

Newly Certified DBEs

The following businesses have successfully completed DelDOT's Disadvantaged Business Enterprise (DBE) certification. For more information about the services these businesses and all DelDOT certified DBEs offer, visit the online Unified Directory of Certified DBE Firms at www.deldot.gov/information/business/dbe/index.shtml and click on DBE Resources.

Cook Hauling, LLC

Hauling with tri-axle dump trucks.

Coover-Clark & Associates, Inc.

Architecture, interior design, planning, and landscape design.

Enterprise Vision Professionals, Inc.

Information systems and network consulting.

ISI Professional Services, LLC

Facilities support services, marine-ship repair/dry-dock, staffing, IT/surveillance services, modular building/construction.

Nu-Comfort, LLC

Service and repair contractor-grade heating, air conditioning and indoor air-quality products for use in residential and light commercial facilities.

Pace Design, LLC

Land planning.

Power in Numbers

(continued from page 1)

is an increase of eligible DBEs counted in, the outcome of the goal is positively impacted for DBEs," Rexrode said.

If you think you may be eligible and are not currently certified as a DBE with DelDOT, please visit DelDOT's online DBE Web site at www.deldot.gov/information/business/dbe/index.shtml or contact the DBE Program Office at 302-760-2035.

Making Business Cents

Compliance to EEO Requirements

As a recipient of federal funding, DelDOT is required to insure Equal Employment Opportunity (EEO) contract compliance on all federally funded projects. In turn, all contractor and consultant firms (including DBEs) that participate on DelDOT contracts must also comply with these federal provisions.

The mandated EEO provisions originate in laws that pertain to Civil Rights and Discrimination Acts; federal contract regulations; and specific DelDOT contract provisions that detail responsibilities for all parties.

As a DBE and potential recipient of DelDOT sponsored federal funding, are you aware of the EEO requirements? Can you demonstrate that your firm is in compliance with these federal mandates?

Before you sign on as a DelDOT or any federally funded contractor, make sure you understand what you are signing on to. Be aware that all DelDOT contractors agree to adhere to these provisions in writing on FHWA Form 1273, part of all final contract agreements.

According to DelDOT Civil Rights Administrator Carla Elliott, contractors have the fundamental role and responsibility to take all reasonable and necessary steps to insure that the terms and conditions of its employment policy and its selection of subcontractors is void of discrimination of minorities and women.

To further help DBE firms and contractors be in compliance with these federal mandates, DelDOT periodically offers *Basic Equal Opportunity Requirements for Federal Contracts* training classes; has developed a *Contractor Compliance Manual* that will soon be available online; and is available to assist companies in meeting these requirements.

"Our goal is to be proactive in assuring compliance among all DelDOT contractors," said Elliott. The compliance provisions are listed below. If you have questions or need further information on how your firm may be impacted by meeting these regulations, contact Carla Elliott at carla.elliott@state.de.us or 302-760-2555.

- **Adopt an EEO Policy.** Understand the law and adopt "best practices."
- **Designate an EEO Officer within the company.** Someone within the company with sufficient authority to resolve issues that may arise.
- **Educate all company personnel on EEO issues.** Conduct meetings with personnel and post posters and notices as applicable.
- **Engage in recruitment designed to yield minority and women applicants and hires.** Advertise broadly; advise employees and applicants of training opportunities; and assist in increasing the skills of women and minority employees and applicants.
- **Insure nondiscrimination.** In wages, working condition and benefits; hiring, upgrading and promotion; and transfer, demotion, layoff and termination. Periodically review to insure nondiscrimination practices.
- **Investigate complaints of discrimination.** Take corrective action to remedy issues raised in complaints.
- **Insure compliance with subcontractors.** Subcontractors must also be in compliance with EEO requirements.