

Business Engagement and Compliance

ADOT Seeks Federal Grant for Kingman Interchange Project

The Arizona Department of Transportation has submitted an application for a federal bridge grant that, if awarded, would allocate nearly \$73 million toward the construction of the planned West Kingman Traffic Interchange that will provide a connection between US 93 and Interstate 40.

If the grant is awarded, those funds would be added to state-matching funds and other federal funds to cover the estimated \$160.7 million cost of construction. The grant is funded under the U.S. Department of Transportation's Bridge Investment Program and would cover the bridge improvement portion of the new interchange.

The West Kingman Traffic Interchange, planned for construction in 2024, is

a critical component of the highly traveled route between Phoenix and Las Vegas. The I-40 and US 93 area has regional and national economic significance due to the amount of goods that pass through the area.

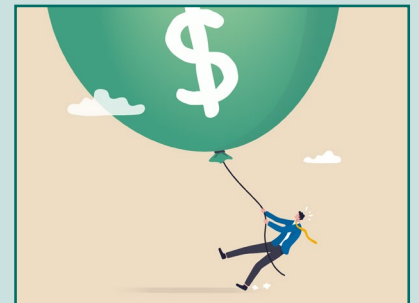
The traffic interchange will improve safety, reduce travel times, and improve reliability for people and freight moving between Phoenix and Las Vegas by establishing a seamless freeway connection.



Empathy Matters to Deal with Today's Workforce Challenges



Commission Discusses Enhanced Walkability for Phoenix



Moderating Supply Chain Woes Helping with Inflation

► EVENTS

► OPPORTUNITIES

► EXTERNAL LINKS



NEWLY CERTIFIED DBE FIRMS:

- Plethora LLC
- Trinity Freight Services, LLC, DBA B.I.G. LOGISTICS
- MOORECARS LLC
- Rhythm Engineering, LLC
- Fair Healthcare Staffing LLC
- M.S. CLARK ENTERPRISES, INC.
- SIRE CONSULTING GROUP INC
- ROVOLUS LLC
- Half Moon Empanadas, LLC DBA Half Moon Empanadas
- Rapid Test Laboratories LLC DBA Rapid Test Labs
- Southwest LAN Connections

ADOT Seeks Federal Grant for Kingman Interchange Project (Cont'd)

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US 93 between Wickenburg and Kingman is designated as the future Interstate 11. The West Kingman Traffic Interchange will play a critical role in laying the foundation for this future interstate that would connect Phoenix and Las Vegas. With the grant, ADOT will be able to move funds to address other transportation needs while ensuring the construction of the much-needed West Kingman Traffic Interchange goes forward as planned. ([Source](#))

Leadership Trait Thoughts: Empathy

Empathy Matters to Deal with Today's Workforce Challenges

COVID-19. The Great Resignation. The Great Attrition. The Great Renegotiation. No matter where it started or where the battle will flare up next, the War for Talent is raging. Business owners are struggling to find candidates and keep employees. It's hard to keep projects on schedule, and managing burnout is a major effort.

McKinsey & Company, one of the nation's leading consulting firms, recently conducted research on current recruiting trends and practices. Their insights of people and organizational performance are worth following. In the latest McKinsey Quarterly article published on July 13, 2022, "The Great Attrition is making hiring harder. Are you searching the right talent pools?" they share compelling data that firms should consider the type of worker to attract, not just the position.

"These differences show that no single solution is going to attract enough people to fill all the job openings and retain a productive workforce. Instead, employers can take a multipronged approach to reach different talent pools. This doesn't mean that organizations have to change their mission, values, or purpose. Rather, they can showcase different facets of their employee

value proposition to a broader number of workers and get more creative in their offers to current and potential employees."

McKinsey is an excellent source for great management insights. Here's a link to the article to [read more](#). So, what are ideas to apply to your business? Freshen up your ability to understand and share the feelings of others: use your empathy skills to connect with candidates and employees.

1. Recruiting. In addition to McKinsey's suggestions, understand the problems that candidates are facing today. They have just come out of a pandemic, (may) prefer to a hybrid work environment, (may) want to have the personal freedom to work remotely, and (may) have other challenges that affect their decisions. Start with empathy: ask about what challenges them in the workplace today and listen. Ask them about their preferred working style (alone or in groups) and listen. Understand that what used to be the position, role, and benefits are not weighed the same for today's candidates. The world has changed, and your recruiting practices must also adapt.

2. Retain. With the manpower shortage, your employees are likely working harder and longer

than ever before. Spend time with them to understand what their day-to-day challenges are, which may be more than their jobs. Many employees want a chance to work in a hybrid environment, and consider how that could work in your firm. Ask, listen, consider, and expect to compromise. Invest in ways that appreciate employees for their creativity and contributions. Ask employees for their suggestions and listen. It is important that employees have a sense of belonging at work, which builds loyalty.

3. Mentor. Older experienced employees may be looking at retirement differently these days, considering all the mergers and acquisitions, as well as talent force shortages. They may not want to work the long, hard hours; still, they may be open to opportunities to mentor, train, and coach younger employees.

Ask your team of veterans about what they see as business challenges, and what ideas would they have to develop effective solutions. Perhaps you create a senior SWAT team that could drop in on a business challenge and develop an excellent solution. Find ways to engage soon-to-retire or recently-retired employees who have immense value for your company.

Today's business environment is facing rarely-seen consequences of extremely dynamic workforce changes. Nearly every company is understaffed, and solving workforce challenges requires a new mindset. One of your best business traits is empathy, and managing your workforce will depend on your ability to truly listen, understand, and develop solutions that work for your company and the people who work there. •



Commission Discusses Enhanced Walkability for Phoenix

As light rail extends into the west Valley, the **City of Phoenix's walkable urban code** and other efforts to create more pedestrian-friendly circumstances may follow along with it.

In a presentation to the City's **Environmental Quality and Sustainability Commission** last week, **Phoenix Street Transportation Department** representatives explained the Walkable Urban Code had been implemented for **transit oriented development** districts around light rail lines, districts that include both existing and to-be-built lines – such as the **Interstate 10 West** extension and the **South Central** extension.

The **WUC** includes pedestrian traffic-friendly components like increased shade, wider sidewalks, and adjustments to building setbacks, heights and density allowances. Land uses like high-density residential,

retail and hospitality are encouraged to generate proximity so users can more comfortably walk to their destinations.

The City has also undertaken a project to create nine so-called **cool corridors** each year that focus on planting hundreds of new shade trees in highly walked areas.

Challenges to increasing walkability include land purchase costs for sidewalk widening, and resistance to narrowing or eliminating street traffic lanes to accommodate more walkable features.

While investment and logistical hurdles will require both cumulative and project-specific planning and accommodation, commissioners expressed support for the overall goals and stated their support for improved walkability across Phoenix's various areas.

([Source](#))



Image credit: travelview - stock.adobe.com

Moderating Supply Chain Woes Helping with Inflation

After spiking to 40-year highs across the first half of the year, inflation is finally starting to even out. Private sector and industry analysts, however, speculate this may have more to do with improvements in the global supply chain than the interest rate hikes imposed by the **Federal Reserve**.

John Chang of **Marcus & Millichap** expects inflation to continue a slow retreat over the next several months and attributes his prediction largely to the fact the average time to ship goods from China is getting smaller.



The Federal Reserve is limited as to tools available to counter inflationary pressures, relying on increases to the federal funds rate and reducing its balance sheets. In its most recent action, the Fed raised rates 0.75% in July. It is expected to raise them another 0.5% in September and to double its “**quantitative tightening**” program to reduce its balance sheet to \$95 billion per month.

However, because household savings and balance sheets are strong, consumers are not borrowing as much as they normally would to manage higher costs, which minimizes the impacts of rate increases.

Chang says this can be detrimental to investors, as inflation will still remain high and interest rates will go up. However, he noted the impact on commercial real estate space demand will be minimal. He does, however, note that while the market remains strongly liquid, it is experiencing adjustments, as some sellers reduce prices and some buyers reduce leverage. He cites how rising interest rates may affect CRE investment as the most important aspect of the current Fed efforts. ([Source](#))

Business Engagement and Compliance

ADOT/BECO Other Associations

ATTENTION TO ALL FIRMS

Need help preparing DBE Affidavits?
Please see our tutorial video below:

["Preparing DBE Affidavits"](#)



SEPTEMBER

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| <p>13 T Event: Building Trust Among a Virtual Team Post-COVID
5:30 p.m. - 7:30 p.m.
Location: <i>Online Only</i></p> | <p>21 Young Professionals Group- Speed Mentoring & Mochas
8 a.m. - 10 a.m.
301 E. Orange St., Tempe</p> |
| <p>14 Post Covid Expertise In Architecture, Spec Writing & Facility Management
11 a.m. - 1 p.m.
Location: 2435 S. 47th St.
Phoenix</p> | <p>21 BISNOW: Market Update, Transformative Developments, and Enhancing the Workplace Experience
8 a.m.
100 N. 1st St., Phoenix</p> |
| <p>15 ULI Arizona Capital Markets Outlook
8 a.m. - 10 a.m.
Location: 1300 N. College Ave., Tempe</p> | <p>22 BOMA: Blueprints 301: Tenant Improvements & Your Role in the TI Process
3550 N Central Ave., Suite #500, Phoenix</p> |
| <p>16 AGC: Beat The Heat Golf Tournament
1 p.m. - 5 p.m.
Location: Elephant Rocks Golf Resort
2200 Country Club Drive, Williams</p> | <p>22 ULI Arizona WLI Part 1: A Development Story, the Integral Players, and their Roles
3 p.m. - 5 p.m.
3550 N Central Ave., Suite #500, Phoenix</p> |
| <p>20 BOMA: Commercial Real Estate Professional's Fall Open House
11:30 a.m. - 1:30 p.m.
Location: 2398 E. Camelback Road
Suite 180, Phoenix</p> | <p>26 MPA: Lunch and Learn with ABA & SAHBA – Regional Development Update
11 a.m. - 1 p.m.
Culinary Dropout
2543 E. Grant Road, Tucson</p> |

Featured Federal-Aid Projects

CURRENT OPEN SOLICITATIONS

Due Date	Project Valuation	DBE Goal	Solicitation / Project Number	Type	Project Owner and Description	Contact
9/15/22 2 p.m. MST	\$10.3 million	13.13%	2023-001; T033503D	IFB	ADOT - Warner Road: Recker Road to Power Road roadway widening, Maricopa County. The work consists of designing and preparing final construction plans, technical specifications, quantity computations, cost estimates, and related construction documents to widen Warner Road.	Contact: Engineering Consultants Section at ECSSOQ@azdot.gov
9/16/22 11 a.m. MST	\$1.6 million	6.16%	015-A(217)T; F030801C	IFB	ADOT - Bridge deck rehabilitation re-bid, Black Rock TI UP SB/NB, Mesquite-Littlefield-North Highway. The work consists of rehabilitating existing northbound and southbound bridge decks, including milling and paving both sides of the approach slabs to provide a smooth transition between bridges & adjacent pavements.	Iqbal Hossain, Group Manager of Contracts & Specifications, at ihossain@azdot.gov
9/23/22 11 a.m. MST	\$200 million	7.87%	010-D(211)S; H758301C; PPM-0(268) D; T032701C	IFB	ADOT - Roadway Construction, I-10: Ina Road to Ruthrauff Road; Sunset Road: Santa Cruz River to River Road. The work consists of reconstructing 1-10 to provide four general purpose lanes in each direction from Ina Rd to Ruthrauff Road; and roadway & bridge improvements including pathway connection to the Chuck Huckleberry Loop for approximately 1.06 miles from Santa Cruz River to River Road.	Iqbal Hossain, Group Manager of Contracts & Specifications, at ihossain@azdot.gov

External Links:

[ADOT Current Advertisements](#)

[ADOT Advertised Alternative Delivery Projects](#)

[ADOT Engineering Advertisements](#)

[Bidding Opportunities Around the State](#)

[ADOT Public-Private Partnership Initiatives](#)

DBE SUPPORTIVE SERVICES PROGRAM

1801 W. Jefferson St., Suite 101, Phoenix AZ

602.712.7761

DBESupportiveServices@azdot.gov

I-17, ANTHEM WAY TO JCT. SR 69 (CORDES JUNCTION)



STAY CONNECTED

For additional information and future event dates, visit our website at:
<https://www.kiewit.com/business-with-us/dbe-opportunities/i-17-anthem-way-project>

DBE participation goal established for this project:

10.16%

for Professional Services

10.88%

for Construction Work

OUR TEAM

The Kiewit-Fann Joint Venture (KFJV) is a strategic partnership between two trusted Arizona firms that have extensive experience working in rural environments, delivering highway projects. KFJV team members have an extensive history together on successful design-build and CMAR projects and have long-standing relationships with ADOT, local jurisdictions, and the community.

POTENTIAL SUBCONTRACT OPPORTUNITIES

KFJV is assembling a team to pursue the I-17 Anthem Way project. We are seeking diverse and local firms interested in professional services and construction subcontract opportunities. Scopes of work include, but not limited to:

- Construction Water
- GGL Pile Testing
- Utilities
- Permanent Barrier
- PVC / HDPE Pipe Materials
- STS Drill Bits
- Light Plants
- Deep Foundations Drill Shafts
- Tieback / Rock Anchors Shoring
- Fence and Handrail
- Powerline Install and ROW
- Sign Drilled Shafts
- Potholing
- Sound wall footing
- Furnish & Install Precast Girders
- Bearing Pad Testing
- Traffic Control

TAKE THE FIRST STEPS

Head to <https://www.kiewit.com/business-with-us/opportunities/i-17-anthem-way-project/> to complete the Subcontractor Questionnaire and create an account with Building Connected.

QUESTIONS? CONTACT US!

Contact us to learn about anticipated subcontract opportunities on the I-17 Anthem Way project at Flex.Outreach@kiewit.com.

KFJV is committed to meeting or exceeding stated project participation requirements upon award of ongoing and upcoming Arizona Department of Transportation projects; assisting interested DBEs in obtaining bonding, lines of credit or insurance; providing interested DBEs information related to the plans, specifications and requirements for work to be subcontracted or supplied by these DBEs; assisting interested DBEs in obtaining necessary equipment, supplies, materials or related assistance or services; sub-dividing bid items into economically feasible work units to DBEs every advantage to quoting the project.

KFJV is an Equal Opportunity Employer.