

**TN****TDOT**  
Department of  
Transportation

# DBE ACCESS

TENNESSEE DEPARTMENT OF TRANSPORTATION CIVIL RIGHTS DIVISION

4th Quarter | 2018



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## 2018 TDOT'S DBE Small Business Annual Meeting

**H**ow many times have you heard someone use the phrase: "Location, Location, Location"? Location is often stated as the number one factor in the desirability, as well as price indicator, concerning a piece of real estate. Take a particular piece of property, magically clone it and locate it to another area, and the one in the "it" part of town may sell instantly (you may even get a bidding war) while the other may languish for who knows how long - barely raising eyebrows. The restaurant in the "chic" part of town sells out every night, while the one across the tracks can't give their food away.

I admit I had some real concerns when we decided to move our Annual Meeting to Murfreesboro, TN. Not knocking Murfreesboro

at all (Go Blue Raiders) – I just wondered if the location would have the draw of Music City USA. But draw them it did. We had approximately 200 people attend our conference this year and many people said it was our best one yet. We had primes and subs; DBEs and small businesses; in-state and out-of-state guests; and all three TDOT Deputy Commissioners.

Inside you will find a recap of the event, but I wanted to first thank everyone who attended and helped to make this year's annual meeting a success. I received many compliments and want to give a special thanks to Victor and his crew for setting up the event. Hope to see you all again next year.

**David Neese**  
Director of the Small Business Development Program

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

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

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

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



## Thank You to our DBE Meeting Attendees:

Dear Annual Meeting Attendee

On behalf of the Tennessee Department of Transportation Civil Rights Division, Small Business Development and Supportive Services Programs, we want to thank you for attending the DBE Small Business Annual Meeting, at the Embassy Suites Hotel on August 27-28, 2018 in Murfreesboro, Tennessee.

We thank you for your comments and suggestions and we assure you that each will be given consideration so that future meetings and events will be even more of a success.

Thank You

We hope that you found the meeting informative and worthwhile. The primary goal of this meeting was to bring together business leaders and professionals in the transportation construction industry under one roof to discuss the issues facing our industry and to network with colleagues and future business prospects.

We believe that our diverse and dynamic group of speakers and panelists provided in-depth insight, as well as actionable and practical information to become more effective in your ongoing effort to build stronger businesses and more collaborative teams.

Your presence helped to make this event a great success and your enthusiasm and positive spirit helped make our time together both productive and fun. We wish you all the best and hope that you continue to be engaged with TDOT and the DBE Small Business community. Stay tuned for upcoming events by visiting [www.tylerengineers.com/events](http://www.tylerengineers.com/events).

Post-Conference Follow-Up

If you wish to view additional photos from the event please visit the annual meeting page, [www.tylerengineers.com/meeting](http://www.tylerengineers.com/meeting).

Sincerely,

Tyler Construction Engineers, P.C.

TDOT Supportive Services Consultant



# Annual Meeting Highlights

## Day 1



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



**Workforce • Technology • Digital Media**



*Rebecca Wood, V.P. of Superior Traffic Control LLC / 2018 TRBA President*

**Victor Tyler**, President of Tyler Construction Engineers, P.C. and the contractor for TDOT's Supportive Services Program greeted the attendees with a challenge: "Embrace Change or become obsolete." He further explained that the Annual Meeting would be about embracing change and the focus for the change would be in three key areas of a business: workforce, technology and digital media.

**David Neese**, Director of the Small Business Development Program, had a very creative and interesting opening to the 2018 Small Business Annual Meeting (I think it's safe to say this may be the only meeting you ever attend where you see someone sign "Sup Dog" during their presentation). During the opening, we found out that almost half of the attendees were there for the first time. David informed everyone about the DBE Advisory Committee that meets quarterly. This



*David Neese - Director, TDOT Small Business Development Program*

committee was setup to discuss issues concerning DBE and prime contractors and is looking for new members. David's main message to everyone was to get involved and make something good happen during the two-day event.

**Rebecca Wood**, Vice President of Superior Traffic Control and the current and first female president of the Tennessee Road Builders Association (TRBA), praised TDOT's Civil Rights Division and the Tyler Group for how well the DBE Small Business Support Services Program has been managed. Rebecca explained how she started her business in 1998 and became

certified through TDOT a short time later in 2000. She talked about how instrumental the program had been to her success and all the resources it had provided. She wanted to make sure everyone takes advantage of everything the DBE Small Business Program has to offer as it had been a game changer for her business. Rebecca wanted all DBEs to know that becoming a part of TRBA allows opportunities to access industry knowledge, meet key industry influencers and is a great opportunity to network with prime contractors. These benefits of being a TRBA member are positive steps toward acquiring profitable job opportunities. In parting, Rebecca mentioned a new program that TRBA was just starting called "Emerging Leaders" that is set up to train our next generation of construction industry leaders.



# Artificial Intelligence, Algorithm, Activism and Inclusiveness



Dr. Sybril Brown, Professor of Journalism at Belmont University

**Dr. Sybril Brown**, Professor of Journalism at Belmont University, presented Embracing Change: Artificial Intelligence, Algorithm, Activism and Inclusiveness.

First, she discussed the different generations that are in the workforce today. Currently, there are seven generations living together for the first time in history. She suggested a refrain from looking for differences and instead to focus on making an effort to find a way to connect and work better together.



Next, Dr. Brown shared a video entitled Vision of the Future. This video simulated verti-

cal and horizontal elevators and how they would work in tall buildings. Referred to as "Multi", this concept was designed by German engineering firm [Thyssenkrupp](#). She also suggested a book entitled The Signals are Talking, by Amy Webb, for participants to learn more about future trends and how to prepare before these trends arrive.



The next video featured [Alexander Nicks](#) of Cambridge Analytica. He described the OCEAN model and the use of psychographics in advertising today. OCEAN is an acronym for Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism. Psychographics is the study of the personality. Personality influences behavior and that behavior is being studied to intentionally market to the masses. According to Nicks, the current big data miners have access to 4000-5000 data points

on each adult in the United States. For example, cable boxes are recording every program you watch and sending it back to your cable provider. That information is being used to tailor specific advertisements to play during the programs you watch most often.

Lastly, Dr. Syb gave additional sources of magazines and websites to read to remain current on upcoming technology, such as Wired Magazine, Tech Crunch, Mashable and Engadget.



As always, Dr. Syb was eloquently informative and provided valuable technology-related information that will assist business owners with improving strategies and in being prepared for the future.



Digital Media:

# Branding and Content Development with Power, Prestige and Positioning



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

The Branding and Content Development with Power, Prestige and Positioning session was the place to be at the 2018 Annual Meeting. **Alice Gordon** with SkyConnect, Inc. got the audience moving, grooving, and learning with her presentation. She engaged the audience with a beach ball game to demonstrate the importance of sharing and building relationships. To be successful, business owners and entrepreneurs must value and learn how to build meaningful relationships by:

- Showing up early to events/meetings to connect with decision makers
- Sharing information and resources
- Nice gestures (Compliments, gift cards, tickets to events, etc. as appropriate)
- Not trying to “one up” others (Allow others to share and celebrate their stories without chiming in about yours)

Alice also helped the audience explore how branding/marketing affects all of us and impacts our decision making about our spending and buying habits. She challenged business owners and leaders to think about their brand for their business. Some questions for business owners include:

- Are you the go-to person for your industry?
  - Does your brand represent you as the expert and go-to person for your industry?
- If not, consider your brand recognition, relevance, and market



Content development is a crucial component to building a successful business. During her presentation, Alice reminded the audience the importance of telling their story in a professional setting by:

- Creating a Press Release that tells your story
- Delivering an Effective Elevator Pitch (the ability to describe your business in dynamic and concise manner)

During her presentation, Alice also challenged the audience to consider what was most important to them as



business owners/leaders: Prestige, Power, or Position. She asked the audience to give this some careful thought, as this would help them to determine how to develop their brand and promote themselves and their business.

Overall, the Branding and Content Development with Power, Prestige and Positioning session was a real hit that included play time, great discussion, and interaction. As Alice summed it up, *business owners and entrepreneurs are the only individuals willing to work 80 hour weeks for themselves so they don't have to work 40 hour weeks for someone else.* Why, because business owners and entrepreneurs are passionate and creative about who they are and what they want to accomplish!

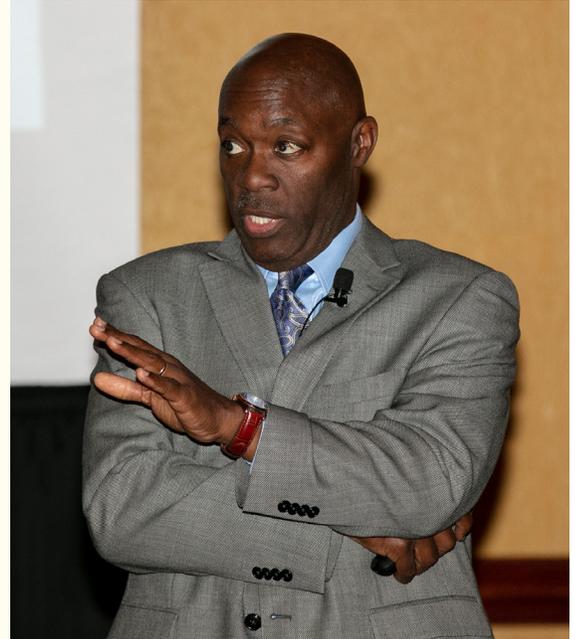


Workforce:

# Embracing a Diverse, Multi-Generation Workplace

This workshop provided insight into the four different generations that are currently working side-by-side in today's workforce. Each generation's values, beliefs, expectations and communication styles were discussed in detail.

**Facilitator Marshall Tabb** stated each generation's values and beliefs were, in part, shaped and molded by the social, economic and/or political events of that era. He also shared with participants how news and entertainment media influenced each generation. Mr. Tabb said leaders who understand these differences are better equipped to improve company culture, morale, communications and productivity.



Presenter: *Marshall Tabb - Tyler Group / TDOT Supportive Services Consultant*



**Pamela M. Kordenbrock**, TN Division Administrator with Federal Highway Administration, addressed the audience with information about current and future federal funding of Transportation Projects.





# Embracing Work Collaboratively - Power of Teaming & Joint Venturing



Presenter: Dewayne Scott, President and CEO, SRS, Inc.

**Dewayne Scott**, President of SRS, Inc. of Nashville, delivered an exceptional presentation on the power of teaming and joint venturing in the federal market place. He had three primary points:

- Companies are more alike than different
- Whatever you can be, that is what you should be
- No one has a monopoly on knowledge. There is always room for growth and improvement in your business.

A true joint venture is one that will benefit both companies. When companies decide to enter into a joint venture, it is very much like going into a marriage. And, just like a marriage, a courtship between the two companies is required to establish whether they can work together successfully. One key factor while courting another organization is to determine if both companies operate with similar core values. When values are clear, decisions are easy. Trust is also a crucial ingredient that must be established to ensure a collaborative effort is successful.

One great reason to consider a joint venture is that companies can achieve more together than they can individually. Once two companies decide to embark on a joint venture, a third-party company is created with its own name, EIN, and DUNS number. A joint venture percentage is created and an executive committee and a project field team are established to run the joint venture. A teaming agreement is written up to outline the scope, markets, divisions of work and how projects will be pursued.

Before approaching a large company to discuss a teaming opportunity, smaller companies need to know their value proposition, i.e., they should be able to clearly articulate what their company brings to the table. Also, know the regulations governing your scope of work as bringing knowledge establishes value.



Overall, teaming is an excellent way to grow your business, build upon past performance, and build RFP experience. When collaborations are mutually beneficial, long term business relationships are formed and everybody wins.



## Procuring Government Contracts



Panel Participants: (Left to right) Thuston Britt, - Supplier Diversity Officer, Cubic Corporation; Cassandra Stuart – Program Manager, Small Business Programs, Oak Ridge National Laboratory; Paul A. Buerkle Jr. - Sr Program Manager - Supplier Diversity & Development Supply Chain TVA; Thomas Mercer – Small Business Program Manager, US Army Corps of Engineers, Memphis District and Panel Facilitator; Paul Middlebrooks - Program Manager, UTCIS-PTAP

**A** panel of procurement specialists from **Cubic Corporation, Oak Ridge National Laboratory, Tennessee Valley Authority and US Army Corps of Engineers** talked about the mission of their perspective agencies and how they need and seek small business participation in procuring

goods and services. These agencies spent approximately \$6.1B with small businesses last year. The panel was facilitated by Paul Middlebrooks, Program Manager, UT-Procurement Technical Assistance Center. Panelists discussed ways to learn about contracting opportunities and how

those opportunities are announced to contractors/suppliers. They also talked about how a small business can get on their agency's 'Approved Vendor List' as well as how to find out about sub-contracting opportunities with prime contractors that are doing business with their agency.



## BUSINESS NETWORKING MEET & GREET RECEPTION



Tuesday, August 28, 2018

# Day 2 Legal Issues in Construction

### Let's Play Legal Updates and the Construction Law Game

**Matt DeVries**, Attorney with Burr & Forman, LLP brought his "A" game with his unique and legal expertise to the Legal Issues in Construction session to the 2018 TDOT DBE Annual Meeting. He challenged the



Matt DeVries, Partner, Burr & Forman

audience to learn and have fun with a game of Baby Boomers vs Millennials. The game quizzed the players on how in-touch they were with various generations.

In keeping with the annual meeting theme Embracing Change, Matt also shared with the audience how critical it is to train and groom all generations in the workforce to use technology effectively when communicating. He reminded the audience that emails and texting could actually be considered documentation for future reference on items such as: change orders, work site issues, or basic contractual agreements.

The fun and learning did not stop there. Matt also hosted and led the audience in his version of a couple of popular game shows, Are You Smarter Than a Fifth Grader? and Jeopardy to help the audience understand legal terms such as:

- Discoverable Documents
- Indemnity
- Arbitration
- Contractual Language vs English



*In summation*, Matt delivered a very timely, informative, and fun presentation to assist the audience with a better understanding of contractual language and case law. Additional information on legal updates and construction law cases are available for review on Matt's blog, [www.bestpracticesconstructionlaw.com](http://www.bestpracticesconstructionlaw.com), a construction-related blog that focuses on lessons learned, technology, project management and legal trends in the construction industry.



# Embracing Change in Leadership & Company Culture



Panel Participants: (Left to right) Dave Reeves, Lehman-Roberts Company; Roberta S. Pettis, FocusWorks Consulting Group; Adrian J.R. Davis, Crown Davis Memberships, Inc.; and Teresa C. Daniel, PHR- SHRM-CP, Tyler Group

Marshall Tabb facilitated a panel of **Human Resource specialists and Leadership coaches** who shared their thoughts and experiences on how organizations embrace change. The panelists pointed out that company leadership is the driver for creating change. Discussions focused on leadership development and best

practices for using social media with a multi-generational workforce. While embracing change, leaders are encouraged to be intentional in creating a culture of innovation and collaborative teamwork. There needs to be a plan that is inclusive of a diverse multi-generational workforce.

## Cyber Security is the Next Big I-of-T



Jonathan Jackson, President/CEO - Visilty Consultants, LLC

**Jonathan Jackson**, President/CEO of Visilty Consultants, LLC and **Myron Grover**, CEO of Precise Cyber Solutions, LLC provided an overview of why cyber security is so important to small business owners. They indicated small business systems

are targeted by cyber criminals because they are more often less secure.

With the inevitable advancement of technology, common devices are increasingly becoming smart devices.

Consequently, it is becoming more difficult to protect systems from adverse actions and events. It is vital that measures are applied to increase security awareness and protection. They also said that taking proactive steps to mitigate risk to systems and information is crucial for protecting operations and safeguarding against unnecessary costs. This



Myron Grover, CEO - Precise Cyber Solutions, LLC

includes educating and training personnel, and implementing a comprehensive program which emphasizes the prevention of damage to, protection of, and restoration of information and technology.



Update

# Transportation Construction Industry



Speakers included: (From left to right) Lori Lange, P.E. – Director, TDOT Construction Division; Jay Norris, P.E. – Director, TDOT Occupational Health and Safety Division; Toks Omishakin - Deputy Commissioner, TDOT Chief of Environment and Planning,

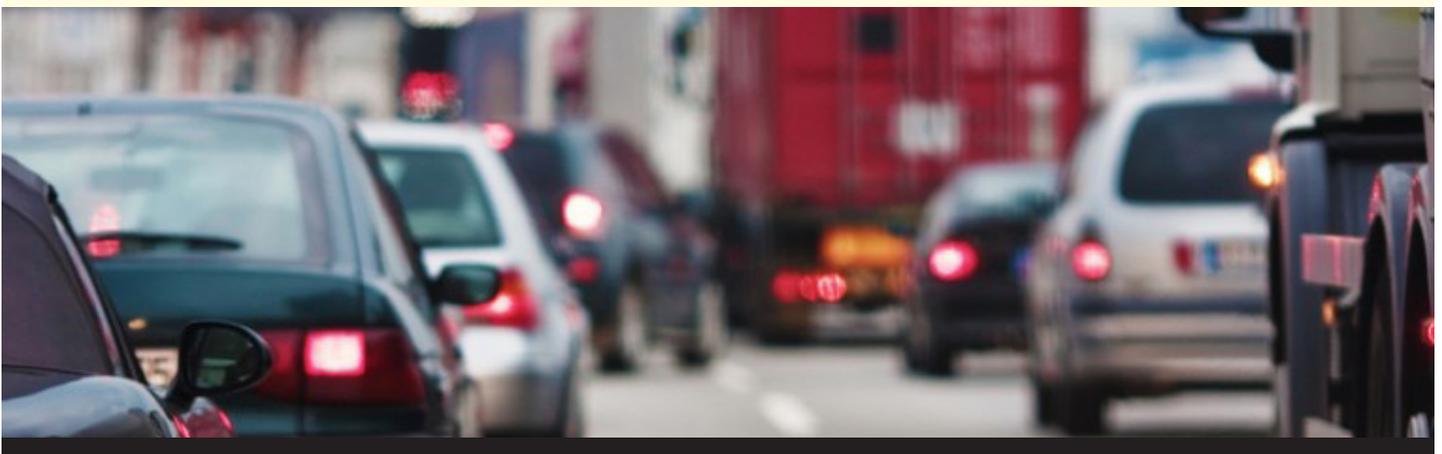
**Lori Lange, P.E.**, Director, TDOT Construction Division, provided a brief overview of the Construction Division’s web-page and discussed where to go for firms interested in doing business with the department, whether you are a contractor or consultant engineer. Ms. Lange mostly discussed where her division was on fully implementing their E-construction Initiatives, and other online document strategies from e-ticketing, AASHTOWare software suite, to the implementation of Plan-Grid.com online software services. Ms. Lange shared many of the

Department’s recent accomplishments as it relates to their division within TDOT.

**Jay Norris, P.E.**, Director, TDOT Occupational Health and Safety Division (OHSD), introduced the audience to TDOT’s enhanced safety initiatives to improve work zone guidance, policy and employee training. OHSD’s main emphasis is on reducing the number of incidences within TDOT work zones so that every worker will arrive home safely.

**Toks Omishakin**, Deputy Commissioner, TDOT Chief of Environment and Planning, encouraged

the audience to become more engaged with TDOT from a multimodal point-of-view. Mr. Omishakin talked about the various studies and research focused on the multimodal aspect of freight transportation, transit and autonomous vehicles. He also discussed how TDOT will be increasing their efforts in rural regional transportation planning. He summed up his presentation by encouraging DBE firms to aggressively seek out opportunities within TDOT’s Bureau of Environment and Planning.





## Civil Rights Division Luncheon Speakers & Awards



*Annual Meeting Luncheon*



*Kent Starwalt, Executive VP of Tennessee Road Builders Association*

**Kent Starwalt**, Executive VP of Tennessee Road Builders Association, shared with attendees two 2018 legislative actions that have an impact on the construction industry in Tennessee. **1)** Re-authoring the “Go Build Tennessee” Program for another five years. This program encourages young people to consider construction as an occupation. **2)** Guardrail legislation that makes it a criminal act to knowingly install guardrail improperly. Kent also shared that TRBA will make an effort in future proposed legislation to strengthen distracted driver laws to include construction work zones.



*Deborah H. Luter, Director of TDOT Civil Rights Division*

**Deborah H. Luter**, Director of the TDOT Civil Rights Division, provided opening greetings at the luncheon. Deborah talked about how different, but successful, it had been to bring the annual meeting to Murfreesboro, TN. She thanked the Tyler Group for their support and hard work in making the annual meeting a success. Deborah introduced her staff and awarded this year’s Bridge Builder Awards.



*Paul Degges, Deputy Commissioner, Chief Engineer*

**Paul Degges**, Deputy Commissioner, Chief Engineer, presented the keynote to attendees with some insight from a high-level view of where TDOT is on its project portfolio. TDOT is committed to using a balanced approach to where projects are placed throughout the State, the size of the project and where there are opportunities that impact DBEs. Paul stated that TDOT is always looking for opportunities for better project delivery.



# TDOT Civil Rights Division Bridge Builder Awards



**TDOT Employee of the Year: Joe Galbato**

From left to right: Toks Omishakin - Deputy Commissioner, TDOT Chief of Environment and Planning; Deborah H. Luter, Director, TDOT Civil Rights Division; Joe Galbato Deputy Commissioner / Chief Financial Officer; Paul Degges, TDOT Deputy Commissioner/Chief Engineer

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

**Congratulations** to the businesses and TDOT employee for being chosen for the 2018 TDOT Civil Rights Division Bridge Builder Awards.



**DBE Company of the Year:  
Brighter Days & Nites**

From left to right: Paul Degges, TDOT Deputy Commissioner/Chief Engineer; Sandra Webb (Accepting Award for Dorothy Sinclair owner of Brighter Days & Nites); Deborah H. Luter, Director, TDOT Civil Rights Division



**Prime Contractor of the Year:  
Vulcan Construction Materials LLC**

From left to right: Paul Degges, TDOT Deputy Commissioner/Chief Engineer; Glenn Chambers, Central Division Regional GM Construction; Deborah H. Luter, Director, TDOT Civil Rights Division

Dorothy Sinclair owner of Brighter Days & Nites





## Congratulations To Our DBE Supportive Services Graduates

The first graduates of the Tennessee Department of Transportation's DBE Supportive Services Business Development Program

**Brighter Days & Nites** and **Tioga Environmental Consultants** are two businesses that were commended for their hard work and dedication to 3-1/2 years of working to achieve and successfully surpass their written business objectives for revenue growth, new customer acquisition, market growth, leadership development, and profitability.



*Dorothy Sinclair owner of Brighter Days & Nites*



*From left to right: Sandra Webb (Accepting Award for Dorothy Sinclair owner of Brighter Days & Nites) and Margaret Strom, owner of Tioga Environmental Consultants*

## Marketplace Hall & Exhibitor Showcase





# Special Thanks to Our Supporters

## Marketplace Hall Participants

B & B Lawn Service  
Bell & Associates Construction, L.P.  
Cannon & Cannon, Inc.  
Caterpillar Financial Services Corporation  
Charles Blalock & Sons, Inc.  
Crown Davis Memberships  
DOWCO Construction  
EGSci Consulting Inc.  
ELC and Company, Inc.  
Elite Medical Plus, LLC  
Governors Office of Diversity Business Enterprises (GoDBE)  
Innovative Sobriety Solutions, LLC.  
Jerry B Young Jr. Construction, Inc.  
Jerry Young and Son Construction, Inc.  
KIEWIT  
Kimberly, Inc.

Legacy Select Energy Services, LLC  
Metro-Knoxville Airport Authority  
Oak Ridge National Laboratory  
PAR Partners International, Inc.  
Pathway Lending  
Precise Cyber Solutions  
Skye Connect Incorporated  
TDOT Civil Rights Division - Title IV  
TDOT Local Programs  
The C&F Company, LLC.  
Total Solutions Inc.  
US Army Corps of Engineers - Memphis District  
US Small Business Administration  
Van Hool  
WeGo (formerly Nashville Metropolitan Transit Authority)

## Tyler Group's Support Teams



Christine's Events



CWebb Photography Marketing



Special Thanks to our...

# Annual Meeting Presenters & Speakers





# New DBEs *Welcome*

## Region 1

### **Mahogany Development, Inc.** **Dereke Foster**

General Contractor; New Single-Family Housing Construction; New Multifamily Housing Construction; Commercial and Institutional Building Construction; Electrical Contractor and Other Wiring Installation Contractor; Plumbing, Heating, and Air-Conditioning Contractor; Drywall and Insulation Contractor

## Region 2

N/A

## Region 3

### **ECOS Environmental Consulting, LLC** **Jessie Wheeler**

Environmental Consulting Services, Other Scientific and Technical Consulting Services, Engineering Services

### **Site Link, LLC** **Erin Stewart**

Steel Barrier Wall Supplier; Construction and Mining (except Oil Well) Machinery and Equipment Merchant Wholesalers

### **SDM Construction, LLC** **Sherry Miller**

Hauling of aggregate, asphalt, sand, and liquid asphalt; Specialized Freight (except Used Goods) Trucking, Local

## Region 4

### **Sunshine "OwnBoss" Company** **Jackie Sledge**

Janitorial Services

# Recently Renewed Firms

## Region 1

### **Roadway Solutions, LLC** **Kristie C. Cavin**

Guardrail Construction

### **MCH Corporation** **Michael P. Hamilton**

Information Technology Products and Services and Custom Computer Programming Services

### **Bingham Group, Inc, The** **Lisa Bingham**

Marketing Consulting Services, Graphic Design and Television Production

### **ALH Construction Company** **Annetta L. Hall**

Concrete flatwork, structures, and underground General Construction, General Freight Hauling (Local), Reinforcing Steel Contractors

### **Hicks & Ingle Corporation** **Katrina M. Ivey**

Plumbing, Heating and Air Conditioning Contractor; Commercial and Institutional Building Construction (Fire Sprinkler Installation); Building Inspection Services

## IPSC

### **De-Ossie Deon Dingus, Sr.**

Raw Chemicals for Manufacturing Industrial Products, Janitorial, Health and Safety Supplies

### **Southern Seeding, Inc.** **Lisa Shell**

Seeding, hydro seeding, sodding, landscaping and erosion control

### **Cable Construction Company** **Debra Cable Brewster**

Trucking, Hauling, Stone Supplier

### **Schematic Design, Inc.** **Girish Thakkar**

Civil Engineering Services, Site Planning and Inspection

## Region 2

### **American Custom Manufacturing, Inc.**

#### **Lee Otis Burton**

Steel Manufacturer, Structural steel fabrications, Manufacturing and supplier of steel pressure vessels and handrails

### **Lane Hauling and Excavating, Inc.** **Debra Young**

Highway, Street, and Bridge Construction, Aggregate construction earthwork demolition clearing and grubbing, Aggregate Materials Supplier, Trucking/hauling

### **Hayward Bolt and Specialty Co., Inc.** **Patsy J. Hayward**

Hardware Merchant Wholesalers (Distribution house for fasteners in the construction line. Sells Milwaukee tools)

### **J.M. Hanner Construction Company** **Jerry Hanner**

Concrete and barrier walls, building moving, demolition, guardrail, and fence

### **Asa Engineering and Consulting, Inc.** **Christy M. MacKenzie**

Engineering Services (Professional Civil and Environmental Engineering and Consulting, Construction Building Inspection, Geotechnical Engineering, Landscape Architecture, Land Planning and Land Surveying); Environmental Consulting Services; Historic and Cultural Preservation Research and Development Services

### **Earthworx, LLC** **Dixon Brackett**

Engineering Services, Geophysical Surveying and Mapping Services



# Recently Renewed Firms *Con't*

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## Region 2

### **F & W Construction Co., Inc.**

#### **Sandra Rakestraw**

Rip rap, curb, gutter, driveways, sidewalks, inlets, catch basins, manholes, and small culverts

### **Professional Concrete Finishing Company, Inc.**

#### **Ivan Toney, Jr.**

General contracting curb gutter driveways inlets concrete finishing

## Region 3

### **Retaining Walls of Tennessee**

#### **Sheila Futch**

Construction of Retaining Walls

### **Booker Engineering, Inc.**

#### **Brenda Booker**

Engineering

### **Pillars Development, LLC**

#### **Edward Henley, III**

Real Estate Development, Project Management, Financial and Budget Management, Property Management,

### **Elite Roofing Company of Nashville, Inc.**

#### **D'Arcy O. Porter**

Commercial, Industrial and Residential Roofing, Commercial and Residential General Contractor

### **L & G Construction Co., Inc.**

#### **Shirley Arnold**

Concrete: Curb, gutter, driveways, sidewalks, sewer, grading, utility construction, excavation and hauling.

### **Robert & Cassie Construction Company, Inc.**

#### **Robert L. Spickard**

Drilling and Blasting Contractor

### **Tennessee Texture, LLC**

#### **Tresha Terrell**

Texture Coating Painting, Bridge and Overpass Painting, Painting and Wall Covering Contractors

### **United Electronics, Inc.**

#### **Mabel Moore**

Electrical Contractors and Other Wiring Installation Contractors; Wired Telecommunication Carriers; Security System Services (except Locksmiths)

### **Kathy Freeman Trucking Company**

#### **Kathy Freeman**

Trucking and Hauling

### **Professional Traffic Control Services, LLC**

#### **Linda G. Jones**

Manufacturing Regulatory, Advanced Warning, Temporary Traffic Control Signs, Permanent Guides and Street Signs, Distributor of Traffic Control Devices

### **Tennatee Services, Inc.**

#### **Robert Ray Teesateskie**

Highway and Street Construction, Erosion Control, Site Preparation Contractor, Concrete Construction Contractor, All Other Specialty Trade Contractor, Specialized Freight, Trucking and Hauling

### **Jabez Group Indeed, Inc. dba Jabez Group**

#### **Karen Dorroll**

Supplier of erosion control and environmental construction materials

### **M & P Services, Inc.**

#### **Princella Ridley**

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

### **Rutledge Interiors**

#### **Mary Jenkins-Kline**

Residential Remodelers, Commercial and Institutional Building Construction, General Contractor, Interior Design Service

### **Vorieo Products, LLC**

#### **George James**

Traffic Control, Sales and Service, Supplier of Commercial and Industrial Products

### **Collier Roofing Co., Inc.**

#### **Yvonne Collier**

Commercial and Industrial Roofing

## Region 4

### **Toles & Associates, Inc**

#### **James Toles**

Consulting Engineering: Civil, Structural, Transportation, Construction Administration, Site Improvement, and Planning

### **L.S. Sipp Construction**

#### **Lawson Sipp**

Construction-Concrete work, side walk, gutter, ditch, and concrete paving

### **Construction Warehouse, Inc.**

#### **Bonnie Holmes**

Sale of Construction Materials and Supplies

### **Precise Concrete Works, LLC**

#### **Martin Carodine**

Poured Concrete Foundation and Structure Contractors (curb, gutter & sidewalks)

### **4J Construction Company, Inc.**

#### **Mr. Lafayette Johnson**

Concrete Foundation and Structure Contractors (culvert, sidewalk, patio, curb & gutter, driveway paving & sealing,

### **Tioga Environmental Consultants, Inc.**

#### **Margaret Fay Strom**

Environmental Consulting Services: Property Assessments, Soil and Groundwater Studies, Regulatory Compliance, Asbestos Surveys, Lead-Based Paint Inspections and Mold and Air Quality Investigations

### **Rucker Realty, LLC**

#### **LaQuita Rucker**

Full Service Real Estate Firm, Buy and Sell Real Estate

### **Push 4J Construction, LLC**

#### **LaFayette Johnson**

Concrete Construction and General Contractor

### **A-1 Electrical Contractors, Inc.**

#### **Willie Frazier**

Electrical Contractors and Electrical Utility Installation-Installing and Servicing Electrical Wiring and Equipment in Commercial and Industrial Locations



### Scheduled Letting Dates 2018

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.

*“The successful networkers I know, the ones receiving tons of referrals and feeling truly happy about themselves, continually put the other person’s needs ahead of their own.”*

~Bob Burg

### Civil Rights Division Small Business Development Program Team

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Director of the Civil Rights Division

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Director of the Small Business Development Program

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**Stephanie Brooks**

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Contract Compliance Officer

**De’Antwaine Moye**

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Contract Compliance Officer

**Evans Cline**

Evans.Cline@tn.gov  
Contract Compliance Officer

Phone: 615.741.3681 or Toll Free:  
1.888.370.3647

### DBE Supportive Services Team

**T Y L E R**

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

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Phone: 615.469.5398  
Toll free: 888.385.9022

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**Marshall Tabb**

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