

DEPARTMENT OF FINANCE | division of purchases

ANNUAL REPORT for the EQUAL BUSINESS OPPORTUNITY PROGRAM

FISCAL YEAR 2022 | july 2021 - june 2022

purchasing.nashville.gov



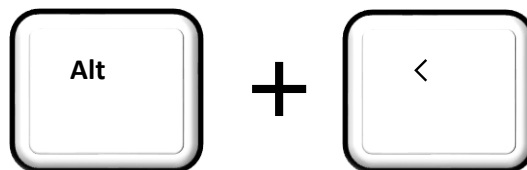
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Questions about the report may be emailed to BAO@nashville.gov.

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Dear Colleagues,

In 2019, Metro became one of the only cities in the United States to implement a race and gender conscious purchasing program. Three years on, the Equal Business Opportunity (EBO) program is not only working, it is setting the industry standard for civil rights programing.

From July 1, 2021, through June 30, 2022, **84 contracts were awarded** with goals for certified black, brown, and women owned participation. Highlights include:

- **\$323 million** in proposed spending with **woman owned (WBE)** businesses;
 - A **\$224 million** or **226% increase** in proposed **WBE** subcontractor participation year over year.
- **\$192 million** in proposed spending with **black and brown owned (MBE)** businesses;
 - A **\$67 million** or **54% increase** in proposed **MBE** subcontractor participation year over year.
- **17%** - average combined **EBO goal**;
 - **12%** - average for **WBEs**;
 - **7%** - average for **MBEs**.
- Proposed **WBE** utilization **met or exceeded market availability** in **75%** of purchasing categories -construction, professional services, and goods.
- Proposed **MBE** utilization **met or exceeded market availability** in **50%** of purchasing categories -professional services and goods.
- For contracts that closed in FY 2022 with WBE/MBE goals:
 - **100%** met or exceeded their MBE goals.
 - **75%** met or exceeded their WBE goals.

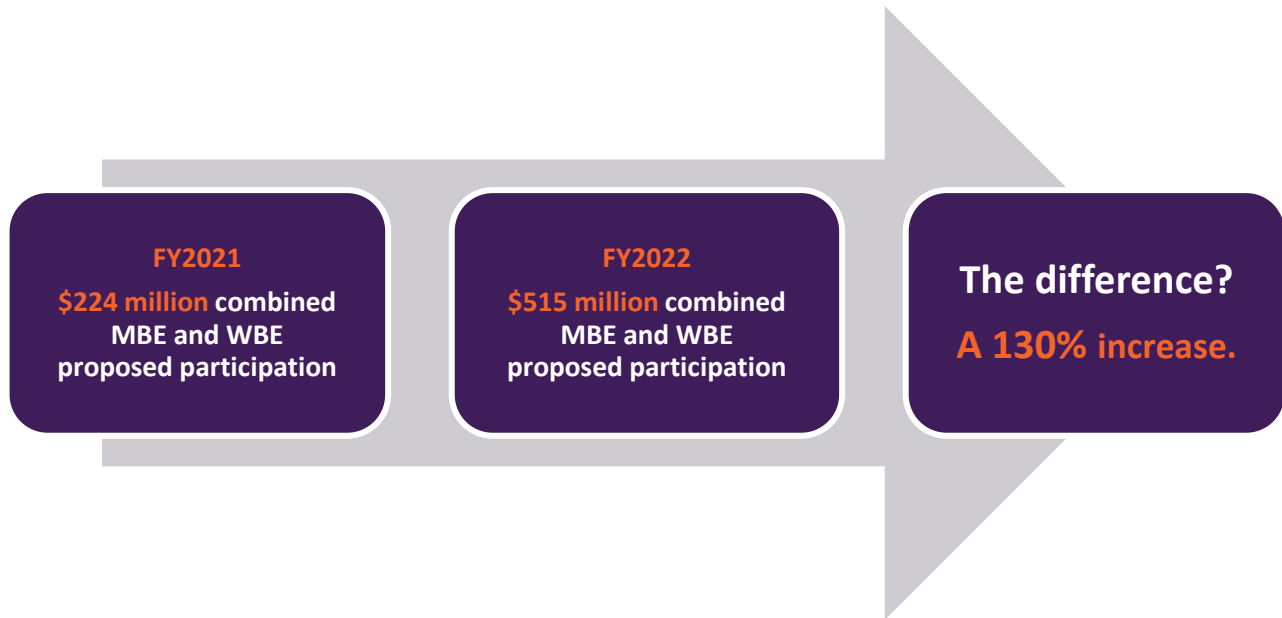
We are grateful for your continued support of the EBO program and commend this report for your consideration.

Best,

Christopher S. Wood
Director of BAO/Finance Manager

EXECUTIVE SUMMARY

This annual report analyses the effectiveness of the Equal Business Opportunity (EBO) program in increasing government spending with certified black/brown (MBE) and women owned (WBE) businesses.



Proposed participation is the amount of work committed over the life of a contract at the time of award.

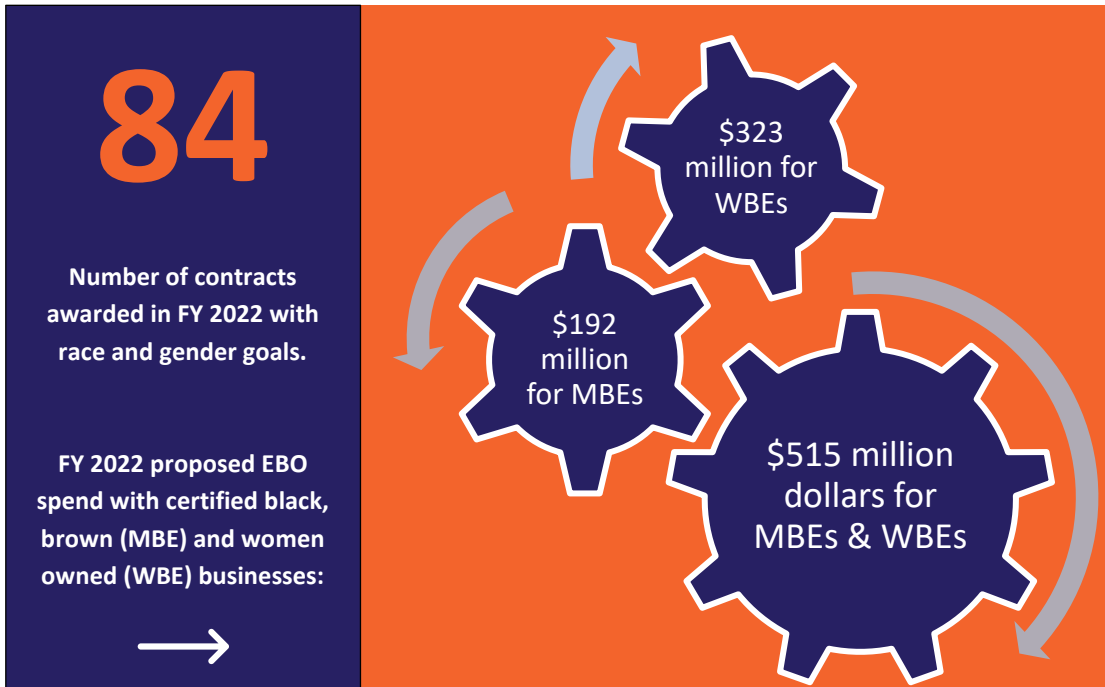
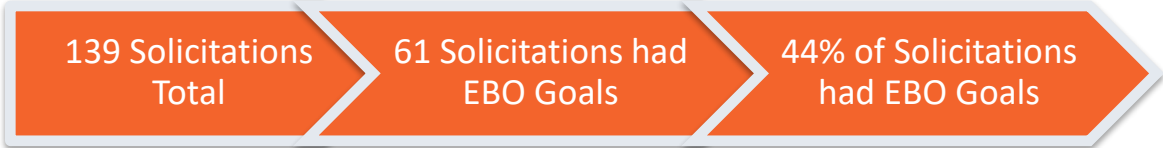
These numbers represent commitments, not payments. Change orders and amendments will be reflected in subsequent reports for the fiscal years in which they were effectuated.

From July 2021 to June 2022, the third year of the EBO Program, the proposed participation on Metro awards was **\$192 million** dollars for MBE subcontractors and **\$323 million** dollars for WBE subcontractors.

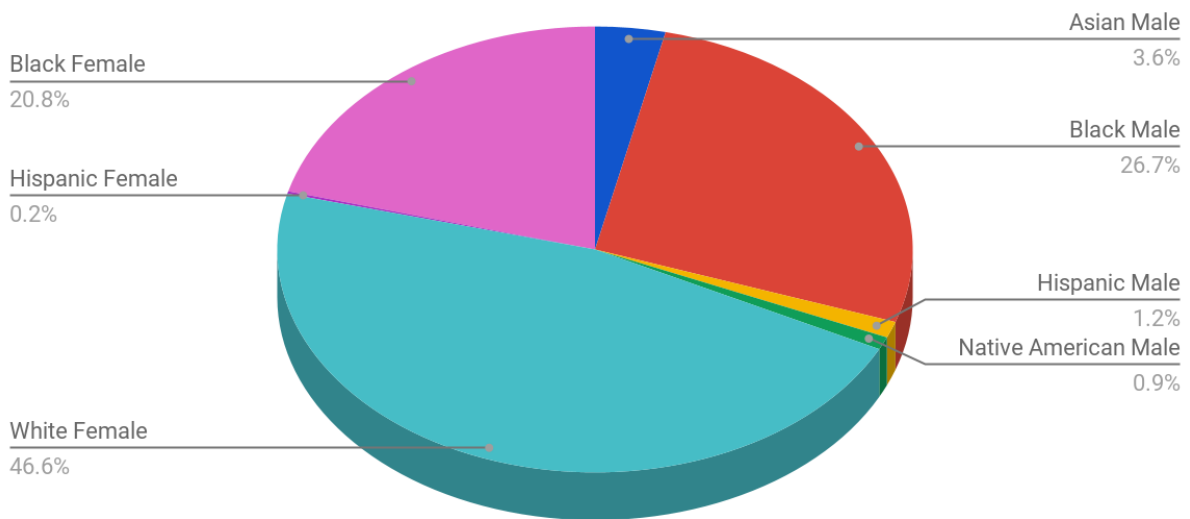
This is a **130%** increase in proposed subcontractor participation year over year.

The average MBE proposed participation was **7%**; the average WBE proposed participation was **12%**.

Metro goals are determined by the Goal Setting Committee based upon availability of firms as determined in the Disparity Study. See **Appendix 2** for a full list of fiscal year 2022 contracts awarded under the EBO Program.















Participation by Demographics



PROPOSED SUBCONTRACTOR CONTRACT PARTICIPATION BY RACE & GENDER

July 2021 – June 2022

	Asian Male \$3,978,184.26 dollars	Asian Female \$0 dollars	
	Black Male \$29,756,296.68 dollars	Black Female \$23,172,604.41 dollars	
	Hispanic Male \$1,316,723.33 dollars	Hispanic Female \$200,000.00 dollars	
	Native American Male \$1,022,306.00 dollars	Native American Female \$0 dollars	
	White Female \$51,979,097.16 dollars	Undefined MBE \$141,020,000.00 dollars	
	Undefined WBE \$262,750,000.00 dollars	Total \$515,195,211.84 dollars	

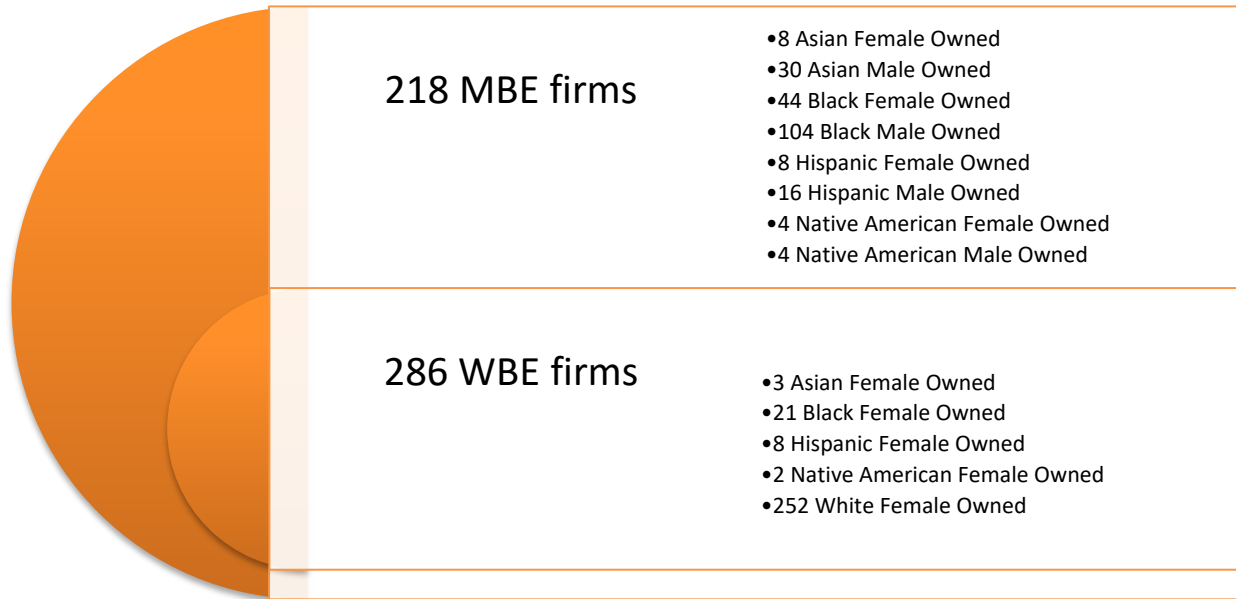
See **Appendix 2** for a complete list of contracts awarded in FY 2022 with Metro proposed participation goals vs. vendor proposed participation goals.

See **Appendix 3** for a complete list of contracts awarded in FY 2022 by sector with proposed MBE/WBE utilization.

See **Appendix 4** for a complete list of contracts awarded in FY 2022 with race, gender, and UNSPS code.

METRO'S DIRECTORY OF CERTIFIED SUPPLIERS BY RACE AND GENDER

July 2021 – June 2022



MARKET AVAILABILITY VS. ASPIRATIONAL GOALS VS. ACHIEVEMENT BY PROCUREMENT SECTOR

For Proposed Black/Brown Owned (MBE) and Women Owned (WBE) Utilization

July 2021 – June 2022

Construction	Non-Professional Services
Total Proposed Spend: \$2,127,261,503.70	Total Proposed Spend: \$121,452,042.00
MBE: 9% Availability; 13% Aspirational; 8% Achieved	MBE: 8% Availability; 23% Aspirational; 7% Achieved
WBE: 10% Availability; 12% Aspirational; 17% Achieved	WBE: 11% Availability; 16% Aspirational; 6% Achieved
Professional Services	Goods
Total Proposed Spend: \$240,286,550.00	Total Proposed Spend: \$6,739,374.19
MBE: 6% Availability; 24% Aspirational; 6% Achieved	MBE: 13% Availability; 10% Aspirational; 21% Achieved
WBE: 8% Availability; 16% Aspirational; 8% Achieved	WBE: 10% Availability; 11% Aspirational; 79% Achieved

SUPPLIER DIVERSITY HIGHLIGHTS

July 2021 - June 2022

- **14** prime contracts awarded to Metro approved small businesses (SBE).
- **7** prime contracts awarded to certified women owned businesses (WBE).
- **4** prime contracts awarded to certified black/brown owned businesses (MBE).
- **65** unique MBE's awarded subcontracts.
- **56** unique WBE's awarded subcontracts.
- **67%** of awarded contracts met or exceeded Metro's MBE/WBE goals.
- **33%** of awarded contracts met Metro's good faith effort requirements.
- Individual Project Goals for MBEs:
 - **8%** - average MBE goal set by Metro.
 - **7%** - average MBE utilization proposed by vendors.
 - **1%** - average MBE underutilization relative to market availability.
- Individual Project Goals for WBEs:
 - **9%** - average WBE goal set by Metro.
 - **12%** - average WBE utilization proposed by vendors.
 - **3%** - average WBE overutilization relative to market availability.
- **48%** - highest MBE utilization proposed by vendor.
- **70%** - highest WBE utilization proposed by vendor.

EQUAL BUSINESS OPPORTUNITY SUBCONTRACTOR PAYMENTS

July 2021 – June 2022

The EBO directed **\$21,819,728** in payments to black/brown (MBE) and women owned (WBE) businesses during FY 2022. The payments were spread across **86 contracts** – **10** awarded in FY 2022 and **76** awarded in previous fiscal years.

Note that Metro contracts are often multi-year projects with payments spread across several fiscal years.

See **Appendix 5** for EBO subcontractor payments made in FY 2022 by race, gender, and UNSPS code.

See **Appendix 6** for a complete list of MBE and WBE subcontractors paid in FY 2022.

EBO CONTRACT CLOSE-OUT STATISTICS

July 2021 – June 2022

Seven (**7**) contracts with EBO provisions were completed and closed-out in FY 2022. The total amount paid to subcontractors for these contracts was **\$717,355**.

Three of these contracts were awarded pursuant to good faith efforts (GFE). Of these three (**3**) contracts:

- **3/3 or 100** percent had no MBE goal.
- **1/3 or 33** percent had no WBE goal.
- Of the two contracts with WBE goals:
 - **1/2 or 50** percent met their WBE goals.

Four (**4**) of these contracts were awarded with goals for both black/brown owned (MBE) and women owned (WBE) subcontractor participation. Of these four (**4**) contracts:

- **4/4 or 100** percent met their MBE goals.
- **3/4 or 75** percent met their WBE goals.

See **Appendix 7** for a complete list of contracts that closed in FY 2022 with GFE and MBE/WBE goals.

NUMBER OF MBE AND WBE PRIME CONTRACT BIDDERS ON EBO AWARDED PROJECTS

July 2021 – June 2022



NUMBER OF MBE AND WBE PRIME CONTRACT BIDDERS ON ALL AWARDED PROJECTS

July 2021 – June 2022



CONTRACT COMPLIANCE

July 2021 – June 2022

A contract compliance officer evaluates all offers for conformity with the EBO Program. This involves reviewing statements of MWBE utilization, statements of interested subcontractors/vendors, and statements of bid proposals/price quotations. If MBE and/or WBE goals have not been met, good faith effort summary sheets and supporting documents are evaluated.

BAO monitors all contracts with MBE and WBE goals to ensure that proposed participation goals are met, and subcontractors are paid within the appropriate timeframe. If there are disputes about performance, payments, or other related items, BAO acts as a mediator between the involved parties.

From the eighty-four (**84**) awarded contracts, twenty-eight (**28**) awards were made based on good faith effort summary sheets. See **Appendix 8** for a complete list of projects with good faith efforts. For a breakdown of amounts on these projects, see **Appendix 3**.

PROCUREMENT ACCOUNTABILITY

July 2021 – June 2022

The procurement accountability officer (PAO) monitors the EBO program to ensure compliance with applicable laws and regulations. The PAO is an independent entity that reports directly to the Office of Financial Accountability (OFA).

During FY 2022, the PAO completed the following reviews and reports:

- **1** Vendor Complaint Allegation Review.
- **2** Metro Credit Card Procurement Reviews.
- **4** Prompt Pay Quarterly Procurement Standards Board Reports.
- **240** Prompt Pay Quarterly Department Follow-Up Requests.

BUSINESS DEVELOPMENT & OUTREACH

July 2021 – June 2022

The Business Development & Outreach Officer (BDO) is responsible for cultivating relationships with the business community, professional organizations, and trade groups. The goal is to create and maintain a local small business ecosystem that builds capacity and provides opportunity through training, networking, and technical assistance.

To meet Metro's procurement needs, the needs of the broader marketplace, and to help set project goals, the BDO actively recruits small, black, brown, and women owned businesses to the database of certified vendors by:

1. Hosting targeted outreach events.
2. Meeting with firms one-on-one to encourage participation.
3. Working with community and business partners to leverage their membership lists.
4. Attending industry-specific outreach events to identify viable diverse firms.
5. Utilizing digital and social media platforms to notify firms of outreach events.

In FY 2022, these BDO efforts include:

- **11** hours of direct training provided by Metro.
- **575** individuals trained live.
- **749** individuals provided with recording/materials from training.
- **23** electronic communications with vendors.
- Hosting, attending, and participating in **297** hours of indirect training, business networking, and outreach events provided by partner organizations.
- Registering **258** new diverse businesses in Metro's certified directory, reaching a total of **3,792** diverse businesses registered.

The BDO works with external stakeholders to maximize utilization of MBE, WBE, & SBE/SDV firms. The goal is for these diverse firms to move from sub to prime contracting opportunities and from smaller value contracts with single departments to larger, multi-year engagements.

PROCUREMENT DATA

July 2021 – June 2022



10

Metro personnel trained

to learn how MBE and WBE goals are established, and how they can help to ensure expediency in the procurement process.

The Procurement Data Officer (PDO) works with departments to ensure that projects are broken down into a variety of work items. This helps provide a more accurate reflection of the availability of MBE and WBE firms on any given project.

APPENDICES

Appendix 1

Definitions from BL2018-1419, Chapter 4.46. EQUAL BUSINESS OPPORTUNITY PROGRAM

African American: Means persons having origins in any black racial group of Africa. It includes people who indicate their race as "Black, African American, or Negro," or provide written entries such as African American, Afro American, Kenyan, Nigerian, or Haitian.

Annual Aspirational Goal: Means a non-mandatory annual aspirational percentage goal for overall MWBE Prime and Subcontractor participation in Metropolitan Government contracts for Construction, Professional Services, Goods and other Services contracts. This goal is established every five (5) years by a duly-authorized disparity study and based upon and derived from the Prime and Subcontractor availability statistics provided therein, and is measured every year to ascertain program effectiveness.

Asian: Means persons having origins in any of the original people of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands.

Availability: Means being "qualified" to perform work for the Metropolitan Government. This means that the Bidder does business within an industry group from which the Metropolitan Government and its agencies make certain purchases; the firm's owner has taken steps to do business with the Metropolitan Government and qualified itself to do such business by registering or certifying; and the firm is located within a relevant geographical area such that it can do business with the Metropolitan Government.

Bid: Means a quotation, proposal, sealed bid or offer to perform or provide labor, materials, supplies or services to the Metropolitan Government for a price.

Bidder: Means any individual, sole proprietorship, partnership, joint venture, or corporation that submits a Bid to the Metropolitan Government.

Certification: Means the qualifying process that assures buyers and local, state, and federal agencies that a particular business is an MWBE that performs a commercially useful function. Certification or Recertification shall mean official recognition and approval by the acceptable certifying agency and/or Metropolitan Government that a business meets the qualification criteria of an MWBE, as set forth in this EBO Program. Certification or Recertification relates to qualifications regarding ownership and control, not the quality of the service or product.

Compliance: Means the condition existing when a Participant has met the requirements of this EBO Program.

Goal, or Contract-by-Contract, or Project-by-Project Goal: Means race or gender-conscious corrective measures administered on a contract-by-contract or project-by-project basis which measure sets a percentage-based minimum participation level for MWBE subcontractors based on the available subcontracting opportunities for that project and the available firms and may be set as MBEs and WBEs or any ethnic subset of MBEs.

Goal Setting Committee ("GSC"): Means a committee comprised of the head of the BAO, the Purchasing Agent, and the head of the originating Department, which Committee is, tasked with setting contract/project goals for the EBO Program. All goals for the EBO Program are subject to the approval of the Purchasing Agent prior to its implementation.

Good Faith Efforts: Means the voluntary actions of a Participant undertaken in good faith to ensure that it does not discriminate in its contracting practices and to explain any failure to meet either an Annual Aspirational Goal or a contract/project Goal set in accordance with this legislation.

Hispanic American: Means people who identify with the terms "Hispanic" or "Latino" and who classify themselves in a specific Hispanic or Latino category such as "Mexican," "Puerto Rican," "Cuban," or "other Spanish, Hispanic, or Latino."

Minority Business Enterprise ("MBE"): Refers to a business enterprise maintaining a significant business presence in the Program Area and performing a commercially useful function that is owned by one or more of the following: (1) African Americans, (2) Native Americans, (3) Hispanic Americans, and (4) Asian Americans.

Minority or Women Owned Business Enterprise ("MWBE"): Refers to a business enterprise maintaining a significant business presence in the Program Area and performing a commercially useful function that is owned by one or more of the following: (1) African Americans, (2) Native Americans, (3) Hispanic Americans, (4) Asian Americans and (5) Women. Racial and gender categories are separated for monitoring and tracking purposes only.

Metropolitan Government: Means the Metropolitan Government of Nashville and Davidson County, including any of its operating elements, officers, and/or employees acting with authority, but excluding the Metropolitan Development and Housing Authority, Nashville Electric Service, Metropolitan Transit Authority, the Metropolitan Nashville Public Schools, the Metropolitan Hospital Authority, the Metropolitan Sports Authority and the Metropolitan Nashville Airport Authority.

Metropolitan Nashville Disparity Studies: Means the Disparity Studies prepared by Griffin & Strong, P.C., and submitted to the Metropolitan Government in December 2004, and in August 2018.

MWBE Owned: Means that African American, Native American, Hispanic American, Asian American or woman owner(s) who are citizens or permanent residents of the United States individually or collectively possess an ownership interest of at least fifty-one percent (51%) of the business.

Native American: Means persons having origins in any of the original people of North America, including American Indians, Eskimos and Aleuts.

Non-Compliance: Means the condition existing when a Participant has failed to meet the requirements of this EBO Program.

Participant: Means an individual or entity that enters into a contract with the Metropolitan Government to provide goods or services within the scope of the EBO Program, or a subcontractor or supplier to such an individual or entity.

Program or EBO Program: Means the Equal Business Opportunity Program.

Purchasing Agent: Shall have the meaning given in section 8.108 of the Metropolitan Charter.

Purchasing Sector: Means the UNSPSC category for the specific procurement of construction, non-professional services and professional services.

Race/Gender-Conscious: Means any governmental or legislative policy or programmatic action that uses race or gender as criteria for participation.

Race/Gender-Neutral: Means any governmental or legislative policy or a programmatic action in which race or gender is not among the criteria for participation.

Supplier: Means a warehouse or manufacturer of materials, supplies or equipment that contracts directly with a Bidder to provide such materials, supplies or equipment on a project that involves a trade or service. For purposes of measuring the total contract dollars awarded or paid to suppliers on projects, only amounts paid to suppliers of goods customarily and ordinarily used based upon standard industry or trade practices shall be counted.

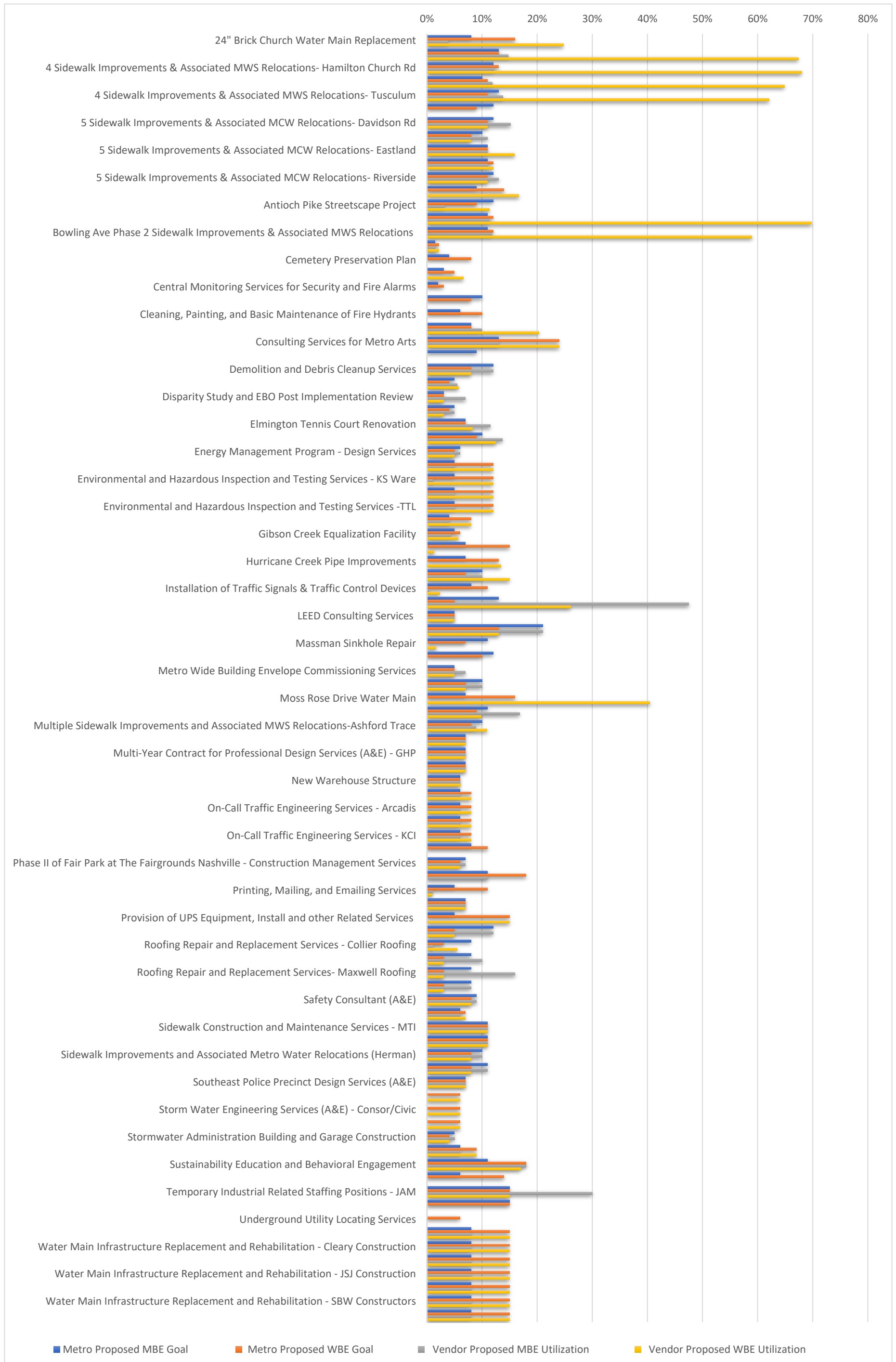
Underutilization: Means the percentage of dollars spent by the Metropolitan Government with MWBE's is less than participation of MWBE's than reasonably expected based on the availability of MWBE's within the Program Area.

UNSPSC: Means the United Nations Standard Products and Services Code used to identify the Purchasing Sector.

Women Business Enterprise (WBE): Means a business that is an independent and continuing enterprise for profit, performing a commercially useful function, and which is owned and controlled by one or more women and is not otherwise certified as an MBE.

APPENDIX 2:

Contracts Awarded in FY 2022 with Metro Proposed Participation Goals Vs. Vendor Proposed Participation Goals



APPENDIX 3:

CONTRACTS AWARDED IN FY22 BY PROCUREMENT SECTOR WITH PROPOSED MBE/WBE UTILIZATION

	Contract Value	Prime Proposed MBE Utilization \$	Prime Proposed WBE Utilization \$
Construction	\$ 2,127,261,503.70	\$ 161,447,194.29	\$ 294,159,295.38
24" Brick Church Water Main Replacement*	\$ 3,589,225.00	\$ 138,185.16	\$ 889,051.03
4 Sidewalk Improvements & Associated MWS Relocations- Edge O Lake	\$ 1,651,046.00	\$ 243,529.29	\$ 1,112,805.00
4 Sidewalk Improvements & Associated MWS Relocations- Hamilton Church Rd	\$ 762,900.00	\$ 92,234.61	\$ 518,695.71
4 Sidewalk Improvements & Associated MWS Relocations- Old Lebanon Pike	\$ 916,193.00	\$ 108,568.87	\$ 594,334.40
4 Sidewalk Improvements & Associated MWS Relocations- Tusculum	\$ 3,919,891.00	\$ 540,944.96	\$ 2,432,292.37
5 Metro Demos**	\$ 50,040.00	\$ -	\$ -
5 Sidewalk Improvements & Associated MCW Relocations- Davidson Rd	\$ 1,503,568.00	\$ 227,640.20	\$ 165,392.48
5 Sidewalk Improvements & Associated MCW Relocations- Delmas Ave	\$ 2,219,169.00	\$ 244,108.59	\$ 177,533.52
5 Sidewalk Improvements & Associated MCW Relocations- Eastland	\$ 1,150,781.00	\$ 126,585.91	\$ 182,974.18
5 Sidewalk Improvements & Associated MCW Relocations- Kings	\$ 1,445,820.00	\$ 159,040.20	\$ 173,498.40
5 Sidewalk Improvements & Associated MCW Relocations- Riverside	\$ 1,124,824.00	\$ 146,227.12	\$ 123,730.64
8th Avenue South Water Main*	\$ 4,614,100.00	\$ -	\$ 769,631.88
Antioch Pike Streetscape Project*	\$ 1,076,540.49	\$ 33,803.37	\$ 122,295.00
Bowling Ave Phase 1 Sidewalk Improvements & Associated MWS Relocations	\$ 2,113,137.00	\$ 236,882.66	\$ 1,474,335.68
Bowling Ave Phase 2 Sidewalk Improvements & Associated MWS Relocations	\$ 928,677.00	\$ 109,491.02	\$ 547,640.83
Bridge and Culvert Construction, Maintenance, and Repair	\$ 150,000,000.00	\$ 2,220,000.00	\$ 3,195,000.00
Centennial Park - Children's Memory Garden Construction*	\$ 1,957,140.00	\$ -	\$ 128,975.53
Demolition and Debris Cleanup Services	\$ 10,000,000.00	\$ 1,200,000.00	\$ 800,000.00
Elmington Tennis Court Renovation	\$ 156,876.00	\$ 18,056.43	\$ 13,005.02
Emergency Sewer Repair Services & Materials	\$ 13,267,500.00	\$ 1,818,974.25	\$ 1,658,437.50
Gibson Creek Equalization Facility*	\$ 18,950,000.00	\$ 805,375.00	\$ 1,078,255.00
Hurricane Creek Pipe Improvements*	\$ 19,115,600.00	\$ -	\$ 2,567,225.08
HVAC Maintenance, Installation, and Repair Services	\$ 25,000,000.00	\$ 2,500,000.00	\$ 3,750,000.00
Massman Sinkhole Repair*	\$ 539,280.00	\$ -	\$ 9,005.98
Metro Demo**	\$ 54,540.00	\$ -	\$ -
Metro Wide Repair and Construction of Historic Masonry Structures	\$ 5,000,000.00	\$ 500,000.00	\$ 350,000.00
Moss Rose Drive Water Main*	\$ 424,436.00	\$ -	\$ 171,684.36
Multiple Sidewalk Improvements and Associated MWS Relocations- Old Harding Pike	\$ 526,113.00	\$ 88,492.21	\$ 52,032.58
Multiple Sidewalk Improvements and Associated MWS Relocations-Ashford Trace	\$ 284,983.00	\$ 25,420.48	\$ 31,148.64
New Warehouse Structure	\$ 1,288,200.00	\$ 77,420.82	\$ 78,064.92
Phase II of Fair Park at The Fairgrounds Nashville - Construction Management Services	\$ 6,000,000.00	\$ 420,000.00	\$ 360,000.00
Roofing Repair and Replacement Services - Collier Roofing*	\$ 5,000,000.00	\$ 50,000.00	\$ 275,000.00
Roofing Repair and Replacement Services - RSS-Nashville	\$ 5,000,000.00	\$ 500,000.00	\$ 150,000.00
Roofing Repair and Replacement Services- Maxwell Roofing	\$ 5,000,000.00	\$ 800,000.00	\$ 150,000.00
Roofing Repair and Replacement Services- Porter Roofing	\$ 5,000,000.00	\$ 400,000.00	\$ 150,000.00
Sidewalk Construction and Maintenance Services - MTI	\$ 30,000,000.00	\$ 3,300,000.00	\$ 3,300,000.00
Sidewalk Construction and Maintenance Services -RTG	\$ 30,000,000.00	\$ 3,300,000.00	\$ 3,300,000.00

Sidewalk Improvements and Associated Metro Water Relocations (Herman)	\$ 842,561.04	\$ 84,256.10	\$ 67,404.88
Sidewalk Improvements and Associated Metro Water Relocations (West Hamilton)	\$ 1,516,862.40	\$ 166,854.86	\$ 121,348.99
Stormwater Administration Building and Garage Construction	\$ 15,271,500.77	\$ 765,102.19	\$ 618,495.78
Water Main Infrastructure Replacement and Rehabilitation - Civil Constructors	\$ 250,000,000.00	\$ 20,000,000.00	\$ 37,500,000.00
Water Main Infrastructure Replacement and Rehabilitation - Cleary Construction	\$ 250,000,000.00	\$ 20,000,000.00	\$ 37,500,000.00
Water Main Infrastructure Replacement and Rehabilitation - Garney Companies	\$ 250,000,000.00	\$ 20,000,000.00	\$ 37,500,000.00
Water Main Infrastructure Replacement and Rehabilitation - JSJ Construction	\$ 250,000,000.00	\$ 20,000,000.00	\$ 37,500,000.00
Water Main Infrastructure Replacement and Rehabilitation - Middle TN Infrastructure	\$ 250,000,000.00	\$ 20,000,000.00	\$ 37,500,000.00
Water Main Infrastructure Replacement and Rehabilitation - SBW Constructors	\$ 250,000,000.00	\$ 20,000,000.00	\$ 37,500,000.00
Water Main Infrastructure Replacement and Rehabilitation - Walker Building Group	\$ 250,000,000.00	\$ 20,000,000.00	\$ 37,500,000.00
Non-Professional Service	\$ 121,452,042.00	\$ 18,276,450.00	\$ 11,898,850.00
Cemetery Preservation Plan**	\$ 37,042.00	\$ -	\$ -
Central Monitoring Services for Security and Fire Alarms**	\$ 1,000,000.00	\$ -	\$ -
Cleaning, Painting, and Basic Maintenance of Fire Hydrants**	\$ 3,500,000.00	\$ -	\$ -
Consulting Services for Metro Arts	\$ 165,000.00	\$ 21,450.00	\$ 39,600.00
Grease Management and Industrial Consultation*	\$ 1,750,000.00	\$ -	\$ 22,750.00
Installation of Traffic Signals & Traffic Control Devices*	\$ 20,000,000.00	\$ 80,000.00	\$ 460,000.00
Janitorial Custodial Cleaning and Related Services	\$ 35,000,000.00	\$ 16,625,000.00	\$ 9,131,500.00
Pavement Marking and Traffic Delineation Installation**	\$ 10,000,000.00	\$ -	\$ -
Printing, Mailing, and Emailing Services*	\$ 5,000,000.00	\$ 50,000.00	\$ 45,000.00
Provision of UPS Equipment, Install and other Related Services*	\$ 10,000,000.00	\$ -	\$ 1,500,000.00
Right of Way Litter Removal*	\$ 5,000,000.00	\$ 600,000.00	\$ 250,000.00
Sustainable Vegetation Maintenance Services	\$ 2,000,000.00	\$ -	\$ -
Temporary Industrial Related Staffing Positions - JAM	\$ 3,000,000.00	\$ 900,000.00	\$ 450,000.00
Temporary Industrial Related Staffing Positions - Soft HQ**	\$ 3,000,000.00	\$ -	\$ -
Underground Utility Locating Services**	\$ 22,000,000.00	\$ -	\$ -
Professional Service	\$ 240,286,550.00	\$ 12,157,270.50	\$ 17,333,612.50
CIS Implementation, Annual Software Maintenance and Support**	\$ 5,500,000.00	\$ -	\$ -
Community Development and Regulation (CDR) Process Analysis	\$ 10,000,000.00	\$ 990,000.00	\$ 2,030,000.00
Debt Management Software**	\$ 162,500.00	\$ -	\$ -
Design and Construction Administration for Process Advancements at Omohundro and KR Water Treatment Plants	\$ 75,000,000.00	\$ 4,125,000.00	\$ 4,312,500.00
Disparity Study and EBO Post Implementation Review	\$ 350,000.00	\$ 24,500.00	\$ 10,500.00
Dry Creek Water Reclamation Facility Headworks and Class A Biosolids Design and Construction Administration	\$ 8,500,000.00	\$ 425,000.00	\$ 255,000.00
Energy Management Program - Design Services	\$ 3,500,000.00	\$ 210,000.00	\$ 175,000.00
Environmental & Hazardous Inspection and Testing Services (A&E) -Stantec	\$ 2,000,000.00	\$ 100,000.00	\$ 240,000.00
Environmental and Hazardous Inspection and Testing Services - KS Ware*	\$ 2,000,000.00	\$ 20,000.00	\$ 240,000.00
Environmental and Hazardous Inspection and Testing Services -Terracon	\$ 2,000,000.00	\$ 100,000.00	\$ 240,000.00
Environmental and Hazardous Inspection and Testing Services -TTL	\$ 2,000,000.00	\$ 100,000.00	\$ 240,000.00
Fort Negley Master Plan and Design Services	\$ 5,000,000.00	\$ 200,000.00	\$ 400,000.00
LEED Consulting Services	\$ 2,000,000.00	\$ 100,000.00	\$ 100,000.00
Local Economic Development Strategy	\$ 566,250.00	\$ 118,912.50	\$ 73,612.50
Metro Wide Building Envelope Commissioning Services	\$ 1,000,000.00	\$ 70,000.00	\$ 50,000.00
Multi-Year Contract for Professional Design Services (A&E) - Barge	\$ 2,000,000.00	\$ 140,000.00	\$ 140,000.00

Multi-Year Contract for Professional Design Services (A&E) - GHP	\$ 2,000,000.00	\$ 140,000.00	\$ 140,000.00
Multi-Year Contract for Professional Design Services (A&E) - KSA	\$ 2,000,000.00	\$ 140,000.00	\$ 140,000.00
On-Call Traffic Engineering Services - AECOM	\$ 6,000,000.00	\$ 360,000.00	\$ 480,000.00
On-Call Traffic Engineering Services - Arcadis	\$ 6,000,000.00	\$ 360,000.00	\$ 480,000.00
On-Call Traffic Engineering Services - Barge	\$ 6,000,000.00	\$ 360,000.00	\$ 480,000.00
On-Call Traffic Engineering Services - KCI	\$ 6,000,000.00	\$ 360,000.00	\$ 480,000.00
Police Staffing and Resource Utilization Analysis*	\$ 107,800.00	\$ 11,858.00	\$ -
Program, PM and Maintenance Services	\$ 25,000,000.00	\$ 1,750,000.00	\$ 1,750,000.00
Safety Consultant (A&E)	\$ 3,500,000.00	\$ 315,000.00	\$ 280,000.00
Security and Security Technology Consulting Services*	\$ 1,000,000.00	\$ 60,000.00	\$ 70,000.00
Southeast Police Precinct Design Services (A&E)	\$ 1,100,000.00	\$ 77,000.00	\$ 77,000.00
Storm Water Engineering Services (A&E) - Barge	\$ 15,000,000.00	\$ -	\$ 900,000.00
Storm Water Engineering Services (A&E) - Consor/Civic	\$ 15,000,000.00	\$ -	\$ 900,000.00
Storm Water Engineering Services (A&E) - Wood	\$ 15,000,000.00	\$ -	\$ 900,000.00
Stormwater Master Plan Engineering Services	\$ 10,000,000.00	\$ 600,000.00	\$ 900,000.00
Sustainability Education and Behavioral Engagement*	\$ 5,000,000.00	\$ 900,000.00	\$ 850,000.00

*Vendor partially met the Metro established EBO goals.

**Vendor did not meet the Metro established EBO goals.

APPENDIX 4:

CONTRACTS AWARDED IN FY22 WITH RACE, GENDER, AND UNSPSC

	MBE (UNSPSC)	WBE (UNSPSC)	Prime
Construction			
24" Brick Church Water Main Replacement	Black Male (46161500)	White Female x2 (72131701, 30110000)	
4 Sidewalk Improvements & Associated MWS Relocations- Edge O Lake	Black Female (72101700)	White Female (72100000)	
4 Sidewalk Improvements & Associated MWS Relocations- Hamilton Church Rd	Black Female (72101700)	White Female (72100000)	
4 Sidewalk Improvements & Associated MWS Relocations- Old Lebanon Pike	Black Female (72101700)	White Female (72100000)	
4 Sidewalk Improvements & Associated MWS Relocations- Tusculum	Black Female (72101700)	White Female (72100000)	
5 Metro Demos	N/A	N/A	Black Male
5 Sidewalk Improvements & Associated MCW Relocations- Davidson Rd	Black Female (72101700); Black Male (72121100)	White Female x2 (30121600,46161500)	
5 Sidewalk Improvements & Associated MCW Relocations- Delmas Ave	Black Female (72101700); Black Male (72121100)	White Female x2 (30121600,46161500)	
5 Sidewalk Improvements & Associated MCW Relocations- Eastland	Black Female (72101700); Black Male (72121100)	White Female x2 (30121600,46161500)	
5 Sidewalk Improvements & Associated MCW Relocations- Kings	Black Female (72101700); Black Male (72121100)	White Female x2 (30121600,46161500)	
5 Sidewalk Improvements & Associated MCW Relocations- Riverside	Black Female (72101700); Black Male (72121100)	White Female x2 (30121600,46161500)	
8th Avenue South Water Main		White Female (72141103)	
Antioch Pike Streetscape Project	Black Male (46161500)	White Female x4 (55121900, 72103301, 46161500x2)	
Bowling Ave Phase 1 Sidewalk Improvements & Associated MWS Relocations	Black Female (72101700); Black Male (30100000)	White Female (72100000)	
Bowling Ave Phase 2 Sidewalk Improvements & Associated MWS Relocations	Black Female (72101700); Black Male (46161500)	White Female (72100000)	
Bridge and Culvert Construction, Maintenance, and Repair	Black Female (72152705); Black Male x2 (30103623, 46161500)	White Female x4 (72131701, 72102400, 55120000, 10150000)	
Bridge and Culvert Construction, Maintenance, and Repair	Black Female (72152705); Black Male x2 (30103623, 46161500)	White Female x4 (72131701, 72102400, 55120000, 10150000)	
Centennial Park - Children's Memory Garden Construction	N/A	White Female x2 (72131701, 72103000)	
Demolition and Debris Cleanup Services	Black Male (72103001)	White Female x2 (80111600, 22000000)	
Dry Creek Water Reclamation Facility Headworks and Class A Biosolids Design and Construction Administration	Asian Male (81101505)	White Female x3 (81101514, 81100000, 70170000)	
Elmington Tennis Court Renovation	Black Male (72101700)	White Female x2 (72141102, 30121700)	
Emergency Sewer Repair Services & Materials	Black Male x2 (78101801, 46161500)	White Female (78101801)	














Gibson Creek Equalization Facility	Black Male x2 (78101801, 30103623)	White Female x4 (72131701, 40170000, 30103623, 31330000)	
Hurricane Creek Pipe Improvements	N/A	White Female x2 (72141103, 31310000)	
HVAC Maintenance, Installation, and Repair Services	Black Male (80111604)	White Female (80111604)	
Massman Sinkhole Repair	N/A	White Female (72131701)	
Metro Demo	N/A	N/A	Black Male
Metro Wide Repair and Construction of Historic Masonry Structures	Native American Male (72141505); Black Male (72153000)	White Female x2 (72154023, 72141505)	
Moss Rose Drive Water Main	N/A	White Female (72141100)	
Multiple Sidewalk Improvements and Associated MWS Relocations- Old Harding Pike	Black Female (72101700)	White Female x2 (72141100, 46161500)	
Multiple Sidewalk Improvements and Associated MWS Relocations-Ashford Trace	Black Female (72101700)	White Female x2 (72141100, 46161500)	
New Warehouse Structure	Black Male x2 (72103000, 30000000)	White Female (72121000)	
Phase II of Fair Park at The Fairgrounds Nashville - Construction Management Services	To be provided after design finalization	To be provided after design finalization	
Roofing Repair and Replacement Services - Collier Roofing	Hispanic Male (80131506)	White Female x2 (72102200, 72154023)	Native American Female
Roofing Repair and Replacement Services - RSS-Nashville	Hispanic Male (80131506); Black Male (72101600)	White Female (80111618)	
Roofing Repair and Replacement Services- Maxwell Roofing	Hispanic Male (80131506); Black Female (72153507)	White Female (27112400)	
Roofing Repair and Replacement Services- Porter Roofing	Native American Male (11171500)	White Female x2 (46181500, 30260000)	
Sidewalk Construction and Maintenance Services - MTI	Black Male (78101801)	White Female (46161500, 72131701)	
Sidewalk Construction and Maintenance Services -RTG	Black Male (78101801); Black Female (78101801)	White Female (46161500, 72141103)	
Sidewalk Improvements and Associated Metro Water Relocations (Herman)	Black Male (46161500)	White Female x3 (39120000, 70130000, 72131701)	White Female
Sidewalk Improvements and Associated Metro Water Relocations (West Hamilton)	Black Male (46161500)	White Female x3 (39120000, 70130000, 72131701)	White Female
Stormwater Administration Building and Garage Construction	Asian Male (72152400); Black Male (30000000); Hispanic Male (72150000)	White Female x2 (72152900, 72151911)	
Water Main Infrastructure Replacement and Rehabilitation - Civil Constructors	Provided on a project-by-project basis	Provided on a project-by-project basis	
Water Main Infrastructure Replacement and Rehabilitation - Cleary Construction	Provided on a project-by-project basis	Provided on a project-by-project basis	
Water Main Infrastructure Replacement and Rehabilitation - Garney Companies	Provided on a project-by-project basis	Provided on a project-by-project basis	
Water Main Infrastructure Replacement and Rehabilitation - JSJ Construction	Provided on a project-by-project basis	Provided on a project-by-project basis	
Water Main Infrastructure Replacement and Rehabilitation - Middle TN Infrastructure	Provided on a project-by-project basis	Provided on a project-by-project basis	
Water Main Infrastructure Replacement and Rehabilitation - SBW Constructors	Provided on a project-by-project basis	Provided on a project-by-project basis	
Water Main Infrastructure Replacement and Rehabilitation - Walker Building Group	Provided on a project-by-project basis	Provided on a project-by-project basis	



















Non-Professional Service			
Cemetery Preservation Plan	N/A	N/A	White Female
Central Monitoring Services for Security and Fire Alarms	N/A	N/A	
Cleaning, Painting, and Basic Maintenance of Fire Hydrants	N/A	N/A	
Consulting Services for Metro Arts	Black Female (80171907)	White Female (80171907)	
Grease Management and Industrial Consultation	N/A	White Female (82121500)	
Installation of Traffic Signals & Traffic Control Devices	Native American Male (39121300)	White Female x4 (72141103 x2, 46161500x2)	
Janitorial Custodial Cleaning and Related Services	Black Male x3 (76110000); Black Female (76110000)	Black Female x3 (76110000)	Black Male
Pavement Marking and Traffic Delineation Installation	N/A	N/A	
Printing, Mailing, and Emailing Services	Black Male (44121506)	White Female x2 (73151904, 44120000)	
Provision of UPS Equipment, Install and other Related Services	N/A	White Female (78121600)	White Female
Right of Way Litter Removal	Provided on a project-by-project basis	Provided on a project-by-project basis	
Sustainable Vegetation Maintenance Services	N/A	N/A	
Temporary Industrial Related Staffing Positions - JAM	Black Male (72102902); Black Female (80111600)	White Female (46210000)	
Temporary Industrial Related Staffing Positions - Soft HQ	N/A	N/A	
Underground Utility Locating Services	N/A	N/A	
Professional Service			
CIS Implementation, Annual Software Maintenance and Support	N/A	N/A	
Community Development and Regulation (CDR) Process Analysis	Black Male (84110000)	White Female (84110000)	
Debt Management Software	N/A	N/A	
Design and Construction Administration for Process Advancements at Omohundro and KR Water Treatment Plants	Black Male (84110000); Asian Male x2 (81101505 x2)	White Female x6 (77101600, 72102906, 80000000, 81101500, 81101508, 80170000)	
Disparity Study and EBO Post Implementation Review	Black Female x2 (80170000 x2)	White Female (80170000)	Black Male
Dry Creek Water Reclamation Facility Headworks and Class A Biosolids Design and Construction Administration	Asian Male (81101505)	White Female x3 (81101514, 81100000, 70170000)	
Energy Management Program - Design Services	Black Male (81101512); Asian Male (81100000)	White Female x3 (80171907, 81100000, 77000000)	
Environmental & Hazardous Inspection and Testing Services (A&E) -Stantec	Asian Male (77000000)	White Female (77000000)	
Environmental and Hazardous Inspection and Testing Services - KS Ware	Black Female (77101600)	White Female x4 (77000000, 81151604, 76121900, 80170000)	White Female
Environmental and Hazardous Inspection and Testing Services -Terracon	Asian Male (77000000)	White Female (81101500)	
Environmental and Hazardous Inspection and Testing Services -TTL	Hispanic Male (77100000); Black Male (77000000); Black Female (84141503)	White Female x3 (77100000 x2, 80170000)	
Fort Negley Master Plan and Design Services	Asian Male (81101505); Black Male (80101600)	White Female (80100000); Hispanic Female (80101600)	
LEED Consulting Services	Black Male (77000000)	White Female (77000000)	
Local Economic Development Strategy	Black Male (80101600); Black Female (80171907)	White Female (80170000)	

Metro Wide Building Envelope Commissioning Services	Black Male (80100000)	White Female (80100000)	
Multi-Year Contract for Professional Design Services (A&E) - Barge	Asian Male (81101505)	White Female x3 (81101514, 81151604, 81101605)	
Multi-Year Contract for Professional Design Services (A&E) - GHP	Black Female (81101508); Asian Male (81101505)	White Female x4 (81101517, 81101514, 81101500, 81101605)	White Female
Multi-Year Contract for Professional Design Services (A&E) - KSA	Black Male (80160000); Asian Male (81101505)	White Female x2 (81102701, 72153612)	
On-Call Traffic Engineering Services - AECOM	Black Female (80101600)	Black Female (81102200); White Female (81101512)	
On-Call Traffic Engineering Services - Arcadis	Black Female (80170000)	Black Female (81102200)	
On-Call Traffic Engineering Services - Barge	Black Female (80101600)	Black Female (81102200); White Female (80170000)	
On-Call Traffic Engineering Services - KCI	Black Female x2 (81101701, 80170000)	White Female (81101512)	
Police Staffing and Resource Utilization Analysis	Hispanic Male (80100000)	N/A	
Program, PM and Maintenance Services	Black Female (81000000); Asian Male (81112205); Hispanic Male (81101505))	White Female (81101514)	
Safety Consultant (A&E)	Asian Male (86000000);	White Female (86000000)	
Security and Security Technology Consulting Services	Black Male (81101508)	White Female (81100000)	White Female
Southeast Police Precinct Design Services (A&E)	Asian Male (81101505)	White Female x2 (82141600, 81101701)	
Storm Water Engineering Services (A&E) - Barge	N/A	White Female (81151604)	
Storm Water Engineering Services (A&E) - Consor/Civic	N/A	White Female x2 (81151604, 81101514)	
Storm Water Engineering Services (A&E) - Wood	N/A	White Female (81151604)	
Stormwater Master Plan Engineering Services	Black Male (81100000)	White Female (81151604)	
Sustainability Education and Behavioral Engagement	Black Male (80140000)	White Female (77000000)	




















APPENDIX 5:










EBO SUBCONTRACTOR PAYMENTS BY RACE, GENDER, & UNSPSC

	<p>Asian Male UNSPSC 81101505 Structural engineering \$365,538 dollars spent</p>	<p>Black Male UNSPSC 78101801 Local area trucking services \$760,099 dollars spent</p>	
	<p>Black Female UNSPSC 80000000 Management, Business Professionals, Admin Services \$487,966 dollars spent</p>	<p>Hispanic Female UNSPSC 72102200 Electrical services \$780,349 dollars spent</p>	
	<p>Hispanic Male UNSPSC 72152700 Concrete installation and repair \$39,590 dollars spent</p>	<p>Native American Female UNSPSC 83100000 Utilities \$412,212 dollars spent</p>	
	<p>Native American Male UNSPSC 30121600 Asphalts \$1,586,650 dollars spent</p>	<p>White Female UNSPSC 72141103 Highway and road paving service \$2,763,522 dollars spent</p>	
	<p>White Female UNSPSC 83100000 Utilities \$1,560,862 dollars spent</p>	<p>Black Male UNSPSC 80130000 Real estate services \$7,500 dollars spent</p>	
	<p>White Female UNSPSC 46161500 Traffic control \$2,038,176 dollars spent</p>	<p>White Female UNSPSC 30000000 Building Components & Supplies \$730,951 dollars spent</p>	
	<p>Black Male UNSPSC 30103623 Reinforcing bar/rebar/mesh \$483,856 dollars spent</p>	<p>White Female UNSPSC 30103623 Reinforcing bar/rebar/mesh \$494,617 dollars spent</p>	
	<p>Black Female UNSPSC 72152700 Concrete installation and repair \$614,124 dollars spent</p>	<p>Hispanic Male UNSPSC 72152900 Structural steel erection services \$271,650 dollars spent</p>	

	<p>White Female UNSPSC 72154013 Fence construction service \$4,942 dollars spent</p>	<p>White Female UNSPSC 72153200 Coating, caulking, weather water and fireproofing services \$5,750 dollars spent</p>	
	<p>White Female UNSPSC 72150000 Specialized trade construction and maintenance services \$211,988 dollars spent</p>	<p>Black Male UNSPSC 72103000 Site preparation services \$201,159 dollars spent</p>	
	<p>Black Male UNSPSC 40140000 Fluid and gas distribution \$69,000 dollars spent</p>	<p>White Female UNSPSC 72152707 Retaining wall construction \$63,654 dollars spent</p>	
	<p>White Female UNSPSC 70111602 Nursery services \$28,398 dollars spent</p>	<p>Asian Male UNSPSC 43210000 Computer Equipment and Accessories \$15,276 dollars spent</p>	
	<p>White Female UNSPSC 81100000 Professional engineering services \$203,158 dollars spent</p>	<p>White Female UNSPSC 81101508 Electrical engineering services \$ 4,313 dollars spent</p>	
	<p>Black Female UNSPSC 78101801 Local area trucking services \$298,438 dollars spent</p>	<p>Black Male UNSPSC 76110000 Cleaning and janitorial services \$237,835 dollars spent</p>	
	<p>Black Male UNSPSC 83101900 Energy conservation \$650 dollars spent</p>	<p>White Female UNSPSC 31160000 Hardware \$342,019 dollars spent</p>	
	<p>White Female UNSPSC 70131503 Erosion control services \$114,331 dollars spent</p>	<p>Black Female UNSPSC 78101801 Local area trucking services \$24,365 dollars spent</p>	
	<p>White Female UNSPSC 78101801 Local area trucking services \$1,150,186 dollars spent</p>	<p>Hispanic Female UNSPSC 81102901 Cultural heritage property maintenance engineering service \$9,567 dollars spent</p>	

	<p>Black Male UNSPSC 80111600 Temporary personnel services \$36,134 dollars spent</p>	<p>White Female UNSPSC 72103000 Site preparation services \$75,581 dollars spent</p>	
	<p>Hispanic Female UNSPSC 80170000 Public relations \$5,965 dollars spent</p>	<p>White Female UNSPSC 72151900 Masonry and stonework services \$168,392 dollars spent</p>	
	<p>White Female UNSPSC 26121650 Fiber optic cable assembly \$611,123 dollars spent</p>	<p>Black Female UNSPSC 76110000 Cleaning and janitorial services \$201,909 dollars spent</p>	
	<p>Black Male UNSPSC 80000000 Management, Business Professionals, Admin Services \$72,313 dollars spent</p>	<p>White Female UNSPSC 80170000 Public relations \$40,979 dollars spent</p>	
	<p>White Female UNSPSC 80111600 Temporary personnel services \$309,405 dollars spent</p>	<p>Black Male UNSPSC 30121600 Asphalts \$169,190 dollars spent</p>	
	<p>Asian Male UNSPSC 81101514 Geotechnical or geoseismic engineering \$792,490 dollars spent</p>	<p>White Female UNSPSC 55120000 Signage and accessories \$47,273 dollars spent</p>	
	<p>Black Male UNSPSC 46161500 Traffic control \$332,801 dollars spent</p>	<p>White Female UNSPSC 40170000 Pipe piping and pipe fittings \$435,410 dollars spent</p>	
	<p>White Female UNSPSC 11100000 Minerals and ores and metals \$30,597 dollars spent</p>	<p>Native American Male UNSPSC 72141107 Bridge construction and repair \$33,668 dollars spent</p>	
	<p>Black Male UNSPSC 70171802 Storm water drainage \$547,981 dollars spent</p>	<p>White Female UNSPSC 81151604 Land surveying \$15,765 dollars spent</p>	

	<p>White Female UNSPSC 81101512 Geographic information system GIS services \$163,686 dollars spent</p>	<p>Hispanic Male UNSPSC 80000000 Management, Business Professionals, Admin Services \$7,050 dollars spent</p>	
	<p>White Female UNSPSC 81101514 Geotechnical or geoseismic engineering \$185,785 dollars spent</p>	<p>Asian Male UNSPSC 30170000 Doors and windows and glass \$79,600 dollars spent</p>	
	<p>Black Male UNSPSC 81100000 Professional engineering services \$1,320 dollars spent</p>	<p>White Female UNSPSC 72152900 Structural steel erection services \$418,997 dollars spent</p>	
	<p>White Female UNSPSC 39121700 Electrical hardware and supplies \$152,262 dollars spent</p>	<p>White Female UNSPSC 82131601 Aerial photography services \$26,875 dollars spent</p>	
	<p>Black Female UNSPSC 80170000 Public relations \$280,566 dollars spent</p>	<p>Hispanic Male UNSPSC 83101500 Water and sewer utilities \$158,759 dollars spent</p>	
	<p>White Female UNSPSC 44120000 Office supplies \$2,485 dollars spent</p>	<p>White Female UNSPSC 81101508 Architectural engineering \$10,626 dollars spent</p>	
	<p>Black Male UNSPSC 92120000 Security and personal safety \$350,777 dollars spent</p>	<p>Black Male UNSPSC 30151500 Roofing materials \$3,201 dollars spent</p>	
	<p>White Female UNSPSC 81101502 Technical drawing \$19,000 dollars spent</p>	<p>White Female UNSPSC 81101703 Engineering testing services \$14,820 dollars spent</p>	
	<p>White Female UNSPSC 72152700 Concrete installation and repair \$730,110 dollars spent</p>	<p>White Female UNSPSC 30121600 Asphalts \$114,663 dollars spent</p>	
	<p>Black Male UNSPSC 72102902 Landscaping services \$42,383 dollars spent</p>		

	<p>Asian Male \$1,252,904 Total Payments</p>	<p>Black Female \$1,907,368 Total Payments</p>	
	<p>Black Male \$3,316,199 Total Payments</p>	<p>Hispanic Female \$795,881 Total Payments</p>	
	<p>Hispanic Male \$477,049 Total Payments</p>	<p>Native American Female \$412,212 Total Payments</p>	
	<p>Native American Male \$1,620,318 Total Payments</p>	<p>White Female \$13,290,701 Total Payments</p>	
<p>All EBO Subcontractor MBE and WBE Payments \$21,819,728 Total Payments</p>			

APPENDIX 6:

BLACK/BROWN (MBE) AND WOMEN OWNED (WBE) FIRMS PAID IN FY 2022

MBE	WBE
7NT Enterprises, LLC	A & H Construction Co., Inc
A And R Services	Aerial Innovations of TN & KY
AH&Son Hauling	Ashworth Environmental Design
Archangel Protective Services Inc.	BAC Paving Co Inc
B. Miller Recycling LLC	CIA, LLC
Beard Property Maintenance, Inc.	Clarksville Fencing, LLC
Beneath The Earth Excavating LLC	CNT Enterprises
Bestway Services, Inc.	Collier Roofing Co., Inc.
Brownco Manufacturing and Sales LLC	Compass Partners, LLC
Business Resource Group, LLC	Connico, Inc.
Commercial Installation, LLC	Crown Paving, LLC
Corbrook, LLC	DF&H Services, PLLC
Cornerstone Engineering, Inc.	Earthworx, LLC
Culture Shift Team, Inc.	Blankenship Farms and Nursery
Dale'S Cleaning Service, Inc	Elle Waterworks Supply, LLC DBA EWS
Dugard Communications	Emerald Resource, LLC
EnergyElectives LLC	Gibco Construction LLC
Everready Transportation LLC	Gilley Construction, Inc
Fairpointe Planning, LLC	In2 Electric, LLC
Flournoy Tough Security Company	International Office Products, Inc.
Gonzalez Companies, LLC	Jabez Group Indeed, Inc. DBA Jabez Group
Greg Rice DBA G & M Associates	Jen-Hill Construction Materials
J R Construction Tennessee Inc	K. Payne Contracting, LLC
Jerry B. Young Construction, Inc.	K.S. Ware & Associates, LLC
Lestar Mineral Development Inc. DBA Lestar Inc.	Kimberly, Inc
Logan Patri Engineering, Inc.	Lykins Reinforcing Inc
M & P Services, Inc.	M & M Manufacturing Inc
Morgan & Morgan, Inc.	McCoy Design
Pantegon, LLC DBA Pantegon Protective Services	George Construction Company, LLC
Pillars Development LLC	Nickell Company, LLC
Pipeline Innovation	Pipeworks-Plus, Inc.
Rocky Top Hauling, LLC	Professional Traffic Control Services, LLC
Spring Clean Cleaning Service LLC	Ram Tool & Supply, Inc.
Tennatee Services, Inc.	Raven Security and Traffic Control, LLC
The WMC Contracting Co., Inc	Tegrah Engineering PC
Topnotch Traffic Control	Tennessee Texture, LLC

Trade On Demand Inc. DBA Skilled Workforce	Tennessee Valley Archaeological Research, Inc.
TRC Worldwide Engineering, Inc.	Titan Fastener & Supply LLC
Utopia Building Group, LLC	Underground Eyes, Inc
Volunteer Rebar, LLC	Varallo Public Relations
W. Wright & Co. LLC DBA Retail Development Group	Vertex Contracting Inc.
Windwalker Group LLC	Win Engineering, LLC
Zones, LLC	

APPENDIX 7:

CONTRACTS CLOSED OUT IN FY 2022 WITH GFE AND MBE/WBE GOALS

Contract Name	MBE Goal	WBE Goal	MBE Achievement	WBE Achievement
Demolition of 16 Homes	0%	0%	0%	0%
Madison Park Tennis Court Rehabilitation	2%	8%	2%	8%
Molloy Street Sanitary Sewer Replacement	0%	19%	0%	19%
Roadway Reconstruction - Grade A	6%	10%	6%	8%
Roof Repair for Frederick Douglas Head Start	0%	2%	0%	0%
Sidewalk and Bikeway Repair Services - Grade A Construction	2%	6%	2%	6%
Wedgewood Avenue Resurfacing	18%	20%	18%	20%

APPENDIX 8:

CONTRACTS AWARDED IN FY 2022 WITH GOOD FAITH EFFORTS

Contracts that Required Good Faith Efforts
24" Brick Church Water Main Replacement
<i>5 Metro Demos</i>
8th Avenue South Water Main
Antioch Pike Streetscape Project
<i>Cemetery Preservation Plan</i>
<i>Centennial Park - Children's Memory Garden Construction</i>
Central Monitoring Services for Security and Fire Alarms
CIS Implementation, Annual Software Maintenance and Support
Cleaning, Painting, and Basic Maintenance of Fire Hydrants
Debt Management Software
<i>Environmental and Hazardous Inspection and Testing Services - KS Ware</i>
Gibson Creek Equalization Facility
<i>Grease Management and Industrial Consultation</i>
Hurricane Creek Pipe Improvements
Installation of Traffic Signals & Traffic Control Devices
Massman Sinkhole Repair
<i>Metro Demo</i>
Moss Rose Drive Water Main
Pavement Marking and Traffic Delineation Installation
Police Staffing and Resource Utilization Analysis
Printing, Mailing, and Emailing Services
<i>Provision of UPS Equipment, Install and Other Related Services</i>
Right of Way Litter Removal
<i>Roofing Repair and Replacement Services - Collier Roofing</i>
<i>Security and Security Technology Consulting Services</i>
Sustainability Education and Behavioral Engagement
Temporary Industrial Related Staffing Positions - Soft HQ
Underground Utility Locating Services

Italicized projects have prime contractors that are certified black/brown (MBE) and/or women (WBE) owned firms.