



DISADVANTAGED BUSINESS ENTERPRISE SUPPORT SERVICES PROGRAM OFFICE

Providing Unique Work for DOT Projects: Express Drug Screening

In a competitive economy, getting work and gaining experience is crucial for companies to stay solvent. DBEs and smaller companies may feel intimidated by large projects offered by entities such as the DOT and forgo exploring those opportunities.

Theretha King and Debra Auer, owners of Express Drug Screening, proved that not only can a DBE firm be part of a large contract, but also that they can successfully learn and grow while simultaneously putting forth a great effort towards their contract.

Express Drug Screening is a local DBE that conducts drug testing for public and private companies. They also run training programs for business owners and supervisors about detecting drug use in the workplace.

Together King and Auer run the business using their complimentary skill sets. Auer brings to the table a business acumen for administrative duties, sales and facilitation; King completes the set with skills in operational management, financial planning and quality control.

In partnership with Aon, DOT OCIP (Owner Control Insurance Program) insurance provider, Express Drug Screening, is contracted to provide all drug screens to anyone working on the I-94 and US 41 reconstruction mega-projects.

This relationship started when DOT decided to target small, women, and minority-owned companies who specialize in drug screening and analysis, claims management, and safety.



Debra Auer & Theretha King, Owners of Express Drug Screening

According to Damien Barr, DOT Risk Manager, "There was no reason *not* to allow EDS to come on board. We want to give DBEs opportunities as long they can cover all aspects of the RFP." Aon was awarded the OCIP on US 41 and I-94 construction projects in 2008 and Express Drug Screening suddenly had a part to play in a multimillion dollar project.

Inside this issue:

Featured Story: Express Drug Screening	1	DBE Primes on I-94 2010 Construction Primes	6
US 41 Construction Resource Fair	2	DBE Contracting Update: I-94 Badger Interchange Project	6
DBE Contracting Update: US 41 Expansion Project	2	DBE Contracting Update: I-94 N/S Corridor Project	7
Featured TrANS Graduate: Joshua Johnson	3	WisDOT Technical Assistance Workshops	7
DBE Firms Contracting By Region	4	WisDOT DBE Program Office Staff	8
DBE Firms Contracting by Region	5	WISDOT DBE Program Policy	8

The DBE Reporter is a publication of the Wisconsin Department of Transportation, Bureau of Equity and Environmental Services, Civil Rights & Compliance Section



Manager: Michele Carter

Editor: Rosalind Roberson

Send comments to: rosalind.roberson@dot.wi.gov



It is the policy of the Wisconsin Department of Transportation to ensure compliance with Title VI of the Civil Rights Act of the 1964, 49 CFR, Part 26; related statutes and regulations to the end that no person shall be excluded from participation in or be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance from the U.S. Department of Transportation on the grounds of race, color, sex, age, disability or national origin.

US 41 Megaproject Construction Resource Fair: Opportunities through 2016



US 41 Expansion Project Labor Development Committee Staff at the Construction Resource Fair

On May 14, the Wisconsin Department of Transportation hosted a Construction Resource Fair at Northeast Wisconsin Technical College bringing together representatives from local organizations to assist those interested in pursuing a career in the construction industry.

A total of 27 vendors were in attendance and an estimated 150 people arrived at the fair looking for information pertaining to jobs in construction.

This is just one example of the many networking opportunities put on by the DOT offices to help individuals and DBE firms get connected with prime contractors and DOT projects.

The US 41 project is a mega-project currently underway.

“There will be opportunities on this project through 2016. There are over 100 different contracts on the US 41 corridor project.

That includes everything from roundabouts to demolition work, to the stuff you actually see on the highway,” said Michele Carter, DBE Program Manager for the Wisconsin Department of Transportation.

While the DOT will not be hiring workers directly, construction companies will need to hire additional manpower. The Resource Fair gave individuals from the community a chance to

network with contractors directly.

Contractors were not the only organizations represented. Vendors included local community-based organizations, skilled labor and trade unions and educational providers to help fair-goers plan for upcoming opportunities. In addition to vendor booths, informal break-out sessions and apprenticeship tours were open to the public.

According to Mark Higley, a DOT supervisor in the Northeast Region on the US 41 Project, “Given that this was the first time an event like this was held in the Northeast Region, and based on feedback from vendors...it was a successful event.”

Attendees thought the information discussed was helpful and useful. The breakout session on how to join a union was the most popular of the event.

DBE CONTACTING UPDATE: US 41 Corridor Expansion Project

(Brown and Winnebago Counties)



Construction Contract Update as of June 30, 2010

Total Contracted Amount	\$114,038,770
DBE Contracted Amount	\$24,462,549
DBE Share	21.5%
Total Paid Amounts	\$69,764,692
DBE Paid Amounts	\$11,357,164
DBE Share Paid	16.3%

Work Hours Update as of June 30, 2010

Total Hours Worked	193,614.70
Total Minority Hours Worked	8,468.70
Minority Share	4.37%
Total Female Hours Worked	6,967.10
Female Share	3.6%

Providing Unique Work for DOT Projects: Express Drug Screening



Express Drug Screening
We bring drug screening to you

Threatha King and Debra Auer of Express Drug Screening at WisDOT Owner Controlled Insurance Program (OCIP) prebid informational meeting and networking session in June 2008.



(Continued from Page 1)

We were really at the right place at the right time," said King, "It was a great opportunity for growth and it helped us get out of the bad situation created by the economy."

A drug screening business isn't what typically comes to mind when a person envisions a DBE business involved with a DOT Mega Project. Clearly, there is work beyond the standard bricks and mortar associated with DOT. Express Drug Screening's work proves that there is a place for unique work and businesses within the framework of government contracts and needs.

It has been a learning experience for King and Auer – being a part of a large government contract has helped them grow comfortable working on multi-million dollar

projects. From the contacts they have made and the meetings /communication required, to the knowledge of how government contracts work, the people at Express Drug Screening have and grown more confident when taking on large projects taken the experience and applied their know-how to their private clients and grown more confident when taking on more projects.

Between 2008 to 2009 Express Drug Screening gross sales has almost doubled. To keep up with the larger projects and increased workload, Auer and King have hired additional staff. They plan on retaining the new employees even after their work with DOT is finished.

They currently have 14 part-time employees and plan to hire two additional

workers in 2010. If all goes well, they will also add offices in Green Bay and Madison.

Networking and word-of-mouth is their best source for recruiting qualified workers. "Because of the type of work we do," says King, "our workers are either retired seniors looking to supplement their income or college students on summer break."

Express Drug Screening is located at 2525 N. Mayfair Rd, Wauwatosa, WI.

There are always opportunities for unique work that can greatly improve a company's experience, contacts and revenue. Companies only need to reach out and try for these potential contracts. If they do, the benefits could be overwhelming—just ask Express Drug Screening.

Featured TrANS Graduate: Joshua Johnson

Meet Joshua Johnson. Five years ago he had no construction experience and didn't know much about the field.

Dial up to 2010. Joshua is now part of the Walsh Construction crew grade checking, working on excavations and doing other laborer tasks on the I-94 project.

How did Joshua change his career life so drastically? With a few key opportunities through the TrANS program and a lot of hard work.

Five years ago, Johnson was looking for a job. A friend of his tipped him off that Walsh Construction was looking to hire people to work on the Marquette Interchange Project.

After he completed the application for employment with Walsh, Johnson waited in the office to speak with the person in charge,

Jay Titus. "I didn't think I would be hired because I had no experience but something in my gut told me to stay, talk to Jay and see what happened."

Titus suggested that if Joshua was serious about getting involved in construction that he attend the DOT's TrANS program at WRTP/Big Step.

By taking the initiative to enroll in the TrANS program, Johnson showed the people at Walsh that he was serious about training.

Two days later Joshua got a call asking him to work for Walsh. He accepted and the rest, as they say, is history.

"The biggest part of the TrANS experience was that it was all



Joshua Johnson, Walsh Construction Employee

new. I had never done highway construction before," Johnson explained.

It was Joshua's interest, drive, and determination to learn about highway construction which lead to him pursuing a career in road construction through the Laborers Local 113.

Joshua Johnson graduated in November of 2005 and achieved his journeyman status in 2007. Johnson noted, "Without TrANS, I most definitely wouldn't be where I am today."



Milwaukee County Business Development Goal Setting Sub-Committee
 from l to r: Tom Walker, Wisconsin Transportation Board Association; Darius Wright, Edwards Engineering; Roberto Gutierrez, WisDOT SE Region; Bill Mohr, SE Region; Michele Carter, DBE Program Manager; State Senator Spencer Coggs, Committee Co-Chair; Brian Mitchell, Choice Construction; Tom Burse, Buveck Consultants; Wafa Elqaq, SE Region; Yemi Falomo, DBE Program Engineer; Not in picture: Lupe Martinez, UMOS Executive Director & Committee Co-Chair, Adetoye, Adeniyi, SE Region.

NORTH WEST

A&A Trucking and Excavating, Inc.
 Arrow Construction, Inc.
 C&W Trucking Company of Bayfield
 Cam Construction Company, Inc.
 Community Engineering Building Services
 Con-Cor Company, Inc
 Cruz Trucking and Grading
 CT ENT of Sand Creek, LLC
 Era Valdivia Contractors, Inc.
 Fencing Plus, Inc.
 Hard Rock Sawing and Drilling
 Hardcore Cutting, LLC
 Heider & Bott Company
 Highway Solutions
 J&L Steel Erectors
 Karen's Trucking
 KG Landscaping
 LCO Development Corporation
 Liquid Stone Sawing
 Mega Rentals, Inc.
 Paradise Trucking Corporation
 Red Feather, LLC
 RLJ Trucking, LLC
 Schill Trucking, Inc.
 Steve Park Trucking
 The Lindberg Company
 Utility Sales & Supply, Inc.
 Westaby Trucking, LLP

NORTH CENTRAL

Arbor Green, Inc.
 Community Engineering Building Services
 Hard Rock Sawing and Drilling
 J & L Steel Erectors
 Kowalski Trucking
 Mega Rentals, Inc.
 Paradise Trucking Corporation
 Schill Trucking, Inc.
 Sommers Construction Company, Inc.

NORTH EAST

Arbor Green, Inc.
 Badger Lighting & Signs, Inc.
 Big Horn Trucking, LLC
 Cam Construction Company, Inc.
 Choice Construction Companies, Inc.
 CISCO Distributing, LLC
 Community Engineering Building Services
 Con-Cor Company, Inc.
 Crowley Construction Corporation
 De Artega, Inc.
 Double D Landscape, LLC
 Ed Gersek, Inc.
 Era Valdivia Contractors, Inc.
 Fencing Plus, Inc.
 Ground Effects of WI, Inc.
 Hard Rock Sawing and Drilling
 Hardcore Cutting, LLC
 Heider & Bott Company
 Interstate Sealant & Concrete, Inc.
 McDowell Construction Corporation
 Mega Rentals, Inc.
 Pendleton Industries, Inc.
 Sommers Construction Company, Inc.
 Superior Lawn & Landscape
 Sweeney Materials, Inc.
 Szada Trucking, Inc.
 Twin Lakes Transit, Ltd
 Utility Sales & Supply, Inc.

SOUTH EAST

A&A Trucking and Excavating, Inc.
 Adam Enterprises, Inc.
 Adams Crete, LLC
 Adaptive Electrical Controls, Inc.
 All County Electric Supply, Inc.
 All Pavement Marking, Inc.
 Arbor Green, Inc.
 Arrow Construction, Inc.
 Arrow-Crete Construction, LLC
 Badger Lighting & Signs, Inc
 Big Horn Trucking, LLC
 Brown R Cartage Company
 Burse Surveying and Engineering
 Cam Construction Company, Inc.
 Casso & Sons Trucking
 Choice Construction Companies, Inc.
 CM Sobczyk Trucking, Inc.
 Community Engineering Building Services
 Community Traffic Control, LLC
 Con-Cor Company, Inc
 Cornelius Contractors Corporation
 Crowley Construction Corporation
 DK Contractors, Inc.
 Dolson, Inc.
 Gestra Engineering, Inc.
 Great Lakes Archaeological Research
 Great Lakes Soil & Env Consulting, Inc
 Habermehl Electric, Inc.
 Hall Trucking
 Hard Rock Sawing and Drilling
 Hardcord Cutting, LLC
 Heider & Bott Company
 Heritage Ready Mix, Inc.
 J&L Steel Erectors
 K&B Trucking, Inc.
 Kramer, Inc.
 Liberty Contractors, Inc.
 M.D. Brown Trucking, LLC
 McCain Contract Trucking
 McDowell Construction Corporation
 Mega Rentals, Inc.
 Meticulous Services, Inc.
 MJM Trucking, LLC
 Nuvo Construction Corporation
 Ojibwa Ready Mix, LLP
 Patriot Truck Service, Inc

Pendleton Industries, Inc
 Platt Construction Corporation
 Sirrah Construction
 Sommers Construction Company, Inc
 Sonag Ready Mix, LLC
 South Star, Inc.
 Tan Trucking
 Tremmel-Anderson Trucking, LLC
 Tri0Star Supply, Inc.
 Twin Lakes Transit, Ltd
 Underground Pipeline, Inc.
 Vista Design and Construction, LLC
 Vizcaino's Trucking, LLC
 Waterford Truck Service, Inc.

SOUTH WEST

A&A Trucking and Excavating, Inc.
 Arbor Green, LLC
 Badger Lighting & Signs, Inc.
 Boscobel Excavating, Inc.
 Bullet Transit Company, Inc.
 Cam Construction Company, Inc.
 Casso & Sons Trucking
 Community Based Emp & Ref Services
 Con-Cor Company, Inc.
 CZ Trucking Company
 Fencing Plus, Inc.
 Fischbach, Inc.
 Franklin Trucking, Inc.
 Hairston Trucking, LLC
 Hall Trucking
 Hard Rock Sawing and Drilling
 Hardcord Cutting, LLC
 Heider & Bott Company
 Interstate Sealant & Concrete, Inc.
 J&L Steel Erectors
 Jose G Mora Trucking
 Karen Paulson Trucking, Inc.
 KG Landscaping
 Kramer, Inc.
 Mega Rentals, Inc.
 Meticulous Services, Inc.
 Pendleton Industries, Inc.
 RLJ Trucking
 Sommers Construction Company, Inc
 South Star, Inc.
 The Lindberg Company
 Tremmel-Anderson Trucking, LLC
 Tri-Star Supply, Inc.
 Twin Lakes Transit, Ltd
 Vizcaino's Trucking, LLC

DBE Primes on I-94 2010 Construction Projects

Globe Contractors was awarded the contract for the Mitchell Interchange CMKE Sanitary Sewer on June 8, 2010.

This DBE had the low bid that was more than 25% under the engineering estimate. The work includes clearing, grubbing, removals, sanitary sewer, base aggregate dense, concrete pavement, and restoration.

The other DBE firm awarded prime contracts on I-94 project is Vista Design & Construction. It has three contracts: two for noise barrier walls and one for the east frontage road in Kenosha County.

The low bids for the barrier walls were \$407,179.06 and \$605,434.98 (both more than 30% below the engineering estimate); the low bid for the frontage road came in 16.5% under the engineering estimate at \$1,227,501.22.

Vista will be responsible for clearing, grubbing, fence removal, noise barrier structure and restoration.

The work for the frontage road includes removals, grading, base aggregate, HMA pavements, structure, storm sewer, permanent signing, pavement marking, fencing, and restoration.

The mandatory subcontracting items are: concrete sidewalk, fencing, erosion control, landscaping, signs, traffic control, and pavement marking.

On June 15th, DOT held a Pre-Bid Meeting for the Mitchell Interchange project which is estimated to cost \$163 million. At the meeting, 114 people from 73 firms were in attendance (29 of which were DBEs). To learn more about upcoming DBE contracting



Tim Poehnel, P.E., Vista Design & Construction (A WisDOT DBE Firm)

opportunities on the I-94 North South Freeway Project, DBEs and community stakeholders are invited to attend the I-94 N-S Business Development Committee meetings on the third Thursday of each month from 4:30 p.m. to 6:00 p.m.

Contact the DBE office at (414) 438-4583 for meeting locations.

DBE CONTACTING UPDATE: I-94 Badger Interchange Project

(Dane County, Wisconsin)



Construction Contract Update as of June 30, 2010

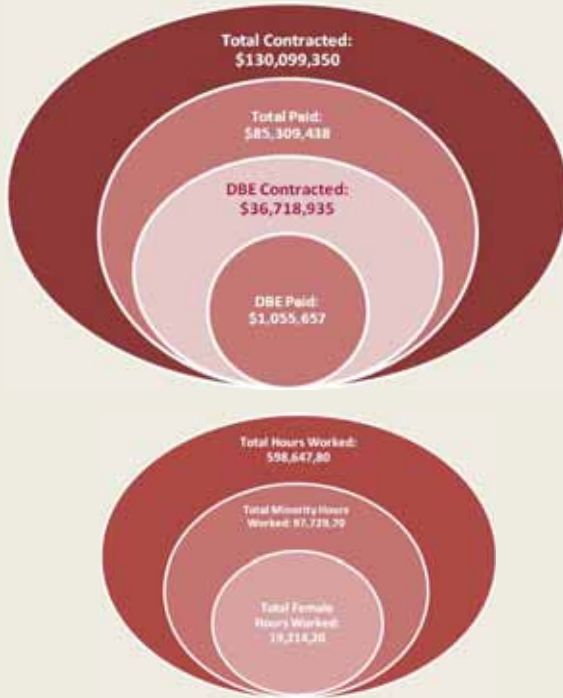
Total Contracted Amount	\$46,841,224
DBE Contracted Amount	\$6,628,499
DBE Share	14.2%
Total Paid Amounts	\$9,527,543
DBE Paid Amounts	\$1,055,657.62
DBE Share Paid	11.1%

Work Hours Update as of June 30, 2010

Total Hours Worked	37,052.60
Total Minority Hours Worked	1,920.80
Minority Share	5.18%
Total Female Hours Worked	1,001.80
Female Share	2.7%

DBE CONTACTING UPDATE: I-94 North-South Freeway Project

(Milwaukee, Racine & Kenosha Counties)



Construction Contract Update as of June 30, 2010

Total Contracted Amount	\$130,099,350
DBE Contracted Amount	\$36,718,935
DBE Share	28%
Total Paid Amounts	\$85,309,438
DBE Paid Amounts	\$23,049,573
DBE Share Paid	27%

Work Hours Update as of June 30, 2010

Total Hours Worked	598,647.80
Total Minority Hours	97,729.70
Minority Share	16.33%
Total Female Hours Worked	19,214.20
Female Share	3.21%

WisDOT DBE Technical Assistance Workshops

DOT DBE Support Services Program Office hosted a technical assistance training workshop on June 25, 2010 at the SE Region Office on 141 N. Barstow Street, in Waukesha, WI.

The Post Award Contract workshop was one of several technical assistance trainings offered to registered DBE firms that do business with DOT.

The focus of this training was understanding contract components and contractors legal obligations to primes, subs, and DOT. Topics included contract agreement with primes, preconstruction conferences commonly called Precons, contract execution, scheduling, notice to proceed, field operations, change conditions, and closeout just to name a few.

"This session was full of really great information. The legal info was superb and the contract presentation was extremely detailed and very informative", said Harvind Singh of Singh & Associates, Inc.

In addition to DBE Orientations, DBEs have requested and attended workshops on landscaping, Erosion



Front Row (L to R): Matthew Tharanyil, Bloom Companies, (Trainer); Lucretia Choice, Choice Commercial Cleaning; Emily Baumhardt, Twin Lakes Transit; Gopal Adhikary, Himalayan Consultants; Leni Siker, Siker Financial Services; Tim Poehnelt, Vista Design (Trainer); Penny Choice, Choice Commercial Cleaning. **Back Row** (L to R): Alicia Griffin, Serendipity Communication; Tim Baumhardt, Twin Lakes Transit; Lafayette Crump, Crump Law Firm; Jerome Power, J P Landscaping; Alice Rouse, Meticulous Services; Joe Kozlowski, Badger Lighting and Signs' Arthur Delany, Advance Painting & Construction Builder. Not in picture: Jaya Sharma, 4N-Consultants (Trainer), Adetoye, Adeniyi, SE Region, Scott and Cheryl Carroll, Kaptain Engineering; and Harvind Singh, Singh & Associates, Inc.

Control Implementation Plan (ECIP), Consultant Financial Report (commonly known as CFR), effective teaming, estimating DOT projects and target marketing.

To request a technical assistance training in your region, contact the DBE Program Office at (414) 438-4583.

Wisconsin Department of Transportation Bureau of Equity and Environmental Services



Civil Rights and Compliance Section

Eugene Johnson, BEES Director

Hills Farms Office
4802 Sheboygan Avenue
Madison, WI 53705
(608) 267-6669

Michele Carter, Section Manager

DBESS Office
6150 W. Fond du Lac Avenue
Milwaukee, WI 53218
(414) 438-4583

Oluyemi Falomo

DBE Engineer

Rochelle Codlyn

DBE Program Analyst (Certification & Good Faith)

Vincent Fisher

Affirmative Action Program Specialist / Coordinator

Suki Han

Contract Administrator—Federal Programs Specialist

Bruce Coder

Certification Analyst (Financial)

Tess Mulrooney

CRCS Project Lead

Rosalind Roberson

Civil Rights—Urban Outreach Strategist

John Franklin

Senior Certification Analyst—Policy Expert

Andrey Moore

Labor Development Specialist

Lakeia Cobbs

Equal Opportunity Specialist (ARRA)

Paul Ndon

Equal Opportunity Specialist (ARRA)

Felicia Harris

Equal Opportunity Specialist (ARRA)

The Bureau of Equity and Environmental Services (BEES) is dedicated to the assurance of civil rights and environmental compliance, affirmative action, equal employment opportunity, labor compliance and services for disadvantaged business enterprises for the Wisconsin Department of Transportation.

It is the policy of WisDOT to support the fullest possible participation of firms owned and controlled by disadvantaged individuals in federal aid and state highway contracts within the state of Wisconsin. This includes assisting disadvantaged business enterprises throughout the life of contracts in which they participate.