

Virginia Department of Minority Business Enterprise

**DMBE**  
**Spotlight**

*A Year of Shining Success*



## Director's Message

**IN FISCAL YEAR 2012**, Virginia spent over two billion dollars with Small, Women-owned and Minority-owned (SWaM) businesses. Small businesses around the nation create the largest number of new jobs. The same is true in Virginia. As Virginia seeks to meet the needs of small businesses, the Department of Minority Business Enterprise has a powerful mission: to assist the state's SWaM and service disabled veteran-owned businesses in competing effectively in the Commonwealth and the national marketplace.

In response to Governor McDonnell's agenda of maximum job creation and the elimination of unnecessary governmental regulations, the Department has refined its processes. Every effort has been made to remove barriers to competition and to improve efficiency so that each business has a productive experience with the Commonwealth's procurement process. Here are a few of the Department's major changes:

- An improved internal database that captures and reports data quickly.
- A streamlined certification process that makes certification more efficient.
- The refinement of a micro-loan program to make it more suitable for small businesses.
- Creation of the DMBE DIALOGUE, a newsletter that reports on current initiatives and key programs of importance to the business community.
- Creation of an Interdepartmental Advisory Board composed of several state agencies dedicated to developing best practices in procurement for state agencies and institutions of higher education.

- One-on-one business and technical assistance to all certified firms, which includes training on Virginia's electronic procurement portal (eVA).
- Development of a state of the art and nationally recognized Dashboard for more detailed expenditure data, including subcontractor utilization statistics and greater transparency in SWaM agency goals and performance.

DMBE has proudly become the central station for business connections and has over the past two fiscal years sponsored some of the most significant business procurement matchmaking conferences in the state's history. At DMBE, we recognize that a diverse business base is vital to the growth of the Commonwealth and that a healthy Virginia is one that is comprised of thriving small, women-owned and minority-owned businesses.

Please join us in our efforts to accomplish this "Mighty Work" before us.

I look forward to our continued progress in increasing the participation of our SWaM businesses in the procurement process.

Sincerely,

*Ida Outlaw McPherson, Director*



## Rise in SWaM Certifications for Small, Women-Owned and Minority-Owned Firms

### DMBE CERTIFIED SMALL, WOMEN-OWNED, AND MINORITY-OWNED BUSINESSES

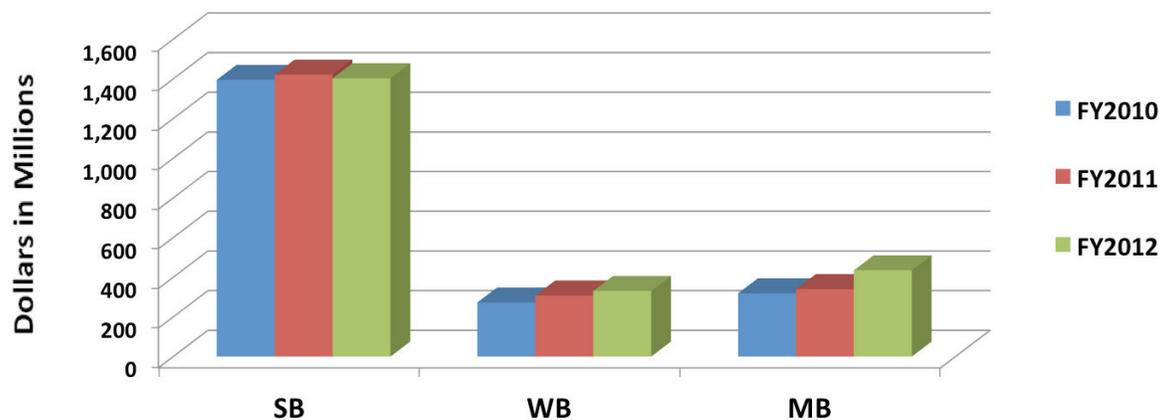
**Minority-Owned** | 6,796

**Small** | 8,974

**Women-Owned** | 5,384

**Grand Total** | 21,154

## Rise in Commonwealth's Expenditures with Small, Women-Owned and Minority-Owned Firms



**\$2.2 Billion Spent in FY 12  
With SWaM Companies**

# Team Henry Enterprises, LLC



*“Being SWaM certified has placed Team Henry in a key position as a transportation contractor.”*



**IN 2006, DEVON HENRY DECIDED** that being a successful employee was no longer enough. He wanted more and wanted to run his own construction services company. He acquired a company that focused on construction, site preparation, erosion and sediment control and launched Team Henry Enterprises. Operating from Newport News, Virginia, Team Henry started small, gaining necessary experience and earning a positive reputation. Over time Team Henry’s operation expanded and now includes marine, environmental, and emergency response services. Under Henry’s leadership, Team Henry has played a central role in projects involving wetland mitigation, sound barrier wall building, and roadside development.

Early on, Henry looked for help in building his business. He was part of the inaugural graduating class of the VDOT Business Opportunity and Workforce Development (BOWD) Center as result of a referral from DMBE. With VDOT’s help, Henry attended the Transportation

Construction Management Institute at Virginia Tech. This extensive course directly helped Team Henry’s image in the industry and the company became a “known commodity” within the transportation world.

The company is equally grateful to DMBE for facilitating matchmaking sessions and seminars that have allowed it to meet potential partners and clients and for assistance with helping the company position itself for greater bonding capacity.

Team Henry considers finding projects and teaming up with other small companies key to its growth. Now with offices in multiple states, including North Carolina, Florida, and DC, Team Henry is continuing to expand and has been approached by other firms to work on projects in Brazil and Africa. Henry plans to expand the company such that it becomes a full service general contracting firm.

Company | **Team Henry Enterprises, LLC**

Name | **Devon M. Henry**

Position | **CEO & President**

Founded in | **2006**

Main Location | **Newport News, VA**

Website | [www.teamhenryent.com/news.html](http://www.teamhenryent.com/news.html)

Initial SWaM Certification | **August 2006**

# Athena Construction Group



*“DMBE staff is dedicated to helping us raise our profile.”*



**ATHENA CONSTRUCTION GROUP**, headquartered in Dumfries, Virginia, holds the distinction as the Nation’s only Service Disabled Veteran Owned (SDVOB), Woman Owned (WOSB), HUBZone and SWaM-certified general contractor. Founded in 2003, Athena has developed a reputation for expertise in interior renovation and “boutique” projects for hospitals, large scale public projects, and high profile federal projects performed under demanding circumstances. President Amber Peebles and company founder, Melissa Schneider, provide strong leadership that has propelled the company into the national spotlight. The company won the American Express Open Victory in Procurement (VIP) Contractor of the Year in 2012 and was selected to participate in the prestigious AT&T Operation Hand Salute Program.

Early on, Athena’s management recognized the importance of obtaining access to resources and “relationship capital.” They became SWaM certified in 2007. Peebles, who joined Athena in 2008, considers such relationships to be “key” to the company’s future success. “All our relationships — bonding, insurance, financing — were generated via

referrals from other businesses with which we have good relationships.” Athena Construction has already expanded operations beyond the Commonwealth, and is currently working from “coast to coast.” The company’s plans for continued growth include leveraging management’s skills and the company’s status as an SDVOB, SWaM, WOSB, and HUBZone construction company to diversify into areas that are complementary to current core capabilities.

Among its goals is the specific intent to increase the company’s revenue stream so that it can continue to hire skilled disabled veterans. “Growth requires capital,” Peebles acknowledges, “and Athena is very fortunate, as a Virginia-based business, to have access to DMBE’s resources, such as the Access to Capital for Entrepreneurs (PACE) Program.” Knowing programs like this are available allows management “to consider a much wider array of options.”

In 2013, Athena celebrates ten years in business and six years of a wonderful relationship with the Virginia Department of Minority Business Enterprise.

Company | **Athena Construction Group**

Name | **Amber Peebles**

Position | **President**

Founded in | **2003**

Main Location | **Dumfries, VA**

Website | **[www.athenaconstructiongroup.com](http://www.athenaconstructiongroup.com)**

Initial SWaM Certification | **October 2007**

# Landivar & Associates, LLC



**LANDIVAR**  
& ASSOCIATES, LLC

*“DMBE has a wealth of knowledge and is always there when I need them.”*



## **ANTONIO LANDIVAR FOUNDED**

Landivar & Associates, LLC in 2002 to support mechanical subcontractors with architectural projects. Since then, Landivar & Associates has expanded its operations in general construction, interior renovations, especially research laboratory renovations, government building services, construction project management, and subcontracting. Over the years Antonio has formed a talented team that has allowed Landivar & Associates to grow and establish itself as a highly recognized company in its industry.

Like many small start-ups, initially Landivar & Associates encountered difficulty in obtaining capital. Rather than becoming discouraged, Landivar turned to DMBE for information about the financing process and how to demonstrate the company's capabilities in order to access capital. He utilized DMBE's resources, attended seminars and found other events and gatherings where he could share experiences and information with other small business owners. Later, when Landivar & Associates needed to obtain additional bonding

to grow, the company sought DMBE's assistance. Using DMBE online resources, Landivar learned how to position his company more favorably, identified potential sources for bonding, and secured the bonding.

Landivar is a “huge fan” of DMBE's events and seminars. He credits a DMBE seminar in Richmond with teaching him about the benefits of eVA, Virginia's electronic procurement system. Since then, the eVA website has become a valuable resource to help Landivar & Associates bid on projects that are suited for a small business. Landivar & Associates has made several important initial contacts with clients and potential partners through DMBE-sponsored matchmaking events.

Landivar has learned the value of relationship building and networking and the company is a proud member of the Greater Washington Hispanic Chamber of Commerce. Antonio Landivar encourages other small businesses to explore the resources of the DMBE offices and networking opportunities offered for small businesses.

Company | **Landivar & Associates, LLC**

Name | **Antonio Landivar**

Position | **Managing Member**

Founded in | **2002**

Main Location | **City of Alexandria, VA**

Website | **[www.landivarassociates.com](http://www.landivarassociates.com)**

Initial SWaM Certification | **April 2008**

# eHealthObjects, Inc.



*“Director McPherson has graciously promoted eHealthObjects’ services to other government agencies.”*

**SANJAY MITTAL AND SUNITA GUPTA** started eHealthObjects in 2006 to fix a near-universal problem — fragmented and costly Health IT systems. After four years of research and development, they created programs that allow for the maintenance and secure exchange of patient health records, facilitate automation in operations of ambulatory and inpatient health settings, and provide comprehensive disease and case management solutions.

When Mittal and Gupta realized they needed help finding capital to bring their products to market, they turned to DMBE. Quickly Director McPherson and her staff introduced them to several banks with programs that could address eHealthObjects’ capital needs. The Department’s support for eHealthObjects’ marketing needs was equally strong. DMBE made available to Mittal and Gupta training opportunities, DMBE-sponsored seminars, matchmaking sessions, and business introductions.

The company credits this type of exposure to its ability to gain new clients and partners.

“Virginia is by far one of the most business friendly states in the nation. We are very proud to have chosen the Commonwealth to be our headquarters.”

A member of the Virginia Asian Chamber of Commerce and a recipient of the Chamber’s Vanguard Award of the Year (2011), Mittal sees the success of the company as proof of the business environment in his community. eHealthObjects currently has state agency clients in six states, including Georgia and Maryland, as well as private contracts across the country. With a solid platform that includes a good client base and a terrific team, Mittal plans to further expand services to neighboring state agencies, more private companies and then globally.

To show their gratitude to the Commonwealth and the people that have assisted in the growth of eHealthObjects, the company does not use offshore resources and employs local Virginia talent.



Company | **eHealthObjects, Inc.**  
Name | **Sanjay Mittal, Sunita Gupta**  
Position | **Chief Executive Officer, Chief Operating Officer**  
Founded in | **2006**  
Main Location | **Richmond, VA**  
Website | **[www.ehealthobjects.com](http://www.ehealthobjects.com)**  
Initial SWaM Certification | **October 2010**

# Hughes Capital Management, Inc.

HUGHES CAPITAL MANAGEMENT, INC.

CREATING OPPORTUNITY THROUGH INVESTMENT EXCELLENCE

SINCE 1993

FIXED INCOME ASSET MANAGEMENT

*“DMBE is an invaluable resource for all Virginian small businesses.”*



**IN 1993, FRANKIE HUGHES**, a well-respected investment officer with entrepreneurial experience, obtained the seed capital to start Hughes Capital Management (HCM) via a small network of satisfied clients. Leveraging her network, Hughes arranged a contract with a bigger investment firm that allowed her to finance her small company. HCM is now a registered investment advisor that provides asset management and investment services to institutional clients, including state and local governments, private companies, jointly trusteeed plans, foundations and endowments.

Gaining a client's trust to invest their money is "time intensive," Hughes confesses. Fortunately, six years ago, Hughes attended several DMBE-sponsored events that taught her the benefits of the SWaM program. Thanks to SWaM certification, HCM has benefited from strong relationships as a member of the "DMBE family." For HCM, SWaM match-making events have helped to open doors to business with potential

partners and facilitated introductions to larger corporations and decision-makers from state and local agencies. "This initial contact in a respected sphere is a vital base for the deep-rooted relationship that HCM needs to establish with each potential client."

The SWaM matchmaking events are just one of the many DMBE assets HCM has leveraged. Through a DMBE-sponsored training conference on Access to Capital with a local bank, HCM was introduced to a management specialist. As a result, HCM was able to develop a plan to use its economic resources to facilitate growth and stability.

Hughes credits "persistence" as the secret to HCM's endurance for twenty years and describes DMBE as "persistent" in its focus on its own mission to help small businesses grow.

"The determination to always help small business is what makes DMBE an invaluable resource to all small businesses." For that reason, HCM plans to keep its relationship with DMBE central to all its business strategies going forward.

Company | **Hughes Capital Management, Inc.**

Name | **Frankie Hughes**

Position | **President and Chief Investment Officer**

Founded in | **1993**

Main Location | **Alexandria, VA**

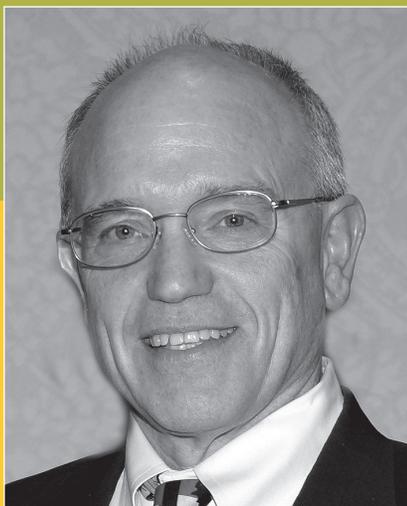
Website | **[www.hughescm.com](http://www.hughescm.com)**

Initial SWaM Certification | **August 2006**

# Wordsprint, Inc.



*“The Seminars sponsored by DMBE were easily accessible and extremely helpful.”*



**A DEVOTEE OF THE WRITTEN WORD,** Bill Gilmer started Wordsprint, Inc. in 1986 to fill a local need for a printing company that could offer graphic design and marketing assistance. Wordsprint weathered dramatic changes in client needs and industry patterns that caused many other small businesses to flounder. Wordsprint, however, overcame the challenges by studying trends, anticipating change, and embracing new opportunities. Rather than accepting a shrinking market for mailing services in the 1990s, the company evolved to acquire the staff and experience needed to manage marketing and fundraising campaigns.

Gilmer attributes much of Wordsprint's success to its close relationship with DMBE. It was through DMBE's seminars that Gilmer learned about the benefits of being SWaM certified. He turned to DMBE staff members for assistance in applying for SWaM certification and has been SWaM certified since

2005. “Certification is a valuable tool,” Gilmer acknowledges. It has given Wordsprint the opportunity to bid for projects for small businesses.

Through DMBE, he learned of eVA, Virginia's electronic procurement portal, which has helped Wordsprint acquire new clients far beyond the Wytheville community. Now, Wordsprint has close working relationships with community colleges and universities, as well as other government agencies headquartered in Richmond.

“When you call the DMBE office you get a real person willing to help you and answer your questions.”

Gilmer plans to expand marketing sector operations as part of the company's natural growth. He knows that growth takes time and anticipates turning to DMBE's staff for advice and support during the expansion.

Company | **Wordsprint, Inc.**

Name | **Bill Gilmer**

Position | **President**

Founded in | **1986**

Main Location | **Wytheville, VA**

Website | **[www.wordsprint.com](http://www.wordsprint.com)**

Initial SWaM Certification | **June 2005**

# Ty's Hauling and Paving, Inc.



*“Above all,  
[DMBE is]  
easy to reach —  
if you call,  
they answer.”*



**AS A CHILD, MALCOLM THOMAS DREAMED** of owning a hauling and paving company. In 1994, after gaining experience in the sector, Thomas started Ty's Hauling and Paving, Inc. Although his company was small and the name was not yet well known, Thomas worked to create opportunities for Ty's to expand its services beyond hauling aggregate materials to grading and paving. The company eventually began to perform snow removal services, site preparation, and demolition.

Thomas believed that it would be critical to compete with bigger companies. DMBE sponsored events offered Thomas connections with other businesses and helped create some of its strongest working relationships. As a result, a majority of the company's business is now generated by referrals.

DMBE events also clarified the importance of SWaM Certification

and eVA — Virginia's electronic procurement system. The advantages were immediate. SWaM certification enabled Ty's to bid on projects set-aside for small businesses, and eVA enabled Ty's to expand beyond its immediate geographic area by winning projects across Virginia. According to Thomas, the staff at DMBE have been “without a doubt, great at helping Ty's and are a resource that every small business should use. Above all, they are easy to reach — if you call, they answer.”

Ty's Hauling and Paving is proud to be headquartered in Richmond, Virginia and credits hiring local talent as important to its success and its future. Ty's Hauling and Paving is also proud to have secured contracts with many government agencies, including VDOT, the State Capital, and Virginia's DMV headquarters.

Company | **Ty's Hauling and Paving, Inc.**

Name | **Malcolm Thomas**

Position | **President / CEO**

Founded in | **1994**

Main Location | **Richmond, VA**

Website | **[www.tyshaulingandpaving.com](http://www.tyshaulingandpaving.com)**

Initial SWaM Certification | **February 2006**

# THE NEW DMBE: *More Efficient — More Results*

## 2011–2012 DMBE HIGHLIGHTS

### ONE AGENCY FIVE MAJOR EVENTS UNLIMITED

#### Business Matchmaking Opportunities

University of Richmond | **The Private/Public Partnership**  
James Madison University | **The Trailblazing Event**  
VITA & Northrup Grumman | **The IT Conference**  
Hampton Roads Seven Cities | **The Summit**  
E.V. Williams | **The Red Carpet Open House**

#### UPCOMING MATCHMAKING EVENTS

Hampton University | March 2013  
Norfolk State University | June 2013  
Virginia State University | To be Announced  
City of Virginia Beach Expo | To be Announced



### 2012 SWAM CHAMPIONS

**David James, Director of Contracts and Real Estate  
and Patty Wilson, Procurement Manager  
of the Virginia Port Authority**

*Pictured are from left to right: David James, Ida McPherson – Director of DMBE, Rodney Oliver – Interim Executive Director of Virginia Port Authority, and Patty Wilson*

#### Other 2012 Achievement Award Winners:

Department of Correctional Education  
Department of Corrections — Haynesville Correctional Center  
Department of Corrections — Mecklenburg Correctional Center  
Department of Historic Resources | Department of Military Affairs  
George Mason University | Radford University  
State Council of Higher Education for Virginia  
Virginia Commonwealth University | Virginia Department of Taxation  
Virginia Museum of Natural History | Virginia Port Authority



**2012 SWaM Program Pacesetter of the Year**  
Doug Crenshaw & Jim McKenzie & the SCM Team  
Virginia Information Technologies Agency



**2012 SWaM Program Leader of the Year**  
Keith Gagnon | Virginia Community  
College System



**2012 Agency SWaM Innovation and  
Best Practices Award Winner**  
James Madison University | *Pictured is:*  
Katie Weaver, Administrative & Technical Team  
Manager, Procurement Services of JMU

## SPECIAL THANKS TO OUR 2011–2012 PARTNERS

W. M. Jordan | E.V. Williams | BFE Enterprises | Bay Electric | Virginia State University  
Cities of Virginia Beach, Hampton, Chesapeake, Petersburg, Lynchburg, Danville, Colonial Heights  
Counties of Chesterfield and Fairfax

## Visit Us

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1992 S. Military Hwy  
Chesapeake, VA 23920

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*Call for appointment*

### Virginia Beach Office

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*Call for appointment*

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*Call for appointment*

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Fairfax, VA 22030

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*Call for appointment*

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200 Learner Lane  
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*Call for appointment*

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Lynchburg, VA 24501

**Phone** | 434.385.0881

*Call for appointment*



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A Virginia SWaM Certified Company