



the BUSINESS CURVE

ADVANCING MINORITY & SMALL BUSINESS AFFAIRS

SPRING/SUMMER 2024

**One-on-One Interviews:
Crenshaw Erosion Control, LLC
Robinson Family Trucking, LLC
Pages 4 & 5**



**DBE Opportunities
for Work are Greater
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Cover: Carlos Zuniga, Concrete Finisher for CRG, Inc works on the Mechanically Stabilized Earth (MSE) wall along the I-20 Corridor and Broad River Road site of CCR2.

Photo courtesy of James Cooper.

“There is nothing permanent except change.” – Heraclitus

Greetings,

The ancient Greek philosopher, Heraclitus, is commonly known for his view that the world is constantly in flux. It seems most of us acknowledge that change is inevitable, and then equip ourselves to, hopefully, navigate it successfully. Experience shows us minority and small businesses do this each and every day.

The topic of change is being revisited in this issue of the Business Curve because of a few drivers of change we have recently observed and/or experienced. For example, the Division of Minority and Small Business Affairs has welcomed new staff in two of our three units including Sergio Aparicio, Director of Supportive Services and Business Development. Readers can learn more about him and other new members of our team in the Staff Recognition section.



The Agency’s leadership has changed, too. We celebrated the accomplishments of South Carolina Secretary of Transportation Christy A. Hall and thanked her for her tireless work; she retired on March 31, 2024. We also welcomed former Chief Operating Officer Justin P. Powell as SCDOT’s newest Secretary of Transportation who was sworn in on April 9, 2024.

In this edition of the Business Curve you will learn about steps we have taken to assist firms and our team to successfully navigate the evolving landscape of our industry and the inevitable changes we are challenged to embrace in order to grow, learn, and succeed. For example, DBE trainings and outreach events, staff trainings and professional development. You will also discover details about upcoming training and networking opportunities.

Thank you for taking time to learn more about what we are doing in SCDOT’s Division of Minority and Small Business Affairs.

Best regards,

Greg Davis

Division Director, Division of Minority and Small Business Affairs



And, many thanks to our contributors who generously invested their time and expertise when submitting articles, photographs, caption information, and/or resource files used to generate content. Special thanks to our colleagues in the Office of Public Engagement who elevate the content focused on sharing valuable resources and DBE success stories.

Best regards,

Mary Wyeth

Editor, the Business Curve

One-on-One Interview with Bailey Crenshaw-Taylor, Owner, Crenshaw Erosion Control, LLC



Bailey Crenshaw-Taylor at the Anderson Chamber Small Business Event, January 2024.

She provided her testimony of the benefits of the DBE program, including the technical assistance received from SCDOT's Division of Minority and Small Business Affairs. Ms. Crenshaw-Taylor's involvement was extremely valuable, well-received, and sincerely appreciated.

Photo courtesy of Greg Davis

1. Tell readers a little about your business.

Crenshaw Erosion Control is based out of Williamston, SC. We provide our customers with hydroseeding, erosion control blanket installation, and silt fence installation just to name a few.

2. How long have you been in business?

Crenshaw Erosion began performing work in 2017.

3. What made you choose this type of business?

My family has always been involved in the outdoors my whole life. I wanted to work for myself and be able to still be involved in the outdoors every day.

4. What service(s) or product(s) do you offer/manufacture?

We provide our customers with hydroseeding, erosion control blanket installation, and silt fence installation just to name a few.

5. Where did the name come from?

Although not very creative, I took my last name (maiden name now) and added erosion control to the end!

6. How many employees do you have?

An always changing answer (ha!)—but we typically stay between 8-10 employees.

7. How long have you been a DBE?

We were certified in December of 2018.

8. Why did you choose the DBE program?

It allowed me to expose my business to new opportunities and we have experienced growth from having the certification.

9. What are your responsibilities as the business owner?

Where to begin? I do a little bit of everything. I handle all of our payroll, accounts receivable and payable, oversee all of our projects and scheduling, and can also be found running a hydroseeder or installing pond baffles from time to time.

10. What has been your greatest accomplishment so far being a part of the SCDOT DBE program?

My greatest accomplishment was when a prime contractor told me that they would use Crenshaw Erosion whether we were a DBE or not. That makes me feel like we are doing a great job, serving them well, and helping to meet DBE requirements on the project.

11. How has the SCDOT helped your business grow?

The training opportunities that the SCDOT DBE office has offered have been tremendous. I have taken advantage of OSHA training, general business classes, and CDL training. They have helped us grow to be a better company through those opportunities.

12. What are some, if any, of your most complex contracts since being certified?

The business 85 bridge replacement project has been our most complex contract to date.

13. What would you say to other businesses that are considering DBE certification?

It is a great certification to pursue for your company. It has allowed me to meet new prime contractors and grow our business to where it is today.

14. What is your long-term business goal?

I want to continue serving our customers well and developing our employees.

15. What do you attribute your success to in the DBE program?

I attended as many of the training opportunities as I could to, not only learn, but to meet everyone in the DBE office. It has been great to have an open line of communication with the DBE office.

16. What was your experience as a small DBE Prime Contractor doing a project for the SCDOT?

When we first became certified as a DBE, it was a bit of trial and error to learn how to navigate SCDOT projects. Our experience vastly changes based on which district we are working in. We've learned over the years how to communicate effectively with primes and the DOT, and to keep lots of records.

One-on-One Interview with John Robinson & Tommy Robinson, Owners, Robinson Family Trucking, LLC



L-R: John Robinson and Tommy Robinson, Owners, Robinson Family Trucking

1. Tell readers a little about your business.

Robinson Family Trucking LLC is a family owned and managed business that provides hauling services across various industries. The company has successfully expanded and developed grass roots relationships with its local community of Eutawville, SC and business partners in the SC Low Country.

2. How long have you been in business?

We were founded in and have been in operation since 2016.

3. What made you choose this type of business?

We were able to observe rapidly increasing demand for services related to infrastructure investments in the local community. Leveraging connections within the hauling industry presented an opportunity to enter the hauling services market.

4. What services or products do you offer/ manufacture?

We provide hauling services across various industries. We haul a range of materials such as aggregates, asphalt, and much more.

5. Where did the name come from?

It's our family name; Tommy and John Robinson are uncle and nephew.

6. How many employees do you have?

Currently we have 10 employees.

7. What is unique about your business?

Our customer service and dependability are unique, we exceed expectations and performance standards, we are leading a number of DBE firms in increasing their success in hauling as well as advocating for partnerships amongst the haulers.

8. How long have you been a DBE?

We have been DBE since January 2019

9. Why did you choose the DBE program?

We saw the DBE program as a resource to assist with developing relationships; it allows us grow our network through a channel that promotes exposure and knowledge sharing.

10. What are your responsibilities as the business owner?

We are responsible for all aspects of the business. We actively secure business contracts, capital for expansion and daily operations, as well as manage our personnel.

11. What has been your greatest accomplishment so far being a part of the SCDOT DBE program?

The ability to obtain contracts through relationships formed through the program has been the foundation of our growth.

12. How has the SCDOT helped your business grow?

By providing exposure and introductions to Prime Contractors for continuous growth.

13. What are some, if any, of your most complex contracts since being certified?

Working on I-26 expansion projects with a large Banks Construction Company and L&S Trucking.

14. What would you say to other businesses that are considering DBE certification?

I would encourage them to get become certified and stay actively involved to really capitalize on the opportunities that the program offers.



L-R: Tommy Robinson, Owner, RFT, Johnny Bradley (driver) and Shawn Tucker, Owner of L&S Trucking on the SCDOT Palmetto Parkway I-26 project which is a joint venture with L&S Trucking LLC

15. What is your long-term business goal?

Our goal is to grow into one of the primary hauling service providers in the Low Country.

16. What do you attribute your success to in the DBE program?

We attribute consistent participation and willingness to speak up and vocalize challenges that we feel the program can address to our success.

17. Is there anything else you would like to add?

The SCDOT DBE program has been mutually beneficial for us. We bring challenges to a forum of industry leaders to discuss best practices and approaches to overcome those challenges. We plan to continue building upon the relationships that we currently have to not only help continue our success, but also help evolve the program along the way.

CONGRATULATIONS NEWLY CERTIFIED DBEs! AUGUST 1, 2023 - FEBRUARY 29, 2024

123 Installs, Corp.	EDS Service Solutions, LLC	PicTec, Inc.
1Electric, LLC	Educators 4 Education, LLC	Plus Urbia, LLC
3 Amigos Infrastructure, LLC	Elite Freight, LLC	PR Transportation Logistics, LLC
AAA Treasure Intl' Co., Inc. DBA Omni Pipe Solutions	Ellis SR, LLC	Prime Time Logistics, LLC
Accompong Engineering Group, LLC	EMILY Revolutionary Marketing Group, LLC - SBE	Private & Personal Transportation, LLC
Ace Real Estate Academy, LLC	Forte Construction Group, LLC	Quantum Electrical Engineering, LLC
Ada Contracting, LLC	Glaze Independent Trucking	Raine Lab Pros, LLC
Alesig Consulting, LLC	Globenet Telecommunications, LLC	Re Ankh, LLC dba 360 Specialties, LLC
Alpha Strategies	GreenGuard Commercial Cleaning, LLC	Saber Steele, LLC
Anderson Cleaning Service	JM Jenkins Transportation, LLC	Shelby Erectors, Inc.
Armor Asset Management, Inc.	JMR Logistics Group, LLC	Singleton Trucking, LLC
Aubden Freight Xpress, LLC	Johnson Building Group, LLC	Sitework Supply Solutions, LLC
BenchMark Management, LLC	Kastel Enterprises MK, LLC	Southern Extreme Details, LLC
Boyce Logistics, LLC	KhouriGroup, LLC	Stephenson Industries, LLC
Brown's Electrical Contractor, LLC	KRCS, LLC	Strada Professional Services, LLC
Bryant and Sons Trucking, LLC	KTD Trucking, LLC	T & W Longevity Logistics, LLC
BS & G Trucking, LLC	Lorry Haulage, LLC	Terrell Materials Corporation
CDC Hauling, LLC	Luxe Elite Bookkeeping & Tax Prep, LLC	The JPI Group, LLC
Community Solutions Consulting, LLC	M. E. Contracting, LLC	The Merchant Strategy, Inc.
Construction Support Solutions, LLC	Mac7 Transport, LLC	The Michelle Martin Group, LLC
Cornelius Concrete, LLC	Mavrx Facility Support, LLC	The Sumter's Headquarters, LLC
Davis Stump Grinding Services, LLC	Mullis Consulting - SBE	Thompson Unlimited, LLC dba UA Thompson Global Haul
Diamond Qualities, LLC	National Earth Systems, LLC	Tipsy Lady, Inc.
Diamond Quality Construction, LLC	Neighboring Concepts, PLLC	TRS Support Services, LLC
DLT Logistics, LLC	Nexien, Inc.	Tru Impact Consulting, LLC
DY Consulting Engineer, P.C. dba DY Consultants	Oboe Galaxy Management, LLC	White Lotus Freight Bonded Broker and Dispatch, LLC
EAB360, LLC	Perry Logistical Solutions, LLC	Willoughby Robinson Associates, LLC

Workforce Development Program in Full Swing

By Barbara Beagles, Director of Office of Civil Rights Programs

The Transportation Careers Training Program (TCTP) is designed to prepare unemployed, underemployed, minorities, females, and other economically disadvantaged individuals for meaningful employment opportunities in the transportation industry. The program is funded by FHWA, overseen by SCDOT, and is currently conducted by Safety Compliance Solutions. Pre-Employment Training, Commercial Driver's License Training (Permit only), and Heavy Equipment Operator Training are provided by the program.

The TCTP will assist in lowering the state's unemployment rate by increasing the number of participants that may become gainfully employed after successful completion of this program. It will also assist contractors by creating a pool of applicants from which they may recruit individuals to participate in the On-the-Job Training Program in fulfillment of the Training Special Provision Requirements. The number of participants is dependent on funding from FHWA and the location can change based upon a number of elements to include SCDOT projects and the unemployment for the county.

Residents of Charleston County were eligible to participate in the program. Fifteen participants received Pre-employment Training, Heavy Equipment Operator's Training and Commercial Driver's License Training. The TCTP continues to serve as a

mechanism for preparing individuals for career opportunities in the transportation industry. The 2024 TCTP is scheduled to be implemented in Allendale County.



TCTP Charleston Instructor Jeff Luchini (right) of SC Safety Compliance explains the mechanics of the drum roller to TCTP participant Ms. ShaPerria Heyward who was later able to compress freshly laid loose dirt into a firm compaction.

Photo courtesy of MaryBeth Wamer, SC Safety Compliance

ACEC-SC DBE Participants



Aulick Engineering
L-R: Randy Williamson,
Matt Shuler, Stephen Benedict,
Jennifer Aulick Etheridge,
and Alicia Brown

Photos Courtesy of Cody Crouch

Robbins & DeWitt
L-R: Russell and Amanda Chandler



Three Oaks Engineering
L-R: Gordon Murphy, Marcus Sizemore,
Wade Biltoft, and Shelby Moody.
Please note: Marcus is no longer with Three Oaks.

DBE Outreach: Bridge Package 17

By Sergio Aparicio, Director of Supportive Services and Business Development



BDC Director Sergio Aparicio welcoming and polling DBE participants.

Photo courtesy of James Cooper, DBE Technical Assistance

SCDOT Division of Minority and Small Business Affairs Business Development Center (BDC) recently hosted a DBE Outreach event on Tuesday, March 5, about the upcoming Design Build Project: Bridge Package 17 in Union County, with a 9% DBE

Goal. The event, spearheaded by BDC Director Sergio Aparicio, saw enthusiastic participation, with 15 DBE firms in attendance.

Michael E. Pitts, P.E., Assoc. DBIA, SCDOT Alternative Delivery Program Manager provided key aspects of the Design Build Project which include the construction of a new bridge and associated roadway approaches, demolition and removal of existing bridge, utility coordination and other necessary construction for the project.

Held at The Gateway Conference Center in Richburg, SC, the primary objective of the outreach was to facilitate meaningful connections between short-listed contractors and certified DBE firms interested in participating in the project. DBE firms had the invaluable opportunity to network and engage directly with the Primes, fostering a collaborative environment for future partnerships with the mentioned project. The three shortlisted Prime Contractors were Crowder Construction Company, Lee Construction Company of the Carolinas, Inc., and United Infrastructure Group, Inc.

A post-event survey showed that 95% of attendees rated it as Excellent, and 5% rated it as Good. Importantly, conversations between DBE firms and Prime Contractors opened doors for future involvement in construction projects and underlines the significance of fostering collaboration, participation and engagement of SCDOT's certified DBEs.

Disadvantaged Business Enterprise (DBE) Reporting and Data Management Unit

By Ashley Porter, Carolyn Burton and Alyssia Glenn

The DBE Reporting and Data Management Unit (DBER&DMU) understands the importance of having an open mind regarding training. It plays a critical role in the personal develop and productivity of employees. DBE Reporting training is designed to build the skills and knowledge that is necessary for the agency to remain in compliance with the reporting federal and state regulations requirements for the DBE Program.

The DBE Reporting Unit focuses on the necessity of compliance for monitoring, tracking, and reporting activities

relevant to DBE participation on contracts. The training includes guidance and addresses concerns relevant to oversight and management of project activities according to the regulations.

The DBER&DMU is available to provide training and/or assistance for internal and external customers, collectively or individually. The DBE Quarterly Report documents should be submitted accurately by the 15th following each quarter to SCDOT by the authorized personnel, DBE Reporting Unit, Resident Construction Engineer, and external Consultant based on the project type as notated on the DBE Quarterly Report. You may contact the DBER&DMU staff for assistance and obtain forms relevant DBE Reporting on SCDOT's website at:

<https://www.scdot.org/business/bus-development-overview.aspx>



Secretary Christy A. Hall Honored for Leadership

By Mary Wyeth, Executive Assistant, Division of Minority and Small Business Affairs



Secretary Christy Hall.

SOT Hall photos courtesy of Office of Public Engagement

The Office of Public Engagement announced on March 27, 2024 “The South Carolina Department of Transportation’s Commission honored Secretary Christy Hall with the dedication of the interchange of I-20 and I-26 in Columbia as the “Secretary Christy A. Hall P.E. Interchange” ahead of her retirement from SCDOT” which was effective March 31, 2024. The impetus for the naming springs from the magnitude of the Carolina Crossroads project and its significance within the former Secretary’s 10-Year Strategic Plan and 30-year career with the SCDOT.

In the announcement, Secretary of Transportation Christy A. Hall, P.E. said, “I am humbled that the Commission would choose this interchange to dedicate to me. This project has been a long time coming and one of the largest projects ever undertaken in the history of SCDOT. It has been a tremendous honor and privilege to lead this agency, working alongside the dedicated men and women of SCDOT to make real improvements in the lives of South



SCDOT Commissioners honored Secretary Christy Hall with the dedication of the interchange of I-20 and I-26 in Columbia.

Carolinians. I am grateful for the opportunity to serve and look forward to the tremendous progress ahead for the Department of Transportation.”

Greg Davis, Division Director of Minority and Small Business Affairs noted that the now former Secretary Hall understood and supported the division’s initiatives to prepare and support certified DBEs to grow their businesses as well as their readiness and capacity in their efforts to successfully bid on SCDOT projects either as subcontractors for prime contractors or as a Prime. He also extended congratulations and best wishes on behalf of the Division of Minority and Small Business Affairs: we thank Christy Hall for her leadership and expansive body of work on behalf of the agency as well as the division. The team wishes her continued success in her professional endeavors and some much deserved time for a little R&R.



Happy Retirement cake baked/created by Yelena Kalashnikova from Road Data Services was enjoyed by SCDOT employees March 20, 2024 at the Agency’s “Happy Trails” Retirement Party honoring Secretary Hall.

Photo courtesy of Mary Wyeth

DBE Opportunities for Work are Greater than Ever

By Patrick McKenzie, PE, Director of Construction Office



As SCDOT's construction program nears \$5 billion, the opportunities for DBE prime and sub-contractors are greater than ever. It is SCDOT's desire that our DBE industry partners prosper and grow with the growth of our construction program and we have a few areas of focus we think will help to that end.

The primary area of focus is to make sure you understand the contractual requirements of any work you are doing on an SCDOT project. SCDOT's contract is with the Prime contractor, not with their subcontractors, but the contractual requirements apply to all contractors who work on the project so it is of the highest importance that all contractors understand the contractual requirements at the time of bidding or when providing a quote for subcontract work. In particular, we frequently encounter subcontractors, both DBE and non-DBE, who are unaware of contractual requirements until they mobilized to the jobsite.

At the time of bidding, each project has a unique Proposal that contains the "Special Provisions" for that project. Special Provisions are unique to each project and have precedence over other contract documents. It is important to understand that in the case of a discrepancy between contract documents, the order of precedence is Special Provisions, Plans, SCDOT Standard Drawings, Supplemental Technical Specifications, Supplemental Specifications, and the Standard Specifications. In general, the Standard Drawings, Supplemental Technical Specifications, Supplemental Specifications, and Standard Specifications are in effect at the time of bid apply to a project unless otherwise noted in the Proposal. Most changes to these items occur in January and July each year and particular attention needs to be paid when bidding or quoting work in those months.

The Proposal and Plans for a project at the time of bid are available on the SCDOT Construction Extranet and subcontractors quoting work who do not already have access can request an account free of charge at the following web address <https://www.scdot.org/business/constructionletting-extranet.aspx>.

In addition to reviewing proposals and plans for contractual requirements, potential subcontractors can visit the Discussion section of the Construction Extranet where there are message boards they can participate in, for example: Contractor Discussion Board, Prime Contractor Seeking Subs, and Subcontractors Seeking Work.

The "Business" section of SCDOT's website also has links for all of the aforementioned Standard Drawings and various specifications. It is of particular note that SCDOT anticipates adopting the new "2024 Standard Specifications for Highway Construction" in mid-2024 and the applicability of this new edition of the Standard Specifications will be noted in the Proposals when

this occurs. Being familiar with the contractual requirements outlined in these various contract documents will allow a DBE prime or subcontractor to submit fully informed bids and price quotes. This helps avoid being surprised by contractual requirements when arriving onsite to do the work and can contribute to a profit because work appropriately met requirements!

Also, DBEs should discuss the prime contractor's expected schedule to understand when they are likely to be needed on a project they are quoting and price their work accordingly. Staying in regular contact with Prime contractors you have entered into subcontract agreements with about the schedule as the project progresses will help keep you informed of changes and allow you to bid/quote new work appropriately and keep a full but not overcommitted workload.

Finally, SCDOT requires all DBEs to perform a Commercially Useful Function (CUF). Work must be completed with the DBE's own on-site supervision, employees, equipment, and purchased materials. If a subcontractor and prime contractor agree to split some portions of the work onsite between them, clearly detailing this division in the subcontract agreement will help clarify any questions of the DBE performing a CUF.

As always, please reach out the SCDOT with any questions concerning the DBE program or any other contractual requirements to be informed in your business decisions. We are in the very fortunate position of having lots of work to do ahead of us, let's get to work!

Goose Creek Town Hall



Greg Davis (left) Division Director of SCDOT's Division of Minority and Small Business Affairs represented the SCDOT along local District Eight colleagues at the Goose Creek Town Hall Meeting hosted by Rep. J. A. Moore (right). Mr. Davis discussed the DBE Program, how to become eligible to bid on SCDOT work, and fielded questions.

Photo courtesy of Greg Davis

DBEs Participate in BDC Training Courses

Karen Jenkins of KRJ Consulting facilitated the course “Building Your Business Plan.”

Participants gained valuable knowledge and engaged in experiential learning during the three-hour training course which provided them the tools to project several years ahead and outline the route each intends to take to reach their respective yearly milestones, including revenue projections. They had the opportunity to step back and think objectively about the key elements of their business and learned how the living document can assist them in decision-making on a regular basis.

Photo Courtesy of Juanita Campbell



Bryan Rembert of IPW Construction Group, LLC facilitated “Storm Drain Pipe Installation.”

DBEs learned how to request and understand utility locates, interpret storm-piping drawings, how to read survey stakes, and learn the ins and outs of setting up and utilizing lasers for precise pipe laying. There was a strong focus on practical application; well pointing and dewatering as well as the correct methods for pipe bedding and backfill.

Photos courtesy of James Cooper



Cedric Keitt of Keitt Consulting LLC facilitated “Utility Coordination Training.”

DBEs learned about the SCDOT approach to utility coordination for highway and bridge projects from Mr. Keitt including best practices, the utility company process, tools available to make coordination easier, and the project delivery process. They also learned from current and former SCDOT staff who shared their areas of expertise as it related to utility conflicts that could impact a project.

Courtesy of James Cooper



Meeting DBE Goals – Traditional and Non-traditional Areas of Work

By Gary Linn, Director, DBE Compliance, Technical Assistance & Alternative Delivery Support

During the 2024 SCDOT's Engineers Conference, the Division of Minority & Small Business Affairs (MSBA) discussed how to improve efforts to meet and exceed DBE goals assigned on both construction and engineering projects. Typical areas of work include hauling aggregates, installing concrete and rebar, erosion control, clearing and grubbing, etc. Common tasks include public involvement, traffic analysis, engineering design, material testing, utility coordination, etc. Since there are over 950 firms certified in South Carolina as a DBE, we encouraged the contractors and consultants to think outside-the-box and consider other firms who perform in other areas that can support them such as surveys, transportation of bulk goods, equipment and materials to and from jobsites, manufacturers and suppliers, short line striping, right of way services, project management, hydrology, etc.



To enhance our efforts, we encourage DBEs to reach out to our prime contractors and consultants and let them know what they can contribute to project teams, while helping them meet DBE goals. Please contact MSBA at (803) 737-1717 and ask to speak with a Technical Advisor, so we can assist you in reaching out to potential customers.



Gary Linn, Director of DBE Technical Assistance, Compliance & Alternative Delivery Support delivered a presentation on the DBE Goal Setting Process at the 2024 South Carolina Transportation Forum at the Columbia Metropolitan Convention Center. Representatives from several DBE firms were present, too!

Photos Courtesy of Cody Crouch



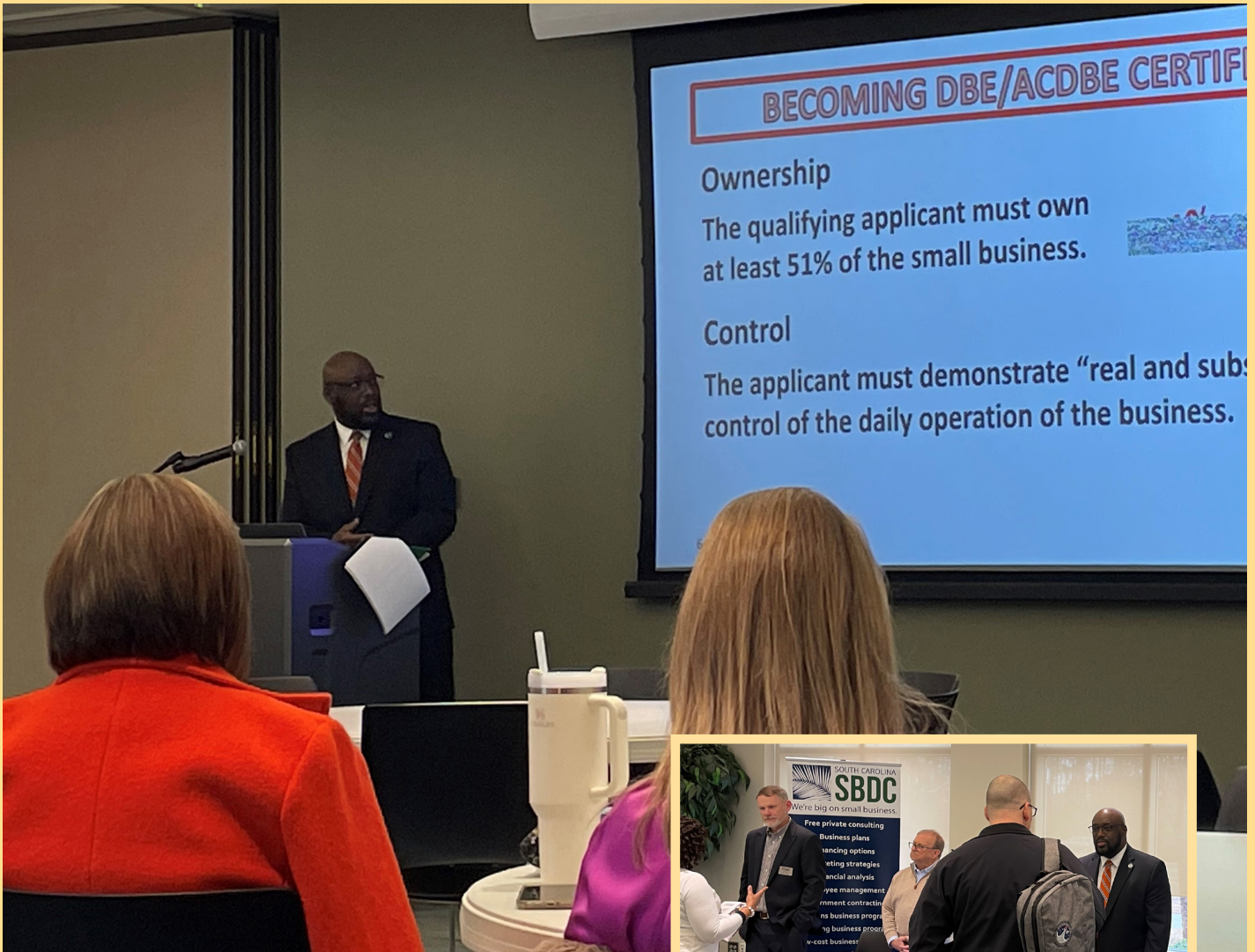
L-R: Nikki Roberts and Jamie Fowler of OLH, Inc.



L-R: Heather Robbins and Amanda Chandler of Robbins & DeWitt



Presentation



Division Director Greg Davis delivered a presentation and answered questions about the DBE program at a recent Anderson Chamber Small Business event at the invitation of Chair of the SCDOT Commission, Pamela Christopher.

Photos courtesy of Ashton Williams

Staff Recognition

Sergio Aparicio



Sergio Aparicio took the role of Director of Supportive Services and Business Development within the Division of Minority & Small Business Affairs at SCDOT at the outset of 2024. His primary role is to lead the operations of the division's Business Development Center which provides business development initiatives for SCDOT certified Disadvantaged Business Enterprise (DBE) firms. This entails management of the development and execution of a comprehensive training curriculum for DBEs as well as planning and conducting outreach efforts for them. He also manages the SCDOT Triennial DBE Goal Methodology process. To sustain the impact of these efforts, Sergio collects, analyzes and reports findings to identify DBE issues and concerns which inform his collaboration with MSBA and Agency staff to determine the needs of DBEs and develop solutions. Additionally, he manages DBE Reporting staff who monitor and report federal and state funds awarded to SCDOT and contractors to ensure contract compliance and serves as DBE program liaison for SCDOT transit functions and activities.

With extensive experience in business retention and expansion, Sergio previously served as the Economic Business Development Manager at the City of Columbia Economic Development Office. Sergio brings vital experience in working with federal/state requirements to assist small businesses seeking contracts. He attended the University of South Carolina for Business Administration and Marketing.

Sergio loves staying active; he enjoys running and working out daily. He feels that his secret to staying energetic at SCDOT is exercise.

Maria O. Hugee



Maria O. Hugee is a Program Coordinator I in the Division of Minority and Small Business Affairs. She joined the division in January 2024 and serves as a Certification Analyst for Disadvantaged Business Enterprise (DBE) and Small Business Enterprise (SBE) programs. In this position, Maria conducts thorough reviews of applications for firms seeking DBE certification and makes written recommendations concerning DBE/SBE program eligibility for manager's approval.

Ms. Hugee also ensures compliance with federal and state rules and regulations and conducts updated onsite reviews via desk audits/field reviews on Disadvantaged Business Enterprise firms that have been certified in the program for five years or more to ensure they are adhering to federal rules and regulations. And, she skillfully manages a host of other duties to ensure the smooth running of the DBE Certification Unit.

Prior to joining SCDOT, Maria worked in the private sector of Medicare and Medicaid insurance, where she certified providers for the company's lines of businesses. During her time away from SCDOT, she enjoys being a sports Mom.



Tamyra Berry

Tamyra Berry was recently promoted to Lead EEO/OJT Program Coordinator shortly after she began her career at South Carolina Department of Transportation in December 2023 as the On-the-Job Training (OJT) Program Coordinator for the Office of Civil Rights. In her new role, Tamyra is responsible for planning and monitoring the work of the External Equal Opportunity (EO) Contract Compliance and On-the-Job Training Program to ensure compliance with federal regulations on highway construction projects statewide; she investigates allegations of program infraction relative to federal EO/OJT compliance guidelines, and attends meetings and conducts training to disseminate information regarding laws, regulations and policies related to EO and OJT.

Tamyra has a demonstrated track record of achieving high performing results via strategic program management, great customer service and cross-functional cooperation. Prior to her transition to SCDOT, Tamyra worked at Verizon Wireless for eight years where she maintained regulatory compliance awareness, maintained careful documentation of customer contacts and resolutions, developed customer connections and provided customized options to satisfy their requirements.

Tamyra enjoys learning about the division and being active in the workplace. She currently serves as a member of the Staff Enrichment Day and the Summer Internship Committees. Ms. Berry holds a Bachelor of Science degree in Business Administration from Voorhees University (2015) and a Master of Science degree in Human Resource Management from Strayer University (2019). Ms. Berry is a member of Alpha Kappa Alpha Sorority Incorporated. When she is not working she enjoys volunteering and serving at her church, traveling, food, music and movies.

Staff photos courtesy of Cody Crouch.

RECOGNITION

TRAINING

2024 SPRING AND SUMMER TRAINING COURSES

DATE	COURSE
March 14-15	<i>Temporary Traffic Control- Design & Supervision</i>
March 14	<i>HR Training: Employee Relations Small Business Workshop</i>
March 27	<i>Blue Print Reading</i>
April 9-12	<i>Drone Academy</i>
April 9	<i>Basic Work Zone</i>
April 11-12	<i>SHA 10 Hour General Industry</i>
April 18	<i>How to find work</i>
April 18	<i>Flagger - Novice</i>
April 18	<i>Flagger Instructor Training</i>
April 24	<i>Responding to an RFP</i>
May 8	<i>Creating a Capability Statement</i>
May 21-22	<i>Certified Erosion Prevention & Sediment Control Inspection CEPSCI</i>
June 4	<i>Basic Work Zone</i>
June 6-7	<i>Effective Business Development & Management</i>
June 6-7	<i>Temporary Traffic Control- Design & Supervision</i>
June 12-13	<i>Estimating & Bidding in the Transportation Construction Arena</i>
June 18	<i>Flagger - Novice</i>
June 18	<i>Flagger Instructor Training</i>
June 27	<i>Sidewalk, Catch Basin, Curb & Gutter and Handicapped Ramps</i>

Q3/Q4 2024 DATES TO BE ANNOUNCED:

- How to Find Work*
- Certified Erosion Prevention & Sediment Control Inspection CEPSCI*
- Estimating & Bidding in the Transportation Construction Arena*

Interested in registering for an upcoming training? Download and complete the Training Registration Form at: [Training Calendar and Registration Form](#) then email it to DBEBusinessDevelopmentCenter@scdot.org



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