Diversity / Apprenticeship / Training

Shaded projects are physically complete. Data below is provided to WSDOT by the project contractors.

CONSTRUCTION

	Disadvantage Business Enterprise (DBE) [1]					Apprentice - Hours % (15% Goal)	Training Hours	
	Goal	Current	#	Companies	$		Goal	Achieved
Completed Projects [2]	8%	8.97%	77		$161,358,477	18.6%	199,300	237,597
DBE Subtotal			*77*		*$161,358,477*	*18.6%*	*199,300*	*237,597*

	(M)inority, (S)mall, (V)eteran, (W)oman Business Enterprise (MSVWBE) [3]							Apprentice		Training Hours	
			Percentage		Companies		Date Updated	Hours % (15% Goal)	Date Updated	Goal	Achieved
			Goal	Current	# [4]	$					
Completed Projects [5]			Varies	42.59%	9	*$3,627,964*		15.6%		NOT REQUIRED	
Montlake Project [6]	TYPE	M	10%	0.06%	6	$406,755	5/31/2019	6.8% *	5/31/2019	NOT REQUIRED	
		S	5%	0.09%	7						
		V	5%	0.00%	0						
		W	6%	0.00%	1						
MSVWBE Subtotal				*0.87%*	*16*	*$4,034,719*		*^Non-stacked totals*			
CONSTRUCTION TOTAL					**88**	**$165,393,195**					

ARCHITECTURE AND ENGINEERING (A&E)

	DBE [1]					Duration
	Percentage		Companies		Date Updated	
	Goal	Current	# [4]	$		
Corridor Dev.	N/A	8.05%	2	$15,112,456	6/30/2014	Feb. 2009 – June 2014 (N/A – No Goal)
SR 520 Program	9%	16.12%	8	$8,341,036	6/30/2017	June 2014 – Dec 2016 (9% is a voluntary goal)
DBE Subtotal			*8*	*$23,453,492*		

	MSVWBE [3]							Duration
SR 520 Program	TYPE	M	10%	8.21%	8	$14,914,155	6/30/2019	March 2016 - Present
		S	5%	29.09%	19		6/30/2019	
		V	5%	0.02%	2		6/30/2019	
		W	6%	15.90%	6		6/30/2019	
MSVWBE Subtotal				*29.09%*	*19*	*$14,914,155*		*^Non-stacked totals*
A&E TOTAL					**22**	**$38,367,647**		

SR 520 PROGRAM TOTAL	**110**	**$203,760,843**

[1] Federally funded projects have DBE goals. Calculations and level of detail are consistent with OEO guidance.

[2] Completed projects to date: total % DBE achieved ranged from 3.83% - 14.62%, totaling 8.97% overall. Total % Apprentice achieved ranged from 13.7% - 21.4%, totaling 18.6% overall.

[3] State funded projects have MSVWBE goals. Calculations and level of detail are consistentwith WSDOT HQ Construction Office regarding MSVWBE reporting.

[4] Individual companies work on multiple projects and to eliminate duplication of reporting, the totals only report the total number of companies in the SR 520 Program.

[5] Completed projects to date: total % MSVWBE achieved ranged from 33.01% - 64.03%, totaling 42.59% overall. Total % Apprentice achieved ranged from 12.0% - 23.4%, totaling 15.6% overall.

[6] The Montlake Project has started (NTP 1/7/19); however, the first MSVWBE report has not been submitted and the above is an estimate for the January payment.

* Montlake Project has a 20% goal for Apprentice, all other contracts had a goal of 15%.

^ Individual companies certify on multiple types (M, S, V, W) and to eliminate duplication of reporting MSVWBE the subtotals only report the total cost to the SR 520 Program.

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WSDOT

SR 520 BRIDGE REPLACEMENT AND HOV PROGRAM — STATE ROUTE 520

Diversity and Inclusive Contracting

SR 520 Quarterly Progress Report: April - June 2019

Public Service Leadership Award winner: Rex Brown

Rex Brown

Congratulations to our partner Rex Brown for receiving a 2019 Leadership Award during Public Service Recognition Week in May. Rex is staff to the Governor's Diversity Cabinet. Rex has helped to provide services and resources in his work with agencies across Washington state as he assists small-, minority-, women-, and veteran-owned businesses with state contracts.

The award recognizes a significant contribution to the advancement of state government, vision, personal integrity, and a commitment to diversity, equity, and inclusion. Kudos, Rex!

We're also excited that Rex is joining the Office of Minority and Women's Business Enterprises (OMWBE) in a new role!

Omar Jepperson: a leader at SR 520

Omar Jepperson
Deputy SR 520 Program Administrator

Omar Jepperson has worked on three of WSDOT's four Puget Sound "megaprograms," the latest being the SR 520 Program, which he joined in July 2018 as Deputy Administrator. As a member of the I-405 corridor team from 2005 to 2015, he focused on building components of the master plan utilizing design-build project delivery.

When WSDOT secured Connecting Washington funding in 2015, Omar joined the Puget Sound Gateway Program as design engineering manager, applying the practical solutions approach to the SR 509 Project, obtaining environmental approval and starting right of way acquisition. Each megaprogram, he notes, has its unique opportunities and challenges.

And needless to say, Jepperson knows a thing or two about WSDOT's operations. "Actually, I've spent my entire career at WSDOT. I grew up in Bellingham, graduated from the University of Washington in civil engineering and went right to work for WSDOT."

Jepperson believes in diversity. "Diverse backgrounds bring varied perspectives, which strengthens teams and improves projects," he said. "It is important that our SR 520 team reflects the communities we serve. We need to make sure underrepresented businesses and individuals know how to secure work on these megaprograms."

In that spirit, Omar offers a few insights to small and diverse businesses:

- On the construction side, be aware of future projects that receive funding so you can be engaged when teams begin to form. Know the project schedules and maintain contact so you are aware which prime contractors will be bidding.
- On the design side, stay in touch with project managers and the general engineering consultant leads so you can receive early notice on projects.

"Design-build teams form very early," Jepperson said. "Understand what teams are forming and let them know what skills you have. Make sure you can do what you say you can do. Attend WSDOT outreach events, maintain your commitments, and stay up to date in your field." Once teams win work, he advises business owners to continue to network to be in a good position for future opportunities.

Contact Omar Jepperson: 206-770-3559 (direct); JepperO@wsdot.wa.gov

SR 520 Contact: **Regina Glenn, SR 520 Diversity and Inclusion Manager**
Phone: 206-770-3520 - **Email:** GlennRe@consultant.wsdot.wa.gov

Minority Business Development Agency – Tacoma Business Center joins Capacity Building Mentorship Program

Linda Lee Womack
Director, Minority Business Development Agency (MBDA)

Linda Lee Womack is a "no excuses, let's get it done" kind of woman. She explains, "Some of that comes from my mother, who is Korean and allowed no excuses. Also, my dad was in the Army, so much of my youth was spent travelling all over the world." She grew up in Seoul, South Korea and Tokyo, Japan and is multilingual. Nowadays, Womack is the director of the Minority Business Development Agency (MBDA) – Tacoma Business Center. It is one of 44 such centers across the country that help minority-owned businesses grow and thrive.

Now MBDA has an additional role in the Capacity Building Mentorship Program (formerly the Mentor Protégé Program). MBDA works as a team with WSDOT, Sound Transit, and Business Impact Northwest to deliver the program's objectives with excellence.

"I know how to launch products and businesses," Womack says. She works with mentors (large prime companies) with experience or interest in working with WSDOT and Sound Transit to assure there is a good fit between mentor and protégé. "It needs to be a complementary, not competive, relationship. The program should help both parties grow — each participant brings something to the table."

Womack first came to the United States when she was 13, before returning to Asia to begin her career. "As an adult, I worked as a global marketing director for international companies and worked for the Korean government. I worked in Asia for 11 years, followed by a three-year stint in Washington D.C., and returned to Tacoma in 2016."

Womack's background and experience give her a broad worldview, allowing her to see the big picture while laser-focusing her strategy to connect subcontractors with opportunities. "My goal is to ensure integrity and provide protégés with needed technical assistance to grow their capacity. We will provide one-on-one technical assistance in addition to what the mentor does — things like developing marketing materials or learning proper invoice procedures. Entrepreneurs need preparation and good information at the right time so they can seize the opportunity to grow to the next level. This is not just a job for me. It culminates everything I've done in my life."

Need assistance? Contact Linda Womack: 253-591-5239 (direct); womack@mbda-tacoma.com

Darling Nava: high-heeled boots on the ground

Darling Nava
Diversity and Inclusion Resource Specialist

If you have ever attended an outreach event for construction projects in the Puget Sound region, you have probably seen the 4-foot-11-inch dynamo in 3-inch heels that is Darling Nava. In the construction field for more than 30 years, she has administered contracts, managed accounts, and was the first president of the Washington State Permit Technicians Association. "All that prepared me for my current job," she says. Nava is the Diversity and Inclusion Resource Specialist hired by Zann Inc. (Zann Inc. is Graham's management consulting firm for the SR 520 Montlake Project). "I am the person connecting subcontractors, suppliers and subconsultants with Graham. I know who's state- and federally-certified, who is qualified, and who brings an added value to the project. I also am part of the outreach team and go to events. I am Zann's boots-on-the-ground person in Washington."

The Montlake Project is still in the design phase, with construction just beginning to ramp up. "We have educated subcontractors on our voluntary commitment to allot 26% of the work to state-certified MSVWBE firms. As part of Graham's team, we are committed to our subcontractors' success, and we continue to engage with them through the duration of the project." Nava is passionate about working with subcontractors. "As my business card states: Service + Significance = Success."

Contact Darling Nava: 813-947-8586 (cell), or outreach@darlingnava.com

O'Neill Service Group: small firm values with big firm expertise

Dennis O'Neill
Engineering Geologist, O'Neill Service Group

Dennis O'Neill, an engineering geologist, launched his firm in 2008 as an environmental services company. Two years later, he added independent quality control/quality assurance and engineering field support services and rebranded his company as O'Neill Service Group (OSG).

OSG specializes in large-scale transportation design-build projects, successfully supporting projects such as the SR 520 Eastside Transit and HOV Project, the SR 520 Floating Bridge and Landings Project, and many others in the Pacific Northwest. These days, OSG is preparing to support the final phases of the SR 520 Montlake Project with its prime contractor, Graham.

Over the years, O'Neill relied on the small business community to help to grow his business. He was involved in outreach programs — with WSDOT, Sound Transit, OMWBE, Port of Seattle, Small Business Administration and UW Foster School of Business — designed to assist small and minority businesses from startup to operating a sustainable business. "I'm grateful to the many large prime contractors that provided opportunities and mentoring along the way. We have a rigorous in-house training program to provide career development to our employees. We also work with other small businesses to meet industry demands." Dennis O'Neill is originally from Philadelphia, but came to the Northwest from Southern California. When he's not working, Dennis enjoys fishing for salmon with friends and family.

Contact Dennis O'Neill: 425-429-7800; dennis@oneillsg.com

Mentorship Program raises $750,000 for small-business loans

Joe Sky-Tucker
Executive Director, Business Impact Northwest

The state's new Capacity Building Mentorship Program recently received a significant infusion of cash. This program is run in partnership between WSDOT and Sound Transit, with critical support from the Minority Business Development Authority in Tacoma and the Business Impact Northwest in Seattle.

Joe Sky-Tucker, executive director of Business Impact Northwest, raised $750,000 for small-business loans, earmarked for proteges in the mentorship program. Business Impact Northwest is a community development financial institution. "As a mission-based community lender, we provide capital for those who cannot access it in a traditional manner, such as through banks or credit unions," said Sky-Tucker. "We help small businesses and immigrant businesses — that's our core."

The mission is to help anyone who walks through the door, but the emphasis is on underserved communities. The loan interest rates are a bit higher than what you'd pay at a bank but the loans are easier to get. "We take more risks and have higher losses than banks and credit unions," said Sky-Tucker. It is similar to Craft 3 (which also grants business loans) but the loans are much smaller. "Our average loan is about $50,000, more mom and pop, with a typical repayment time of 5 years. Sky-Tucker says he is excited about the potential of the program because there is a huge need for minority businesses to get up to speed and get contracts. "Everyone says they want a certain percent of their jobs to go minorities and they sometimes fail because they say they can't find anybody. We want to eliminate that outcome."

Joe Sky-Tucker says he is humbled and honored to be part of the Capacity Building Mentorship program partnership and he wants Business Impact Northwest to be a bigger player on the advocacy and policy front for small businesses. "My dream is that small businesses and subcontractors go through the program as protégés, grow their business, and three or four years later become mentors."

Apply online: www.businessimpactnw.org - Contact Joe Sky-Tucker: 206-324-4330 or joes@businessimpactnw.org