Managing Growth While Avoiding Disaster


Speakers:
- Andrea Pouliot, CIH, Industrial Hygienist, Safety and Occupational Health Office, HQ USACE
- Vanessa Shaw-Jennings, Contract Industrial Relations Officer, HQ USACE
- Lenneia Jennings, Small Business Specialist, Office of Small Business Programs, HQ USACE
- Kim Hayes, CEO, The Ambit Group
Supporting the Mission of the USACE requires contractors to manage inherent risk. Our panel will help you:

- Understand the risk
- Adopt strategies to manage risk
- Identify new opportunities
- Learn from others who have successfully navigated the risk
Stories from the Field:
Andrea Pouliot, CIH, Industrial Hygienist, Safety and Occupational Health Office, HQ USACE
Case Study: Wilmington Harbor: 2 December 2014

• A Derrick barge capsizes with 3 crew members onboard—2 are rescued—third remains missing
• USCG and Wilmington Fire/Rescue search through the night
• Third member is recovered on 3 December 2014

In FY 14, USACE did $26B in work with 3 fatalities.
Can you afford to be the contractor with the fatality?
Accidents result in Direct and Indirect Costs to your business:

- **Direct**: Equipment, Lost time, Medical & Recovery, Stop work due to investigation, Repair of related damages
- **Indirect**: Reputation, Loss of future work and Impact to workers

*The Average Worker’s comp claim is $35,000.*

*Investing in Safety IS Investing in Your Business!*
The Success of Your Business is Dependent upon Safety:

- **Have a Safety Plan**
- **Oversee the Plan to be sure it is followed**
- **Position for FUTURE work!**
- **Avoid Financial impact of Direct & Indirect Costs**

*A Safe Job is a Quality Job!*

**SAFETY=PROFIT**
Connecting Safety and Knowledge to Business Success:

Vanessa Shaw-Jennings, Contract Industrial Relations Officer, HQ USACE
Knowledge Is Profit!

- Research
- Favorites for Future Visits
- Set Ticklers
- Establish Rapport
Compliance Updates:

• Executive Order 13658, Establishing A Minimum Wage for Contractors
• Executive Order 13673, Fair Pay and Safe Work Place
• OFCCP Updates
• Strategic Enforcement to Maximize Impact – WHD
• Affordable Health Care Act
Labor Law Clauses

52.222-6 – Davis-Bacon Act (DBA)
52.222-41 – Service Contract Act (SCA)
52.222-4 – Contract Work Hours and Safety Standards Act (CWHSSA)
52.222-20 – Walsh-Healey Public Contracts Act (PCA)
52.222-35 - Veterans of the Vietnam Era, other Veterans (VEVRAA)
52.222-10 – Copeland Anti-Kickback Act (CA)
52.222-26 – E.O. 11246 (EEO)
Pertinent Information Sources

- Agency Labor Advisors
  [www.wdol.gov/ala.aspx](http://www.wdol.gov/ala.aspx)
- Labor Information for Services & Construction Contracts
- Wage Determinations On-Line
  [www.wdol.gov](http://www.wdol.gov)
- Compliance Assistance – Government Contracts
- VEVRAA
- https://www.sba.gov/

- Agency Labor Advisors
  [http://www.wdol.gov/ala.aspx](http://www.wdol.gov/ala.aspx)
- DoL Prevailing Wage Resource Book
  [http://www.dol.gov/whd/recovery/pwrb/toc.htm](http://www.dol.gov/whd/recovery/pwrb/toc.htm)
- OMB
  [http://www.whitehouse.gov/omb/budget](http://www.whitehouse.gov/omb/budget)
- Federal Acquisition Regulation/ Defense Federal Acquisition Supplement
- USACE Listing of Small Business Leaders by Area of Responsibility
Safety and Occupational Help:

- Your Worker’s Compensation Insurance Company
- Occupational Safety and Health Administration:
- National Institute of Occupational Safety and Health
  - [http://www.cdc.gov/niosh/topics/smbus/](http://www.cdc.gov/niosh/topics/smbus/)
- National Safety Council
- U.S. Army Corps of Engineers Safety and Health Requirements
From the Small Business Officer:

Lenneia Jennings, Small Business Specialist, Office of Small Business Programs, HQ USACE
Shaping the Requirement:

- Sources Sought for New Requirements
- Pre-solicitation/Industry Day
- Ensure Questions Regarding Solicitations are Addressed to the Appropriate Individuals
- Make the Most of Debriefings
Avoiding Pitfalls:

- Small Business Participation Factor
- Verification of cost/price
- Certificate of Competency
- SBA “Rules of Affiliation”
- Past Performance/Loss of Future Work
Awareness of Laws/Rules/Regulations:

- Small Business Jobs Act 2010
- Small Business Affiliation Rule Changes
- HUBZones Recertification
  [Link](http://content.govdelivery.com/accounts/USSBA/bulletins/d440a7)
- “Rule of Two or More”
Resources for Small Businesses:

- SCORE -- [https://www.score.org/mentors](https://www.score.org/mentors)
- Ombudsmen for Task Orders Contracts—Located in each contract
Small Business Resources for Finding Opportunities:

- **System for Award Management** - [https://www.sam.gov/index.html#1](https://www.sam.gov/index.html#1)
- **FedBizOpps** - [https://www.fbo.gov/](https://www.fbo.gov/)
- **GSA Schedules** - [http://www.gsa.gov/portal/category/100611](http://www.gsa.gov/portal/category/100611)
Lessons Learned in Building A Business:

Kim Hayes, CEO & Co-Founder,
The Ambit Group
2013 was a landmark year for Ambit:

- Reached the 100 employee mark
- Moved into new corporate offices
- Celebrated our 10th Year in Business
- Won 3 Major Contracts
- Supported work resulting in 3 Federal 100 Awards
- Enabled our clients to recover $35M in Operational Costs

And.....

- *Invested $1M in order to keep staff & run operations during the Sequester--and SURVIVED!*
Partner with Government to meet the Mission:

- **WOW your client**
  - Focus on Performance—Growth will NOT come from socio-economic status

- **The SOW is the baseline**
  - Establish a Culture of Delivery Excellence
  - Quality is the responsibility of all team members

- **Invest in your people**
  - Each dollar invested in training is returned in enhanced performance, employee longevity and client satisfaction
  - Teach staff to identify, plan for, react to and notify *leadership* when risks are presented

**Strong Leadership Minimizes Risk**
Grow Responsibly:

- Be willing to turn work down
  - Know your performance limits
- Surround yourself with the right people
  - Establish Banking, Recruiting, Equipment and Contract support relationships early—and FOSTER them
  - Identify employees who can do what you do not--KEEP them
- Build Your Brand
  - Invest in culture
  - You are the best advocate for your business—Manage by Walking Around—Stay in touch!

Be Willing to Fail In Order to Succeed