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2013 DBE Annual Meeting Building Business Through Leadership



Deborah Luter

Small businesses represent the backbone of Tennessee's rich economy and are important to our state's continued growth and development. The DBE Small Business Annual Meeting provided a valuable opportunity to business owners looking to work with TDOT, other state agencies and Prime contracting firms. We understand how valuable time away from work can be and tried to structure the meeting in a way that provided the most productive benefits for that time. This year's theme was "Building Business through Leadership," and approximately 200 people were in attendance at this two-day conference. All of the sessions were extremely informative and challenged firms to make wise, cost-effective business decisions.

On the final day of the conference, we had a keynote address by Andres' Gutierrez, a successful entrepreneur and team member of The Lampo Group, Inc. He emphasized that business owners need to remember you must have balance in your life – always chasing the dollar can leave a void. We should be creating a culture that self protects and values a good reputation more than it does in worrying about how much

money and "stuff" we have. While you are obviously in a business to make money, it should not come at the sacrifice of your family or integrity. Mr. Gutierrez reminded us that no matter what service or product your business may provide, you are really in the "people" business.

On another note, last month, I attended the Southern Transportation Civil Rights Executive Council Training Symposium in Charleston, South Carolina. This was a gathering of eight southeastern states: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina and Tennessee, along with Federal Highway Administration (FHWA) advisory representatives. The meeting brought together various transportation professionals to network and engage in the exchange of ideas and best practices. The theme was "Mapping Our Move Forward in Transportation: A Civil Rights Perspective" with a focus on our outlook for the future. Attending meetings like this is always good for igniting the charge for me to be a better administrator of initiatives designed to promote business programs for small and disadvantaged businesses.

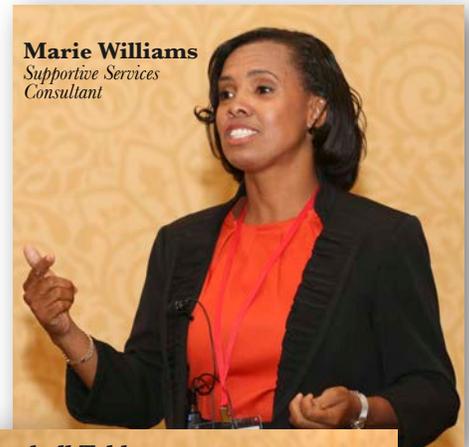
Having returned to the Volunteer State, I now look forward with much hope and promise to an opportunity for more inclusion from historically underutilized segments of the business population. Please be sure to monitor your inbox for emails from our Supportive Services staff on upcoming meetings in your area. And remember, it is getting close to that time again where we will be changing our clocks...so be sure to "Fall Back."

Deborah Luter
Director
TDOT Small Business Development Program



Creating Profitability Through Leadership

The TDOT Small Business Annual Meeting began by participants being treated to two highly informative workshop sessions. One of those sessions focused on “Creating Profitability Through Leadership,” an engaging and interactive workshop that provided new perspectives and insight into the power of effective leadership that can transform a small business to greater profitability and long-term success.



The TDOT Small Business Annual Meeting began by participants being treated to two highly informative workshop sessions. One of those sessions focused on “Creating Profitability Through Leadership,” an engaging and interactive workshop that provided new perspectives and insight into the power of effective leadership that can transform a small business to greater profitability and long-term success.

Workshop attendees learned about the differences between being a leader and manager; the true meaning of leadership; and the importance of establishing a vision, mission and values for their small businesses. In addition, attendees discussed strategies for maintaining and promoting effective leadership in their organizations, as well as daily techniques for keeping their leadership on track in order to create sustained profitability for their small businesses.

We received wonderful feedback from attendees about the session, including the opportunity they had to learn new ideas from other attendees as to how to lead their companies and motivate their workforce. There was tremendous excitement in the workshop when Disadvantaged Business Enterprises (DBEs) saw a video showing a creative and inspiring way Baffin Harper, DBE owner of B & B Lawn Services, motivates his employees each morning before the morning shift begins. He is definitely a leader who motivates his employees by role modeling leadership for business success, productivity and profitability.

If you liked this workshop, please keep watching your emails to find out more about our new Executive Leadership Development workshops that will soon be coming to a town near you. To learn more about this new DBE leadership workshop, please contact TDOT DBE Supportive Services consultants Marshall Tabb and/or Marie Williams for more details. Don't delay in signing up, as space for this exciting workshop is limited.



DBE Profiles



Neila Rodriguez
Tri-Cities Bilingual Consulting
JOHNSON CITY, TENNESSEE

Tri-Cities Bilingual Consulting (TBC) is a Christian-based business serving as a liaison for the Hispanic community. TBC offers a variety of services to assist their community with personal and business needs. Established in October 2007 in Johnson City, Tennessee as a sole proprietorship, TBC is owned and operated by Neila and Pedro Rodriguez and eldest son, Elme.

The Hispanic community was in dire need of professional assistance. Neila and Pedro Rodriguez were determined to come to their aid and better yet, create a support system for the critical needs of the community. They embarked on a journey that has lead them to new and greater heights.

TBC started with a concentration in interpretations and translations. They have worked diligently with Johnson City, the city of Kingsport and other businesses to interpret manuals, handbooks, labels, medical records and a variety of flyers. They conduct on-site translations for business companies, courts, hospitals, attorneys, clinics, etc., that require an interpreter when needed

for non-English speaking individuals. Some additional services include car insurance, tax assistance, notary services, small loans, telephone services and more. Their motto is "All in one." Having flexibility is necessary in this market.

Setting aside the politics of small business ownership, forgetting the stresses that comes with the territory and making a conscious effort to always remember why they started this business is how Neila and Pedro remain humble and appreciative. "Our goal is to provide the finest customer service to the Hispanic as well as non-Hispanic community and to continue to remain the sole business they rely on. We want every customer to have a rewarding experience in their time of need every time." Word of mouth alone has been their most powerful marketing tool, and with the continuing rise in customers, one can conclude that their future is promising.

If you would like to know more about Tri-Cities Bilingual Consulting, contact them at 423-218-0605 or email at, tbcnl@aol.com.



Pedro Rodriguez
Tri-Cities Bilingual Consulting
JOHNSON CITY, TENNESSEE



Lee Damron
Damron Trucking, Inc.
MEMPHIS, TENNESSEE

Damron Trucking was started in 1972 by father and son Lewis and Lee Damron. Their first jobs were hauling gravel, sand and asphalt on a part-time basis. As business grew, an additional driver was hired, and their operation expanded.

After the passing of Lewis Damron, Lee became sole owner of Damron Trucking. Lee used what he had learned from his father to continue to establish a profitable, reputable, dependable business with the companies and agencies utilizing the company's services.

He expanded the business by getting the ICC Authority Certification, which made the company eligible to work contracting projects. Damron Trucking began hauling for Clyde Owens Gravel Pit to the Yellow

Creek Nuclear Plant and worked the tenure of the construction and operation of the Nuclear Plant.

Since the early days, Damron Trucking has since become incorporated, expanded to seven trucks and certified themselves in Mississippi, Arkansas and Tennessee. Having built the company with DBE- certified projects, the solid reputation and quality of work performance has generated, over many years, requests for Damron Trucking Services on non-DBE- certified projects as well.

If you would like to know more about Damron Trucking Inc., contact them at 731-689-3877 or by email at, damron@centurytel.net.



There is an App for That!



Jay B. Mercer
Supportive Services Consultant

The “There is an App for That” session turned out to be a big hit at this year’s annual meeting. There are a wide variety of business software applications currently available to save you time and money and otherwise enhance your small business. These “apps” range from cloud services to on-premise software installations.

As we become more and more reliant on our smartphones and tablets, many of these business apps are increasingly and exclusively becoming available for mobile devices, as well. This session discussed the apps that provide the largest benefit to DBEs and other small businesses.

The presentation on mobile applications was presented by Jay B. Mercer and Ericka Hayes, CPA. The session began by polling the students through an online program called *easypolls.net*. Participants used their phones to text the responses to three questions and the results were tallied in real time on the computer screen right before their eyes. Mr. Mercer used the results to explore two applications: Shoeboxed, a receipt scanning application, and Jobber, a cloud scheduling and mobile invoicing application.

Ms. Hayes reviewed 12 mobile applications using a converter box to project the smartphone and iPad screens through the projector so that participants could see how each mobile application worked in real time.

The applications that were reviewed include: the TDOT Smartway App, Threshold, Bump, Camcard Scanner, Cam Scanner, Evernote, Expensify, HP E-Print, GoToMyPC, OnLive Desktop, Where is My Droid and WD2Go were presented by DBE Supportive Services consultant Jay B. Mercer. Attendees were able to download and use most applications during the class. All applications reviewed were either free or had the option for users to have a free trial to try.

The attendees were very engaged and highly enjoyed the 90-minute session.



Ericka Hayes
Supportive Services Consultant



2013 TDOT DBE Small Business Annual Meeting

Building Business Through Leadership





Andres' Gutierrez

Keynote Speaker



Andres' Gutierrez, of the Lampo Group, Inc., was keynote speaker during the TDOT Civil Rights Office Bridge Awards Luncheon. Mr. Gutierrez, who is part of the Dave Ramsey Speakers Group, delivered a powerful message regarding leadership in the new normal. His topic "Business is Better with Salsa" was inspiring and thought-provoking. Mr. Gutierrez stressed the need for leaders to be energized and people oriented in building a high performance team. He jokingly suggested leaders should taste the "red dipping" sauce, which is very spicy, found in many Mexican restaurants. It packs a powerful burst of energy that lasts all day.

Mr. Gutierrez said it is important for today's leaders to be honest and develop a high level of integrity. He ended his speech by saying leaders are in the business of leading people and that we should treat them as such...not as widgets. What a powerful message to end the 2013 TDOT DBE Small Business Annual Meeting!





Creating Your Online Brand

Dr. Sybril Bennett an award-winning professor and journalist, affectionately known as "Dr. Syb, Media Maven", presented information on Creating Your Online Brand by using social media. The primary points that she covered are listed below:



During her presentation, she also showed us the prototype for Google Glass, which will not be available to the general public until 2014. Glass allows you to take pictures and videos; see directions; conduct a Google search; and much, much more directly from the glass, which you will wear like a regular pair of glasses.





2013 DBE Annual Meeting Sessions

Sessions Moderators



Joi Hamilton Jones
FHWA/Civil Rights Specialist



Victor C. Tyler P.E.
Supportive Services Program Manager



Neila Rodriguez
Tri-Cities Bilingual Consulting



Ericka Hayes CPA
Supportive Services Consultant

Speakers

Special thanks to our speakers for taking time out of their busy schedule to support The TDOT 2013 DBE Small Business Annual Meeting.



John Schroer
TDOT Commissioner



Joe Galbato
TDOT, Deputy Commissioner/ CFO



Deborah Luter
TDOT Small Business Development Program Director



Walter Perry
U.S. Small Business Administration District Director



Joe Flynn, CCAS
Director, University of Tennessee - CIS-PTAC



Tommy Boals
*President, Tennessee Road Builders Association
V.P. Wright Bros Construction Company, Inc.*



Tommy Dortch, Jr.
CEO/President TWD, Inc.



Greg Duncan
TDOT Assistant Chief Engineer of Operations



Congratulations
**TDOT Civil Rights Office
Bridge Builder Award Recipients**



Baffin Harper, Sr.

DBE Bridge Builder of the Year Award
B&B Lawn Services



Mark Post

Prime Bridge Builder of the Year Award
Dement Construction Company, LLC



Kristin Qualls

TDOT Bridge Builder of the Year Award
Project Engineer, TDOT Region 1



Special Thanks to the Marketplace Hall Vendors



We also thank other vendors not shown
Nashville Minority Business Development Loan Fund
Associated General Contractors of Middle Tennessee
U.S. Small Business Administration • CAT Financial
Mid-South Drug Testing • ACN • Separate Winds, Inc.





Special Thanks to these Prime Contractors for participating in the Matchmaker Session

- Bell & Associates Construction, L.P.
- Charles Blalock & Sons, Inc.
- Dement Construction Company, LLC
- Summers-Taylor, Inc.
- Lehman-Roberts Co.
- Cubic Transportation Systems, Inc.

We also want to thank Carolyn Stoneciepher, TDOT Director Roadway Design Division for meeting with DBE Consultant Engineering firms.



Welcome

New DBEs

Region 1

A Corporate Janitorial Contractor, LLC
Luther Houston

Construction Site Clean-up; Custodial Services

Seneca Government Solutions, LLC
Maura Vespie

Wholesale Trade Agents and Brokers

Region 2

Development & Environmental Planning Associates, LLC

Tina M. Burgess

Environmental and Ecological Consulting

Gilley Construction, Inc.

Vicki A. Gilley

4741 Murfreesboro Highway
Manchester, TN 37355

Total Outdoor Services

Hannah Cox

Landscaping Services, Other Services to Building and Dwellings (Sealing and Striping, Snow and Ice Removal, Parking Lot Sweeping)

Region 3

DataTel Network Services

Louis Collier

IT Solutions and Network Equipment Installations

M & P Spotless Services, Inc.

Princella Ridley

General Contractor (Construction for Commercial and Residential), Janitorial (Commercial and Residential)

Peete Management Group

Nathaniel Peete

Post Construction Cleaning and Janitorial Services

Professional Traffic Control Services, LLC

Linda G. Jones

Traffic Control

Retaining Walls of Tennessee, Inc.

Sheila Futch

Construction of Retaining Walls

Sunago Supply Corporation

David Tucker

Commercial Construction Materials
423990-NAICS code

TollesonMcCoy, LLC

Laura McCoy and Ansley Tolleson

Graphic Design Services

Region 4

JPA, Inc.

John Jackson, III

Landscape Architecture, Planning, Urban Design and Engineering Consulting Services

Kimble Management

Cleaning Service

Albert Kimble

Facility Support Services, Commercial and Residential Janitorial Services, Carpet and Upholstery Cleaning Services

PDC Logistics, LLC

Eric H. Cooper, Jr.

3540 Summer Avenue, Suite 401
Domestic Shipping, International North America, International World Wide Freight Logistics Services for Large Construction Equipment, Construction Materials, Wholesale, Commercial and Consumer Goods, General Warehousing & Storage, Nonscheduled Chartered Freight Air Transportation, Scheduled Freight Air Transportation, Railroad Transportation, Line-haul and Deep Sea Freight Transportation



New DBEs Continued

Recently Renewed Firms

Region 1

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

G & G Steel Placement
Elvia V. Palacios
Steel Placement for Concrete Structures

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

**Pozzolanic Contracting
& Supply Co., Inc.**
Anna Cantrell
Sub-grade Stabilization; Highway and Street
Construction; Supplier of Lime, Quicklime, Fly Ash,
Cement, Slurry, Etc.

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

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

Region 3

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

Fischbach Transportation Group
Gillian L. Fischbach, P.E.
Traffic Engineering and Planning

Mitchell & Everett Construction, Inc.
Anetra Mitchell
Painting & Sandblasting

Peak Promotions, Inc.
Lisa Ruiz
Advertising Specialties and Promotional Products

Region 4

4J Construction Company, Inc.
Mr. Lafayette Johnson
Concrete Foundation and Structure Contractors
(Culvert, Sidewalk, Patio, Curb & Gutter, Driveway
Paving & Sealing, Sawcutting, Residential &
Commercial, Finishing, Floor Surfacing, Pouring,
Repair, Resurfacing, Footing & Foundation,
Building, Poured Concrete, Grouting & Retaining
Walls, Abutment Construction, Airport Runway,
Bridge Approach, Concrete Paving, Culverts and
Concrete Underpass Construction)

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

2013

November 15 (mowing & litter) & December 6

2014

February 14, April 4, May 23, July 11, August 29, 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

Hire people who are passionate about the industry you're in and believe in the product or service you provide."

- Bri Bauer, writing at iMedia Connection

Civil Rights Office Small Business Development Program Team

Deborah Luter

Director, Small Business Development Program

David Neese

Small Business Development Coordinator/
Bond Guarantee Program Manager

Elizabeth Michael

Contract Compliance Officer

Stephanie Brooks

Contract Compliance Officer

Sherri Mays

Contract Compliance Officer

Ross Webb

Contract Compliance Officer

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Victor C. Tyler, P.E.

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Curtis Webb

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Sandra T. Webb

Accounting Software Trainer

Jay B. Mercer

QuickBooks Pro-Advisor & Tax Specialist

Ericka L. Hayes, CPA

Accounting – Business Organization & Information Technology

Marshall Tabb

Financial Management & Leadership Coaching

Marie Y. Williams

Human Resource Specialist & Leadership Development