Pairings Newsletter

Calmentor/Mentor-Protégé Statewide Newsletter

Debut Issue

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Issue 1

We want you to help us come up with a slogan for the Pairings Newsletter.

Are you clever, creative, and contemplative? Do you understand the Calmentor and Mentor-Protégé programs? Are you willing to accept praise and publication in the next newsletter as your "prize" for coming up with the best slogan? An example of a slogan is Caltrans slogan: *We're here to get you there*. Please send your submission for a possible newsletter slogan to Maria Salinas, Calmentor & Mentor-Protégé statewide coordinator : maria_salinas@dot.ca.gov.

New!

Save the Date
Central Region Construction Mentor-Protégé Program Kickoff
Friday, February 15, 2013
Pardini's Catering
2257 W. Shaw Avenue, Fresno, CA
Registration begins at 8:30 a.m.
Info: CR_Mentor_Protege@dot.ca.gov

In this Issue

Welcome & Introduction, p 2

Upcoming Events, p 2

Calmentor/Mentor-Protégé Definitions & Program Links, p 3

Program Highlights: Calmentor Relationships Thrive in District 11, p 4

How to Become a Certified Disadvantaged Business Enterprise (DBE), p 5

Past Events, p 5

Message from your Statewide Calmentor/Mentor-Protégé Coordinator, p 6

Welcome & Introduction

Welcome to the debut of the Pairings Newsletter, coming to you from the Office of Business & Economic Opportunity (OBEO). The purpose of this newsletter is to share information and market Calmentor for Architecture & Engineering and Mentor-Protégé for Construction programs. Links to each individual program will be made available on each newsletter. This format will be used to highlight Calmentor and Mentor-Protégé programs, share information about OBEO, and promote past, present and future events as related to both programs. On occasion, information from Caltrans and the community at large will be made available as the goal is to provide useful information which might benefit individuals and firms. The Pairings Newsletter will be distributed quarterly, running with the state fiscal year calendar. We want this to be an interactive document. If you will, please send information about past or upcoming highlights, including milestones, activities, and events.

Please forward information about newsletter ideas and upcoming **Calmentor/Mentor-Protégé activities and events** to maria_salinas@dot.ca.gov. We will post event information on the OBEO Website: **www.dot.ca.gov/hq/bep/**.

Other Community Events

US Department of Transportation Bonding Education Program

Small Businesses Building Big

Thursdays, November 1, 8, 15, 29 and December 6, 13; 4:00 to 7:00 p.m.
West Sacramento City Hall Galleria, 1110 West Capitol Avenue, West Sacramento, CA 95691

Don't miss this, no cost, opportunity to grow your business by learning how to obtain bonding capacity from leading industry professionals.
For more information contact: Scott Leslie, Tel 866.928.6289, bonding@calasiancc.org

Upcoming Events

Central Region Construction Mentor-Protégé Kickoff

Caltrans Districts 5, 6, 9, & 10

Friday, February 15, 2013

Pardini's Catering
2257 W. Shaw Avenue, Fresno, CA
Registration begins at **8:30 a.m.**
Complimentary Continental Breakfast provided by sponsors.
For more information or to become a sponsor please e-mail:
CR_Mentor_Protege@dot.ca.gov

Southern California Alliance Recognition Award Luncheon

Caltrans Districts 7, 8, & 12

In partnership with ACEC, Los Angeles County Chapter

Thursday, February 21, 2013

Pacific Palms Hotel & Conference Center
One Industry Hills Parkway
City of Industry, CA
10:30 a.m.—2:00 p.m.
In partnership with ACEC. Los Angeles County Chapter

For more information:
office@acec-la.org
To register online:
www.acec-la.org

Calmentor & Mentor-Protégé

Definitions

There are two Caltrans Mentoring Programs:

Calmentor for Architecture & Engineering (A&E) and **Mentor-Protégé for Construction**
The goal of both mentoring programs is to foster partnerships which advance business, learning, and networking opportunities for all participants.

Partnerships are between Prime Consultants/Contractors who serve as mentors and sub-Consultants/Subcontractors are protégés. The type of mentoring will depend on a predetermined agreement between the mentor and protégé; mentoring is usually provided based on the needs of the protégé and available resources from the mentor. Examples of mentoring projects might include things such as marketing, payroll, bidding processes, etc. To learn about a firm that you may be able to partner with, go to one of the program links below for more information and an application. A protégé firm must be Small Business/Disabled Veteran Business Enterprise/Disadvantaged Business Enterprise certified before it begins participation in a Caltrans mentoring relationship. The timeline for Calmentor and Mentor-Protégé formal relationships varies in each Caltrans district and an average is between one and two years. With the guidance and support of regional programs at the inception, the amount of allocated time spent per month also varies and is jointly agreed upon by mentors and protégés.

Calmentor encourages and supports volunteer partnerships between small businesses and larger A&E firms in transportation projects.

There are **five Calmentor** programs for A&E firms. Some Calmentor programs are in individual districts, while others are clustered to include more than one district. Consistent with the Governor's Executive Order No. S-11-06, This is a statewide program in each of Caltrans 12 Districts.

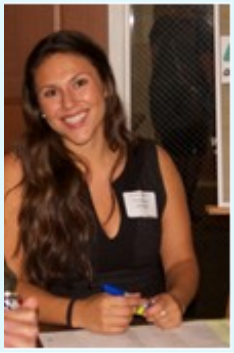
North Region
Districts 1, 2, 3
http://www.dot.ca.gov/dist3/calmentoring/calmentor.htm

Bay Area
District 4
http://www.dot.ca.gov/dist4/calmentor/

Central Region
Districts 5, 6, 9, & 10
http://www.dot.ca.gov/dist6/ppm/calmentor/

Southern California Alliance
Districts 7, 8, & 12
http://www.dot.ca.gov/dist07/resources/calmentor/

San Diego & Imperial Counties
District 11
http://www.dot.ca.gov/dist11/calmentor/



Mentor-Protégé encourages and supports volunteer partnerships between small businesses and larger construction firms in transportation projects.

At this time, there is **one** fully functioning **Mentor-Protégé** program for construction firms.

Bay Area
District 4

Central Region Coming Soon:
Districts 5, 6, 9, & 10
Kickoff Event 02.13.12
2257 West Shaw Ave., Fresno, CA
Information: CR_Mentor_Protege@dot.ca.gov

Program Highlights

Calmentor Relationships Thrive in Caltrans District 11

As with siblings, Calmentor programs throughout California have similarities and yet they are all different.

In Caltrans District 11, mentors and protégés benefit from having facilitators as part of their working team. Facilitators are Steering Committee members and volunteers that bring knowledge and support to Calmentor partnerships. Bill Ulmer, from G-Force is one such facilitator. With great enthusiasm, he says that the partnership between Rincon Consultants and RBF Consulting is "moving in the right direction."

As a protégé, Julie Marshall of Rincon Consultants is enjoying Calmentor. She finds their team, which includes Diane Elias, RBF Mentor and Bill Ulmer, easy to work with. "This program creates an opportunity for professional relationships that foster growth, knowledge-sharing, and business development" says Julie.

Rincon has benefited from gaining information. Besides learning opportunities and sharing resources, Julie has learned about contracting opportunities within Caltrans and San Diego Associations of Governments. Julie has been pleased to learn more about who to contact and where to go for information regarding upcoming projects and Requests for Proposals. Rincon benefits from open conversations regarding upcoming projects and RBF has exposed them not only to their San Diego office, but Irvine, and others. In addition, RBF has provided Rincon with tips regarding other firms that may be a good match for local teaming projects outside of transportation opportunities. "They have been very forthcoming" says Julie. She says that being a part of Calmentor has given Rincon Consultants "a broader perspective of the marketplace and its opportunities."

Coming from the mentor's perspective, Diane Elias, RBF Consulting, summarizes some of the benefits of Calmentor:

I have had the opportunity to establish personal and professional relationships with fantastic people in our industry through the Calmentor program. The rapport between RBF and Rincon staff was immediate and continues to grow in each of our firms.

Mentoring provides a great opportunity to help position small businesses so that they can better succeed in our industry. It is important to have qualified local small businesses with mature resources to work towards the common goal of better serving clients and our community. We have been able to provide support and guidance to Rincon in the areas of business development, human resources and business management; the relationship is reciprocal in that we learn from them as well. It has become a partnership.

Through the Calmentor Program, small firms become trusted and mutually beneficial partners for the long-term. As a team, our two firms are stronger and complement each other technically. We can provide clients with an improved 'bench' of resources. The program also transcends Caltrans contracting in that we pursue contracts with a wider range of clients.

Sue Pender, also from RBF, mentoring firm, says that this is their third Calmentor partnership. RBF has worked with two other firms in partnerships that were also successful. She says that every time it is different but there have been rewards in each pairing. "It didn't cost us anything… or take away anything" says Sue. She says that the benefits go both ways. "In fact, as with the mentee, we have obtained unintentional work."

Scott Taylor is also from RBF and he says that this program assisted in formalizing the recruiting process of capable and fitting sub contractors. "When we work together we become more efficient at applying for contracts and doing the work." Taylor goes on to say that "Calmentor is worthwhile because we want to be as competitive as possible."

How to Become a DBE

If you ask most owners of companies that are DBE certified, they will likely tell you that the certification helped them get their foot in the door or their business off the ground. Millions of federal dollars are allocated each year for major highway projects and construction projects. The contractors who bid on these projects will need to partner with other small businesses. Becoming DBE certified can advance your visibility for these federally funded projects.

The U.S. Department of Transportation's (DOT) DBE program has been in effect for more than 22 years. The policy helps businesses owned and controlled by minorities and women to participate in contracting opportunities created by DOT financial assistance programs. A portion of the billions of federal dollars distributed annually by DOT is provided to local public transit and airport authorities for facilities and other construction projects.

To apply for certification as a Disadvantaged Business Enterprise (DBE), your firm *must* meet the following eligibility criteria stated in 49 CFR Part 26:

The disadvantaged individual must be a U.S. citizen (or resident alien) and be a member of a socially or economically disadvantaged group. This includes women, African Americans, Native Americans, Hispanic Americans, Asian-Pacific Americans and Subcontinent Asian Americans.

The disadvantaged individual must have a personal net-worth (PNW) of less than $1,320,000. Items excluded from a person's net worth calculation include an individual's ownership interest in the applicant firm, and his or her equity in their primary residence.

Depending upon the nature of work performed, a firm (including its affiliates) must not have average annual gross receipts over the firm's previous three fiscal years in excess of $22,410,000 ($52,470,000 for airport concessionaires in general with some exceptions). This size standard is for construction related work. Depending on the type of work the business performs, other lower size standards may apply.

The firm must be a for-profit small business where socially and economically disadvantaged DBE owners own at least a 51% interest, and have managerial and operational control of the business operations; the firm must not be tied to another firm in such a way as to compromise its independence and control.

DBE owners must possess the power to direct or cause the direction to the management and policies of the firm and to make day-to-day, as well as long-term decisions on matters of management, policy and operations.

Past Events

Calmentor North Region hosted their quarterly event on 10.03.12 at Sacramento City Hall, which was a collaboration between Caltrans, the High Speed Rail Authority, and the American Council of Engineering Companies. This event provided plentiful networking and informational opportunities for all participants, including small businesses. The Caltrans Division of Local Assistance shared information about authorized regional and statewide projects. Representatives from each of the five High Speed Rail prime contractors discussed potential teaming opportunities for small business to provide professional services and offered tips for getting noticed by the short listed primes. A networking mixer after the event provided valuable one-on-one time with the prime contractors.

North Region Steering Committee: Jodie Bohrer, Adanta; Jeff Cox (Chair) Holdrege & Kull; Mark DeSio, Caltrop; Dawn Greco, ICFI; Eddie Kho, Morton Pitalo; Nancy]Klinkhammer, CYS Engineering; Beth Power, URS; Patricia Preston, APEX Civil Engineering; Emily Vitas, Geocon; Jess Avila, Ellen Roebuck, Millard Totman, & Liza Whitmore, Caltrans.

Calmentor District 4 hosted their Quarterly Professional Liaison Meeting & Calmentor Mixer on 04.26.12. This was an inspiring event which demonstrated successful current relationships and the potential for additional partnerships. It was a great opportunity to find out about upcoming work in the Bay Area and position your firm to compete effectively. The event was educational, useful, and fun.

District 4's Steering Committee: Scott Alman, AMEC; Raewyn Butcher, Ghirardelli Associates; Jim Dickey, Cinquini &]Passarino, Inc.; Curtis Lindskog (Chair); Dan Masdeo, Parsons Brinckerhoff (Vice-Chair); Samir Messiah, CM Pros; Robert C. Wong, Aliquot; Ming-Chen; (MC) Yu, AMC Consulting Engineers, Inc. & Romy Fuentes, Caltrans.

Message from your Statewide Calmentor/Mentor-Protégé Coordinator

I have been pleased to learn those involved in Calmentor and Mentor-Protégé are clearly invested and amplify the value of this important work. It is clear all programs are in good hands and doing well.

Those of you who are already involved in Calmentor/Mentor-Protégé understand the value in sharing information and resources, which are necessary for success. The history and the future of these programs depend on the input, creativity, and hard work of many who are committed to bolstering small and big business.

Thank you to the following people who took the time to educate me about Calmentor and the fine work they are doing in their districts:

Alberto Angelini, Caltrans District 7, Calmentor Southern California Alliance
Said Asgari, Caltrans District 12, Calmentor Southern California Alliance
Jess Avila and **Millard Totman**, Caltrans District 3, Calmentor North Region
Jeff Cox and **Tom Holdrege**, Holdrege & Kull, Calmentor North Region
Nabeelah Hanif, Caltrans District 6, Central Region Calmentor
America Hernandez, Caltrans District 11, San Diego & Imperial Counties Calmentor
Curtis Lindskog, Central Region Calmentor and Calmentor Oakland, District 4
Michael Tahan, Hill International and Calmentor Southern California Alliance

A warm thank you to the following people who reviewed and edited the **Calmentor** and **Mentor-Protégé Definitions:**

Morris Caudle, Caltrans District 6, Central Region Calmentor and District Small Business Liaison (DSBL)
Jeff Cox, Holdredge & Kull, Calmentor North Region
Silvia Dayak, Caltrans District 10, Central Region Calmentor and DSBL
Diana Gong, Caltrans District 6, Central Region Calmentor
Nabeelah Hanif, Caltrans District 6, Central Region Calmentor
Kelly Mertlik, Caltrans District 6, Central Region Calmentor and DSBL
Lauren Pulido, Caltrans District 10, Central Region Calmentor
Liza Whitmore, Caltrans District 3, Calmentor North Region and DSBL
Ramon Carlos, **Rose Skewis**, & **Anna Silva**, Office of Business & Economic Opportunity, Headquarters

In visiting the five Calmentor A&E programs I learned there is consensus for standardization amongst all programs. I am working with **Jodie Bohrer** from Adanta, Inc. and the North Region Calmentor Steering Committee to develop a graduation process for the North Region. In doing so, we will evaluate each district's current graduation process to come up with best practices. We will share these outcomes with all other districts and ask for further input. We can then evaluate whether or not other district s see it in their best interest to adopt these best practices for graduation. In the end we want to provide a standard from which others can draw from and use as a model.

I see that the Calmentor A&E and Mentor-Protégé Contractor/Construction programs are constantly evolving. As always, I welcome your input regarding program development and this newsletter. In my view, your comments, questions, and suggestions will keep Calmentor and Mentor-Protégé moving forward.

Please stay in communication.

My very best,
Maria Salinas