



ODOT's Office of Civil Rights' newsletter, *Equity Line*, brings to you the newest content relevant to your business and business needs. Whether you work in transportation-related fields, construction, or just drive Oregon's roads and have an interest in what ODOT is doing for the Oregon economy, OCR's Equity Line is a newsletter you will want to read.

If you want to receive copies of the OCREL at no charge, delivered straight to your inbox, please click the subscribe box below or send an email request to ocrprograms@odot.state.or.us to make sure you are on the list for future issues.

COVID-19 RESOURCES & ASSISTANCE

The COVID-19 outbreak has created uncertainty for Oregonians and Oregon businesses. The Office of Civil Rights wants businesses to know that we are here for them in this difficult time and there are resources available to provide assistance to businesses that are impacted by the unprecedented outbreak.

- ODOT contracting bidding and awarding services are still available during this time.
- Existing ODOT A&E and construction contracts are continuing to move forward as scheduled. If issues come up, these will be handled on a case-by-case basis with the project's contract administrator.
- ODOT Statewide Transportation Improvement Program (STIP) projects will continue in accordance with the respective project's contract along with the guidance provided Governor Brown's Executive Order 20-12.

Business Oregon Financial Programs

Business Oregon is the state's economic development agency and operates several direct loan and loan guarantee programs for small businesses:

Oregon Business Development Fund

The Oregon Business Development Fund (OBDF) is a revolving loan fund that provides term fixed-rate financing for land, buildings, equipment, machinery and permanent working capital. Participants must create or retain jobs and must typically be a traded-sector business in manufacturing, processing or distribution. The program gives preference to projects located in rural and distressed areas and to small businesses with fewer than 100 employees. [More information is available here.](#)

Entrepreneurial Development Loan Fund

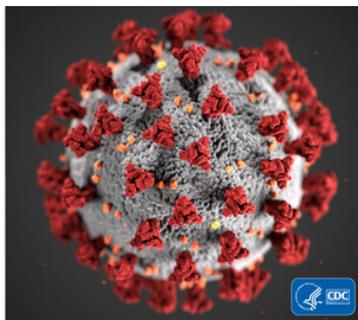
The Entrepreneurial Development Loan Fund (EDLF) provides direct loans to help start-ups, micro-enterprises and small businesses expand or become established in Oregon. This fund fills a niche not provided through traditional lending markets. [More information is available here.](#)

For more on Business Oregon's Financial Assistance programs and other state and federal resources and financial assistance programs that are available, visit their [Small Business Navigator here.](#)



COVID-19: Guidance for Small Businesses

sba.gov/coronavirus



SBA Economic Injury Disaster Loans

EIDL

Small Businesses in Entire Pacific Northwest Region are Eligible for SBA Economic Injury Disaster Loans (EIDL)

Businesses in the entire Pacific Northwest Region - all counties in **Washington, Oregon, Idaho** and **Alaska** -- are eligible to submit an application for an SBA Economic Injury Disaster Loan (EIDL).

[Apply Now](#)

The SBA also provides additional financing, exporting and advising resources to support business impacted by COVID-19.

EIDLs offer up to \$2 million in assistance and can provide vital economic support to small businesses to help overcome the temporary loss of revenue.

These loans may be used to pay fixed debts, payroll, accounts payable and other bills that can't be paid because of the disaster's impact. The interest rate is 3.75% for small businesses with long-term repayments to keep payments affordable, up to a maximum of 30 years. Terms are determined on a case-by-case basis, based upon each borrower's ability to repay.

[More About EIDL](#)

Find COVID-19 Resources

Get Updates from the SBA About COVID-19 Support

- Visit <http://www.sba.gov/coronavirus> for guidance and resources
- Check <http://www.sba.gov/disaster> for updates specific to SBA Economic Injury Disaster Loans
- Follow us on Twitter at [@SBAgov](https://twitter.com/SBAgov) or [@SBAPacificNW](https://twitter.com/SBAPacificNW)
- [Subscribe](#) to email updates
- [Contact](#) your local SBA office

How to Apply for an SBA Disaster Loan



The SBA Disaster Loan process is simple, but requires preparation. Learn what is required to complete an online application.

Get Loan Guidance

OUTREACH & SPONSORSHIPS RECAPS

Virtual Happy Hour hosted by TENPDX



On May 14, the **Office of Civil Rights** participated in a virtual Happy Hour hosted by TENPDX that focused on **Networking and Government Contracting Opportunities** in Portland. ODOT presented alongside with **PBDG** and **PBOT** to share the contracting opportunities available with each agency and to discuss how business is continuing to move forward during the COVID-19 outbreak. Participants were able to network with the agencies and with each other and share the various challenges and successes they have experienced during this difficult time.

ODOT SPONSORED EVENTS

Thursday June 25 » [Register to Attend](#)



Virtual Expo, plus on-site Reverse Vendor at @Tektronix (by appointment only)
 Limited Space! Secure your Pass & Appointment today

JOIN US • JUNE 25th!

CONNECT & GROW

WWW.BIZEXPOWEST.COM



PLATINUM SPONSORS



Enjoy 50 Virtual Exhibitors

Purposeful Breakout Rooms

Give-Aways on the hour (1, 2, 3 & 4pm)

One-on-One Opportunities with Key Players & Buyers for contracts. MUST REGISTER for 1 hour meeting slots.

Progressive Beaverton Area After Party

ODOT TRAINING

Online Construction Contract Civil Rights and Labor Compliance Training

Access the training on your schedule.

Who should participate?

Prime and sub-contractors, consultants and ODOT personnel that interact with or are interested in learning more about the programs listed below are welcome to join any of these events.

Brush up on your contract compliance skills.

All sessions will provide insight into both ODOT/FHWA Civil Rights Programs, ODOT/BOLI Labor Compliance Programs, TERO, OJT/Apprenticeships, DocExpress and more.

Whether you're interested in more information about daily record keeping, monthly reporting, or anything from notice to proceed to final note - we will talk about what needs to be done, and more importantly, why these steps are necessary.

Register via iLearn

You must create an iLearn account to access this training. Select [iLearn Support](#) from the homepage if you need assistance creating an account.

This training has been divided into modules. Take each module one at a time, or all at once. It's up to you. Train when and how you like. Simply sign into iLearn when you are ready to start learning and select any module to begin.

If you have any questions or need assistance, contact us at OCRInfoRequest@odot.state.or.us

SMALL BUSINESS SPOTLIGHT: Pavement Protectors



Company: Pavement Protectors, a division of Kerry Fuller Enterprises, Inc.

Owner: Mr. Kerry Fuller

Industry: Highway Maintenance

Phone: (541) 389-6444

Email: pavepros@yahoo.com

Certifications: ESB #6859

Website: <https://www.pavepro.net/>



Finding a Niche Led to Pavement Protectors Long-term Success

Kerry Fuller of Pavement Protectors in Bend, Oregon has been a business owner for quite a while. He's seen a lot and feels confident that he'll be in a position to weather the current crisis. Pavement Protectors started about 20 years ago as a small division of a larger highway maintenance company that Kerry founded in 1983. The company grew rapidly after its founding with around 35 employees at its peak until Kerry was ready for a break and started to slow things down around 2002.

Today Pavement Protectors is a highway maintenance contractor specializing in **asphalt striping**, **crack sealing**, and **asphalt sweeping**. Early this spring Kerry and his team completed a joint sealing project for the City of Medford and soon they'll be kicking off a runway maintenance project with the Oregon Department of Aviation.

Kerry attributes the rapid growth and long-term success of his business to finding a niche. While running what was an excavation business at the time, he was never able to find anyone to do paving repairs on the scale he needed. After an acquaintance approached him wanting to sell his small hobby paving business

for driveways Kerry bought it and added it to the docket. *"We filled a niche that needed to be filled,"* he recalls. *"We kept service, quality and warranties up and as a result got lots of repeat business."* The same is true of Pavement Protectors today except that they've narrowed their focus. Kerry said, *"We've narrowed our focus a little bit to what we're really interested in and really good at. Rather than trying to do everything that comes along we do what we're good and efficient at. We have the right equipment and the right training for the crews so that we can be profitable and stay in our niche."*

Pavement Protectors are "The Professionals" and They Stand Behind That Every Day

The core principle that animates Pavement Protectors is professionalism. The side of Pavement Protector's trucks say *"The Professionals"* because whatever they do, they want to be the best at it. When talking about this core value he shared that, *"No matter what job we do it has to look right, and it has to be done right."* They have clean trucks, clean employees, and pay attention to work zones and safety. Pavement Protectors maintains its professionalism by hiring the right people. Kerry shared that, *"We couldn't do the level of work we do without quality employees. It's a requirement."*

Kerry wasn't able to share a silver bullet for making good hiring choices, but he did recommend finding employees through word of mouth. Finding people through connections that you already have and people that you trust can make it easier to find individuals who will be dedicated to making the job a success, no matter what. Kerry makes sure to instill professionalism in all of his employees and models it himself by paying attention to the details of each job. He believes that in order for your business to be a success you have to have the *"perseverance to get the job done and done right. And the integrity to stand behind the work you've done."*

Enjoying the Challenge

Like many small business owners Kerry was terrified to start his own business. He was fortunate enough to have a good credit rating, and that helped him build rapport with a bank so that he could build the business up. However, he started from scratch and without enough cash, so it was hand to mouth for many years. He recalls that, *"There were up times and down times. You have to make a conscious decision that you're going to succeed. You have to commit to that and look at what isn't working and what it is. What am I going to change to make it work? You have to have a core belief that you're going to make it."*

In addition to this advice Kerry suggested that small business owners should spend time becoming familiar with their costs. He says, *"Really really understand your costs. It took me years to fully understand the accounting side to where I really understood what my costs were, including overhead and expenses."* ODOT's emerging small business program was a helpful program for Kerry in that regard and he reports that it gave him a real hand up.

After all these years what keeps Kerry engaged is enjoying the challenge of owning a small business, and the unique obstacles that come up with every job. While he's slowed things down a lot and enjoys fishing on his days off, he doesn't really anticipate that he'll ever retire. At the end of the day Kerry says, *"I enjoy the people I work with and I enjoy the customers."* Years ago, he ran commercials for his business in Central Oregon and he occasionally still gets calls from customers where they start the call by singing the jingle. It hasn't been on TV for fifteen years, but people still remember it!

"We kept service, quality and warranties up and as a result got lots of repeat business."

BUSINESS DEVELOPMENT



Opportunities for Business Development

If you are a certified DBE or ESB business owner, read on! Are you interested in taking classes related to Accessing Capital or learning other small business practices to develop your business? You can also earn **CCB continuing education credits**.

As we adjust to the new situations the COVID-19 outbreak has presented, the Chemeketa Small Business Development Center has migrated their business development courses to **virtual/online platforms**. Businesses from all around the state are able to attend their online sessions, as physical location is no longer a barrier to participation with the online platform.

Please email ocrprograms@odot.state.or.us to learn about the options and scholarships available to you.

Chemeketa Small Business Development Center

“Providing the tools and environment for business owners to make great decisions”

Meet Your Small Business Development Center (no fee)

Are you just starting on your business journey? Join us for this brief introduction to business ownership. Learn about classes and services available through SBDC and our partner organizations.

Location: Virtual via Zoom | **Cost:** \$0

- Friday, July 10, 12 pm - 1 pm
- Friday, August 7, 12 pm - 1 pm

Conversations with the SBDC: Moving Forward (no fee)

Do you have questions about how to move forward after being closed or after months of serving your customers/clients remotely? Join the Chemeketa SBDC for a conversation about moving forward, things to consider, and strategies for success. This free forum will include a discussion of how to move forward with intention as well as a panel of Chemeketa SBDC Business Advisers discussing their experience as

business owners during COVID-19 and how they are adapting to a new business climate. Participants will have an opportunity to ask questions and can also submit questions in advance to sbdc@chemeketa.edu.

Location: Virtual via Zoom | **Cost:** \$0

•Thursday, June 25, 11 am - 12 pm

[QuickBooks Online \(\\$249\)](#)

A very basic, practical and hands-on course that will help you manage QuickBooks and use it to provide information for better decision-making. Topics include managing sales and invoices, managing and reconciling checkbooks and credit cards, managing expenses and creating meaningful reports. To get the most out of this class, please have QuickBooks installed before class starts.

Location: Virtual via Zoom | **Cost:** \$249

- Tuesday, July 7, 9 am - 12 pm
- Tuesday, July 14, 9 am - 12 pm
- Tuesday, July 21, 9 am - 12 pm

[Ready, Set, Start Your Business \(\\$49 fee is waived\)](#)

Are you ready to start your business? The information presented can help you eliminate mistakes before they happen. This fast-paced class is the perfect first step!

Location: Virtual via Zoom | **Cost:** \$0

- Friday, July 17, 12 pm - 2 pm
- Friday, August 21, 12 pm - 2 pm

BID OPPORTUNITIES



ODOT's open bidding opportunities are listed through ORPIN or EBids.

To get registered to bid through ORPIN, go to <http://orpin.oregon.gov/open.dll/> from the main page, click on Supplier Registration and follow the prompts.

Once you are registered, you can browse by Organization to pull up all of ODOT's listings. Check back every few days for new opportunities to bid on. It's that easy!

[Get Registered for EBids](#)

OregonBuys is a new web-based eProcurement system that will automate the state's eProcurement process and will soon replace ORPIN. ODOT is still using ORPIN for the time being, but registration is open for OregonBuys. In preparation for the change from ORPIN to OregonBuys, you can register for the OregonBuys system here: <https://oregonbuys.gov/bsol/>

Current Bids on ORPIN

BID: 730-34373-20 **Closing Date:** 6/23/2020 3:00:00 PM
Title: ESB D5 OR58 MP 19 and 23 Stockpile Cleanup

BID: 730-34380-20 **Closing Date:** 06/24/2020 2:00 PM
Title: OR126B Willamette River Bridge Deck Overlay Repair

BID: 730-34389-20 **Closing Date:** 06/24/2020 2:00 PM
Title: ESB Lawnfield Main Gate Upgrade Project

BID: 730-34382-20 **Closing Date:** 06/25/2020 10:00 AM
Title: ESB Crack Seal US207 MP 17-0 NB & SB

BID: 730-34383-20 **Closing Date:** 06/25/2020 12:30 PM
Title: ESB Crack Seal I84 MP 238-234 EB & WB

BID: 730-34386-20 **Closing Date:** 06/25/2020 2:00 PM
Title: ESB D3 OR22E MPs 65 & 69 Stockpile Cleanup

BID: 730-34359-20 **Closing Date:** 06/25/2020 3:00 PM
Title: 22,500 GVW Aerial Truck

BID: 730-34360-20 **Closing Date:** 06/25/2020 3:00 PM
Title: 19,500 GVW Aerial Truck

BID: 730-34384-20 **Closing Date:** 06/25/2020 3:00 PM
Title: ESB Crack Seal - I84 MP 218-224 EB

BID: 730-113-20 **Closing Date:** 07/01/2020 2:00 PM
Title: Transit Technology Assistance

BID: 730-34346-20 **Closing Date:** 07/06/2020 4:00 PM
Title: Southwest POINT Route

BID: 730-34268-20 **Closing Date:** 07/09/2020 3:30 PM
Title: Automated Testing Devices for DMV

BID: 730000-DMV **Closing Date:** 12/31/2022 11:59 PM
Title: Trip Permit Agent Agreement

BID: 730-33638CTS-20 **Closing Date:** 12/24/2020 4:00 PM
Title: ODOT Class 7 and 8 Truck Body Repairs - Ongoing Request for Apps

BID: 730-25905ONGOING-14 **Closing Date:** 12/31/2023 5:00 PM
Title: Hot Mixed ASphalt Concrete and Tack Coats

BID: 730-SCP091A-15 **Closing Date:** 4/11/2025 4:00 PM
Title: Request for Qualified Firms: ODOT Small Contracting Program

BID: 730-SP1116-19 **Closing Date:** 05/31/2029 2:00 PM
Title: Employer Based CDL Testing for Transit Providers

OCR PROGRAMS

Disadvantaged Business Enterprise (DBE)

In order to be part of the Disadvantaged Business Enterprise program, your firm must be certified as a Disadvantaged Business Enterprise. Disadvantaged Business Enterprises include small businesses that are at least 51% owned by Minorities (Blacks, Hispanics, Native Americans, Asian-Pacific Americans, Subcontinent Asian Americans, and Women) Other individuals on a case-by-case basis.

[Learn More](#)

Emerging Small Business (ESB)

The Emerging Small Business Program creates contract opportunities for Oregon's small businesses. The program also helps remove some of the barriers which prevent small businesses from contracting with ODOT. The ESB program objectives are to:

- Ensure ODOT is following Oregon laws and requirements.
- Assist and encourage other state and local agencies to have Emerging Small Business programs.
- Ensure that opportunities are available statewide to a diverse pool of businesses.
- Ensure that Emerging Small Businesses can compete fairly for ODOT funded projects.
- Ensure that only eligible firms can participate in the Emerging Small Business program.
- Help develop firms so that they can compete outside of the Emerging Small Business program.

[Learn More](#)

Title VI

ODOT complies with Title VI of the Civil Rights Act and other federal nondiscrimination statutes which prohibit discrimination based on race, color, national origin, age, disability or gender in ODOT's programs, activities, services, operations, delivery of benefits or opportunities to participate.

In an effort to provide equitable access, ODOT provides accessibility aids, translation and interpretation services for public ODOT events and vital documents upon request. The public can get these services by providing reasonable advanced notice, at no charge to the individual.

[Request a Program List](#)

Intermodal Civil Rights

The Intermodal Civil Rights Program makes sure that public transportation and passenger rail programs comply with civil rights laws and executive orders that prevent discrimination in programs that receive federal money. The Intermodal Civil Rights Program works with other programs in the Office of Civil Rights to keep ODOT following civil rights laws and policies. Learn about our program objectives.

[Learn More](#)

Equal Employment Opportunity Contractor Compliance

The Oregon Department of Transportation is committed to equal opportunity in hiring and awarding contracts. ODOT promotes equal opportunity within its own workforce and with the workforce of contracted employers who provide services for the agency.

[Find Out More](#)

Workforce Development

ODOT is training future highway workers that will fill vacancies in the construction industry. By partnering with local nonprofits and Pre-Apprenticeship Programs, we're poised to meet today current demands. Get a list of programs ready to work with you.

[Get the List](#)

**STAY
CONNECTED**

OCR's Equity Line E-Newsletter

[Sign Up](#)

ODOT Mission Statement | We provide a safe and reliable multimodal transportation system that connects people and helps Oregon's communities and economy thrive.

ODOT is an Equal Employment Opportunity and Affirmative Action Employer. The content in this email is available by alternate means. Please contact our office at (503) 986-4350, or call statewide relay at 711 or via email at OCRINFOREQUEST@odot.state.or.us for assistance.



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