

CAPACITY BUILDING MENTORSHIP PROGRAM

Ceremony & Recognition Day-2025

March 7, 2025

Friday, 1:00 -2:30PM

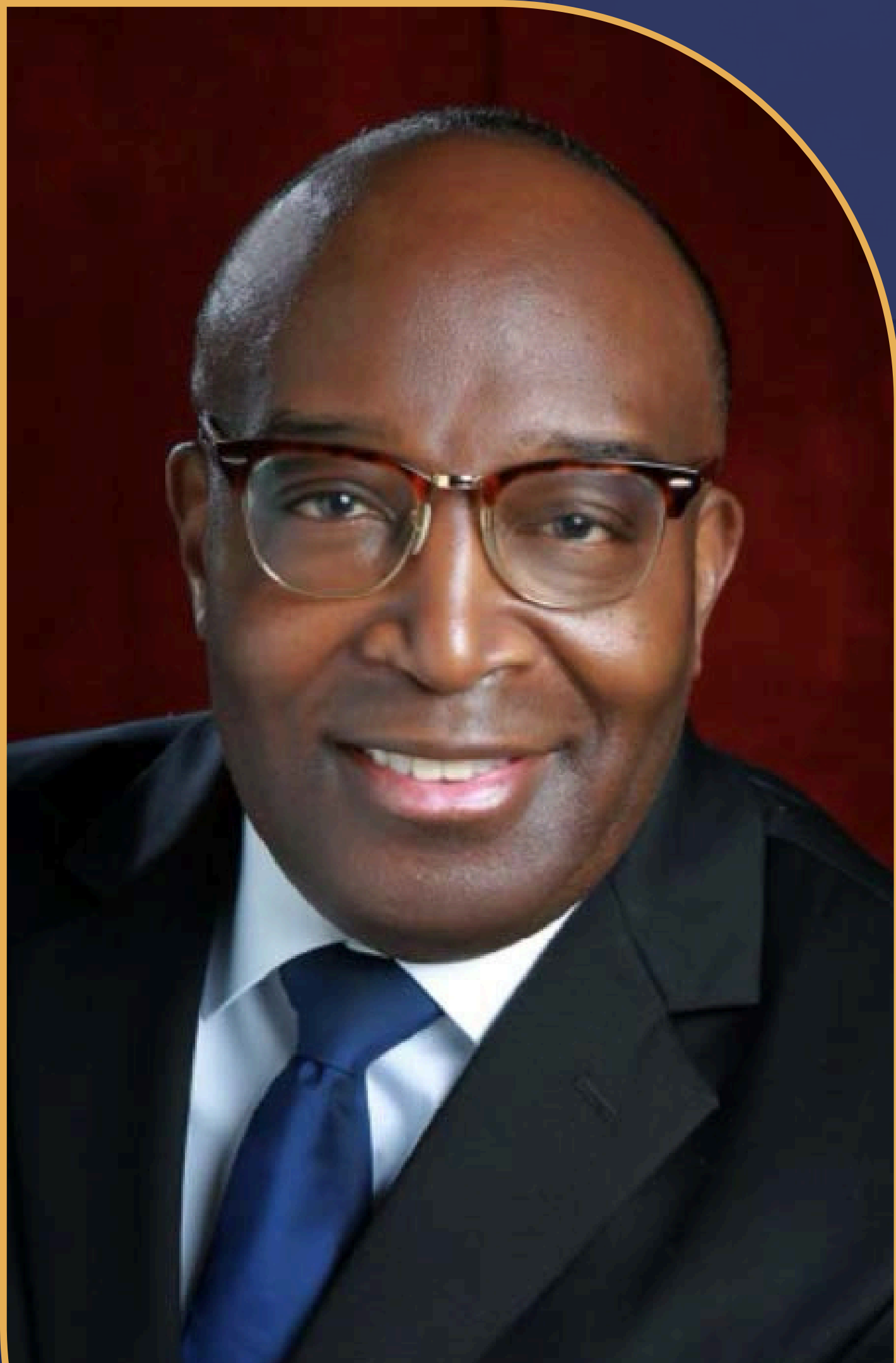
Funded by WSDOT and Sound Transit



THE BEST
IS YET TO
COME...

PROGRAM AGENDA

| | |
|---------------|---|
| 1:00PM | Welcome! “The Best is Yet to Come” |
| 1:05PM | Sound Transit Leadership Remarks |
| 1:15PM | Program “At a Glance” (Presentation) |
| 1:20PM | Testimonials |
| 1:30PM | WSDOT Leadership Remarks |
| 1:35PM | Graduation Ceremony Begins |
| 2:10PM | Announcements/Opportunities |
| 2:15PM | Q&A |
| 2:25PM | Closing WA MBDA Leadership Remarks |
| 2:30PM | Virtual Networking (Optional) |



WELCOME

Frank Boykin

WA MBDA Business Center Director





A MESSAGE FROM SOUND TRANSIT

Daphne Cross
Sound Transit

Acting Chief Diversity, Equity & Inclusion Officer





Remembering

Tanya Motta



DEAR COHORT 5 PARTICIPANTS

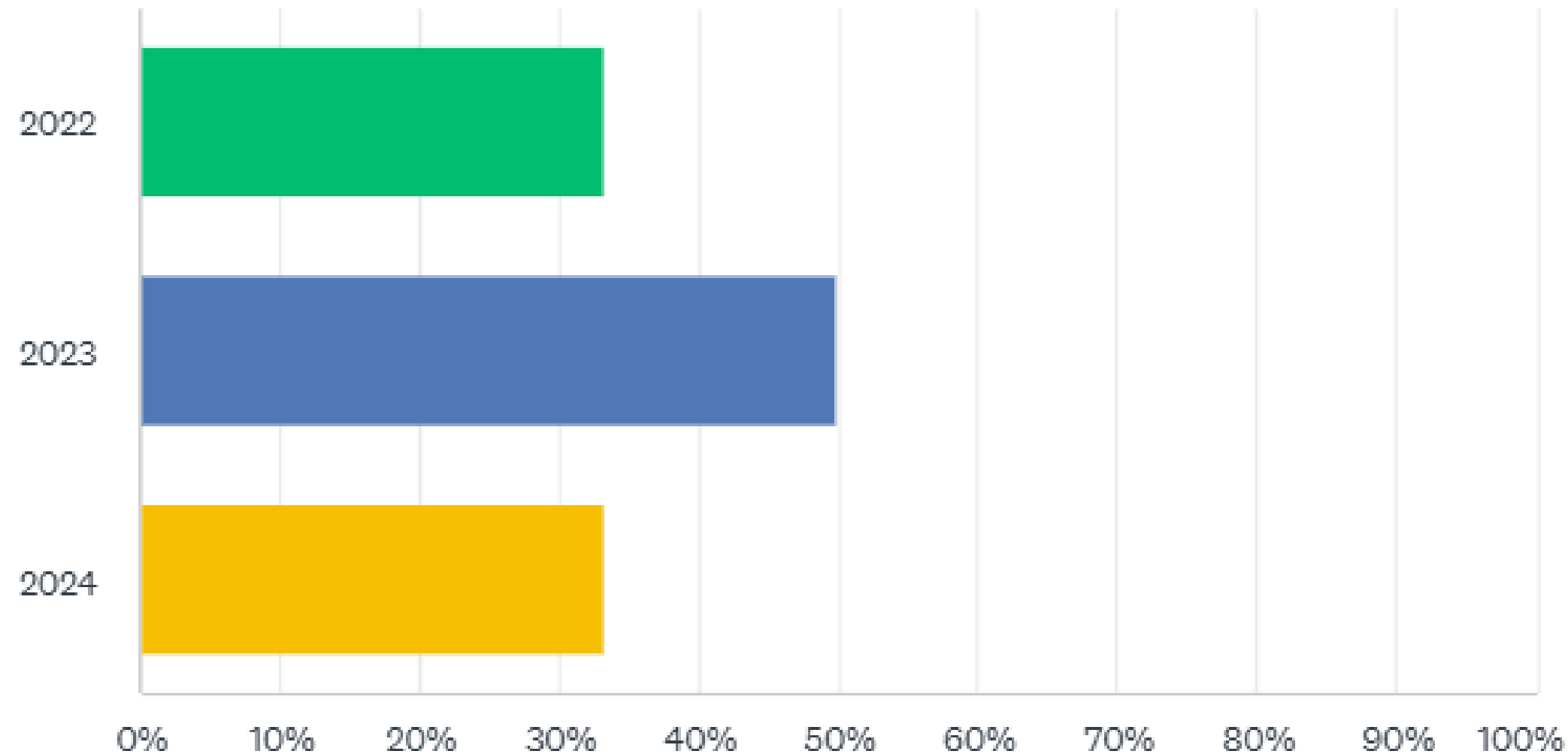
THE CBMP COMMITTEE
THANKS EACH OF YOU FOR
YOUR PARTICIPATION!



PROGRAM AT A GLANCE

Were you able to award a subcontracting opportunity to your protégé during your cohort for any of the following years? (please select all that apply)

Answered: 6 Skipped: 3



PROGRAM AT A GLANCE

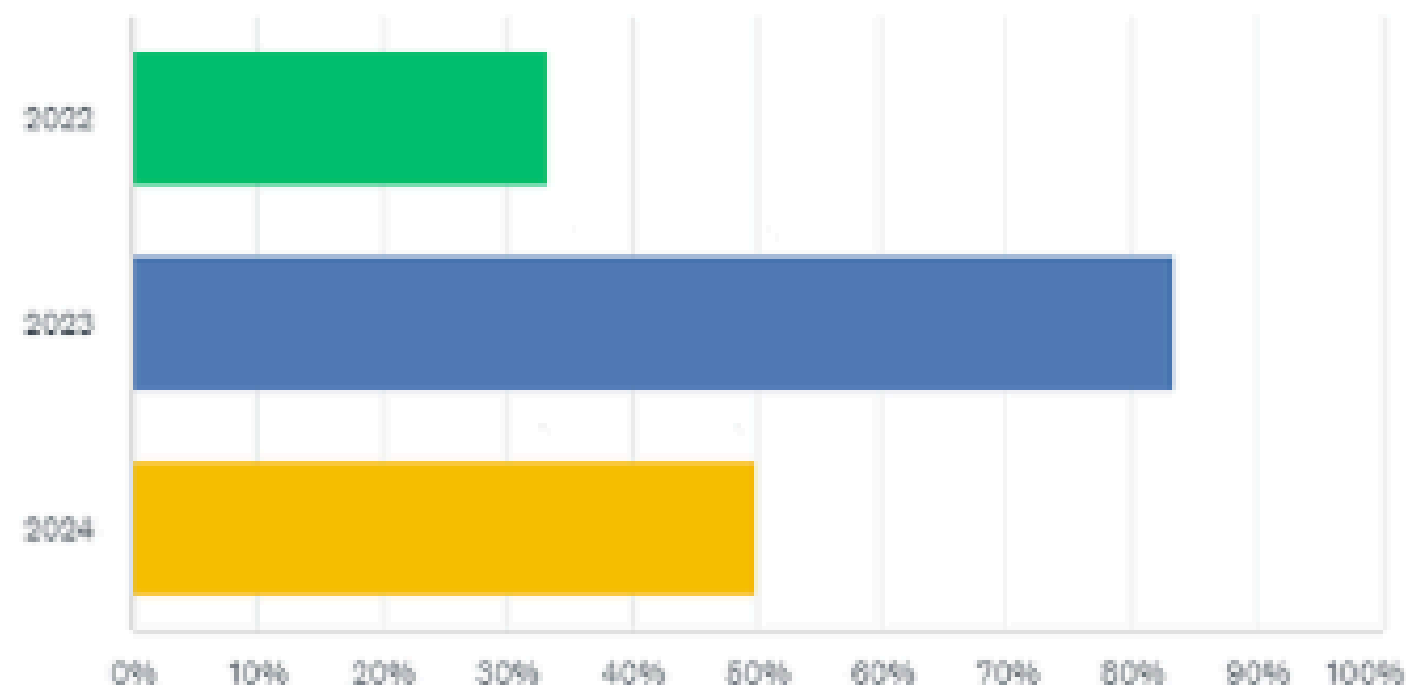
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Contracts

The Protégés' perspectives

Have you been awarded a sub-contract/contract in any of the following years? (Please select all that apply)

Answered: 6 Skipped: 3



WHAT WAS THE CONTRACT VALUE?

6 Responses ranging
from \$1,200 to
\$800,000



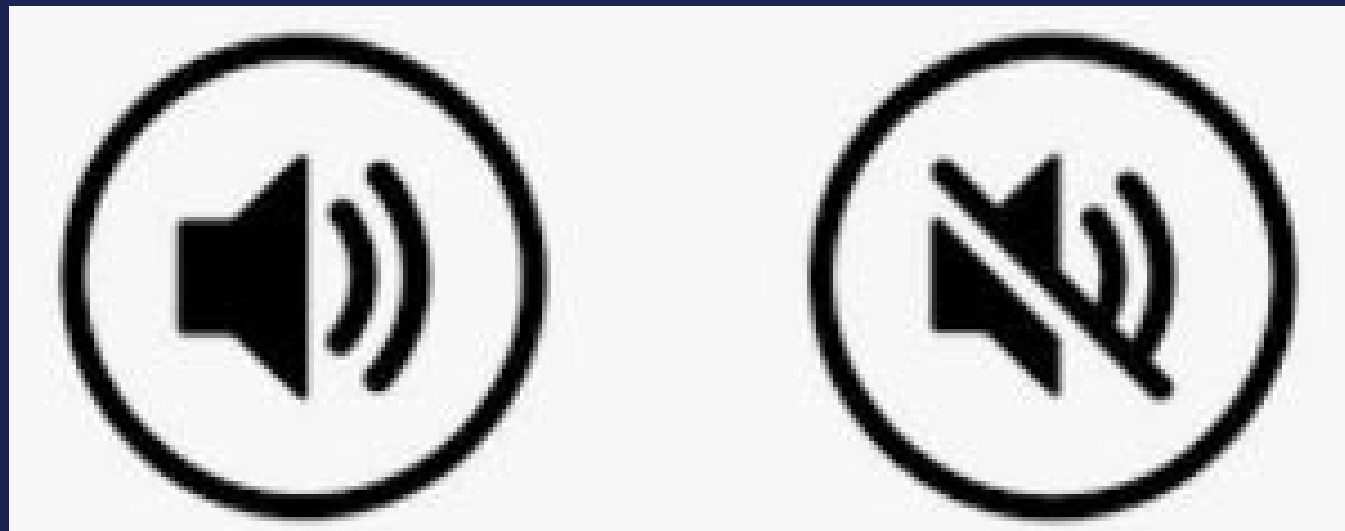
PROGRAM AT A GLANCE

If you'd like to learn more
about the Capacity
Building Mentorship
Program
or read the report in full,
please scan the QR Code



**PLEASE CHECK YOUR AUDIO FOR THE
PRESENTATION SHORT & TESTIMONIALS**

Sound
check



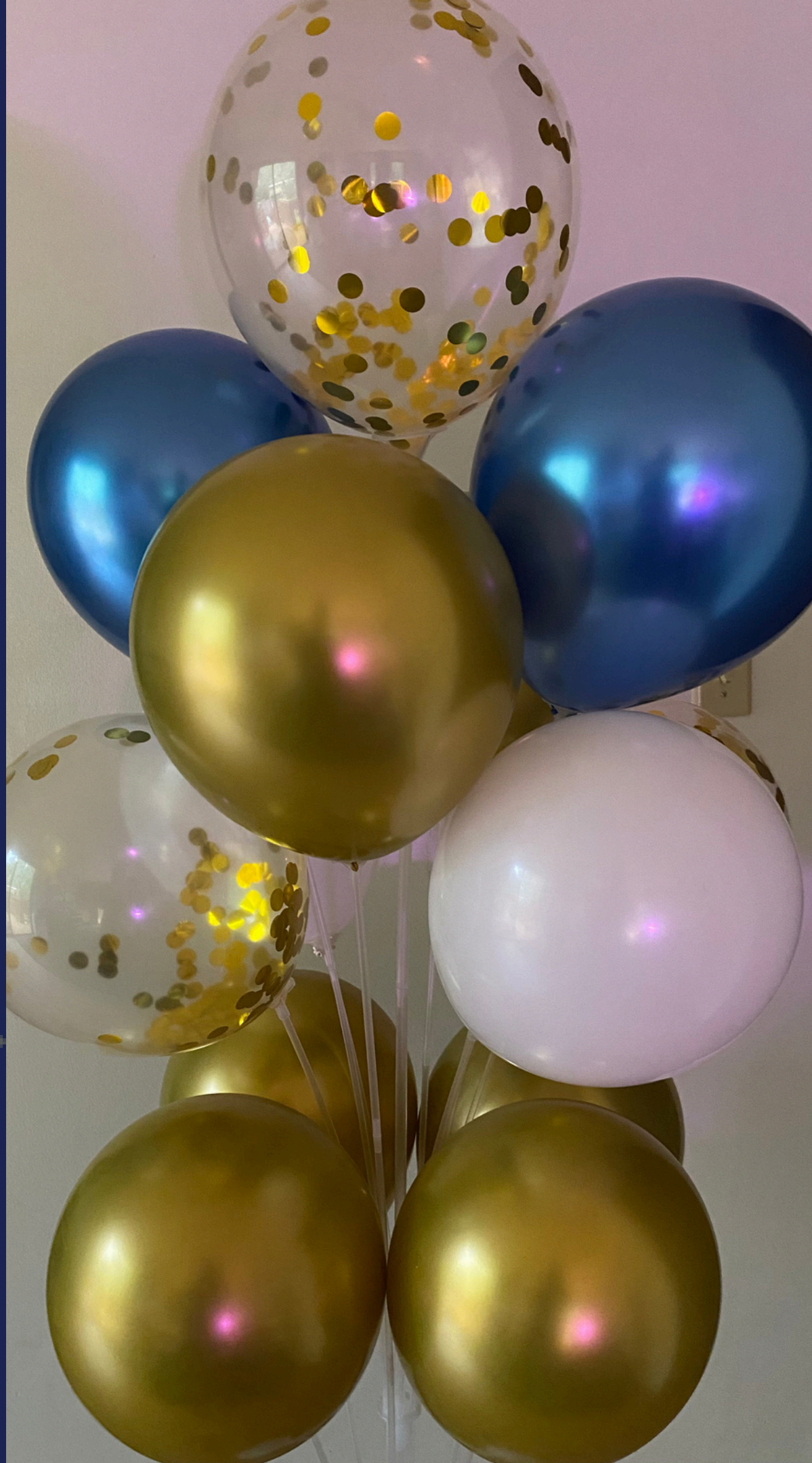
1st In-Person Graduation

CONGRATS



2023-Cohort 4

Mentor & Protege Testimonials



ONIT

MANAGEMENT CONSULTING



Mentor & Protege Testimonials







A MESSAGE FROM WSDOT

Nina Jones, MCA

WA State Department of Transportation

Office of Equity and Civil Rights

Assistant Director of Business Diversity & Inclusion



COHORT 5 MENTORS



Andrew Thompson
Granite Construction



Dave Hutt
Hensel Phelps



Jason Jones
Hensel Phelps



Joyce Khoury
HNTB



Loreana Marciante
HNTB



Michael Horntvedt
Parametrix



Elisa Young
Parametrix



Brett Pool
HDR



Dan Glover
Tucci & Sons



Mike Hall
Tucci & Sons



Doug Sarkinen
Otak



Brad Miller
Parsons



Justin Vena
Tunista



Maddie Kramer
Tunista



Jay Frazier
Brice Civil Constructors, Inc.



Ryan Clayton
Skanska



Karen Say
Saybr Contractors, Inc.

The Capacity Building
Mentorship Program

Presents this award

*In recognition of your services as a
Mentor, we thank you!*



MENTOR APPRECIATION

First Time Mentor



Jay Frazier
Brice Civil Engineering



Doug Sarkinen
Otak



Ryan Clayton
Skanska



Karen Say
Saybr Contractors, Inc.



Justin Vena
Tunista

Maddie Kramer
Tunista

Mentor of Multiple Cohorts



Andrew Thompson
Granite Constructoin



Brett Pool
HDR

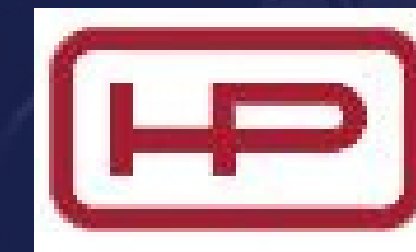


Elisa Young
Parametrix

Mentor of Multiple Cohorts & More Than One Protege



Joyce Khoury & Loreana Marciante
HNTB



Dave Hutt
Hensel Phelps



Dan Glover
Tucci & Sons

JOIN US IN CONGRATULATING THE CBMP PROTEGES

THE BEST IS YET TO COME

COHORT FIVE



COHORT 5 PROTEGES

American Abatement & Demo

Mari Borrero

City Group Solutions

Dechelle Henderson

Demolition Solutions

D'Wayne Buckley

Integrated Design Engineers

Ignasius Seilie

Jlinder Painting

Renee Linder

Kamsy Group A&E Services

Godwin Ugwoaba

Marwood General Construction

Reuben Gardner

Onit Management Consulting LLC

Edward Byers

PS Contractors & Construction Management

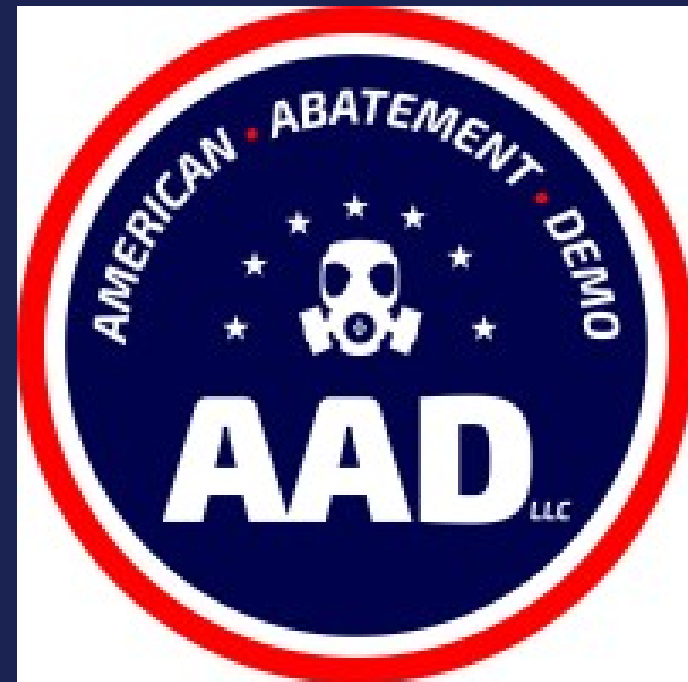
Victor Ometu

Reign City Services

Mike Schirmer

XP Painting & Property Services LLC

Atheena Saucedo



CONGRATULATIONS!

CERTIFICATE *of* COMPLETION

THIS ACKNOWLEDGES THAT ON 1/24/2025

American Abatement & Demo, LLC.

HAS SUCCESSFULLY COMPLETED THE

~ ~ ~ CAPACITY BUILDING MENTORSHIP PROGRAM *~ ~ ~*

Earl Key

Earl Key March 7, 2025
Senior Director of
Transportation Equity
Office of Equal Opportunity
WA State Department of Transportation



Daphne D. Cross

Daphne D. Cross March 7, 2025
Acting Chief Diversity, Equity &
Inclusion Officer
Office of Civil Rights, Equity & Inclusion
Sound Transit



CONGRATULATIONS!

CERTIFICATE *of* COMPLETION

THIS ACKNOWLEDGES THAT ON 2/6/2025

City Group Solutions, LLC.

HAS SUCCESSFULLY COMPLETED THE

 CAPACITY BUILDING MENTORSHIP PROGRAM 



Earl Key March 7, 2025
Senior Director of
Transportation Equity
Office of Equal Opportunity
WA State Department of Transportation





Daphne D. Cross March 7, 2025
Acting Chief Diversity, Equity &
Inclusion Officer
Office of Civil Rights, Equity & Inclusion
Sound Transit



CONGRATULATIONS!

CERTIFICATE *of* COMPLETION

THIS ACKNOWLEDGES THAT ON 2/20/2025

Demolition Solutions, LLC.

HAS SUCCESSFULLY COMPLETED THE

~ ~ ~ CAPACITY BUILDING MENTORSHIP PROGRAM *~ ~ ~*

Earl Key

Earl Key March 7, 2025
Senior Director of
Transportation Equity
Office of Equal Opportunity
WA State Department of Transportation



Daphne D. Cross

Daphne D. Cross March 7, 2025
Acting Chief Diversity, Equity &
Inclusion Officer
Office of Civil Rights, Equity & Inclusion
Sound Transit



CONGRATULATIONS!

CERTIFICATE *of* COMPLETION

THIS ACKNOWLEDGES THAT ON 3/6/2025

Integrated Design Engineers

HAS SUCCESSFULLY COMPLETED THE

 CAPACITY BUILDING MENTORSHIP PROGRAM 



Earl Key March 7, 2025
Senior Director of
Transportation Equity
Office of Equal Opportunity
WA State Department of Transportation



Daphne D. Cross March 7, 2025
Acting Chief Diversity, Equity &
Inclusion Officer
Office of Civil Rights, Equity & Inclusion
Sound Transit



CONGRATULATIONS!

CERTIFICATE *of* COMPLETION

THIS ACKNOWLEDGES THAT ON 2/8/2025

J Linder Painting

HAS SUCCESSFULLY COMPLETED THE

Decorative flourish CAPACITY BUILDING MENTORSHIP PROGRAM *Decorative flourish*

Earl Key

Earl Key March 7, 2025
Senior Director of
Transportation Equity
Office of Equal Opportunity
WA State Department of Transportation



Daphne D. Cross

Daphne D. Cross March 7, 2025
Acting Chief Diversity, Equity &
Inclusion Officer
Office of Civil Rights, Equity & Inclusion
Sound Transit



CONGRATULATIONS!

CERTIFICATE *of* COMPLETION

THIS ACKNOWLEDGES THAT ON 2/20/2025

Kamsy Group, LLC.

HAS SUCCESSFULLY COMPLETED THE

~ ~ ~ CAPACITY BUILDING MENTORSHIP PROGRAM *~ ~ ~*

Earl Key

Earl Key March 7, 2025
Senior Director of
Transportation Equity
Office of Equal Opportunity
WA State Department of Transportation



Daphne D. Cross

Daphne D. Cross March 7, 2025
Acting Chief Diversity, Equity &
Inclusion Officer
Office of Civil Rights, Equity & Inclusion
Sound Transit



CONGRATULATIONS!

CERTIFICATE *of* COMPLETION

THIS ACKNOWLEDGES THAT ON 1/18/2025

Marwood General Construction

HAS SUCCESSFULLY COMPLETED THE

 CAPACITY BUILDING MENTORSHIP PROGRAM 



Earl Key March 7, 2025
Senior Director of
Transportation Equity
Office of Equal Opportunity
WA State Department of Transportation



Daphne D. Cross March 7, 2025
Acting Chief Diversity, Equity &
Inclusion Officer
Office of Civil Rights, Equity & Inclusion
Sound Transit



CONGRATULATIONS!

CERTIFICATE *of* COMPLETION

THIS ACKNOWLEDGES THAT ON 2/9/2025

Onit Management Consulting, LLC.

HAS SUCCESSFULLY COMPLETED THE

~ CAPACITY BUILDING MENTORSHIP PROGRAM ~



Earl Key March 7, 2025
Senior Director of
Transportation Equity
Office of Equal Opportunity
WA State Department of Transportation



Daphne D. Cross March 7, 2025
Acting Chief Diversity, Equity &
Inclusion Officer
Office of Civil Rights, Equity & Inclusion
Sound Transit



CONGRATULATIONS!

CERTIFICATE *of* COMPLETION

THIS ACKNOWLEDGES THAT ON 2/10/2025

PS Contractors & Construction Management

HAS SUCCESSFULLY COMPLETED THE

 CAPACITY BUILDING MENTORSHIP PROGRAM 



Earl Key March 7, 2025
Senior Director of
Transportation Equity
Office of Equal Opportunity
WA State Department of Transportation



Daphne D. Cross March 7, 2025
Acting Chief Diversity, Equity &
Inclusion Officer
Office of Civil Rights, Equity & Inclusion
Sound Transit



CONGRATULATIONS!

CERTIFICATE *of* COMPLETION

THIS ACKNOWLEDGES THAT ON 2/7/2025

Reign City Services, LLC.

HAS SUCCESSFULLY COMPLETED THE

 CAPACITY BUILDING MENTORSHIP PROGRAM 



Earl Key March 7, 2025
Senior Director of
Transportation Equity
Office of Equal Opportunity
WA State Department of Transportation





Daphne D. Cross March 7, 2025
Acting Chief Diversity, Equity &
Inclusion Officer
Office of Civil Rights, Equity & Inclusion
Sound Transit



CONGRATULATIONS!

CERTIFICATE *of* COMPLETION

THIS ACKNOWLEDGES THAT ON 2/14/2025

XP Painting & Property Service, LLC.

HAS SUCCESSFULLY COMPLETED THE

 CAPACITY BUILDING MENTORSHIP PROGRAM 



Earl Key March 7, 2025
Senior Director of
Transportation Equity
Office of Equal Opportunity
WA State Department of Transportation



Daphne D. Cross March 7, 2025
Acting Chief Diversity, Equity &
Inclusion Officer
Office of Civil Rights, Equity & Inclusion
Sound Transit



ANNOUNCEMENTS & OPPORTUNITIES



Q&A

Please email your updated business address to cbmp@cityoftacoma.org to receive your graduation materials!

OR Scan to Book a “Pick-Up” Time

SCAN TO BOOK



NEVER
UNDERESTIMATE
THE
INVESTMENT
YOU MAKE
IN
YOURSELF



**3643 PACIFIC AVENUE SOUTHEAST
OLYMPIA, WA 98501**



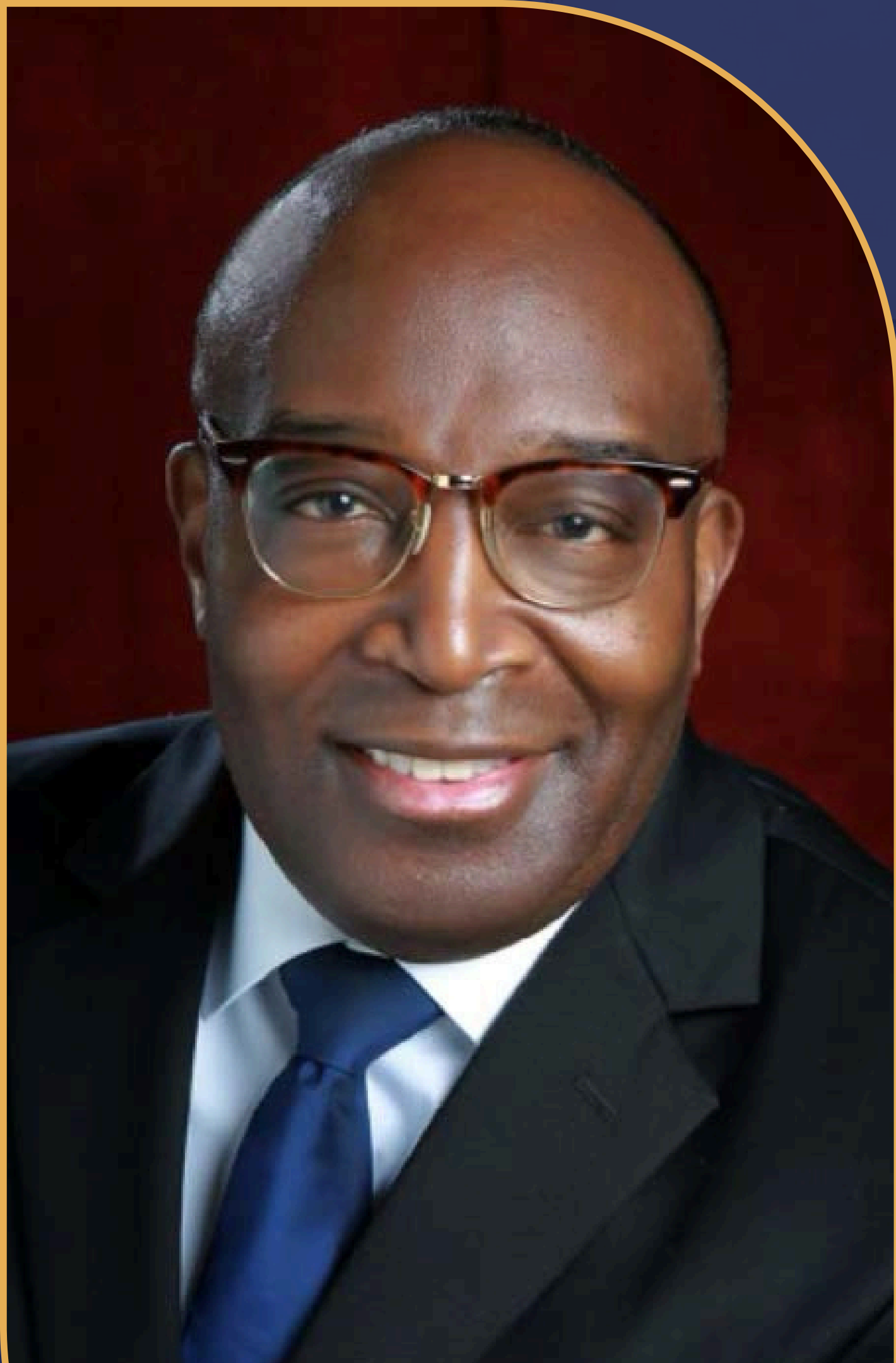
DENISE SAWATZKY



[HTTPS://WWW.TAGSTROPHIES.COM/](https://www.tagstrophies.com/)



***TAGS AWARDS & SPECIALTIES IS AN OMWBE CERTIFIED COMPANY (WBE)**



CLOSING LEADERSHIP REMARKS

Frank Boykin

WA MBDA Business Center Director



CBMP COMMITTEE



Brooke Leslie
WSDOT



Michael Carpenter
WSDOT



Orlantha Coleman
WA MBDA Business Center



Edson Zavala
Sound Transit



Alex Stapnes
Sound Transit



THANK YOU TO THE SUPPORT TEAM!



Malika Godo
City of Tacoma



Brie Vaughn
City of Tacoma



Linda Cerna
City of Tacoma



THE BEST
IS YET TO
COME...