

Building Opportunity

Spring/Summer 2012

The Missouri Department of Transportation's newsletter for Disadvantaged Business Enterprises

MoDOT's 2012 Equal Employment Opportunity Contract Compliance Workshop

On April 17 and 18, MoDOT held its annual Equal Employment Opportunity (EEO) Contract Compliance Workshop at the Hotel Phillips in Kansas City, Mo.

The goal of the EEO Contract Compliance Workshop was to strengthen the Equal Employment Opportunity programs of both MoDOT and Missouri businesses, and encouraging the development of a diverse workforce. The workshop provided prime contractors, subcontractors and Disadvantaged Business Enterprises (DBEs) with tools and additional knowledge to enhance the growth of their businesses.

The workshop also provided forums and panel sessions that addressed contractor compliance issues, DBE certification, bidding, best practices, fraud/abuse issues, On-the-Job Training (OJT) Program, Title VI, ADA, and an overview of the federal regulations that govern the DBE Program.

The following booths were displayed at the event:

- Youth Build, St. Louis, Mo. (Julie Tibbs)
- Construction Prep Center (CPC), St. Louis, Mo. (Vivian Martain)
- AGC Placement Coordinator, St. Louis, Mo. (Gwen Crimm)
- Job Point, Columbia, Mo. (Gary Taylor)
- The Sanctuary Workshop, Kansas City, Mo. (Karen Curls)
- EVP Business Development, Urbandale, Iowa (Bryan May)

During the workshop, MoDOT awarded the following contractors, subcontractors and DBEs with a plaque in recognition of their success with MoDOT.

- Contractor of the Year: Chester Bross, Chester Bross Construction Company



This year's workshop had an excellent turn out from Missouri businesses, as well as MoDOT divisions.

At left: Attorney Celeste Holt speaks with MoDOT's Shirlyn Myles about the External Civil Rights program. Myles works as a community liaison for the St. Louis District.

- Subcontractor of the Year: Donald Thomas, Thomas Industrial Coatings
- Successful DBEs of the Year: Sean Thomas, Genesis Environmental and Diana Reagan, MTC Construction d/b/a/ K. Bates Steel
- Best Market Effort: Sunil Thakkar, Jasun Technologies LLC
- Best Partnership Effort:

Steve Lewis, Vice President, Associated General Contractors of St. Louis, Mo.

More than 110 individuals attended the workshop. Attendance consisted of federal highway administration officials, prime contractors, subcontractors, DBEs, political officials and community-based organizations from across Missouri. ■

Business Highlights

3T Design & Development LLC

Type of Business

3T Design & Development LLC provides consulting services for the planning, design and delivery of infrastructure projects to local, state, and federal governments.

Address

1838B E. 78th Street
Kansas City, Mo. 64132
Phone: (816) 822-1997
Email: ruth@3T-development.com

Background

According to Ruth Turner, owner, president and CEO, 3T was formed September 13, 2009, with a vision “to improve the quality of life within the urban environment through sustainable uses of air, land

and water.” Including Turner, 3T has five full-time staff members and several support members.

Type of Work

3T is described as a consulting and land development business. The company provides consulting services in planning, engineering, environmental health, utility and construction management to the water, transportation and land development industries.

3T target market is to work with primes and/or major planning and engineering firms who do business with local, state and federal governments. During 2012, the objective of the firm, according to the owner, will be 3T’s push for market penetration in the Kansas City region to both

local municipalities and major consulting firms.

How The DBE Program Helped

Turner is a 2012 Graduate of MoDOT’s DBE Entrepreneurial Training Program. She believes the DBE program has been very helpful.

“The DBE Program helped me complete 3T’s formal business plan and expand our network of other small business owners,” she added.

For the future, Turner looks to take advantage of bid opportunities with MoDOT and she would also like to participate in MoDOT’s newly approved Mentor Protégé Program. ■

A Clean Slate LLC

Type of Business

Construction cleaning with a specialty in construction site and final cleaning.

Address

1427 W. 9th Street #404
Kansas City, Mo. 64101
Phone: (816) 221-0806
Web: www.aclean-slate.com

Background

According to the owner and president, Carol Taylor, A Clean Slate LLC (ACS) originally started in 2003 after what she describes as a series of misfortunes, one of which included her home being damaged by a tornado. In the process of rebuilding her home, Taylor inquired about who would clean the home in preparation for her and her family to move in. After bidding on and receiving the contract herself, Taylor realized there was a great need for companies to perform this scope - and ACS was born.

Type of Work

ACS is a construction cleaning company providing construction site cleaning, job office cleaning and final cleaning of a project. Its purpose is to deliver a finished project to the owner from initial construction to project completion.

Since its beginning, ACS has continued to develop and redefine its niche in a market area that was basically non-existent. Today Taylor employs five full-time employees.

Some of her major projects have included the Command General Staff College at Ft. Leavenworth, the Kansas State House and the Nelson-Atkins Bloch Building.

How The DBE Program Helped

In April of this year, Taylor completed MoDOT’s DBE Supportive Service Entrepreneurial Training Program. In the program, Taylor and other participants received business development training under the Kauffman Fast Trac Business Growth model, designed to build owner’s knowledge and business capacity.

According to Taylor, the main objective of ACS is to expand out of the Midwest and take on larger commercial and governmental contracts.

Taylor has sought to secure her SBA 8(a) certification and is currently working with major entities in Kansas and throughout Missouri. ■

DBE Information

Lester Woods, *External Civil Rights Director*

Missy Stuedle, *Contract Compliance*

Kristi Hixson, *Central Office*

Angela Sutton, *Central Office*

Kellye Adams, *St. Louis Office*

April Hendricks-Brown, *St. Louis Office*

Rose Cooper, *St. Louis Office*

Donnetta Cole, *Kansas City Office*

Esther Moten, *Kansas City Office*

If you’re a DBE firm, please review the MRCC DBE Directory to verify all contact information is correct.

Future communications such as the newsletter, bidding opportunities, program updates/changes, etc. will be sent electronically to the email address we have on file.

If corrections are necessary or if your firm cannot receive information electronically, please either send us an email to dbes@modot.mo.gov, call us at 888-ASK MoDOT (275-6636) or fax us at 573-526-0558.

NICE Sponsors 14th Annual Crayons to CAD Competition

On April 26, the Kansas City area chapter of the National Institute for Construction Excellence (NICE) sponsored its 14th annual Crayons to CAD competition.

NICE was established in 1998 to design a construction education program to increase the awareness of young people, parents, and educators to promote construction career fields, such as engineering, architecture, contracting and the skilled trades. Crayons to CAD and iBuild are the two NICE educational programs.

Crayons to CAD is an interactive, standards-based, middle school grade specific curriculum, which introduces students to the built environment as they construct “green” schools, or new baseball fields, parks and community centers. Math, science, technology, engineering and communications are heavily embedded in the interactive, project-based program. The experience culminates in a design-build competition usually showcased at NICE’s annual iBuild Showcase.

NICE engages local partners to execute its two educational programs. The MoDOT Kansas City District has been a NICE partner for over five years. The district provides judges and volunteers to serve on committees and assist NICE in gaining FHWA funds.

MoDOT recognizes the importance and has a vested interest in increasing awareness among our youth in construction related career fields - children are MoDOT’s future.

Highlights of the event included:

- 1,150 middle school students participated (49% minority, 48% girls)
- Allowing each student to apply the CAD curriculum and learn about construction careers while applying math, science, communication and technical skills in building projects

A new CAD competition for high school students will be added in 2013.

While differing a bit from a traditional construction career day event, the CAD competition secures as much engagement of the participating students in that they are involved in building various models of construction projects. These are described on the website for each grade level.

The purpose of the iBuild Showcase is to introduce participants to some



3T Design & Development employees Angela Gillen and Nick Durand volunteer at this year’s iBuild Showcase, judging design/build projects submitted by local middle school students.

extraordinary people representing various industries and to let them experience their jobs for one day. The participants become a part of the fastest growing and best paid industry around! For those participants who have the life skills, representatives are willing to help them gain the knowledge it takes to say, “I Build!”

The iBuild Showcase is Kansas City’s premier regional construction industry career day for high school, middle school and post-secondary students. ■

Businesses Share Insight Into Entrepreneurship Training Program

Joyce Pazdera, K.A. Pazdera Hauling



Joyce Pazdera has been the owner of K. A. Pazdera Hauling & Excavating since 2006.

Beginning with just one truck, Pazdera’s company has grown to encompass a fleet of trucks and a growing list of loyal customers.

Offering hauling, site excavation, snow removal and transportation services, K.A. Pazdera Hauling has expanded its capabilities and service offerings significantly during the past few years.

As a woman-owned company and a union employer that focuses on meeting customer needs, Pazdera has been able to differentiate herself within a highly competitive industry.

Pazdera and office manager Sandy Weber are 2009 graduates of MoDOT’s Entrepreneurship Training Program (ETP), which is administered by Philips & Associates. During the program, Pazdera learned several key skills needed to grow her business in a tough economy.

In developing a business plan with the guidance of the program instructor, Pazdera learned how to look at her business impartially in order to maintain a financially healthy company. She learned how to ensure that proper contract documentation is in place for all projects.

Most importantly, says Pazdera, the ETP showed her how to make the company more visible.

Through class room interactions and presentations, DBE firms in the class gain the confidence needed to interact effectively with clients and peers in the industry. According to Pazdera, learning these networking skills in the program has been invaluable to expanding her business.

Vernal Stewart, SE3 LLC

SE3’s principles and operating policies are rooted in Vernal Stewart’s lifetime of learning in the construction industry beginning with his family’s business, Masonry Builders Inc., which was founded in 1949.

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Mentor-Protégé Team Update

MoDOT's Mentor-Protégé Program provides advice, assistance and training to Disadvantaged Business Enterprises (DBE) to improve a firm's management and operating skills. The program furthers the development of DBEs by assisting them to move into non-traditional areas of work and/or compete in the marketplace outside the DBE program through training and assistance from other firms.

The types of assistance which may be incorporated into a mentor-protégé program development plan include: business planning, record keeping, technical assistance, capital formation, financial counseling, bonding, equipment utilization, quote submittals and employee management.

MoDOT now has three approved mentor-protégé teams.

For more information about the program, visit www.modot.mo.gov/ecr/index.htm. ■

NICE...

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With a background in construction and planning, Stewart established his own firm, SE3 LLC, in 2004. SE3 stands for Systems, Engineering, Environment, and Energy.

The firm specializes in architectural, civil engineering and infrastructure systems design, support, program oversight and construction management.

Under Stewart's leadership, SE3 delivers the core values of quality-focused, cost-effective and employee-friendly program delivery to its clients.

Stewart is a 2007 graduate of the Entrepreneurship Training Program,

administered by Philips & Associates, under a contract with MoDOT. He says the training program helped him to focus on the strategic direction of his company, which can sometimes be overlooked by a business owner as he or she struggles to keep the operations moving forward on a daily basis.

In developing a business plan for the class, Stewart says he was able to identify his target market and focus his business to meet their needs. The training program taught critical tools to monitor progress and make changes to develop the firm.

With a focus on developing partnerships rather than just getting the job done, Stewart has earned a solid reputation in the industry for delivering results while dealing with unanticipated events and unforeseen conditions. ■