I'm writing a crazy long article this month to highlight a couple of issues that I know need further explaining: Race-Conscious/Race-Neutral goals and dismissing DBEs from projects.

Race-Conscious vs Race-Neutral Goals
To jump right in - FHWA requires all state DOTs to formulate a goal every three years for projects with federal funding. This goal must be met over the course of each federal fiscal year and there is a Race-Conscious (R/C) and Race-Neutral (R/N) component that must be met.

To give you an example, our last goal of 8.05% is broken down as follows: 6.54% must be met through Race-Conscious measures, meaning this is attained by the prime simply making the goal set on each project. At the end of each year, ideally TDOT will report to FHWA that at least 6.54% of all the federal funding went to DBEs as a result of the goals we set for each Letting. (Pro Tip – you may remember Race-Conscious by thinking that you must make a “conscious” effort to find a DBE.

The remaining 1.51% is met through Race-Neutral measures. This is what we expect to receive from prime contractors in excess of the 6.54% explained above - either because the prime exceeded the goal amount on a project or they used a DBE on a federally funded project that had no goal.

As you can see, using a DBE on a project without a goal or in excess of the goal is not only highly encouraged, FHWA expects each DOT to utilize as much race-neutral participation as possible. The ideal goal of the DBE program is to be 100% race-neutral with primes utilizing DBEs without any goals being set. Some states, such as Florida, do this already.

Example of Race-Neutral usage on a goal job: Say there is an 8% goal. If a prime submits 9% DBE usage at the Letting, the remaining 1% is considered Race-Neutral and will be used by TDOT for meeting our R/N participation amount. While the prime should strive to meet all DBE participation they have submitted, they will not be held responsible for anything higher than the original goal (8% in this example) at the end of the job and there are no penalties if they do not meet the R/N portion (anything over 8%). That said, obtaining DBE participation in excess of the goal on the front end can

Continued on page 2
be beneficial for several reasons: it benefits the DBEs by providing more work and helps TDOT make their annual goal. Perhaps more importantly for the prime, this allows a buffer in the event there is a situation where a DBE must be removed (more on that below) or for any unforeseen event involving DBEs. Having an extra safeguard in the form of excess DBE usage may help primes to still make the goal should an unforeseen issue arise.

**Terminating a DBE**
If there are any problems on a job with a DBE, the first thing a DBE or prime should do is contact our office so we can be informed and monitor the situation. A best practice is to email me directly at David.Neese@tn.gov with as much information as possible, as soon as possible. Often, we hear about issues many months after they start, when things have spiraled out of control. Even if it is something small that you are watching, let me know and I can start a time-line to track a potential issue “just in case” it balloons into a bigger problem.

For goal projects, 49 CFR 26.53 (f)(5) states that, for any reasons other than public safety, prime contractor must give the DBE five days to respond to the prime contractor’s notice of termination and allow the DBE a chance to respond [hopefully, before things get to the point where a prime is considering terminating a DBE, they’ve talked to me about the issue]. Should no other options be found but to terminate the DBE, the DBE should be emailed, with a copy to myself, giving the DBE five days to respond. A good faith effort should then be found to find a replacement DBE or utilize the remaining DBEs to reach the original goal percentage. This is also discussed in TDOT Special Provision 1247 D. 2.

On a project without a goal, the prime is voluntarily using a DBE and is therefore not bound by SP 1247, including rules for terminating a DBE. They may terminate them as they would any other subcontractor so long as they do not violate any other TDOT rules. We do ask that any time a prime uses a DBE subcontractor on a non-goal job, they let us know by sending us a copy of their contract to TDOT.DBEProgram@tn.gov. We count all DBE work – even non-goal jobs – so long as the project has federal funding attached (in any amount), the DBE is performing a function for which they have been DBE certified and they are performing a Commercial Useful Function (49 CFR 26.55(c)).

I know this can be complicated and is a lot for such a short space. If further information is needed, please send me an email or call and I will be happy to discuss this in more detail.

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**TDOT’s New Employee**
Evans Cline is a native of Dickson, Tennessee. In December 2009, he graduated magna cum laude from Lipscomb University with a Bachelor of Arts degree in Philosophy. He further received his Juris Doctor degree in May 2015 from Belmont University College of Law.

Mr. Cline has been married to his wife, Holly, since June 2011. Together they have three children, Olivia, Greyson, and Zoe. He enjoys traveling, hiking, camping, cooking, writing, photography, painting, and any sleep his children let him have.

Evans credits his wife for helping him develop a service-focused mindset. Together, they have traveled several times to Honduras to provide health care services to locals in need of aid. They are grateful to have been able to work with many charitable organizations and nonprofits over the years, including Habitat for Humanity, Room in the Inn, Room in Our Hearts, Shoes for Souls, Nashville Rescue Mission, and World Vision International.

“I was glad to find an opportunity to work in public service with TDOT and am especially excited to assist with the Small Business Development Program,” Evans states. He started with TDOT on June 18, 2018 and will be responsible for DBE certification in Regions I and II. Please make him feel welcome and be on the lookout for him at our annual meeting in August. At 6’4”, he should be easy to find.
Reasons to Attend the 2018 DBE Small Business Annual Meeting

There is no substitute for attending small business conferences and events. The main reason to attend these kind of events is the relevance and impact they may have on your business. Attendance to the 2018 TDOT DBE Small Business Annual Meeting is free and open for anyone, including: DBEs, small businesses, prime contractors, and employees from local, state, or federal procuring agencies. Listed below are a few more reasons to attend the 2018 TDOT DBE Small Business Annual Meeting.

The opportunity to learn something new is one of the biggest draws for most business events or conferences. The educational benefits you gain can add a new level of learning that is not easily accessed via online events.

Attending the DBE Annual Meeting is your opportunity for in-person networking. When you attend this event, you will have access to other attendees who are often your colleagues. It will be an excellent time to make connections, share information, and learn about your peers. You never know when you might want to team-up for a joint venture or make a referral to someone you meet. Additionally, you will have access to presenters to ask questions, share ideas, and expand on what was covered. These informal connections can be invaluable.

Attending the DBE Annual Meeting will give you a chance to see your competitors first-hand, find out more about their businesses, gather information on their strengths and weaknesses, and conduct research that will help give your business the competitive edge.

Additionally, as a participant, you also have the opportunity to set up your own vendor table. This gives you direct access to market your products and services to your ideal customers and clients. This is a great opportunity to conduct market research and learn more about your target audience.

Lastly, it’s a great way to take a break from your business and enjoy a welcome change of scenery. Because of the tremendous educational and networking opportunities available, it can help you spark your creativity, develop new ideas and think in innovative ways.

If you invest in the time to attend the DBE Annual Meeting, I guarantee you will return home with new tools, valuable contacts and a renewed approach that will help you manage and grow your business better than before.

See you in Murfreesboro August 27 & 28 at the TDOT DBE Small Business Annual Meeting.
Cultivating a Great Company Culture that Matters

Marshall Tabb,
Financial Management & Leadership Coaching

T
o support the development of a healthy company culture, Tennesse DOT Supportive Services presented several workshops in May focusing on cultivating a healthy company culture. The workshop compared the role of a farmer in nurturing a seed to produce a desired crop to that of a company leader’s role in creating a culture that emphasizes core values, creates a healthy and safe work environment, and promotes productivity.

The workshop was facilitated by Supportive Services Consultants Marshall Tabb and Teresa Daniel.

Teresa led workshop participants in taking their Deep Dive ‘Self-Awareness’ Assessment, which identified the top 7 values that were most important to them.

Marshall stressed that today’s leaders must understand the differences between generational expectations, values, behaviors, and motivational triggers to be competitive in the marketplace.

Marshall also noted that leaders who understand the unique communication differences between the four generations currently working side-by-side in today’s workforce are more likely to improve company culture, morale, recruiting, communication, motivation, and productivity. He identified the following generational differences:

**The Greatest Generation (1925-1945)**

- **What they value:** hard work; fiscal conservatism; respect for authority; education
- **What they embrace:** top down leadership style; formal communication; respect; experience; neat and conservative dress/appearance

**Baby Boomers (1946-1964)**

- **What they value:** strong work ethic; teamwork; optimism; personal growth and success
- **What they embrace:** collegial leadership; teamwork and interaction; in-person meetings; comfortable lifestyle

**Generation X (1965-1984)**

- **What they value:** diversity; fun and informality; independence; entrepreneurial spirit
- **What they embrace:** leadership that respects everyone (diversity); instant communication; freedom; fiscal caution and conservatism

**Generation Y (1985-2004)**

- **What they value:** self-expression; balanced life style; resiliency; instant delivery; being socially responsible. Generation Y may be seen as being impatient
- **What they embrace:** global causes; teamwork; multi-tasking; active involvement

As a leader, it is not a matter of “will I address generational communication differences?” but when. And the sooner this can be addressed the better, in order to create a healthy company culture.

If you are a TNUCP DBE and need assistance in cultivating your healthy company culture, contact Marshall Tabb at matabb74@gmail.com.
One Day Strategic Planning Class

Ericka Hayes,
Accounting - Business Organization & Information Technology

During our Strategic Planning Classes in April 2018, business owners were able to accomplish the following:

1) List and review life goals
2) Plan for retirement
3) Identify Mission Statements, Competitive Advantages, and the Ideal Customer
4) Set strategic goals with deadlines for Financial, Health, and Business objectives
5) Create an Action List of items to get accomplished in the next 30 days
6) Complete a company budget

Business owners were able to discuss ideas with other business owners and get feedback and assistance from the Consultants during the session. If you missed it, you missed a great opportunity to create some objective goals for your business based on what you want to accomplish in your life. If you are interested in creating a strategic plan for your business, please email me at erickahayes@gmail.com, and I will follow up with you to assist you with getting your goals out of your head and onto paper.
June 2018 DBE Workshop Series
How Effective Leaders Communicate Policies to Manage Difficult Employees Problems

Tyler Construction Engineers, P.C. Management Consulting Team kicked off the summer with the June Workshop Series: How Effective Leaders Communicate Policies to Manage Difficult Employee Problems. Teresa Daniel, PHR-SHRM C-P, Human Resources Consultant, challenged participants to be intentional and establish meaningful policies that speak to their mission, vision, and values. Teresa also shared with participants the importance of creating policies that mirror an intentional and thoughtful culture.

Participants benefited from group activities and case studies that allowed them to sharpen their problem resolution skills and techniques. The workshop provided how-to guidelines to help small business owners manage some of the most challenging employee issues such as:

- Absenteeism
- Poor Performance
- Misconduct
- Inappropriate Behavior

The workshop also provided a collected review of strategies, tools, techniques, and resources to assist small business owners with developing a plan to effectively manage day-to-day employee interaction. Some of the highlights and discussions from the workshops included:

- The importance of aligning policies with the company’s mission, vision, and structure
- How to ensure policies/procedures are congruent with the company’s culture
- How to effectively communicate policies/procedures to employees
- Strategies for communicating with a multi-generational workforce
- How to effectively address and resolve employee issues

In summary, it is critical for small business owners to take ownership of creating policies and procedures to help develop and empower their employees. A business with effective policies and procedures is more likely to have a culture with productive employees and a balance sheet with a positive bottom line.

If you are a TNUCP DBE and need additional assistance, contact Teresa Daniel at tcdphr@comcast.net or the TDOT Supportive Services at DBE_Supportive_Services@tyler-engineers.com.
Save The Date!
August 27 – 28, 2018

2018 TDOT DBE SMALL BUSINESS ANNUAL MEETING

Embracing Change
Workforce • Technology • Digital Media

Embassy Suites by Hilton
1200 Conference Center Boulevard
Murfreesboro, Tennessee, 37129

Here’s what you’ll experience over one-and-a-half days at the 2018 event:
• Educational sessions on embracing workforce trends, using digital media and new technology impacts of doing business
• Marketplace Exhibit Booths for large and small businesses plus local, state and federal procurement representations
• Networking receptions
• Great food!

Click Here To Register Now!
New Trends in Receipt Management

Accounting automation has come a long way in the last few years, and all indications point to even more increases in automated accounting functions in the future - including the process of handling invoices and receipts. No longer will there be a mountain of paperwork cluttering up your desk. In this article, we’ll take a high-level view of some of the changes in these processes, as well as some apps that help in automating your work flow.

Vendor Invoices

Most invoices are now sent electronically, often through email or from accounting system to accounting system. Some accounting systems allow the invoice document, usually in PDF format, to be attached to the transaction in the accounting system. This feature makes it easy for vendor support questions as well as any audit that may come up.

Some systems are even smart enough to “read” the invoice and can prepare a check with little or no data entry. Others are able to automate three-way matching – this is when you match a purchase order, packing slip, and invoice together – so that time is saved in the accounts payable function.

Receipts

Today’s systems allow you or your bookkeeper to scan in or take cell phone photos of receipts – whether cash or credit card – and then “read” them and record the transaction. This type of system cuts down on data entry and allows the business to get “real time” reports. This puts the owner ahead of, rather than behind, their money wondering “where did all my money go?”

You may also use a special email address when vendors email you receipts. Once received, the data is then read by an app that forwards the data to your accounting system.

While this new technology can be a real time-saver, the biggest challenge for business owners is getting into the habit of photographing their receipts and sending it to the accounting system. The days of shoe-box receipts are not completely over, but cloud-savvy business owners are enjoying the alternative options of today’s paperless world.

Approvals

Some systems also automate bill approval. This is especially handy for companies with a multi-person approval process. It cuts down on approval time and the time it takes to pay a bill.

New Systems

Here is a very short list of apps that automate a part of the vendor payment or receipt management system. There are many more that can be used in addition to your core accounting system, and all of them have different features, platforms, software requirements, integration options, and pricing.

1. Bill.com
2. Hubdoc
3. Receipt Bank
4. Expensify
5. SmartVault

Tyler Construction Engineers, P.C. (TDOT Supportive Services Consultants) have some experience in using the above-mentioned apps and will be glad to share their experience with any business owner looking to save a tree or two, while also better managing your invoices and receipts.

If you are a TNUCP DBE and need additional assistance, contact Jay B. Mercer at jay@j-mercer.com or the TDOT Supportive Services at DBE_Supportive_Services@tyler-engineers.com.

Jay B. Mercer,
QuickBooks Pro-Advisor & Tax Specialist
Gathering & Sharing TDOT Information

The 2018 TDOT DBE Annual Meeting ... A networking event you don’t want to miss!

Business owners often experience many of the same issues and are eager to share those experiences in order to help and educate others. TDOT’s 2018 DBE Annual Meeting is the perfect place for sharing and gathering TDOT information as well as for networking to help your business.

Successful business owners clearly understand that networking is a valuable resource and is essential in building a business, but there is a challenge. To get busy owners away from their office and projects requires a very special event, an event with specialized people sharing knowledge that can lead to profitable opportunities. That’s the goal at TDOT’s 2018 DBE Annual Meeting - sharing quality information.

The 2018 DBE Annual Meeting offers informative sessions and classroom presentations with knowledgeable and well-versed speakers. There’s no replacing a face-to-face handshake with key decision makers, being one-on-one and up-close with those that can impact your bottom line. It’s the perfect time to network with DBE Owners, Prime Contractors and key TDOT decision makers who are responsible in large part for the distribution of vital and timely TDOT information.

Keep in mind, Tennessee has approved a $37.5 billion state budget for the fiscal year 2018-2019. As a prime or sub-contractor doing work or wanting to do work with TDOT, this event will provide you with information on TDOT’s projects and goals that you don't want to miss!

For DBEs and Prime Contractors that have not signed up for this year’s DBE Annual Meeting, it’s not too late - sign-up today. We look forward to seeing you there!
New DBEs

Region 1

Zion Marine, Inc.
Lori Templeton
Commercial Diving; Marine Construction

K-Kap, Inc.
Paula Bridges
Brick, Stone, Construction Material Supplier; Specialized Freight (except Used Goods) Trucking, Local

Region 2

Campbell Construction, Inc.
Pamela Campbell
Structural Steel and Precast Concrete Contractors; Bridge and Commercial Building Construction

Region 3

BRAAV
Angela Curtis
Residential Electric, Lighting Fixture Manufacturing, Commercial, Industrial, and Institutional Electric Lighting Fixture Manufacturing

Landon Development Group, LLC
Jimmie Johnson

Recently Renewed Firms

Region 1

Premiere Building Maintenance Corp.
Mark Isom
Janitorial Services

Cherokee Porcelain Enamel Corporation
Vicki C. Helms
Manufacturing of porcelain enamel over steel, porcelain signage

Health Spectrum
Betty Blackman
Health, Safety Programs and Services

B & B Lawn Services, Inc.
Baffin R. Harper, Sr.
Poured Concrete Foundation and Structure Contractors, Erosion Control, Commercial Landscaping and Mowing, Traffic Control, Clearing & Grubbing

Apex Window Cleaning, Inc.
Valerie Richardson
Commercial and High-Rise Window Cleaning & Pressure Washing

Health Spectrum
Erby Contractors, Inc. dba Magnum, Inc.
Deborah H. Erby
Concrete Flatwork, Concrete Ready Mix Plant, Excavation, Embankment, Trucking and Hauling, General Contracting (residential, commercial and public), Salt Bins, Aluminum Building Structures, Heavy Construction, Bridge Construction, Fencing, Underground Sanitary and Storm Sewers, Paving, Sale of 2way Radios, Fire Apparatus/Emergency Equipment, Manufacturing of Truck Bodies, Sale of Vehicles (primarily firetrucks), Heavy

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Region 2

Techme, LLC
Stefanie deOlloqui

Lauren Engineering Services
Lauren Shibakov
Civil Engineering Services

Officer and Associates, Inc.
Mary Hillis
Aggregate construction and trucking

Yogi’s PrimoPromo
Jennifer April Maddox
Apparel, Piece Goods & Notions Merchant Wholesalers; Commercial Screen Printing; Advertising & Related Services; and Other Services Related to Advertising

Young Electric Company, Inc.
Robin M. Young
Electrical Contractor

Region 3

ExpoQuip, Inc.
Jorge Sanabria
Industrial Machinery and Equipment Merchants Wholesalers

Auston Cartwright
Auston Cartwright
Concrete, Framing, Drywall, Roofing and Siding

Ace Contractors, Inc.
Chandan Chaudhuri
Concrete Flatwork

International Office Products, Inc.
Sherrie Jenkins-Frazzini
Office Furniture Merchant Wholesalers; Commercial Stationery Supplies Merchant Wholesalers

AJ Media Services, LLC
Alba Gonzalez-Nylander
Advertising Media Representatives (i.e., Independent of Media Owners), Media Advertising Representatives (i.e., Independent of Media Owners), Television Advertising Representatives (i.e., Independent of Media Owners)

BMED, LLC
Uchechukwu K. A. Sampson
Hospital Equipment and Supplies Merchant Wholesalers; Medical Office Management Consulting Services or Consultants; Business Management Services

Thomason Financial Resources, Inc.
Kimberly Thomason
Accounting (i.e., CPAS) Services, Certified Public

People’s Choice Moving & Storage, LLC
Sabrina Scrivens
Full Service Residential and Commercial, Local and Long-Distance, Packing, Moving and Storage Areas

Emerald Resource, LLC
Michelle Perry
Addition, Alteration and Renovation General Contractors, Commercial and Institutional Building; Highway, Street, and Bridge Construction; Communication Equipment Installation; Camera Equipment and Supplies, Photographic, Merchant Wholesalers; Photographic Equipment and Supplies Merchant Wholesalers; Computer Boards, Loaded, Merchant Wholesalers; Construction Materials, Electrical, Merchant Wholesalers; Communications Equipment Merchant Wholesalers; Office Furniture Stores; Audio Equipment Stores (Except Automotive); Telecommunications Resellers; All Other Telecommunications; Employment Placement Agencies or Services; Security Alarm Systems Sales Combined With Installation, Repair, or Monitoring Services

Commercial Installation, LLC
Richard Eskildson
Commercial-Type Door Installation; Door, and Window Frame Construction; Panel, Metal, Installation

TAB Homebuilders, LLC
Theodore Black
Janitorial Services, Carpet Cleaning, Other Services to Buildings and Dwellings, Pressure Washing, Parking Lot Cleaning, Solid Waste Collection and Hazardous Waste Collection Services

K2 Environmental, LLC
Kristin Knoll
Trucking, Hauling

Connico Incorporated
Connie S. Gowder
Consulting, project management, cost estimating, scheduling, DBE plans, construction administration, independent fee analysis.

Springtree Media Group
Alicia Vaque
Audio Equipment Installation (Except Automotive) Contractors; Lighting System Installation; Sound Equipment Installation

Darci’s Dreamscrape Landscaping
Darci Gibbons
Landscape Design Services; Landscape Planning Services

Recently Renewed Firms Cont’ on pg 12
Modern Day Wrecking
Douglas Williams
Demolition and excavation

Powell Architecture
Pamela D. Powell
Architectural Services

K S Ware & Associates, LLC
Kathryn S. Ware
Engineering Services; Environmental Consultant Services

Jerry B. Young Construction, Inc
Jerry B. Young, Jr.
Sidewalks, Curbs, Gutters and Driveways, Concrete Contractors, Poured Concrete Foundation and Structure Contractors, Structural Steel and Precast Concrete Contractors

I.C.F. Builders & Construction, Inc
Roger Ligon, Sr.
General Construction

Prince Insurance Agency, Inc.
Kelvin S. Prince
Insurance Agencies and Brokerages: Auto, Home, Life, Individual Health Insurance, Bonding, Property Liability, Worker’s Compensation, Group medical, dental, life, disability and vision insurance, Supplemental Insurance and Retirement

Sizemore Consulting, LLC
Susan W. Sizemore
Corporate Communications, Marketing Consulting and Public Relations

Reynolds & Reynolds Facility Services, Inc.
DeMarco Reynolds
Janitorial Services, Painting and Wall Covering, Facilities Support Services, Carpet and Upholstery Cleaning, Other Services to Buildings, Landscaping Services

Universal Screen, Inc.
Lucy Gallamore
Employment Screening Services

SRS, Inc.
Dewayne Scott
General Construction, Site Utility Work, Water and Sewer Lines, Bridge Work Items,

Sperry Van Ness dba The Genesis Group, LLC
Carnel Scruggs
Commercial Real Estate Sales, Leasing, Site Selection and Landlord Representation

Spring Clean Cleaning Service, LLC
Karla Frieson
Full Service Janitorial Company, Construction Clean-Up, Floor Maintenance, Facility Support and Landscaping Services

Telforce Group, LLP
Ronald A. Deese
Temporary Manpower Staffing for Construction, Trades Unlimited, Technology Solutions and Communications Industry

Varallo Public Relations
Deborah Varallo
Public Relations

Emerald Luxury Transportation
Edward Coleman
Full-Service Ground Transportation Provider; Airport Limousines Shuttle Services; Emergency Medical Transportation Services, Ground

Kernels Gourmet Popcorn
Amber Heater
Popcorn Merchant Wholesalers

Fielder Vending Maintenance
Lisa Fielder
Automatic Merchandising Machine Operators, Vending Machine Operator

Win Engineering, LLC
Lori Walters
Engineering Services: Construction Management, Commercial and Institutional Building, Construction Engineering Services, Electrical Engineering Services, Environmental Engineering Services, and Mechanical Engineering Services

Region 4
Wooten Mechanical, LLC
Anthony Wooten, Sr.
HVAC and process piping

Elite Detergent Distributions, LLC
Andrew Ramsey
Janitorial Supplies

CEI Resources
Karlton Govan
Wholesale Various Commercial equipment and miscellaneous industrial supplies

1Source Office & Facility Supply
Laurita Jackson
Janitorial Supplies, Paper Products, Industrial Chemicals and Equipment, Office Supplies and Related Products

Industrial & Commercial Electric Supply, Inc.
Robbie May
Wholesale electrical supplies

Blues City Tours of Memphis, Inc.
Melvin Bledsoe
Site seeing tours for local attractions casino shuttle operator to Tunica, MS, airport shuttle to hotels in downtown & midtown Memphis, family reunion tours, charter bus operator and customized tours

Southern Sales & Services Co., Inc.
W. Bill Crawley
Business office supplies; electrical, industrial, janitorial maintenance, medical disposables; safety and welding supplies; Sign Manufacturer; Industrial Sales

Stragistics Technology, Inc.
Hughetta Dudley
Project initiation, process re-engineering, project management, system integration, touch screen technology, custom code, network solutions and software development
<table>
<thead>
<tr>
<th>Company Name</th>
<th>Business Owner</th>
<th>Services</th>
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<tr>
<td>Green Thumb of Dyersburg, LLC</td>
<td>Phyllis Kraus</td>
<td>Landscaping Services</td>
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<tr>
<td>B&amp;B Floors</td>
<td>Betty Burrow-Coburn</td>
<td>Floor Covering Material Sales, Installation of Floor Covering Commercial &amp; Residential Remodeling</td>
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<td>1 Source</td>
<td>Laurita Jackson</td>
<td>Janitorial Supplies, Paper Products, Industrial Chemicals and Equipment, Office Supplies and Related Products</td>
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<td>Airfield, ETC, Inc.</td>
<td>Stephanie Poole</td>
<td>Highway, street and bridge construction, traffic control, concrete work, electrical contractor, airfield lighting, electrical and communications underground duct bank &amp; manholes, outdoor light poles, street sweeping for construction cleanup, drainage (reinforced concrete pipe, inlets, manholes)</td>
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<td>Clean Cutz Lawn Care, LLC</td>
<td>Terrell Richardson</td>
<td>Landscaping Services</td>
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<td>The Sims Financial Group</td>
<td>Lakina Sidney</td>
<td>Financial Needs</td>
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<td>C-1, Inc.</td>
<td>Gerald Neely</td>
<td>General Contractor, new construction</td>
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<td>Precision Installation Services, Inc.</td>
<td>Clyde Terry</td>
<td>Furniture, Office Installation</td>
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<td>Donelson’s Catering</td>
<td>Wendell Donelson II</td>
<td>Catering, Foodservice: Receptions, Banquets, Corporate Functions, Boxed Lunches, Picnics, Reunions</td>
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<td>Phinnessee Earthmoving Contractor</td>
<td>Milton Phinnessee</td>
<td>Other Building Finishing Contractor/Earthwork, Demolition, Moving, Building, Aggregate Construction, Clearing, Grubbing, Sodding and Seeding, Trucking and Hauling</td>
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<td>Hankins Professional Services</td>
<td>Will Hankins</td>
<td>Landscaping</td>
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<td>Access Builders, LLC</td>
<td>Derek Forrest</td>
<td>Electrical Contractor, Installation of Commercial Electrical Systems, Building Contractor Small Commercial. Secondary: Building, Metal, Wood and Concrete Structures</td>
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<td>Small Business Services</td>
<td>Patricia Ann Cordova</td>
<td>Post Construction Clean Up, Staffing, Janitorial Services</td>
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<td>Service Master Facilities Maintenance</td>
<td>Vincent Lee</td>
<td>Janitorial service and facilities maintenance</td>
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<td>Taborco, LLC</td>
<td>Tommy Tabor</td>
<td>Distributor - Janitorial equipment, supplier &amp; dry cell batteries, healthcare and medical equipment &amp; supplies, gloves &amp; personal protection wear, commercial kitchen equipment, smallwares &amp; non-food supplies.</td>
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<td>T.H.Y., Inc.</td>
<td>Teck Tang</td>
<td>Civil engineering and land surveying, construction layout, plat preparation, property surveying, route surveying, storm drainage, stormwater management, erosion prevention, sediment control, hydraulics, sanitary sewers SWPPP inspections</td>
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<td>T.I.E. Construction, LLC</td>
<td>Tomas I. Enriquez</td>
<td>General Contractor, Commercial and Residential Construction</td>
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<td>Stratoverge, LLC</td>
<td>Beverly Hayes</td>
<td>Business Consulting Services, Computer Hardware and Software Wholesaler</td>
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<td>Nu Era Enterprises, Inc. dba Nu Era Pest Control</td>
<td>Dharron Collins</td>
<td>Pest Control</td>
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<td>Cor-Bits Coring &amp; Cutting, LLC</td>
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<td>Concrete cutting and coring services</td>
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<td>Damron Trucking, Inc.</td>
<td>Lee Damron</td>
<td>Trucking/hauling, rock, gravel, and asphalt. Supplier of aggregate and liquid asphalt.</td>
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<td>Global Security Services</td>
<td>Robert Curry</td>
<td>Security</td>
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<td>Aaron Patrick Architects</td>
<td>Aaron Campbell</td>
<td>Architecture</td>
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<td>Dyson Engineering</td>
<td>Alfred Dyson</td>
<td>Consulting Engineering, Design, Environmental Assessments</td>
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<tr>
<td>Innovative Engineering Services, LLC</td>
<td>Jeremiah Watson</td>
<td>Engineering Design Services New/Existing Construction/Renovation</td>
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<td>Jones &amp; Tuggle PLLC</td>
<td>Mack Tuggle</td>
<td>Accounting</td>
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<td>Sky Renovations, Inc.</td>
<td>Heidi Echols</td>
<td>Residential Remodeling and Contracting</td>
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The TDOT Civil Rights Division Small Business Development Program and its Supportive Services Consultants offer a variety of training classes designed to assist TNUCP 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.

“Successful people do what unsuccessful people are not willing to do. Don’t wish it were easier; wish you were better.”

-Jim Rohn

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