITIES

Moderator Teresa Daniel, HR Consultant with Tyler Construction Engineers, P.C., kicked off the session with interactive poll questions to solicit attendee's participation in real-time feedback. The responses provided useful data that led to a lively discussion with panelists and attendees. Panel participants included (From Left to Right) **Aron Thompson, Executive Director**, Real Estate Developers Academy, Urban League of Middle Tennessee, **Jimmy Morris, Jr., President**, Morris Builders, LLC; **Abbie Jones, PE, PLS, President**, Abbie Jones Consulting, LLC; and **Kristie Cavin, President**, Roadway Solutions, LLC. Panelists shared their own strategies of how to manage workforce operations and build a skilled talent pool to meet the demands of building a sustainable business.



Aron Thompson, Jimmy Morris, Jr., Abbie Jones, Kristie Cavin, Teresa Daniel



Mitchell Simpson, Jeremy Mitchell, Chris Frieberg, Tim Bea, Brian Egan, Clayton Markham

WORK WITH US - CONSTRUCTION ACTIVITY IN TENNESSEE

Brian Egan, Director, TDOT Construction Division and **Clayton Markham**, Director, TDOT Alternative Delivery Program, moderated a very informative panel of prime construction contractors. The panel included **Mitchell Simpson**, Wright Brothers Construction Co., Inc.; **Jeremy Mitchell**, Bell Construction Company; **Chris Frieberg**, Kiewit Infrastructure South Co.; and **Tim Bea**, Superior Construction Co. Brian and Clayton led the panel discussion with a review of CM/GC and Design-Build projects across Middle and Southeast Tennessee.

The entire panel stressed the need for primes, DBEs, small business owners and other subcontractors to build proactive and effective relationships.





Clint Black, P.E.



Dixie Brackett



Lizzy Gaviria, Ryan Stanton, Matt Merservy

EMERGING TECHNOLOGIES IN TRANSPORTATION CONSTRUCTION

Emerging technologies and artificial intelligence continue to be a hot topic in construction. The panel included **Dixie Brackett**, PG, PLS, CM-BIM, President of Earhworx, LLC (right) and **Clint Black, P.E.**, from Workflow Manager, LLC., (left) with Victor Tyler moderating the discussion. The panelists explored how technology can help subcontractors propel their businesses to be competitive in the construction industry.

The discussion centered around leveraging GIS and project management software systems for better geolocating and project information (Earthworx) and integrated project tracking and reporting (Workflow Manager). Both panelists demonstrated how their tools created efficiencies for businesses in the transportation construction industry.

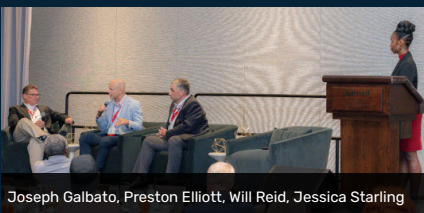
ELECTRIFICATION OF TRANSPORTATION ASSETS

Tanisha Hall moderated another panel discussion with (From Left to Right) **Lizzy Gaviria**, Grants Analyst, [TDEC Office of Energy Programs](#); **Ryan Stanton**, Sr. Project Manager - Electric Vehicle (EV) Evolution Initiative, TVA; and **Matt Meservy**, TDOT's Long Range Planning Director. The panelists talked about their agency's responsibilities in the electrification of Tennessee's infrastructure and their anticipated programs and funding opportunities from the Bipartisan Infrastructure Law. Attendees also heard about potential opportunities for businesses to pursue future projects within the [Tennessee Electric Vehicle Infrastructure \(TEVI\) Program](#).



TDOT LEADERSHIP ROUNDTABLE WITH JESSICA STARLING

Jessica Starling, TDOT Civil Rights Division Director, moderated this roundtable discussion during the Awards Luncheon. She led an informative panel discussion with TDOT leaders, including **Will Reid**, TDOT Deputy Commissioner/ Chief Engineer; **Joseph Galbato**, Deputy Commissioner/ Chief Financial Officer; and **Preston Elliott**, Deputy Commissioner/Chief of Environment and Planning Bureau. Panelists were asked to respond to probing questions that are on the minds of many DBEs. They highlighted how the new Tennessee Build With Us law will impact DBE business and how best to engage with TDOT leadership.



Joseph Galbato, Preston Elliott, Will Reid, Jessica Starling

Butch Eley, Deputy Governor and Commissioner of Transportation, and **Joi Hamilton-Jones**, Civil Rights Specialist, Federal Highway Administration, also delivered greetings to the luncheon crowd.



2023 DBE MARKETPLACE HALL

The Marketplace Hall was buzzing with various activities. Displays from prime contractors, consultants, state and federal agencies and DBE firms filled the entire room. This year’s event included elevator pitches from several DBE firm owners. The room had high energy and plenty of networking all day. Many organizations connected to establish potential business relationships. No one left empty-handed, since most of the Marketplace vendors had lots of swag to give away to people who stopped by their booths. Attendees came from various locations within the US such as Texas, Mississippi, Alabama, Kentucky, Utah and Pennsylvania. A full list of Marketplace Hall vendors is below.

TDOT Civil Rights Division / Small Business Development Program

US DOT Mid-South Atlantic Region SBTRC

Barge Design Group

Earthworx, LLC

HNTB

Workflow Manager

Kimley-Horn

High Street Consulting Group

U.S. Small Business Administration

Caterpillar Financial

Stowers Machinery Corporation

Thompson Machinery

TDOT Local Programs Office

Urban League of Middle TN

Memphis Minority Business Consortium

Etchmark Pavement Maintenance

Jerry Young & Sons Construction

TN Go-DBE

Tennessee Board of Regents

WeGo Public Transit/ COMTO

Cornerstone Construction, LLC

Bell Construction Company

Kiewit Infrastructure South

Kiewit Power Delivery

TN APEX Accelerator (formerly PTAC)

Terrain Civil

Jacobs

UTK Purchasing

The C and D Company

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Thank you to these businesses and organizations for participating in the Marketplace Hall by hosting a vendor booth during the DBE Annual Meeting.





**2023 DBE ANNUAL MEETING
IN PICTURES**



SPECIAL THANKS TO OUR ANNUAL MEETING SPONSORS

PLATINUM SPONSOR

HNTB

GOLD SPONSORS



SILVER SPONSORS



BRONZE SPONSORS



TDOT CIVIL RIGHTS DIVISION BRIDGE BUILDER AWARD RECIPIENTS

DBE BRIDGE BUILDER OF THE YEAR

WMC Contracting Co., Inc
Dennis Garcia, President



MANAGING THE PROFITABLE BUSINESS MASTERCLASS

FOR CONTRACTORS, DBES, A/E/P FIRMS, MATERIAL SUPPLIERS AND SMALL BUSINESSES IN THE TRANSPORTATION CONSTRUCTION INDUSTRY

Get hands-on experience, hear from industry experts, and meet your peers in the industry during this virtual learning experience.



20 WEBINAR CLASSES. ONE AND A HALF HOURS PER WEEK.

START DATE: WEDNESDAY, OCTOBER 11TH @ 10:00 AM CST (11:00 AM EST)

Learn from industry experts as they guide you through the construction industry's business management fundamentals.

These 20 webinar classes will cover the best practices of managing a small business. Perfect for owners and managers of small design or engineering firms, contracting businesses, material suppliers, and business consultants. And, of course, anyone interested in more exposure to the basics of managing a business related to public infrastructure construction. We recommend these classes if you are brand new or have years in the industry.

Attendance for the entire session and active participation for the whole series is essential to success in learning about the business of doing business.

Click here to learn more and register for the masterclass series about the characteristics of the profitable business enterprise.

Webpage: <https://tylerengineers.com/the-profitable-business>



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 began utilizing AASHTOWare Project Civil Rights & Labor (CRL) as a requirement of contract compliance for submitting and certifying contractor payrolls. **Special Provision 107CP** was added to ALL CONTRACTS that year using this new functionality, which is required for the prime contractor and all subcontractors. The **Certified Payrolls Webpage** gives 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**.

TDOT 2023 Construction Letting Dates:

- November 3, 2023
(Mowing & Litter Removal),
- December 8, 2023
- February 9, 2024
- March 22, 2024
- May 10, 2024

“YOU NEVER ACHIEVE REAL SUCCESS UNLESS YOU LIKE WHAT YOU ARE DOING.”

– DALE CARNEGIE

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