



Montana Department of Transportation
DBE Program
Civil Rights Bureau
P.O. Box 201001
Helena, MT 59620-1001

Volume 12, Issue 10

The DBE Program is proud to announce the DBE Summit January 9, 2013 in Helena at the Gateway Center

This event is FREE to all Small Businesses

Here is a breakdown of the opportunities that will be available for you and your partners/employees to attend:

7:30 – 8:30 am – Registration and breakfast

8:30 – 9:30 am – Breakout session - GFE at MDT, learn all you want to know about Good Faith Effort and project specific goals at MDT

8:30 – 9:30 am – Breakout session – EEO/Labor/Contractor Payrolls, get the information you need to succeed in EEO compliance and contractor payrolls

9:30 – 9:45 am – Break

10:00 – 11:00 am – Breakout session – Estimating and Bidding, become skilled at estimating and bidding

10:00 – 11:00 am – Breakout session – How to Keep the Lights On, do you have a plan if your equipment breaks, or your staff leaves suddenly? Get one here!

11:00 – 11:30 am – Transportation to Networking Event

11:30 am – 1:30 pm - Premier Event – Prime Rib with the Prime Contractors, Networking Event, transportation provided

2 – 3 pm – Breakout session – The truth about the Bakken – hear the real story from a DBE that worked there!

2 – 3 pm – Breakout session – Finding CASH!!! – Discover hidden cash available to you from various programs

3 – 3:15 pm – Break

3:30 – 4:30 pm – Breakout session – Build a website for FREE!

3:30 – 4:30 pm – Breakout session – Marketing and Social Media, find out how to use social media to market your business

4:30 – 5:00 pm – closing remarks, sponsor acknowledgement, DBE of the Year and Prime of the Year Awards

We are also asking that each DBE send the DBE Program 200 business cards, brochures or pamphlets to be distributed to all attendees. We will be providing a business card holder already stocked full of business cards for everyone. Mail to: MDT DBE Program, P O Box 201001, Helena, MT 59620-1001.

The DBE Program is STRONGLY encouraging all DBEs to participate in this event! You asked for a time to network with the primes, IT IS HERE!!

To Register: <http://www.regonline.com/builder/site/Default.aspx?EventID=1157397> or call 406-261-3200

**Welcome,
Recently
Certified DBEs!**

INROADS

MONTANA DEPARTMENT OF TRANSPORTATION

MDT holds two bid lettings each month.

Proposed for letting December 2012:

*Risks & Rewards
Management Group*
Rachel Andrews
Business Management,
Other Professional
Services,
Technical/Professional
Services

Pavement Solutions Inc
Aaron Ruiz
Highway bump grinding
and profiling

UPN/UNIT	PROJECT ID	FINANCIAL DISTRICT	PROJECT DESIGNATION	TYPE OF CONSTRUCTION	LENGTH MILES
7015 000	IM 90-9(112)543	5	WYOMING LINE – NORTH	RESURF – ASPHALT (THIN LIFT<=60.00MM)(INC SAF IMP)(PAVE PRES)	10.9
5878 000	HSIP 292-1(7)7	1	2003-SAFETY IMPVT-S	ROADWAY & ROADSIDE SAFETY IMPROVEMENTS	1.0
6678 000	HSIP 16(78)	2	SF089 GALLATIN CNTY OFF-SYSTEM	SIGNING, PAVEMENT MARKINGS, CHEVRONS, ETC.	
7189 000	HSIP 39-1(43)0	4	SF 099 N OF LAME DEER	ROADWAY & ROADSIDE SAFETY IMPROVEMENTS	
5031 000	BR-HSIP 7(45)	3	2001-SUN RIVER – 2 KM S VAUGHN	BRIDGE REPLACEMENT WITH NO ADDED CAPACITY	

DBE participation for MDT Awarded Contracts for July and August:

Prime DBE	Location	Project	DBE Participation
<i>H L Construction Inc</i>	SF 099 E of Red Lodge	HSIP 308-1(31)3	100%
J & S Construction Inc	Slide Repair – NE of Glendive	NH-ER 20-1(16)13	0%
J & S Construction Inc	Glasgow Slide Repair	NH-ER 1-9(50)543	0%
Knife River – Kalispell <i>Highway Specialties</i>	Libby – West	CBI 1-1(91)20	7.61%
Noble Excavating Inc <i>Kootenai Surveyors</i>	Turner Mountain – N & S Libby Area 11 KM North of Libby – North	PLH PFH-67(2) HSIP STWD(103) STPS 567-1(6)7	.7%
Schellinger Construction Co <i>S & K Environmental</i>	Libby Creek – South	CBI-NHTSA-MT 1-1(79)45	9.21%

Total Participation 6.61 %

FFY13 New DBE Benefits

MDT's DBE Supportive Services began its new federal fiscal year with some changes in the DBE Benefits. Once again, our budget has been sliced and diced and while we still want to maintain the level of our services, it was just not possible. So, here is the breakdown of the benefits we will be offering this year:

- *A combined Training/Education/Travel Benefit of \$1250/per firm*
Eligible training/education/travel includes seminars, workshops or webinars aimed at improving business, management or professional skills and/or travel to and from
- *A Marketing Benefit of \$750/per firm*
Eligible marketing expenditures include those for designing or hosting websites, designing/printing business cards, exhibitor's fees at tradeshow and various advertising.
- *A Plans Room Membership Benefit of \$300/per firm*

These are first come, first serve Benefits and need to take place between October 1, 2012 and September 30, 2013. As you can see, we will no longer be offering MCA dues reimbursement. We will however, continue to offer great opportunities for training and technical assistance to all DBEs including the DBE Summit. Please contact Shannon at 444-7287 if you wish to apply for any of the above funds.

10 Books Every Small Business Owner Should Read

By Alyssa Gregory, About.com

There are thousands of great business books out there that can help you start a business, set and achieve goals, promote your business, manage your finances and so much more. There are so many business books on the shelves that it can be overwhelming to determine which are worth reading.

Here is a list of 10 inspiring and actionable business books that provide the small business owner with advice, insight, tips and resources for a boost to business success.



1. ['Good to Great: Why Some Companies Make the Leap, & Others Don't' by Jim Collins](#)

Can good companies, mediocre companies, or even bad companies achieve enduring greatness? That is the question Jim Collins answers in this book. He shares his extensive research that reveals what it is that makes top companies tick.

2. ['Drive: The Surprising Truth About What Motivates Us' by Daniel H. Pink](#)

In this book, author Daniel Pink asserts that the secret to high performance and satisfaction -- at work, at school, and at home -- rests with the human need to direct our own lives, to learn and create new things, and to do better by ourselves and our world. It's a great book for getting realigned with your priorities in business and in life.

3. ['Think And Grow Rich' by Napoleon Hill](#)

As one of the best-selling self-help books of all time, first written in 1937, Napoleon Hill continues challenge readers to improve their lives -- and their businesses -- through positive thinking. It's a "success" classic, and a must-read for all entrepreneurs.

4. ['The E-Myth Revisited' by Michael Gerber](#)

In this book, Michael Gerber dispels the myths surrounding starting your own business by walking you through the steps in the life of a business. This book will help you grow your business in a predictable and productive way.

5. ['The Tipping Point' by Malcolm Gladwell](#)

Malcolm Gladwell explores tipping points -- the exact moment an idea, trend, or social behavior crosses a threshold, tips, and spreads like wildfire -- and how they can change the way business owners should think about selling products.

6. ['The 7 Habits of Highly Effective People' by Stephen R. Covey](#)

If you are exploring personal change and are interested in a holistic approach to solving personal and professional problems, this book should make it on your list. In the book, Stephen Covey reveals a step-by-step pathway for living with fairness, integrity, honesty, and human dignity.

7. ['How to Win Friends & Influence People' by Dale Carnegie](#)

Good relationships are the foundation of a successful business, and that's what makes this book a great read for small business owners. You'll learn techniques for enhancing both professional and personal relationships while increasing your self-esteem.

8. ['Delivering Happiness: A Path to Profits, Passion, and Purpose' by Tony Hsieh](#)

In this book, Zappos CEO Tony Hsieh shares the different lessons he has learned in business and life, from starting a worm farm to running a pizza business, through LinkExchange, Zappos, and more. It's an interesting, relevant and inspiring book for all entrepreneurs.

9. ['Steve Jobs' by Walter Isaacson](#)

This book is based on more than forty interviews conducted with legendary entrepreneur Steve Jobs over two years -- as well as interviews with more than a hundred family members, friends, adversaries, competitors, and colleagues. There are lessons to be learned on every page.

10. ['Getting Things Done: The Art of Stress-Free Productivity' by David Allen](#)

Small business owners know better than anyone how hard it can be to find and maintain high levels of productivity. In this book, David Allen shares the secret to increasing productivity: being able to relax. And he outlines a system that will help you achieve it.



MDT Civil Rights Bureau Directory

Wendy Stewart DBE Program Manager/Certifications	westewart@mt.gov	(406)444-6337
Shannon Hahn DBE Supportive Services Coordinator	shahn@mt.gov	(406)444-7287
Andy Hyatt-Marcucci Compliance Technician	ahyattmarcucci@mt.gov	(406)444-6331
Alice Flesch ADA Coordinator	aflesch@mt.gov	(406)444-9229
Bill Anderson Title VI & EEO Compliance Specialist	bianderson@mt.gov	(406)444-6334
Kathy Terrio EEO & Labor Compliance Specialist	kterrio@mt.gov	(406)444-9270
Jim Barker Civil Rights Compliance Specialist	jbarker@mt.gov	(406)444-6945
Patti McCubbins Civil Rights Bureau Chief	pmccubbins@mt.gov	(406)444-6042

Montana Department of Transportation

2701 Prospect Avenue
P.O. Box 201001
Helena, MT 59620-1001
Phone: (406)444-6331
Toll Free: (800)883-5811
Fax: (406)444-7243
TTY: (800)335-7592



November

- 11/1 MSU College of Business Entrepreneur Day
10 am, SUB ballrooms on the MSU Campus,
Bozeman
Full Event Information:
<http://www.montana.edu/cpa/news/nwview.php?article=11519>
- 11/1 Innovation HR Series: Karl Jones Hiring
People Who Fit
12 noon, MonTEC, 1121 East Broadway,
Missoula
For
Information:<http://www.missoulaworks.org/index.php?page=innovation-initiative>
Contact: Brigitta Freer / 541-6461
- 11/5 MSU – Photoshop Intermediate
5:30 pm, Downtown Education Center,
Bozeman
For information:
<http://btc.montana.edu/courses/asp/NCDescrip3.aspx?TheID=726>
- 11/6 MSU Extended University Course –
InDesign Advanced
1 pm, Downtown Education Center,
Bozeman
For information:
<http://btc.montana.edu/courses/asp/NCDescrip3.aspx?TheID=550>
Contact:
<http://btc.montana.edu/courses/asp/NCDescrip3.aspx?TheID=550>
- 11/7 Innovation PR Series, PR In A Box
5 pm, MonTEC, 1121 East Broadway,
Missoula
For information:
<http://www.missoulaworks.org/index.php?page=innovation-initiative>
Contact: Brigitta Freer / 541-6461
- 11/14 MSU Extended University Course – 21
Excel Tips & Tricks
9 am, Downtown Education Center,
Bozeman
For information:
<http://btc.montana.edu/courses/asp/NCDescrip3.aspx?TheID=642>
Contact:
<http://btc.montana.edu/courses/asp/NCDescrip3.aspx?TheID=642>
- 11/14 Innovation PR Series – Working with the
Press
5 pm, MonTEC, 1121 East Broadway,
Missoula
For information:
<http://www.missoulaworks.org/index.php?page=innovation-initiative>
Contact: Brigitta Freer / 541-6461
- 11/27 MSU Extended University Course –
Access Level 1
1 pm, Downtown Education Center,
Bozeman
For information:
<http://btc.montana.edu/courses/asp/NCDescrip3.aspx?TheID=543>
Contact:
<http://btc.montana.edu/courses/asp/NCDescrip3.aspx?TheID=543>

