

31st Annual DBE Workshop & Secretary's Golden Shovel Award

Wednesday, February 8 and Thursday, February 9, 2017
Country Springs Conference Center, Waukesha, WI



PURSUE ■ WIN ■ EXECUTE
Diversifying Contracts in Design and Construction

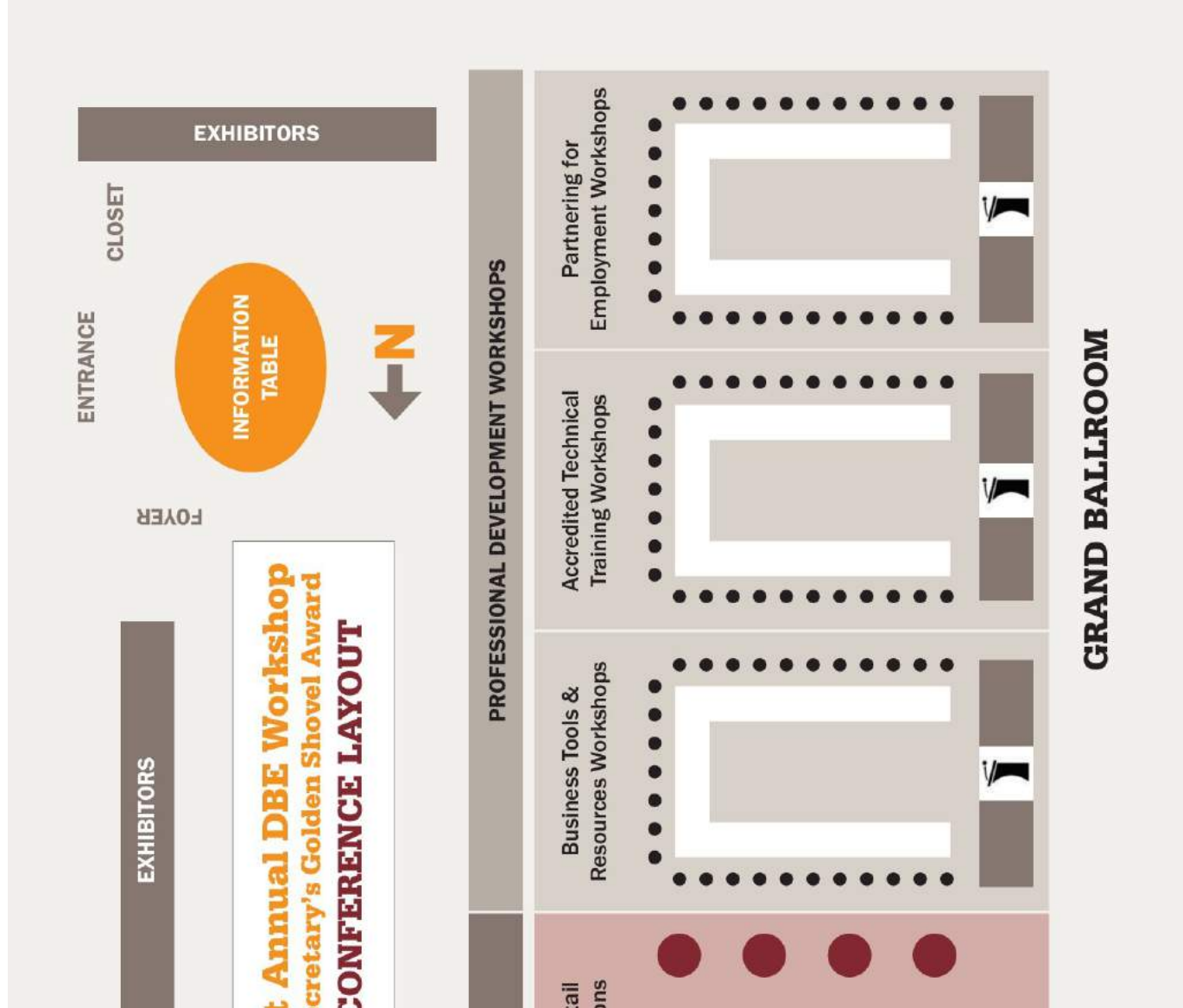
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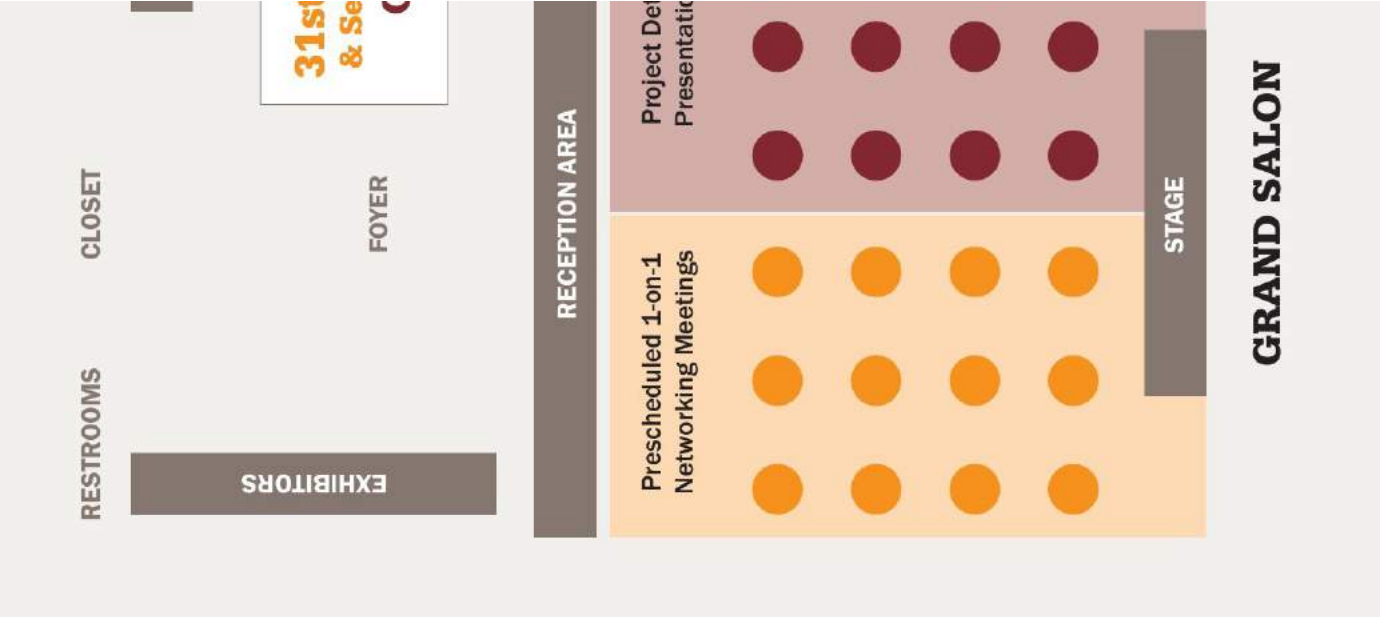


Wisconsin Department of Transportation
 Division of Transportation System Development
 Office of Business Opportunity and Equity Compliance
 4802 Sheboygan Avenue, Madison, WI 53705

DBE Support Services Office
 6150 West Fond du Lac Avenue, Milwaukee, WI 53218

WISCONSIN
 WISCONSIN CHAPTER





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STATE OF WISCONSIN

Welcome



Thank you for making time in your schedule to attend this important conference. These are exciting times for Wisconsin. Our state's



The Golden Shovel Award Conference demonstrates the Wisconsin Department of Transportation's (WisDOT)



economy is growing, with businesses starting, expanding, or moving in all the time. That means lots of opportunities for construction and contracting to support the buildings and infrastructure that house our

companies and move our goods. And it's important that all of Wisconsin shares in our state's prosperity, which is why I'm so encouraged by the many minority and women-owned businesses flourishing across our state, creating wealth and hiring friends, family, and neighbors. I look forward to celebrating these successes with each of you at the Golden Shovel Award luncheon on Thursday. Until then, FORWARD!

Lieutenant Governor Rebecca Kleefisch
State of Wisconsin



I am especially excited to present this year's 31st Annual DBE Workshop & Golden Shovel Award event. The collaborative planning team assembled a program that recognizes the strengths of our DBE community and highlights the resources and opportunities necessary to be competitive and profitable in Wisconsin's construction industry

in the years to come. Wisconsin's construction contracting has shifted, forcing contractors and engineers from both large and small firms, to diversify, expand and partner in order to thrive. Funding and opportunity has shifted from federally-funded road construction projects to public-private funding partnerships that construct major building and community developments. This event was designed to help DBE's navigate that transition.

Yes! Our 31st Annual DBE event has evolved to be more inclusive and diverse in response to the transformation of the construction contracting market. Of course, we bring WisDOT resources and opportunities but our partnership with NAMC has expanded our network to include major players in vertical contracting including general contractors and contracting officials from the cities of Milwaukee and Madison. I anticipate that the agenda will impress you with its tailored content.

Michele Carter
DBE Program Chief
Wisconsin Department of Transportation



longstanding commitment to significant inclusion of businesses owned by people of color, women and veterans on its construction projects. WisDOT, which has garnered

national recognition and requests for technical assistance from other states that want to model your success, should be proud of its leadership in this arena. The inclusion of DBE businesses is not just a nice thing to do, it has real economic consequences. Many of the DBE firms hire a diverse workforce and create family supporting jobs for economically challenged segments of our population. Individuals employed in construction and related service industries pay taxes and have money to spend on food, clothing, shelter, and discretionary items. In a nation where 71% of the economy is based on consumer spending, discretionary spending is important. My strong commitment to the inclusion and growth of DBE firms throughout my time as an elected official is based on the dual economic benefits to individuals/families, and the state and federal economies.

I also applaud the Wisconsin Chapter of the National Association of Minority Contractors (NAMC) for their sponsorship of the conference, their on-going commitment to increase the number of minority contractors, build their capacity and expand contracting opportunities. All residents of this state reap the benefits of your continued success. Thank you, also, for granting me NAMC's Golden Champion Award for promoting diversity in the local construction industry. I will continue my efforts to help create an environment in which DBE businesses in the state's construction industry can develop and grow.

Finally, taking a cue from the conference's theme, I encourage DBE participants to continue to vigorously **Pursue** opportunities that will help build your company's capacity so you can **Win** contracts, and **Execute** your contractual commitment at a high level. The best to each of you now and in the future.

U.S. Congresswoman Gwendolyn Moore
Wisconsin's 4th Congressional District

31st Annual DBE Workshop & Secretary's Golden Shovel Award
Diversifying Contracts in Design and Construction

NATIONAL ASSOCIATION OF MINORITY CONTRACTS WISCONSIN CHAPTER

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NAMC Leadership



It is my honor to welcome you to the 31st Annual DBE Workshop and Secretary's Golden Shovel and NAMC Golden Champion Award Conference. We are proud to partner with the Wisconsin Department of Transportation for the second time in history.

Our first collaboration was such a huge success registrants recommended that we continue down this path. With the completion of WisDOT Megaprojects we felt the need to reach out to other contracting opportunities for our small businesses thus the theme of our event, Pursue – Win – Execute: Diversifying Contracts in Design and Construction; our primary objective for both the highway and building trades businesses.

We are excited about Your 2017 Opportunity Panel and even more excited about Commissioner Rocky Marcoux's presentation during the Day 2 General Session.

For more than 30 years, WisDOT has played an active role through the disadvantaged business program to include minority and small business in its contracting process through stakeholders meetings such as the Transportation Advisory Committee (TRANS-AC) and Transportation Consultant Advisory Committee (TRANS-CAC). Through these committees we have achieved much but much more is essential to be done to ensure DBE firms are actively participating in contracts in all regions of Wisconsin.

But today we celebrate the successes of the Secretary's Golden Shovel nominees and winners and the National Association of Minority Contractors Golden Champions for Leadership in Minority Business Development in Wisconsin Construction Industry. Congratulations to all!

Brian Mitchell

President

National Association of Minority Contractors - Wisconsin



On behalf of the National Association of Minority Contractor's – Wisconsin, I would like to thank you for your attendance and participation at the 31st Annual DBE Workshop & Secretary's Golden Shovel and NAMC Golden Champion Award Conference.

NAMC-WI is on the cutting edge of our nation's efforts to rebuild our infrastructure and our communities.

Working together with the Wisconsin Department of Transportation we have achieved a truly transformative event that brings the diversity efforts and resources of the State of Wisconsin's leading road construction firms and building construction firms all under one roof to productively maximize your relationship building opportunities.

We are extremely proud to have a Welcoming Commencement from State Senator Lena Taylor and Keynote Address from Lt. Governor Rebecca Kleefish. The event features full presentations on mega projects and business opportunities from the Wisconsin Department of Transportation, Milwaukee County and the City of Milwaukee.

Our NAMC partners, Wisconsin and Milwaukee businesses, and sponsors truly make it happen by reinforcing our goals of diversifying contracts in design and construction. All united, NAMC continues to lead the charge in creating greater access of opportunity for industry leading minority suppliers, contractors, and consultants.

Welcome to the 31st Annual DBE Workshop & Secretary's Golden Shovel and NAMC Golden Champion Award Conference.

Pursue, Win, Execute.

Ugo Nwagbaraocha

Vice President

National Association of Minority Contractors - Wisconsin

PURSUE • WIN • EXECUTE

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CONCURRENT SESSIONS SCHEDULE • GRAND SALON

PROJECT DETAIL DISCUSSIONS
SCHEDULE**DAY 1 – Wednesday, February 8**

30-Minute Q & A Discussions (15-minute breaks)

1:30–2:00 pm
 2:15–2:45 pm
 3:00–3:30 pm
 3:45–4:15 pm

DAY 2 – Thursday, February 9

30-Minute Discussions (15-minute breaks)

10:30–11:00 am
 11:15–11:45 am

Project Detail Discussion Subjects

- AASHTO-Ware Preview
- Best Practices for Subcontractor Success
- BMO Harris Bank Downtown Building Project
- City of Milwaukee Department of City Development
- City of Madison Public Contract Opportunities
- Consultant Financial Report (CFR) & Audit
- Capacity Building Assessment
- Housing Authority of the City of Milwaukee
- I-39/90 Expansion Project
- Milwaukee Bucks Entertainment Block
- Milwaukee City Hall Deep Foundation and Restoration Project
- Prevailing Wage Overview
- The Milwaukee Streetcar
- The Couture high rise
- WisDOT Construction Let Details
- WisDOT Local Program

1-ON-1 NETWORKING
SCHEDULE**DAY 1 – Wednesday, February 8**

10-Minute Sessions (10 minute breaks)

Session 1

1:30–1:40 pm
 1:50–2:00 pm
 2:10–2:20 pm
 2:30–2:40 pm

Session 2

2:50–3:00 pm
 3:10–3:20 pm
 3:30–3:40 pm
 3:50–4:00 pm

DAY 2 – Thursday, February 9

10-Minute Sessions (10 minute breaks)

Session 3

10:30–10:40 am
 10:50–11:00 am
 11:10–11:20 am
 11:30–11:40 am
 11:50–12:00 pm

1-on-1 Networking
Contractors and Consultants

- | | |
|----------------------------------|-----------------------------|
| • Ayres Associates | • Kiewit |
| • CG Schmidt | • KL Engineering |
| • CH2M Hill | • Kraemer North America |
| • DAAR Engineering | • Lunda Construction |
| • EMCS, Inc. | • Mead & Hunt |
| • Gilbane | • Michels Corporation |
| • HNTB | • MP/Pieper Power |
| • Hoffman Construction | • MSA Professional Services |
| • Hunzinger Construction | • RA Smith National |
| • Integrity Grading & Excavating | • Rock Road Companies |
| • James Peterson & Sons | • Vinton Construction |
| • J.H. Findorff & Son | • Zignego Company |

1-on-1 Networking
Bureau and Regions

- Central Office: Traffic Operations, Structures and Highway Maintenance
- Central Office Consultant Services
- Southeast Region
- Southwest Region
- Northeast Region
- North Central Region

31st Annual DBE Workshop & Secretary's Golden Shovel Award

Diversifying Contracts in Design and Construction

CONFERENCE SCHEDULE

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DAY 1 WEDNESDAY, FEBRUARY 8

10:30 AM	Registration
11:00 AM - 12:30 PM	GENERAL SESSION
11:00 AM	Lunch
11:15 AM	Welcome
11:30 AM	YOUR 2017 OPPORTUNITY PANEL
12:30 PM - 1:00 PM	DAILY REPORTER RAFFLE BREAK
1:00 PM - 2:00 PM	BUSINESS DEVELOPMENT WORKSHOPS <i>Business Tools & Resources Courses</i> <i>Accredited Technical Trainings</i> <i>Partnering For Employment Series</i>
1:30 PM - 4:15 PM	PROJECT DETAIL DISCUSSIONS
1:30 PM - 4:00 PM	1-ON-1 NETWORKING MEETINGS
2:30 PM - 3:30 PM	BUSINESS DEVELOPMENT WORKSHOPS
3:45 PM - 4:45 PM	WORKFORCE OPPORTUNITY NETWORKING SESSION

DAY 2 THURSDAY, FEBRUARY 9

7:30 AM	Registration
8:00 AM - 9:30 AM	GENERAL SESSION
8:00 AM	Breakfast
8:15 AM	Welcome Address
8:30 AM	OPPORTUNITY PRESENTATION
9:00 AM	DBE Program Updates
9:20 AM	Accolades and Acknowledgements
9:30 AM - 9:45 AM	DAILY REPORTER RAFFLE BREAK
9:45 AM - 10:45 AM	BUSINESS DEVELOPMENT WORKSHOPS <i>Business Tools & Resources Courses</i> <i>Accredited Technical Trainings</i> <i>Partnering For Employment Series</i>
10:30 AM - 11:45 AM	PROJECT DETAIL DISCUSSIONS
10:30 AM - 12:00 PM	1-ON-1 NETWORKING MEETINGS
11:00 AM - 12:00 PM	BUSINESS DEVELOPMENT



4:00 PM–6:00 PM **NAMC NETWORKING RECEPTION****WORKSHOPS**

12:00 PM

**BUSINESS CARD EXCHANGE
NETWORKING BREAK**

12:30 PM–2:00 PM

AWARDS LUNCHEON

Thank You

TO OUR BREAK SPONSORS

**PURSUE • WIN • EXECUTE****8****DAY 1 • PROFESSIONAL DEVELOPMENT WORKSHOPS****Wednesday, February 8 / Grand Ballroom****SESSION 1 / 1:00 pm - 2:00 pm****BUSINESS TOOLS AND RESOURCES****Cybersecurity****PRESENTER:**

Eric Ness, District Director, Small Business Administration

► *Cybersecurity – Small businesses are vulnerable too. Learn about tools and tactics to safeguard your business, your customers and their data from cybersecurity threats. We'll start with ten key cybersecurity tips to protect your small business.*

ACCREDITED TECHNICAL TRAINING ■ PDH: 1
Masterworks: WisDOT New E-Contracting System
PRESENTER:

Sharon Bremser, Supervisor DTSD, WisDOT

► *WisDOT consultant selection process provides for competition based on qualifications rather than price. To complete functions to solicit, select, develop, negotiate and execute a contract through a paperless means, WisDOT is implementing a new electronic contracting system, Masterworks. This system improves scoping, estimating and negotiations for the delivery of projects through several process improvement efforts such as CARS.*

LEARNING OBJECTIVES:

- Learn the new consultant registration and solicitation process to include NOI response, selection, negotiation and contract development
- Understand the implementation time-line, training requirements, and gaining access to the new e-contracting system.

PARTNERING FOR EMPLOYMENT

► *The panel will address common compliance issues, new prevailing*

Labor Compliance Roundtable**PANELISTS:**

Natalia Vega, Lead Labor Compliance Investigator
 Teresa Rademacher, Labor Compliance Specialist
 Janice Sindic, Labor Compliance Specialist

wage law, as well as suggested solutions for common issues at the state and federal level. This session will also give the opportunity for contractors to pose Labor related questions to the experts.

SESSION 2 / 2:30 pm - 3:30 pm**BUSINESS TOOLS AND RESOURCES**
**How Much Do They “Like” You:
 Building Your Business Using Digital Media**
PRESENTER:

Tammy Belton-Davis, Founder & Principal
 Athena Communications

► Every action a business (or individual) takes on social networks should be a part of a larger social media marketing strategy. Every social media platform utilized with the accompanying posts and engagement should all be guided by a plan aligned with your business goals. This session will help you build a social media strategy that gets your customers to “Like” you in ways that grow your business, build your brand, and achieve your business goals.

**ACCREDITED TECHNICAL TRAINING ■ PDH: 1
 Best Practices for Creating and Submitting
 Civil 3D Surfaces**
PRESENTER:

Steven Popke, PE, WisDOT - Method Development Unit

LEARNING OBJECTIVES:

- Understand what surfaces are required for a project
- Learn what design elements to include in a surface
- Learn the characteristics in a good surface model
- Understand required file formats and how to create them

► The design surfaces you create provide the building blocks the contractor uses for Automated Machine Guidance (AMG) construction. A key component is providing surfaces with sufficient detail and in a format that the contractor can easily use. Do you wonder if your model is “good enough” or how to deliver your surface information? This class will give an overview of the FDM requirements for design surfaces, scan a checklist of best practices for creating refinement surfaces and provide a summary on creating the surface model files needed for the Contractor Data Packet.

**PARTNERING FOR EMPLOYMENT
 Sixteen Mandatory Steps of
 Federal Affirmative Action**
PRESENTER:

Dave Poppert, Compliance Officer
 Office of Federal Contract Compliance Programs (OFCCP)

► As any contractor who has performed work for the federal government knows, federal and federally-assisted construction contracts carry myriad requirements and protocols that contractors and subcontractors must follow to be paid - and, in many cases, to avoid penalties and sanctions for noncompliance.

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 Diversifying Contracts in Design and Construction**

MASTER OF CEREMONY • MICHÈLE CARTER,

DAY 1 • GENERAL SESSION

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Wednesday, February 8 ■ 11:00 am - 12:30 pm

Welcome

E. Aggo Akyea

Director

WisDOT Office of Business Opportunity and Equity Compliance (OBOEC)



Brian Mitchell

President

National Association of Minority Contractors (NAMC)

**YOUR 2017 OPPORTUNITY PANEL****WisDOT Construction Let Forecast****Jeffrey Gust**

Bureau Director

Division of Transportation Investment Management

**The Milwaukee Streetcar****Randy Crump**

President & CEO

Prism Technical Management and Marketing Services

Milwaukee County Airport**Rick Norris**

Director

Milwaukee County Community Business Development Partners

Illinois Tollway Project**Gustavo Giraldo**

Chief of Diversity and Strategic Development

Illinois State Highway Toll Authority

Milwaukee Bucks Entertainment Block**Joan Zepecki**

Director of Corporate Affairs

Hunzinger Construction Company

BMO Harris New Office Tower**Mike Curley**

Asset Manager

BMO Harris Bank

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Thursday, February 9 / Grand Ballroom

SESSION 1 / 9:45 am - 10:45 am

BUSINESS TOOLS AND RESOURCES

Contract Clauses and Insurance

PRESENTER:

John Tindall, SCLA, Director of Client Claim Advocacy
Integrated Risk Solutions

► The session will outline key contract clauses to be aware of, especially indemnification agreements that can saddle a contractor with unexpected liability. Often these contractual liabilities are not covered by insurance. We will explore the standard commercial general liability insurance policy to understand what circumstances trigger coverage, what is excluded, and the insured's duties in the event of a loss.

ACCREDITED TECHNICAL TRAINING ■ PDH: 1

Ethics and Professional Practice

PRESENTER:

Dr. Jeffrey Russell, Vice Provost for Lifelong and Learning
and Dean of Continuing Studies, UW-Madison

LEARNING OBJECTIVE: Explain how to first recognize, then respond effectively to ethical dilemmas

► This workshop will help you to understand how various psychological, organizational and financial pressures can create ethical dilemmas for engineers. Some of these dilemmas are not, strictly speaking, engineers' dilemmas. They can result from engineers often working in organizations which require them to interact with non-engineers (both within the organization and externally). We will examine cases taken from the real world to illustrate how (and why) engineers might encounter ethical dilemmas arising from these competing perspectives.

PARTNERING FOR EMPLOYMENT

Human Resources Issues in a Multi-Generational Workforce

PRESENTER:

Dawn Carter, President
DCR Outsourcing Inc

► Companies can have up to four generations working in the same company for various economic reasons. Diversity in the age composition of your employees can enrich and strengthen your workforce – as long as you are able to understand and communicate with multiple generations. Each generation has different cultural and aspirational values and goals that HR will be challenged to recognize to enable a cohesive environment empowering the greatest resource in the company – people.

SESSION 2 / 11:00 am - 12:00 pm

BUSINESS TOOLS AND RESOURCES

Access to Capital and Bonding - Pathways to Business Loans and Financial Management Services

MODERATOR:

Joaquin Altoro, Senior Vice President
Town Bank, a Wintrust Financial Corporation

► Need a business start-up or expansion loan? Is bonding capacity limiting your ability to compete? Then join this workshop of panelists with specific missions to help under served DBEs, entrepreneurs and others realize their goals for business and personal success.

PANELISTS:

Gabriela Garcia, Small Business Transportation Resource Ctr.
Craig Anderson, AICCW/First American Capital Corp.
May Yee Thao, Hmong Chamber of Commerce of WI
Fern Orie & Pam Boivin, Wisconsin Indian Business Alliance
Shawntel Mosby, African American Chamber of Commerce of WI

ACCREDITED TECHNICAL TRAINING ■ PDH: 1

Legal Audits for Business and Employment Issues

PRESENTER:

Davis & Kuelthau, s.c.
Laurie Meyer, Labor & Employment Shareholder
Benjamin Sauer, Corporate/Labor & Employment Associate

► This session will help businesses understand the need for a legal audit, what a legal audit is and how to perform one. Businesses must comply with a significant number of laws and regulations that impact daily operations, and a legal audit enables businesses to prioritize and anticipate important issues and minimize costly surprises or problems.

LEARNING OBJECTIVES:

- Understand a legal audit
- Learn how to audit business and employment records, human resource functions, and corporate and commercial documents

PARTNERING FOR EMPLOYMENT

FHWA-1273 Discussion and Q&A Session

PANELISTS:

Dan Zignego, Zignego Company, Inc.
Jenny Hougom, Mathy Construction Company
Dawn Pratt, Construction Resources Management

► The prime contractor panel will go through a facilitated Q & A session to give a peer-to-peer opinion and recommendation on best practices to adhere to FHWA-1273 which is contractually required in every federal highway construction project over \$10,000.

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MASTER OF CEREMONY • MICHELE CARTER

DAY 2 • GENERAL SESSION

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Thursday, February 9 • 8:00 am - 9:30 am

Introduction of Speaker

Brian Mitchell

President, National Association of Minority Contractors (NAMC)

Welcome Address

State Senator Lena C. Taylor

Wisconsin 4th District

OPPORTUNITY PRESENTATION

Rocky Marcoux

Commissioner

City of Milwaukee, Department of City Development

DBE Program Updates

Wisconsin UCP DBE Program Partners

Wisconsin Department of Transportation

Michele Carter

WisDOT DBE Program Chief

Office of Business Opportunity and Equity Compliance

City of Madison Affirmative Action Division

Norman Davis

Director, Department of Civil Rights

Jaya Sharma

Affirmative Action Division Manager

Milwaukee County Community Business Development Partners

Rick Norris

Director, Milwaukee County Community Business Development

Partners (CBDG) Department



Accolades & Acknowledgements

Ugo Nwagbaraocha

Vice President, NAMC

Michele Carter

WisDOT DBE Program Chief, OBOEC

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SECRETARY'S GOLDEN SHOVEL AWARD

Wisconsin Department of Transportation

31st Annual Secretary's Golden Shovel Award

Nominees

American Asphalt of Wisconsin

Arbor Green

Arrow Crete Construction

Benji Hayek of RA Smith National

Bill Stark, FHWA (retired)

Construction Resources Management

DAAR Engineering, Inc.

Dawn Pratt

Ed Gersek

Era Valvidia

Olatoye Baiyewu of First Choice

Graef USA

Diver & Company



Dixon & Company
De Vor Communications
K Singh & Associates
KL Engineering
Northeast Asphalt Inc
Mega Rentals
Northern Wisconsin Based Engineers Inc
Prism Technical Management & Marketing
Quest Civil Engineers LLC
Rock Road Companies, Inc.
Suzanne M. Jersild of Rock Road Companies, Inc.
White Buffalo Trucking
Wisconsin Interstate Contracting



31st Annual DBE Workshop & Secretary's Golden Shovel Award
Diversifying Contracts in Design and Construction

MASTER OF CEREMONY • MICHELE CARTER

AWARDS LUNCHEON

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Wisconsin DOT Secretary's Golden Shovel Award NAMC Golden Champion Award

Thursday, February 9 • 12:30 pm - 2:00 pm

Welcome

Rebecca Burkel

Deputy Division Administrator

WisDOT Division of Transportation System Development

Brian Mitchell

President

National Association of Minority Contractors

Introduction of Keynote Speaker

Ugo Nwagbaraocha
Vice President
National Association of Minority Contractors

Keynote Address

Lieutenant Governor Rebecca Kleefisch
State of Wisconsin

AWARD PRESENTATIONS

NAMC Golden Champion Award for Leadership

National Association for Minority Contractors
Brian Mitchell, President
Ugo Nwagbaraocha, Vice President
George Lawrence, Executive Director

Secretary's Golden Shovel Award

Wisconsin Department of Transportation
Bob Seitz, Deputy Secretary
Rebecca Burkel, Deputy Division Administrator
E. Aggo Akyea, OBOEC Director

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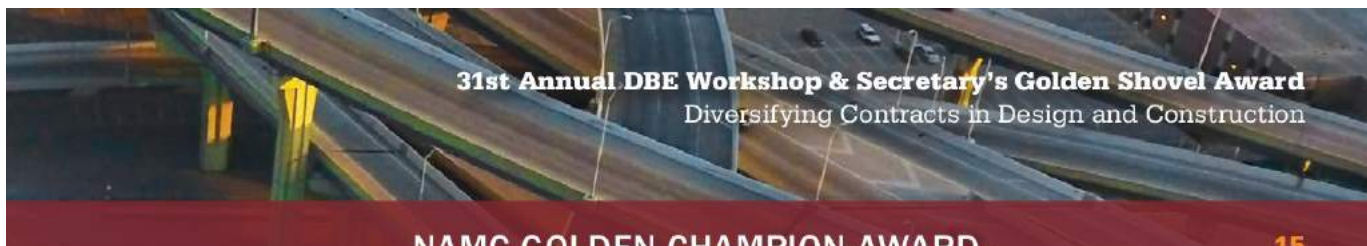
**NAMC provides access, advocacy and development for members
in collaboration with strategic alliances.**

Founded in Oakland, California in 1969 by Raymond Dones and Joseph Debro, the National Association of Minority Contractors (NAMC) is the oldest minority construction trade association in the United States with over 50 Hall of Fame members and Legacy Builders and an annual project capacity of over one billion dollars nationally. Through a network of local chapters and in collaboration with strategic and corporate partnerships, NAMC assists members with building capacity by providing access to opportunity, advocacy, and contractor development training.

NAMC has a strong foundational history that has established a great legacy for the organization. NAMC's presence and voice in this industry is of even greater need today than ever before to continue the mission of providing Access (contract & resource opportunities), Advocacy (legislative impact), and Contractor Readiness (training, capacity building, and growth) for our members. The association strives to accomplish its goals in collaboration with major corporate partners, strategic alliances, and public agencies. The presence of NAMC today is a testament to its continuing legacy. The construction market is a relationship-driven industry. Business relationships must be developed; the strategies and approaches for pursuing, winning, and executing business is paramount. The future of NAMC lies in the enhancement of its Student Chapter Program as well as expanding our relationships with corporate partners to deliver the stated benefits of access, advocacy, and contractor readiness to our membership.

**“Adversity can engulf the individual but not the group.
If you are part of the group it weakens the adversity.”**

- Raymond Dones, Founder



National Association of Minority Contractors Golden Champion Award for Leadership in Minority Business Development in Wisconsin Construction Industry



Linda Graves, MCA / GILBANE, INC. VICE PRESIDENT, DIVERSITY & COMMUNITY AFFAIRS

Linda has a national leadership role in positioning Gilbane's diversity and inclusion efforts as a comprehensive strategy to achieve business and workforce commitments on behalf of Gilbane's clients in the public and private sector. Linda is responsible for developing and implementing Gilbane's community benefits commitments within key markets and promoting and engaging with historically under-utilized businesses, minority, women-owned, small and local business enterprises.



Zignego Company, Inc.

Zignego Company, Inc. has been successfully building urban, highway, and interstate construction projects throughout Wisconsin since 1980. The Zignego family is a tight-knit group of nine brothers and two cousins. The company was founded as Zignego Contractors by the brother's father and uncle in the 1950s and was later changed to Zignego Co. Inc. and Zignego Ready Mix in the 1980s under the leadership of the original owners' sons. Peter Zignego is the company's president and Dan Zignego, a cousin, is the secretary/treasurer and a valuable member of the TRANS-AC advisory committee for the WisDOT DBE Program. Zignego is a proud member of Associated Builders and Contractors of Wisconsin, the Wisconsin Concrete Pavers Association, and the Wisconsin Transportation Builders Association.



Peter Feigin / MILWAUKEE BUCKS PRESIDENT

Since joining the Bucks in 2014, Peter has spearheaded the growth of the Bucks' business operations and leads the organization's talented executive team. In Peter's words: "From a new and modern arena in the heart of the city to a renewed emphasis on building deeper ties in the community, Wes, Marc [Bucks owners Wes Edens and Marc Lasry] and the entire team they've assembled are building something very special in Milwaukee. I'm going to work hard to ensure their collective vision is realized."



Oluyemi Falomo / WISDOT DBE PROGRAM ENGINEER

Yemi earned his Bachelor of Science degree in Engineering at the University of Connecticut and his MBA at Northwestern University Graduate School. He has been in WisDOT employment since 2003, first working as a DBE Certification Specialist; Good Faith Effort Evaluation Analyst, and subsequently as DBE Program Engineer in the Office of Business Opportunity & Equity Compliance. Yemi works with stakeholders to set the overall three year DBE goal for federally funded Transportation Projects. He also sets DBE project specific goals and approves the prime contractor's DBE utilization plan on all projects. Yemi is in charge of scheduling technical and management training for Capacity Building of certified DBE firms, and he serves as Technical Advisor to all advisory committees of the DBE program.

CONTINUED ON NEXT PAGE



National Association of Minority Contractors Golden Champion Award for Leadership in Minority Business Development in Wisconsin Construction Industry



United States Congresswoman Gwendolyn Moore REPRESENTATIVE FOR WISCONSIN'S 4TH CONGRESSIONAL DISTRICT

Congresswoman Gwen Moore was elected in 2004. She is a member of the Financial Services Committee (overseeing banking, insurance, housing industries) and Budget Committee (overseeing budget process, agencies/programs receiving funding). She advocates for improved economic and employment conditions in low-income communities by curbing predatory lending, increasing affordable housing, supporting efforts that help small businesses grow/create jobs, and enforcing non-discrimination in government contracting.

GOLDEN CHAMPION THANK YOU AWARD

Lieutenant Governor Rebecca Kleefisch

Rebecca Kleefisch is Wisconsin's 44th Lieutenant Governor. Since January 2011, she has been Wisconsin's Jobs Ambassador, a champion for worker training, and a leader for creative solutions to our state's toughest challenges. A former small business owner, Rebecca developed the annual Governor's Small Business Summit. She works frequently with economic developers and business owners to recruit new businesses and grow current employers. And as Wisconsin creates more jobs, she's working hard to expand the talent pipeline that fills them.



Rebecca wants our state's success to embrace all our citizens, especially those who must overcome barriers to prosperity. So she chairs the Governor's Task Force on Minority Unemployment, works on the issues of homelessness and offender reentry, and advocates for returning veterans and people with disabilities looking to join the workforce.



31st Annual DBE Workshop & Secretary's Golden Shovel Award Diversifying Contracts in Design and Construction

NAMC GOLDEN CHAMPION AWARD

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National Association of Minority Contractors Golden Champion Lifetime Achievement Award

Thelma A. Sias

Thelma Sias was appointed Vice President – Local Affairs for We Energies in 2003. Sias is responsible for building and enhancing long-term relationships with community leaders and local government to garner support and approval for critical corporate initiatives. Sias directs activities to monitor community concerns and negotiate with local government on policies that impact company operations. Under her leadership, Local Affairs addresses the service needs of We Energies municipal customers and school districts.

In 1986, Sias joined Wisconsin Gas Co., which later was acquired by Wisconsin Electric and its parent company Wisconsin Energy Corp. The company does business as We Energies. Sias has served in a variety of leadership roles within the organization. As a member of the Customer Relations leadership team in the roles of director – Community Affairs and director – Local Affairs, she has laid the groundwork for several key growth initiatives for the company. In 2002, Sias was named Assistant Vice President - Local Affairs for We Energies.

Sias served as a 2014 community campaign co-chair for the United Way of Greater Milwaukee prior to the organization's merger with the United Way in Waukesha County. She was named to Savoy magazine's 2016 list of Top Influential Women in Corporate America and was honored by the Milwaukee



“Thelma has been a treasure to our company and our community because of her giving spirit. This

Urban League which established the Thelma A. Sias Fellows of Distinction Award.

Sias served on many civic boards, including the African American Women's Project, Community Advocates, the Wisconsin Women's Health Foundation, the United Way of Greater Milwaukee & Waukesha County board, Boys & Girls Clubs of Greater Milwaukee, Children's Hospital Foundation board, Employ Milwaukee, the Milwaukee Area Workforce Development, Cardinal Stritch University board, the Milwaukee Public Library Foundation, and the Zoological Society of Milwaukee. In recognition of her commitment to community service, Sias has received numerous awards from civic and professional organizations and corporations including the following:

- Lynde B. Uihlein Award, Women's Fund of Greater Milwaukee
- Sacagawea Award, Professional Dimensions, Inc.
- McDonalds 365Black Award
- The Business Journal of Milwaukee Women of Influence Award
- Outstanding Woman of Achievement, YWCA of Greater Milwaukee
- Women Who Put their Stamp on Milwaukee, U.S. Postal Service
- Black Excellence Award, Milwaukee Times Newspaper/Fox 6

Sias retired January 4, 2017 as Vice President of Local Affairs for We Energies parent company which now is known as WEC Energy Group.

*wonderful spirit has
made a difference in
many lives and makes
her the truly wonderful
person she is."*

Allen Leverett
WEC Energy CEO and
President



31st Annual Secretary's Golden Shovel Award Hall of Fame Inductees



Suzanne M. Jersild

Rock Road Companies, Inc.

"Sue Jersild was a kind, generous and passionate member of the Janesville community. A Wisconsin Department of Transportation (WisDOT) Rock County Stakeholder Advisor, Sue was a strong advocate, a champion and a key player in aiding Janesville's unemployed and underemployed residents gain and maintain family supporting employment on WisDOT's I-39/90 Expansion Project. Sue's diligent and



WisDOT 31st Annual DBE Event Program
 I-39/90 Expansion Project. Sue's diligent and
 valiant efforts were recognized by WisDOT when she
 received the 2015 Golden Shovel Award. Needless
 to say, WisDOT and the Janesville community will
 sorely miss Sue."

Alicia Griffin
 Serendipity Communications

Secretary's Golden Shovel Award Hall of Fame 2000-2017

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 Dolson, Inc.
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 Payne & Dolan
 Zenith Tech
 Arrow-Crete
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 Lunda Construction

Mega Rentals
 TransSmart Technologies
 Zignego Company
 KL Engineering, Inc.
 Hafeezah Ahmad, Founder,
 EEO Youth Programs
 Eugene Johnson, DBE Program Director
 1991-2011
 Dr. Ruben Anthony, Jr., Deputy Secretary
 2003-2011
 Suzanne M. Jersild
 I-39/90 Rock County Stakeholder Advisor
 2013 -2016



Wisconsin Department of Transportation 31st Annual Secretary's Golden Shovel Award

Winners

Bill Stark

Construction Resources Management

DAAR Engineering, Inc.

Ed Gersek

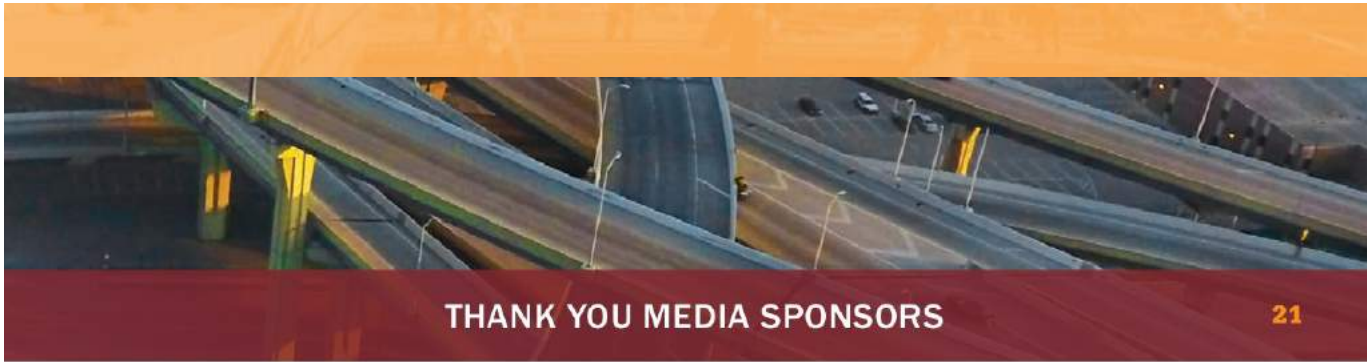
Era Valdivia

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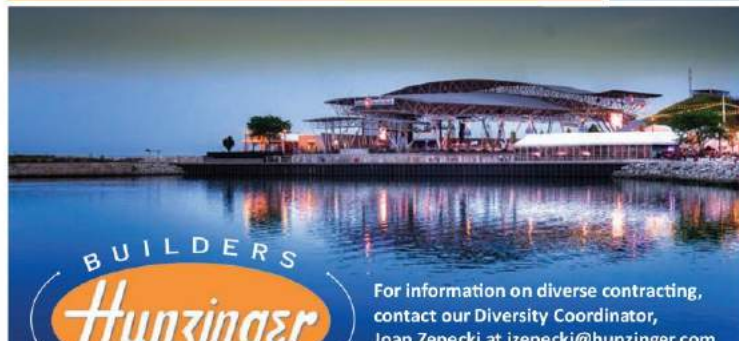
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