



DBE Success Shares Her Story

In 2010, I started Mid Atlantic Maintenance Inc. with two employees, including myself. I previously worked for another asphalt maintenance company where I learned my way around paint machines and other equipment, and trained to build traffic signs.

After opening my own business, I applied for DBE status in West Virginia, and was thrilled to be approved in July 2011. The CEI DBE Supportive Services program has been instrumental in providing workshops that gave me the ability to market and expand my business, reaching many potential customers. CEI DBE Supportive Services also assisted with:

- Building a new updated website
- Prepared a capability statement
- Learning to navigate the WVDOT website for bid information and WVDOT contracts

The assistance and constant follow up from the CEI DBE Supportive Services trainer was instrumental in helping my company grow and learn valuable information that will take my company to the next level. I now have a sign shop and two office locations to better serve my customers throughout the region.

Being granted DBE status in West Virginia provided the platform to obtain DBE certification in 12 surrounding states. Further, not only is my company woman owned, I pay it forward by placing other women in key management roles to provide additional support in this construction industry business. I thank WVDOT for providing assistance, guidance and inspiration throughout this journey on the road of success.

- Amber Semones, President, Mid Atlantic Maintenance



About The West Virginia DOT

The purpose of the West Virginia DBE program is to encourage, cultivate and support equal opportunities for firms owned and controlled by socially and economically disadvantaged individuals.

The WVDOT provides support for its certified DBE firms through the DBE Supportive Services Program with the intent to improve economic growth and future of WV DBE firms by utilizing the following tactics:

- Expanding business knowledge
- Increase project quality
- Enhance abilities
- Create marketability of WV DBEs

About The Program

The Construction Estimating Institute (CEI) works with West Virginia Department of Transportation (WVDOT) as the statewide provider of the federally funded Disadvantaged Business Enterprises (DBE) Supportive Services Program.

We want to increase the number of certified DBEs participating in highway and bridge construction, as well as assist DBEs in growing and eventually becoming self-sufficient.

Additionally, CEI provides supportive services by assisting prime contractors and consultants with identifying DBEs for subcontracting opportunities on priority projects.

Flooding Damage to Roads Tops \$45 Million

The West Virginia Division of Highways announces that road damage from recent flooding now totals \$46,859,290.

More than a dozen contractors have been hired to restore access to communities and repair major routes. WVDOH crews from around the state have been mobilized in the impacted areas to remove debris and slides from roadways, stabilize embankments and shoulders, and clear ditches and culverts. The DOH is currently working to put additional repair projects out for contract work.

“There are some roads that will have to be totally rebuilt and several bridges that need replaced,” stated Secretary of Transportation Paul Mattox. “With more than 150 roads damaged by these storms, it will take some time to effectively make these necessary repairs.” Nineteen counties have reported road damage. At this time, counties reporting the most road damage are:

Kanawha:	\$13,551,500
Clay:	\$8,354,000
Nicholas:	\$8,337,285
Greenbrier:	\$5,158,820

The DOH continues to survey damage to roadways, therefore, the cost of repairs may increase or decrease as additional information is received.

- Carrie Jones, West Virginia DOT, July 7, 2016

[http://www.transportation.wv.gov/communications/PressRelease/Pages/Flooding-Damage-to-Roads-Tops-\\$45-Million.aspx](http://www.transportation.wv.gov/communications/PressRelease/Pages/Flooding-Damage-to-Roads-Tops-$45-Million.aspx)

Hints for Hiring Good People When Growing Your Business

When hiring someone to work for you, the process is more than posting, interviewing, and making an offer. There are many common hiring mistakes to dodge.

Posting jobs has changed dramatically because job hunting now includes smartphones and social media. Using employees for recruitment is also increasing with crowd sourcing software like BullHorn Reach, Jobvite and Zao. Referrals from current employees also lead to faster hire and longer serving staff.

- Allowing Human Resources to exclusively manage the screening process often leads to recruiting of the wrong person because the department manager who knows what they are looking for. While H.R. adds tremendous value, the manager needs to be involved so great candidates don't get screened out.
- The hiring manager is the only person who can truly determine a strong potential candidate. Although busy, they need to be active in recruiting to ensure the right person is hired for the position.
- An open mind is required while reviewing resumes. Any type of bias, whether conscious or unconscious, could eliminate someone who is highly skilled.
- Don't misjudge a background or history.
- Avoid age, race and gender discrimination.
- Unemployed candidates are harder to place than those with a criminal record.
- Older candidates have a better work ethic, are more productive and engaged, and are likely to add tremendous value to your organization.

Good luck on your search for a great new employee!

Excerpted from Tom Zeleny at Aspen Associates, June 8, 2016

Supportive Services Offered



- Estimating Training
- Building Capacity
- Mobilization Financing
- Bonding Assistance
- Marketing Plan Development
- Creating a Business Plan
- Building a Website



CEI is an educational organization providing the highest quality construction training in the industry. Over 100,000 owners, estimators, project managers, field supervisors, office support staff, foremen, laborers, and key management personnel have attended courses that are offered nationwide. The courses provide students with construction skills training and the critical information needed to be effective within their companies and organizations.

Call 855-6789-DBE (323) or visit us online at www.wvdbesupport.com

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