



WisDOT DBE Reporter is a publication of the Wisconsin Department of Transportation Office of Business Opportunity and Equity Compliance.

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INSIDE THIS ISSUE

Tribal Transportation Conference	1
Mentor Protégé Program for Professional Services	2
DBE Construction Summary Report	4
DBE Contracting Updates	5
Megaprojects Workforce Hours	7
WisDOT TrANS	7
Marketplace 2015	8

2015 Summer Edition

WISDOT DBE REPORTER

A NEWSLETTER FROM THE OFFICE OF BUSINESS OPPORTUNITY & EQUITY COMPLIANCE

Registration is now open for the 2015 Wisconsin Tribal Transportation Conference

**November 3-4, 2015
Radisson Hotel & Conference Center
Green Bay, WI**

The conference is an outstanding opportunity for tribal, state, local and federal professionals to increase their knowledge of the government-to-government relationship between the 11 federally recognized tribes of Wisconsin and the Wisconsin Department of Transportation. This year's conference will include sessions on safety, economic development, environmental and cultural resources and other topics related to tribal transportation.

Networking opportunities for businesses and organizations interested in the transportation construction industry will also be part of this year's conference line-up.

[CLICK HERE TO REGISTER](#)

Registration Deadline: October 23, 2015

[View the Conference Schedule](#)

If you have any questions or would like more information, please contact:



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Wisconsin Department of Transportation
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We hope to see you there!

The Office of Business Opportunity and Equity Compliance (OBOEC) Launches the new WisDOT Mentor Protégé Program for Professional Services!

What is Mentorship?

Mentorship is a learning and development partnership between someone with vast experience and someone who wants to learn. Mentorship provides critical benefits to individuals as well as organizations. Over the years, numerous publications have established the centrality of mentorship to business success for everyone and particularly for minorities and women trying to break into the white male-dominated business world. The specific benefits provided by mentorship include insider information, education, guidance, moral support, inspiration, sponsorship, an example to follow, protection, promotion, the ability to “bypass the hierarchy,” access to otherwise invisible opportunities, and tutelage in corporate politics. The practice of matching and cultivating relationships between large and small firms yield a significant return on investments, enhances business objectives and works effectively towards competing in today’s market.

Program Background

The Mentor/Protégé Program for Professional Services is a WisDOT initiative established to provide an opportunity for DBE firms to receive developmental assistance in business and/or technical areas from prime consultants performing on WisDOT projects. The goal of the mentoring experience is to act as a catalyst for the protégé to become a successful sub-consultant to government agencies and consultants in the private sector. It is anticipated that this experience will foster a relationship between the mentor and the protégé, and provide increased opportunities that will contribute to the protégé’s technical and business development and growth.

The Wisconsin Department of Transportation in a collective effort with the Federal Highway Administration has worked diligently to continue the forward progression of the Mentor/Protégé Program for Professional Services and WisDOT DBE consultant firms. This effort has resulted in six Mentor/Protégé Pairs who have completed the process described below.

Process

1. Mentor/Protégé Pairing

The process began with surveys emailed to WisDOT prime consultants to recruit mentors and to match primes with DBE firms who have similar interest and business functions. WisDOT offer two options for pairing. If the prime and DBE firm have an existing relationship, they could enter the program as an “acquainted” pair. The second option is when the DBE firm solicits the support of the DBE office to pair him/her with a WisDOT prime consultant.

2. Prerequisites and Eligibility

During the pairing phase, the prime and DBE firms must determine if they met all the prerequisites and eligibility requirements of the program. The prerequisites for the protégé are a current DBE certification annual affidavit, submission of a formal business plan or the SBA 1010C Form, completion of an extensive business assessment, and in operation for at least one year prior to initiating the pairing. All six pairs had an existing relationship before entering the WisDOT Mentor Protégé Program for Professional Services.

The prerequisite for the mentor is a record of performance as a USDOT contractor or a record of quality performance as a subcontractor. To participate in the program mentor and/or protégé must:

- Be in good standing with WisDOT i.e. cannot be on the Suspended and Debarred Firms List,
- Under no circumstances is the mentor permitted to have an ownership interest of any kind in the protégé firm.
- The mentor must be on the WisDOT Consultant Roster or a registered professional engineer (PE) firm,
- The business development area selected by pairs is consistent with the firm’s primary line of business and/or beneficial to WisDOT’s competitive environment,
- Submit a memorandum of understanding.

3. Memorandum of Understanding and Reimbursement

The Memorandum of Understanding (MOU) provides the framework for business development or technical assistance the mentor has agreed to provide to the protégé, as well as the conditions under which both parties will operate. This written development plan must clearly set forth objectives of the parties’ involved, respective roles, duration of the agreement and the services and resources to be provided by the mentor to the protégé. The MOU is where the pairs document the type of reimbursement WisDOT has agreed to pay the mentors for its services.

WisDOT Mentor Protégé Program for Professional Services! *continued*

Mentors are reimbursed for quantifiable and allowable training and assistance in one of two ways:

- If a Mentor/Protégé pair is selected as a team on a federally funded DOT project, mentors will receive 2% of the DBE firm's contract amount on that project.
- When the pairs submit their training plans, WisDOT will review the plans and request from the mentor an estimate to conduct the training. WisDOT will then enter into a specialty contract to reimburse the Mentor for quantifiable and allowable training of the protégé.

Once a final MOU is signed by both parties and approved by WisDOT officials the agreement will remain in effect for a minimum of three years (36 months) with the possibility of a two-year extension.

4. Training Plans

The next step in the Mentor/Protégé process is to establish a training plan based on the goals and objectives of the DBE firm. The pairs must identify, agree and document the type of training, when and where the training will take place, who will be conducting the training and who will be receiving the training. The training plan must also outline the intended results. The training plan

can have more than one goal that can occur concurrently or sequentially.

WisDOT Office of Business Opportunity and Equity Compliance is proud to announce the following Professional Services Firms Mentor/Protégé Pairs for 2015. Each pair has met all the prerequisites and eligibility requirements which include a Memorandum of Understanding signed by both parties and approved by WisDOT officials for the next three years.

The WisDOT Mentor Protégé Pairs for Professional Services are as follows:



Mead & Hunt and Spann & Associates

Mentor: Darrell Berry, Senior Manager, Mead Hunt, Inc. (R)

Protégé: Bruce Spann, President & CEO, Spann & Associates, LLC (L)

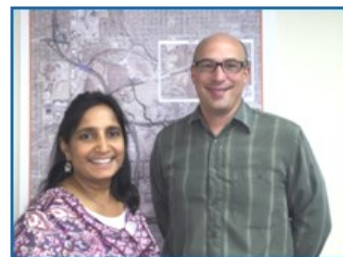
R.A. Smith National and M Squared Engineering

Stephan Hoffmann, PE, Director, Transportation Services, R.A. Smith National LLC (R)

Minal Hahm, PE, CFM, Principal Engineer, M Squared Engineering, Inc. (L)

Mentor:

Protégé:



Graef USA and Rivera & Associates

Mentor: Burt Naumann, Senior Vice President, Graef-USA, Inc. (R)

Protégé: Michael Rivera, President/CEO, Rivera & Associates (L)

WisDOT Mentor Protégé Program for Professional Services! *continued*



HNTB and TranSmart Technologies

Mentor: Scott Solverson, Vice President, HNTB Corporation (L)

Protégé:

Dr. Connie Li, President/CEO, TranSmart Technologies, Inc. (M)

Chuck Wade, Director of Planning Services, TranSmart Technologies, (R)

Pictures not shown:

MSA and Lynch & Associates

Mentor: Michael Statz, Wisconsin Transportation Manager, MSA Professional Services

Protégé: Jodi Lynch, President, Lynch & Associates-Engineering Consultants

AECOM and P3 Development Group

Mentor: Nathan Guequierre, Senior Planner, AECOM

Protégé: Genyne Edwards and Dominique Samari, Partners, P3 Development Group

DBE Support Services Consultant, Benjie Hayek of R.A. Smith National, Inc., is assigned to monitor the pairs over the course of their agreement and receives training progression reports from the mentors on a monthly basis.

WisDOT and the OBOEC Team congratulate the Mentor Protégé Pairs in pursuing a worthwhile endeavor.

The DBE Office is currently recruiting mentors and DBE firms for the Fall Class. If you are interested in participating in the WisDOT Mentor Protégé Program for Professional Services contact Benjie Hayek at (262) 317-3321 or Rosalind Roberson, WisDOT DBE Support Services at (414) 438-2154 or rosalind.roberson@dot.wi.gov.

WisDOT DBE Construction Summary

Federal Contracts DBE Overall Annual Goal 13% November 2014 to August 2015

Estimated FFY 2015 Federal Funds	\$600,394,435
FFY 2015 DBE Projection (13% of Federal Funds)	\$78,051,277
Federal Contract Amount (Nov 2014 - Aug 2015)	\$484,406,352
DBE Funds Committed to Date	\$54,830,450
DBE Percent Committed to Date (DBE / Federal)	11.32%



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MEGAPROJECT DBE CONTRACTING UPDATE



The WIS 441 Project will reconstruct and expand approximately 6 miles of US 10 / WIS 441 from 4 lanes to 6 lanes between Cold Spring Road (County B) and Oneida Street (US 10) in Winnebago County and reconstruct five interchanges and the Roland Kampo Bridge.

Highlights of the project include:

- Constructing a 2nd parallel bridge over Little Lake Butte des Morts
- Reconstructing the I-41/WIS 441/US 10 system-to-system interchange to provide free flow movements to and from all highways
- Re-aligning WIS 441 to provide a safer facility designed for 65-mph
- Reconstructing the Appleton Street (WIS 47), Racine Street (County P), Midway Drive (County AP) and Oneida Street (US 10) interchanges to provide a safer facility
- Adding auxiliary lanes on I-41 for safer highway merges

The project is needed to address safety concerns and traffic demands on one of the region's vital transportation routes. Currently, the crash rates on US 10/WIS 441 exceed statewide averages for similar urban freeways. Traffic volume is expected to rise on US 10/WIS 441 in the years ahead, and additional traffic lanes are needed to safely accommodate this increase. The existing interchanges also need safety and capacity improvements.

Wis 441 as of June 2015	Construction Contracts	Design Engineering	Construction Management
Total Contracted Amount	\$69,287,075	\$31,544,337	\$6,777,070
DBE Contracted Amount	\$3,166,230	\$4,159,904	\$810,688
DBE Share	5%	13%	12%
Total Paid Amounts	\$45,615,706	\$27,862,674	\$2,450,693
DBE Paid Amounts	\$1,779,559	\$3,743,172	\$362,465
DBE Share Paid	4%	13%	15%



I-41 Corridor Expansion Project Contract Execution to completion: 2009 to 2017 (Brown County and Winnebago County)

I-41 as of June 2015	Construction Contracts	Design Engineering	Construction Management
Total Contracted Amount	\$970,758,490	\$86,373,117	\$97,195,923
DBE Contracted Amount	\$78,136,003	\$18,417,477	\$42,895,578
DBE Share	8%	21.3%	44.1%
Total Paid Amounts	\$841,523,646	\$83,799,303	\$72,524,583
DBE Paid Amounts	\$71,223,879	\$17,533,932	\$32,035,492
DBE Share Paid	8.5%	20.9%	44.2%

MEGAPROJECT DBE CONTRACTING UPDATE *continued*



Zoo Interchange Project Contract Execution to completion: 2015 to 2017 Milwaukee County

ZOO IC as of June 2015	Construction Contracts	Design Engineering	Construction Management
Total Contracted Amount	\$472,503,724	\$101,876,572	\$34,782,650
DBE Contracted Amount	\$65,417,453	\$17,025,277	\$5,280,529
DBE Share	14%	17%	N/A
Total Paid Amounts	\$364,516,525	\$98,083,849	\$21,509,633
DBE Paid Amounts	\$47,393,737	\$14,056,544	\$401,567
DBE Share Paid	13%	14%	N/A



I-39-90 Expansion Project Contract Execution to completion: 2015 to 2021 (Dane County and Rock County)

I-41 as of June 2015	Construction Contracts	Design Engineering	Construction Management
Total Contracted Amount	\$71,911,528	\$64,933,216	\$5,233,704
DBE Contracted Amount	\$3,125,538	\$13,182,691	\$522,051
DBE Share	4.35%	20.2%	10%
Total Paid Amounts	\$31,958,278	\$48,014,954	\$2,732,983
DBE Paid Amounts	\$712,152	\$8,531,293	\$401,567
DBE Share Paid	2.23%	17.7%	14.69%



Verona road (US 41/151) Project Contract Execution to completion: 2014 to 2021 (Dane County)

I-41 as of June 2015	Construction Contracts	Design Engineering	Construction Management
Total Contracted Amount	\$80,608,166	\$22,434,875	\$3,306,287
DBE Contracted Amount	\$4,254,387	\$4,160,294	\$1,041,086
DBE Share	5.28%	18.54%	31.48%
Total Paid Amounts	\$40,416,879	\$21,828,458	\$2,664,711
DBE Paid Amounts	\$2,563,633	\$3,980,678	\$877,618
DBE Share Paid	6.34%	18.23%	32.93%

MEGAPROJECT WORKFORCE HOURS

Megaproject Regions	SE Region	NE Region		SW Region	
Workforce hours as of June 2015	ZOO IC	I-41	WIS 441	I-39-90	VERONA RD.
TOTAL HOURS WORKED	1,563,179	3,345,619	151,214	144,356	213,641
TOTAL MINORITY HOURS WORKED	273,455	208,230	8,553	9,654	13,707
MINORITY SHARE	17.5%	6.79%	5.66%	6.69%	6.42%
TOTAL FEMALE SHARE	5,2,695	76,048	2,338	4,389	7,001
FEMALE SHARE	3.4%	2.3%	1.55%	3.04%	3.28%



TRANSPORTATION ALLIANCE FOR NEW SOLUTIONS (TrANS)

Transportation Alliance for New Solutions or TrANS is WisDOT's On-The-Job Training program that seeks to increase training opportunities for women, minorities and disadvantaged individuals, and to meet contractors' needs in all geographic locations in Wisconsin. It is an industry driven plan of services to address the outreach, preparation, placement and retention of women, minorities and non-minorities as laborers and apprentices in highway skilled trades.

These candidate preparation and contractor coordination services are provided by community based organizations such as VRTP/Big Step and Forward Services.

VRTP and Forward Services conduct training that consists of 120-hour hands-on instruction exposing participants to the world of highway construction and careers.

The students receive instruction in basic road building skills such as curb and gutter, tool identification, basic framing, and cement finishing required to effectively function on a road construction project. Other subjects taught are flagging, OSHA safety, practical math, CDL preparation, and apprenticeship testing.

Below depicts milestones completed by VRTP and Forward Services as of June 2015.

TrANS Milestones as of June 2015	GENDER		TOTAL	ETHNICITY	
	Male	Female		Minority	Caucasian
Screened	101	25	126	99	27
Trained	22	10	32	23	9
Graduates	18	8	26	20	6
Placements (<i>new hires and rehires</i>)	20	2	22	18	4



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Paul Ndon, Trucking Utilization Specialist
Taqwanya Smith, Senior Title VI Analyst
Danielle Yancey, Tribal Liaison
Deborah Albright, Madison Support
Mark Lewis, Milwaukee Support

WisDOT DBE Reporter Summer 2015

34TH GOVERNOR'S CONFERENCE ON MINORITY BUSINESS DEVELOPMENT
Welcoming minority, women and veteran-owned businesses

WISCONSIN ECONOMIC DEVELOPMENT CORPORATION
OCTOBER 29-30, 2015

THRIVE THROUGH CHANGE
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MarketplaceWisconsin.com

MARKETPLACE WISCONSIN

- ✓ BUSINESS AND RESOURCE EXPO
- ✓ BUSINESS AWARD PROGRAM
- ✓ SPOTLIGHT SEMINARS
- ✓ NETWORKING
- ✓ MEETINGS WITH BUYERS
- ✓ SMALL BUSINESS ACADEMY

SMALL BUSINESS ACADEMY AT MARKET PLACE 2015 OCTOBER 29TH 8 AM—1 PM

Marketplace 2015, the Governor's conference on minority, women and veteran business development is pleased to introduce:

SMALL BUSINESS ACADEMY

A special half day program focused on providing entrepreneurs and start-up businesses an opportunity to connect with financial and technical resource providers, learn the tools needed to start and grow their businesses and network with other businesses.

The program is provided for FREE and registration is now open!

Potawatomi Hotel & Casino

1721 West Canal Street
Milwaukee, Wisconsin

For questions, please contact:
Brittney Schultz
Wisconsin Economic Development Corporation
(608) 210-6867
Brittney.schultz@wedc.org

REGISTRATION 8:00 AM

WELCOME 8:30 AM

Rebecca Kleefisch, Lieutenant Governor
State of Wisconsin

WORKSHOPS 8:40 to 1:00 PM

- Getting Started Right
- Financing Resources
- Pricing/Estimating/Contract Review
- Marketing/Social Media
- Legal/Insurance
- Human Resources/Working with Consultants
- Financial Management (record keeping, cash flow, taxes)
- Understanding Credit
- Business Management/Internal Leadership
- Development
- Roundtable in your Business Area
- Making Connections