



Your Guide TO DOING BUSINESS WITH West Virginia Department of Transportation



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CONTRACTS AWARDED FOR EASTERN PANHANDLE ROAD PROJECTS

Contracts for four state transportation improvement projects in the Eastern Panhandle have been awarded, the West Virginia Department of Transportation and Gov. Jim Justice have announced.

Contracts were awarded for the following projects:

- I-81 Mill Creek Overpass Bridge — Construction of superstructure and widening of the north and southbound lanes of the highway south of Exit 5. The contract was awarded to Orders Construction Co. of St. Albans in the amount of \$4,536,993.30. The work is expected to be completed in August, 2021.
- U.S. 11 — Resurfacing a 2.99-mile section in Berkeley County between the Virginia line and Bunker Hill. The contract was awarded to Jefferson Asphalt Products. Co., Inc., of Charles Town in the amount of \$668,549.25. he work is expected to be completed in October.
- W.Va. 51 — Resurfacing a 2.66-mile section in Berkeley County between Gerrardstown and Inwood. The Contract was awarded to Jefferson Asphalt Products. Co., Inc., of Charles Town, in the amount of \$733,547.80. he work is expected to be completed in October.
- W.Va. 230 — Resurfacing a 1.4-mile section in Jefferson County. The contract was awarded to Jefferson Asphalt Products. Co., Inc., of Charles

Town, in the amount of of \$298,864.50. The work is expected to be completed in October.

For each project, the company awarded the work was the low bidder, according to the bid results that were posted earlier this month on the WVDOT's website after proposals were opened on April 14 .

With a bid of \$814,279.60, Kingwoo-based Mountaineer Contractors, Inc., was the apparent low bidder for Phase 4 of the Town of Bath (Berkeley Springs) Streetscape project, according to WVDOT, but a bid award decision still is outstanding.

The streetscape work, which had been projected to be completed in November, includes replacement of 11 ADA curb ramps along intersections of North Washington Street and new sidewalk, drainage and streetscape improvements.

Bids for the following Eastern Panhandle projects are scheduled to be opened in the coming months, according to WVDOT:

May 19, 2020

Bakerton Road Bridge — Construction of a new span over Evitts Run in Bloomery downstream of the current structure built in 1900. The work is expected to be completed in November.

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About The WVDOT

The goal of the DBE Supportive Services Program is to increase the number of DBEs participating on WVDOT contracts and facilitate the opportunity for DBEs to obtain contracts. The services are designed to:

- Assist established construction firms to move them from bidding as a subcontractor to bidding as a Prime Contractor to produce sound bids.
- Provide access to training increases DBE expertise in handling of daily business operations.



About The Program

The Construction Estimating Institute (CEI) works with 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.

WHY NOW IS THE RIGHT TIME TO WORK ON YOUR COMPANY

How to create an environment that draws promising candidates you'll want to have around long term

No matter what business or economic climate you're in, workplace culture matters. But a great company culture is vital in industries like construction, bedeviled by ever-increasing competition and a labor market where workers are aging out and retiring at a faster rate than younger generations are entering.

To make matters worse, the construction labor shortage is projected to continue for years. According to Data USA (with national statistics from the Bureau of Labor Statistics by Industry in 2018), the 10-year job growth rate in the construction industry is projected at a mere 1.1%, while the national 10-year workforce growth projection is 6.9%.

The best, most talented workers in any industry will gravitate to "Best Place to Work" companies. Is your company a great place to work, or is it just another high-churn job mill where unmotivated clock-watchers do the minimum to get by?

Construction firms that exude a "wow factor" will naturally attract and retain the most engaged workers, who thrive on building and perfecting their skills, give their best effort, consistently meet goals and delight customers. Does your company radiate a wow factor? If the answer is no, then it's time to do a "checkup from the neck up," as they say in health care—at least if you want to stay in business for the long haul.

The good news is that when leaders motivate and inspire employees, play to their passions, fill them with purpose and ensure each individual's goals are aligned with the firm's vision and objectives, the wow factor will spread like wildfire and eventually permeate an organization's entire culture. But how do managers create that kind of magic?

As the chief executive officer of Stay Metrics, Tim Hinds, said, "You lead with your soul." When Hinds transitioned to management early in his trucking career, he created a culture that put the wants and needs of employees at the forefront from the very beginning.

"When somebody comes to work for us for a period of time, and if someone asks them, 'How do you like working for Tim?', if the answer isn't 'This is absolutely the best place I've ever worked in my life ... they treat me so much better here than I've ever been treated in my life,' we fail," Hinds said. "We want to do things for our employees nobody else does." This is the essence of a workplace that exudes a wow factor. To assess the wow factor in your business, check out the cultural checklist below. It's sure to help you get started on a more productive path toward achieving a real wow factor in your business.

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Supportive Services Offered:

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



**Within the past 3 months,
CEI assisted DBEs
in obtaining
\$6 MILLION
IN BONDING!!**

*Contact CEI for Bonding,
Financing or Insurance needs!*



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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.