

Business Center Web Address: <http://www.coloradodot.info/business>

CDOT Seeks DBEs for Water Quality and Erosion Control Training Academy

If your company is a current or potential CDOT construction contractor, you may want to consider signing up for a free training course being offered through the new Best Management Practices (BMP) Training Facility. Located just west of the CDOT headquarters at 4201 E. Arkansas Avenue, the site was designed to train construction companies on the proper purpose, use, installation and maintenance of erosion and sediment control.

“We see this level of experience as critical for any contractor working with us now or in the very near future.”

According to Rick Willard, Water Quality Unit Lead, “Our goal at the BMP Academy is to provide a working lab where we can present hands-on training with simulated real world applications for the construction



industry to improve Stormwater Construction Permit compliance. We see this level of experience as critical for any contractor working with us now or in the very near future.”

Currently 16 slots are available for a one-day class being scheduled for this spring for certified Disadvantaged Business Enterprises (DBEs). To learn more about the BMP Academy or to enroll in the course, contact Rick Willard at 303-757-9343 or at Richard.Willard@dot.state.co.us.

We Give Our Thanks to You

The entire team at The Center for Equal Opportunity sends deepest thanks to our many business and community partners across our beautiful state for your incredible support. We look forward to building upon these invaluable relationships in the coming year and wish you the happiest of holidays.



WHAT'S UP?

“Biz Square Online™” Offers One-Stop Business Mall & Networking

Denver-based AlphaOmega Consulting Services recently announced the launching of “Biz Square Online”™, a national interactive Web portal that brings together large and small businesses as well as government agencies wanting to exchange information and market products/services.

According to Jacqueline Peterson, AlphaOmega’s President/CEO, “Our business networking Web portal, Biz Square Online(TM), is a first-of-its kind online networking and interactive resource where businesses can connect, learn, share, and promote their brand, products and services using the latest Web 2.0 technologies.”

The unique site is a total online business clearing-house offering:

- Online Speed Networking
- Nationwide Bid Solicitations
- Updates on Federal Contracting Regulations and National Legislation
- Small Business Funding/Financing Sources
- Fortune 500 discounted products/services
- Unlimited Opportunities to advertise and promote products/services
- Ability to provide Business Profiles/ PowerPoint Presentations
- Bartering board to request and exchange services

Free and VIP memberships are available by logging on the site at www.bizsquareonline or by calling 1-888-322-6841.

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**New CDOT
Division Director
Heidi Bimmerle**



Heidi Bimmerle, a seasoned human resource leader, began serving as Director of CDOT's Division of Human Resources and Administration in July. The division includes the areas of administrative services, equal opportunity, facilities management, human resources management and procurement.

Ms. Bimmerle most recently served as the Director of the Colorado Rural Workforce Consortium within the Colorado Department of Labor and Employment. She holds a Master of Education and Human Resource Studies and a Bachelor of Science in Education.

Since starting her new position, Ms. Bimmerle has been actively engaged in getting acquainted with CDOT operations and conducting an assessment of the challenges and opportunities that lie ahead for the agency. Welcome, Heidi Bimmerle!

**Welcome,
Newly Certified DBEs**

An additional 36 firms were certified by the State of Colorado as Disadvantaged Business Enterprises from July through October 2010.



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Street Sweeping

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PBS&J Finds Mentoring Good Business

Why do two senior managers at the world's 11th largest design firm take time from their challenging and demanding jobs to mentor and develop local small business owners? Ken Burns and Jeff Kullman of PBS&J say that it's just good business.

Burns and Kullman answered the call by CDOT and the American Council of Engineering Companies of Colorado (ACEC) to serve as mentors in their Emerging Small Business Consultant Mentor-Protégé Program. The program was created to benefit CDOT and the transportation industry by facilitating opportunities for protégés to build business relationships with leaders of major prime consulting companies and ACEC and to improve the protégés' ability to compete for and be awarded CDOT contracts. Since its pilot year in 2005, 15 small businesses have been mentored through the program.

“The mentor has to be committed to leading and being a valuable resource to the protégé.”

Ken Burns, the first of the PBS&J pair to commit to mentoring, was matched by CDOT with Lauren Evans, owner of Lakewood's Pinyon Environmental, Inc. The relationship began with Burns and Evans identifying Pinyon's needs, i.e., staff development, strategic planning, marketing, etc., setting priorities and developing an implementation plan. The two also placed an emphasis on determining how Pinyon could better market itself to CDOT, developing a marketing plan for increasing business with the agency.

While they only met for breakfast once a month, Lauren and Ken were able

to develop a plan that addressed their objectives. In addition, as different business issues arose, they adjusted their plan in order to effectively address

“These are relationships that can pay off big with winning contracts down the road.”

Pinyon's needs. The two reported to CDOT quarterly on their progress. “Whether it all works or not has a lot to do with the personalities involved,” notes



Jeff Kullman and Ken Burns of PBS&J say mentoring small businesses is all about building relationships.

Burns. “You must have two people that really want to participate. And, the mentor has to be committed to leading and being a valuable resource to the protégé.”

Even though Burns and Evans have long since completed their terms in the program, they still keep in touch. It's a relationship that Burns clearly values. “I continue to see Pinyon getting on teams and winning contracts. I take a great deal of personal pride in their

obvious success.” He adds, “But, I just gave them the training tools. All of the credit goes to Lauren and her team for implementing the plan.”

Building Teaming Relationships

According to Marilen Reimer, ACEC's Executive Director, defining success of the program—especially now—has to be viewed in the context of these unusual economic times, when both primes and subs are looking hard for work. Reimer points out that, “During this economic downturn, both prime

contractors and small business owners can take the Mentor-Protégé program as an opportunity to build new teaming relationships. These are relationships that can pay off big with winning contracts down the road.”

PBS&J's Jeff Kullman agrees. Kullman, who was recently paired by the program with Richard Pagan of R.J. Pagan &

Associates, admits that—even though PBS&J is a very large company—they

“Based on my experience, when you do good things for people, people do good things back.”

can't do it all alone. He shares, “When we come across a DBE that brings a niche talent that we can utilize, it's just smart business to invest the time and effort to help them expand and put them on a firmer footing.”

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Wounded Warriors Program Provides Transportation Training and Jobs for Wounded Vets

Thanks to funding from the American Recovery and Reinvestment Act (ARRA), CDOT is implementing its Wounded Warriors program, a statewide effort designed to meet the employment needs of wounded veterans who are challenged by difficulties in returning to the civilian workforce following their military service.

“Veterans with physical or psychological wounds from, or in preparation for, service in a combat operation experience more difficulty in finding employment opportunities after separating from military service than others,” states Greg Martinez, Program Coordinator. “This program has been developed as transitional support for them in returning to the workplace.”

The program includes 12 temporary, 6-month assignments with CDOT. Eligibility includes:

“This program has been developed as transitional support for them in returning to the workplace”.

- Separation from military service with a disability rating from the Department of Veterans Affairs
- Wounded Veterans of Operations in Iraq and Afghanistan or other conflicts on a case-by-case basis (wounds can be physical or psychological)
- Veterans who are Colorado residents

CDOT has filled 7 positions with Veterans as part of the program and they are working at our headquarters offices and the regions. The Veterans are providing needed services in numerous job classifications ranging from maintenance and engineering to administrative support and professionals.



CDOT hopes to receive additional funding for the program and will open additional positions if possible. You can get more information about the program by contacting Greg A. Martinez at (303) 512-4142 or 1-800-925-3427, fax (303) 757-9058 or [email greg.a.martinez@dot.state.co.us](mailto:greg.a.martinez@dot.state.co.us)

Katherine Williams On Board To Support Small Businesses

Ms. Katherine Williams has recently joined the Center for Equal Opportunity team as a Small Business/Civil Rights Specialist. Her immediate focus in the department will be in three critical areas for the further development and growth of small business including:

- Increasing the utilization of the Mentor-Protégé program
- Revitalizing the Emerging Small Business program, and



**Welcome,
Katherine Williams!**

- Assisting CDOT'S transit area in working more effectively with DBEs

Katherine comes to CDOT with a Bachelors degree from the University of San Diego and a Juris Doctor from the Boston University School of Law. In addition to her legal background, she brings experience in the areas of tax resolution and contract management, which will be valuable as she supports the efforts of small business owners in her new position.

PRIME TIME
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DBE SPOTLIGHT
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PBS&J Finds Mentoring Good Business *continued*

With Kullman's 27 previous years of experience as a CDOT employee, the two jumped right into brainstorming strategies for getting Pagan CDOT project work during their monthly, 2-hour meetings. With CDOT being such a large entity, the two continue to work at ways to break the agency into smaller pieces for Pagan in order to develop levels of contracts that his company can successfully manage.

“When we come across a DBE that brings a niche talent that we can utilize, it’s just smart business to invest the time and effort to help them expand and put them on a firmer footing.”

Advice to Primes

Kullman is quick to encourage other prime contractors to join the ranks of CDOT mentors, even if they don't see a direct effect on their bottom line. “Our ongoing commitment to this program undoubtedly shows CDOT and the ACEC that we're willing to be responsible members of our community and our industry.” Kullman adds, “Based on my experience, when you do good things for people, people do good things back.”

To learn more about CDOT's Emerging Small Business Consultant Mentor- Protégé Program contact Greg Diehl at 303-757-9599 or at greg.diehl@dot.state.co.us.

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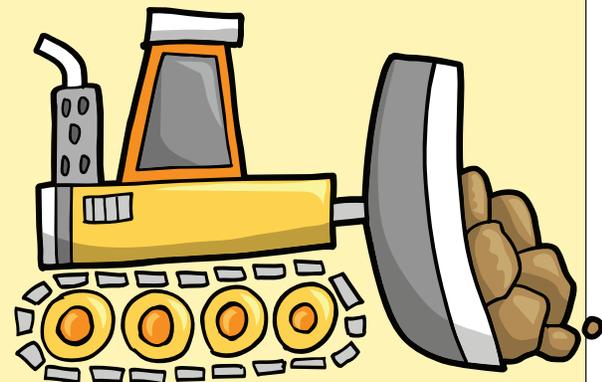
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CDC CORNER

CDOT offers numerous training opportunities, technical assistance and business support services for small business owners throughout the year. If you would like to learn more about these services, contact the Center for Equal Opportunity at 303-757-9303 or eo@dot.state.co.us.

CDOT Development Center (CDC)

The Center, which was established in 1996, provides entrepreneurs with a variety of services and activities including an accessible construction plans room, computer workstations, training, and other services.

The CDC assists small businesses requesting information on Consultant, Contractor and Purchasing procedures and contract opportunities in the transportation industry. The Center has:

- Construction plans available for viewing
- Library of CDOT Publications
- Copy and fax facilities
- Access to the Internet and information on other CDOT bidding opportunities



- One-on-one assistance and class orientations
- Training and Other Opportunities for Small Businesses



To locate training and other opportunities for small businesses, or for specific information about CDOT's DBE Program, log on to <http://www.coloradodot.info/business/equal-opportunity/dbel/training-documents>.

Contact Us

CDOT BIZ is a quarterly publication of the Colorado Department of Transportation's Center for Equal Opportunity.

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