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Small Business Development Program
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James K. Polk Building
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(615) 741-3681 or 888-370-3647

John C. Schroer
Commissioner of Transportation

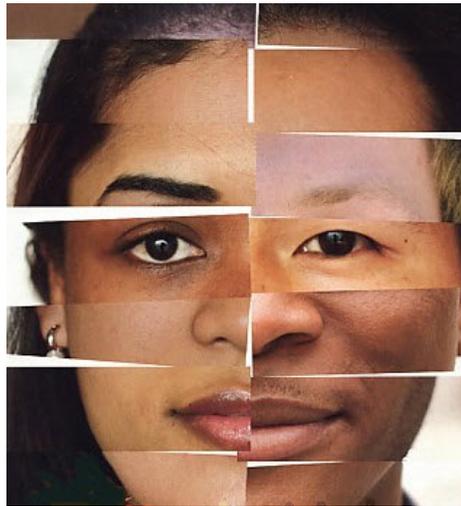
Deborah Luter
Director, Civil Rights Division

David Neese
Director of the Small Business
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DBE Supportive Services
Tyler Construction Engineers, P.C.
1-888-385-9022
DBE Supportive Services

Information for Primes:

Race-Conscious/Race-Neutral Goals & DBE Termination



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



Cont' from page 1

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 situation where a DBE must be removed (more on that below) or for any other 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.DBE.Program@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.

David Neese
Director of the Small Business Development Program

TDOT's New Employee



Evans Cline TDOT's DBE certification contact for Regions I & II

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.

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.

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.



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 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.



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

TDOT 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 Daniel, PHR, SHRM C-P - Human Resources Consultant

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 be-

tween 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)

these are the people that fought in WWII for our freedom. They also experienced the great depression and the Korean War.

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) the workaholic generation. They were molded by civil rights, space travel, the Cold War and several political assassinations.

What they value: strong work ethic; team work; optimism; personal growth and success

What they embrace: collegial leadership; teamwork and interaction; in-person meetings; comfortable lifestyle

Generation X (1965-1984) molded by the fall of the Berlin Wall, women's liberation, Watergate, and the energy crisis.

What they value: diversity; fun and informality; independence; entrepreneurial spirit

What they embrace: leadership that respects everyone (diversity); instant communication; freedom; fiscal cautiousness and conservatism

Generation Y (1985-2004) these are the Millennials. This generation was molded by technology, environmental awareness (go-green/recycling) and ethnic diversity.

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.



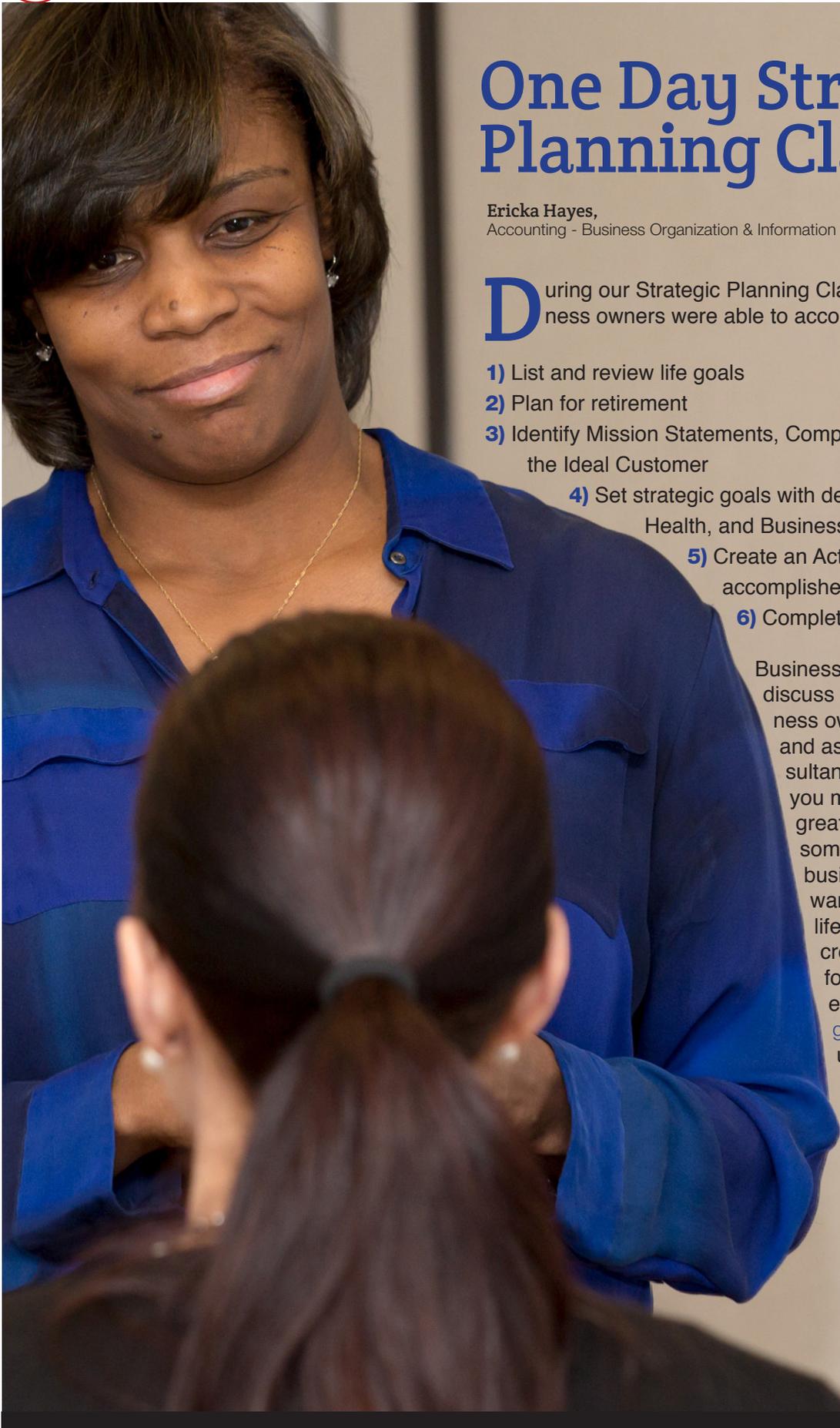
One Day Strategic Planning Class

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 erickalhayes@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



Teresa Daniel, PHR, SHRM C-P
Human Resources Consultant

T 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 procedure 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



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!](#)



Beyond Saving Trees:

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 an accounting system to an 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-merc.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 *Welcome*

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

Industrial Building Construction; Commercial and Institutional Building Construction; Poured Concrete Foundation and Structure Contractors; Drywall and Insulation Contractors; Residential Construction, Single-Family, General Contractors

Monarch Logistics LLC

Ohmar Braden

General Freight Trucking, Local

Tennessee Trucking, LLC

Craig Moreland

Specialized Freight (except Used Goods) Trucking, Local; General Freight Trucking, Local; Hauling Aggregate Materials

Zoom Testing Services, Inc.

Kimberly Smith

Drug Testing, Testing Laboratories

Mi Tribu, LLC

Marcela Gomez

Clothing Accessories Stores

SOHO Sector II

David Sandoval

Commercial Printing (Except Screen and Books), Scheduled Freight Air Transportation, Couriers and Express Delivery Services, Notary Public Services,

Graphic Design Services, Passport Photography Services

Region 4

D&F Mid-South Cleaning

Marie France Joseph

Janitorial

FJMS & R, Inc.

Dempsy Cooper

Janitorial

Phoenix Rizen, LLC

Clarence Mitchell

Information Technology

Sign Matters, Inc.

Maureen Yarborough

Signage

Mid-South Fiber

Communications

Sarah Burnette

Fiber Optic Cable Install

Polished Consulting, LLC

Sherica Hymes

HR Consulting

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

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



Recently Renewed Firms Cont' from page 10

Equipment/Vehicles, Mechanic/Shop Work, and Refurbishing and Rebuilding Fire Trucks

ExpoQuip, Inc.

Jorge Sanabria

Industrial Machinery and Equipment Merchants Wholesalers

Region 2

Techme, LLC

Stefanie deOlloqui

Specializes in Public Health, Active Living and Transportation, Community Engagement, and Environmental/Energy Generation Services. Services include Project Management, Evaluation, Report Generation, Implementation Services and Grant Management

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

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 Dreamscape Landscaping

Darci Gibbons

Landscape Design Services; Landscape Planning Services



Recently Renewed Firms Cont' from page 11

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



Recently Renewed Firms Cont' from page 12

Green Thumb of Dyersburg, LLC

Phyllis Kraus

Landscaping Services

B&B Floors

Betty Burrow-Coburn

Floor Covering Material Sales, Installation of Floor Covering Commercial & Residential, Residential Remodeling

1 Source

Laurita Jackson

Janitorial Supplies, Paper Products, Industrial Chemicals and Equipment, Office Supplies and Related Products

Airfield, ETC, Inc.

Stephanie Poole

Highway, street and bridge construction, traffic control, concrete work, electrical contractor, airfield lighting, electrical and communications underground duct bank & manholes, outdoor light poles, street sweeping for construction cleanup, drainage (reinforced concrete pipe, inlets, manholes)

Audio Communications

Consultants, Inc.

Shelby J. Wilhelm

Install Communication Systems and Sound Systems, Intercom Systems-Audio-Visual.

Clean Cutz Lawn Care, LLC

Terrell Richardson

Landscaping Services

The Sims Financial Group

Lakina Sidney

Financial Needs

C-1, Inc.

Gerald Neely

General Contractor, new construction

Precision Installation Services, Inc.

Clyde Terry

Furniture, Office Installation

Donelson's Catering

Wendell Donelson II

Catering, Foodservice: Receptions, Banquets, Corporate Functions, Boxed Lunches, Picnics, Reunions

Phinnessee Earthmoving

Contractor

Milton Phinnessee

Other Building Finishing Contractor/ Earthwork, Demolition, Moving, Building, Aggregate Construction, Clearing, Grubbing, Sodding and Seeding, Trucking and Hauling

Hankins Professional Services

Will Hankins

Landscaping

Access Builders, LLC

Derik Forrest

Electrical Contractor, Installation of Commercial Electrical Systems, Building Contractor Small Commercial. Secondary: Building, Metal, Wood and Concrete Structures

Small Business Services

Patricia Ann Cordova

Post Construction Clean Up, Staffing, Janitorial Services

Service Master Facilities

Maintenance

Vincent Lee

Janitorial service and facilities maintenance

Taborco, LLC

Tommy Tabor

Distributor - Janitorial equipment, supplier & dry cell batteries, healthcare and medical equipment & supplies, gloves & personal protection wear, commercial kitchen equipment, smallwares & non-food supplies.

T.H.Y., Inc.

Teck Tang

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

T.I.E. Construction, LLC

Tomas I. Enriquez

General Contractor, Commercial and Residential Construction

Stratoverge, LLC

Beverly Hayes

Business Consulting Services, Computer Hardware and Software Wholesaler

Nu Era Enterprises, Inc. dba Nu

Era Pest Control

Dharron Collins

Pest Control

Cor-Bits Coring & Cutting, LLC

Melissa Corbett

Concrete cutting and coring services

Damron Trucking, Inc.

Lee Damron

Trucking/hauling, rock, gravel, and asphalt. Supplier of aggregate and liquid asphalt.

Global Security Services

Robert Curry

Security

Aaron Patrick Architects

Aaron Campbell

Architecture

Dyson Engineering

Alfred Dyson

Consulting Engineering, Design, Environmental Assessments

Innovative Engineering Services, LLC

Jeremiah Watson

Engineering Design Services New/Existing Construction/Renovation

Jones & Tuggle PLLC

Mack Tuggle

Accounting

Sky Renovations, Inc.

Heidi Echols

Residential Remodeling and Contracting



TDOT
Department of
Transportation

**Scheduled
Letting Dates
2018**

August 17, October 5,
November 2, (Mowing & Litter
Removal), & December 7

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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1.888.370.3647

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T Y L E R

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cost consultants | estimators | management consultant

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