



DBE REPORTER

OFFICE OF BUSINESS OPPORTUNITY AND EQUITY COMPLIANCE

Winter 2024

WISDOT 38TH ANNUAL DBE SUMMIT

Winter is an exciting time for the WisDOT DBE program because this is when planning starts to really ramp up for the Annual Disadvantaged Business Enterprise (DBE) Workshop and Networking Summit. Please mark your calendar Feb. 28-29 and plan to join us in Wisconsin Dells for this wonderful event.

I look forward to this event every winter. It's important that we come together in person to discuss the various opportunities available and share lessons learned, as well as to hear different perspectives on the issues we face.

This is an exciting time to work in transportation, particularly in Wisconsin. We're nearing the midpoint of the Bipartisan Infrastructure Law (BIL), which is adding more than \$1 billion to state programs over five years. BIL is helping us push forward with many projects in which WisDOT and prime contractors will need the skill and dedication of DBE firms to deliver impactful transportation solutions for our communities.

FEBRUARY 28-29, 2024

ANNUAL DBE WORKSHOP & Networking Summit



Together, we'll continue to face the challenges of using BIL funding to improve the accessibility, mobility and safety of our state's infrastructure system. We must continue to communicate actively about those challenges – such as workforce issues, supply chains and staying on schedule – to maximize this opportunity.

Building strong working relationships will benefit us all as the DBE program continues to achieve highly positive momentum. For the third straight year, WisDOT surpassed its goal for percentage of federal dollars going to DBEs. And it's amazing to see the drop in approved Good Faith Effort requests. That just shows how much industry understands the importance of the DBE program.



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The DBE Reporter newsletter is published by the Office of Business Opportunity and Equity Compliance to educate, highlight, and connect DBE businesses and stakeholders.

DBE SUPPORT SERVICES OFFICE
6150 West Fond Du Lac Avenue
Milwaukee, WI 53218
VISIT US ONLINE



We reached this point because of all the hard work from our all of our partners to build effective relationships. That includes our DBE stakeholder advisory group, which has really blossomed over the last few years. In addition, the series of roundtables we have hosted with external stakeholders has been very valuable.

But despite our recent gains, we know our work is far from done. There are still plenty of areas where we can improve processes and help DBEs be more successful. We know that accessing affordable capital is a constant struggle. We're also discussing ways to help address and remove the barriers faced by DBEs in Wisconsin.

WisDOT is proud to work with DBE contractors, consultants and mentors who share a drive for improvement and passion for success. We are committed to working with our partners to provide DBEs with the tools needed for building and increasing capacity of their companies.

Your success truly is our success, as we work together to build Wisconsin's transportation future.

Thank you and enjoy the summit.

Craig Thompson

Secretary, Wisconsin Department of Transportation

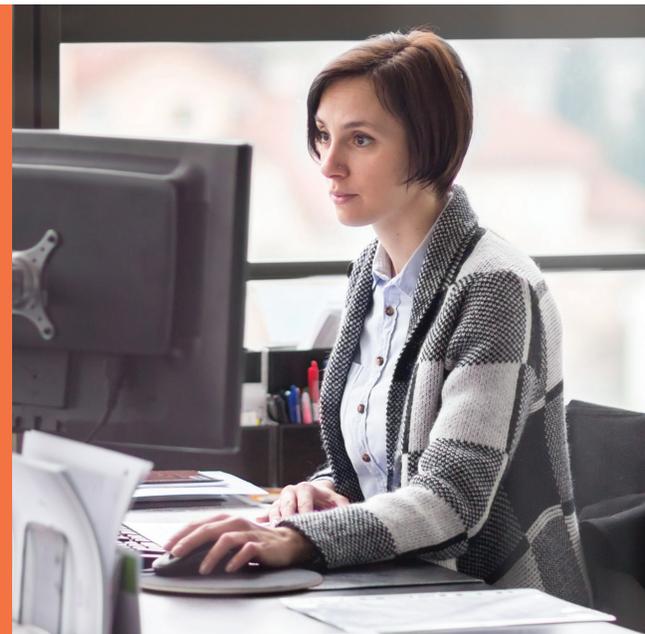
Capability Statement Preconference Virtual Workshop

Real time help in developing
your capability statement.

Presented by

Marci Martin, Write Like That, Inc.

To receive the questionnaire and meeting invite, contact Rosalind Roberson at (414) 266-1172 or by email at rosalind.roberson@dot.wi.gov by Wednesday, January 17th.



**Thursday, January 25, 2024
2 PM to 4 PM**

**Saturday, February 3, 2024
9 AM to 11 AM**

ANNUAL **DBE WORKSHOP**
& Networking Summit

2024

Register Now

February 28-29, 2024
Kalahari Resorts and Conventions
Wisconsin Dells, WI

Register by January 31, 2024 for the \$99 Early Bird rate.
After January 31, the registration fee is \$150.



- If you're joining us in person, attire is business casual.
- If you're joining us online, we will provide login instructions.
- For questions or if you need special accommodations, contact Rosalind at rosalind.roberson@dot.wi.gov or (414) 266-1172.

Kalahari Resorts and Conventions, Wisconsin Dells
1305 Kalahari Drive, Baraboo, WI 53965
(877) 253-5466

[CLICK HERE TO GET DIRECTIONS](#)

[CLICK HERE TO RESERVE A ROOM](#)

**CLICK
HERE**
for \$99
Early Bird
Registration

DAY 1

WEDNESDAY, FEBRUARY 28

- 8:00–9:00AM **Breakfast/Welcome:**
Tondra Davis, OBOEC Director
MC: Tim McMurtry II, NAMC-WI
- 8:30–9:30AM **Opening Session:**
Knowing What You Don't Know - 1 PDH
Judge Derek Mosley
- 10:45–11:45 AM **BREAKOUT SESSIONS 1 AND 2**
Building an Ethical Culture in Your Organization - 1 PDH
Dr. Richard Kyte
- DBE Contracting: REAL TALK**
Tim McMurtry II, NAMC-WI
- 12:00–1:30PM **AWARDS LUNCHEON**
Featuring Keynote Speaker:
Aaron Towns, BMO Harris Bank,
Building Generational Wealth
- 1:50–4:00PM **BREAKOUT SESSIONS**
- Bankers' Panel: *Access to Capital for Contractors, Consultants, and Small Businesses*
 - Industry Tools and Best Practices
 - How To Work the Room
 - Emerging Technologies - 1 PDH
 - Truck Talk Live
- 4:00–6:00PM **NETWORKING RECEPTION**

DAY 2

THURSDAY, FEBRUARY 29

- 8:00–9:30AM **Breakfast/Welcome:**
Tondra Davis, OBOEC Director
MC: Joe Davis, CBG
- BREAKFAST POWER HOUR PANEL**
sponsored by Construction Business Group featuring Joe Davis and Walbec Group Executives
- 9:45–10:45 AM **BREAKOUT SESSIONS**
- 11 AM– 2 PM **NETWORKING SESSIONS**
HCST Graduates, WisDOT Project Managers, Prime Consultants and Prime Contractors

DBE SUMMIT PARTNERS



WELCOME, BREAKOUTS, AND BOX LUNCH SPONSORS



WISCONSIN TRANSPORTATION BUILDERS ASSOCIATION





CAPABILITY STATEMENT

Brothers Infrastructure Group Construction LLC was founded in Milwaukee, WI. It was founded to service the community in the areas of civil engineering design, highway infrastructure construction, construction management, green infrastructure practices, stormwater management and facility condition assessments.

We are built on 6 core principles. Our core principles are: faith, integrity, positive energy, customer service, coachability, and building generational wealth.

MISSION: Brothers Infrastructure Group's mission is to provide the most innovative, highest quality construction solution available.

Core Competencies

- » Construction Management
- » Stormwater Management
- » Facility Condition Assessment
- » Green Infrastructure Practices
- » Heavy Highway Infrastructure

Differentiators

- » Certified Construction Management Staff
- » Green Infrastructure & Stormwater Management Specialists
- » Certified in Cost Estimating
- » 35 years of Experience in Engineering and Construction

Certifications

- » Disadvantaged Business Enterprise (DBE)
- » Minority Business Enterprise (MBE)
- » Small Business Enterprise (SBE) - Local

NAICS Codes

- 236115
New Single-Family Housing Construction
(except For-Sale Builders)
- 236220
Commercial and Institutional
Building Construction
- 237110
Water and Sewer Line and
Related Structures Construction
- 237310
Highway, Street, and Bridge Construction
- 237110
Construction Management

Company Data

SIC - 8741
DUNS - 118419868

Featured Clients -



WisDOT Overall DBE Goal Summary Report

Federal Fiscal Year 2023: October 2022 - September 2023

OVERALL DBE ANNUAL GOAL - 12.41%

OVERALL CONSULTANT AND CONSTRUCTION ACHIEVEMENTS FFY 2023

Overall Federal Funds:	\$1,076,156,888
Overall DBE Goal Committed:	\$155,136,749
Overall DBE Goal Percent:	14.42%
Conscious Attainment:	5.38%
Neutral Attainment:	9.04%

DBE CONSTRUCTION CONTRACTS FFY 2023 (October-September)

Federal Funds:	\$909,063,535
Assigned DBE Goal:	\$77,105,372
DBE Goal Committed at Bid:	\$91,743,409
Committed after Contract Execution:	\$37,233,447
# Approved Contracts:	231
# Approved GFE:	8

DBE CONSULTANT CONTRACTS FFY 2023 (October-September)

Federal Funds:	\$167,093,353
Assigned DBE Goal:	\$0
DBE Goal Committed:	\$26,159,893

Bid Letting and Quoting Reminders

- When working with new primes – reach out early and introduce yourself and what you do.
- Need a capability statement? The [DBE Office](#) can help!
- Haven't worked on WisDOT jobs for a while? Check in with primes you've worked with before to let them know you are interested and available.

The DBE Office receives consistent feedback from prime contractors that the following are the **top three areas to improve with respect to quotes**. We are highlighting this feedback so that you can optimize your internal processes.

- 1** If some of your work items receive DBE credit and some do not, **make it clear** to the prime on your quote.
 - Review your NAICS codes on the [Directory](#).
 - Consider requesting an [expansion](#) for any work area you perform but do not receive credit for.
- 2** Send quotes to primes as **early** as possible before a letting.
 - Prime contractors are under strict deadlines on letting day- make sure you give them enough time to properly evaluate your quote.
 - Sending quotes in early helps your company receive adequate consideration and prime contractors to submit responsive bids.
- 3** **Complete** your [Attachment A](#) with the amount you can receive total credit for and the amount of your full quote and sign it .

WHERE PARTNERSHIP MEETS PERFORMANCE

APEX Consulting Engineers, LLC is a boutique engineering firm providing construction management services that are primed to meet the needs of civil and transportation clients, today and tomorrow. As a Minority-Owned Disadvantaged Business Enterprise (M/DBE), our talented team of experts deliver results-oriented solutions that exceed clients' expectations while supporting their bottom line. Through strategic partnerships and a commitment to the highest standard of excellence, we add value, efficiency, and quality to any project we take on.



REIMAGINING YOUR SUCCESS

- Licensed engineering team with experience serving government, industrial, and commercial clients
- Centering public impact and stakeholder relations at every phase of your project
- End-to-end planning, from concept and funding to completion and delivery
- Seamlessly integrates across disciplines with excellence in mind

THE APEX ADVANTAGE



25

experts skilled in construction management, inspection, surveying and more



20

years of experience per expert



19

years of service



4

prime partnerships, including IDOT, CDOT, Illinois Tollway and CDWM

FEATURED PROJECTS

- ☆ CDOT Fullerton Avenue Bridge over the Lincoln Park Lagoon
- ☆ CDOT Wacker Drive Reconstruction Program Management
- ☆ IDOT Illinois Route 83 – Kedzie Avenue to Western Avenue
- ☆ IDOT Jane Byrne Circle Interchange Reconstruction
- ☆ ISTHA Tri-State (I-294) Pavement and Structural Preservation and Rehabilitation – Balmoral Avenue to Lake-Cook Road
- ☆ ISTHA I-294/I-57 Interchange Reconstruction

WHY APEX CONSULTING ENGINEERS?

APEX delivers innovative engineering solutions on-time and within budget. We value quality, integrity and superior execution at every phase of a project – and it shows in the lasting partnerships we've built across metropolitan Chicago. When you work with APEX, the end result is just the beginning. Our specialized approach puts you in the driver's seat on the road to innovation.



CBG DBE ROUNDTABLE CONFERENCE 2023

The Construction Business Group's (CBG) DBE Development Initiative (DBEDI) wrapped up another successful conference at the Wisconsin Dell's Wilderness Resort in the Glacier Canyon Lodge with sessions that provided tremendous insights to attendees.

By Joseph Davis, Sr., DBE Development Director, CBG

This year's 2nd annual conference, which is in partnership with the State of Wisconsin's DBE Program, featured a wide variety of content to the attendees. There were also several new people in attendance looking for industry-specific information pertaining to the heavy highway industry.

The conference convened with Executive Director Robb Kahl thanking those in attendance for their commitment to expanding their knowledge through the conference content and providing excellent work as prime contractors and sub-contractors. He then introduced special guests Terry McGowan, Chairman of the CBG Board of Directors and President/Business Manager – IUOE Local 139, and Craig Thompson, the Wisconsin Department of Transportation Secretary.

Terry delivered a candid message of commitment from the members of Local 139 to grow and build capacity in DBE signatory subcontractors. This is the essential part of the DBEDI so that the industry, through its contractors, will continue to provide the best trained road building workers. After Terry's message, Secretary Thompson delivered a message of support for CBG and its ongoing partnership with the WisDOT's DBE Program. Secretary Thompson highlighted the CBG/WisDOT partnership, efforts to improve access to financial capital, and the continuing education for the sub-contractors through CBG's Master Class.

After the welcome messages, the conference was in full swing with the topic of "How DBE Sub-contractors Can Bid as Prime Contractors". This session featured Christy



Wade of Arbor Green, Craig Clements of Pro2Pave, and other panelist as the discussion ventured into what it takes to elevate your business to become a prime contractor in the heavy highway industry which would allow you to contract directly with WisDOT. There was additional dialog on the precautionary steps you need to consider while achieving this milestone as a construction business and the necessary capital needed for implementation.

After a brief break, Robb facilitated a panel discussion on "How can DBEs Access Affordable Capital". This session's platform focused on the preparedness, proper documentation, a track record of making good financial decisions, and relationship building with the financial institutions as the DBE seeks financial capital for increasing their opportunities in the heavy highway industry. WisDOT's DBE Program Chief Madalena Maestri and I have been working on this issue as a joint effort as a capacity building tool with certified DBEs who provide work as sub-contractors in the heavy highway industry.

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Another Successful CBG DBE Roundtable Conference

Over a working lunch, the Small Business Development Center, through their Capital Access Clinic, led a discussion on the importance of knowing cashflow analysis and income balance statements for businesses and how to self-perform these essential tools. SBDC/CAC has been a partner with CBG for over a year and has taken our clients' financial needs and prepared them to become bankable. One of IUOE Local 139 signatory contractors, VanZile Contractors, has successfully used this partnership through CBG. Also, during the luncheon, graduates of CBG's DBEDI Master Class were granted their Certificate of Completion.

The afternoon session focused on "Industry Tools and Best Practices" from the prime contractors' perspective. Matt Grove from WTBA facilitated the session and contractors that led this discussion were Neil Bakke, President of Mathy Construction, Jeff Parisi, the Director of Business Development for the Walbec Group, and Eric Bertram, General Manager of Edgerton Contractors. Their collective experience in the road building heavy highway industry was invaluable to the conference attendees. The discussion surrounded how a prime contractor builds a long-term relationship with the DBE, and what the expectations are surrounding a solid working relationship. The sentiment was the same whether you are a medium or large size prime contractor, communication between



the prime contractor and DBE is essential to completing projects.

WisDOT presented their session on "New WisDOT DBE Initiatives" and shared information on the certification process, financial tools that are available, mentor/protege program, and their supportive services. Because of WisDOT's regulatory authority, their session was key to the conference and the opportunity that sub-contractors could pursue to become certified as a DBE.

We wrapped up the conference with our signature Roundtable Discussions on the benefits of becoming a signatory contractor with the Operating Engineers facilitated by Local 139 District D Manager Shane Griesbach. The attendees were randomly assigned and rotated to different tables to engage in discussions from

facilitators who were our subject matter experts that presented and participated in our Master Class curriculum. The facilitators expanded their information to advance knowledge of the road building industry and challenged the attendees to join the productive partnerships that the industry provides. One contractor at a time, we are Building Wisconsin Together®.

Originally published in IUOE Local 139 Fall Newsletter



WisDOT's DBE Program Chief Madalena Maestri, IS Business Automation Senior Paul Ndon, DBE Program Civil Engineer Benjie Hayek, and Civil Rights Urban Outreach Strategist Rosalind Roberson presented an informational session on their regulatory process.

PAUL NDON

Ensuring that DBEs have access to opportunities and excel on WisDOT construction projects

Paul Ndon has used his personal and career experiences to support small businesses certified as Disadvantaged Business Enterprises (DBEs) for over 12 years at WisDOT. He has dedicated his time and efforts to ensuring that DBEs have access to opportunities and excel on Wisconsin DOT highway construction projects.

In 2012, Paul started his career with DOT as an Equal Opportunity Specialist for the DBE Program, learning and implementing the rules and regulations according to 49 CFR Part 26. His core mission was to ensure that all contractors and subcontractors including DBE firms were complying with FHWA and USDOT regulations and requirements. He focused on providing resources to DBE firms with subcontracts on WisDOT construction projects. Paul continues to use his customer service skills to engage certified firms who desire to work with DOT by assisting the firms in navigating WisDOT's processes, proposals, websites, and systems. His efforts help to increase DBE firm knowledge of DOT operations leading to expanded access and better performance on Wisconsin heavy highway and aeronautics construction projects.

Paul's role as the first DBE Trucking Utilization Specialist was created to educate and support DBE certified trucking firms working on DOT projects. He revised the Trucking Utilization Policy, informs all DBE trucking firms of the required documentation, and assists firms with contractor compliance requirements. While a challenging role, it is also very gratifying to see the difference this support makes for small firms.

Paul also serves as the IS Business Automation Senior, learning and managing the complexities of the Civil Rights and Compliance System (CRCS) that houses certified payroll and payment confirmation modules for all contractors. Paul provides trainings and walk throughs to internal and external users of the system several times each year. He also spearheaded the implementation of the AASHTOWare Project (AWP) Civil Rights and Labor modules and will continue to be a resource for all contractors utilizing AWP.

Rosalind Roberson, Civil Rights Urban Outreach Strategist said "Paul is an invaluable member of the DBE Program Support Team and when called upon, he is always available to help problem solve any situation."



"You must be
the change
you wish
to see in
the world."

MAHATMA
GANDHI

Transportation Advisory Committee for Construction (TRANS-AC)

Bimonthly meeting of the TRANS-AC stakeholder group to discuss current updates with construction industry stakeholders, DBE program and DBE industry construction firms.

For more information contact:

[Lori Green](#), (414) 335-0258

2024 MEETINGS • 1-3 PM

January 16 - [Join via Microsoft Teams](#)

March 19

May 21

July 16

September 17

November 19

Transportation Consultant Advisory Committee (TRANS-CAC)

Quarterly meeting of the TRANS-CAC stakeholder group to discuss current updates with WisDOT consultants, the DBE program and DBE industry consultants.

For more information contact:

[Kathleen Panak](#), (262) 548-6459

2024 MEETINGS • 10 AM - NOON

January 24 - [Join via Microsoft Teams](#)

April 24 - [Join via Microsoft Teams](#)

July 24 - [Join via Microsoft Teams](#)

October 23 - [Join via Microsoft Teams](#)

DBE Stakeholder Advisory Committee

Currently, there is a DBE Stakeholder Advisory Committee operating in the Southeast Region. The DBE Stakeholder Advisory Committee works with WisDOT on the following:

- Approaches to achieve greater DBE participation and strategies to monitor progress
- Upcoming transportation projects and learning about opportunities to partner with other firms
- As a liaison to communities
- Creating and implementing strategies for cultivating a diverse workforce

The DBE Stakeholder Advisory Committee is also an opportunity to offer your perspective about potential improvements to WisDOT's DBE program. WisDOT is seeking the participation of more DBE firms. The DBE Stakeholder Advisory Committee meets on a quarterly basis.

For more information contact:

[Christina Crain](#)

NORTHEAST REGION 2024 MEETINGS

10 AM - NOON

February 9 at the Northeast Region Office,

in person attendance encouraged

- [Join via Microsoft Teams](#)

SOUTHEAST REGION 2024 MEETINGS

10 AM - NOON

January 25 - [Join via Microsoft Teams](#)

April 25 - [Join via Microsoft Teams](#)

July 25 - [Join via Microsoft Teams](#)

October 24 - [Join via Microsoft Teams](#)



**BUILD THE
FUTURE
NOW**



UWM STUDIES WISDOT DBE PROGRAM WORKING TOWARD A HIGHER STANDARD OF SERVICE

The Wisconsin Department of Transportation (WisDOT) Disadvantaged Business Enterprise (DBE) program has made a marked improvement recently in its mission to attain a higher standard of service and efficiency. But rather than rest on their laurels, program leaders work toward continued improvement.

With that attitude, WisDOT's DBE program enlisted the help of researchers at the University of Wisconsin-Milwaukee's Institute for Physical Infrastructure & Transportation (IPIT) to conduct a [study](#) with the goals of streamlining the existing operation, ensuring a more robust program and maximizing DBEs' participation in federally funded transportation projects.

The research confirmed that WisDOT has been a national leader in offering a wide array of support services to DBEs. It also noted several areas where the program can improve.

Current state of WisDOT's DBE program

Compared to Wisconsin, 20 state DOTs have higher reported percentages of established DBE goals and 15 state DOTs have higher reported percentages of attained DBE goals. However, those findings are based on average three-year data until 2019. And WisDOT has met its goal three consecutive years dating back to FFY21.

The main reason for that improvement is WisDOT's knowledgeable and dedicated staff at the Support Services Office. The team was noted in the study for its ability to make strategic partnerships with prime contractors and other stakeholders while also holding them accountable for meeting DBE goal requirements and minimizing approval of GFE requests.

The most beneficial service the WisDOT team provides was deemed to be the Annual DBE Workshop and Networking Summit as more than 70% of DBEs who participated in the UWM survey were familiar with the event.

There remain hurdles in this area, including workforce attrition, funding constraints and the ongoing challenge of building the ranks of qualified DBEs statewide.

The researchers suggested WisDOT needs to develop a strategic plan to help set directions for the operation of DBE program and strategic offering of support services to DBEs. With investment and implementation of the strategic plan, WisDOT can enhance DBEs' participation and success.

Barriers to DBEs' success

Different DBEs have unique needs to grow and become successful, which makes a strategic plan that much more important. The consensus among the stakeholders surveyed was that the state's DBEs face many hurdles, including: a lack of business and management knowledge, access to capital, bonding and insurance, adequate financial and human capacity, strategic support services, adequate guidelines and communication, prompt payments for completed work and opportunities for strategic networking with peers and primes.

The study also makes note of the percentages of DBE contracts awarded to white female business owners in the program in recent years. In FFY21, just over 30% of WisDOT's certified DBE firms were owned by white women. Those firms collectively won roughly 60% of all DBE contracts. The DBE program continues to work with all firms to facilitate the most competitive environment for work.

Searching for solutions

The UWM research team compiled a set of recommendations to enhance the participation and success of DBEs in the state. Chief among them was developing a pilot training and onboarding program to help grow existing DBE firms and create new ones. WisDOT could take advantage of the resources already in place as well as build partnerships with educational institutions and local engineering and construction organizations.

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Another suggestion was to revise contract award policies, to the extent possible, to provide allowance for DBEs not being the lowest bids, request or recommend certain projects be awarded to DBEs, and structure contracts so that primes pay DBEs upfront money as start-up funds.

Another idea involved develop an accreditation system for DBEs who complete various training programs and enter their scores and credentials into a public database to highlight such DBEs' qualification and to promote them for new contract awards. Along with that, WisDOT could assist qualified DBEs by publicizing their business portfolios and highlighting their areas of specialty through newsletters and short presentations at DBE events.

To address the monetary constraints, WisDOT could create a pool of certified DBEs within the state, or nationally, and negotiate with financial institutions for better rates on loans, insurance and bonding opportunities.

A path to success

The key to all these suggestions is that there is still a lot of potential avenues WisDOT could take in helping to clear hurdles for DBE firms. Most primes surveyed view DBEs as an asset to the industry and compare them equally with non-DBE firms, except for some of the deficiencies described above. The dearth of qualified DBEs continues to be a concern for primes, which is a major problem for the design and construction industry in the state.

Commissioning this study was an important first step for WisDOT toward addressing the issues that stand in the way of the DBE program's path to success. Now is the time to enact change. This is a major opportunity that will place WisDOT as the national leader in developing successful DBEs who could significantly contribute to the economic development and growth of the state and the region.

THE ZOO INTERCHANGE IS COMPLETED!

[CLICK HERE to view project highlights and ribbon cutting ceremony, November 2023.](#)



The Zoo Interchange is Completed!

ZOO INTERCHANGE PROJECT COMPLETED WITH OVER 12.2% IN DBE PARTICIPATION

Wisconsin Department of Transportation (WisDOT) Secretary Craig Thompson joined federal, state and local leaders in the city of Wauwatosa in early November to celebrate finishing the North Leg of the Zoo Interchange. Reaching this major milestone also signified the overall completion of the entire Zoo Interchange project in Milwaukee County, which finished \$200 million under budget.

“In 2019, Gov. Evers made a promise to finish the North Leg of the Zoo Interchange, so we rolled up our sleeves and went to work,” Thompson said. “We kept our promise, and I am extremely proud to stand here today with community leaders to celebrate this once-in-a-lifetime achievement. Together we are delivering safe and reliable access to neighborhoods and businesses and providing quality infrastructure to efficiently move goods and services to reach all corners of Wisconsin.”

An important component that helped get this project across the finish line was the hard work of DBE firms. The entire Zoo Interchange had 12.2% DBE participation that involved 165 firms.

As one of the busiest stretches of roadway in the state, the Zoo Interchange is a critical hub for commerce and tourism throughout Wisconsin. There are about 108,000 jobs located within two miles of the Zoo Interchange. It is the main access route to local manufacturers, and it connects Milwaukee to the Fox Valley industrial region. In addition, more than 20,000 trucks a day travel this section of highway carrying more than \$20 billion in freight each year.

“We have a responsibility to maintain and enhance our roads and highways throughout Milwaukee County. That’s why I’m pleased to see the final leg of the State of Wisconsin’s Zoo Interchange project cross the finish line to begin serving our residents, commuters and visitors,” Milwaukee County Executive David Crowley said. “Now that the Zoo Interchange is complete, we can begin to realize the full economic impact and quality-of-life benefits that this project will deliver for our community.”

This project also had a major impact on WisDOT meeting its assigned goal for DBE participation for the third straight year. In FFY2023, 14.42% of the federal funds authorized



for the state’s highway and transit financial assistance programs was expended on DBEs.

The North Leg is the final segment to complete the Zoo Interchange. This 1.7-mile reconstruction project, which began in early 2021, expanded I-41 to eight lanes from Swan Boulevard to Burleigh Street in Wauwatosa. The project reconstructed the Burleigh Street and North Avenue interchanges and built a new bridge for the Union Pacific Railroad as well as replaced bridges at Mayfair Road/WIS 100; North Avenue and Meinecke Street. In addition, crews built several retaining walls and noise barriers along the interstate corridor.

The Zoo Interchange is Completed!

THANK YOU to the DBE firms that made the Zoo Interchange Project a Success!

3G Trucking, LLC	FCO Trucking LLC	Lions Only Trucking (FKA JD Transportation)	RAM Auto Transport, LLC
Adaptive Electrical Controls, Inc.	Flying C Transportation LLC	Lira Trucking Inc*	Rams Contracting, Ltd.*
Aguilar Trucking	Franco Trucking LLC*	Louis-Company, LLC*	RAM's Trucking II, LLC
AJR Industrial Lawn & Snow Maintenance, LLC	Franklin Trucking Inc*	Luna Trucking	Renegade Trucking LLC*
Alan's Trucking, LLC	Fuertoski Trucking LLC	Luz Mercado Trucking, Inc*	RMS of Wisconsin, Inc.
All Purpose Trucking, LLC	Gee's Trucking LLC*	M & J Krueger Trucking LLC	Rodriguez Construction Corp
All Star Transport, LLC	George Harris Trucking	M Rodriguez & Son, LLC	Roman Logistics, LLC
American Construction Supplies, Inc.	Georgie Transport, Inc.	M. Peters Trucking Inc.	Ron's Trucking*
AMS Elite Solutions, Inc.	Gestra Engineering, Inc	Madd-Ward Trucking	Rowe Trucking LLC
AMS Truckin', LLC	Godoy Trucking LLC	Mariann Noyes Trucking, LLC	S P E, Inc.*
Angels Trucking (formerly AAA Trucking)	Gonzalez E. LLC	Martino's Trucking LLC	S.A.L. Traffic Control
Arbor Green, Inc.	Gorman Trucking, LLC	MB Bros Trucking, LLC	Salvador S Sanchez Trucking
Arrow-Crete Construction, LLC	GP Trucking Inc	MC Force LLC*	Sanchez Trucking LLC
Aura Fabricators, Inc.	Guins Trucking, LLC	McDowell Construction Corp*	Schweiger & Baumann Trucking, LLC*
Badger Lighting & Signs Inc*	Habermehl Electric, Inc.*	MCE Trucking LLC	Sean & Sons Trucking
Benavides Construction, Inc*	Hall Trucking	Mega Rentals, Inc.*	Sho- N- Out Trucking & Plowing, LLC*
BMJ Trucking LLC	Hard Rock Sawing & Drilling Specialist Co.	Mid-State Concrete Cutting Co.	SLM Transport, LLC*
BRT Services LLC	Harper Trucking, LLC*	Mincon, Inc.	South Star Logistics, LLC
Bullet Transit Co, Inc	Hawk Construction LLC	MJM Truckin LLC	South Star, Inc
Casso & Son Trucking*	Heider & Bott Company	MKE Iron Erectors, Inc.	SSM Trucking LLC
Certified Contractor, LLC	Helping Hand Trucking, LLC*	MKL Trucking	Stanley Harris Trucking
Choice Construction Companies, Inc.*	HF Enterprises LLC	Morales Trucking, LLC*	Starms Transport LLC
Cisco Distributing, LLC*	Houle Enterprises, LLC*	Moras Trucking Uno LLC	Stzada Trucking, Inc.
CM Sobczyk Trucking, Inc	Howard Trucking*	Next-In-Town*	The Expeditors Inc*
Community Traffic Control, LLC	Imurac Trucking LLC*	Neza Trucking, LLC	Thomas Trucking*
Con-Cor Company, Inc	Interra, Inc.	Nuvo Construction Co., Inc.*	TNG Trucking, LLC*
Corbitt Trucking LLC*	Interstate Sealant & Concrete, Inc.	Ojibwa Ready Mix, LP*	Tremmel-Anderson Trucking LLC
CRB Corporation, Inc.*	Iron Wolf Truck Service, LLC*	P Diaz and Sons Trucking*	Twin Lakes Transit, Ltd
Crowley Construction Corp	Islas Trucking, LLC	PAS Trucking, LLC*	Underwood and Sons, LLC
Cruz Trucking & Grading	Ivan's Trucking	Patriot Truck Service Inc*	UPI, LLC
CS Trucking, LLC*	J & O Trucking, Inc.*	PDP Associates Inc.*	V & T Trucking*
D & V Trucking LLC Milwaukee*	J Harris Trucking*	Perez Trucking LLC	Vanek Truck Service, LLC*
D K Contractors, Inc	J.H. Alliance LLC	Piceno's Trucking	Vista Design and Construction, LLC*
D&H Family Trucking, LLC	JLS Trucking Milw	Pilots Trucking LLC	Vizcaino's Trucking LLC
David Jr's Trucking LLC*	Jose G. Mora Trucking, LLC*	Platt Construction, Inc.	Waterford Truck Service, Inc
Dolson, Inc.	K & B Trucking, Inc.*	PMT Trucking, LLC	WCW Trucking*
E.J. Meyer Trucking	KG Family Investment	Pressure Express, LLC	Wisconsin Rebar, Inc
Edra Trucking LLC	KSD Construction	Pro Electric, Inc*	Wisconsin Utility Exposure, Inc.
EFH Trucking LLC*	Lakeside Trucking and Excavation LLC*	R & C Trucking, LLC	Zara Trucking, LLC
Epicus LLC	Leden's Trucking Inc.	R&L Trucking, LLC*	
EPN Trucking, LLC	Legend LLC	Ra Seaton Contractor Services LLC*	
		Raimonde Drilling Corporation*	
		Ralp Trucking LLC	

* Company is no longer DBE certified

HCST is an intensive, 6-week training program that prepares graduates for careers in road construction. This free resource provides contractors with quality candidates to fill positions as laborers and apprentices. Meanwhile, people from historically underrepresented groups – including women and minorities – get the chance to prove themselves in this life-changing industry.

WHO'S A GOOD CANDIDATE?

Each class contains no more than 20 students, to ensure each candidate receives the highest quality preparation. During our screening, we ensure potential students meet these minimum requirements:



- At least 18 years old
- U.S. citizen or eligible to work
- Can pass a drug test
- Passion for the industry
- **Math and Reading:** can read and do math at a 6th grade level
- **Physical Endurance:** can handle the physical demands of the industry, including stamina during various weather conditions.
- **Valid Driver's License:** to travel to worksites and help students earn their CDL.

WHAT DOES HCST TEACH?

Our students undergo an intensive 160-hour training program in the soft and hard skills needed to enter the road construction industry. This class also incorporates training and tutelage from experienced industry professionals.



- physical conditioning
- CDL preparation
- blueprint reading
- job site safety issues
- tool identification and usage
- professional development
- construction math
- construction terminology
- apprenticeship opportunities

WHAT COMES NEXT?

Our staff follows up with each graduate to help them overcome barriers, network, and secure employment. Every graduate is certified in several key areas, including:



pass a written CDL exam



pass an apprenticeship test in a skilled trade



flagging certification



OSHA-30 safety training

I WANT TO MAKE A REFERRAL.

Please contact me for referrals in Southwest Wisconsin, including Dane County, Rock County, and surrounding areas.

LORIE THOMPSON, SW HCST Coordinator
 608-216-7626
 LThompson@fsc-corp.org

Please contact me for referrals in Northeast Wisconsin, including Brown County, Winnebago County, and surrounding areas.

RANARD MORRIS, NW HCST Coordinator
 920-518-1733
 RMorris@fsc-corp.org

Thank you!

Unified Certification Program (UCP)

Newly Certified DBE Firms | August 2023 - December 2023

WISDOT

123 Installs, Corp.

Elzbieta Ostrowska
Flushing, NY 11365
(347) 515-0779
ella@123installs.net

CERTIFICATE DATE: 11/16/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Computer peripheral equipment installation, repair, and maintenance; Communication and electronic equipment installation
NAICS CODE: 238210 - Electrical Contractors and Other Wiring Installation Contractors

76 Sales, LLC

Alvis Davis
Racine, WI 53405
(262) 676-8073
al76truck@gmail.com

CERTIFICATE DATE: 10/19/23

HOME REGION: SE

WORK CLASSIFICATION: Dump Trucking (Gravel, Sand, Top-Soil etc.)
NAICS CODE: 484220 - Specialized Freight (Except Used Goods) Trucking, Local

Advantage Global Logistics

Maureen Powers
Randolf, MA 02368
(781) 986-3835
maureen.powers@landstarmail.com

CERTIFICATE DATE: 10/25/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Freight Forwarding Domestic & International Air Freight
NAICS CODE: 488510 - Freight Transportation Arrangement

Albany Information Technology Group, LLC

Michael Woytowich
Albany, NY 12207
(518) 290-0405
Michael.Woytowich@albanyitg.com

CERTIFICATE DATE: 09/11/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Professional Services (Information Technology); Computer Programming; Software Development and Systems Integration
NAICS CODE: 541513 - Computer Facilities Management Services
541519 - Other Computer Related Services

Bartkowski Life Safety Corp.

Lauren Sustek
South Holland, IL 60473
(708) 498-0004
lauren@bartlsc.com

CERTIFICATE DATE: 10/17/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Insulation services, Firestop, smoke sealants, perimeter containment; Spandrel installation; Building sealant installation; Building surveys
NAICS CODE: 238310 - Drywall and Insulation Contractors
238390 - Other Building Finishing Contractors
425120 - Wholesale Trade Agents and Brokers

Emergency Locksmith Services, LLC

Lorenzo Williams
Butler, WI 53222
(414) 234-8151
emergencyllsllc@gmail.com

CERTIFICATE DATE: 12/29/23

HOME REGION: SE

WORK CLASSIFICATION: Mobile locksmith services for commercial, residential and vehicle; Lock and key repair, key cutting, lock installation and rekeying
NAICS CODE: 561622 - Locksmiths

FCS, LLC

Mariah Francis
Rockford, IL 61104
(815) 961-0365
mariah@fcstraffic.com

CERTIFICATE DATE: 10/25/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Heavy Highway Construction (Traffic Control)
NAICS CODE: 561990 - All Other Support Services

G&K Logistics, LLC

Kiva Randolph
Milwaukee, WI 53210
(414) 737-2213
gklogistics2023@gmail.com

CERTIFICATE DATE: 09/29/23

HOME REGION: SE

WORK CLASSIFICATION: Dump Trucking (Gravel, Sand, Top-Soil etc.)
NAICS CODE: 484220 - Specialized Freight (Except Used Goods) Trucking, Local

CONTINUED ON NEXT PAGE



Unified Certification Program (UCP)

Newly Certified DBE Firms | August 2023 - December 2023

WISDOT CONTINUED

Highway Supply, LLC

Linda Mullins
Omro, WI 54963
(920) 410-2490
highwaysupplywi@gmail.com

CERTIFICATE DATE: 08/31/23

HOME REGION: NE

WORK CLASSIFICATION: Material Supplier (Highway Construction Materials); Supplier of plastic culverts, steel culverts, water drainage products, erosion control fabrics and geotextiles

NAICS CODE:

423320 - Brick, Stone, and Related Construction Material Merchant Wholesalers

423390 - Other Construction Material Merchant Wholesalers

IPAK, Inc.

Karen Primak
Pennsauken, NJ 08109
(856) 486-0066
kprimak@ipak.com

CERTIFICATE DATE: 10/25/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Design, printing, packaging, fulfillment; Inventory management, distribution, secure record storage; Management consulting Safety products and equipment

NAICS CODE:

323111 - Commercial Printing (except Screen and Books)

423490 - Other Professional Equipment and Supplies Merchant Wholesalers

493110 - General Warehousing and Storage

541614 - Process, Physical Distribution, and Logistics Consulting Services

M3 Sixty, LLC

Kelly McCarty
St. Paul, MN 55109
(651) 202-2660
Kelly@m3-sixty.com

CERTIFICATE DATE: 09/11/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Wholesale trade agent, material supplier

NAICS CODE: 425120 - Wholesale Trade Agents and Brokers

Melissa Kirby Consulting, LLC

Melissa Kirby
Stoughton, WI 53589
(608) 520-0034
kirby.melissa3@outlook.com

CERTIFICATE DATE: 08/26/23

HOME REGION: SW

WORK CLASSIFICATION: Professional Services (Engineering Design); Low-voltage electrical systems design and consulting

NAICS CODE:

541690 - Other Scientific and Technical Consulting Services

541310 - Architectural Services

My Driver, LLC

Terrell Truss
Milwaukee, WI 53202
(262) 301-0529
(262) 456-1420
mydriver.llc@yahoo.com

CERTIFICATE DATE: 12/21/2023

HOME REGION: SE

WORK CLASSIFICATION: Medical courier delivery services; Package delivery services

NAICS CODE: 492110 - Couriers and Express Delivery Services

Native Trucking, Inc.

Vincent Anderson
Milwaukee, WI 53225
(414) 254-4387
vinceanderson45@gmail.com

CERTIFICATE DATE: 12/22/2023

HOME REGION: SE

WORK CLASSIFICATION: Dump Trucking (Gravel, Sand, Top-Soil etc.)

NAICS CODE: 484220 - Specialized Freight (Except Used Goods) Trucking, Local

M-West Express, LLC

Mataan Maow
Green Bay, WI 54303
(800) 478-5060
safety@mwwestexpressllc.com

CERTIFICATE DATE: 11/11/23

HOME REGION: NE

WORK CLASSIFICATION: Van transportation services for general freight

NAICS CODE:

484110 - General Freight Trucking, Local
484122 - General Freight Trucking, Long-Distance, Less Than Truckload

PSA Constructors, Inc.

Patrick Aliu
Orlando, FL 32803
(407) 898-9119
ptillman@psaonline.com

CERTIFICATE DATE: 11/16/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Professional Services (Drafting Services); Management consulting services; Contract management

NAICS CODE:

236220 - Commercial and Institutional Building Construction

541340 - Drafting Services

541611 - Administrative Management and General Management Consulting Services

541618 - Other Management Consulting

541690 - Other Scientific and Technical Consulting Services



Unified Certification Program (UCP)

Newly Certified DBE Firms | August 2023 - December 2023

WISDOT CONTINUED

Serrmi Products, LLC

Larry Seward III
Pittsburg, KS 66762
(620) 404-4422
stacey.dawson@serrmiproducts.com

CERTIFICATE DATE: 09/25/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Manufacturing fabricated structural metal; Manufacturing instruments for measuring & testing electricity & electrical signals; Wholesaler of transportation equipment and supply (except marine pleasure craft and motor vehicles)

NAICS CODE:

332312 - Fabricated Structural Metal Manufacturing

334515 - Instrument Manufacturing for Measuring & Testing Electricity & Electrical Signals

423860 - Transportation Equipment and Supplies (Except Motor Vehicles) Merchant Wholesalers

Sig Media, LLC

James Byers
Brownsburg, IN 46112
(317) 281-0106
james@sigmediallc.com

CERTIFICATE DATE: 10/03/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Graphic design services; Advertising services, indoor and outdoor; Transit advertising; Business support services

NAICS CODE:

561990 - All Other Support Services

541430 - Graphic Design Services

541890 - Other Services Related to Advertising

541850 Indoor and Outdoor Display Advertising

Symbology DC, LLC

Barry Jerrels
Washington DC, 20005
(202) 487-0095
bjjerrels@symbologydc.com

CERTIFICATE DATE: 09/11/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Professional Services (Information Technology); Computer equipment and software wholesaler; Computer systems integration, hardware and software; Custom computer software analysis and design services

NAICS CODE:

423430 - Computer and Computer Peripheral Equipment and Software Merchant Wholesalers

541511 - Custom Computer Programming Services

541512 - Computer Systems Design Services

541519 - Other Computer Related Services

Teleqo Technical Solutions, Inc.

Katherine Hunt
McLean, VA 22102
(703) 966-4683
accounting@teleqotech.com

CERTIFICATE DATE: 09/14/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Real Estate Consultants (Except Agents, Appraisers) Offices Other; Surveying and mapping; Custom computer and software programming; Strategic planning consulting; Transportation management consulting

NAICS CODE:

531390 - Activities Related to Real Estate

541370 - Surveying and Mapping (except Geophysical) Services

541511 - Custom Computer Programming Services

541611 - Administrative Management and General Management Consulting Services

541614 - Process, Physical Distribution, and Logistics Consulting Services



The William Everett Group

Ellen Rozelle-Turner
Chicago, IL 60601
(312) 929-4552
e.turner@wegrp.com

CERTIFICATE DATE: 09/11/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Professional Services (Information Technology); Information management computer systems integration design services; General management consulting services

NAICS CODE:

541512 - Computer Systems Design Services

541611 - Administrative Management and General Management Consulting Services

True Visions Design, LLC

Sierra Currie
Milwaukee, WI 53216
(262) 465-2600
sierra@truevisionsdesign.com

CERTIFICATE DATE: 10/31/23

HOME REGION: SE

WORK CLASSIFICATION: Web and graphic design; Digital marketing materials design; Branding and marketing services; Life insurance services

NAICS CODE:

541430 Graphic Design Services

541613 Marketing Consulting Services

524210 Insurance Agencies and Brokerages

Unified Certification Program (UCP)

Newly Certified DBE Firms | August 2023 - December 2023

MILWAUKEE COUNTY

Action Group MGMT LLC

Freddy Castillo
Miramar, FL 33023
(954) 288-1105
fc@agmservices.us

CERTIFICATE DATE: 10/28/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Property management services; Distribution of dry and refrigerated shipping container services

NAICS CODE:

445292 - Confectionery and Nut Retailers
531120 - Lessors of nonresidential buildings (except miniwarehouses)
531311 - Residential Property Managers
531312 - Nonresidential Property Managers
531390 - Other Activities Related to Real Estate
541513 - Computer Facilities Management Services
541611 - Administrative Management and General Management Consulting Services
541612 - Human Resources Consulting Services
541613 - Marketing consulting services
541614 - Process, Physical Distribution, and Logistics Consulting Services
541618 - Other Management Consulting Services
561110 - Office Administrative Services
561210 - Facilities Support Services
561720 - Janitorial Services
722511 - Full-Service Restaurants
722513 - Limited-Service Restaurants
921190 - Other General Government Support

American Transit Team LLC

Dawn Minley
Milwaukee, WI 53224
(262) 222-2989
kevin.minley@americantransitteam.com

CERTIFICATE DATE: 09/16/23

HOME REGION: SE

WORK CLASSIFICATION: Non-Emergency Transportation

NAICS CODE:

85991 - Nonemergency medical transportation services (except ambulance services)
485991 - Special needs passenger transportation services
485999 - Vanpool operation (except ridesharing and ridesharing arrangement services)

Barupon, LLC

Rupa Tammabattula
Irvine, CA 92620
(347) 892-2222
rupa@barupon.com

CERTIFICATE DATE: 09/27/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Medical Products Supplier

NAICS CODE:

423990 - Other Miscellaneous Durable Goods Merchant Wholesalers
423450 - Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers
425120 - Wholesale Trade Agents and Brokers

Bovia's Clean Touch LLC

Tabitha Bovia
Milwaukee, WI 53218
(414) 239-0572
info@boviascleantouch.com

CERTIFICATE DATE: 10/11/23

HOME REGION: SE

WORK CLASSIFICATION: Janitorial; Power Washing Services

NAICS CODE:

561210 - Facilities Support Services
561720 - Janitorial Services
561790 - Power washing building exteriors

Ecofleet Industries, Inc

Kevin Henandez
San Marcos CA 92069
(424) 388-8539
kevin@ecofleetusa.com

CERTIFICATE DATE: 12/12/2023

HOME REGION: Non-WI

WORK CLASSIFICATION: Transportation Services; Vehicle Repair & Maintenance Services

NAICS CODE:

441227 - Motorcycle, ATV, and All Other Motor Vehicle Dealers
485999 - All Other Transit and Ground Passenger Transportation
488490 - Bus terminal operation, independent
488490 - Other Support Activities for Road Transportation
532120 - Bus rental or leasing
811111 - Automotive fleet repair and maintenance services
811192 - Automotive detail shops



CONTINUED ON NEXT PAGE

Unified Certification Program (UCP)

Newly Certified DBE Firms | August 2023 - December 2023

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MILWAUKEE COUNTY CONTINUED

Global Parking System of Indiana, Inc. DBA Global Parking System, Inc.

Hal Darring
Indianapolis, IN 46220
(317) 246-7275
hdarring@globalparkingsysteminc.com

CERTIFICATE DATE: 12/18/2023

HOME REGION: Non-WI

WORK CLASSIFICATION: Transportation Services; Parking Services

NAICS CODE:

485113 - Bus and Other Motor Vehicle Transit Systems

488119 - Other Airport Operations

541611 - Administrative Management and General Management Consulting Services

561210 - Facilities Support Services

722515 - Snack and Nonalcoholic Beverage Bars

811192 - Car Washes

812930 - Parking Lots and Garages

Jordan's Construction Services LLC

Sheila Jordan
Milwaukee, WI 53206
(414) 264-0124
Jordan.sheila@gmail.com

CERTIFICATE DATE: 11/09/23

HOME REGION: SE

WORK CLASSIFICATION: Building Construction; Carpentry

NAICS CODE:

238130 - Carpentry, framing

268350 - Finish carpentry

King Reese Estates LLC

Antwon Knig
Milwaukee, WI 53217
(815) 615-8492
kingantwon@kingreeseestates.com

CERTIFICATE DATE: 08/09/23

HOME REGION: SE

WORK CLASSIFICATION: Freight Transportation

NAICS CODE:

484220 - Specialized Freight (except Used Goods) Trucking, Local

484122 - General Freight Trucking, Long-Distance, Less Than Truckload

484121 - General Freight Trucking, Long-Distance, Truckload

484110 - General Freight Trucking, Local



Kou Communications LLC

Tami Pappas
Brookfield, WI 53045
(612) 296-9655
Tami.kou@koucommunications.com

CERTIFICATE DATE: 12/19/2023

HOME REGION: SE

WORK CLASSIFICATION: Professional Services (Public Relations); Video production; Marketing Consulting Services; Independent Artist, Writers, and Performers

NAICS CODE:

512110 - Video production

541613 - Marketing Consulting Services

541820 - Public Relations Agencies

711510 - Independent Artist, Writers, and Performers

Seacom LLC

Sandra Ebbott
Saint Paul, MN 55110
(651) 352-2266
sandee@seacomllc.com

CERTIFICATE DATE: 10/17/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Low Voltage Electrical Service Provider

NAICS CODE:

238210 - Electrical Contractors and Other Wiring Installation Contractor

517911 - Telecommunications Resellers

541618 - Other Management Consulting Services

Taylor Distribution Group, LLC

DBA TDG Scientific
Artura Taylor
Dallas, TX 75231
(214) 890-9200
artura@tdgsci.com

CERTIFICATE DATE: 10/10/23

HOME REGION: Non-WI

WORK CLASSIFICATION: Medical Equipment and Supplies Wholesaler

NAICS CODE:

23450 - Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers

423490 - Other Professional Equipment and Supplies Merchant Wholesalers

424210 - Drugs and Druggists' Sundries Merchant Wholesalers

424690 - Other Chemical and Allied Products Merchant Wholesalers

The Dodd Group, LLC

Anthony Dodd
Milwaukee, WI 53222
(414) 364-4412
doddgroupllc@gmail.com

CERTIFICATE DATE: 08/09/23

HOME REGION: SE

WORK CLASSIFICATION: Consultant

NAICS CODE:

561611 - Investigation and Personal Background Check Services

561611 - Background check services

541690 - Security consulting services

541690 - Safety consulting services

541690 - Other Scientific and Technical Consulting Services

WRTP | BIG STEP

Serving Racine, Kenosha, & Walworth Counties



JOIN US: RACINE HIGHWAY CONSTRUCTION SKILLS TRAINING PROGRAM

WRTP | BIG STEP 2024 TRAINING CALENDAR Racine Roadbuilding Training Class

As part of our mission to facilitate the recruitment and development of a more diverse, qualified workforce in the region, our roadbuilding construction class provides a hands-on experience to learners interested in beginning a career in the construction trades. This program provides exposure and instruction in different union construction career pathways (Carpenter, Electrician, Laborer, Plumber, etc.) and is recognized by WisDOT. Nationally accredited, this training is recognized across the state and will make you stand out.

Recruitment/Information Session

- January 16 | Register by December 22
- March 11 | Register by February 23
- June 18 | Register by May 31
- August 20 | Register by August 2

Tentative Training

- January 22 through March 8
- March 18 through May 3
- June 24 through August 9
- August 26 through October 11

Classes are tentatively 7 weeks, Monday through Friday, 8 AM - 12 PM, at the Racine Gateway Campus.

Requirements

- Valid driver's license or permit or proof of being on track to obtain a license
- High school diploma, GED, or HSED
- Social Security card
- Updated resume
- Drug free (ability to pass a drug screen)
- Seeking a career in construction

Classes Include

- OSHA certification
- First aid/CPR
- Flagger's training
- Construction mathematics
- Basic blueprint reading
- Tool & material identification
- CDL preparation
- Hands-on projects
- Trades application assistance
- Contractor engagement & networking

Register by phone at 262-619-6560, by email at racine@wrtp.org, or on our website by scanning the QR code. In order to be considered for a training class, you must register by the registration deadlines listed above.



Just scan with your phone's camera—no app necessary!

[REGISTER ONLINE](#)

**This program is funded in part by the Wisconsin Department of Transportation and is available at no cost for eligible candidates. The employers recruiting for this opportunity are all equal opportunity employers. Successful completion of this program increases your opportunity for a career in the skilled trades.*

Industry-Led, Worker-Centered, and Community-Focused. Our mission is to enhance the ability of public and private institutions and develop a more diverse, qualified workforce in construction, manufacturing, and emerging sectors of the regional economy. This workforce product was funded by a grant awarded by the U.S. Department of Transportation. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Transportation. The Department of Transportation makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. WRTP | BIG STEP is an equal opportunity employer and service provider. To request information in an alternate format, including language assistance or translation of the information, please contact us at (414) 342-9787.

BMO for Black and Latinx Businesses

Empowering small business



Companies like yours are key contributors to economic growth, innovation and job creation and are paving the way for tomorrow's business owners. We're committed to supporting and championing Black and Latinx-owned businesses to help you accelerate growth in three ways:

Providing better access to working capital.

Our lending program¹ allows Black and Latinx owned businesses to get the financial support needed to succeed.

- **Get a revolving business line of credit up to \$50,000** that allows you to only pay interest on what you borrow.²
- **Enjoy a 0.25% rate discount on your line of credit** when you set up automatic payments from a BMO business or personal (if a sole proprietor) checking account.³
- **Get improved access to funding** with our specialized lending criteria.

Creating educational resources to inform better business decisions.

BMO has developed valuable tools, templates and webinars, available for free on bmo.com/blackandlatinx, to help you at every business stage.



Partnering with organizations that support Black and Latinx business owners.

Through meaningful partnerships, you can access organizations that provide coaching, mentoring and networking opportunities to help your business grow.

Our partners include area Chambers of Commerce, Community Development Financial Institutions and other specialized nonprofits.



Visit your local branch and talk to a Branch Manager today.



VACHON HARPER-YOUNG
Senior Regional Manager
Zero Barriers to Business

"We are removing the systemic barriers that have prevented the Black and Latinx business owner from achieving success for decades."



RONALD MILSAP
Director
Zero Barriers to Business,
Business Banking

"We are advocates and ambassadors for Black and Latinx businesses. Improving outcomes for this segment of business owners uplifts all of our communities and the entire business ecosystem."



LETTICIA FLORES POOLE
Senior Regional Manager
Zero Barriers to Business

"We are proud to provide capital to improve the sustainability of our communities and give hope to younger generations."

¹ For businesses with annual revenues of \$10 million or less and total combined credit exposure at BMO of \$50,000 or less, that are at least 51% owned and controlled by individuals that self-identify as Black or Latinx. Businesses must (i) provide a Certificate of Good Standing from one of the 50 U.S. states, Washington D.C., or a tribal nation with a legal code for establishing business entities or corporations* and (ii) have a physical business presence (or in the instance where the business has no physical location, a mailing address for their headquarters) located in at least one of the following states: AZ, CA, CO, FL, ID, IL, IN, IA, KS, MI, MN, MO, NE, NV, NM, ND, OK, OR, SD, TX, UT, WA, WI, or WY.

*Sole proprietors and general partnerships may also apply for the program.

² Applicants approved for a line of credit must have a BMO business checking account or a BMO personal account (if a sole proprietor) opened before loan closing.

³ Automatic payment from a BMO business checking account or a BMO personal checking account (if a sole proprietor) is required to be established at loan closing in order to receive the 0.25% rate reduction. Additional rate reductions may be available. Please see your banker for details.

Banking products and services are subject to approval and are provided in the United States by BMO Bank N.A., Member FDIC. (11/23)



BMO for Women in Business

Accelerating your success



We're proud to be fueling growth and expanding possibilities for women business owners. Our comprehensive program is designed to help you make real financial progress in four ways:

Providing better access to working capital.

Our lending program¹ allows women-owned businesses to get the financial support needed to succeed.

- **Get a revolving business line of credit up to \$50,000** that allows you to only pay interest on what you borrow.²
- **Enjoy a 0.25% rate discount on your line of credit** when you set up automatic payments from a BMO business or personal (if a sole proprietor) checking account.³
- **Get improved access to funding** with our specialized lending criteria.

Creating educational resources to inform better business decisions.

BMO has developed valuable tools, templates and webinars, available for free on [bmo.com/women](https://www.bmo.com/women), to help you at every business stage.

Partnering with organizations that support women entrepreneurs.

We are proud to support the Women's Business Development Center (WBDC), the National Association of Women Business Owners (NAWBO), and other organizations that ensure access to business coaching, mentoring and networking opportunities.

Highlighting the contributions of outstanding women.

Through our annual BMO Celebrating Women program, we award grants of \$10,000 to eligible women-owned businesses.

Visit your local branch and talk to a Branch Manager today.



ERNIE JOHANNSON
Group Head of North American Personal & Business Banking

"Women-owned businesses are the lifeblood of the economy. When we help women advance, the impact is felt for generations."



NIAMH KRISTUFEK
Head of U.S. Business Banking

"We know the full potential of women entrepreneurs and we're laying the building blocks to help ensure equitable access to capital."



DENISSE PACHUCA
Senior Regional Manager, Zero Barriers to Business

"We are proud to help women achieve equal footing in the business community and give them the tools and resources to thrive."



¹ For businesses with annual revenues of \$10 million or less and total combined credit exposure at BMO of \$50,000 or less, that are at least 51% owned and controlled by individuals that self-identify as women. Businesses must (i) provide a Certificate of Good Standing from one of the 50 U.S. states, Washington D.C., or a tribal nation with a legal code for establishing business entities or corporations* and (ii) have a physical business presence (or in the instance where the business has no physical location, a mailing address for their headquarters) located in at least one of the following states: AZ, CA, CO, FL, ID, IL, IN, IA, KS, MI, MN, MO, NE, NV, NM, ND, OK, OR, SD, TX, UT, WA, WI, or WY.
*Sole proprietors and general partnerships may also apply for the program.

² Applicants approved for a line of credit must have a BMO business checking account or a BMO personal account (if a sole proprietor) opened before loan closing.

³ Automatic payment from a BMO business checking account or a BMO personal checking account (if a sole proprietor) is required to be established at loan closing in order to receive the 0.25% rate reduction. Additional rate reductions may be available. Please see your banker for details.

Banking products and services are subject to bank and credit approval. BMO Bank N.A. Member FDIC. (11/23)



DBE COACHING



by a Prime Contractor or Professional Consultant

WHAT IS DBE COACHING?

DBE coaching is when a prime contractor or professional consultant meets with a DBE subcontractor or subconsultant to help optimize their performance and ability to achieve successful outcomes on WisDOT projects.

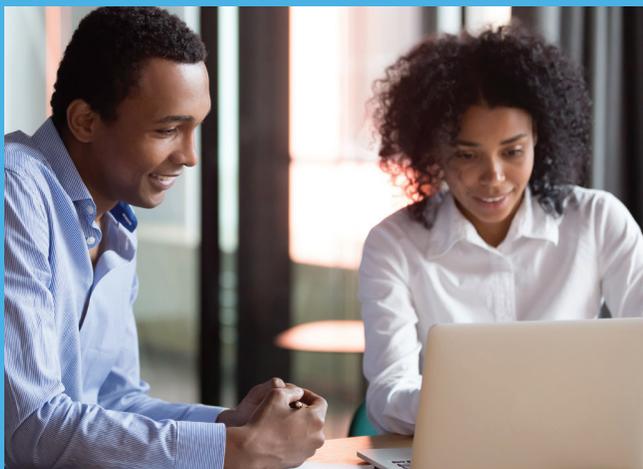
Coaching can help a DBE advance in their trade by teaching new skills and strengthening existing skills. The DBE coach can assist with creating an action plan in coordination with the DBE Office to achieve specific outcomes, such as setting up office efficiencies, identifying niche areas

of work and potential work type expansions, and suggesting areas for training. A coach may observe the DBE practice specific skills and recommend areas for improvement.

DBE coaching can also provide encouragement and help DBEs gain confidence in their abilities, become stronger in their assigned NAICS code work areas, and propose expansions where applicable.

The coach helps the DBE gain insight into their strengths and identify areas for growth as they move along the path to successfully contracting with WisDOT.

Coaches provide guidance and expertise for working on WisDOT projects and help DBEs:



- Identify opportunities
- Improve productivity
- Overcome obstacles
- Stay focused and motivated
- Set business-related goals and objectives to create a path to success
- Identify strengths, weaknesses, opportunities, and threats/risks
- Evaluate prime contracting goals

CONTACT DBE PROGRAM SUPPORT TO HELP YOU EVALUATE YOUR GOALS AND DETERMINE IF COACHING CAN HELP YOU MEET YOUR OBJECTIVES.

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