



DBE Fastrac

TENNESSEE DEPARTMENT OF TRANSPORTATION CIVIL RIGHTS OFFICE

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2014 DBE Small Business Annual Meeting - All We Can Say Is,

"You Should Have Been There!"



The Tennessee Department of Transportation (TDOT) Civil Rights Office Small Business Development Program, with the help of the Disadvantage Business Enterprise (DBE) Supportive Services Consultants, hosted the very successful 2014 DBE Small Business Annual Meeting at the Nashville Airport Marriott Hotel on August 18-19. The turnout exceeded all expectations with over 200 people attending.

Elizabeth Michael, TDOT Small Business Development Program Director opened this year's meeting with the theme, "Expanding Your Business: Employees, Strategic Partners and Technology." Ms. Michael encouraged those present to share the information gained at this event with those who were not able to attend. The thought-provoking information from presenters and guest panelists was priceless. One major objective for the event was to offer the DBE Small Business community a venue to network, gain valuable information and business strategies that will allow them to take immediate action to expand their business toward profitable growth. After reviewing the event evaluations, it appears that objective was achieved! It was truly a business building event.

We hope to see you again at our upcoming business seminars and workshops. For now, enjoy reading this DBE Newsletter edition of the 2014 DBE Small Business Annual Meeting in review.

DBE Supportive Services Team

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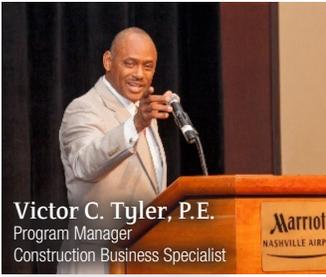
DBE Supportive Services

Tyler Construction Engineers, P.C.

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DBE Supportive Services

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



Victor C. Tyler, P.E.
Program Manager
Construction Business Specialist

2014 DBE Small Business Annual Meeting Hosting Moderator

Victor Tyler set the tone for the two day 2014 DBE Small Business Annual Meeting as the hosting moderator and also the one who kept the event flowing. With multiple program activities and event sessions happening simultaneously, there were a lot of moving pieces behind the scenes.

After receiving feedback from DBE's, guest speakers, prime contractors and state employees, the overall response was "We really enjoyed this year's Annual Meeting. There were also remarks about the breakout sessions and panel discussions in which the attendees felt were "very informative."

Tyler spoke with several attendees and informed them that many people and groups worked to put together this event and the collaboration is what made this Annual Meeting a positive experience.

Tyler looks forward to building on this annual event for bigger and more effective events in the future!

DBE Supportive Services Team

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Expand Your Business Footprint; A Takeaway from the 2014 Annual Meeting

How often have you opened your business or personal email and found an invitation from someone wanting to connect with you on LinkedIn, the social networking site for professionals?

I'm reminded of the first few times I received an invitation from someone to join their network on LinkedIn. Initially, I was skeptical to create a professional profile because I had not heard much about that social media communication platform. But, now it seems that everywhere I turn, I hear or read about the value and importance of networking with other business professionals on LinkedIn.

At the 2014 TDOT DBE Annual Meeting, social media presenter Dr. Sybil Bennett (Dr. Syb) suggested that all business owners need to have not one, but TWO LinkedIn profiles. Dr. Syb suggested businesses need both an individual, professional profile and a separate company profile to get the word out about who you are and what your business can offer and deliver to others. Dr. Syb's talk reinforced the importance of my taking the time to create my professional profile on LinkedIn.

I recently read an article in *The Society of Government Meeting Planners, Government Connections* magazine titled "If You Aren't on LinkedIn, You Don't Exist." In it, author Marshall Brown states that executives from all Fortune 500 companies are on LinkedIn. He also states that 59 percent of people who are active on social networking sites say LinkedIn is their platform of choice. Businesses use LinkedIn to research individuals as well as their competition. This can be a valuable (and free) tool to conduct and expand a business.

Having a LinkedIn profile in today's competitive marketplace is one way to leverage your professional expertise and your business. On a daily basis, individuals search out ways to connect on LinkedIn for career job opportunities and professional networking. There are many benefits to both you and your company.

Elizabeth Michael

TDOT Small Business Development Program Director



Are You Ready For New Technology? The Game Changer for Your Business

How to Run Your Business from Anywhere



Running your business from anywhere can be easy when you have the necessary tools to help you work effectively. At the annual meeting, Ericka Hayes and Jay B. Mercer focused on specific tools and essential ingredients required to assist you on successfully running your business from any current location.

Jay B. Mercer, EA

Business Essentials

- Mobile devices with strong battery life
- Software applications or cloud drives to give you access to your company information
- Power accessories to keep mobile devices charged
- Office supplies in a mobile organizer
- A great support staff to run your office while you are away
- Effective communication skills to negotiate deals and manage tasks over the phone or internet

Hayes emphasized how having all the right equipment, accessories, and access to your company files affords you to conveniently work from anywhere outside your office. Also having the ability to effectively communicate with your office staff while you are away allows you to run your business for an extended period of time.

Without all of these essential ingredients operating in tandem, you are limiting yourself, as the owner, to only working in your office. If you are ready to move to the next level with your business technology, consider implementing these business essentials. Feel free to contact Ericka Hayes and Jay B. Mercer for more information.

DBE Supportive Services Consultants

Ericka L Hayes, CPA - Accounting – Business Organization & Information Technology

Jay B. Mercer, EA - QuickBooks Pro-Advisor & Tax Specialist

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Ericka L. Hayes, CPA



COMPETING WITH THE

BIG BOYS

Attracting Skilled Talent without Breaking the Bank



Marie Williams

As small business owners we spend countless hours worrying about the financial stability of our companies and our business strategy.

As a result, we often put off thinking about our employee recruitment and retention plans as if this part of our business operations has no bearing on our overall financial and business success.

In reality, our business is only as good as the team of employees we have hired and retained. Good talented employees are an essential key for helping even the smallest business grow, build a good brand reputation and increase sales. The time we spend developing robust recruitment and retention processes can make the difference between a company that remains stagnated and eventually fails, to one that continues to survive, flourish and grow.

Here is a reminder of some of the more salient points discussed with DBE's during our session on "Competing with the Big Boys: Attracting and Retaining Talent without Breaking the Bank"

- Take time to prepare for your employee interviews (this includes developing detailed job descriptions and interview questions).
- Devote ample time to interviewing your employees and interns. The more time you take to interview a candidate the greater probability you will have in selecting the right candidate. Ask questions and listen.
- Check references and conduct background checks including criminal, credit check (depending upon the nature of the position), and the sex offender registry.
- Be prepared to explain to candidates the benefits of working for your company. Also, talk about the positive aspects of your work environment and employee culture.
- Offer employee benefits (there are options that are available that would cost very little money to your company but will help you compete against your larger more established competitors).
- Make your work environment a fun and caring place to work!

Do you desire to take your business to the next level? If so, please contact Marie Williams, Strategic HR Consultant at DBE Supportive Services, for more information and assistance on developing a recruitment and retention process within your small business.

DBE Supportive Services Consultants

Marie Williams - Human Resource Specialist & Leadership Development

Marshall Tabb - Financial Management & Leadership Coaching

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Tyler Construction Engineers, P.C.

A Big Thanks To All from TDOT's Supportive Services Staff

To Everyone Involved with the 2014 TDOT DBE Small Business Annual Meeting

It's time to catch our breath and look around after having our heads down for many months working to organize the 2014 TDOT DBE Small Business Annual Meeting. It truly takes a dedicated team to pull this off, but more importantly, it is the committed relationships we have made throughout the entire industry that enables us to successfully coordinate such a vast array of knowledge and experience into the many presentations at the two day event.

So how, exactly, does my team and I thank so many people, from the speakers, to the attendees, to the exhibitors, and supporters? We really aren't sure. We can simply say THANK YOU! The 2014 TDOT DBE Small Business Annual Meeting truly became, and is, something beyond our expectations and it is only because of you, the people who were a part of it. Again, we say, thank you!

To our exhibitors, we've heard from most of you that the level of engagement in our exhibit hall was a big positive, and I know that's something our team members enjoyed hearing about. We're looking forward to coming up with more creative and innovative ways to engage in the marketing of your products and services in the years ahead.

To all of our presenters and speakers, a special thanks for your incredible

knowledge and commitment to share and participate in the event.

We also want to thank Tennessee Road Builders Association, Tennessee Uniform Certification Partners, Department of Economic and Community Development, Department of General Services, and the Governor's Office of Diversity Business Enterprise in helping us get the word out to its contact lists.

We would also like to thank Deborah Luter, TDOT Civil Rights Director, Elizabeth Michael, TDOT Small Business Development Director and their staff as well, for their amazing support of what the DBE Program has set out to accomplish this year. This event simply would not happen without TDOT's Civil Rights Office staff's leadership.

Producing an event like this requires the unwavering support of so many different people in the industry we can't say thank you enough, including Christine Events for their incredible team that knows how to plan and execute an event like this. I'm proud to say that the results were off the charts.

Lastly, to all those that attended, we are honored you were a part of this event and we hope everyone took at least one actionable item back to their businesses to implement that will bring about a benefit!

We look forward to seeing you at next year's 2015 TDOT DBE Small Business Annual Meeting!

Victor C. Tyler, P.E. & The Team

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George Price Interview... Cat Financial

Mr. George Price, a Cash Management Manager at Cat Financial had very positive comments about the 2014 Annual meeting:

The Tennessee Department of Transportation Diverse Business Enterprise

(TDOT DBE) Annual Meeting provides Cat Financial an opportunity to tell our story, showcase our brand and the products we have to offer. We are a financial organization that values diversity and inclusion.

At Cat Financial, we believe in helping small businesses grow. We understand that if small businesses are successful, then our communities will be successful as well and benefit from the growth. Cat Financial and the TDOT DBE Annual Meeting is a valuable partnership to us, which allows us the opportunity to reach out to the diverse businesses in



our community. Many of the attendees and coordinators are familiar with our products and we hope to create a lasting relationship with TDOT DBEs.

Mr. Price said he thought the TDOT 2014 Small Business Annual Meeting was very organized and well put together. What also caught his attention was the diversity of sessions and topics that showcased the expertise of panel members, session presenters, state employees and contractors. He spoke highly of this year's booth space being more convenient to the attendees. Most importantly, he was thankful that his company was able to be a part of the yearly event.

quote...

"It's just great that we found the relationship with you guys [TDOT and the Tyler Group] where we were able to participate. From our perspective, it's a learning experience."

George Price

Cash Management Manager
Cat Financial
615.341.8062
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Business and Social Media with Google Glass Update



As a continuation of our series on social media for small businesses, **Dr. Sybril Bennett**, otherwise known as “Dr. Syb,” an Emmy-award winning journalist, author, and consultant, gave another thought-provoking, highly engaging and inspirational exploration into the world of social media and how successful small businesses are taking advantage of this median.

Dr. Sybril Bennett, Ph.D, (Dr. Syb),
Professor
Author, Multimedia Strategist & Visionary

Financial Strategies and Accounting Best Practices



Greg Alford, a partner with DGLF CPAs & Business Advisors, Nashville, Tennessee, presented a very timely topic on real world issues facing the construction industry and shared several financial management best practices for small businesses.

Greg Alford
DGLF CPAs & Business Advisors
galford@dglfcpa.com

Your Starting Point to Succeed in Business



Curtis Webb presented a hot topic at the Annual Meeting when he talked about “Strategic Marketing.” In Mr. Webb’s presentation, he focused on three key questions to ask as a starting point to succeed in business.

1. What’s your plan?
2. What benefits do you offer customers?
3. Who will be the most excited about receiving your benefits?

He said that you need the right collection of words, a well thought out presentation and an effective pitch to get potential prospects to convert to ongoing customers. He used the nursery rhyme “Sticks and Stones” as an analogy of us growing up not understanding the power of words. He made it clear that the right presentation of words to the correct audience moves emotions, feelings, and their beliefs. Words have the power to turn perception into reality and as a business owner, the right presentation can turn failure into success!

Webb also said crafting your plan gives you the foundation of identifying your benefits. It is your benefits that push interest in you and your services. Targeting who your message is for is just as important as crafting an effective plan with great benefits. The wrong target market will not respond, even if you have a sound presentation, are voicing the right pitch and you are using all the right words if your benefits do not match your target market!

Curtis Webb
Strategic Marketing & Business Development
DBE_supportive_services@tyler-engineers.com

Jewel Burks Interview... Evangelist for Business Solutions at Google



Jewel Burks said she felt honored to speak at the TDOT Small Business Annual Meeting on behalf of Accelerate with Google. Burks enjoyed speaking to the audience on the importance of using Google tools to grow their businesses online. All business owners were encouraged to sign up for Google services such as Get Your Business Online (GYBO). You can get started with this at gybo.com and may access Accelerate with Google Academy at acceleratewithgoogle.com to jump start your online marketing and attract more customers.

Jewel Burks
Diversity Evangelist for Business Solutions at Google
770.376.5872
jewelb@google.com

Special thanks to Courtney Webb for all her help in capturing the 2014 Annual Meeting in pictures and her editorial support with this issue of Fastrac. Webb will be a December 2014 graduate of Middle Tennessee State University in Advertising & Marketing. She has been working as an intern with Tyler Construction Engineers, P.C. this semester.





SBA 8a Program Update

Walter N. Perry III, District Director and Gloria Armstead, Business Opportunity Specialist, both with the U.S. Small Business Administration, Tennessee District, lead discussion about the Small Business Administration's 8(a) Business Development and HUB-Zone Programs.

Walter N. Perry III
SBA District Director, &
Gloria Armstead, Business Opportunity
Specialist, SBA

Wes Stowers Interview... President of Tennessee Road Builders Association (TRBA) and Stowers Machinery Corporation

Mr. Wes Stowers, President of Tennessee Road Builders Association (TRBA) and Stowers Machinery Corporation, spoke at TDOT's DBE Small Business Annual Meeting. Mr. Stowers stated that he was initially surprised that he was asked to speak, but was pleased that he could help out. Encouraging DBEs to build positive relationships with Prime Contractors is very important, he said. A point he highlighted was the need for DBEs to put together the right team in order to perform well. Even though his business is an equipment supplier, he hopes that there was someone in the audience that could relate and benefit from his message. Overall, Stowers was "very impressed with how the Annual

Meeting was organized." His final comment to DBEs was to "Get involved! Road builders are always looking for good builders."

For more information about TRBA contact:
Wes Stowers
President & CEO 2014 President –Tennessee Road Builders
Associations/Stowers Machinery Corporation
865.595.1050
wstowers@stowerscat.com



Marshall Tabb and Wes Stowers

Expanding Your Business: Employees, Strategic Partners and Technology

Real Life Experiences

On the second day of the Annual Meeting, a diverse panel of successful business owners was featured in a panel discussion. These business people shared their real life experiences in expanding their businesses through employees, strategic partners and technology. Marshall Tabb and Marie Williams from TDOT's supportive services group asked the panel members questions on how they managed to attract, maintain and develop talented employees, what they looked for in choosing strategic partners and how utilizing technology helped to expand their respective companies. There were also questions asked from the audience on how those in attendance could best expand their own businesses.



Left to right...
Dewayne Scott, President/CEO, SRS, Inc., Kathy Ware, P.E., President, K.S. Ware Associates, LLC, Juan Self, AIA, CSI, Managing Principal, Self + Tucker Architects, Tyrone Robertson, Project Manager, J R Construction, and Thomas W. Dortch, Jr., President/CEO, TWD, Inc.



SMALL BUSINESS NEWS

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What Every Small Business Owner Needs to Know About Employee Benefits



Tony S. Adams, MBA, Benefits, Inc., Rebecca Wood, President, Superior Traffic Control Memphis, Inc., Vince Malone, Esq., Chief Compliance Officer, SRS, Inc., and Xavier Pol, Financial Representative, Strategic Financial Partners

The Employee Benefits Panel discussion focused on employee benefits strategies for small business owners.

The panelists provided an informative and engaging discussion with the DBEs. They highlighted key points, strategies, and the importance of taking a strategic view in developing an employee benefits program.

The panel also shared their expertise, answered questions, and provided key points regarding how an effective benefits plan can drive success for both the employee and the business.

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

- Compliance with healthcare regulations for employers
- Suggested resources for ongoing compliance and current information, such as healthcare.gov and irs.gov

- The importance of partnering with benefits consultants and administrators to ensure a compliant benefit program
- The importance of communication and employee involvement
- How to utilize technology to drive communication, education and actual benefit enrollment
- How to capitalize on the various stages of business growth (early stages, mid stage, and long term) to develop and grow an effective employee benefits program
- Benefits that employees actually value at no cost or low cost to the bottom line, including such items as flextime, telecommuting, direct deposit, employee newsletter, paid lunch break, training, and employee appreciation
- Budgeting and justifying employee benefits programs for small businesses
- Employee benefits as a tool for attracting, retaining and engaging employees as investment opportunities
- Leveraging the uniqueness, creativity, and autonomy that small businesses have over larger businesses

In summary, the panelist challenged the DBEs to take a proactive approach and develop a strategic plan for an employee benefits program that will be the best fit for their employees as well as their business.



Motivation *for* Entrepreneurship



Andres' Gutierrez of the Lampo Group, Inc.,

spoke at the TDOT Small Business Annual meeting on how business owners can build and expand their businesses to be successful. While there are several ingredients a business owner can use to grow their business, Gutierrez stated that trust is one of the key ingredients. He emphasized how trust is crucial for success in not only the business side but also from one's personal side. A few examples Gutierrez gave on how to earn trust from the business side were to never be late to an appointment, to always return phone calls, and to finish projects on schedule. Talking about the personal side, Gutierrez quoted the owner of Chick-fil-A who said that "people want to work for a person - not a company." Trust isn't about just being trustworthy from one side but in being consistently trustworthy from all sides. He said, "You can't separate your business life from your personal life... you have to be consistent in both areas." He then asked the audience how they could earn trust and replied, "Let your yes be yes and your no be no."

Andres Gutierrez

The Lampo Group, Inc. (Dave Ramsey Speaker's Group)



Greetings & CRO Update



Luncheon and CRO Awards

Deborah Luter
Director
TDOT Civil Rights Office

Deborah Luter, TDOT Civil Rights Office Director, delivered greetings to the Luncheon audience and briefly shared information on DBE Program activities and the 2015-2017 Proposed DBE Goal percentage for the Tennessee Department of Transportation.



Greetings and FHWA Update

Pamela Kordenbrock
Division Administrator
FHWA

Pamela Kordenbrock, Federal Highway Administration Division Administrator, addressed the audience with additional information about the state of current and future funding of Transportation Projects.



Overview of the Highway Construction Industry in Tennessee

Paul Degges
Deputy Commissioner
Chief Engineer, TDOT

Paul Degges, Deputy Commissioner and TDOT Chief Engineer, provided an overview of the Highway Construction Industry in Tennessee and noted several important updates about interesting projects in Tennessee.



TDOT Employee
Brian Egan, Director, Materials & Test Division
Former Director of Construction



(President of TRBA, Wes Stowers, accepted award on behalf of Summers-Taylor)

Prime Contractor
Summers-Taylor, Inc.
Grading, Paving, Bridges, Utilities, Ready-Mix Concrete
Elizabethton, TN



DBE Firm
Brighter Days & Nites, Inc.
Dorothy L. Sinclair, President/Owner
Electrical Supplier
Memphis, TN



General Session

A team from the Tennessee Department of Transportation (TDOT) presented very informative and valuable information on how to do business with TDOT at this year's meeting. Presenters were: Will Reid, Construction Division Director; Whitney Sullivan, Local Programs Development Office Program Manager; Liza Joffrion, Multimodal Transportation Resources Director; and Jennifer Loyd, Roadway Design Director.

This session also included a brief talk from Wes Stowers, 2014 Tennessee Road Builders Association President and President of Stowers Machinery Corporation in Knoxville. Mr. Stowers offered insight on small business from his perspective and gave encouraging words to the DBE Small Business owners in the audience.



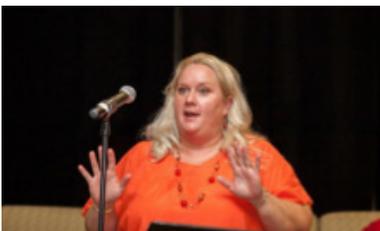
Will Reid
TDOT Construction Division Director



Whitney Sullivan
TDOT Local Programs Development Office Program Manager



Liza Joffrion
TDOT Multimodal Transportation Resources Director



Jennifer Loyd
TDOT Roadway Design Director



Wes Stowers
President, TRBA/ Stowers Machinery Corporation



DBE Annual Meeting Thank You Notes

Donation of Promotional Items

- Caterpillar Financial Services Corporation
- DGLP CPAs and Business Advisors

Exhibitors who participated in the Marketplace Hall

- Abbie Jones Consulting
- Development & Environmental Planning Associates, LLC
- Alabama A&M University
- B & B Lawn Care
- Bell & Associates Construction, LP
- Benefits Inc.
- Caterpillar Financial Services Corporation
- Communications Strategies
- Conexx Staffing Services, Inc.
- Damsel in Defense
- GISbiz, Inc.
- Google
- Governor's Office of Diversity Business Enterprise
- Knox County Government
- KODI KLIP CORP.
- Lojac, Inc.
- Metro Knoxville Airport Authority
- Mid-South Drug Testing, Inc.
- Nashville MTA
- New Adventures Travel
- Olympic Career Training Institute
- Peak Promotions Inc.
- Sunago Supply
- Tyler Construction Engineers, P.C.
- U.S. Small Business Administration
- UT CIS Procurement Technical Assistance Center

Organizations that participated in the Matchmaker Session

- Bell & Associates Construction, LP
- Lojac, Inc.
- Dement Construction Company, Inc.
- Summers-Taylor, Inc.
- Wright Brothers Construction Company, Inc.
- Governor's Office of Diversity Business Enterprise
- Alabama A&M University
- Charles Blalock & Sons, Inc.
- TDOT Roadway Design Division





Welcome

New DBEs

Region 1

Management Solutions, LLC
Misty D. Mayes
Project Management/Project Controls

Elite Manufacturing and Professional Services, Inc.
Sonja Bennett
Employment Placement Agencies and Temporary Help Services

Region 2

N/A

Region 3

DAP Resources, Inc.
Patricia Downs
Small Business Consulting Services, Grant Management, and Non-Profit Management Consulting Services

duGard Ellis Public Relations
Perri duGard Owens/Aerial Ellis
Public Relations Agency, Communications, Marketing and Branding

Herbert Lawncare and Landscaping, LLC
Joseph Herbert, II
Lawncare, Landscaping, Irrigation, Sod and Seed

High Incident Safeguard Solutions, Inc.
Phillip R. Baca
Transportation/Trucking

Region 4

Conexx Staffing Services, Inc.
Jayton Stinson
Employment Placement and Temporary Help Services

Tioga Environmental Consultants, Inc.
Margaret Strom
Environmental Consulting Services-Property Assessments, Soil and Groundwater Studies

Recently Renewed Firms

Region 1

Cable Construction Co. Inc.
Debbie Cable Brewster
Trucking, Hauling, and Supplier

Hicks & Ingle Corporation
Katrina M. Ivey
Plumbing, Heating and Air Conditioning Contractor

MPI Business Solutions, Inc.
Jacqueline Whiteside
Commercial and Institutional Building Construction, and Facilities Support Services

San², Inc.
Ashok Chatra
Transportation Traffic/Planning Consulting and Import/Export of Durable Goods

Region 2

Earthworx, LLC
Dixon Brackett
Surveying and Engineering-Specialty

Professional Concrete Finishing Company, Inc.
Ivan Toney, Jr.
General Contracting Curb Gutter Driveways Inlets Concrete Finishing

Shrop Construction Company
James Shropshire
General Contracting (Residential, Commercial/Public), Building, Moving and Demolition

Total Outdoor Services
Hannah Cox
Street Power Sweeping, Vacuum Sweeping, Commercial Landscaping and Mowing (Includes Lawn Care, Edging, Trimming Hedges, Weed Eating, Mulching and Landscaping)

Region 3

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

Elite Roofing Company of Nashville, Inc.
D'Arcy O. Porter
Commercial, Industrial and Residential Roofing, Commercial and Residential General Contractor

M & P Spotless Services, Inc.
Princella Ridley
General Contractor (Construction for Commercial and Residential), and Janitorial (Commercial and Residential)

Retaining Walls of Tennessee, Inc.
Sheila Futch
Construction of Retaining Walls

Region 4

4J Construction Company, Inc.
Mr. Lafayette Johnson
Concrete Foundation and Structure Contractors (Culvert, Sidewalk, Patio, Curb & Gutter, Driveway Paving & Sealing, Saw Cutting, Residential & Commercial, Finishing, and Floor surfacing)

Ghassemi & Associates, LLC
M. R. Ghassemi
Water and Sewer Line and Related Structures Construction, Engineering and Surveying Services

Precise Concrete Works, LLC
Martin Carodine
Poured Concrete Foundation and Structure Contractors (Curb, Gutter & Sidewalks)

Separate Winds, Inc.
Sandra K. Ellis
Fire and Rescue Equipment, Emergency Medical Equipment, Inflatable Shelters, Disaster Mitigation Products and Solutions



Scheduled Letting Dates 2014
October 17,
November 14
(mowing & litter)
& December 5

TDOT DBE Supportive Services

BUSINESS DEVELOPMENT AND TRAINING TECHNICAL ASSISTANCE

BUSINESS ASSISTANCE

- Business Planning
- Financial Analysis
- Leadership Development
- Business Coaching

ONE-ON-ONE TRAINING

- Strategic Marketing
- Accounting Software
- Construction Accounting
- Bidding & Estimating
- Project Management
- Contracts & Specifications
- Construction Plan Reading
- Project Controls

“The pessimist complains about the wind; the optimist expects it to change; the realist adjusts the sails.”

– William Arthur Ward, American writer

Civil Rights Office Small Business Development Program Team

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Marshall Tabb

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