

TN**TDOT**
Department of
Transportation

DBE ACCESS

TENNESSEE DEPARTMENT OF TRANSPORTATION CIVIL RIGHTS DIVISION

4th Quarter | 2017



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2017 DBE Small Business Annual Meeting

Another Terrific DBE Annual Meeting!



After much planning and preparation, the 2017 DBE conference has come and gone. A big "Thanks!" to the presenters and all the attendees. I could only make it to one day as I had another meeting to attend, but from what I saw it was a big success.

Okay, wait...let me back up a minute. I know what you are all thinking: Why is the Director of TDOT's DBE Program only attending one day of his own program's two day conference. If anyone should be there, shouldn't it be him?

On Monday, I was in LEAD Tennessee, a leadership training program sponsored by the TN Department of Human Resources. My superiors thought it was important enough that I not miss this session so I can be a more effective leader and better serve the citizens of TN.

There are several lessons here: **Training sessions are very, very important.**

There is so much you can learn from others to better yourself and strengthen your organization. Sometimes the sessions are so important that you may miss other events. After all, **you can't be everywhere at once.** It is important to have a very capable staff and network that can oversee and run your business short term in your absence. That is why, **Preparation is key.** Lots of meetings and planning sessions went on prior to the meeting date. On the actual day of the meeting, we were ready to go. So be ready for anything and everything.

In reality, you can never be equipped for everything, so please send me a message at David.Neese@tn.gov on any ideas on how we can better help you in the DBE Program. I'd love to hear from you.

David Neese
Director of the Small Business Development Program

TDOT CIVIL RIGHTS DIVISION
Small Business Development Program
505 Deaderick Street, Suite 1800
James K. Polk Building
Nashville, Tennessee 37243
(615) 741-3681 or 888-370-3647

John C. Schroer
Commissioner of Transportation
Deborah Luter
Director, Civil Rights Division
David Neese
Director of the Small Business
Development Program

DBE Supportive Services
Tyler Construction Engineers, P.C.
1-888-385-9022
DBE Supportive Services

CIVIL RIGHTS MISSION STATEMENT: The Mission of the Civil Rights Division is to ensure adherence to Equal Employment Opportunity, Title VI and Small and Disadvantaged Business Initiatives.



Thank You To Annual Meeting Participants:

Our highest priority is to provide stimulating meeting programs, an environment for data information, generating ideas and initiating collaborations and a platform for launching business relationships. We strongly believe face-to-face time together, is vital to strengthening the foundation of our DBE Small Business Community.

The entire staff at TYLER and TDOT Civil Rights Division is so grateful to have been given the opportunity to host this event. While we work diligently to provide a well-organized, professional forum for professional growth, skills development and networking to take place, the true value comes from the subject matter experts that donate their time and expertise as speakers and instructors, the businesses that support our cause by way of exhibiting and each person that participated by their presence.

We are pleased to inform you that photos from the event and access to slides of the presentations from the various sessions in PDF format have already been posted on the TYLER website.

This event evolves each year and improvements are the direct result of feedback obtained from you. Our desire is for each of you to carry forward the spirit of this year's event: People, Systems and Processes: Pathway to Success. Remain steadfastly focused on the areas your organization needs to improve, strive to strengthen communication and resist complacency.

Much Success,

The TYLER Group
TDOT Supportive Services



The DBE Small Business Annual Meeting Highlights...

People, Systems & Processes

The Pathway to Success



Victor Tyler, P.E. - Tyler Group/ TDOT Supportive Services Consultant



Marshall Tabb - Tyler Group / TDOT Supportive Services Consultant

Opening Day

Victor Tyler, President of Tyler Construction Engineers, P.C. (Tyler Group), has played a dual role for the last several years: one as contractor that provides support services for TDOT Small Business Supportive Services clients, and as moderator for the Tennessee Department of Transportation Civil Rights Division 2017 DBE Small Business Annual Meeting! Victor moved the attendees through two days of presenters giving vital information, motivating presentations, and energizing demonstrations. He also did a good job promoting the informative sessions along and giving out great door prizes. Last but not least, Victor shared his humorous Tyler-branded jokes throughout the two-day sessions.

Deborah Luter, Director of TDOT Civil Rights Division, provided a warm welcome. She talked about how now is an exciting time for the Small Business Owners in Tennessee and how optimistic they were about the economy, the potential revenue and growth. Also, how the opportunity and outlook for our state



Deborah Luter - Director, TDOT Civil Rights Division

exceeds that of most small businesses nationwide. Deborah spoke on how the TDOT Small Business Development Program continues to work hard each year to support our DBE small business community and how their success builds upon our prosperity and contributes to the character of our great state. She contributes this as the reason why TDOT continues to invest in services and programs that ensure that DBE small businesses start, stay, and grow here in Tennessee.

Addressing this year's theme, "People, Systems and Processes: The Pathway to Success", Deborah talked about

how hard the team had worked to bring inspired people together in meetings like this, to ensure that our small businesses remain at the cutting edge of best business practices. She encouraged everyone to take full advantage of the work sessions and forums, and exchange business cards with colleagues and potential customers.

Marshall Tabb, a Tyler Group support services consultant, was charged with bringing focus and understanding to this year's conference theme. He stated companies that have great people, systems of innovation and technology, and well documented processes, are usually high performing organizations.

Marshall challenged attendees, for the two-day session, to evaluate their People-Systems-Processes and determine if they are leading their company on the Pathway To Success.



Do State and Local Government Agencies Buy What I'm Selling?



The panel guests included: (From left to right), **Amy Castro**, Business Diversity Development Manager, Metro Nashville Airport Authority; **Bryan Gleason**, Manager, Metro Nashville Business Assistance Office; **Whitney Britt**, Transportation Manager, TDOT Local Programs Development Office; and **Gwen Sanders**, Procurement Director, Governor's Office of Diversity Business Enterprise

The State and Local Panel was comprised of **Amy Castro** of the Metro Nashville Airport Authority, **Bryan Gleason** of the Metro Nashville Business Assistance Office, **Whitney Britt** of the TDOT Local Programs Office and **Gwen Sanders** of the Governor's Office of Diversity Business Enterprise (Go-DBE)

The panel explained the processes required to become a vendor. That process included how to find their respective current opportunities, bid processes, products and services they procure, sole source options and anticipated procurement opportunities coming up in the next 12 months.

Presently, the Nashville Airport is focused on its \$1.5 billion Capital Projects Program. Metro Nashville has numerous opportunities in construction and construction related repairs. TDOT Local Programs has opportunities in roadway resurfacing, greenways, signalization of intersections and bridge replacements. Go-DBE has current opportunities in lawn-care, equipment purchases, grounds maintenance, light construction, janitorial services and other miscellaneous projects throughout the state of Tennessee. All opportunities are listed on their respective websites under Bid Opportunities.

Metro Nashville: https://isupplier.nashville.gov/OA_HTML/OA.jsp?OAFunc=PON_ABSTRACT_PAGE

Metro Nashville Airport Authority: <https://www.flynashville.com/business-opportunities/opportunities/Pages/default.aspx>

TDOT Local Programs: <https://www.tn.gov/tdot/topic/local-programs-current-projects>

Go-DBE: <http://www.tn.gov/generalservices/article/invitations-to-bid-itb>



Doing Business With the Federal Government



The panel included: (From left to right); **Yvonne Stevenson**, Executive Director, Agriculture Business Development, USDA; **Paul Middlebrooks**, Manager, UT-Procurement Technical Assistance Center; and **Roy Rossignol**, Chief Small Business Office, U.S. Army Corps of Engineers, Nashville

The Doing Business with The Federal Government panel discussion focused on strategies small businesses can employ to gain better knowledge about marketing to federal government end users. The panelists provided an informative and engaging discussion about the environment of federal contracting. They also highlighted key points and answered questions about developing a winning strategy for the federal marketplace.

Some of the highlights, key points, and strategic views included:

- How to become a registered vendor with the government.
- The importance of narrowing your NAICS codes to what you do best.
- Calling the UT-CIS Procurement Technical Assistance Center to learn more in depth information about government contracting.
- Visiting website www.usaspending.gov to discover the who, what, and where of how government spend their contracting dollars.
- Reading and becoming familiar with the Federal Acquisition Regulation (FAR).
- Being encouraged to call and schedule an appointment with your identified agency's small business specialist. They are there to assist small businesses.

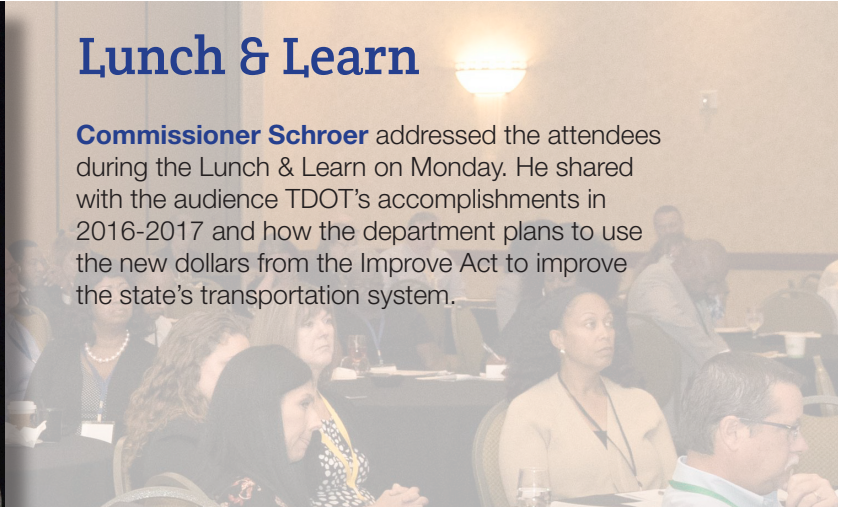
In summary, the panelist challenged DBEs to take a proactive approach and develop a strategic plan to market to the federal agencies that best fit their company's product and service offerings.



John Schroer – Commissioner, Tennessee Department of Transportation

Lunch & Learn

Commissioner Schroer addressed the attendees during the Lunch & Learn on Monday. He shared with the audience TDOT's accomplishments in 2016-2017 and how the department plans to use the new dollars from the Improve Act to improve the state's transportation system.



Pamela Kordenbrock shared information concerning updates to the FHWA program, including recent DBE program rules concerning prompt payment, and the good relationship her office has with TDOT. In closing, Ms. Kordenbrock informed the audience to stay tuned to initiatives identified after a new FHWA Administrator is named in Washington, D.C.



Pamela M. Kordenbrock – Division Administrator, Federal Highway Administration



David Neese – Director, TDOT Small Business Development Program

Welcome & Greetings For Day Two Sessions

David Neese, Director, TDOT Small Business Development Program, provided the Welcome & Greetings for day two sessions. David stressed three important factors for DBEs to keep in mind while at the day's session.

- 1) Be motivated.** Throughout the day, be excited and inspired with all the knowledgeable people that surround you while attending this years annual meeting. Also, be sure to ask lots of questions to those you may not normally see.
- 2) Strengthen your business with the knowledge gained by attending.**
- 3) As Director, David wanted the attendees to know that he is available to help support the DBEs and their business.**

One interesting question David asked the attendees was, "If you could not do business with any of your current customers, where would your business be a year from now?" The key to the answer was revisiting the three points he called out during his welcome: being motivated, work at strengthening your business and lastly, seeking out business support.



Dixie Brackett, owner of Earthworx, LLC explaining her technology to TDOT Commissioner John Schroer and Toks Omishakin, Deputy Commissioner/Chief of Environment and Planning



Dixie Brackett, Earthworx, LLC (GIS & Lidar)



Mark A. Corralez, Nashville Drones Aerial Asset Resources (Drones)

Marketplace Hall & Exhibitor Showcase

The marketplace hall presentations were exciting and very informative. **Teresa Daniel**, a TDOT Supportive Services consultant with the Tyler Group, facilitated the presentations during the session.

Teresa introduced three DBE's that showcased their technology and a few benefits that each offered. First, **Dixie Brackett**, owner of Earthworx, LLC, began her presentation by giving TDOT **Commissioner John Schroer** and **Toks Ominshakin** (Assistant Commissioner Environment & Planning) a 4-minute one-on-one presentation of her Geographical Information Systems (GIS) Designs, 3D Laser Scanning (LiDAR), and Construction Surveying Services technology. It was a great opportunity for Dixie and the Commissioner to meet and to share some of her company's leading edge GIS and Lidar technology.

Our second presenter was **Mark A. Corralez**, Chief Technology Officer of Nashville Drones Aerial Asset Resources. Mark's company specializes in construction aerial analytics and construction site earthwork analysis. With actual Drones on display for attendees to see and touch, Mark shared many interesting facts about how Drones are able to work with surveyors and make their jobs a lot easier, quicker and more thorough. Also, the Drone's hour of flight time and nearly 100 mph speed was quite interesting.

The third presenter was **Susan Dakak** of Intuitive Technology, Inc. Susan's company offers comprehensive services for the evaluation of underground sewer and storm-water pipeline and underwater sonar structural inspections using the latest 3D sonar, laser and CCTV devices. Her emphasis was how her company gives complete unbiased evaluations of assets, rehabilitation recommendations with costs and lastly, using a system with GIS compatibility. Susan's technology was definitely interesting and cutting edge.

The attendees enjoyed the presenters and all the technology that had been displayed during the Marketplace Hall Exhibitors Showcase.



Facilitator: Teresa Daniel, Tyler Group/TDOT Supportive Services Consultant



Susan Dakak, Intuitive Technologies, Inc. (Underground Video)



“Tools, Tactics and Tips for Surviving & Managing a Business CRISIS”



Alice Gordon Holloway, President & Owner of Skye Connect Inc.

Energizing, dynamic, timely and a reality check are a few of the adjectives that can be used to describe the session presented by Alice Gordon Holloway, President and Owner of Skye Connect Incorporated.

Ms. Holloway’s presentation Communication: “Tools, Tactics and Tips for Surviving and Managing a Business Crisis” proved to be very informative and engaging. Participants were given the challenge and opportunity to brainstorm about the top issues that could cause a crisis for their business, such as Cyber Security, Workplace Violence, Finances or Theft, all while moving and grooving to a play list of upbeat music that stimulated and energized the participants.

Ms. Holloway’s shared with the group how crucial and necessary it is to plan for a crisis before it happens. In addition, she stressed the importance of reacting quickly within the first 20 minutes, the importance of managing social media and how vital it is to have authentic communication internally and externally. She also shared the following tools and tips:

How to Manage Through a Crisis Before it Happens

- Manage for the WORST
- Identify who needs to know first and what they need to know and in what order
- Determine resources needed (Who has the budget?)
- Identify a key leader or spokesperson if the worst happens
- Outline the intended and unintended consequences
- What are the pitfalls? Make a template

4 Plans Every Business Should Have and Review

1. Evacuation Plan
2. Communication Plan
3. Continuity/Recovery Plan
4. Operational Review Plan

4 Ways to Manage Your Risk

1. Level 1-Identify the Issue Accurately
2. Level 2-React Quickly-(Time is not on your side) Communicate Often
3. Level 3-Take Control and Set the Agenda
4. Level 4-Hire a Professional

Ms. Holloway’s dynamic performance and crisis management tools and tips were a natural fit for the 2017 Annual Meeting Theme: People Systems and Processes: Pathway to Success that gave participants pertinent tools and tips to assist with managing a normal day or a business crisis. Remember it is not a matter of if you will need a plan but when will you need a plan.



Christopher Sisk, Partner, Marcum, LLP

Systems of Internal Controls: “Creating Profitability through Accountability”



What is Internal Control? – A management system designed to provide a degree of assurance that everyone involved in a process will be successful in performing a task or function.

Mr. Christopher Sisk, CPA of Marcum Accountants and Advisors, discussed the importance of Internal Controls in mitigating risk of fraud, safe guarding company assets, defining processes and procedures that produce consistent and reliable information and encouraging accountability throughout an organization. He identified and explained the 5 components of Internal Control as:

- Control environment
- Risk assessment
- Information and communication systems
- Monitoring
- Existing control activities

Mr. Sisk stated the internal control environment starts with company leadership and flows throughout the organization. The control environment includes:

- The integrity, ethical values, and competence of the entity’s people
- Management’s philosophy and operating style
- The way management assigns authority and responsibility
- HR policies and procedures

Internal controls should be prepared for estimating/bidding; revenue and cash receipts; accounts payables and cash disbursements; payroll and financial statement close process.

He concluded by saying good internal controls produce better information, which equal better decision making, which can result in increased profitability.



Updates on Legal Issues for Small Business Owners



Facilitator: Jay B. Mercer - Tyler Group
TDOT Supportive Services Consultant



Matt DeVries, Burr & Forman
Construction Claims Avoidance



Brian Neal, Burr & Forman
Employment Law

On day two of our annual meeting, attendees got a second look at our theme “People, Systems and Processes: The Pathway to Success.” The early morning session was an eye-opening experience as the “tag team” **Matt DeVries** and **Brian Neal**, from the law office of Burr & Forman, shared updates on legal issues. Matt DeVries discussed the various legal angles to construction law and a few tips on how to avoid legal entanglements when entering a contract. In the meanwhile, Brian Neal gave the audience tips on employment law. Matt and Brian were very open to questions from the attendees concerning issues such as getting paid to how to pay employees including making sure your employee handbook is up to date. Some of the takeaways from this session includes understanding the importance of having well documented systems and processes, and ensuring your systems and processes are legally sound with the appropriate language. A wise business owner will seek the advice of an attorney who specializes in contract or employment law.

DBE Panel Discussion – Using Innovation and Technology



Panel guests: (From left to right), Facilitator: **Ben Ledsinger**, Smith Seckman Reid, Inc., **Mark A. Corralez**, Nashville Drones Aerial Asset Resources (Drones), **Dixie Brackett**, Earthworx, LLC (GPS/GIS/Lidar), and **Susan Dakak**, Intuitive Technologies, Inc. (Underground Video)

The DBE panel had a lively discussion about using Innovation & Technology. The session was facilitated by **Ben Ledsinger** and a panel of three small business owners. **Dixon G. Brackett**, President of Earthworx, a Professional Geologist, Surveyor, and a Certified Manager-Building Information Modeling company that specializes in Geographical Information Systems (GIS) Designs, 3D Laser Scanning (LiDAR), and Construction Surveying Services. **Mark Corralez**, owner and Chief Technology Officer of Nashville Drones Aerial Asset who specializes in Aerial Photography, GIS (geographic information systems), Orthomapping, LiDAR (Light Detection & Ranging), Volumetric, and Thermal Imaging capabilities for leak detection. And, **Susan Dakak** of Intuitive Technology, Inc. who provides Underwater Sonar Technology, and Pipeline Evaluation.

Ben provided excellent innovation and technology questions to the panel and ended the session by asking each panel member what they felt was the most important aspect of technology that should be understood. Dixie wanted everyone to really get involved with where technology is moving to in terms of decision making responsibilities and how it will affect our everyday life. Mark pointed out how technology should not be looked at as a replacement for personnel, but as an aide that should be used to enhance productivity. Susan pointed out that the three DBE Owners on the panel comprised of a complete unitary entity that could very easily together, do work for TDOT utilizing their combine technology to produce a complete answer for TDOT with 100% DBE utilization advantage. A very thought provoking session.



Transportation Construction Industry Update



Panel included: **Michael Welch, P.E.**, Director of Operations Region IV, **Jennifer Lloyd, P.E.**, Director, Headquarters Roadway Design and Office of Aerial Surveys, **Jason Blankenship, P.E.** Assistant Director of Construction, Region 1, and **Lori Lange, P.E.** Director, Headquarters Construction

The Transportation Industry Update Session started with **Michael Welch**, giving a brief overview of TDOT Region 4 major construction activity. The overview included 21 counties, 2 Metropolitan Planning Organization (MPO) Areas 3 Rural Planning Organization (RPO). Additionally, we were updated on TDOT's Consultant Engineering selection Process by **Jennifer Lloyd**.

Jason Blankenship and **Lori Lange** offered additional support in answering a few questions from the audience.

Civil Rights Division Luncheon



Deborah H. Luter



Kent Starwalt



Paul Degges

Deborah Luter, Director, TDOT Civil Rights Division, opened the Awards Luncheon with encouraging words about how her office is working hard to ensure that DBEs are given a level-playing field to compete for TDOT awards.

Kent Starwalt, Executive Vice President of the Tennessee Road Builders Association, shared with the luncheon crowd how TRBA worked the past several years in encouraging the citizens of the State of Tennessee to support the Improve Act. Mr. Startwalt took the opportunity to say how appreciative he was that several DBE firms participated during the 2017 TRBA Day on the Hill event this past spring.

The Awards Luncheon keynote speaker, **Paul Degges**, TDOT Deputy Commissioner/Chief Engineer, encouraged attendees to dig deep and help the state of Tennessee accomplish the Improve Act, the state's new transportation investment program. Mr. Degges said the Improve Act will allow the state to increase construction letting dollars by almost 30% with the goal of maintaining a safe, reliable and debt-free transportation system.



TDOT Civil Rights Division Bridge Builder Awards



Each year the Civil Rights Division recognizes businesses and an individual TDOT employee who has demonstrated the essence of what it takes to build collaborative relationships that exemplify the mission of TDOT Civil Rights Division.

Congratulations to the businesses and TDOT employee for being chosen for the 2017 TDOT Civil Rights Division Bridge Builder Awards.

A Repeat Prime Contractor of the Year 2016 & 2017: Lehman Roberts Company

From left to right: Paul Degges, TDOT Deputy Commissioner/Chief Engineer; Deborah H. Luter, Director, TDOT Civil Rights Division; Dave Reeves & Nick Koenig, Lehman-Roberts Co.; and David Neese, Director, TDOT Small Business Development Program



TDOT Employee of the Year: Jason Blankenship

From left to right: Paul Degges, TDOT Deputy Commissioner/Chief Engineer; Deborah H. Luter, Director, TDOT Civil Rights Division; Jason Blankenship, TDOT Asst. Director Construction, Region 1; and David Neese, Director, TDOT Small Business Development Program



DBE Company of the Year: Tioga Environmental Consultants

From left to right: Marshall Tabb, Consultant with Tyler Group; Maggie Strom, President of Tioga Environmental Consultants, Inc.; and Victor Tyler, Consultant & President of Tyler Construction Engineers, P.C. (Tyler Group)



Prime Contractor Panel

How Do You Become My Chosen: Tips for Sub-Contractors/Consultants



Facilitator: Dewayne Scott, President/CEO, SRS, Inc.



Panel guests: (From left to right), Dave Reeves, Lehman-Roberts Co., Steve Hoover, Bell & Associates Construction, L.P, Cherelle Cortez, J E Dunn Construction, and Kathy Ware, K.S. Ware & Associates

For those who attended this year's annual meeting, there was a wealth of information from industry leaders.

During this session, the panel of prime contractors shared tips and their individual perspective on how sub-contractors and consultants could potentially become the successful bidder. The two

key tips expressed by all of the panel members were:

- 1.** Establish a great reputation in your industry before you begin to seek out a partnership with a prime. Proof of excellent past performance is better than a business card.
- 2.** Once you get a job, do what you say you are going to do. The primary concern of a



Panel guests: (From left to right), Rebecca Wood, Superior Traffic Control, Inc., Alex Ray, Smith Seckman Reid, Inc, and Dylan Campbell, Kiewit Infrastructure Co.

Prime is that you are dependable and will be able to perform. Maintain a great reputation if you want to build a great relationship and become their choice.

Marketplace Hall and Business Networking Reception



The attendees enjoying the afternoon reception meal and the DJ's playing a nice variety of cool jazz!



Special Thanks to Our Supporters



Marketplace Hall Participants

- Associated General Contractors of Middle TN
- Allworld Project Management
- B & B Lawn Services, Inc.
- Bell & Associates Construction LP
- Brand My Swag.com
- Caterpillar Financial
- Charles Blalock & Sons, Inc.
- Corps of Engineers
- Crown Davis Memberships, Inc.
- Earthworx, LLC
- EData Collectors, Inc.
- EGSci Consulting, Inc.
- Governor's Office of Diversity Business Enterprise
- Intuitive Technologies, Inc.
- KIEWIT
- JE Dunn Construction
- Jerry Young & Son Construction, Inc.
- Metro Nashville Government – BAO
- Metro Knoxville Airport Authority
- SKY Connect, Inc.
- Summers-Taylor, Inc.
- Superior Traffic Control, Inc.
- TDOT Civil Rights Division
- USDOT Mid-South Atlantic SBTRC

Tyler Group's Support Teams





Special Thanks to our...

Annual Meeting Speakers





New DBEs *Welcome*

Region 1

Complete Trust Cleaning Services
Abraham Saygbo
Janitorial Services

Region 2

N/A

Region 3

United Electronics, Inc.
Mabel Moore
Electrical Contractors and Other
Wiring Installation Contractors; Wired
Telecommunication Carriers; Security
System Services (except Locksmiths)

Region 4

Saber Steel, LLC
Keiven Wright
Rolled Steel Shape Manufacturing;
Fabricated Structural Metal Manufacturing

Recently Renewed Firms

Region 1

Schematic Design, Inc.
Girish Thakkar
Civil Engineering Services, Site Planning
and Inspection

Region 2

Barton Construction, Inc.
Anastasia Barton
Highway, Street, and Bridge Construction
(Parking Lot Marking and Line Painting;
Bridge Painting); Poured Concrete
Foundation and Structure Contractors;
Painting and Wall Covering Contractors;
Site Preparation Contractors; Other
Support Activities for Road Transportation;
Landscaping Services; Other Services
to Buildings and Dwellings (Seal Coating
and Asphalt Patching); All Other Support
Services; Translation Services (Russian)

**W & W Construction Company,
LLC**
Henry Wood
Underground Utilities & Building
Construction

Region 3

Collier Roofing Co., Inc.
Yvonne Collier
Commercial and Industrial Roofing

Grace Welding & Fabricating
James G. Garcia
Structural Steel Erection Contractors

Pantegon, LLC
Anthony S. Davis
Highway, Street, and Bridge Construction
(Temporary Traffic Signage); Other Scientific
and Technical Consulting Services (Safety
Consulting Services); Security Guard
Services; Flagging (i.e., traffic control)
Services

Tennatee Services, Inc.
Robert Ray Teesateskie
Highway and Street Construction, Erosion
Control, Site Preparation Contractor,
Concrete Construction Contractor,
All Other Specialty Trade Contractor,
Specialized Freight, Trucking and Hauling

Region 4

F & B Enterprise
Fredy Bowers
Hauling, Long Distance Trucking and
Public Transportation: low income, welfare
to work recipients, handicap and senior
citizens

Precise Concrete Works, LLC
Martin Carodine
Poured Concrete Foundation and Structure
Contractors (curb, gutter & sidewalks)

Stragistics Technology, Inc.
Hughetta W. Dudley
Computer Systems Design Services



Scheduled Letting Dates 2017

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 TDOT 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 strategic marketing, branding, accounting, estimating, cash flow management, business planning, leadership development, and human resource assistance. Look for seminar and workshop announcements soon in your email in-box.

Our Supportive Services Consultants are ready and waiting to assist you with ANY question you have! Give us a call today 888-385.9022.

“Our business is about technology, yes. But it’s also about operations and customer relationships.”

– Michael Dell

Civil Rights Division Small Business Development Program Team

Deborah Luter

Deborah.Luter@tn.gov
Director of the Civil Rights Division

David Neese

David.Neese@tn.gov
Director of the Small Business Development Program

Barbara Booker

Barbara.Booker@tn.gov
Contract Compliance Officer

Stephanie Brooks

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

Ross Webb

Ross.H.Webb@tn.gov
Contract Compliance Officer

De’Antwaine Moye

Deantwaine.Moye@tn.gov
Contract Compliance Officer

DBE Supportive Services Team

TYLER

Construction Engineers, P.C.
cost consultants | estimators | management consultant

810 Dominican Drive, 3rd Floor
Nashville, TN 37228

Phone: 615.469.5398
Toll free: 888.385.9022

DBE_supportive_services@tyler-engineers.com

Victor C. Tyler, P.E.

Program Manager - Construction
Business Specialist
victor@tyler-engineers.com

Curtis Webb

Strategic Marketing & Business Specialist
curtis@curtiswebb.com

Jay B. Mercer

QuickBooks Pro-Advisor & Tax Specialist
jay@j-merc.com

Marshall Tabb

Financial Management & Leadership
Coaching
pa_tabb2@yahoo.com

Sandra T. Webb

Accounting Software Trainer
sandra818@aol.com

Ericka L. Hayes, CPA

Accounting - Business Organization
& Information Technology
erickalhayes@gmail.com

Teresa Daniel, PHR

Human Resource Specialist
tcdphr@comcast.net

Phone: 615.741.3681 or Toll Free: 1.888.370.3647