

Dallas/Fort Worth International Airport
 Small & Emerging Business Department
 Summer/Fall 2003

M/WBE: A Good Program Gets Better



The Airport Board of Directors has approved revisions to its Minority/Women Business Enterprise (M/WBE) program. The new M/WBE program represents the third revision since first established in 1987. It reaffirms the Airport Board's commitment to its policy of nondiscrimination through a positive and continuing program of specific policies and practices designed to ensure the full realization of equal opportunity in all of the Airport's contracting opportunities.

Some of the enhancements to the M/WBE program include areas such as the Airport Development Team (ADT) and the Airport Concessions Department (ACD). ADT and ACD will now have a more defined role in communicating with Small & Emerging Business Department to make upcoming contracting opportunities known to SEBD and to facilitate the participation of M/WBE contractors on guaranteed maximum construction and concession-related contracts.

New M/WBE annual goals will be set on the basis of all funds that the Airport expects to spend on contracts during the upcoming fiscal year. The annual goals will be expressed as a percentage of the total estimated dollar amount of all contracts and subcontracts to be awarded during the applicable fiscal year.

The Airport will continue to encourage, where economically feasible, joint ventures, teaming and mentor-protégé programs to ensure prime and subcontracting opportunities for M/WBEs on all eligible projects. And, to ensure that the prime contractor meets all its M/WBE obligations under contract, SEBD will review the contractor's M/WBE involvement through a series of steps during the life of the contract.

Specific documentation on good faith efforts, and pre-award M/WBE monitoring and reporting will be utilized to ensure that M/WBEs have a substantial opportunity to participate in contracting opportunities. Prime contractors will be required to submit forms to provide constant monitoring of the payments made to M/WBE subcontractors in relation to the percentage of work performed.

"Continuing to improve one of the best M/WBE programs in the country will take a team effort," says Don O'Bannon, Vice President of SEBD. "In order for these enhancements to be effective, three factors are a prerequisite: advance preparation of detailed cost estimates; a large pool of certified M/WBEs; and a concerted outreach regimen."

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DFW Airport Wins Greater Dallas Chamber Momentum Award



Accepting the Award are left to right; Ken Capps, Linda Valdez Thompson, Minerva Hernandez Hinkle, Don O'Bannon and William Johnson.

The DFW Airport Small & Emerging Business Department (SEBD) received an Award of Merit as a "community investor" from the Greater Dallas Chamber of Commerce. This award honors the company or organization having the greatest overall economic and community impact in North Texas.

The award was presented as part of the 2003 Momentum Awards established this year by the Greater Dallas Chamber to recognize businesses that have grown or excelled in 2003. DFW continues to explore and implement new and innovative approaches to gain even greater participation of M/WBE firms in the Airport's contracting opportunities.

Under the leadership of Don T. O'Bannon, Vice President of SEBD, the department has set new national standards for airports and industry in ensuring M/WBE participation.

"While the current economy remains soft and uncertain, the Airport, SEBD, and most importantly, its M/WBE constituents will continue to survive and thrive," says O'Bannon.

SEBD Forges Business Alliances



Developing Dallas/Fort Worth Partnerships

In an effort to strengthen its ties with the Airport's owner cities and the minority and women business community, the Small & Emerging Business Department (SEBD) kicked-off its first "Minority Chambers and Associations" informational meeting in April. Under the leadership of Don T. O'Bannon, Vice President of SEBD, the department has taken a proactive approach to open the lines of communication to the minority and women owned business community.

"The purpose of the Minority Chambers and Associations informational meetings is to focus on providing pertinent information that may impact the organizations' constituents on upcoming business opportunities," says Minerva Hernandez Hinkle, Assistant Vice President of SEBD.

O'Bannon explains further, "Through this new outreach function we will communicate directly with the chambers and associations in an effort to more effectively reach small businesses with Airport programs and contract opportunities."

The intended outcome of establishing the meetings provides a "win win" situation for the Airport, the chambers and associations. Potential Airport business opportunities will be outlined at the meetings, and the chambers and associations will provide the Airport with new business contacts for minority and women owned firms.

The minority chambers and associations comprise the following:

- American Indian Chamber of Commerce
- Black Contractors Association, Inc.
- Dallas Black Chamber of Commerce
- Fort Worth Hispanic Chamber of Commerce
- Fort Worth Metropolitan Black Chamber of Commerce
- Greater Dallas Asian American Chamber of Commerce
- Greater Dallas Hispanic Chamber of Commerce
- Greater Dallas Indo-American Chamber of Commerce
- Hispanic Contractors Association of DFW
- Tarrant County Asian American Chamber of Commerce

Joint Venturing Leads to Success



Marilou Martinez Stevens
President

Marilou Martinez Stevens landed her first contract with DFW Airport as part of a team with a much larger firm, thanks to the assistance of the Airport's Small & Emerging Business Department (SEBD). That relationship with SEBD, plus a lot of hard work, has helped Marilou Martinez Stevens, CPA & Associates, P.C., grow to become a full-service firm offering accounting and financial services, insurance, and investments.

Stevens' first contract with DFW was for financial auditing as part of a team with Emma Walker and KPMG. That contract was recently extended for another year. Stevens also worked on the feasibility study for the Airport's recent bond sale, working in a joint venture with Lee Fisher & Associates. SEBD referred Stevens to Lee Fisher & Associates based on her work on the first contract.

"The partnering and joint venturing through the M/WBE program is what has kept my firm alive," says Stevens. "I've been very thankful to the Airport SEBD because they continue to refer us."

Stevens grew up in a small Texas town where only one percent of the population is college educated. Her mother was a bookkeeper and her father was an accountant. Following in their footsteps,

Stevens studied accounting at The University of Texas at Austin and graduated with two degrees, one in accounting and a second in computer programming.

After college she went to work for one of the "Big 8" accounting firms, but found that she didn't like being a "house" accountant. So with a few years experience, then 26-year-old Stevens formed her own firm. Based in Fort Worth, Marilou Martinez Stevens, CPA & Associates, P.C., started out with the express purpose of educating small business owners in the community so they could make sound business decisions.

Although working with small businesses is still important to Stevens & Associates, early on Stevens realized that those clients alone could not fuel the growth of her firm.

Stevens made a name for herself in the community by teaching accounting classes at the Hispanic Chamber of Commerce. Through her connections at the Chamber, she began to pursue contracts with government agencies and large corporations, leading eventually to her work with the Airport.

"My first corporate contract was with Deloitte & Touche for a single audit. That led to more and more contracts. We became one of the premier companies to do the single audit and the financial audit. We have done work for Dallas County, Tarrant County, Dallas Independent School District, Fort Worth Independent School District, the City of Dallas and the City of Fort Worth."

Stevens advises other M/WBE firms to concentrate on doing quality work and be persistent in their pursuit of contracts. "Do not be afraid to approach larger companies for potential partnering and joint venturing opportunities," says Stevens. After all, look what has been done for this small-town Texan.

Priority Asset Protection



Priority Asset Protection (PAP) is a security services firm, providing security guards under a subcontract with Austin Commercial for the Terminal D construction project. "PAP has approximately 20-25 employees on the project with three to nine employees on the Terminal D site 24 hours a day, 365 days a year," explains Kenneth L. Mack, P.C., the owner of PAP.

"This contract is for five years, so it is the biggest and longest-term piece of work my company has done so far," Mack explains. "This has been a very good learning experience for us. It has given us confidence in our abilities to handle large contracts." PAP has been in business since 1998 and started working at DFW Airport in April 2001.

When Mack started his business, he never had the need to be bonded. PAP had done work for the FAA, Texas National Guard, Texas Department of Transportation, DART, etc. None of these companies required bonding. When it came time to bid on the subcontract for Terminal D, the Airport required bonding.

Priority Asset Protection then became the first minority company to go through the Surety Support Program (SSP) at the Airport. The program is sponsored by the Small & Emerging Business Department (SEBD).

Being the first company in the program, there were many kinks to be worked out, but ultimately PAP obtained the necessary bonding for the Terminal D project. Mack says, "We successfully overcame every 'kink'. I'm really grateful and thankful for those two programs, the SEBD and SSP, because I truly believe without them, I probably would not be on the Terminal D site today."

Upcoming Business Events

Twenty-first Annual MEDWeek Conference
 U.S. Department of Commerce, Minority Business Development Agency
 September 25 - 26, 2003 - Hyatt Regency Downtown, Dallas, Texas
 Contact Rita Gonzales at RGonzales@mbda.gov or at 214 767 8001

Eighth Annual Hispanic Contractors Association de Tejas Conference
 September 25 - 27, 2003 - The Sheraton Gunter Hotel, San Antonio, Texas
 Contact the San Antonio Hispanic Contractors Association Chapter at 210 441 1100
 or at www.hcasa.com for more information

Eleventh Annual American Indian Chamber of Commerce Banquet
 October 2, 2003 - Arlington Convention Center, Arlington, Texas
 Contact the Chamber for additional information at 817 429 2323

First Annual Dallas Alliance for Business Development Super Fair
 November 7, 2003 - Dallas Conventon Center, Dallas, Texas
 Contact Minerva Hernandez Hinkle at 972 574 4417 or at mhhinkle@dfwairport.com

Upcoming Contracts

For additional information on North Central Texas Regional Certification Agency (NCTRCA) visit the agency's web site at www.nctrca.org or call 817 640 0606.

Contract	Job Description	Contact	Phone No	Bid Due Date
242897	Sand Spreader	K. Foster	972 574 3310	9/10/03
242904	Seating for Airport Terminal (approx. 80 each 4-seat units)	K. Foster	972 574 3310	9/10/03
7003486	Food Court Maintenance & Trash Removal Services	J. Dale	972 574 3310	9/10/03
7003534	Disposal for Contaminated Soil	K. Humble	972 574 3310	9/10/03
7003535	Inspection & Evaluation Services of Pavements	E. Dunagan	972 574 3310	9/10/03
7003536	Mystery Shopper Services	J. Dale	972 574 3310	9/10/03
7003537	Airport Train Bus Backup	J. Dale	972 574 3310	9/10/03
9001683	AOC/EOC Facility Construction	B. Ellis	972 574 3634	October 2003

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