ONE-ON-ONE with D.M. Conlon, Inc.
Dan-Kel Concrete Cutting, Coring & Scanning

EDIP Conference:
Little by Little, Purpose, Process, Progress
Hello Readers,

The year 2019 was an exciting one for SCDOT and for those the Division of Minority and Small Business Affairs (MSBA) are privileged to serve. The year was marked by more in-depth business and technical training for local DBEs, like the Entrepreneurial Development Institute program; strategic outreach events and roundtable discussions designed to better position small businesses to effectively succeed on SCDOT projects; collaborations with industry partners, like airports and local public transit agencies; and educational opportunities for college interns and high school students. All of these initiatives will ultimately benefit the citizens of South Carolina.

Since the passage of the gas tax, $1.1 billion has been invested in our state's highways, roads and bridges. We look forward to continual investments and trust that small, women- and minority-owned businesses take full advantage of the construction, professional service and supplier opportunities these projects afford. You may do so by staying engaged with the MSBA division, investigating supportive resources we provide, reviewing material we forward to you, and acting upon the beneficial information being made available to you.

Greg Davis
Director Minority & Small Business Affairs

$1.1 Billion in New Gas Tax Trust Funds Invested in:

- $762M Pavements
  - Jefferson Davis Highway, US-1 in Kershaw County

- $117M Rural Road Safety
  - US-25 in Greenville County

- $11M Additional Bridges
  - Garrett Road, Edgefield/McCormick

- $247M Interstate Widening
  - I-77 Widening

- $1.1 Billion in New Gas Tax Trust Funds

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ONE-ON-ONE with D.M. Conlon, Inc. Dan-Kel Concrete Cutting, Coring & Scanning

D.M. Conlon, Inc., better known as Dan-Kel Concrete Cutting, Coring and Scanning was established in 1983. The name Dan-Kel was coined as a combination of my husband’s and my names (Dana and Kelly, shortened to Dan-Kel). We have been servicing the Grand Strand area for over 30 years.

D-M. Conlon, President and CEO of Dan-Kel Concrete Cutting, Coring and Scanning is a company that performs concrete cutting services to include wire sawing, flat sawing, wall sawing, core-drilling, breaching and removal, as well as ground penetrating radar (GPR) scanning. We specialize in highway, bridge and airport rehabilitation including marine ports and underwater sawing, heavy wire sawing and industrial work.

Having a keen interest in the construction industry and learning of the potential growth in the Myrtle Beach area spurred us to open Dan-Kel. It became obvious early on that our services were not readily available in the region. Our work with SCDOT includes interstate rehab projects including I-20, I-77, I-85, and I-95, as well as other secondary highways. We have also been involved in many bridge replacement projects, SC Port rehab projects and airport improvement projects.

Dan-Kel became a SC DBE certified company in October 2015 and has benefitted in many ways through its affiliation with SCDOT. By attending various educational seminars, informative courses and specific meet and greets, we have met many other small businesses like us and it has opened doors for the company that otherwise would not have happened. I wanted to be part of the DBE program because of the resources and support that the SCDOT can provide and to become more educated as an economically disadvantaged business.

As a woman-owned, small business, I am the majority owner, president and CEO and responsible for all contracts, purchases and decision-making in the company. As a DBE, the greatest accomplishment for my company is the benefit of developing long-lasting relationships with prime contractors and subcontractors as well as the constant support and positivity from SCDOT. This has helped grow my business from two employees back in 1983 to currently 65 employees. Our company has experienced tremendous growth during the last seven years. We now have five locations in four states. My long-term goal is to continue to grow my company until it no longer qualifies as a DBE.

We are a small company and consider our employees Dan-Kel family. We are passionate about cutting concrete and we have developed our own machines and methods that are proprietary to Dan-Kel. Our commitment to providing professional and efficient services to our customers is our number one priority.

Deep sawing at port.

Lake City Bridge demolition.

Wire sawing at Lake Tillery.

CAE hosts first ever Airport Rental Car Supplier Diversity Outreach

By Lakisha Darby

Columbia Metropolitan Airport (CAE) along with twenty-nine airports across the country organized and implemented the first ever Airport Rental Car Supplier Diversity Outreach Day on April 30, 2019 with the assistance of the following resource partners: AMAC, Avis/ Budget, Enterprise, Hertz, Dollar/Thrifty, Charleston Airport, Myrtle Beach and SCDOT. This event was to target activity focused on car rentals and increasing awareness of business opportunities for small businesses in the aviation industry by engaging over 1,084 attendees in one day. Over 46% of the firms attending were not DBE/ACDBE certified. This nationwide event was a collective and unified step by airports to assist DBE/ACDBE and small firms in their efforts to overcome challenges associated with entry into this unique airport market. At Columbia Metropolitan Airport, we had two businesses (one certified and one is not) that walked away with contracts from two different car rental companies. The certified business gained opportunities with three of the four car rental companies in attendance! The non-certified company gained the opportunity to provide their goods to one is not) that walked away with contracts from two different car rental companies. The certified business gained opportunities with three of the four car rental companies in attendance! The non-certified company gained the opportunity to provide their goods to 40 locations with one of the car rental companies and also gained business with CAE! The non-certified company is in the process of getting ACDBE certified since the event. This first time ever event had great communication and networking. We had a smaller group than other airports, but we received emails from the attendees with all positive feedback.

Lakisha Darby is the Airport Concession Disadvantaged Business Enterprise (ACDBE) Coordinator for Columbia Metropolitan Airport.
The Summer Transportation Institute (STI), a Federal Highway Administration (FHWA) program initiative, was created to bring awareness and exposure to middle and high school students to career opportunities in the transportation industry. South Carolina is considered the “birth state” of STI because the first program was held on the campus of South Carolina State University in 1993. Since that time, the STI has expanded from a single university to multiple colleges and universities throughout the country.

The 2019 Summer Transportation Institute (STI) was held on the campus of Benedict College located in Columbia, South Carolina, from July 7 through July 30, 2019. The program consisted of fourteen (14) students, 9th through 11th grade, representing ten (10) high schools in South Carolina.

STI is comprised of three (3) components: academic, enhancement, and sports/recreation. Each component provides a stimulating introduction to the field of transportation, motivates students towards professions in the industry, as well as enhances leadership and teamwork skills. The academic curriculum emphasizes the importance of safety and provides exposure to all modes of transportation including land, air, water, and rail. During the program, students engaged in activities that assisted in gaining unique exposure to the transportation industry. Transportation professionals provided presentations about transportation career options, port operations, and engineering. Students attended field studies at the Challenger Learning Center, the South Carolina Department of Transportation Traffic Management Center, Boeing of South Carolina, the Railroad Museum, the South Carolina Ports Authority, and a visit to the construction site for the Ports Access Road Project.

The enhancement component engaged students in activities to improve study habits and to develop critical thinking and analytical skills. Enhancement activities included, but were not limited to, ACT preparation, financial literacy, job interviewing and decision-making skills, leadership development, college readiness, and career planning.

The sports and recreation component included supervised team sports and board games, which encouraged and improved team building skills that can be used in the workplace.

The Culminating Ceremony was held on Tuesday, July 30, 2019. Students gave PowerPoint presentations sharing the highlights of lessons learned while participating in the STI. The occasion was celebrated by staff, parents and friends, as well as representatives from SCDOT and FHWA. During the ceremony, participants were awarded certificates of completion in acknowledgment of their accomplishments.

STI continues to serve as a mechanism that prepares our future workforce for rewarding careers in the transportation industry.

Folks, we are hosting a series of roundtable discussions concerning exciting opportunities with the Carolina Crossroads (“Malfunction Junction”) Project. This is the single largest project in the state’s history worth over $1 billion. We are inviting DBE firms performing work in the same general areas to meet and hear about the opportunities for your company and proven suggestions on making your firm more appealing to potential bidders. We have hosted two discussions with firms involved in demolition and erosion control with plans for additional discussions for firms in electrical/traffic signals, guardrail, concrete, professional services, hauling, suppliers/brokers, etc. Each firm is notified by a “Save-the-Date” email and a “You’re invited” flyer and email. For additional information please contact Gary Linn at LinnGS@scdot.org or 803-737-6427.

STI participants tour the South Carolina Ports Access Road Expansion Project.

STI participants engage in flight simulation activities at the Challenger Learning Center to better understand aviation techniques.

STI participants listen to a presentation about the South Carolina Ports Access Road Expansion Project.

STI participants learn how SCDOT assists the traveling public during emergencies.

Randy Young, SCDOT Engineer encourages STI participants to think critically about solutions to solve a transportation problem.

STI participants compete in an advanced robotics competition at the Challenger Learning Center.
The South Carolina Department of Transportation’s Entrepreneurial Development Institute (EDIP) was presented by W. C. Benton & Associates April 23-26 at the Homewood Suites in Columbia. The 2019 EDIP program theme, Little by Little, Purpose, Process, Progress captured the spirit of development for South Carolina’s Disadvantaged Business Enterprises. Purpose focused on helping DBE participants unearth their individual missions and unique talents. Process showed the operational systems that DBEs must put in place to deliver. Progress is the advancement that firms experience as they implement systems to manage by the numbers and select customers based on market analysis.

The objectives for EDIP established by the Division of Minority & Small Business Affairs were to assist DBEs in becoming more competitive in the highway construction industry and provide practical training in the areas of management and technical competency.

Mega Projects Construction Manager David Rister discussed the $1.5 billion project, Carolina Crossroads. The project is designed to improve mobility and enhance traffic operations by reducing existing traffic congestion within the I-20/26/126 corridor. With a project goal of 12%, Rister told DBEs that they will need to respond expeditiously and do their best work. Rister’s remarks were the ideal segue to the process segment. The fulfillment of the construction process—on time, under budget, within specifications and the cornerstone of the highway contractor’s business organization was demonstrated in the EDIP Estimating Practicum. The Practicum featured sections of the Hard Scrabble Road project.

Visualization is critical in the estimating process. Armed with background information on the bridge sections of Hard Scrabble Road and specifics on what to look for on the project site visit, the 20 EDIP participants were divided into four teams and boarded a school bus to travel to Rice Creek. The SCDOT and Palmetto construction managers met the class at Rice Creek and Crane Creek and updated them on various aspects of the project.

Dr. Benton told the class that we live in two dimensions, now and the future. The reality is that DBEs should market every minute. Ultimately, small contractors must differentiate themselves and redefine the missions of their firms every year. Dr. Benton left participants with his classic maxim: The ability to achieve any goal is absolutely contingent upon the quality of your mind.

On the final evening of the conference, international celebrity and entrepreneur, Stedman Graham, presented a seminar entitled Identity Leadership. Graham told the audience that human beings operate in a box. Our titles, jobs, skin color, gender, and class define us. This “box” sets individual expectations and limits one’s potential. Graham challenged the participants to progress from a follower to an owner of their own development. Everyone is equal; everyone has the same 24 hours. He told the group to create their own system for success. The key to the learning process is to focus on what you do well. Organize everything around your purpose in life and what you love. Create a picture of where you want to be. Who do you want to become? Transcend race, gender, and assimilate in the global market with love.

Graduation day featured the South Carolina Transportation Commission, At-Large Commissioner, J. T. McLawhorn as the commencement speaker. Commissioner McLawhorn said DBEs must be able to do the work. He warned against allowing hurt and disappointment to define you while challenging DBEs to build relationships. In a moving conclusion, Commissioner McLawhorn quoted Dr. Martin Luther King, Jr. If you can’t fly, then run. If you can’t run, then walk. If you can’t walk, crawl. But whatever you do, keep moving forward!
The South Carolina Department of Transportation is in the process of developing its Federal Fiscal Year 2021 through 2023 Triennial DBE Goals, which are required by the Code of Federal Regulation 49, Part 26. Through this process, SCDOT is establishing two separate DBE goal methodologies: one for contracts funded by Federal Highway and one for Federal Transit. This page has been established to share details of these methodologies.

SCDOT will be hosting a series of public meetings around the state to invite comments on the methodologies from small and disadvantaged businesses and other business enterprises, public agencies, elected officials, and interested individuals. SCDOT will accept and incorporate those comments in the final goal methodologies, and will be submitted the respective plans to the Federal Highway Administration and Federal Transit Administration in July 2020. Once approved, these goals will go into effect beginning October 1, 2020.

Meeting DBE Reporting Requirements through GREAT Customer Service

Understanding the value of providing excellent customer service and the impact it has in the workplace is essential. Great customer service can transform unhappy working relationships to positive interactions making customers feel valued, appreciated and respected. Do you desire excellent customer service? Look no further, the DBE Reporting and Data Management Unit (DBER&D) is here to assist you. As we tackle many day-to-day challenges ensuring Disadvantaged Business Enterprise (DBE) activities are in compliance with state and federal regulations, we also strive to provide courteous customer service aiding our efforts to ensure DBE goals are being met. Our unit is just a phone call away to assist customers in completing required reports successfully as mandated by state and federal regulations.

The Code of Federal Regulations, 49 CFR 26.55 - How is DBE participation counted toward goals governs DBER&D participation tracking requirements on projects. The DBE Quarterly Report form is used to track and monitor payments to DBEs for work performed on all state and federal projects. Other forms such as the Subcontractor Hauler Approval Request form and the DBE Status Spreadsheet are also vital for reconciling DBE payments.

The mission of the DBER&D Unit is to identify the DBE reporting requirements and provide excellent customer service, technical assistance, and training. To comply with these regulations and ensure DBE project tracking is accurate, District

As I walked through the black double doors my first day of work, I was overwhelmed by my thoughts and feelings of interning at SCDOT. I thought to myself, “I am going to establish a lot of connections and work extremely hard all summer.” However, I must admit that I was also a little concerned about fitting in. After being showered in kind remarks and well wishes by SCDOT employees on my first day, all of my fears dissipated, and it dawned on me that this agency is full of diversity.

In fact, SCDOT is composed of people that are from different backgrounds, experiences, and cultures. Although this was not my first internship, working here played a huge role in restructuring my way of thinking and how I interact with people that may not look like me, speak like me, or even think like me.

My motive while working at SCDOT was slightly different than the average intern. Every day I awoke with one goal in mind: network, grow, learn, and capitalize on every opportunity that presented itself. I took great pride in having the title as an SCDOT intern and wanted to show my superiors just how grateful I was for my position and the impact it would have on my future career.

The work that I was assigned was stimulating. Through assignments and observations, I learned how my individual duties contributed to the overall purpose of the agency. I met plenty of people and interacted with employees from several departments. Learning about Minority and Small Business from every angle was exciting, and educating myself on how all of these divisions coexist to drive efficiency, opportunity, and growth for the state was eye-opening.

In the last days of my internship, I was provided with the opportunity to speak with a few SCDOT employees that worked in various departments outside of Minority and Small Business. Speaking with those individuals was enlightening, and the feedback that I received was invaluable. Here are a few:

Mrs. Tabitha Celestine, Right of Way Quality Control Manager, shared some information with me about her life and how she majored in Business Finance. I felt that her advice was beneficial, as we share the same major. She advised me that my degree allows me to enter into many different fields and professions. Being provided with that advice from her broadened my horizons.

Mrs. Liza Robertson, Payroll Manager, shared with me the advice to constantly grow and strive. When working in a department learn all the areas of that department not just one.

Mr. Wayne Sams, Director of Internal Audit Services, provided me with information about his position and gave me advice. My takeaway was that selling yourself is important. Every time you network make a lasting impression.

Mr. Rontreal Tyler, Director of Human Resources Operations, had the most helpful and impactful advice for me in regard to becoming a manager. His advice was, “If your employers or the people you are managing are not successful, then you are not successful.” My takeaway is that you have to be a servant-leader and strive to extract the potential out of your employees.

The last person I had the chance to speak with was Mr. Keith Melvin, Director of Outdoor Advertising, who encouraged me to remain open to learning new things. His parting words were, “Your cup is not full yet; learn something new.” In my youth, he encouraged me to consider every opportunity as a chance to learn.

Who knew being an intern would be so great?

By: Brandon Hair

Since 2005 ForeSight Communications, a strategic planning and management company, has worked with hundreds of minority, women and veteran business owners to develop their businesses’ capacity. The insight gained from those experiences has and continues to be the basis for the work we do as a consultant to cities, counties, states and aviation authorities in establishing or re-branding outreach strategies for small business development programs. Small businesses that benefit the most from those programs have one essential common thread and that is the agency’s certification, such as the US Department of Transportation’s Disadvantaged Business Enterprise (DBE) certification.

While the programs do not guarantee contract awards, they do offer you a special advantage in the award process. Once you are certified time management is an essential element to your strategy.

Continued on the next page
Here are three things you can do to move your business to the forefront of the procurement officers outreach efforts --

**Do this Weekly – Check your emails for industry news and bid opportunities.**
- When you see updates or new opportunities make note of them, you can use these as conversation starters when you contact the procurement officer.

**Do this Monthly – Reach out to procurement officers through a friendly email or phone call.**
- This practice will keep you and your business in their minds and reinforce your service/product as a resource for upcoming opportunities that may or may not be published.

**Do this Annually – Attend an industry conference.**
- Use the conferences to establish or reinforce your relationships with procurement officers, and stay up to date with procurement codes and practices that will impact your business.

ForeSight Communications develops and manages diversity, equity and inclusion programs, minority business outreach strategies, public information service projects and corporate meetings/events that reflect the core business goals for public and private entities. For more information about ForeSight Communications go to [www.thinkfsc.com](http://www.thinkfsc.com) or email Courtney at cyoung@thinkfsc.com.

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**Wishing Steve Smith a very HAPPY RETIREMENT.**

*Thank you for your 11 years of service with SCDOT.*

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**SCDOT**

U.S. Department of Transportation

Federal Highway Administration

Phone  (803) 737-1717

Email:  SMMSBA@scdot.org

Web:  [www.scdot.org](http://www.scdot.org)