



the BUSINESS CURVE

ADVANCING MINORITY & SMALL BUSINESS AFFAIRS

Summer 2019

**One on One with
Earth Movers Trucking, LLC**

**Interstate 26 Widening,
MM 85-101 Design Build
Project Outreach Event**



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Greetings,

Thank you for taking time to read this edition of the Business Curve. As you probably realize by now, road, highway and bridge construction is increasing all across the state and much more is slated to occur. This influx of construction activity equates to abundant opportunities for ready, willing and able small businesses. To share one method SCDOT uses to assist firms in their efforts to win contracts, we have included highlights of our recent I-26 Widening Outreach event in this edition.

Furthermore, in order to better serve small businesses, the agency has recently established director-level positions to oversee various aspects of Minority and Small Business Affairs. (See article on page 7)



Lastly, SCDOT has launched a campaign to apprise local legislators of the advantages of revising the state law to mirror the federal program by adopting a goals-based program. Under a goals-based program, most state projects would require goals for minority and women-owned businesses. This would help ensure the DBE community has an opportunity to compete on projects funded by the new gas tax. If this is your desire, we encourage you to contact your state legislator and voice your opinion.

We wish you a safe and successful summer,

Greg Davis
Director Minority & Small Business Affairs

One on One with Earth Movers Trucking, LLC



1. Tell readers a little about your business?

We work mainly with road construction. We haul gravel, crush and run, sand, dirt and asphalt. We have worked very hard to be the best because there are many other subcontractors and owner-operators out there. Making sure that our drivers know how important it is to exceed the customers' expectation is key. Arriving early on a job site, complying with safety and the specific rules of the job are important, however we instill in our drivers to be eager to go the extra mile to accommodate the clients.

To tell a funny story, my driver once told me that one day he was on the CB radio with the dispatch team. He overheard them joking saying, "James will do whatever we ask, no questions! In fact, I bet if we ask him to get us some popcorn, he would." My driver, in on the joke, stopped by Family Dollar and picked up some popcorn! They all had a great laugh about that.

You can imagine that we are requested frequently by clients because of our work ethics. He has a great role model in my husband, who has 40 years of safe driving experience. My husband rode with him the first few weeks even though our driver has eight years of experience. It was important to be clear of what is expected as being a member of the Earth Movers family, as well as creating great habits.

2. How long have you been in business?

We have been in businesses for three years.

3. How long have you been a DBE?

I have been a DBE since December 2018.

4. Why did you choose the DBE program?

My husband reached out to an owner-operator that was working during our off-peak season (Oct-March). We have been gainfully busy all season and I know it is in direct relation to obtaining our DBE certification for sure!

5. What has been your greatest accomplishment so far being a part of the SCDOT DBE program?

Our greatest accomplishment so far being a part of the DBE program is having jobs that we have to turn down. Our demand is to the point that we need to add another truck.

6. How has the SCDOT helped your business grow?

SCDOT has helped our business grow through the workshops and classes they provide and the recognition of being DBE Certified.

7. What are some, if any, of your most complex contracts since being certified?

The Clemson Road Project has been the most complex. We are not dispatched every day, but we had to commit to having our truck available for 8 weeks. Though complex, this is so awesome for us [because] we are growing!

8. What would you say to other businesses that are considering DBE certification?

I would tell other businesses that it is worth every effort you put into it! The staff are there to help and they do! Try to make your packet neat by compiling it in a loose-leaf binder. Set it up as close to the application and information requests. Be ready to excel [because] you will gain so much by having your DBE.

9. What is your long-term goal for Earth Movers Trucking, LLC?

We'd like to add one truck this summer and in the next two years add two more. We want to bid on our own jobs and become more vital to the industry.

10. What was your experience to be a small DBE Prime Contractor doing a project for the SCDOT?

We were able to negotiate and have a contract for a job, rather than waiting to be dispatched every day. We still have to be dispatched some days, but it is more frequent and usually daily, especially in the early season.

11. Where did the name "Earth Movers" come from?

"Earth Movers" came from my husband. We were brainstorming and we wanted to have a name to live up to; something that was catchy and memorable. It usually causes a smile, and when asked, we say, "We move earth."

2018 Transportation Careers Training Program (TCTP)



Participants receive instructions and hands-on training regarding the operation of Heavy Equipment during the TCTP held in Williamsburg County.

The Transportation Careers Training Program (TCTP) is designed to prepare unemployed, underemployed, minorities, females, and other economically disadvantaged individuals for meaningful employment opportunities in the transportation industry. This program includes Pre-Employment Training, Commercial Driver's License (CDL) Training (Permit only), and Heavy Equipment Operator Training.

The TCTP will assist in lowering the state's unemployment rate by increasing the number of participants that may become gainfully employed after successful completion of this program. It will also assist contractors by creating a pool of applicants from which they may recruit individuals to participate in the On-the-Job Training Program in fulfillment of the Training Special Provision Requirements.

Ten (10) residents of Williamsburg County were eligible to participate in this program. Eight (8) participants enrolled and six (6) participants completed the training.

The TCTP continues to serve as a mechanism for preparing individuals for career opportunities in the transportation industry. The 2019 TCTP will be implemented in Fairfield County.



Tips for staying on track



Spring has begun, the days are longer and work is steadily increasing! The highways and bridges will have much more traffic flow throughout this season and into summer. Let's sharpen the skills needed in preparing required paperwork on projects to maintain documents with ease. The following document tips for contractors should be checked off your list to ensure the agency's DBE Program remains in compliance with state and federal guidelines:

- Approved Subcontractor/Hauler Approval Requests
- DBE Status Spreadsheet Completed Accurately by LPA & Professional Services Contractors
- DBE Quarterly Reports Completed Accurately
 - Project Information
 - Prime's Information
 - 1st Tier Subcontractor Information (when applicable)
 - DBE Subcontractor Information
 - DBE Commitment Amount (when applicable)
 - Subcontract Amount
 - Item(s) of Work
 - Signatures/Dates
 - Prime
 - 1st Tier Subcontractor (when applicable)
 - DBE/WBE (when applicable)

As a reminder, the DBE Reporting and Data Management Unit is just a phone call or email away to provide technical assistance. Additionally, onsite assistance is also available as a group or individually. The required documents are located at <https://www.scdot.org/business/bus-development-reporting.aspx>. Please contact the team and submit documents via email at DBEReporting@scdot.org. Thank you for your continued efforts in supporting the agency's DBE Program.

Interstate 26 Widening, MM 85-101 Design Build Project Outreach

The Business Development Center (BDC) of the Division of Minority and Small Business Affairs (MSBA), in partnership with Federal Highway Administration, hosted a design build outreach event for the I-26 Widening project. The event was held at the Brookland Banquet and Conference Center on February 13, 2019. The outreach event allowed certified Disadvantaged Business Enterprise (DBE) firms the opportunity to meet the three “short listed” prime contractor teams for the project.

This was a two-part event (an opening general session and Short-listed Prime contractor’s breakout rooms). During the general session of the outreach, Mr. Dave Dempsey of SCDOT gave a presentation providing attendees with information relating to the project. In addition, each prime contractor offered a 20-minute presentation providing a quick overview of their company, introduced their team and reaffirmed their commitment to the SCDOT DBE program.

For the breakouts, DBEs were split up so each short-listed team would have individuals to meet and

greet. This was a “speed dating” type process, allowing all attending DBE firms the opportunity to acquaint with the short-listed prime teams and to provide them with information via resumes, brochures, business cards, references, etc. Our intent was to ensure that the prime teams would be able to maximize one-on-one time with each DBE firm in their respective breakout room.

In all, 48 DBE firms attended the outreach event to get an opportunity to participate on the I-26 Widening projects 10% DBE goal. We are looking forward to more successful and productive outreach events in the future.



Attendees at the I-26 widening outreach information event.

On the right: Ronald and Hilda Smith of Enterprise Rebar review outreach documents.



Above: MSBA Director Greg Davis, Lieutenant Colonel Christopher Cox, Dominion Performance Solutions, LLC and DBE Program Manager, Anthony Cromartie.



Above: Robinson Family Trucking



On the left: MSBA Ulsylla Johnson and Delicia Wingard greet outreach attendees.



James Cooper speaks with KD Manning & Sons, LLC.

Director Announcements



SCDOT is pleased to announce the promotion of **Mr. Anthony Cromartie** to **Director of Support Services and Business Development**. In this role, Mr. Cromartie will direct activities associated with the Agency's DBE Supportive Services program including oversight of the DBE Business Development Center, DBE outreach efforts and DBE training initiatives.

Anthony is a retired army officer. Upon retirement, he served as Procurement Manager for S.C. State Fiscal and Accountability Authority/MMO. He transitioned to SCDOT where he has led the DBE/SBE Certifications unit, DBE Technical Assistance team, and DBE Mentor-Protégé program. He is a graduate of Troy University where he earned a Master's in Business Management and of Webster University and holds a Master's Degree in Management/Leadership and Human Resources Management.

It is with pleasure that SCDOT announces the appointment of **Mr. Gary Linn** as **Director of DBE Mega Projects Support, Compliance & Technical Assistance**. Mr. Linn's responsibilities include supervising the Agency's DBE Technical Assistance team, directing DBE project monitoring and compliance efforts, establishing DBE project goals and specifications, and serving as the DBE Liaison for all Civil Rights aspects on SCDOT mega projects.

Gary holds a Master of Business Administration from the University of Phoenix and is a retiree of the U.S. Air Force Office of Special Investigations. During his 12 years with SCDOT, he has managed the DBE Certifications unit, DBE Technical Assistance team, and DBE monitoring and compliance efforts. He is also a graduate of SCDOT's Leadership Education and Development (LEAD) program.

SCDOT is pleased to announce the promotion of **Ms. Barbara Beagles** to **Director of Civil Rights Programs**. Ms. Beagles will be responsible for overseeing the Agency's Title VI, External Equal Opportunity (EEO), On-the-Job Training (OJT), and the DBE/SBE Certification Programs.

Barbara is a graduate of the University of South Carolina and holds a Bachelor's Degree in Psychology/Business Administration. She has over 33 years of experience with SCDOT. During her tenure with the Agency, she has managed the Highway/Transportation Careers Training Program, Youth Corps Employment and Training Program, School-to-Work Transitional Program, Summer Transportation Institute Program, and partnerships with the Historically Black Colleges and Universities and Federal Highway Administration. Currently, she serves as Manager of the Agency's Title VI, EEO and OJT programs.

An Intern's Perspective by: Deandre Davis



Entering into the South Carolina Department of Transportation (SCDOT) as a summer intern, I was excited to tackle this new challenge. I had no previous experience in construction, so this opportunity introduced me to a new world. One that I wasn't sure that I would like but was excited to explore. I was anxious for my opportunity to connect with new coworkers and most importantly connecting with minority and small businesses around this great state. With my excitement came the nerves we all get when immersing ourselves into something new.

Since my very first day in the Division of Minority and Small Business Affairs (MSBA) office, I have learned a tremendous amount of new information about myself and about business. The MSBA office is a very complex division. There are multiple moving pieces that all have to work in sync in order for the unit to adequately serve the needs of South Carolinians.

I was afforded the opportunity to work closely with each unit, which gave me the chance to learn their functions and how they work together to make sure that minority and small businesses around the state have access to the resources needed to be successful. Working with the Business Development Center has allowed me to acquire more knowledge of DBE need basis training; assist-

ing in both Technical & Business training set up as well as assisting and networking in outreach opportunities. The prodigious amount of work and preparation needed to host a successful class or workshop has prepared me for my future. Assisting the reporting unit has fine-tuned my attention to detail and accuracy. Observing how the Civil Rights Unit ensures equal opportunities for employees has opened my eyes to the delicate relationship between employees and people in positions of authority.

There are so many lessons I would not have learned if it weren't for this internship. This experience has forced me to hone in on my professional skills. I truly had to learn how to maximize my productivity while maintaining a high standard quality of work. Traveling across the state to visit other SCDOT offices as well as project sites really taught me the ins and outs of state and federally mandated projects as well as how SCDOT runs as a whole. It also gave me a better geographical understanding of how our state operates.

I was presented with the opportunity to work in the call center during hurricane Florence and hurricane Michael. These unfortunate natural disasters exposed me to a different side of SCDOT. Speaking with the citizens of South Carolina as well as residents of other states that were simply passing through really opened my eyes to the importance of state agencies and how they connect us. The most valuable lesson I have learned over the past nine months as an intern in the Division of Minority and Small Business Affairs is the importance of networking. I have formed an abundance of new relationships with people within the entire Department. Whether I am sitting in a meeting with Director Davis or greeting Mrs. Ivory, one of the food service workers, the genuine connections I have made within the South Carolina Department of Transportation and all over the state will never be forgotten.

Information Worth Knowing...

- Commercially Useful Function (CUF). While it's the responsibility of a prime contractor to comply with the requirements of CUF, a DB subcontractor is equally responsible for knowing and following the rules of CUF. In a nut shell – a DBE must perform work with its own forces, own equipment and materials/supplies the DBE negotiated price and paid for them (CFR 26.55).
- If a business or individual submits a false statement on a federally funded project, violations of federal law can be charged. Be sure when signing paperwork attesting you have paid your subcontractors, they have been paid, and in accordance with contract specifications (SCDOT Prompt Payment Clause).
- Do you have what it takes to transition from a subcontractor to a pre-qualified prime contractor? Contact the technical assistance unit for more information (803-737-6426).
- SCDOT is anticipating the advertisement and award of heavy civil demolition contracts in the Richland and Lexington County areas. Contact our technical assistance unit for more details (803-737-6426).

