



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

People Worth Knowing: Ras Douglas

Ras Douglas came to Montana from Oregon in 2005 to house-sit for friends and fell in love with the state and its people. A master electrician, he moved to Kalispell and established himself as a registered contractor and agent for *Contractors Information Bureau, Inc. (CIB) Montana*, a new website designed to serve the marketing needs of construction contractors and building-trades professionals throughout Montana.

The website lists more than 41,000 Montana contractors and construction trade professionals by category and location. It also provides an opportunity for contractors and professional service providers to post profiles that potential clients, government agencies, and other contractors can review to select a professional or build project teams.

Ras said, "Working as a contractor opened my eyes to the need for a resource that can provide consumers and contractors with timely and accurate information about the firms or individuals they plan to do business with."

The website is intended to provide accountability and transparency regarding the construction industry, while marketing individual businesses at the same time. "I enjoy my work as a master electrician, but my passion is the wider construction industry," Ras said. "We shouldn't be afraid of shining a little sunlight on ourselves. The whole industry benefits when individual firms demonstrate integrity. For example, if a contractor claims to be registered, licensed, bonded, or insured, we can confirm that. CIB Montana is about building consumer trust in our industry as well as trust in the other contractors we do business with. We're confident that our website can help weed out the bad apples."

The CIB Montana database provides companies with industry exposure in one location. For example, a DBE firm interested in partnering with other firms can use the database to discover common interests, work history and experience, personnel, professional memberships, references, and more. Profile reports are available for \$10, and can be purchased confidentially. CIB also reports on the number of requests for each company's information. According to Ras, companies get the most value by encouraging people to check out their profiles using the reference line, which bypasses the competition and takes viewers directly to a specific company profile.

There is no fee to be a member. Each company profile includes background and experience, services, products, sample projects with photographs, references, personnel listings, certifications, awards, and community service involvement information. Project listings cost \$10 each. Any contractor, trade professional, or professional services consultant licensed and/or registered in Montana is eligible to be included in the CIB Montana website.

Ras also is going through the process to become certified as a Disadvantaged Business Enterprise. He is the father of two boys, Nicholas (18) and Sevin (2), and two girls, Kayleen (19) and Charlotte (11), and is expecting a baby girl, Delcina, this month.

For more information or to establish your profile, go to www.CIBMontana.com or call Ras at (406) 258-0770.



TAKE A TOUR OF CIB MONTANA

Follow the paths below to view two key features of CIB Montana before you create your profile:

Sample DBE profile: Go to www.cibmontana.com, then scroll down the menu on the left side to CIB Services. Click on MBE/WBE Firms. Scroll down the main body of text to the end of the description of Civil Rights Programs and click the highlighted link below "Here is an example of what a DBE/WBE firm's CIB profile with links can look like."

Reference Line: To direct potential customers or clients to your firm, go to www.cibmontana.com, then scroll down the menu on the left side to CIB Services. Click on Reference Line. Under the Contractor/Trades option, select MBE/WBE Firms and type in the business name to access your firm.

INROADS

Bid and Contracting Opportunities

MONTANA DEPARTMENT OF TRANSPORTATION—Proposed for letting September 25, 2008

Web Site Quick Tip: Be a Control Freak!

Was your website created by your wife's best friend's brother-in-law who just started a new job and hasn't returned your call in a month? There are plenty of people who are willing to help you create a website, but if you're serious about doing business on the Internet, find someone who has been doing it for ten years and will still be doing it ten years from now. The adage is true: You get what you pay for!

Tobe Johnson is a web consultant with Johnsons.Net in Helena. Visit his web site at:
<http://www.johnsons.net>



UPN/UNIT	PROJECT ID	FINANCIAL DISTRICT	PROJECT DESIGNATION	TYPE OF CONSTRUCTION	LENGTH MILES
1744 002	NH 5-1(31)13	1	McClure Rd—N of Arlee Couplet	Reconstruction—with added capacity	5.8
4498 000	STPU-CM-STPE 8117(3)	1	Higgins/Hill/Beckwith—Missoula	Traffic Signals and Lighting	
5876 000	HSIP 81024(7)	1	2003-Safety Impvt—Skalkaho Rd	Roadway and Roadside Safety Improvements	
4706 000	HSIP 231-1(6)5	3	2000-Safety Imp—S of JCT S-279	Roadway and Roadside Safety Improvements	0.8
6063 000	HSIP 280-1(21)3	3	SF069-York Rd/Wylie Dr-NE Helena	Reconstruction—without added capacity	
4073 000	MT-NH 63-1(11)14	5	Judith Gap—N & S	Reconstruction—without added capacity	3.5

MONTANA DEPARTMENT OF TRANSPORTATION

Solicitation #	Description	Closing Date	Closing Time
308866	Production and Laydown of Plant Mix Material Targhee Pass, Bozeman Area	9/4/08	3:00 p.m.
308861	Weather and Pavement Forecasting Services	9/9/08	3:00 p.m.
308867	Directional Bore, Conduit and Pull Box Installation West of St. Regis Junction	9/8/08	3:00 p.m.
308871	Jersey Rail Cleaning Lookout Pass	9/8/08	3:00 p.m.
308872	Aggregate Material Wolf Point Area 2 locations	9/10/08	3:00 p.m.
308880	Aggregate Material Wolf Point Area 1 location	9/10/08	3:00 p.m.
308879	Storage Tanks	9/11/08	3:00 p.m.
308859	Occupant Protection Services	9/19/08	3:00 p.m.

MONTANA DEPARTMENT OF NATURAL RESOURCES AND CONSERVATION

Solicitation #	Description	Closing Date	Closing Time
095000	Call When Needed Heavy Equipment	9/9/08	2:00 p.m.

Meetings, Workshops, and Training Opportunities

Sept. 3	Assistance to Business Clinic Review of Employment and Tax Laws Butte Warbonnet Inn \$40—Contact: Butte Chamber of Commerce (406) 723-3177
Sept. 8-11	Int'l Transportation Construction Management Conference Orlando, FL Registration fee varies Contact: Judy Yhoodik (617) 494-3534 or yahoodik@volpe.dot.gov
Sept. 9-10	Native American Procurement Conference Meet one-on-one with federal, state, and corporate purchasers \$78; Hilton Garden Inn, Kalispell, MT Contact: Lou Thompson (406) 758-1360 or Shannon Whiteman (406) 758-1361
Sept. 10-11	FWHA 2008 Regional Asset Management Conference Transportation asset management technologies, research, and best practices Albuquerque, NM Contact: Francine Shaw-Whitson (202) 366-8028 or www.fhwa.dot.gov/infrastructure/asstmgmt/ramc.cfm
Sept/ 24-26	National Workshop on Highway Asset Inventory and Data Collection Latest technologies for managing pavement, bridges, appurtenances, drainage Durham, NC Contact: Terry Canales (919) 733-2210 tcanales@dot.state.nc.us
Oct. 21-22	Montana DBE Conference Grow your business with prime contractors \$50—Yellowstone Inn, Livingston, MT Contact Shannon Hahn: (406) 444-7287

Welcome, Recently Certified DBEs!

GATEWAY ENGINEERING & SURVEYING, INC.	MIKE THOMPSON CONTRACTING, INC.	SYNERGIE CONSULTING, LLC
Debra C. Anderson 3805 Valley Commons Dr., Suite 10 Bozeman, MT 59718 Phone: (406) 587-4545 Fax: (406) 587-7676 E-Mail: surveyor-lady@yahoo.com Website: gatewayengineer-ing.net Work Types: civil engineer-ing (hwy), surveying	Mike Thompson 5304 Highway 93 Florence, MT 59833 Phone: (406) 273-7085 Fax: (406) 273-0417 E-Mail: chrismthomp@yahoo.com Work Types: construction (hwy/rd and res/com), concrete work (res/com), demolition (hwy/rd), excavating (hwy/rd and res/com), plumbing (res/com), sewer/watersystems (res/com)	Daniel Freeman 6914 Olmsford Dr. Huntersville, NC 28078 Phone: (704) 340-7427 Fax: (704) 948-7892 E-Mail: daniel.freeman@synergieco nsulting.org Website: http://www.synergieconsulting.org Work Types: project man-agement

Succeeding in Business: Do you get it?

Josh Turner

For her book *Tales of People Who Get It*, Avil Beckford interviewed 34 highly accomplished individuals from around the world to discover how they keep their businesses thriving.

She asked how they solve their challenges, the lessons they learn in the process, what it takes to achieve personal and professional success, the thing they most regret, the one book that profoundly influenced their lives, the quotations that inspire them, and the strategies they use to integrate their personal and professional lives.

In the process, she uncovered thirteen “It-ness Points,” or qualities of people who “get it.”

Five of them are listed below. Compare them to your own behavior and determine whether or not you “get it:”

1. **Learns continuously/reads voraciously:** Learning is not an end, but an

endless process. Invest in yourself by making personal and professional development a priority. Take courses, read broadly. Each year, decide on a learning theme like leadership, friendship, or family. Think about how to apply what you’ve learned to your own life.

2. **Listens and hears:** Practice active listening and know the difference between listening and hearing. Focus your attention on what the other person is saying instead of thinking about what you are going to say. This allows you to better understand situations and make better decisions.

3. **Understands that there is a higher purpose, and life isn’t just about me:** Make sure that you serve others well. And do so while honoring your own purpose in life. Ask yourself these three

questions about your product or service: Does it fill a need or add value for others? Does it honor my purpose? Does it make money? All three are necessary to achieve success.

4. **Refuses to be satisfied with the status quo:** Always look for new and innovative ways to do things, find creative ways to solve problems by thinking deeply and differently, and adapt to different situations. Reinvent yourself, push your boundaries, and do the unexpected.

5. **Commits and follows through:** Do what you say you are going to do. Honor commitments, even the ones you have made to yourself. Let your word be your bond. If you commit to doing a large task, break it into bite-sized pieces, and complete it so that you are never overwhelmed.

Josh Turner is a DBE in Helena who provides enterprise development consulting for businesses, government agencies, and non-profit organizations. Her 15-year old business, Turner and Associates, is reachable at turnerandassocmt@aol.com and 406-443-8096.

*In each DBE newsletter we give a management or marketing tip and recommend a book that can help grow your business. This month’s recommended book is *Tales of People Who Get It*, by Avil Beckford (available at Amazon.com and your local bookstore).*

Useful Resources

Governor’s Indian Affairs Liaison: Jennifer Perez Cole, 406-444-3713, jpcole@mt.gov
 Governor’s Office of Economic Development: 406-444-1366
 Montana Indian Business Alliance: <http://www.mibaonline.org/SmallBusinessResources.html>
 Southeastern Development Corporation: <http://www.semcd.org/>
 Montana Cooperative Development Center: <http://www.mcdc.coop/>

Contracting opportunities:

State of Montana: <http://www.mt.gov/doa/gsd/osbs/>
 Montana General Services Division: www.gsd.mt.gov
 City of Billings: www.ci.billings.mt.us
 Great Falls Tribune: www.greatfallstribune.com

Online representation and certifications applications: <http://orca.bpn.gov>

Business topics/ Starting a business:

<http://humanresources.about.com>
www.business.com
<http://www.entrepreneur.com/bizstartups>
 Small Business Administration: <http://www.sba.gov/>
 Internal Revenue Service: www.irs.gov/businesses/small

Business training:

Montana Business Connection: <http://www.mbc.umt.edu/calendar/default.asp>
 Montana Small Business Development Center: <http://commerce.mt.gov/>
 Indianpreneur and NxLevel training: Phil Belangie, Montana Department of Commerce, 406-721-3663, pbelangie@mt.gov

National Highway Specifications: <http://www.fhwa.dot.gov/construction/>

Online Courses: www.elementK.com/corp/catalog.html

SEND US YOUR NEWS!

roads, the Montana DBE Newsletter, is your tool to gain new ideas, meet new people, network with other businesses, blow your own horn, and move your business down the road to success.

- ◆ Have you or an associate won an award or been promoted?
- ◆ Do you have an idea for an article, or would you like to have your firm profiled in the newsletter?
- ◆ Do you want to show off your good looks or your contracting handiwork?
- ◆ Do you want to hire an employee or buy/sell a business-related item?

Let us know what’s new! Send questions, comments, ideas, photos, and want-ads to: turnerandassocmt@aol.com or call (406) 443-8096.

MDT Civil Rights Bureau Directory

Leslie Wootan-Hartung DBE Program Manager	lwootanhartung@mt.gov	(406) 444-6337
Shannon Hahn DBE Supportive Services Coordinator	shahn@mt.gov	(406) 444-7287
Andy Hyatt-Marcucci Compliance Technician	ahyattmarcucci@mt.gov	(406) 444-6331
Alice Flesch ADA Coordinator	aflesch@mt.gov	(406) 444-9227
Bill Anderson Title VI & EEO Compliance Specialist	bianserson@mt.gov	(406) 444-6334
Jim Phillips EEO & Labor Compliance Specialist	jamphillips@mt.gov	(406) 444-6045
Sheila Cozzie Civil Rights Bureau Chief	scozzie@mt.gov	(406) 444-6335

Montana Department of Transportation—Civil Rights Bureau
 2701 Prospect Avenue
 P.O. Box 201001
 Helena, MT 59620-1001
 Phone: (406) 444-6331
 Fax: (406) 444-7685
 TTY: (800) 335-7592



LET'S PLAY DBE WHEEL OF FORTUNE!

CATEGORY: Location of DBE Conference, October 21—22

L _ _ _ _ _ T _ N

“Lewistown” is INCORRECT (despite what the promotional flyer said). The correct answer is:

LIVINGSTON

See you there!

copies of this public document were published and distributed at an estimated cost of \$.## per copy for a total of \$\$\$.\$\$. MDT attempts to provide accommodations for any known disability that may interfere with a person participating in any service, program, or activity of the Department. Alternative accessible formats of this information will be provided upon request. For further information, call (406) 444-6331, TTY (800) 335-7592, or Montana Relay at 711.



INROADS

Paving the Way for Montana's Disadvantaged Business Enterprises

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

In this issue...

People Worth Knowing.....	1
Take a Tour of CIB Montana	1
Bid/Contracting Opportunities.....	2
Web Site Quick Tip.....	2
Meetings and Workshops.....	2
Recently Certified DBEs.....	2
Management Tip	3
Send Us Your News	3
Useful Resources.....	3

Type address here or use Mail Merge (under Tools) to automatically address this publication to multiple recipients.