

Rebecca Johnson Honored!



Governor Judy Martz presented Rebecca Johnson with a nomination award for her leadership in developing the DBE Supportive Services Program.

The award from the Interdepartmental Coordinating Committee for Women (ICCW) was created to recognize individuals in the public and private sector who have outstanding leadership qualities, who recognize the value of women in the workplace, and who actively encourage women to move forward and upward.

DBE SUPPORTIVE SERVICES

SURVEY

The MDT DBE Supportive Services Office recently emailed an electronic survey to the Montana DBE-certified companies asking for your feedback on the services we provide to you. Please fill out this survey as the information you provide will assist with the growth of the program in meeting your needs.

If you have not received the survey, you can access the survey form through the Civil Rights web site

www.mdt.state.mt.us/civilrights/

scroll down to Disadvantaged Business Enterprise Supportive Services (DBE/SS) Program section and click on DBE Supportive Services Survey or call our office 800-883-5811 for a copy. Thank you.



Way to go!

These companies achieved high DBE participation on their awarded MDT highway construction projects with 0.0% project specific goals on the last bid letting!

JTL Group, Inc., Belgrade 15%

United Materials of Great Falls, Inc. 6.63%

Upcoming Dates

Next MDT Bid Letting is June 24, 2004

(Advertised May 27, 2004)

INVITATIONS TO BID

**Runway Lighting Rehabilitation and Navigational Aids Project
Sidney-Richland Airport**

**DBE Project Goal is .54%
Bid Date: June 10, 2004**



**Runway, Taxiways and Apron Pavement Rehabilitation Project
Ekalaka Airport—AIP 3-30-0025-003**

**DBE Project Goal 8.19%
Bid Date: June 15, 2004**

For copies of plans and specifications on both projects contact
Kadmas, Lee & Jackson, Inc. at 701-355-8400

DBE GOAL & PARTICIPATION... (For Federal-Aid MDT Projects)



FFY 2004 DBE GOAL IS 6.29%

FFY 2004 DBE PARTICIPATION IS 7.71%

MDT has posted this information on the Contractor's System web page at

<http://www.mdt.state.mt.us/ctrct/contract.htm>

MONTANA DBE COMPANY MONTHLY UPDATE

New Certified DBE Companies

C.W. Brown Architectural History Consulting	Christine Wiltberger	Helena, MT	Evaluation and Inventory of historic properties, historical research, National Register of Historic Places nominations
---	----------------------	------------	--

Recently Re-Certified DBE Companies

Hardrives Construction, Inc.	Jim Bailey	Billings, MT	Grading, pipe, excavation, culvert installation, places dirt & aggregate, asphalt paving, concrete forming and finishing.
------------------------------	------------	--------------	---

As Read MDT May 27, 2004 Bid Letting Results

Project Title and #	Prime Bidder	Low Bid Amount	DBE Participation Dollars / %	
NH 57-5(24)212 F Jordan-East	Riverside Contracting, Inc.	\$ 11,126,657.52	\$ 480,683.00	4.32%
STPP 18-2(14)31 Rock Springs - N & S	M K Weeden	\$ 8,725,914.52	\$ 359,860.61	4.12%
NH-STPE 5205(18) Northeast Bypass - Great Falls	United Materials of Great Falls	\$ 6,656,254.59	\$ 532,706.20	8.00%
STPP 27-2(16)36 Baker-North	Prince, Inc.	\$ 2,111,111.11	\$ 297,917.50	4.48%
STPP-STPHS 14-1(17)11 Deep Creek Canyon	Schellinger	\$ 1,520,497.00	\$ 463,796.02	30.50%
CM 1807(8) / IM 115-2(8)0 Continental Drive - Butte/Butte-West	Jim Gilman Excavating, Inc	\$ 917,201.99	-	0.00%
CM 1012(3)/CM 1029(2) Wicks-Governors to Main - Billings	Empire Sand & Gravel Company	\$ 845,400.00	\$ 52,366.00	6.19%
STPHS 5-2(99)37 Turn Bays - Ninepipe	Frontier-West, LLC	\$ 1,221,802.02	\$ 17,970.19	1.47%
CM 5707(3)/CM 5709(7) 10th St-1st to 5th Ave/13th st-Monroe to 1st	Bill Baltrusch Construction Co., Inc.	\$ 418,612.95	-	0.00%
STPHS 0002(645) 1998-D1-Slope Flat & Guardrail	United Rentals Hwy Tech	\$ 196,586.59	-	0.00%
NH 1-6(50)383 14th Ave Signal - Havre	Central Electric, Inc.	\$ 144,910.10	\$ 14,889.70	10.28%

DBE COMPANY SPOTLIGHT

Newly Montana DBE-certified Promark, Inc., is a woman-owned business enterprise and was incorporated in Montana 1996. The business currently offers the following services using the state-of-the-art equipment::



- Paint striping
- Line removal
- Crack sealing
- Epoxy striping
- Traffic control (limited)

Promark, Inc.'s owner, Merritt Rogers prides herself on having a family-oriented business and is very committed to her employees. She have 30 full-time dedicated seasonal workers.

Promarks, Inc. current projects include airport and highway Construction and is working in Western Montana, Idaho and Wyoming.



PO Box 1238 * 11890 US Hwy 93 South * Lolo, MT 59847
Phone number: 406-273-4622 Email: merritt@promark.myrf.net

FREE Monthly Highway Construction Bid Disk

Get on the mailing list to receive a monthly CD with that month's bid packages (includes plans/proposal for all projects to be bid plus the bid disk information), also includes files of detailed drawings and specification books. Ask Lori Stanich to include you on this mailing list at 406-444-6216 or lstanich@state.mt.us

Quote of the Month

"Hide not your talents. They for use were made.
What's a sundial in the shade."

Benjamin Franklin

MDT Contractor's System Page Question & Answer (Q&A) Forum

MDT posts questions and answers regarding each project that is being bid that month on the Q&A Forum web site. Q&A is updated every day up until 5:00 pm on the Wednesday before the bid letting. Contractors can submit questions until the Monday at 10:00 am before the bid letting via this web page.

Remember, this Q&A should be checked daily to consider any possible changes to your quote or bid. The Q&A Forum can be found on the Contractor System web page at <http://www.mdt.state.mt.us/cntrct/contract.htm> (click on Question and Answer Forum under Contractor's System title).

Friendly Reminder -



Watch for overweight trucks on MDT highway construction projects.

TRAINING VIDEOS

are available through the DBE Library....

Call our office to check out one of these videos

800-883-5811

"The one thing you never get to do as a leader, is watch yourself lead." **-Would I Follow Me? video**

Would I Follow Me?

The video, "**Would I Follow Me**" demonstrates one leader's behavior and the results in two different situations. Viewers will learn effective leadership behaviors and appreciate the impact those behaviors have on the success of their work group.

"The number one reason why people thrive in an organization is their immediate supervisor. It's also the number one reason they quit." **-Gallup Organization Study**

Would I Work Me?

The video, "**Would I Work For Me?**" demonstrates a supervisor's behavior in realistic situations—first as a newly appointed supervisor, and then as a more experienced manager who has learned from his mistakes. Viewers will learn eight effective management skills that improve motivation, productivity and the bottom line—this is essential training for all managers and supervisors.

Summary of Loans available to Small Businesses in Montana

Go to Small Business Development Center (SBDC) first, talk to advisor about everything you need to know to prepare for requesting a loan from a bank, how to prepare a business plan, how to project income and expenses, how to complete a cash flow statement, complete a market analysis and plan, complete financial statements, how much money you need to borrow, etc. See list for closest SBDC.

Go to local banks for a possible conventional loan, Board of Investment I Loans such as Federal Guarantee Purchase (SBA-guarantee loans), Loan Participation Program, and Value-Added Program (based on creation or retention of 10 jobs).

If you are unable to secure a loan through the bank, go to your nearest Montana MicroBusiness Development Corporations (MBDC). See list for closest MBDC. You may also want to contact your local Chamber of Commerce and learn of all business centers that offer loan programs. Most of the MBDCs have similar loan programs, but at the same time have individual loan programs set up for only their community. Sample loan options through Economic and Community Development Organizations are:

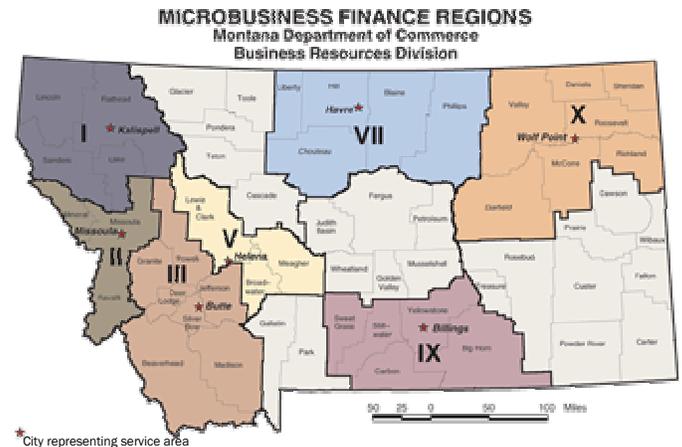
MicroBusiness Finance – maximum of \$35,000, 8% and up interest rate, Loan and application fees vary by location.

USDA Intermediary Re-lending Program – maximum of \$187,500, 7% and up interest rate, \$50 loan application fee and 1% loan origination fee.

City and County Loan Programs – find out what your local area has available.

DEQ Alternative Energy - \$10,000 per applicant, 5.5% fixed interest rate, \$50 loan application fee FOR INDIVIDUALS, \$100 FOR JOINT APPLICANTS, 2% loan origination fee.

CDBG (Community Development Block Grant) – grant to local government to stimulate economic development, Minimum 4 points below current money center prime rate quoted in Wall Street Journal, no less than 4%, maximum 10%, usually 6%, \$400,000 to local government (city/county) that loans to small businesses, Loan is paid back to local government and they loan to another business in local area. must have 51% of jobs created for low/moderate income persons, \$25,000 per job created. Business requests are handled twice a year. Contact Gus Byrom, gbyrom@state.mt.us, 841-277, MT Department of Commerce CDBG. The community development block grant (CDBG) program is a federally-funded grant program designed to help communities with their greatest community development needs. All projects must be designed to principally benefit low and moderate-income families.



<p>Region I—Northwest Business Center Gay Winship Phone: 406-758-5404 Email: gwinship@kalhrdc.hhs.state.mt.us</p>	<p>Region II—MT Community Dev. Corp. Larry Williams Phone: 406-728-9234 Email: lwilliams@mtcdc.org</p>	<p>Region III—Headwaters RC&D Area, Inc. Janice Copeland Phone: 406-782-7333 Email: jcopeland@bigskyhds.com</p>
<p>Region IV—Gateway Econ. Dev. Corp. Shelia Jacobi Phone: 406-447-1510 Email: info@gatewayedu.org</p>	<p>Region V—Bear Paw Dev. Corp Sylvia Murray Phone: 406-265-9226 Email: smurray@bearpaw.org</p>	<p>Region VI—Gr. Northern Dev. Corp. Tracie Aguilar Phone: 406-653-2590 Email: taguilar@gndc.org</p>
		<p>Region VII—HRDC District VII Denise Jordan Phone: 406-247-4710 Email: djordan@bihrcd.hhs.state.mt.us</p>
<p>Individuals in these counties can Contact any Microbusiness Development Corporation office For details</p>		

Board of Investment Loans – Infrastructure Loan (must create at least 15 jobs, through local government), The objective of the board's in-state loan program is to diversify, strengthen, and stabilize the Montana economy. specifically, Montana law states that "the board shall endeavor to invest up to 25 percent of the state's coal tax trust fund in the Montana economy, with special emphasis on investments in new or expanding locally owned enterprises." to achieve this objective, the board has designed a series of loan programs that can be tailored to meet the individual needs of borrowers.

Infrastructure loan program funded from the permanent coal tax trust

- Loans to local government for infrastructure improvement used by basic-sector businesses.
- Business for which infrastructure is provided must create at least 15 full-time jobs.
- Loan sized at number of jobs times \$16,666-minimum loan size \$250,000.
- Business pays local government use fee, which is assigned to board for loan repayment.
- Use fee can be totally credited against Montana income taxes paid by business.
- Total amount available for this program is \$50 million

EDA Revolving Loan Fund – Local Development Organizations receive grant money for business loans. No statutory limit but typical funding amounts are generally between \$10,000 AND \$100,000 Create/retain jobs in economically distressed areas. Stimulate economic development objectives by strengthening the local economy, stimulating private investment & enhancing job opportunities. Fills a funding gap when alternative sources of public/ private financing are not available. Interest rate average 6% (subject to change) matching funds: 2:1 equity required: 20%

If business still has difficulty getting a loan, as a last resort MBDC/SBDC may refer them to Innovative Bank in Oakland, California. UP TO \$15,000 unsecured loan at 4.9% above prime VARIABLE interest rate. For more information, call for a copy of the MT Dept of Commerce Brochure or go to: www.commerce.state.mt.us or www.mtfinanceonline.com

Montana's DBE's on the Job

Jefferson City—Highway Project

Milling by Poteet Construction



Guardrail by OMO Construction



MDT Highway Construction Projects Invitation for Bids, Letting of May 27, 2004

For the most complete and timely bid information, go to the web site <http://mdt.state.mt.us/contract/contract.htm> and click on Invitation for Bids. While the newsletter has notices posted, do not rely on this information alone.

Sealed bids on the following projects will be received by the MDT-Highways Division, Contract Plans Bureau, Room 101, 2701 Prospect, Helena, MT until 9:00 a.m. on May 27, 2004, the bids being publicly opened and read thereafter at 10:00 a.m. in the Department's auditorium. Bid proposals, plans, cross-sections, dirt runs & erosion control plans if available, and full instructions to bidders are on file for examination and may be obtained from the Contract Plans Bureau at 406-444-6216, 6212 or 6215, TTY 406-444-7696, Fax 406-444-7236 or go to web site <ftp://ftp.mdt.state.mt.us/contract/orderform.pdf> for order form.

1. **Jordan – East. Federal Aid Project No. NH 57-5(24)212 F.** Grading, gravel, plant mix overlay, seal and cover, prestressed concrete structure, water and sewer, signing and electrical work on the Jordan - East project in Garfield County. DBE contract goal is 4.0%.
2. **Rock Springs – North & South. Federal Aid Project No. STPP 18-2(14)3.** Grade, gravel, plant mix bituminous surfacing and drainage on 18.3 kilometers on Rock Springs – North and South project on MT 59 in Rosebud County and Garfield County. DBE contract goal is 3.0%.
3. **Northeast Bypass – Great Falls. Federal Aid Project No. NH-STPE 5205(18).** Grade, PCCP, PMBS, storm drain, signing, lighting, traffic signals and landscaping on 3.2 kilometers of the Northeast Bypass – Great Falls project in Cascade County. DBE contract goal is 4.0%.
4. **Federal Aid Project No. STPP 27-2(16)36.** Digouts, leveling, plant mix bituminous surfacing overlay and seal and cover of 30.748 kilometers on the Baker-North project in Fallon County. DBE contract goal is 0.0%.
5. **Deep Creek Canyon. Federal Aid Project No. STPP-STPHS 14-1(17)11.** Plant mix surfacing overlay and seal & cover of approximately 19.7 kilometers on State Primary 14/US 12, Deep Creek Canyon in Broadwater County. DBE contract goal is 0.0%.
6. **Butte – West & Continental Drive – Butte. Federal Aid Project Nos. IM 115-2(8)0 & CM 1807(8) IM 115-2(8)0 –** Mill, plant mix overlay, seal and cover on 1.89 kilometers of the Butte – West project on I-115, also known as the Butte Spur in Silver Bow County. DBE contract goal is 0.0%.
7. **Wicks – Governors to Main – Billings & 6th Ave. N. – N. 7th to N. 27th - Billings. Federal Aid Project Nos. CM 1012(3) & CM 1029(2).** CM 1012(3) – Milling and bituminous plant mix overlay on 2.8 kilometers of Urban Route 1012, Wicks Lane in Yellowstone County. CM 1029(2) – Milling and bituminous plant mix overlay on 2.2 kilometers of Urban Route 1029, 6th Ave. North in Yellowstone County. DBE contract goals are 0.0%.
8. **Turn Bays – Ninepipe Federal Aid Project No. STPHS 5-2(99)37.** Widen, plant mix bituminous surfacing, seal and cover and sheet pile retaining wall on the Turn Bays – Ninepipe project in Lake County. The project is entirely within the boundaries of the Flathead Indian Reservation. MANDATORY PRE-BID CONFERENCE. DBE contract goals are 0.0%.
9. **10th St. – 1st to 5th Ave. – Havre & 13th St. – Monroe to 1st – Havre. Federal Aid Project Nos. CM 5707(3) & CM 5709(7)** CM 5707(3) - Plant mix overlay, seal & cover, sidewalk, curb and gutter on the 10th St. – 1st to 5th Ave. - Havre project in Hill County. CM 5709(7) – Plant mix overlay, seal & cover, sidewalk, curb and gutter on the 13th St. - Monroe to 1st - Havre project in Hill County. DBE contract goals are 0.0%.
10. **1998 – D1 – Slope Flattening & Guardrail Federal Aid Project No. STPHS 0002(645)** Slope flattening and guardrail at the following 3 locations: Location # 1 – South of Charlo on State Secondary Route 212 in Lake County. This location is within the Flathead Indian Reservation. Location #2 – Near Moiese on State Secondary Route 212 in Lake County. This location is within the Flathead Indian Reservation. Location #3 – Northeast of Missoula on State Highway 32200 in Missoula County, MANDATORY PRE-BID CONFERENCE. DBE contract goals are 0.0%.
11. **14th Ave. Signal – Havre Federal Aid Project No. NH 1-6(50)383.** Signal, median concrete curb and sidewalk, signing and pavement markings on the 14th Avenue Signal – Havre project in Hill County. DBE contract goal is 0.0%.

Introducing Montana Community Development Corporation (MCDC)

If you are considering a business start-up or expansion in the Missoula area, call MCDC first. MCDC works to find the financial and management solutions your business needs now.

They have experience with hundreds of businesses, both large and small, within the region. We can lend you \$1,000 to \$150,000 based upon the fund for which you qualify. If you need help with business planning or solving a particular business problem, staff from our Small Business Development Center can work with you. Montana Community Development Corporation is a private, non-profit organization. Our goal is to build western Montana's economy, working with new and expanding businesses. Your success in business helps sustain communities, and creates income opportunities for low and moderate income residents. We offer service in the following Western Montana counties: Missoula County, Ravalli County, Sanders County, Mineral County and South Lake County. 406-728-9234 ext 206 or www.mtcdc.org

More MT Contracting Opportunities

Hinsdale Wastewater System, Bid Due Date: June 16, 2004, WBE Goal 6.9% and MBE Goal 4.1%, Interstate Engineering 433-5617

Dry Wolf Campground Restoration, Stanford, MT, Lewis & Clark National Forest, R1-15-04-15, Bid Due Date: June 28, 2004. Dry Wolf Campground Restoration work consists of the reconstruction of twenty-two (22) camping sites including an existing group and day use site. Jan Wenaas at 406-791-7717, jwenaas@fs.fed.us
<http://www.eps.gov/spg/USDA/FS/03K0/R1-15-04-15/listing.html>

Spring Slide Bridge on the Flathead Presolicitation NF, R1-10-04-18, Flathead National Forest, Bid Due Date: July 8, 2004, Project consists of removal of twin 48" pipe removal, excavation, furnishing and placing riprap and crushed aggregate, precasting, and installing prestressed concrete panels and wingwalls, precasting and/or casting-in-place concrete caps and curbs, seeding and mulching of site. Barbara Venturini, 406-758-5318, bventurini@fs.fed.us
http://www.eps.gov/spg/USDA/FS/0385/RFQ_R1-10-04-18/listing.html

Four Wells North, Prairie County, MT, Presolicitation, ESQ040043, Bid Due Date: July 7, 2004, BLM, Furnish labor, equipment, supplies and materials to construct four wells. Estimated price range is between \$25,000 and 100,000. Charlene Gunther 406-896-5195 charlene_gunther@mt.blm.gov
<http://www.eps.gov/spg/DOI/BLM/MT/ESQ040043/listing.html>

Hand Tree Thinning, Presolicitation, RFQ-14-04-033, Bid Due Date: June 30, 2004, Kootenai National Forest, Libby, MT, 59923, 1076 acres (6 bid items) of hand tree thinning. Judi Foss, 406-283-7640, r1_kootenai_contracting@fs.fed.us
<http://www.eps.gov/spg/USDA/FS/03J1/RFQ-14-04-033/listing.html>

Hayes Creek Fuels Reduction Stewardship Project, Presolicitation, RFP-R1-16-04-599, Bid Due Date: July 2, 2004, Lolo National Forest, Removal of small non-commercial trees as well as merchantable saw timber, hand and machine piling, road blading, and installation of three temporary culverts on the Darby Ranger District, Bitterroot National Forest, Ravalli County, Montana. Diane Thompson, 406-329-3889, dkthompson@fs.fed.us
http://www.eps.gov/spg/USDA/FS/03R6/RFP_R1-16-04-599/listing.html

Kids Pipeline 2004, Custer and Prairie Counties, MT, Presolicitation, ESQ040041, Bid Due Date: July 6, 2004, BLM Montana, Furnish labor, equipment, supplies and materials to construct four livestock pipelines on BLM property. Charlene Gunther 406-896-5195 charlene_gunther@mt.blm.gov <http://www.eps.gov/spg/DOI/BLM/MT/ESQ040041/listing.html>

Road Blading, Presolicitation, Townsend, Helena, and Lincoln Ranger Districts, RFP-R1-12-04-011, Bid Due Date: July 6, 2004, Helena National Forest, Road maintenance on the Helena National Forest. Cindy Christophersen, 406-495-3719, cchristophersen@fs.fed.us <http://www.eps.gov/spg/USDA/FS/03H6/RFP-R1-12-04-011/listing.html>

Grouse Gulch Stream Restortation, Townsend Ranger District, Presolicitation, R1-12-04-007, Bid Due Date: June 30, 2004, Helena National Forest, Temporary Road Crossing, Removing hazard trees, laying back stream banks, installing 6 grade control structures, ripping and recontouring roads to match original ground profile, seeding the old road bed, placing erosion control mats and seeding disturbed area. Solicitation to be issued June 4, 2004. Mary Ball-Torok, 406-495-3761, mballtorok@fs.fed.us <http://www.eps.gov/spg/USDA/FS/03H6/R1-12-04-007/listing.html>

IFB40454, Phase 1 Remedial Action – Silver Bow Creek, Bid Due Date: June 17, 2004, Construct approximately 5.4 miles of haul road; excavating tailings/impacted soils; transporting and stockpiling materials; installing two (2) permanent modular steel bridges; installing one (1) reinforced concrete highway crossing; and installing one (1) reinforced concrete highway underpass. <http://www.discoveringmontana.com/doa/gsd/osbs/Results.asp?List=All>

Elmo Water and Wastewater Improvements, Pablo, MT, Salish & Kootenai Housing Authority, Indian Preference, Bid Due Date: June 23, 2004, Morrison Maierle 542-8880

Stevensville Accessibility Design/Build, RFP-R1-16-04-888, Bid Due Date: June 29, 2004, Bitterroot National forest, Ravalli County, MT, Design and construction of a reception counter/work space; removal of existing handicap ramp, design and construct new handicap ramp; design and construct roof over new ramp and re-roof entire Stevensville District Office; design and construct visitor parking, including 1 handicap accessible parking space; design and construct accessible ramp and install new ADA accessible doors on the Stevensville Ranger District. Diane Thompson, Procurement Technician, 406-329-3889, 406-329-3876, dkthompson@fs.fed.us http://www.eps.gov/spg/USDA/FS/03R6/RFP_R1-16-04-888/listing.html

North Entry Landscaping and Sign, STPE 5299(62) City of Great Falls, Bid Due Date: June 16, 2004, L'Heureux Page Werner, Great Falls, Great Falls engineering Office.

MDT CIVIL RIGHTS BUREAU

Leslie Wootan, Acting DBE Program Manager
lwootan@state.mt.us, 406-444-6337

Rebecca L. Johnson, DBE Supportive Services Manager,
rejohnson@state.mt.us (800) 883-5811

Elaine Hodgkin, DBE Supportive Services Assistant
Manager, ehodgkin@state.mt.us (800) 883-5811

Vicky Koch, Civil Rights Bureau Chief
vkoch@state.mt.us (406) 444-6335

Trudy Eaton, Civil Rights Bureau Administrative Asst.
trueaton@state.mt.us (406) 444-6331

Jim Phillips, EEO Compliance Specialist
jamphillips@state.mt.us (406) 444-6045

Bill Anderson, Title 6 Compliance Specialist
bianderson@state.mt.us (406) 444-6334

Alice Flesch, Acting ADA Coordinator
aflesch@state.mt.us (406) 444-9229

*2701 Prospect Avenue/PO Box 201001, Helena, MT 59620-1001, (406) 444-6331, Fax (406) 444-7685 TTY (800) 335-7592
www.mdt.state.mt.us/civilrights/ and click on Civil Rights Bu-*

Inside this issue:

Rebecca Johnson Honored, Upcoming Dates, Airport Projects, Way To Go—DBE Goals Achieved, DBE Goal & Participation	1
DBE Monthly Update, As Read Bid Results	2
DBE Company Spotlight, Question & Answer (Q&A) Forum, Watch for Heavy Trucks on Projects, MDT Highway Construction Bid Disk Every Month, Training Videos	3
Summary of Loans available to Small Businesses in Montana	4
Montana DBE's On The Job - Photos of MDT Jefferson City Highway Construction Project	5
MDT Highway Construction Projects Invitation for Bids— Letting of May 27, 2004, Introduction to MCDC	6
More MT Contracting Opportunities	7

250 copies of this public document were published and distributed at an estimated cost of 49 cents per copy for a total of \$122.50. MDT attempts to provide reasonable accommodations for any known disability that may interfere with a person participating in any service, program or activity of the Department. Alternative accessible formats will be provided upon request.



DBE Supportive Services, Civil Rights Bureau
Montana Department of Transportation
PO Box 201001
Helena, MT 59620-1001

