

TODAY'S CHALLENGE, TOMORROW'S REWARD

TCTR'24



TODAY'S CHALLENGE, TOMORROW'S REWARD: FEB. 21-22

TODAY'S CHALLENGE, TOMORROW'S REWARD

2024 DBE CONFERENCE
FEB. 21-22, 2024
CROWNE PLAZA SPRINGFIELD
CONVENTION CENTER
SPRINGFIELD, ILLINOIS



Illinois Department
of Transportation

LETTER FROM THE SECRETARY



On behalf of Gov. JB Pritzker and the Illinois Department of Transportation, I'm proud to welcome you to the 2024 Today's Challenge, Tomorrow's Reward conference. The Office of Business and Workforce Diversity has designed this conference to share valuable information regarding IDOT's programs, along with skill-building and networking opportunities that will help you grow your business and increase your competitiveness in today's marketplace.

Through Rebuild Illinois, we are continuing our efforts to improve our great state's infrastructure and quality of life while remaining steadfast in our mission to support and advance Disadvantaged Business Enterprises. I value your participation in the Disadvantaged Business Enterprise program, and I'm committed to continuing to boost diversity, equity and inclusion in transportation throughout Illinois.

Your contributions are vital to our continued success. The improvements we've made to highways, bridges, rail, transit, waterways and airports, along with bike and pedestrian infrastructure, have been successful thanks to the expertise of our diverse array of partners. We want these partnerships to continue and expand.

This conference will help you make meaningful connections, gain additional knowledge and optimize the resources that IDOT has to offer. Please take full advantage of these two days to maximize the success of your business.

Thank you for participating in this important conference. Together, we can turn today's challenges into tomorrow's rewards – both for your business and all of Illinois.

A handwritten signature in blue ink that reads "Osman, Omer".

Omer Osman
Secretary
Illinois Department of Transportation



LETTER FROM THE MAYOR



Greetings! It is my great pleasure to extend a warm welcome to all attendees of the Today's Challenge, Tomorrow's Reward Conference. As mayor of Springfield, I am honored to welcome you to this annual gathering, bringing together individuals and organizations committed to advancing the transportation industry.

This conference plays a crucial role in fostering collaboration and knowledge exchange among Disadvantaged Business Enterprises, prime contractors and engineering firms.

The theme of this year's conference, "Navigating the Future Together," underscores the importance of unity, collaboration and shared knowledge in overcoming the challenges and seizing the opportunities that lie ahead in the transportation industry. As we gather to discuss best practices and the latest developments, we reaffirm our commitment to fostering a diverse, inclusive and dynamic environment within our community.

The TCTR Conference provides a unique platform to connect, network and engage with prime contractors and engineering firms. This invaluable opportunity not only facilitates meaningful partnerships, but also enables participants to stay abreast of the latest developments in the dynamic field of transportation.

As you embark on these days of learning, networking and collaboration, I encourage you to engage in insightful conversations, forge new connections and take away knowledge that will undoubtedly contribute to your success.

On behalf of the entire city, I extend my sincere appreciation to each participant, speaker and organizer for their dedication to making this conference a success.

Sincerely,

Misty Buscher

Mayor
City of Springfield

LETTER FROM THE TCTR CONFERENCE CHAIR



I'd like to personally welcome each of you to the 2024 Today's Challenge, Tomorrow's Reward Conference. This is an exciting time for small and minority-owned businesses, as we continue to grow and remain adaptable, motivated and responsive. With Rebuild Illinois and the Infrastructure Investment and Jobs Act, it is also a time of unprecedented opportunity.

At IDOT, we are transforming the way we operate to continuously improve our ability to reach out to firms and help them succeed. We are proud of where we are today and excited about where we are headed.

This conference, our 33rd, is a great opportunity for you to discover how to do business with our department, navigate the latest rules and regulations, obtain financing, manage the financing you already have and be a leader on your team, in your communities and in the transportation industry. Along the way, you will get the chance to meet others on the same path as you, and you will also meet subject matter experts on issues ranging from construction and consulting to management and the inner workings of government.

Please get as much out of this event as you can. Ask questions at the sessions. Find a mentor or be a mentor. Stay for a while at our Networking Reception and Exhibitor Fair, even if you've run out of capability statements or business cards.

And finally, please seek us out! We would love to hear your thoughts about this conference and how we can do better with the next one.

We're glad you are here. We're delighted at the expertise and vision you bring. You are our greatest asset, and we could not accomplish what we do without you.

Enjoy your time, and thank you for giving that time to our event.

A handwritten signature in blue ink that reads "Brian Hendricks". The signature is fluid and cursive.

Brian Hendricks
2024 TCTR Conference Chair
Illinois Department of Transportation
Office of Business and Workforce Diversity
Bureau of Small Business Enterprises



SPECIAL NOTICES

THE CONFERENCE APP!

You can download a mobile app to enhance your TCTR Conference experience! This app will display information on speakers, sessions and events taking place in each room. It will also allow you to customize your schedule, be notified of last-minute changes and provide feedback.

You can get it by searching “PheedLoop Go!” in the iOS or Android app stores or by scanning the QR code to the right with your smartphone. After downloading the app, open it and search for “2024TCTR.” You will need to log in by entering your name and the email address you used to register for the conference.

You can also use the web-based version of the app from your desktop, laptop or cellphone by going to go.pheedloop.com.

**SCAN FOR THE
PHEEDLOOP GO! APP.**



PROFESSIONAL DEVELOPMENT HOURS

Certificates for Professional Development Hours are available at the Registration Desk for each day of the conference. The number of PDHs given per workshop can be found with the course descriptions and workshop listings in the program.

It is your responsibility to ensure that the course meets the continuing education requirements of your license. **Hours are only granted for one workshop per breakout session.**

EVALUATIONS

We will have evaluation slips available in each session along with an evaluation feature on the conference app. Please feel free to take a moment and let us know your thoughts about

our conference. We value your opinions on this year’s TCTR conference and your suggestions on how we can make future conferences even better!

CONSULTANTS

Our supportive services consultants will be available during the conference at the consultants’ tables located in Plaza G-H-I. If you are not yet certified as a DBE and have questions regarding

certification, or if you are an IDOT-certified DBE and need management or technical assistance, they are available to assist.

WORKSHOP SESSION TRACKS

To assist conference participants with navigating sessions, workshops have been divided into “tracks” to assist firms looking for specific areas of interest. Each breakout block will have one topic in each track. We encourage each participant to read the session overview provided under each session before

attending to get a summary about what will be covered in the presentation. A list of the sessions offered under each track is provided on page 17 with details of the sessions and speakers on the following pages. The tracks available this year are:

Doing Business	This track focuses on topics related to doing business with IDOT or the federal government.
Rules & Regs	This track is designed to provide information on best practices and how to navigate through certain regulations and roadblocks.
Money Matters	This track offers workshops with advice on financial issues.
Construction	This track presents topics focused on construction firms and engineering consultants.
Leadership	This track is focused on business management, leadership and motivational topics.

SPECIAL NOTICES

EXHIBITOR HALL

While the Exhibitor Fair will be held on the evening of February 21, the Exhibitor Hall (Plaza G-H-I) will be open throughout the day on February 21 (9:30 a.m. - 8 p.m.) and before the Awards Luncheon on February 22 (9 a.m. - 12:30 p.m.). **Refreshments will**

be available in the Exhibitor Hall between Breakout Sessions 2 and 3 and between Breakout Sessions 4 and 5. Feel free to use this space as a meeting/networking area throughout the day and to continue conversations that began during breakout sessions!

DISPARITY STUDY

The Illinois Department of Transportation is conducting a disparity study for its Disadvantaged Business Enterprise program for construction, professional services and non-construction-related goods and services. IDOT seeks to ensure that DBEs have equal access to contracting opportunities and that the current program remains legally defensible and administratively successful. **The study is scheduled to be released in the summer of 2024.**

The contract for this study has been awarded to Colette Holt

& Associates, a nationally recognized expert team on disparity studies and minority- and women-owned business enterprise programs. The firm has worked with several agencies in the state of Illinois over many years.

For more information about the disparity study, you can visit the dedicated website at idot.disparity-study.com. To submit written comments or to contact Colette Holt & Associates about the study, email idot-study@mwbelaw.com.

PRESENTATION COPIES

If you are interested in obtaining copies of handouts, PDFs or PowerPoints of any breakout session, please reach out to the Bureau of Small Business Enterprises after TCTR and let

us know which session(s) you are looking for. Our email is DOT.supportiveservices@illinois.gov.

DBE/PRIME MEET AND GREET – FEBRUARY 20



For those of you who were able to attend our first-ever DBE/Prime Meet and Greet at the Abraham Lincoln Presidential Museum on February 20, we hope you enjoyed your time there. We welcome your feedback on this event. Please contact us at

DOT.supportiveservices@illinois.gov and let us know your thoughts!

Unfortunately, space at this event was limited to 150 people, and the demand for tickets was high. Our apologies to those of you who were unable to attend.



AGENDA AT A GLANCE

TUESDAY, FEB. 20

6 – 10 p.m. **DBE / Prime Meet-and-Greet** | Abraham Lincoln Presidential Museum | *Reserved spot required.*

WEDNESDAY, FEB. 21

8 a.m. **Registration Begins**

8:15 – 9:30 a.m. **Breakfast in the Ballroom** | Crowne Ballroom, 2nd Floor

9:30 a.m. – 8 p.m. **Exhibitor Area Available**

9:45 – 11 a.m. **Breakout Session 1***

12:30 – 2:30 p.m. **General Session/Luncheon** | Crowne Ballroom, 2nd Floor | *Welcomes, updates, motivational speaker.*

3 – 4:15 p.m. **Breakout Session 2***

Refreshments available in the exhibitor area (1st Floor Plaza Level, Plaza G-H-I) between Breakout Sessions 2 and 3.

4:30 – 5:45 p.m. **Breakout Session 3***

6 – 8 p.m. **Exhibitor Fair & Networking Reception** | 1st Floor Plaza Level, Plaza G-H-I

THURSDAY, FEB. 22

8 – 9 a.m. **Registration and Breakfast** | Crowne Ballroom, 2nd Floor
“Above and Beyond” **Breakfast (Award Nominees)** | Governor’s Room, 3rd Floor

9 a.m. – 12:30 p.m. **Exhibitor Area Available**

9:15 – 10:30 a.m. **Breakout Session 4***

Refreshments available in the exhibitor area (1st Floor Plaza Level, Plaza G-H-I) between Breakout Sessions 4 and 5.

10:45 a.m. – 12:00 p.m. **Breakout Session 5***

12:30 – 2:30 p.m. **Awards Luncheon** | Crowne Ballroom, 2nd Floor | *Awards banquet with keynote speaker.*

***All breakout sessions will be held in the 1st floor Plaza rooms.**

DETAILED AGENDA

WEDNESDAY, FEB. 21

8 a.m. | **Registration Begins** | Registration Booth

8:15 – 9:30 a.m. | **Breakfast in the Ballroom** | Crowne Ballroom, 2nd Floor

9:30 a.m. – 8 p.m. | **Exhibitor Area Available** | Plaza G-H-I, 1st Floor

9:45 – 11 a.m. | **Breakout Session 1**

☐ **Multimodal Transportation Plans – More than Planes, Trains and Automobiles (1.25 PDH)** | Plaza A

Speakers: BJ Murray, Janel Veile, DeAnna Smith, Adam Gabany and Hannah Martin, IDOT

☐ **Getting Paid (1.25 PDH)** | Plaza B

Speaker: Jim Sterr, IDOT

☐ **Tax Tips & Other Tools for Business Success (1.25 PDH)** | Plaza C

Speakers: Jeremy Adams and Travis Davis, KEB LLP

☐ **LCPtracker Software for Certified Payroll Submittals (1.25 PDH)** | Plaza D

Speaker: Tom Kurtenbach, IDOT

☐ **PANEL – “The Benefits of Associations”** | Plaza E

Speakers: Tanya Adams, WSP USA; Jennipher Adkins, CBA; Kevin Artl, ACEC-IL; Bill Frey, AGC-IL; Ivette Treviño, HACIA

12:30 – 2:30 p.m. | **General Session/Luncheon** | Crowne Ballroom, 2nd Floor

Brian Hendricks, TCTR Conference Chair, IDOT

Brandy Phillips, Director, Office of Business and Workforce Diversity, IDOT

☐ **Motivational Speaker, Aaron Davis, “Attitude of a Champion”**

Moderator: Brian Hendricks, Office of Business & Workforce Diversity, IDOT

3 – 4:15 p.m. | **Breakout Session 2**

☐ **Innovative Project Delivery Program (1.25 PDH)** | Plaza A

Speaker: Neil Adams, IDOT

☐ **Collective Bargaining (1.25 PDH)** | Plaza B

Speaker: Frank Kazenske, AGC-IL

☐ **U.S. DOT Loan & Bonding Programs/Illinois APEX Accelerator at Bradley University (1.25 PDH)** | Plaza C

Speakers: Mia Mendez, U.S. DOT SBTRC; Keli Krueger-Huhra, Illinois APEX Accelerator at Bradley University

☐ **Highway Construction Careers Training Program (HCCTP): Bridging the Gap (1.25 PDH)** | Plaza D

Speakers: HCCTP Coordinators

☐ **Million Dollar Life Audit** | Plaza E

Speaker: Melissa Hamilton, Synergetic Solutions Inc

4:15 – 4:30 p.m. | **Break** | Plaza G-H-I, 1st Floor

Refreshments

4:30 – 5:45 p.m. | **Breakout Session 3**

☐ **Work Category Expansion/Supportive Services (1.25 PDH)** | Plaza A

Speakers: Lincoln Blackwell and Brian Hendricks, IDOT

☐ **Davis-Bacon Act Compliance Principles (1.25 PDH)** | Plaza B

Speakers: Anne Thomas and Joshua Crawford, U.S. DOL

☐ **Bonding & Financing (1.25 PDH)** | Plaza C

Speaker: Tia White, Inner-City Underwriting

☐ **Construction Risk Management (1.25 PDH)** | Plaza D

Speaker: Michael-Charles Hilson, GBG Inc

☐ **Using Social Media to Grow Your Business** | Plaza E

Speaker: Dana Goodrum, Special Guest Presenter

6 – 8 p.m. | **Exhibitor Fair & Networking Reception** | Plaza G-H-I, 1st Floor

Hors d'oeuvres, free soft drinks and cash bar



DETAILED AGENDA

THURSDAY, FEB. 22

8 – 9 a.m. | **Registration** | Registration Booth
Breakfast in the Ballroom | Crowne Ballroom, 2nd Floor
“Above & Beyond Breakfast” (Award Nominees) | Governor’s Room, 3rd Floor

9:15 – 10:30 a.m. | **Breakout Session 4**

- **Consultant Engineering Overview (1.25 PDH)** | Plaza A
Speakers: Jack Elston and Jenni LeSeure, IDOT
- **The Investigative Process: Davis-Bacon and Related Acts (1.25 PDH)** | Plaza B
Speakers: Anne Thomas and Joshua Crawford, U.S. DOL
- **Assessing Contractor Capacity (1.25 PDH)** | Plaza C
Speaker: Mark Vaughn, Franklin & Vaughn LLC
- **Safety Training – Construction: Caught-In/Caught-Between Hazards (1.25 PDH)** | Plaza D
Speaker: Michael-Charles Hilson, GBG Inc
- **Transformative Leadership** | Plaza E
Speaker: Marvin Bemby, MKB LTD

10:30 – 10:45 a.m. | **Break** | Plaza G-H-I, 1st Floor
Refreshments

10:45 a.m. – 12 p.m. | **Breakout Session 5**

- **The Local Road & Bridge Network – Update, Services and Resources (1.25 PDH)** | Plaza A
Speakers: George Tapas, Barry Kent and Tim Peters, IDOT
- **The Illinois Prevailing Wage Act and Its Certified Payroll Reporting Requirements (1.25 PDH)** | Plaza B
Speakers: Ron Ward, Illinois Department of Labor
- **Understanding Overhead Rates (1.25 PDH)** | Plaza C
Speaker: Megan Moldenhauer, IDOT
- **Prime Contractor Prequalification, Subcontractor Registration and Small Business Initiative Contracts (1.25 PDH)** | Plaza D
Speakers: Tara Elston and Chad Coombs, IDOT
- **Transformative Communication** | Plaza E
Speaker: Marvin Bemby, MKB LTD

12:30 – 2:30 p.m. | **Awards Luncheon/Keynote** | Crowne Ballroom, 2nd Floor
Omer Osman, Secretary, IDOT

- **Keynote Address**
Speaker: A. Bradley Mims, Office of Small & Disadvantaged Business Utilization, U.S. DOT
- **2023 TCTR Awards**
Brian Hendricks and Debra Clark, IDOT

BREAKOUT SESSION SCHEDULE

WEDNESDAY, FEB.21

Time	Topic	Presenter	Plaza	Track
9:45 – 11 a.m.	LCPtracker Software for Certified Payroll Submittals	Tom Kurtenbach, <i>IDOT</i>	D	Construction
	Multimodal Transportation Plans – More than Planes, Trains and Automobiles	BJ Murray, Janel Veile, DeAnna Smith, Adam Gabany and Hannah Martin, <i>IDOT</i>	A	Doing Business
	PANEL – “The Benefits of Associations”	Tanya Adams, <i>WSP USA</i> ; Jennipher Adkins, <i>CBA</i> ; Kevin Artl, <i>ACEC-IL</i> ; Bill Frey, <i>AGC-IL</i> ; Ivette Treviño, <i>HACIA</i>	E	Leadership
	Tax Tips & Other Tools for Business Success	Jeremy Adams and Travis Davis, <i>KEB LLP</i>	C	Money Matters
	Getting Paid	Jim Sterr, <i>IDOT</i>	B	Rules & Regs
3 – 4:15 p.m.	Highway Construction Careers Training Program (HCCTP): Bridging the Gap	HCCTP Coordinators	D	Construction
	Innovative Project Delivery Program	Neil Adams, <i>IDOT</i>	A	Doing Business
	Million Dollar Life Audit	Melissa Hamilton, <i>Synergetic Solutions Inc</i>	E	Leadership
	U.S. DOT Loan & Bonding Programs/Illinois APEX Accelerator at Bradley University	Mia Mendez, <i>U.S. DOT SBTRC</i> ; Keli Krueger-Huhra, <i>Illinois APEX Accelerator at Bradley University</i>	C	Money Matters
	Collective Bargaining	Frank Kazenske, <i>AGC-IL</i>	B	Rules & Regs
4:30 – 5:45 p.m.	Construction Risk Management	Michael-Charles Hilson, <i>GBG Inc</i>	D	Construction
	Work Category Expansion/ Supportive Services	Lincoln Blackwell and Brian Hendricks, <i>IDOT</i>	A	Doing Business
	Using Social Media to Grow Your Business	Dana Goodrum, <i>Special Guest Presenter</i>	E	Leadership
	Bonding & Financing	Tia White, <i>Inner-City Underwriting</i>	C	Money Matters
	Davis-Bacon Act Compliance Principles	Anne Thomas and Joshua Crawford, <i>U.S. DOL</i>	B	Rules & Regs

All breakout sessions are on the 1st floor.



BREAKOUT SESSION SCHEDULE

THURSDAY, FEB. 22

Time	Topic	Presenter	Plaza	Track
9:15 – 10:30 a.m.	Safety Training – Construction: Caught-In/Caught-Between Hazards	Michael-Charles Hillson, <i>GBG Inc</i>	D	Construction
	Consultant Engineering Overview	Jack Elston and Jenni LeSeure, <i>IDOT</i>	A	Doing Business
	Transformative Leadership	Marvin Bembry, <i>MKB LTD</i>	E	Leadership
	Assessing Contractor Capacity	Mark Vaughn, <i>Franklin & Vaughn LLC</i>	C	Money Matters
	The Investigative Process: Davis-Bacon and Related Acts	Anne Thomas and Joshua Crawford, <i>U.S. DOL</i>	B	Rules & Regs
10:45 a.m. – 12 p.m.	Prime Contractor Prequalification, Subcontractor Registration and Small Business Initiative Contracts	Tara Elston and Chad Coombs, <i>IDOT</i>	D	Construction
	The Local Road & Bridge Network – Update, Services and Resources	George Tapas, Barry Kent and Tim Peters, <i>IDOT</i>	A	Doing Business
	Transformative Communication	Marvin Bembry, <i>MKB LTD</i>	E	Leadership
	Understanding Overhead Rates	Megan Moldenhauer, <i>IDOT</i>	C	Money Matters
	The Illinois Prevailing Wage Act and Its Certified Payroll Reporting Requirements	Ron Ward, <i>Illinois Department of Labor</i>	B	Rules & Regs

All breakout sessions are on the 1st floor.

CONFERENCE FLOOR PLAN

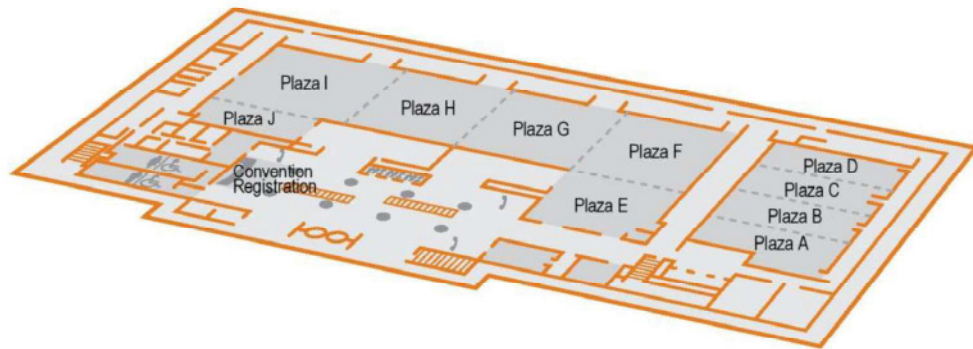


CROWNE PLAZA

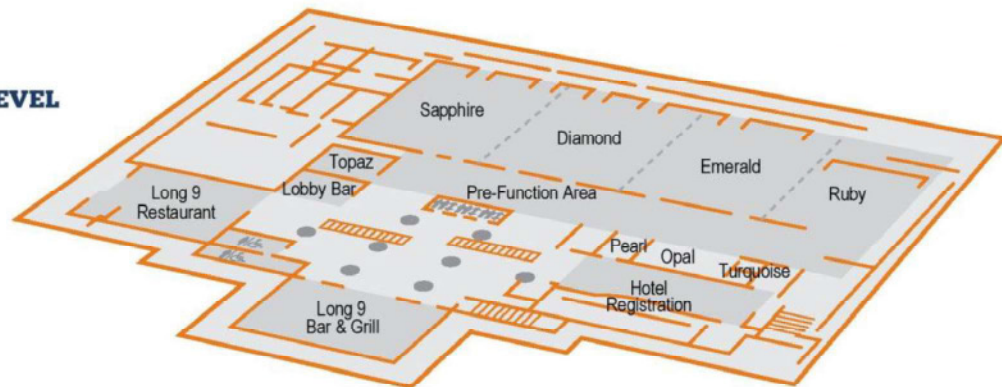
AN IHG® HOTEL

SPRINGFIELD - CONVENTION CENTER

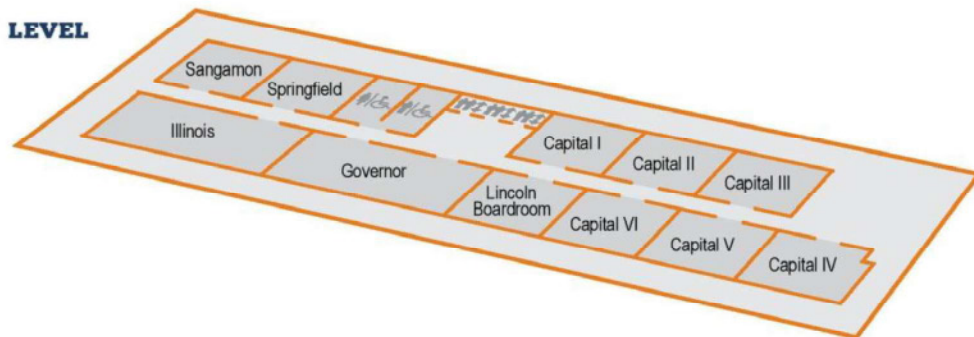
PLAZA LEVEL



BALLROOM LEVEL



CONFERENCE LEVEL





AWARD NOMINEES

The Illinois Department of Transportation would like to recognize and congratulate our award nominees in the following categories:

DBE OF THE YEAR

- ❑ Arteaga Landscapes LLC
- ❑ Brewster Companies
- ❑ Kadilex Construction
- ❑ LKB and Sons
- ❑ Roadway Lines Corporation
- ❑ Varsity Striping & Construction
- ❑ Xtreme Seeding

ENGINEERING FIRM OF THE YEAR

- ❑ Artisan Consulting Engineers LLC
- ❑ CBBEL (Christopher B. Burke Engineering, Ltd.)
- ❑ D'Escoto
- ❑ KAD Engineering PLLC
- ❑ Millennia Professional Engineering Services

PRIME OF THE PRIMES

- ❑ Advanced Asphalt
- ❑ K-Five
- ❑ Phoenix Corporation of the Quad Cities
- ❑ Sangamo Construction Company
- ❑ The Kilian Corporation

ROBERTO OROZCO MEMORIAL AWARD

We will also present the **Roberto Orozco Memorial Award**. This honor, which was formerly called our “Advocate of the Year” and “Champion of the Year” award, is now named for Mr. Orozco. He personified the phrases “advocate,” “champion” and “above and beyond.”

We are honored to name this award in his memory.

BIOGRAPHIES



Omer Osman, Secretary; Illinois Department of Transportation

Omer Osman was appointed Transportation Secretary by Gov. JB Pritzker in 2019. His role as secretary reflects three decades of experience at the Illinois Department of Transportation in engineering and management.

Moving through the IDOT ranks gives him unique insight into department operations and scope, funding challenges and opportunities, as well as the need for strategic maintenance and infrastructure growth to support economic development and travel for Illinois residents.

Under his leadership, IDOT continues to champion diversity. He remains an advocate for eliminating barriers and increasing access to IDOT partnerships with Disadvantaged Business Enterprises and minority- and women-owned businesses.

His vast experience in transportation includes the management and advancement of complex projects and the assessment of current resources to inform funding and programmatic needs to create a multimodal system for the 21st century.

He assisted in the passage of the transportation component of Rebuild Illinois with Gov. Pritzker and the General Assembly. Passed in 2019, Rebuild Illinois is investing \$33.2 billion over six years into the state's aging system, creating jobs and promoting economic growth. Rebuild Illinois is not only the largest capital program in state history, but also the first that touches all modes of transportation.

A native of the Sudan, Osman came to the United States to study civil engineering at Southern University and A & M College in Baton Rouge, Louisiana. He also earned a master's in civil engineering with an emphasis in construction management at Bradley University in Peoria.



Marvin Bemby, Special Guest Presenter; President, MKB Leadership Transformation

Does your organization have unmet potential or less-than-optimal leadership? Marvin Bemby is the missing piece! He has the tools and experience to help your organization fine tune its functionality and skyrocket to its goals.

Professional, straight-talking and leadership-oriented, Bemby helps individuals and organizations maximize their ability to communicate and lead, which gets results. Whether as a coach, trainer or speaker, Bemby will lead you to find your gifts and maximize them to serve others, because he knows that serving others is the key to freedom and fulfillment. Individuals who deeply understand their own strengths and how to be strong leaders will contribute to an organization that has unstoppable growth and unparalleled performance.

Certified at the highest level with the John Maxwell Team, Bemby is a recognized voice on leadership, diversity, equity and inclusion. He is frequently called on to coach leaders across many industries. His clients include leading organizations in the corporate, educational, governmental and nonprofit sectors. With more than 25 years of

leadership experience, Bemby takes his personal mission of adding value to everyone he meets and uses it to help others, both personally and professionally, to adopt the same powerful values. He communicates difficult subjects with empathy, compassion and clarity, helping organizations focus on inclusivity and diversity in positive and necessary ways.

As a child, Bemby was no stranger to hardship. He grew up in poverty in the projects of Detroit, a single parent his only source of support. Young Bemby, despite the struggles he and others around him were facing each day, believed deep within himself that there was a purpose to his life. This purpose drove him to beat the odds, achieving a successful corporate career during which he honed his strengths as a leader, communicator and relationship builder. Bemby has participated as a board member in several Illinois-area Chambers of Commerce and has received many awards, including the Midwest Urban Leadership Award and the Advancing Minorities Interest in Engineering Outstanding Service Award.

Now the president of MKB Leadership Transformation, Bemby has spoken to audiences worldwide. Authentic, professional, engaging and ready to tackle difficult issues, Bemby is the go-to coach, trainer and speaker who will energize your organization toward accomplishing its vision. Bemby's inspiring and motivating presentations help anyone turn priorities into success. Organizations will enhance communication and leadership to a world-class level and see increased ability and productivity.

BIOGRAPHIES



Aaron Davis, Motivational Speaker: Attitude of a Champion

Author and speaker Aaron Davis has shared with over a million people about performing like a champion from personal experience. He is a leading authority and expert on the importance of having a positive attitude.

From the age of 8, he was helping his dad work in the evenings as a janitor. Through this experience, Davis learned the importance of having a “champion attitude” no matter what your role or title is. Through mopping floors, cleaning bathrooms and emptying hundreds of trashcans nightly, Davis learned that it’s not WHAT you do; instead, it’s HOW you do it!

As a member of the 1994 National Championship Nebraska football team and working with numerous corporations and organizations, he understands firsthand what it takes to perform like a champion and experience incredible results both personally and professionally by maintaining a positive attitude.

Davis is not just a speaker telling other companies and individuals how to succeed. He’s a successful business owner, consultant and peak performance coach with roles in start-ups and corporate America.

He’s received numerous awards and accolades, and he’s a proud University of Nebraska alumnus earning his degree in psychology. He’s shared the stage with some of today’s top luminaries in various fields. He has spoken for some of the top companies, universities and associations, including Farm Bureau, Walmart, ConAgra, USC, Penn State, Texas A&M and many more.

Davis and his wife, Brooke, reside in Nebraska, and they have two sons and a daughter.



A. Bradley Mims, Keynote Speaker; Director, Office of Small and Disadvantaged Business Utilization, U.S. Department of Transportation

A. Bradley Mims serves as the director of DOT’s Office of Small and Disadvantaged Business Utilization. Director Mims’s role is to ensure the secretary’s small business policies and goals are implemented fairly, efficiently and effectively. He also advises the secretary in implementing wealth creation initiatives as part of DOT’s Equity Action Plan.

Mims has served as a government and private transportation professional for over 40 years. Before OSDBU, Mims was appointed as the Federal Aviation Administration deputy administrator, where he led multiple initiatives including Diversity Equity Inclusion & Accessibility, competition, workforce development, historically Black colleges or universities, Minority Serving Institution, and Unmanned Aircraft Systems/drones. He led a special panel for staffing for the Air Traffic Organization, airport initiatives regarding funding and Airport Improvement Program

grants, and was the agency’s representative for cybersecurity.

During the Clinton administration, Mims served as the head of government relations for the FAA. He was named deputy assistant secretary and served as acting-assistant secretary for the Office of Aviation and International Affairs under the Office of the Secretary.

Mims was also a congressional liaison for the Smithsonian Institution’s National Air and Space Museum and the National Museum of African American History and Culture. He then served as a transportation specialist at Booz Allen Hamilton and the Aviation Markets vice president until 2010 at Parsons Brinckerhoff Inc. In addition, Mims served as the transportation subject matter expert with Laborers’ International Union of North America. Prior to his appointment at the FAA, he was the President and CEO of the Conference of Minority Transportation Officials, an international association of minorities in the transportation industry.

Early in his career, he served as a staffer for members of Congress, including U.S. Rep. John Lewis (GA) and U.S. Rep. Julian Dixon (CA), where he focused on House Transportation and Infrastructure Committee policy and the establishment of the Smithsonian’s National African American History Museum.

Mims was appointed to the Washington Metropolitan Airports Authority Board of Directors by the governor of Maryland in 2014. He served as the co-chair of the board’s Finance Committee and the Dulles Corridor Project Committee. He graduated from Allegheny College with a bachelor’s degree in political science.



NEW DBES BY DISTRICT

Below are the names of the Disadvantaged Business Enterprise firms certified through IDOT in 2023. We are pleased to welcome them to the DBE community and wish them all the best in their future endeavors.

DISTRICT 1

- 3Core Systems Inc
- 4556 Trucking LLC
- A & D Cartage Inc
- Aaron Brown Trucking LLC
- AC&H Transport Inc
- Acclaim Collier Engineering PLLC
- American Concrete Restorations Inc
- Austell A Engineering LLC
- Austero Trucking Inc
- Bahena Corporation
- Carbajal and Sons Trucking Inc
- CCN Transport Inc
- Cisneros' Trucking Inc
- Diana's Hauling Inc
- DVMGS Transportation LLC
- E. King Construction of Illinois Inc
- E-M Metal Fabricator Corporation
- Emarin Group Ltd.
- Equitable Vision Solutions LLC
- Fino's Trucking Inc
- Frazier Logistics Inc
- Galaxy Underground Inc
- Garcia Property Maintenance Inc
- Grapple N Go Towing LLC
- H K M Engineers LLC
- HCR Carriers Inc
- Hunter Group Incorporated
- Hypnotic Hauling LLC
- Infinity Concrete Services LLC
- J E Landworks Unlimited Inc
- JuliaBeal LLC
- Korpea Technology - US LLC
- Krantz Strategies LLC
- Lincoln Milling and Paving Company LLC
- Moreno Trucking Inc
- Nino's Landscaping Inc
- OGL Corp
- Prime Hydro Demolition Inc
- Quicksilver Transportation LLC
- Roger That Corp.
- Siroc Transportation Inc
- Superior Transporters Inc
- The Silicon Black Group LLC
- Uno Mas Trucking Inc
- Vinson Property Maintenance Company
- Water Systems LLC
- William Dunbar Construction LLC
- Woods Residential Engineering and Inspection PLLC
- WR & M Inc

DISTRICT 2

- BZB Logistics Inc
- David Deshon Construction Company
- FCS LLC
- Huskie Contractors LLC

DISTRICT 3

- 360 Transit Service LLC
- A.M.E Trucking LLC
- Mosley Construction 1 LLC
- MRL Trucking Inc
- Patriot Pipeline Safety Corp.
- Reaper Trucking Inc
- The Final Connection Inc

DISTRICT 4

- Reign Construction Inc

DISTRICT 5

- Seanj Inc

NEW DBES BY DISTRICT

DISTRICT 6

- Connect the Dots Consulting LLC
- Cummins Engineering Corp.

DISTRICT 7

- A. Brown Trucking LLC
- Illini Supply Inc

DISTRICT 8

- Arthur Fields Company
- Living Technical Solutions Inc
- Guinzy Construction Inc
- Louer Facility Planning Inc

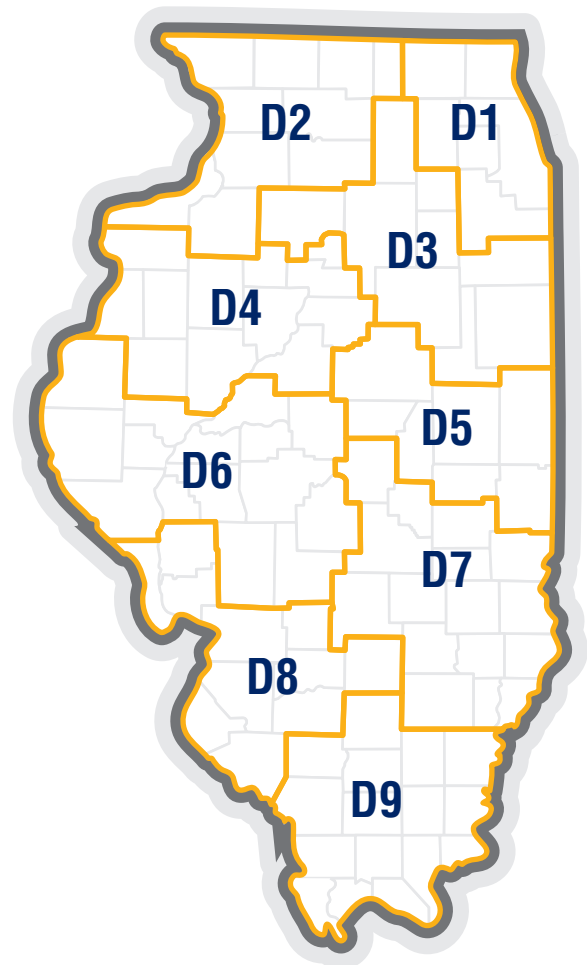
DISTRICT 9

- LMW Excavation
- Ravian Engineering LLC
- R & E Midwest Sales Company

OUT-OF-STATE

- 1st Choice LLC
- Albany Information Technology Group LLC
- Apex Petroleum Corporation
- Axios Civil Solutions LLC
- B & B Diversified Materials
- Educators 4 Education LLC
- Excelous LLC
- Green Arrow Enterprises LLC
- Harriott Contracting LLC
- Hubspire Corporation
- Interactive Voice Applications Inc
- Jayco Enterprises Inc dba Perfect Image
- Knowledge Works Environmental LLC
- Legacy Group Alpha LLC
- R.C. Iossi Co. LLC
- r6catalyst LLC
- RDL Litter Pickup LLC
- Rosales + Partners Inc
- Southern Partners Inc
- Synergy Systems & Services Inc (SCUBE)
- The Polote Corporation

IDOT DISTRICT MAP



FAIR, RECEPTION & TRACK INFO

2024 TCTR EXHIBITOR FAIR & NETWORKING RECEPTION

Wednesday, February 21, 2024

6 – 8 p.m., Crowne Plaza Springfield Convention Center, Plaza G-H-I (1st Floor)

We are pleased to recognize the following exhibitors participating in our 2024 Exhibitor Fair:

- | | | |
|---|---|---|
| <input type="checkbox"/> AECOM | <input type="checkbox"/> HCCTP | <input type="checkbox"/> Millennia Professional Services |
| <input type="checkbox"/> AGC-IL | <input type="checkbox"/> IDOT – Recruitment | <input type="checkbox"/> NASHnal Soil Testing LLC |
| <input type="checkbox"/> All In One Management & Services Inc | <input type="checkbox"/> IDOT – Supportive Services Consultants | <input type="checkbox"/> Parsons Transportation Group |
| <input type="checkbox"/> BMI Contractors and Associates | <input type="checkbox"/> IDOT – Technology Transfer Program | <input type="checkbox"/> Siemens Mobility Inc |
| <input type="checkbox"/> Brewster Companies Inc | <input type="checkbox"/> Illinois Black Chamber of Commerce | <input type="checkbox"/> Teamsters Local 916 |
| <input type="checkbox"/> Bridge The RFP | <input type="checkbox"/> Illinois Department of Human Rights | <input type="checkbox"/> The Silicon BlackGroup LLC |
| <input type="checkbox"/> Chatham Business Association | <input type="checkbox"/> Illinois Tollway | <input type="checkbox"/> Transland Engineering Group |
| <input type="checkbox"/> City of Champaign | <input type="checkbox"/> Inner-City Underwriting Agency | <input type="checkbox"/> TranSystems |
| <input type="checkbox"/> County Materials Corporation | <input type="checkbox"/> KAD Engineering PLLC | <input type="checkbox"/> U.S. DOT Small Business Transportation Resource Center |
| <input type="checkbox"/> Faith Coalition for the Common Good | <input type="checkbox"/> Kadilex Construction Inc | <input type="checkbox"/> WBK Engineering LLC |
| <input type="checkbox"/> Gracefully Granted Consulting Services | <input type="checkbox"/> Lakeshore Engineering LLC | <input type="checkbox"/> William Charles Construction Company LLC |
| <input type="checkbox"/> Great Plains LECET | <input type="checkbox"/> McCann Concrete Products | <input type="checkbox"/> WSP/COMTO |
| <input type="checkbox"/> HACIA | <input type="checkbox"/> Microsurfacing Contractors LLC | |

WORKSHOP SESSION TRACKS

Workshops have been divided into five topical tracks to assist firms looking for specific areas of interest. Below is a list of the sessions offered under each of these tracks, with details of each session on the following pages. Tracks are color coded, and all workshops listed under each track will be in the same room on the first floor (i.e., all “Construction” track workshops will be in Plaza D).

CONSTRUCTION | PLAZA D

- Session 1: LCPTracker Software for Certified Payroll Submittals (1.25 PDH)
- Session 2: Highway Construction Careers Training Program (HCCTP): Bridging the Gap (1.25 PDH)
- Session 3: Construction Risk Management (1.25 PDH)
- Session 4: Safety Training – Construction: Caught-In/Caught-Between (1.25 PDH)
- Session 5: Prime Contractor Prequalification, Subcontractor Registration and Small Business Initiative Contracts (1.25 PDH)

DOING BUSINESS | PLAZA A

- Session 1: Multi-modal Transportation Plans – More than Planes, Trains, and Automobiles (1.25 PDH)
- Session 2: Innovative Project Delivery Program (1.25 PDH)
- Session 3: Work Category Expansion/Supportive Services (1.25 PDH)
- Session 4: Consultant Engineering Overview (1.25 PDH)
- Session 5: The Local Road & Bridge Network – Update, Services and Resources (1.25 PDH)

LEADERSHIP | PLAZA E

- Session 1: PANEL – “The Benefits of Associations”
- Session 2: Million Dollar Life Audit
- Session 3: Using Social Media to Grow Your Business
- Session 4: Transformative Leadership
- Session 5: Transformative Communication

MONEY MATTERS | PLAZA C

- Session 1: Tax Tips & Other Tools for Business Success (1.25 PDH)
- Session 2: U.S. DOT Loan & Bonding Programs/APEX (1.25 PDH)
- Session 3: Bonding & Financing (1.25 PDH)
- Session 4: Assessing Contractor Capacity (1.25 PDH)
- Session 5: Understanding Overhead Rates (1.25 PDH)

RULES & REGS | PLAZA B

- Session 1: Getting Paid (1.25 PDH)
- Session 2: Collective Bargaining (1.25 PDH)
- Session 3: Davis-Bacon Act Compliance Principles (1.25 PDH)
- Session 4: The Investigative Process: Davis-Bacon and Related Acts (1.25 PDH)
- Session 5: The Illinois Prevailing Wage Act and Its Certified Payroll Reporting Requirements (1.25 PDH)



SESSIONS & SPEAKERS

BREAKOUT SESSION 1 WEDNESDAY, FEB. 21, 9:45 – 11 A.M.

Multi-modal Transportation Plans – More than Planes, Trains, and Automobiles | **Doing Business** | Plaza A

This session promises to be quite comprehensive, covering the diverse and extensive multi-modal transportation systems in Illinois. From public transportation to highways, railways, waterways, and airports, Illinois seems to have it all. The mention of navigable waterways connecting to both the Atlantic Ocean and the Gulf of Mexico underscores the state's strategic geographical advantage for transportation and commerce.

The involvement of a multidisciplinary team in planning such complex transportation systems is crucial. Community outreach ensures that the plans align with the needs and preferences of the people they serve. Strategic planning helps in setting long-term goals and priorities, while environmental planning ensures that development is sustainable and minimizes negative impacts. Data collection and analysis are fundamental for informed decision-making, helping planners understand current trends and anticipate future needs.

By addressing these various disciplines, the session aims to provide a holistic understanding of multi-modal statewide transportation planning, highlighting the interconnectedness of different modes of transportation and the importance of collaboration across disciplines for effective planning and implementation. **(1.25 PDH)**

- ❑ **BJ Murray**, *Section Chief, Aviation and Marine Transportation, Office of Planning & Programming, IDOT*
BJ Murray has been with IDOT since 2001. Prior to coming to work at IDOT, he spent 13 years with a consulting firm preparing transportation planning and environmental studies as well as business development activities. Murray is a graduate of MacMurray College where he obtained a Bachelor of Science degree. He also holds a Bachelor of Arts in Management from the University of Illinois.
- ❑ **Janel Veile**, *Section Chief, Planning Services, Bureau of Planning, Office of Planning & Programming, IDOT*
Janel Veile serves as the Planning Services Section Chief at IDOT's Bureau of Planning. Her section is responsible for developing many of the statewide multi-modal transportation plans, including the Long-Range Transportation Plan, Freight Plan, Public Transportation Plan, Rail Plan, and Active Transportation Plan. She has worked at IDOT in various roles for over 22 years. She holds a Master of Environmental Studies and is a Doctor of Public Administration candidate specializing in policy analysis and program evaluation at University of Illinois at Springfield.
- ❑ **DeAnna Smith**, *Rail Planning Manager, Bureau of Planning, Office of Planning & Programming, IDOT*
DeAnna Smith has been with the Department for 37 years. She graduated from Northern Illinois University with a Bachelor of Arts degree. She serves on the Peoria Passenger Rail Leadership Team, the Illinois State Freight Advisory Council, and the Mid-America Freight Coalition. Smith is the Project Manager for the 2023 Illinois State Rail Plan Update.
- ❑ **Adam Gabany**, *Intermodal Planning Unit Chief, Bureau of Planning, Office of Planning & Programming, IDOT*
In his capacity as Intermodal Planning Unit Chief, Adam Gabany is responsible for Illinois' Freight Plan, Competitive Freight Program, State Freight Advisory Council, and Active Transportation Planning. The focus of his position is to advance a safe, efficient, reliable, resilient and sustainable multimodal system that supports Illinois' competitive position as a global hub, grows the economy, and enhances equity and quality of life for Illinois residents. Gabany has worked in a variety of roles over his 18-year career with IDOT. He holds an MBA and has an engineering background.
- ❑ **Hannah Martin**, *Transit Planning Manager, Bureau of Planning, IDOT*
Hannah Martin began her position as Transit Planning Manager in IDOT's Bureau of Planning in September 2023. In this role, she oversees the update to the Statewide Public Transportation Plan and coordinates the annual development of the Multimodal Multiyear Program. She also serves as project manager for transit-related State Planning and Research grants throughout the state. Martin earned her Bachelor of Science in Civil Engineering from Bradley University in 2014. Since then, she has had several roles in transportation and planning in municipal, county, and regional settings. She enjoys being able to bring these perspectives into her work with local partners in this new role at IDOT.



SESSIONS & SPEAKERS

Getting Paid | Rules & Regs | Plaza B

Timely payment for work performed is critical to the survival of every subcontractor and supplier. This session provides an overview of the processes and protections that are available to assist subcontractors and suppliers in efforts to obtain proper payment from prime contractors. The session will discuss the Mechanics' Lien Act, Public Construction Bond Act and State Prompt Payment Act. **(1.25 PDH)**

□ **Jim Sterr**, *Bureau Chief, Office of Chief Counsel, Bureau of Claims, IDOT*

Jim Sterr is a graduate of Southern Illinois University at Edwardsville. He began his career with IDOT in 1975 and has been the Bureau Chief of the Bureau of Claims, Office of Chief Counsel, for over 20 years. A major focus of his efforts relates to the operation of the Mechanics' Lien Act, Public Construction Bond Act and the State Prompt Payment Act, and their impact on payments due to contractors, subcontractors, and suppliers. He provides ongoing assistance to DBE and non-DBE subcontractors and suppliers in their efforts to get paid for work they have performed on IDOT highway and airport contracts, and he has been a frequent presenter at various DBE workshops.

Tax Tips & Other Tools for Business Success | Money Matters | Plaza C

Tax law is constantly evolving and changing which continues to significantly impact how businesses operate and make decisions. This session will cover recent tax laws applicable to small businesses. Additionally, this session will provide tax planning tips and other recommendations for small businesses as well as a brief introduction to business owner exit planning using a step-by-step process. **(1.25 PDH)**

□ **Jeremy Adams**, *Senior Audit Manager, Kerber, Eck & Braeckel LLP*

Jeremy is an audit manager in KEB's Springfield, Ill., office. He joined KEB in 2012 and has experience providing audit and tax services for a variety of clients and industries including construction and manufacturing, employee benefit plans, and non-profits and religious organizations.

□ **Travis Davis**, *Senior Audit Manager, Kerber, Eck & Braeckel LLP*

Travis is an audit manager in KEB's Springfield, Ill., office. He joined the firm in 2013 and has spent his time with KEB providing attestation, tax and business valuation services for closely held businesses, individuals and not-for-profit clients.

LCPTracker Software for Certified Payroll Submittals | Construction | Plaza D

This presentation will be an overview of the LCPTracker software and provide an update on IDOT's current use of the program. **(1.25 PDH)**

□ **Tom Kurtenbach**, *Project Review Engineer, Bureau of Construction, IDOT*

Tom Kurtenbach joined IDOT's Bureau of Construction in 2022. He earned his Bachelor of Science in Civil Engineering from the University of Illinois at Urbana-Champaign. He has 25 years of experience in civil engineering, 23 years with the Bureau of Bridges and Structures. Kurtenbach holds Professional and Structural Engineering licenses in Illinois.

PANEL – The Benefits of Associations | Leadership | Plaza E

Association membership is an invaluable tool for small businesses. They can provide numerous networking opportunities, resources, programs and the latest industry news to members. Leaders from several well-known Illinois associations (representing business, construction, engineering, and equity in transportation) will be at this panel to share specifics as to how an association membership would be worth considering for you and your business.

□ **Tanya Adams**, *Senior Vice President – Inclusion & Diversity, WSP USA*

In her role as Vice President of Inclusion and Diversity, Tanya works with WSP USA's national business lines, regions, and functional groups to create a work environment that produces three key outcomes: a culture of trust that provides safe spaces for sensitive conversations; increased workforce diversity and advancement of WSP diversity talent; and greater support for WSP colleagues who are leaders in underrepresented communities. In addition, Adams advocates for minority business involvement in both the engineering and business communities and on WSP USA's contracts. Prior to joining the firm, she served in leadership roles with the Illinois Department of Transportation for 19 years. In 2015, she became the first African American woman to be elected to the board of the American Council of Engineering Companies of Illinois. She also served as chair of ACEC's Students Engaged in Engineering Committee for 10 years and currently serves as vice board chair. Adams is



SESSIONS & SPEAKERS

actively engaging and fostering an interest in the transportation industry among students. In addition, Adams is a member of WTS and was named 2018 Woman of the Year. She also actively participates in the Illinois Road and Transportation Builders Association.

- ❑ **Jennifer Adkins**, *Interim Executive Director, Chatham Business Association*
Jennifer Adkins is the Interim Executive Director of the Chatham Business Association, which is a small business resource center that offers an array of customized services and programs designed to assist businesses. Areas of assistance include expansion and growth through economic development, strategic planning, technical training, business trend workshops, access to capital assistance, effective collaborative marketing programs and government certification.
- ❑ **Kevin Artl**, *President and CEO, American Council of Engineering Companies of Illinois*
Kevin Artl is the President and CEO of ACEC Illinois. He works with the ACEC Illinois Board of Directors and members to advocate on behalf of Illinois' engineering community and promote regulatory and legislative solutions to promote and improve the business climate for the engineering industry. Artl oversees the operations of the association and staff. Prior to joining ACEC Illinois, Artl was the Chief Operating Officer of the Illinois State Toll Highway Authority where he oversaw the state's 294-mile tollway system and managed its \$1.3 billion annual budget. He also has an extensive career in government at the state and federal level, including serving in senior policy-making roles in both the United States Senate and Illinois General Assembly. Artl is a graduate of Chicago's Loyola University. He resides in Naperville with his wife, Maureen, and their three children.
- ❑ **William Frey**, *Executive Director, Associated General Contractors of Illinois*
William Frey graduated from Purdue University in 1984 with a bachelor's degree in civil engineering. Following graduation, he worked for the Illinois Department of Transportation for over 29 years and retired in 2013. He held progressive positions in District 6 and the Central Office from Resident Engineer to Deputy Director of Highways. Presently, he serves as the Executive Director of the Associated General Contractors of Illinois representing highway, heavy and utility contractors throughout Illinois.
- ❑ **Ivette Treviño**, *Director of Strategic Partnerships & Membership Engagement, Hispanic American Construction Industry Association*
Ivette Treviño serves as the Director of Partnerships and Membership Engagement at the Hispanic American Construction Industry Association, a construction advocacy and membership organization working to ensure the equitable participation of construction industry professionals. In this role, Treviño creates impact by engaging with partners, members, and government leaders on advocacy, workforce education and training, economic development and procurement opportunities to small and minority-owned businesses.

BREAKOUT SESSION 2 WEDNESDAY, FEB. 21, 3 – 4:15 P.M.

Innovative Project Delivery Program | **Doing Business** | Plaza A

The Illinois Department of Transportation is currently rolling out the Innovative Project Delivery program focused on the alternative delivery methods of Construction Manager/General Contractor, Progressive Design Build and Design Build. It is anticipated that these methods can accelerate the delivery of transportation projects, provide best value to the state, and create opportunities for DBE engagement and growth. This session will concentrate on opportunities for DBEs to participate in such a program and provide feedback. We welcome A/E firms, primes, sub-contractors and trades for this presentation. **(1.25 PDH)**

- ❑ **Neil Adams**, *Office of Planning & Programming, Bureau of Innovative Project Delivery, IDOT*
Neil Adams helps lead the Bureau of Innovative Project Delivery for the Illinois Department of Transportation, overseeing the feasibility and planning of a variety of projects, including billion-dollar mega-projects and other innovative, alternative delivery of projects. Adams has over 20 years of experience in state and local governments, overseeing many capital improvements and initiatives. He holds a bachelor's degree in landscape architecture from University of Illinois and a master's degree in public service management from DePaul University.



SESSIONS & SPEAKERS

Collective Bargaining | Rules & Regs | Plaza B

This workshop will cover a variety of collective bargaining issues, including what you need to know before, during and after becoming signatory to a union collective bargaining agreement. **(1.25 PDH)**

□ **Frank Kazenske, Director of Labor Relations and Safety, Associated General Contractors of Illinois**

Frank Kazenske is the director of Labor Relations and Safety for the Associated General Contractors of Illinois. He has over 40 years' experience in negotiating labor contracts. Kazenske negotiated contracts as the president of the United Mine Workers of America construction workers union for the state of Illinois and as a contractor member with the Associated General Contractors of St. Louis. He served in the U.S. Navy from June 1966 to June 1969 and was attached to the Squadron Air Deveron 8 that flew the radio and television stations over Vietnam. Kazenske started his career in construction working as a laborer, carpenter, iron worker and operating engineer, and he is also certified as a lattice boom crawler crane operator. Kazenske's position at AGCI includes representing member companies in union contract negotiations, contract interpretation, dispute resolution, grievance procedure and arbitration. He advises contractors on resolving grievances at the local level through constructive dialogue, and his philosophy of being "firm but fair" has been key to his success.

U.S. DOT Loan & Bonding Programs/Illinois APEX Accelerator at Bradley University | Money Matters | Plaza C

The first part of this panel will discuss the U.S. Department of Transportation's Access to Capital Program and the Bonding Education Program. Participants will learn information regarding the eligibility process, documentation requirements and how to apply for both programs. Those who are interested in seeking working capital and bonding on federally funded infrastructure- and transportation-related projects should attend this session. We will also share some brief information on other U.S. DOT programs and services. The second part of the panel will cover working with the Illinois APEX Accelerator at Bradley University to gain the tools you need to research and identify government contracting opportunities. **(1.25 PDH)**

□ **Mia Mendez, Director, U.S. DOT Great Lakes Region SBTRC**

Mia Sara Mendez currently serves as the U.S. Department of Transportation's Great Lakes Region Director of the Small Business Transportation Resource Center at the Illinois Hispanic Chamber of Commerce. Her role is to assist DBE firms scale their business so that they can win federal contracting opportunities. She hosts a Bonding Education Program in collaboration with the respective DOTs in the Great Lakes region and empowers women in the transportation industry through the Women and Girls in Transportation Initiative. Previously, she was the Program Manager for the Tollway Technical Assistance Program. In that role, she educated, trained, and prepared small and diverse firms to compete for opportunities on the Tollway system. Mendez received her undergraduate degree from Dominican University. During her undergrad, she was an executive board member and president of the Organization of Latin American students. She has always been passionate about empowering the Hispanic community. Her five-plus years of client relations experience has fueled her passion for helping others. Mendez's hobbies include staying active through spin classes and weight training, exploring new coffee shops, and watching the latest runway shows.

□ **Keli Krueger-Huhra, Director, Illinois APEX Accelerator at Bradley University**

Keli Krueger-Huhra currently serves as the director of the Illinois APEX Accelerator at Bradley University in Peoria. In that capacity, she helps businesses identify, compete for and win government contracts. Prior to joining the Illinois program, she was general manager and director of Procurement and Supply at Mitsubishi Motors North America Manufacturing Division, where she was responsible for procurement administration, cost engineering, production purchasing, material and services purchasing, supplier quality assurance, and new model engineering and development, directing annual spends of \$740 million in global sourcing with suppliers in 266 locations worldwide. She has received the globally recognized Certified Professional in Supply Management designation by the Institute for Supply Management. She is a past president of the board of directors of the National Association of Purchasing Management – Central Illinois, an affiliate of ISM. She is currently president of the Illinois Entrepreneurship and Small Business Growth Association and holds their Certified Business Development Advisor accreditation. She is a graduate of Illinois State University with an undergraduate degree in economics and earned an MBA from the University of Illinois Urbana-Champaign's Gies College of Business.



SESSIONS & SPEAKERS

Highway Construction Careers Training Program (HCCTP): Bridging the Gap | Construction | Plaza D

The Highway Construction Careers Training Program has graduated more than 3,000 individuals since 2010 and demonstrates IDOT's commitment to building Illinois roads with a workforce that reflects the diversity of our state. For employers, HCCTP bridges the gap between recruiting talented workers for apprenticeships and keeping labor costs down. For the program graduate, HCCTP bridges the gap between acquiring technical skills and starting and sustaining a rewarding career in construction. This workshop will highlight the program, which operates through 12 community colleges throughout Illinois and is administered by IDOT's Bureau of Small Business Enterprises in collaboration with the Federal Highway Administration. **(1.25 PDH)**

HCCTP Coordinators

The role of the HCCTP coordinators is critical to the success of the trainee from training sessions through employment in the highway construction industry. Coordinators typically meet with trainees to help determine their needs, provide individual trainee performance plans to meet program goals and advise trainees of specific information and feedback on job search skills and current apprenticeship opportunities. Coordinators also serve as job skill trainers and liaisons to local highway construction contractors and trade unions.

Million Dollar Life Audit | Leadership | Plaza E

The "Million Dollar Life Audit Workshop" is a transformative experience designed to empower individuals to take a comprehensive look at their lives, identify areas for growth, and chart a path towards a richer, more fulfilling life. In this immersive workshop, participants will embark on a journey of self-discovery, self-assessment, and self-improvement with the goal of achieving their highest potential.

Melissa Hamilton, Supportive Service Consultant and President of Synergetic Solutions, IDOT

Melissa Hamilton has more than 20 years of experience in business management, consulting and training. She received her bachelor's in business administration and started her consulting business in 2013. Hamilton has served corporate, nonprofit, and government clients throughout central and southern Illinois, providing them expertise and strategies to reach their goals, develop and grow.

BREAKOUT SESSION 3 WEDNESDAY, FEB. 21, 4:30 – 5:45 A.M.

Work Category Expansion / Supportive Services | Doing Business | Plaza A

This presentation will enable attendees to understand the process of expanding work categories and reviewing their current skill sets, equipment and experience. It will also cover the department's Supportive Services program and the resources available to IDOT-certified DBEs. **(1.25 PDH)**

Lincoln Blackwell, Northern DBE Certification Unit Manager, IDOT

Lincoln Blackwell has been employed by the Illinois Department of Transportation for 16 years, 14 of which have been in the Bureau of Small Business Enterprises. He has worked with the Mid-South Minority Business Council's Uniform Certification Agency as the Senior Certification Analyst and as a Communication Contractor. Upon his return to IDOT in 2013, he served as an analyst and is currently the Northern Unit Manager for DBE Certification. Lincoln's responsibilities include the evaluation of and status recommendations for DBE certification applications of small businesses seeking to participate in the Department's DBE program. In addition, he is charged with providing information to the public regarding the Illinois Unified Certification DBE program and interpreting the federal regulations (49 CFR Part 26) that govern the DBE program.

Brian Hendricks, TCTR Conference Chair and Policy & Supportive Services Unit Manager, IDOT

Brian Hendricks has been with the Illinois Department of Transportation since 2006 and the Bureau of Small Business Enterprises since 2013. In September 2020, he became the Policy & Supportive Services Unit manager. He has both a bachelor's and master's in political science from Southern Illinois University Edwardsville and a master's in history from the University of Illinois Springfield. Prior to his time at IDOT, he was a Dunn Fellow in the legislative offices of governors Edgar and Ryan and a legislative liaison at two state agencies. He and his wife have five children. In the little spare time he has, he is involved in genealogy and has been an adjunct history instructor at Springfield-area colleges.



SESSIONS & SPEAKERS

Davis-Bacon Act Compliance Principles | Rules & Regs | Plaza B

The Davis-Bacon Act and related legislation apply to contractors and subcontractors working on federally funded or assisted contracts in excess of \$2,000 for the construction, alteration or repair (including painting and decorating) of public buildings or public works. On such projects, contractors and subcontractors must pay their laborers and mechanics employed under the contract no less than the local prevailing wages and fringe benefits for corresponding work on similar projects in the area. The Davis-Bacon Act directs the Department of Labor to determine local prevailing wage rates. This workshop will discuss topics such as coverage, laborers and mechanics, site of work, truck drivers, apprentices/trainees and helpers, fringe benefits, and computing overtime pay. **(1.25 PDH)**

□ **Anne Thomas**, *Wage and Hour Investigator, U.S. Department of Labor*

Anne Thomas graduated from Webster University in St. Louis, with a Master of Arts in Human Resources Management and received a Bachelor of Science in Management and Human Resources from Park University in Parkville, Mo. She has worked as a Department of Labor Wage and Hour Investigator since 2010. She has performed investigations regarding the Davis-Bacon Act, Family and Medical Leave Act and the Fair Labor Standards Act, in addition to many others. Thomas serves as her District Office's Training Specialist and specializes in analyzing data and complex computations. Prior to joining the Department of Labor, Thomas worked as a Financial Specialist for the U.S. Department of Agriculture.

□ **Joshua Crawford**, *Wage and Hour Investigator, U.S. Department of Labor*

Joshua Crawford graduated from Southern Illinois University Edwardsville with a Master of Public Administration degree and Bachelor of Science in History. He has worked as a Department of Labor Wage and Hour Investigator since 2015. He has performed investigations regarding the Davis-Bacon Act, Family and Medical Leave Act and the Fair Labor Standards Act, in addition to many others. Crawford serves as his District Office's DBA Coordinator and specializes in Child Labor investigations. Prior to joining the Department of Labor, Crawford worked as an Archives Technician for Military Records Center at the National Archives in St. Louis and retired after 20 years of service to the Illinois National Guard.

Bonding and Financing | Money Matters | Plaza C

This workshop will cover areas such as: understanding insurance coverages and how they apply to your business; analyzing exclusions that could be detrimental to your company; obtaining your first bond and increasing your bonding capacity; properly transferring risk to subcontractors. You will also learn how to maximize your broker-agent relationship **(1.25 PDH)**

□ **Tia White**, *Surety Specialist, Inner-City Underwriting*

Tia White is the Surety Specialist at Community Insurance Center, a member of the Inner-City Group of companies. Community Insurance Center is a for-profit business with a social mission to help our clients, mostly small and urban-based, succeed by helping them manage risk. We believe risk management is business management and effective risk management is critical to long term growth. In her role as a Surety Specialist, White has been able to help small businesses receive their first bonds for major construction projects both at the local and Federal level. At Community Insurance Center we work hard to ensure that our clients reach their full potential.

Construction Risk Management | Construction | Plaza D

This presentation discusses risk management in construction, commercial insurance and construction contracts. **(1.25 PDH)**

□ **Michael-Charles Hilson**, *Vice President, GBG Inc*

Michael-Charles Hilson is the vice president of GBG Inc and leads the firm's Client Retention Department. He is also responsible for insurance company underwriting relations and insurance industry relations. Some of his current specializations include nonprofits, staffing, professional services, security guards, surety bonds, artisan contractors, general contractors, food service, manufacturing, property managers, trucking, real estate and construction. Current and prior clients include Kaleidoscope Inc, Interfaith Housing Development Corp. and Sonny Parker Youth Foundation. Hilson is a third-generation insurance professional who has worked full- and part-time in the industry for more than 15 years. He joined GBG Inc in a full-time capacity in May 2003. He has worked in each facet of agency operations and key client services.



SESSIONS & SPEAKERS

Using Social Media to Grow Your Business | Leadership | Plaza E

In this workshop, participants will learn how to implement a successful social media strategy by focusing on goals, appropriate social media content, using automation to reduce time, and accessing tools and tips to be most effective. Participants will walk out the door with a strategic social media plan of action applicable to their small business.

□ Dana Goodrum, *Special Guest Presenter*

As a published author, certified life coach, and business consultant, Dana has over 20 years of experience in assisting individuals and businesses in identifying and achieving their goals. She served IDOT's DBE program for over 10 years and is excited to be back at TCTR presenting such a relevant topic for this year's attendees.

BREAKOUT SESSION 4 THURSDAY, FEB. 22, 9:15 – 10:30 A.M.

Consultant Engineering Overview | Doing Business | Plaza A

This panel will provide an overview of the engineering consultant QBS process, updates on engineering prequalification categories, and other information about PTB/QBS. **(1.25 PDH)**

□ Jack Elston, *Bureau Chief, Bureau of Design and Environment, IDOT*

Jack Elston has been with IDOT for 27 years. After 18 years in the Bureau of Bridges and Structures, he moved to the Bureau of Design and Environment where he currently serves as the Bureau Chief. The Bureau of Design and Environment is a diverse bureau responsible for surveys, mapping and modeling, coordinating project environmental reviews, establishing design policy, standards and specifications, administering consultant prequalification and agreements, and managing the bidding and letting process for construction contracts. Elston retired as a Lieutenant Colonel after serving 27 years in the Illinois Air National Guard.

□ Jenni LeSeure, *Consultant Services Unit Chief, Bureau of Design and Environment, IDOT*

Jenni LeSeure has been with IDOT for about 16 years. She has been with the Bureau of Design and Environment for about 12 years. She currently oversees engineering consultant prequalification, compiles, and publishes the Professional Transportation Bulletin, and manages the EPAS system.

The Investigative Process: Davis-Bacon and Related Acts | Rules & Regs | Plaza B

This presentation covers the initial steps in conducting an investigation, determining compliance, and concluding an investigation. Some of the topics covered are records review, employee interviews, withholding of funds, and debarment. **(1.25 PDH)**

□ Anne Thomas, *Wage and Hour Investigator, U.S. Department of Labor*

See page 23.

□ Joshua Crawford, *Wage and Hour Investigator, U.S. Department of Labor*

See page 23.

Assessing Contractor Capacity | Money Matters | Plaza C

Do you question whether you can financially handle another job, or a bigger job? Join this workshop as we discuss the importance of planning for the cash inflows/outflows of a job to help determine your capacity to take on more work. **(1.25 PDH)**

□ Mark Vaughn, *Principal Consultant, Franklin & Vaughn LLC*

Mark E. Vaughn, CPA, brings more than 25 years of successful experience in both public and corporate accounting, including several years as a chief financial officer. Vaughn began in public accounting, where he performed audits of small and mid-sized companies, prepared individual and corporate tax returns, prepared business valuations and personal financial statements, and consulted with many small businesses regarding startup opportunities, strategic planning and long-term growth strategies. Vaughn's background also includes helping companies develop employee manuals, marketing strategies and website design. He has worked extensively to secure capital equipment cash needs through purchases, loans and leases. Vaughn has many contacts in the banking and finance industries that can provide a qualified team to assist with cash flow needs and financing.

SESSIONS & SPEAKERS

Safety Training - Construction: Caught-In/Caught-Between Hazards | Construction | Plaza D

This construction safety training presentation provides an overview of caught-in/caught-between hazards. **(1.25 PDH)**

- **Michael-Charles Hilson**, *Vice President, GBG Inc*
See page 23.

Transformative Leadership | Leadership | Plaza E

Everything rises and falls on the basis of leadership, right? In this first of two sessions, come learn the principles of leadership that will transform you and help you to become a person of influence.

- **Marvin Bembry**, *President, MKB Leadership Transformation*
See page 13.

BREAKOUT SESSION 5 THURSDAY, FEB. 22, 10:45 A.M. – 12 P.M.

The Local Road & Bridge Network – Update, Services and Resources | Doing Business | Plaza A

Learn about how you and your firm can participate and grow in the local roads and bridge network. An update will be provided by key leaders in the Central Bureau of Local Roads and Streets that will update all on opportunities, pathways to participate, ways to gather key information, new and key grants, and how BLRS is moving into new directions for firms to actively employ their talents in this critical part of the state's infrastructure. In addition, learn about the services and resources that we provide to our Local Agency partners, engineering firms, and contractors working in the local road and bridge network. **(1.25 PDH)**

- **George Tapas**, *Bureau Chief, Bureau of Local Roads and Streets, IDOT*
George has been with the Department as the Bureau Chief of Local Roads and Streets for nearly 3 years, after being appointed by Secretary Osman in December 2020. This follows 35 years in the private sector serving in a variety of national and corporate roles, including a very large P3 and Design/Build practice. Tapas, a native Chicagoan who now lives in Springfield, is a 1987 graduate of the Illinois Institute of Technology in Chicago with a Bachelor of Science in Civil Engineering and is both a licensed Professional and Structural Engineer.
- **Barry Kent**, *Technology Transfer Program Manager, IDOT, Illinois LTAP/T2 Center*
With nearly 24 years' experience at IDOT, Barry has experiences covering the gamut from the field to the office. He has a broad range of expertise and experience in highway engineering and construction, including design, inspection, project management, purchasing, budgeting and supervision. Kent also has experience in managing Motor Fuel Tax funds for local public agencies. Kent currently interacts with local, state and national partners and works closely with the Illinois local public agencies by providing technical assistance and training to highway and public works officials in Illinois. He is a member of the American Public Works Association, the Transportation Research Board, the National Transportation Training Directors and has a Remote Pilot Certificate from the FAA. Kent graduated from Southern Illinois University at Carbondale, College of Engineering, receiving a Bachelor of Science with a Major in Industrial Technology and a Minor in Marketing.
- **Tim Peters**, *Local Policy and Technology Engineer, IDOT*
In his role as the Local Policy and Technology Engineer, Tim is responsible for IDOT's Bureau of Local Roads and Streets Manual and IDOT's Local Technical Assistance Program. Peters has been in this role for approximately 8 years. He has been with IDOT for over 30 years. His prior assignments in IDOT were in the Bureau of Operations. He was IDOT's Winter Operations Engineer, their Equipment Engineer and their Communication Systems Engineer. Peters' educational background includes a bachelor's degree in electrical engineering from the University of Iowa and an MBA from the University of Northern Colorado. In NLTAPA, Peters has been an active participant in the Training Resources Work Group and the Instructors Users Group. He has been active in working with other LTAPs. He is a frequent participant in regional and national meetings.



SESSIONS & SPEAKERS

The Illinois Prevailing Wage Act and Its Certified Payroll Reporting Requirements | Rules & Regs | Plaza B

What are the record keeping requirements for a contractor or subcontractor in Illinois? How do you know if your project should be reported to the Illinois Department of Labor certified payroll? These and other issues will be discussed in this workshop. **(1.25 PDH)**

□ Ron Ward, Labor Conciliator, Illinois Department of Labor

Coming from a law enforcement background as a police officer, Ron was hired by the Illinois Department of Labor in 2000 as a Compliance Officer for the Fair Labor Standards Division. There he investigated the Minimum Wage and Overtime Law, One Day of Rest in Seven Act, Child Labor Law, and Day and Temporary Labor Act among others. He worked for that Division until 2008 when he was promoted to a Labor Conciliator position in the Department's Conciliation and Mediation Division where he is currently employed. He now investigates the Illinois Prevailing Wage Act, Employee Classification Act, WARN Act, Equal Pay Act, and several other laws. He oversees IDOL's annual Prevailing Wage Survey putting together the rates for all trades in every Illinois county. Throughout his career Ward has investigated about every payroll law the Department enforces and has found tens of millions of dollars of back wages owed to workers throughout the state.

Understanding Overhead Rates | Money Matters | Plaza C

This session will cover preparing overhead schedule, helpful tips to assist in calculating an overhead rate, and understanding what financial regulations govern consultant projects. **(1.25 PDH)**

□ Megan Moldenhauer, CPA, Financial Review and Investigations Section Manager, Bureau of Investigations & Compliance, IDOT

Megan Moldenhauer has been the Financial Review and Investigations Section Manager since 2020 and oversees the external audit activities of the Illinois Department of Transportation. She has been with the department for 13 years. Prior to being the Section Chief, she was the External Audit Unit Supervisor and an External Auditor with IDOT. Prior to IDOT, Moldenhauer worked at a public accounting firm. She received her MBA from the University of Illinois-Springfield in 2011 and became a licensed CPA in 2015.

Prime Contractor Prequalification, Subcontractor Registration and Small Business Initiative Contracts | Construction | Plaza D

This presentation will detail the prequalification process and the authorization to bid process, including how to joint venture with another prequalified firm to bid on department-advertised projects. Heavy and highway contractors and bridge contractors interested in bidding on department-advertised projects or local-agency projects are encouraged to attend this session. **(1.25 PDH)**

□ Tara Elston, Prequalification Engineer, IDOT

Tara Elston is a graduate of University of Illinois at Urbana-Champaign. She began her career with IDOT in 1994. After spending 25 years combined in the Bureau of Bridges and Structures and the Bureau of Design and Environment, she moved to the Bureau of Construction where she currently serves as the Prequalification Engineer. As the Prequalification Engineer she oversees contractor prequalification, subcontractor registration and the authorization to bid process.

□ Chad Coombs, Prequalification Analyst, IDOT

Chad Coombs is a graduate of Illinois State University. He began his career with IDOT in 2010. After spending 2 years in the Bureau of Materials, he moved to the Bureau of Construction where he currently serves as a Prequalification Analyst. As a Prequalification Analyst, he is the subject matter expert on contractor prequalification, subcontractor registration and the authorization to bid process.

Transformative Communication | Leadership | Plaza E

In this continuation of the "Transformative Leadership" session, come learn the principles of communication that will transform you and help you to become a person of influence.

□ Marvin Bembry, President, MKB Leadership Transformation

See page 13.



THANK YOU FOR PARTICIPATING. SEE YOU NEXT YEAR!



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