



# Business Diversity Development (BDD)

## *Annual Report Fiscal Year 2019*

*Accelerating growth by increasing inclusion and diversifying our suppliers and partners*

## MESSAGE FROM THE PRESIDENT & CEO

Memphis International Airport (MEM) is one of the most widely recognized economic engines in the Mid-South. As such, the Memphis-Shelby County Airport Authority's core values and the path to its future are critical, which is why we are so proud to present our Business Diversity Development Fiscal Year 2019 Annual Report.

Because diversity and inclusion are so critical, MEM seeks to actively support and engage in a variety of associations, programs, coalitions and initiatives to support and accommodate diversity and inclusion in all aspects of our contracting culture. Minority, women-owned, and disadvantaged businesses are a strength to our community, and we take great care in investing in and valuing them as such.

This report identifies major areas of success in our efforts to level the playing field for minority, women-owned, and disadvantaged businesses. Such accomplishments can be seen in the intentionality of our prime contractor in securing minority, women-owned, and disadvantaged businesses to collaborate on the Concourse B Modernization project. This project is one that will reinvent the travel experience at MEM. At the same time, it sends a significant message to potential contractors that MEM is intentional about creating business-to-business partnerships at all levels.

The employees of the Memphis-Shelby County Airport Authority are proud of our accomplishments in leading the charge for minority participation at MEM. We will continue our quest to raise the bar as we strive to provide a "positively MEMorable" experience for all who do business with us.

**Scott A. Brockman, A.A.E.**

President & CEO

# CONTENTS

<b>REPORT SUMMARY</b>	<b>6</b>
.....	
<b>BUSINESS DIVERSITY DEVELOPMENT TEAM</b>	<b>8</b>
.....	
<b>BDD GOALS</b>	<b>9</b>
.....	
<b>FEDERAL &amp; NON-FEDERAL PROGRAMS</b>	<b>11</b>
.....	
<b>GOAL SETTING</b>	<b>14</b>
.....	
<b>MONITORING &amp; ENFORCEMENT</b>	<b>16</b>
.....	
<b>CERTIFICATION &amp; DATABASE REPORTS</b>	<b>17</b>
.....	
<b>FISCAL YEAR SPEND</b>	<b>19</b>
.....	
<b>OUTREACH HIGHLIGHTS</b>	<b>23</b>
.....	
<b>BUSINESS SUCCESS STORIES</b>	<b>27</b>
.....	
<b>MILLION DOLLAR CLUB &amp; CONTRACTS AWARDED</b>	<b>37</b>
.....	
<b>DEPARTMENTAL TRAINING &amp; DEVELOPMENT</b>	<b>39</b>
.....	
<b>SUB TO PRIME</b>	<b>41</b>
.....	
<b>OPPORTUNITIES FOR GROWTH</b>	<b>42</b>
.....	
<b>COMMUNITY PARTNERS</b>	<b>44</b>





# SUMMARY

The Memphis-Shelby County Airport Authority (MSCAA) Business Diversity Development Annual Report celebrates the milestones of the Fiscal Year 2019 (FY 2019). In furthering our FY 2018 theme, ***“A New MEM Coming,”*** we selected ***“Take Off With Us,”*** which is the Memphis International Airport (MEM) tagline, as our FY 2019 theme.

The unequivocal highlight of FY 2019 was the groundbreaking for the Concourse B Modernization project. Describing the impact of the project, Kevin Kane of Memphis Tourism said, “When you think about it, 12 million visitors come to Memphis on an annual basis. Many millions of those visitors arrive here by our airport, so this is the first impression that they have in our community.” And with this historic milestone for MEM, we invite businesses to ***“Take Off With Us.”***

This exciting reporting year reflects an increase in the total spend with our vendors, including our minority, women-owned, and disadvantaged business

enterprises (M/W/DBEs). M/W/DBEs were awarded a combined 30% of the \$103 million total spend by MSCAA in the areas of construction, professional services and goods and services contracts. Of that amount, 61% was awarded to local businesses.

In FY 2019, MSCAA commissioned Collette Holt & Associates to complete a Disparity Study to determine whether there is disparity between the availability of firms and the utilization of those firms in our market area, either in the past or currently, whether we engage in exclusionary practices in the solicitation and award of contracts to M/W/DBEs. MSCAA created its Disadvantaged Business Enterprise (DBE) program, Airport Concessions Disadvantaged Business Enterprise (ACDBE) program and Business Diversity Development (BDD) program to remedy the effects of discrimination identified by a disparity study conducted in 1994, and additional studies conducted periodically since that time.

The 2019 year began with MSCAA welcoming the U.S. Department of Transportation, Mid-South Atlantic Regional Small Business Transportation Resource Center (MASBTRC), Small Business Association (SBA) and Tennessee Small Business Development Center (TSBDC) to conduct our first Business Diversity Development Summit. Curriculum for area businesses included: Bonding & Insurance; Business Planning (Marketing); Estimating 101; Teaming and Joint Ventures; Access to Capital; Business Accounting 101; SBA 8A Certification; Commercial Lending; Using Social Media to Grow Your Market Share; Winning Government Contracts and Developing Your Businesses Elevator Speech. The three-day event culminated with keynote speaker Dennis Kennedy, President of the National Diversity Council.

In addition, during FY 2019, MSCAA completed our triennial Disadvantaged Business Enterprise (DBE) overall goal-setting methodology. MSCAA consulted with minority, women's and general contractor groups; community organizations; and other officials and organizations to obtain

information concerning the availability of disadvantaged and non-disadvantaged businesses, the effects of discrimination on opportunities for DBEs, and MSCAA's efforts to establish a level playing field for the participation of DBEs. Our projected overall DBE goal for FY 2019 was 26%, of which MSCAA used individual contract goals to meet the overall goal. Contract goals are established so that, over the period to which the overall goal applies, we cumulatively meet any portion of our overall goal that is not projected to be met through the use of race-neutral means.

Finally, we will introduce some of the successes of minority and women-owned companies doing business with MSCAA and reveal some of the new initiatives we have implemented to improve our programs.

MSCAA continues to expand its network of community partners who support our efforts to level the playing field for minority, women-owned and small businesses. As we move forward, are you ready to ***"Take Off With Us?"***

# THE TEAM



**SCOTT BROCKMAN**  
PRESIDENT & CEO



**CHRISTY KINARD**  
GENERAL COUNSEL



**JOE CLAIBORNE**  
SENIOR MANAGER OF BDD



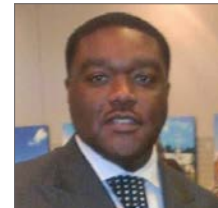
**REGINA ARMSTRONG**  
DBE PROGRAM  
ADMINISTRATOR



**STEPHANIE JEFFRIES**  
DBE PROGRAM  
ADMINISTRATOR



**ANTHONY WHITLOW**  
CERTIFICATION  
SPECIALIST



**PATRICK WOODS**  
CONTRACT  
COMPLIANCE  
COORDINATOR





# BDD GOALS

1. To provide an environment that promotes equal access and maximized business opportunities to D/M/WBE firms seeking to provide goods and services to MSCAA.
2. To provide technical and developmental assistance to D/M/WBE firms in order to promote their stability and growth.
3. To serve the entire community through the process of inclusion and create and implement initiatives that promote the enhanced economic, business and educational concerns of the community.
4. To increase the visibility of the Business Diversity Development (BDD) Department among small and diverse businesses and other agency stakeholders.
5. To increase the efficiency of the administrative functions of the BDD Department and improve monitoring and tracking of all airport projects.



# WHAT WE DO

## Goal Setting

- Calculate the overall FAA participation goals for MSCAA for a 3-year period
- Calculate individual project goals to determine the appropriate percentage of D/M/WBE participation

## Monitoring & Enforcement

- Monitor whether DBE/ACDBE/SBE firms listed on a project are performing the work specified in the contract
- Monitor DBE projects and contract payments
- Assist with non-contractual issues between primes and subs

## Certification

- Certify companies as DBEs, ACDBEs and SBEs

## Administration

- Perform outreach with community stakeholders and current and potential DBE/ACDBE/SBE firms
- Provide information for financial management resources to DBE/ACDBE/SBE firms

# FEDERAL PROGRAMS

## **Disadvantaged Business Enterprise (DBE) Program**

MSCAA currently operates a Disadvantaged Business Enterprise Program that is regulated and administered by the Federal Aviation Administration (FAA), as authorized by CFR 49, Part 26. Under this program there are two separate plans: a construction plan, required by CFR 49, Part 26 and a concession plan, required by CFR 49, Part 23, Subpart F.

## **Airport Concessions Disadvantaged Business Enterprise (ACDBE) Program**

MSCAA has established an Airport Concessions Disadvantaged Business Enterprise Program in accordance with the regulations of the U.S. Department of Transportation (DOT), 49 CFR Part 23. Memphis International Airport is a primary airport that receives federal funds authorized for airport development and has signed grant assurances that it will comply with 49 CFR Part 23. It is the policy of MSCAA to ensure that ACDBEs, as defined in 49 CFR Section 23.3, have an equal opportunity to receive and participate in concessions opportunities at MSCAA's airports.

### **Small Business Participation (SBP) Program**

Small Business Participation Program is designed to encourage small businesses, without regard to race or gender of the business owner, to participate in requests for bids from MSCAA. A small business is one that:

- The business must meet the size standards in accordance with 13 CFR Pt. 121 for their industry.
- Business management and daily business operations must be controlled by one or more U.S. citizens.
- They must have a personal net worth (PNW) not exceeding \$1,320,000.
- Any additional groups found to be socially and economically disadvantaged by the SBA under section 8(a) of the Small Business Act.

## **NON-FEDERAL PROGRAMS**

### **Business Diversity Development (BDD) Program**

The Business Diversity Development Program is designed to encourage disadvantaged, minority and women-owned businesses to participate in request for bids issued by MSCAA. This program was created in response to a disparity study, which was commissioned by the Memphis-Shelby County Intergovernmental Consortium. The Consortium consisted of eight other governmental agencies and the Greater Memphis Chamber. The disparity study was completed in October 1994 and it was determined that disparity existed between majority firms and D/M/WBEs in the Memphis Area Statistical Area (MASA).







# GOAL SETTING

MSCAA is a recipient of federal and state grant funds that contribute primarily to capital improvement project costs. As a recipient of federal funds for Airport Improvement Projects (AIP), we are required by the Federal Aviation Administration (FAA) to set overall goals for DBE and ACDBE participation which includes separate goals for car rental and non-car rental concessions. These two goals are determined primarily by MSCAA's historical spend data, future project lists, or disparity study.

## Current Goals

For the FY 2020 – FY 2022 period, MSCAA expects approximately \$174,687,354 in federally-funded contracts. Therefore, at least \$45,790,090 will be expended with DBEs during this goal period.

• DBE	FY 2020 – 2022	26.00%
• ACDBE (Non Car Rental)	FY 2018 – 2020	21.00%
• ACDBE (Car Rental)	FY 2018 – 2020	3.00%







# MONITORING & ENFORCEMENT

After setting a DBE goal on a project, BDD is responsible for monitoring and enforcement activities such as attending pre-bid meetings, performing good faith effort (GFE) reviews including reviewing of DBE participation, conducting Commercial Useful Function (CUF) reviews, attending pre-construction meetings, verifying payments to DBEs and conducting site visits throughout project duration.

- **Ensure that work committed to DBEs is performed by DBEs.**

BDD monitors the work on-site to verify that work awarded is actually performed by the DBEs and ACDBEs. We review records of all contracts, leases, joint venture agreements, or other related agreements to ensure inclusion of all required contract provisions and the firm's commitment to the DBEs/ACDBE's participation level.

- **Provide a running tally of DBE attainments (actual payments to DBEs).**

The Federal Prompt Payment Mechanism requires prime contractors to pay their subcontractors within 30 days after receiving payments from MSCAA. BDD utilizes a web-based software system designed to streamline and automate DBE participation reporting. The system is accessible by all firms doing business with MSCAA and includes capabilities for automated communication with contractors via email regarding compliance issues and concerns, submission of DBE utilization reports, tracking of contract goals and verification of subcontractor payments.

- **Assist with non-contractual issues between primes and subs**

If it is determined that a problem exists, BDD, in conjunction with the appropriate MSCAA division representative, will work with the contractor or vendor to resolve the issue.

# CERTIFICATIONS

MSCAA uses the certification standards of 49 CFR Part 26 to determine the eligibility of firms to participate as Disadvantaged Business Enterprises (DBEs) in U.S. Department of Transportation-assisted contracts. To be certified as a DBE, a firm must meet all certification eligibility standards. The goal of the DBE certification program is to increase participation among minority groups in terms of federal projects. For a list of qualification criteria for DBE certification, visit <https://flymemphis.com/disadvantaged-business-enterprise-program>.

## NEW DBE CERTIFICATIONS

## ANNUAL UPDATE, RECIPROCAL & INTERSTATE APPLICATIONS

## ONSITE VISITS

## DE-CERTIFICATIONS

**2018****2019**

76

20

110

164

78

49

0

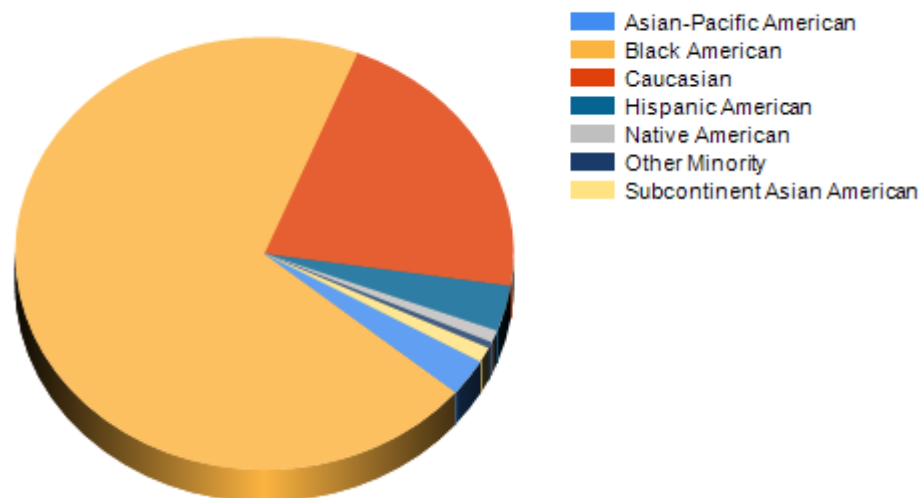
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# DATABASE REPORTS

BDD's current database consists of 437 DBE, ACDBE, and SBE files. As a member of the Tennessee Uniform Certification Program (TNUCP), MSCAA has access to more than 1100 certified companies with national ties.

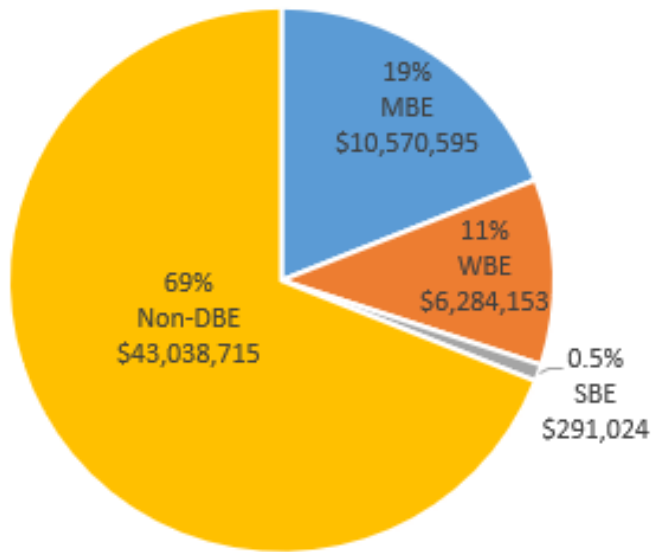
**Count of Firms by Ethnicity**



Ethnicity	Count of Businesses	Percentage
Asian-Pacific American	12	3%
Black American	306	70%
Caucasian	93	21%
Hispanic American	15	3%
Native American	4	1%
Other Minority	2	1%
Subcontinent Asian American	5	1%
<b>TOTAL:</b>	<b>437</b>	

# OUR SPEND

## FISCAL YEAR 2018

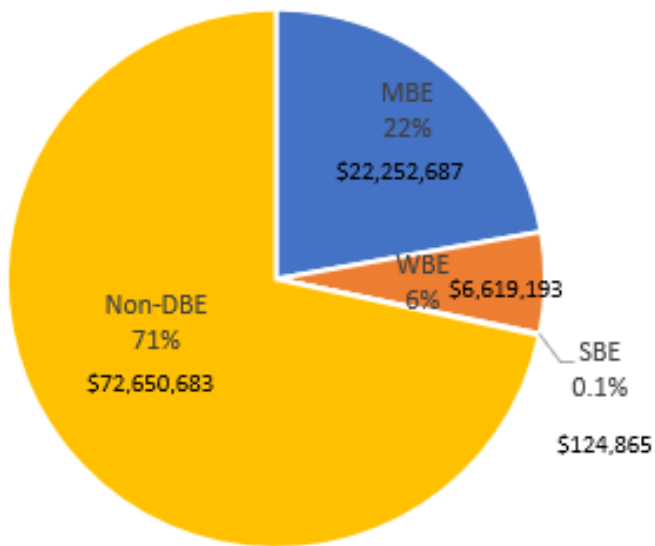


<b>MBE</b>	<b>19%</b>
<b>WBE</b>	<b>11%</b>
<b>SBE</b>	<b>0.5%</b>
<b>Non-DBE</b>	<b>69%</b>

## Program Achievements

- Of the \$43,038,715 in Non-DBE spend, 49% (\$21,088,970) was spent in the local community.

## FISCAL YEAR 2019



MBE	22%
WBE	6%
SBE	0.1%
Non-DBE	71%

## Program Achievements

- Of the \$72,650,683 in Non-DBE spend, 86% (\$62,647,789) was spent in the local community.

# FISCAL YEAR 2019

	<b>1st Qtr</b> Jul 2018 - Sep 2018		<b>2nd Qtr</b> Oct 2018 - Dec 2018	
Total Eligible Dollars Expensed	\$20,865,897		\$27,821,094	
	Amount Paid	%	Amount Paid	%
Disadvantaged Business Enterprise (DBE)	\$6,271,470	30%	\$8,307,421	30%
· <i>Minority Business Enterprise (MBE)</i>	<i>\$4,913,121</i>	<i>24%</i>	<i>\$6,152,325</i>	<i>22%</i>
· <i>Women Business Enterprise (WBE)</i>	<i>\$1,361,798</i>	<i>7%</i>	<i>\$2,207,081</i>	<i>8%</i>
· <i>Small Business Enterprise (SBE)</i>	<i>\$49,338</i>	<i>0.2%</i>	<i>\$19,490</i>	<i>0.1%</i>
Local Spend	\$16,326,449		\$18,440,518	
Local Non-DBE Spend	\$10,515,016		\$10,772,824	
Local D/M/W/SBE Spend	\$5,811,433		\$7,667,694	
Number of D/M/W/SBE Firms	53		72	
Number of New D/M/W/SBE Firms	6		4	



# D/M/W/SBE SPEND

3rd Qtr Jan 2019 - Mar 2019		4th Qtr Apr 2019 - Jun 2019		Total FY 2019	
\$28,752,336		\$25,982,668		<b>\$103,421,995</b>	
Amount Paid	%	Amount Paid	%	Amount Paid	%
\$9,374,252	33%	\$6,818,169	26%	<b>\$30,771,312</b>	<b>30%</b>
<i>\$5,731,359</i>	<i>20%</i>	<i>\$5,455,882</i>	<i>21%</i>	<b>\$22,252,687</b>	<b>22%</b>
<i>\$1,710,030</i>	<i>6%</i>	<i>\$1,340,284</i>	<i>5%</i>	<b>\$6,619,193</b>	<b>6%</b>
<i>\$31,600</i>	<i>0.1%</i>	<i>\$24,438</i>	<i>0.1%</i>	<b>\$124,865</b>	<b>0.1%</b>
\$13,719,268		\$14,161,554		<b>\$62,647,789</b>	
\$6,449,837		\$8,230,319		<b>\$35,967,995</b>	
\$7,269,431		\$5,931,235		<b>\$26,679,794</b>	
64		62		<b>251</b>	
1		0		<b>11</b>	

# OUTREACH HIGHLIGHTS

## Minority Marketing Vendor Showcase

September 13, 2018 program hosted by the University of Memphis.



## Economic Inclusion Outreach Session

September 19, 2018 forum hosted by MSCAA, the Metropolitan Nashville Airport Authority and Messer.



## NAWBO Memphis Presents: All About MWBE Certifications

September 25, 2018 event hosted by the Memphis chapter of the National Association of Women Business Owners (NAWBO).



## Online Sales Success for Small Business Owners

October 16, 2018 event hosted by Amazon, U.S. Small Business Administration, and the TSBDC.



## DBE Forms Class

BDD offers a DBE Forms class to assist bidders with completing DBE forms correctly. This class was accessible online via GoToMeeting. The following DBE forms classes were held in FY2019:



- Airport Enterprise System – 10/31/2018
- Shared Use/Common Use Passenger Processing System – 02/21/2019
- Public Relations & Marketing Services – 05/14/2019

## ABC's Inaugural Construction Career Fair

On April 30, 2019, BDD participated in ABC's 1st Annual Construction Career Fair. This career fair not only included members of the construction industry but also more than 1,000 middle and high school students from Shelby County and DeSoto County Schools.



ABC is a national association with 74 chapters representing 22,000 merit shop construction and construction-related firms. ABC's membership represents all specialties within the U.S. construction industry and is comprised primarily of firms that perform work in the industrial and commercial sectors of the industry.

## Economic Development Forum 2019

June 18-20, 2018 Economic Development Forum

The Guesthouse at Graceland



The MMBC Continuum convenes one of the largest economic development conferences in the Mid-South. MMBC's annual EDF connects Fortune 500 CEOs, senior executives, diverse suppliers, corporate purchasing managers, renowned speakers, national thought leaders, regional and local community leaders and youth to focus on the economic impact of growing scalable diverse suppliers.



# Business Diversity Development Summit 2019

*Hosted by the Memphis-Shelby County Airport*



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## Business Diversity Development Summit 2019

In an effort to increase partnerships with local, minority-owned and women-owned businesses, MSCAA hosted its 2019 Business Diversity Development Summit from April 23-25.



The event drew more than 100 attendees, and featured workshops on Small Business Administration certification and guidance for government contracting. The summit also featured a workshop highlighting the United States Department of Transportation Bonding Education Program, which is designed to provide participants with the necessary business intelligence required to successfully perform federal transportation construction-related projects.

In addition, participants received one-on-one assessments and coaching from bond producers and consultants, that enables these companies to increase capabilities and capacities.

The workshops also touched on subjects such as bonding and insurance, marketing, estimating bids, joint ventures, access to capital, accounting, and commercial lending.

# SUCCESS STORIES

## Amnesty Professional Services (APS)

Amnesty Professional Services (APS) has been in business since 1998. Led by the husband-wife team of Lorenzo and Melissa Myrick, the company is best described as a catch-all facility maintenance company that provides services

such as general contracting, building, demolition, janitorial services, landscaping, and other services.



APS has a staff of 70 employees and a fleet of 32 vehicles. Speaking with Lorenzo Myrick, he noted their commitment to accountability as one thing that sets APS apart. Tracking and real-time reporting systems are in place that allow any client to know the status of a project at any given moment.

"We pride ourselves on being systematic and top-notch in terms of intellectual capital, innovation, and technical capabilities," said Myrick. He maintained that there is a particular skill set that extends beyond simply just being able to do the job. "You have to train or find the skill set to be able to execute on a higher level."

APS is currently responsible for landscape maintenance around the terminals. This year marks their second year with the airport in this capacity. The company has also worked on previous airport projects as a general contractor.

No stranger to large-scale projects, they have also completed a \$1.6 million renovation

for WastePro's new corporate office on Lamar Avenue, a maintenance project for the 119-acre Internal Revenue Service facility, and a project for the Tennessee Air National Guard.

APS has been certified as a Disadvantaged Business Enterprise for 25 years but learned of the Business Diversity Development program through another bid.

"The airport contract is good exposure and good advertisement, and is always a good reference. It's a great experience. They keep you sharp because their systems are tight, and they have stringent requirements. Our systems are compatible with those of the airport," Myrick said.

He has some sage advice for other minority businesses: "I would encourage them to provide good quality services first and foremost. Give clients better than average service. Then, don't grow too fast. Have a good structure. Have a business plan and try to follow that plan. Controlled growth is a good plan for a young company."

He continued, "All business isn't good business. Make sound decisions based on your capabilities and qualifications. Many young companies want to bite off more than they can chew. It's an easy mistake to make."



# SUCCESS STORIES

## **Delgado General Corp.**

Alberto Delgado has a career in construction spanning 30 years. Over those three decades, he honed what likely is his and the company's greatest strength – understanding the importance of doing things right the first time.

Delgado General Corporation (DGC) was formally incorporated in 2011 and secured its first airport contract a year later in 2012. They worked on the terminal apron, a project that lasted for six years.

Since then, the company has completed other smaller projects throughout Memphis before reuniting with the Memphis-Shelby County Airport Authority. DGC is contracted for work related to the Concourse B modernization project, the new airfield maintenance facility, consolidated de-icing facility and managing certain drainage and sewer construction at the airport. MSCAA has been one of their more prominent clients, representing a sizeable percentage of their workload. Delgado General Corp. generally has 10-15 employees at any given time, all of whom are family members.

Delgado's daughter, Kiara Ayala, came on board shortly after its launch to help manage the company. Though Ayala had been on job sites with her father, observing and learning since she was a child, she had no business training. She is continuing her education while she works with the company so that she can further contribute to the company's growth.

Delgado says they were aware of the work with the airport and the MSCAA's commitment to contracting with a comparably higher percentage of Disadvantaged Business Enterprises (DBEs). They applied for DBE status, which led them to additional work with the airport.

"Other minority businesses should apply to be certified as a DBE. It will open them up to a lot of opportunities," Ayala says. "It's helped us grow as a business. We're grateful for the opportunities the airport has given us."

She also advises that certification is a simple process, so people need not be intimidated.

Delgado adds, "The construction business is not easy, but we keep going. I know starting and running a business can be tough, but don't give up."



# SUCCESS STORIES

## Powers Hill Design, LLC

Nisha Powers is one of the few business owners who can say that she took her mentor



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with her on her next big career adventure. After working for eight years with a local firm, she opened her shop and partnered with her old boss, Steve Hill. Since that time, the firm has grown, and its reputation as an advocate and champion for the community has spread across the state.

Located in downtown Memphis, Powers Hill Design, LLC (PHD) is an SBA 8 (a) woman-minority-owned civil engineering firm. It was established in 2005 and prides itself as being a boutique civil engineering firm that designs with a heart for community and an eye for innovation. They offer services that include general consulting, site development, transportation design, environmental documentation, utilities design, and construction engineering inspection.

Over the last 14 years, the firm has taken on very creative and ambitious projects, including the Overton Square detention and garage site design and the upcoming Main Street to Main Street Multimodal Connector project. Powers Hill Design has also worked with the Memphis-Shelby County Airport Authority as a sub-contractor.

“There is no replacement for or shame in paying your dues by working on smaller projects and in a sub-consultant role to other experienced firms,” Powers said. “Our firm needed those experiences (good and bad) to learn and grow.”



Powers and her firm soon crossed the threshold from sub-contractor to prime contractor and were selected to provide design services for the runway rehabilitation at DeWitt Spain Airport in 2017.

"The DeWitt Spain Airport project made us 100% accountable for the delivery of the project, it also challenged us to step up our level of performance and responsibility," said Powers.

Powers had this to offer anyone interested in working with the Airport's Business Diversity Development program: "Person-to-person relationships are important in life, and the business world is no different. The more trust there is between people, the better chance of success. If the airport staff can see that you are performing and growing, it is easier to make a case for additional opportunities.

For more information about Powers Hill Design, LLC visit their website at [www.phdmemphis.com](http://www.phdmemphis.com).



# SUCCESS STORIES

## Pat's Pro Cut

Pat Mays is one of the only women operating in the local construction industry as an owner and executive manager without a male partner. As the President of Pat's Pro Cut, she manages the day-to-day business, bids out all of the work, schedules and dispatches the work crews and buys all of the equipment.

It is a family affair as her grandson, a construction management major at Christian Brothers University, has been working with her since he was a teenager. Her husband also works for the firm. Once she decides to retire, she is hopeful that her grandson and two of her longstanding employees will take the reins of the company.

Mays started her business nine years ago but has been in the construction industry for 30 years. She started her career working for another company, initially managing scheduling and payroll. The person who was running the company eventually left the business and she was asked to step up and lead the company. Pat's Pro Cut has eight crews and 10 full-time employees. Mays' management model is "If you take care of your people, they will take care of you."

Mays also speaks very highly of her employees. "I think I have the best concrete cutting crew in Memphis."

Mays is excited about the work with the airport. She says it has been a great boon for business, as it has been a huge part of their work since 2018 and will likely continue through the better part of 2020. Pat's Pro Cut is responsible for saw-cut runway joints, removing pedestrian boarding bridges, removal of the previous roof of Concourse B, cutting the heat and air ducts into the new airfield maintenance building and drilling work to facilitate new sewers.

She learned of the Business Diversity Development opportunity by attending the National Association of Women in Construction meetings.

To other minority and women-owned businesses she says, "People look every day for minority businesses that they can depend on. You have to be able to perform that work, pay your bills and manage your finances to be successful."



# SUCCESS STORIES

## Fernvie, LLC

It was Friedrich Nietzsche who said, "He who would learn to fly one day must first learn to stand and walk and run and climb and dance; one cannot fly into flying." However, Nietzsche had never heard of Love at First Flight, Inc. founded by Ronnie Foster Jr. and Dominique Worthen. They are teaching kids to aim high and fly early.



In Memphis, this new nonprofit is expanding the dreams of underserved youth through a program that focuses on creating more minority pilots and aeronautic professionals. However, Love at First Flight is not only teaching in classrooms, simulators, and workshops; they are putting young people in the cockpit and teaching them to fly with certified, highly-trained instructors.

The idea of flight for young people first started with its parent company co-founders Foster and Worthen, who are also the brain trust behind Fernvie.

Fernvie is an award-winning aerial drone service provider offering thermal imaging, 3D modeling, site/equipment inspection and video illustrations to private and public sector organizations. Experienced in aviation, project management, photography and videography, Fernvie professionals assist organizations in operating and communicating more efficiently.

"Our FAA Part 107 certified operators are equipped with the skills and knowledge to safely maneuver aerial vehicles in any airspace," said Foster. "Fernvie was developed because of the lack of aeronautical vendors in the Mid-South area. We wanted elevate this disparity and fix it by providing young minorities with aeronautical careers and economic empowerment. At a minimum, anyone who comes to the Love

at First Flight program, walks away with the FAA Part 107 certification upon their completion. With this certification, they can be paid to operate an unmanned aerial vehicle (UAV) and possibly create a new business for themselves anywhere in the country, even while they are in high school or college."

Fernvie is a Business Development Diversity program vendor for the Airport Authority, which is how Love at First Flight was introduced to MSCAA.

"I want to bridge the gap for the next generation of our youth to cross over into aviation. It wasn't until I was an adult that I was introduced, and from that moment on, my life was forever changed," said Worthen, who serves as executive director at Love at First Flight. "Our goal is to educate, encourage, and elevate young people to dive into their aeronautical passions early and learn about new possibilities."

Love at First Flight, Inc. plans to expand the number of minorities in aviation through their programming and scholarships.

The Memphis-Shelby County Airport Authority assisted the nonprofit by donating their time, resources, and participation to the inaugural Love at First Flight Golf Tournament held on September 19, 2019, at the North Creek Golf Club. All proceeds from the tournament were used to provide scholarships for program participants to attend the OBAP Luke Weathers Jr. Flight Academy, which offers hands-on training and one-of-a-kind exposure to students from the surrounding area.





# MILLION DOLLAR CLUB

In FY 2019, 20 certified DBE companies received payments for work performed on MSCAA projects in amounts ranging from \$200K to more than \$6 Million.

BUSINESS NAME	ETHNICITY	CATEGORY	PAYMENT	LOCATION
VUCON, LLC	ASIAN-PACIFIC AMERICAN	MBE / DBE	\$6.3 MILLION	LOCAL
A & B CONSTRUCTION COMPANY, INC.	CAUCASIAN	WBE / DBE	\$2.9 MILLION	LOCAL
CAMPBELL & FORD CONSTRUCTION, INC	BLACK AMERICAN	MBE / DBE	\$1.2 MILLION	LOCAL
SKB FACILITIES & MAINTENANCE	BLACK AMERICAN	MBE / DBE	\$1.2 MILLION	LOCAL
JACOBSEN DANIELS ASSOCIATES LLC	BLACK AMERICAN	MBE / DBE	\$1.0 MILLION	NON-LOCAL
ARK ROOFING COMPANY	CAUCASIAN	WBE / DBE	\$1.0 MILLION	LOCAL
DELGADO GENERAL CORP.	HISPANIC AMERICAN	MBE / DBE	\$968K	LOCAL
GONZALEZ REBAR, LLC *	HISPANIC AMERICAN	MBE / DBE	\$732K	NON-LOCAL
TOP NOTCH SECURITY	BLACK AMERICAN	MBE / DBE	\$709K	LOCAL
FUEL FACILITY MANAGEMENT INC.	CAUCASIAN	WBE / DBE	\$627K	NON-LOCAL
GIPSON MECHANICAL CONTRACTORS, INC.	BLACK AMERICAN	MBE / DBE	\$600K	LOCAL
BLAIR CONCRETE CONSTRUCTION	BLACK AMERICAN	MBE / DBE	\$581K	LOCAL
THY, INC	ASIAN-PACIFIC AMERICAN	MBE / DBE	\$523K	LOCAL
OWENS CONSTRUCTION	CAUCASIAN	WBE / DBE	\$327K	LOCAL
WATERPROOFING SYSTEMS, INC.	CAUCASIAN	WBE / DBE	\$256K	LOCAL
DUNNING-MARTIN ENGINEERING *	CAUCASIAN	WBE / DBE	\$222K	LOCAL
ARTIZAN CONSTRUCTORS, LLC	BLACK AMERICAN	MBE / DBE	\$219K	LOCAL
POWERS HILL DESIGN, LLC	SUBCONTINENT ASIAN AMERICAN	MBE / DBE	\$214K	LOCAL
TOLES & ASSOCIATES, INC.	BLACK AMERICAN	MBE / DBE	\$212K	LOCAL
AVIATION ALLIANCE, INC. *	CAUCASIAN	WBE / DBE	\$206K	NON-LOCAL

# FY19 CONTRACTS AWARDED

A total of 37 certified DBE companies were awarded contracts as prime contractors or subcontractors in FY 2019. These contracts ranged between \$157,000 to more than \$8 million for work performed on MSCAA projects.

The companies listed below were not listed on the previous page because they have either not started their work yet or have recently started.

BUSINESS NAME	ETHNICITY	CATEGORY	PAYMENT	# OF CONTRACTS AWARDED	LOCATION
ACCESS BUILDERS, LLC	BLACK AMERICAN	MALE	\$8.6 MILLION	5	LOCAL
AUDIO COMMUNICATIONS CONSULTANTS, INC.	CAUCASIAN	FEMALE	\$4.3 MILLION	1	LOCAL
BRANDON CONSTRUCTION, LLC *	BLACK AMERICAN	FEMALE	\$4.0 MILLION	1	LOCAL
AIRPORT CONTRACTORS SERVICES, LLC *	CAUCASIAN	FEMALE	\$3.0 MILLION	1	NON-LOCAL
TEGAN MARKETING, INC. *	CAUCASIAN	FEMALE	\$1.6 MILLION	1	NON-LOCAL
PROFESSIONAL TECHNOLOGIES GROUP, INC.	HISPANIC AMERICAN	FEMALE	\$1.1 MILLION	1	LOCAL
C. FOSTER CONSTRUCTION, INC.	BLACK AMERICAN	MALE	\$700K	1	LOCAL
SUMMERFIELD ASSOCIATES, INC.	CAUCASIAN	FEMALE	\$376K	1	LOCAL
D. THURMAN & ASSOCIATES, INC.	CAUCASIAN	FEMALE	\$343K	1	LOCAL
P&E DEVELOPMENT	BLACK AMERICAN	MALE	\$279K	1	LOCAL
CHANDLER & CAMPBELLE INVESTMENT GROUP, LLC *	BLACK AMERICAN	MALE	\$244K	1	NON-LOCAL
POWERS HILL DESIGN, LLC	SUBCONTINENT ASIAN AMERICAN	FEMALE	\$233K	1	LOCAL
BIOFOAM, INC. *	CAUCASIAN	FEMALE	\$200K	1	NON-LOCAL
SABER STEEL, LLC *	NATIVE AMERICAN	MALE	\$157K	1	LOCAL

\* first time contractor at MSCAA

# DEPARTMENTAL TRAINING & DEVELOPMENT

MSCAA is making a concerted effort to offer new training and development opportunities to our team members, which allows the BDD area to better serve our business partners. The following BDD employees completed or are participating in several types of training and certification:

<b>Training Type</b>	<b>Anthony Whitlow</b>	<b>ReGina Armstrong</b>	<b>Patrick Woods</b>	<b>Stephanie Jeffries</b>
<b>ACCA</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>
<b>CCA</b>	<b>X</b>	<b>finished 1 of 2yrs</b>	<b>finished 1 of 2yrs</b>	<b>finished 1 of 2yrs</b>
<b>CM</b>	<b>X</b>			<b>X</b>
<b>PMP</b>				<b>X</b>

## **American Contract Compliance Association (ACCA) National Training Institute**

ACCA's comprehensive training program provides a unique opportunity to study among nationally-recognized experts in their respective fields. The program is carefully designed to focus on the critical issues challenging our profession. ACCA has a tradition of providing 2.1 Continuing Education Units (CEUs) from Morgan State University to attendees who complete 21 hours of training.

## **American Contract Compliance Association Certified Compliance Administrator (CCA)**

Attendees who successfully complete the CCA program requirements accumulating at least 4.2 continuing education units (42 hours of training) through ACCA will receive ACCA's certification as a Certified Compliance Administrator. This typically requires two years of training. Networking and information exchange combined with a structured classroom curriculum creates the optimum learning environment. ACCA's faculty is comprised of local and nationally recognized experts in their respective fields.

## **AAAE Certified Member (CM)**

The C.M. exam is a 180-question multiple-choice test comprised of information contained in four Body of Knowledge modules, and measures a candidate's comprehensive knowledge of airport management, regardless of airport size. The Body of Knowledge Modules cover: 1) Finance & Administration, 2) Planning, Construction & Environmental, 3) Airport Operations, Security & Maintenance, and 4) Communications & Community Relations. According to the AAAE, "new Certified Members receive the privilege of using the C.M. designation behind their name, a certificate of completion and a lapel pin." The C.M. "is a useful credential when seeking employment within the airport management profession and for students and corporate members who interact with airport professionals."

## **Project Management Professional (PMP)**

This Project Management Professional (PMP)® credential is the most important industry-recognized certification for project managers. Globally recognized and demanded, the PMP® demonstrates that you have the experience, education and competency to lead and direct projects. Many project management skills translate seamlessly between industries, so certified professionals are expected to be prepared for a wide range of scenarios and outcomes.



# SUB TO PRIME

BDD has worked diligently to provide technical and developmental assistance to D/M/WBE firms in order to promote their stability and growth. Our department is proud to list the following contractors that have gone from subcontractors to prime contractors.

- A & B Construction Co. Inc.
- Airfield Etc., Inc.
- Amnesty Professional Services
- ARK Roofing Company
- Cynthia Daniels & Co.
- Nu Era Enterprises, Inc.
- P&E Development
- Powers Hill Design, LLC
- SKB Facilities & Maintenance
- Summerfield & Associates
- VuCon, LLC

# OPPORTUNITIES FOR D/M/WBE GROWTH

BDD continues to work hard to identify areas of potential capacity growth for local, minority, and women owned businesses. So far, the following areas have been identified:

Fuel Management

Fuel Supply

Fuel Facility Management

Mentor/Protégé Opportunities

New DBE Prime Contractors

Sub to Prime

Pavement Joint Resealing

Professional Services

Legal Services

Financial Management

Shelter Market Program

Minority New Car Dealership

Minority-Owned Bank



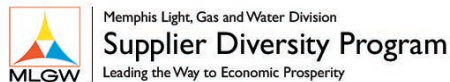


# COMMUNITY PARTNERS

MSCAA's integrated approach to diversity and inclusion is founded on lasting partnerships with organizations across the region. We sincerely appreciate the valued partners that are helping us build an airport that reflects the communities and customers we serve.



EQUAL  
OPPORTUNITY  
COMPLIANCE  
OFFICE



Supplier Diversity Program  
Leading the Way to Economic Prosperity



BLACK BUSINESS  
ASSOCIATION  
of MEMPHIS







MEMPHIS SHELBY-COUNTY AIRPORT AUTHORITY  
BUSINESS DIVERSITY DEVELOPMENT (BDD)

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MEMPHIS, TN 38116-3856

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