

DEPARTMENT OF FINANCE | Division of Purchases

# ANNUAL REPORT for the Equal Business Opportunity Program

FISCAL YEAR 2023 | July 2022 - June 2023

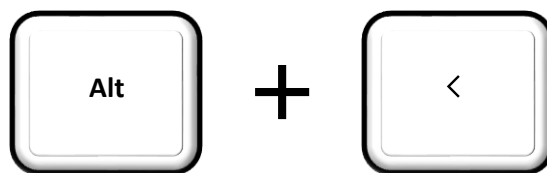
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Metropolitan Government of Nashville & Davidson County

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**NOTE:** When viewing appendices throughout the report, you may quickly go back to your previous view by pressing Alt + Left Arrow.



Dear Colleague,

Metro remains one of the only cities in the United States with a race and gender conscious purchasing program. In our fourth year, you will note that proposed spending with MBE & WBE firms has dropped significantly. This was anticipated. The end of emergency spending from the pandemic, fewer dollars from the federal government, and a general leveling out that happens with any new program are all contributing factors.

The key takeaway is that payments to these same firms are up by 75 percent. This program is working and delivering real money to local black, brown, and woman owned businesses.

From July 1, 2022, through June 30, 2023, **61 contracts were awarded** with goals for certified black, brown, and women owned participation. Highlights include:

- **\$72 million** in proposed spending with **black and brown owned** (MBE) businesses;
- **\$39 million** in proposed spending with **woman owned** (WBE) businesses;
- **16%** - average combined **EBO goal**;
  - **9%** - average for **MBEs**.
  - **7%** - average for **WBEs**;
- Proposed **MBE and WBE utilization met or exceeded market availability** in **50%** of purchasing categories.
- A **\$16.4 million** or **75%** increase in payments to MBE and WBE subcontractors year over year.
- For contracts that closed in FY 2023 with MBE/WBE goals:
  - **50%** met or exceeded MBE market availability.
  - **67%** met or exceeded WBE market availability.

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.

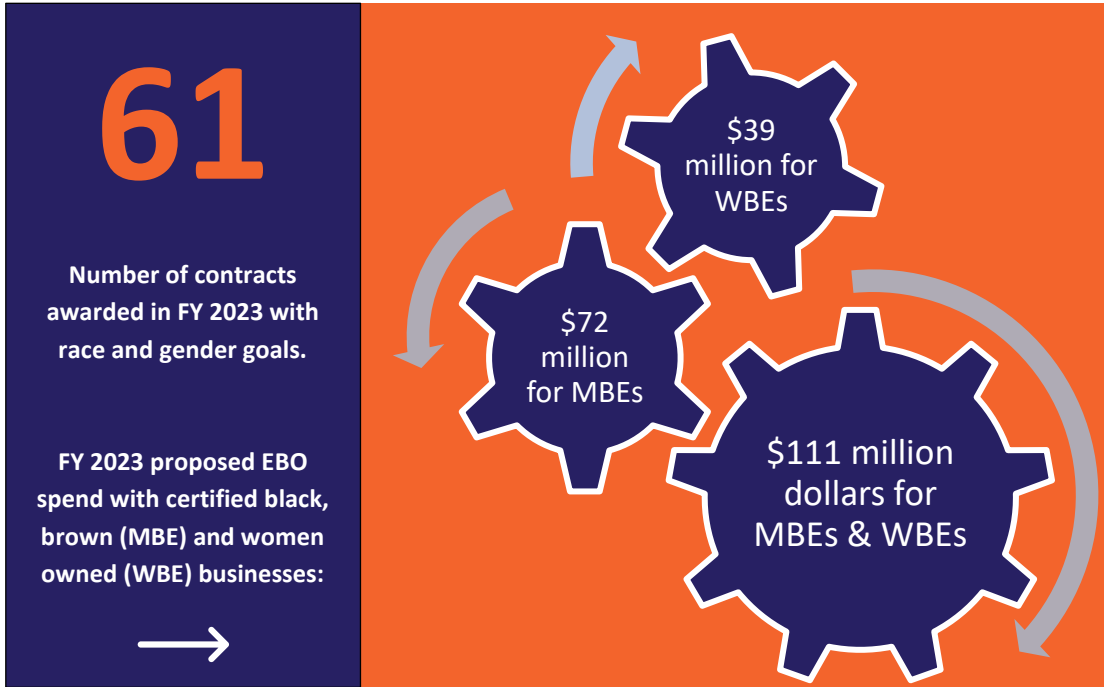
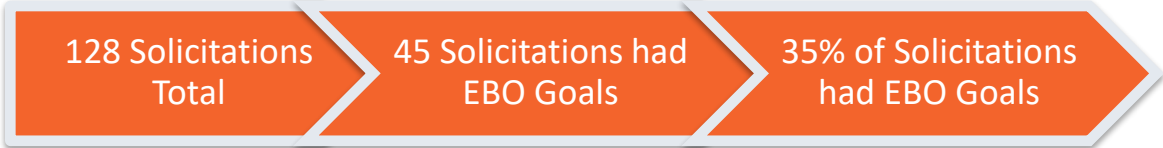
These numbers represent commitments, not payments. Change orders and amendments will be reflected in subsequent reports for the fiscal years in which they were effectuated.

From July 2022 to June 2023, the fourth year of the EBO program, the proposed participation on Metro awards was **\$72 million** dollars for MBE subcontractors and **\$39 million** dollars for WBE subcontractors.

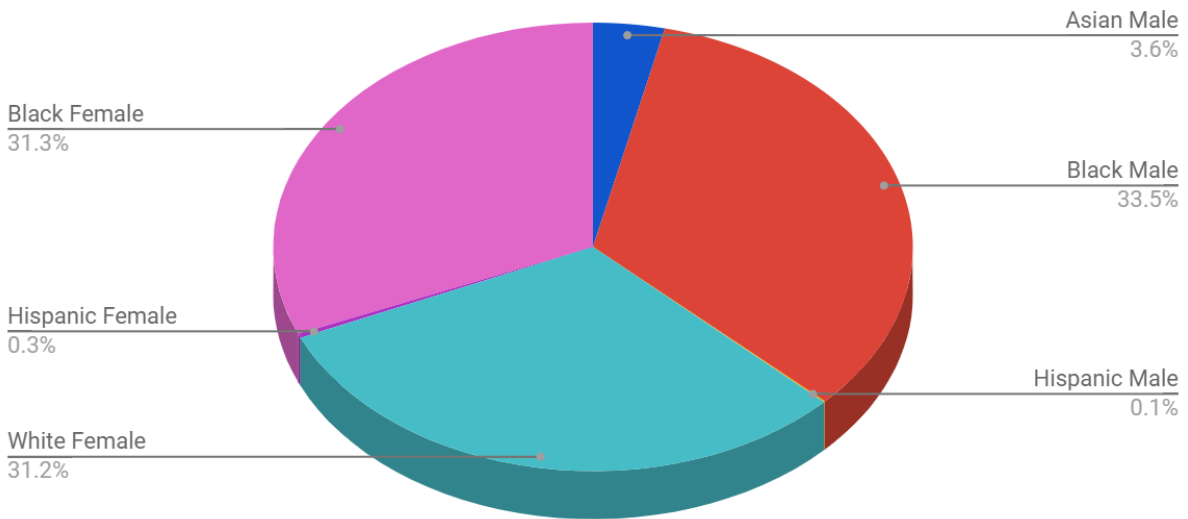
The average MBE proposed participation was **9%**; the average WBE proposed participation was **7%**.

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 2023 contracts awarded under the EBO Program.

From July 2022 to June 2023, payments to certified black, brown, and women owned subcontractors totaled **\$38.2 million** dollars.















Participation by Demographics



**PROPOSED SUBCONTRACTOR CONTRACT PARTICIPATION BY RACE & GENDER**

July 2022 – June 2023

	<b>Asian Male</b> \$3,699,277 dollars	<b>Asian Female</b> \$0 dollars	
	<b>Black Male</b> \$34,327,646 dollars	<b>Black Female</b> \$32,135,146 dollars	
	<b>Hispanic Male</b> \$65,000 dollars	<b>Hispanic Female</b> \$295,072 dollars	
	<b>Native American Male</b> \$0 dollars	<b>Native American Female</b> \$0 dollars	
	<b>White Female</b> \$32,006,840 dollars	<b>Undefined MBE</b> \$4,290,000 dollars	
	<b>Undefined WBE</b> \$4,230,000 dollars	<b>Totals</b> 673 certified firms; \$111,048,980 dollars	

See **Appendix 2** for a complete list of contracts awarded in FY 2023 with Metro proposed participation goals vs. vendor proposed participation goals.

See **Appendix 3** for a complete list of contracts awarded in FY 2023 by sector with proposed MBE/WBE utilization.

See **Appendix 4** for a complete list of contracts awarded in FY 2023 with race, gender, and UNSPS code.

**METRO'S DIRECTORY OF CERTIFIED SUPPLIERS BY RACE AND GENDER**

July 2022 – June 2023



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

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

July 2022 – June 2023

Construction	Non-Professional Services
Total Proposed Spend: \$95,624,322.34	Total Proposed Spend: \$4,394,853.86
MBE: 9% Availability; 13% Aspirational; <b>7%</b> Achieved	MBE: 10% Availability; 23% Aspirational; <b>10%</b> Achieved
WBE: 8% Availability; 12% Aspirational; <b>7%</b> Achieved	WBE: 7% Availability; 16% Aspirational; <b>6%</b> Achieved
Professional Services	Goods
Total Proposed Spend: \$10,864,880.68	Total Proposed Spend: \$4,010,052.78
MBE: 10% Availability; 24% Aspirational; <b>9%</b> Achieved	MBE: 6% Availability; 10% Aspirational; <b>7%</b> Achieved
WBE: 7% Availability; 16% Aspirational; <b>7%</b> Achieved	WBE: 4% Availability; 11% Aspirational; <b>93%</b> Achieved

## SUPPLIER DIVERSITY HIGHLIGHTS

July 2022 – June 2023

- **8** prime contracts awarded to Metro approved small businesses (SBE).
- **2** prime contracts awarded to certified women owned businesses (WBE).
- **3** prime contracts awarded to certified black/brown owned businesses (MBE).
- **45** unique MBEs awarded subcontracts.
- **46** unique WBEs awarded subcontracts.
- **74%** of awarded contracts met or exceeded Metro's MBE/WBE goals.
- **26%** of awarded contracts met Metro's good faith effort requirements.
- Individual Project Goals for MBEs:
  - **9%** - average MBE goal set by Metro.
  - **9%** - average MBE utilization proposed by vendors.
  - This is **equivalent** to market availability.
- Individual Project Goals for WBEs:
  - **7%** - average WBE goal set by Metro.
  - **7%** - average WBE utilization proposed by vendors.
  - This is **equivalent** to market availability.
- **31%** - highest MBE utilization proposed by vendor.
- **29%** - highest WBE utilization proposed by vendor.



## **EQUAL BUSINESS OPPORTUNITY SUBCONTRACTOR PAYMENTS**

July 2022 – June 2023

The EBO directed **\$38,236,374** in payments to black/brown (MBE) and women owned (WBE) businesses as subcontractors during FY 2023. The payments were spread across **114 contracts** – **12** awarded in FY 2023 and **102** 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 2023 by race, gender, and UNSPS code.

See **Appendix 6** for a complete list of certified MBE and WBE subcontractors paid in FY 2023.

## **EBO CONTRACT CLOSE-OUT STATISTICS**

July 2022 – June 2023

Three (**3**) contracts with EBO provisions were completed and closed-out in FY 2023. The total amount paid to subcontractors for these contracts was **\$277,363**.

Two (**2**) of the three (**3**) contracts were awarded with black/brown owned (MBE) subcontractor participation. Of these two (**2**) contracts:

- 1/2 or 50 percent met or exceeded MBE market availability.
- 1/2 or 50 percent underperformed MBE market availability.

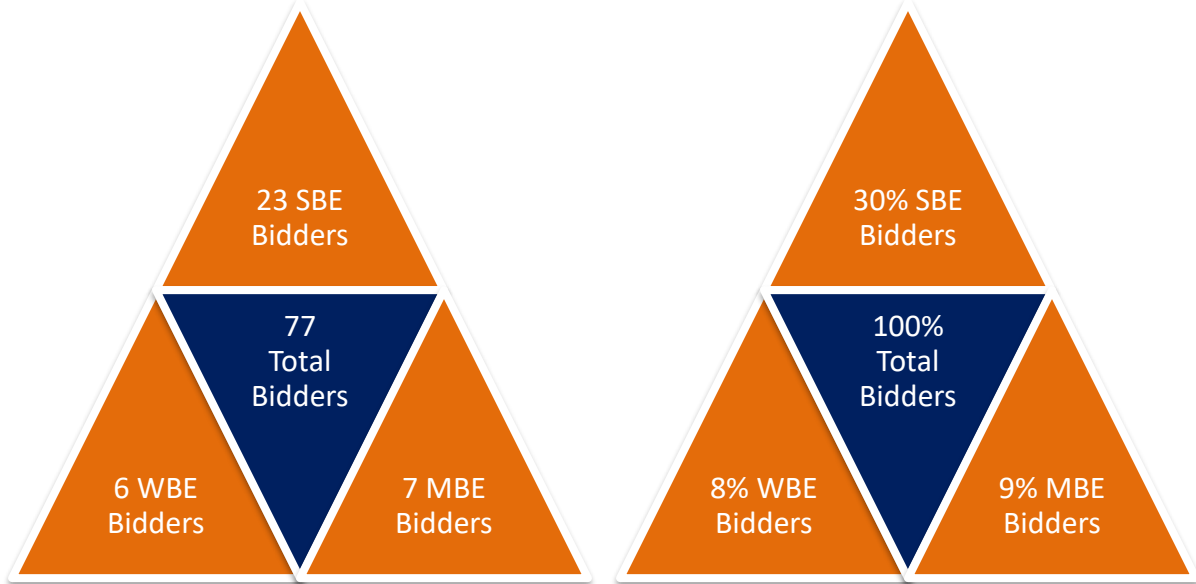
Three (**3**) of the **3** contracts were awarded with goals for woman owned (WBE) subcontractor participation. Of three (**3**) contracts:

- **2/3** or **67** percent met or exceeded WBE market availability.
- **1/3** or **33** underperformed WBE market availability.

See **Appendix 7** for a complete list of contracts that closed in FY 2023 with GFE and MBE/WBE goals.

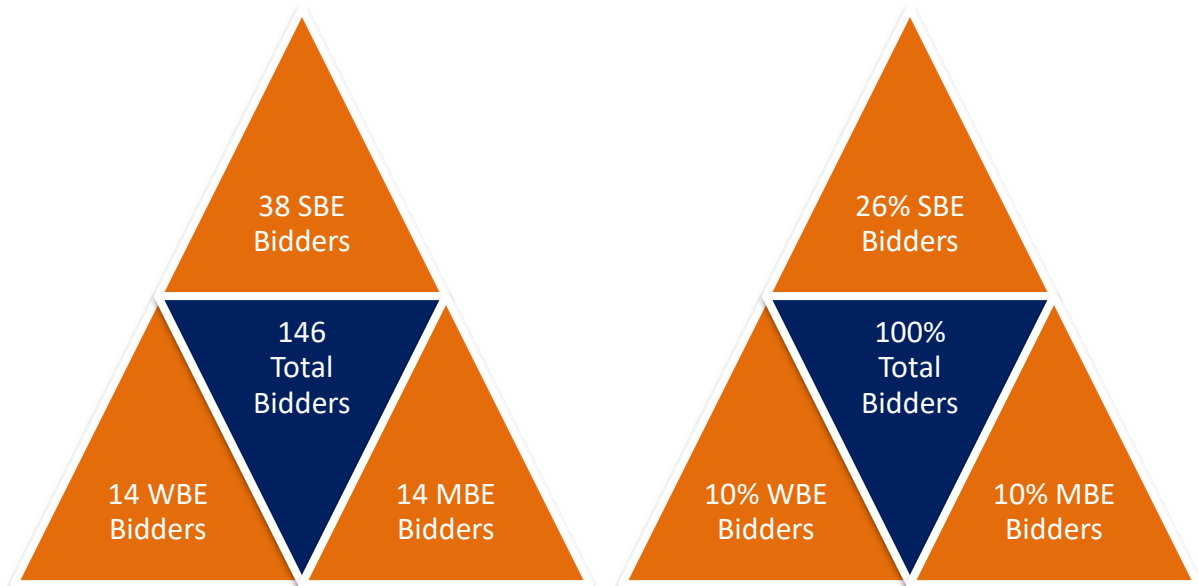
**NUMBER OF MBE AND WBE PRIME CONTRACT BIDDERS ON EBO AWARDED PROJECTS**

July 2022 – June 2023



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

July 2022 – June 2023



## **CONTRACT COMPLIANCE**

July 2022 – June 2023

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 sixty-one (61) awarded contracts, sixteen (16) 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 2022 – June 2023

The Procurement Accountability Officer (PAO) monitors the EBO program to ensure compliance with applicable laws and regulations. The PAO is independent of the Division of Purchases and the Business Assistance Office, and reports directly to the Office of Financial Accountability (OFA).

During FY 2023, the PAO completed the following reviews and reports:

- **1** Delegated Purchasing Authority Examination.
- **1** Small Business Certification Investigation.
- **2** Metro Credit Card Procurement Analyses.
- **3** Certificate of Insurance Reviews.
- **4** Prompt Pay Quarterly Procurement Standards Board Reports.
- **240** Prompt Pay Quarterly Department Follow-Up Requests.

## **BUSINESS DEVELOPMENT & OUTREACH**

July 2022 – June 2023

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 2023, these BDO efforts include:

- **12** hours of direct training provided by Metro.
- **556** individuals trained live.
- **256** individuals provided with recording/materials from training.
- **25** electronic communications with vendors.
- Hosting, attending, and participating in **201** hours of indirect training, business networking, and outreach events provided by partner organizations.
- Approving **324** unique, diverse businesses in Metro's certified directory, reaching a total of **983** 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.

## 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.

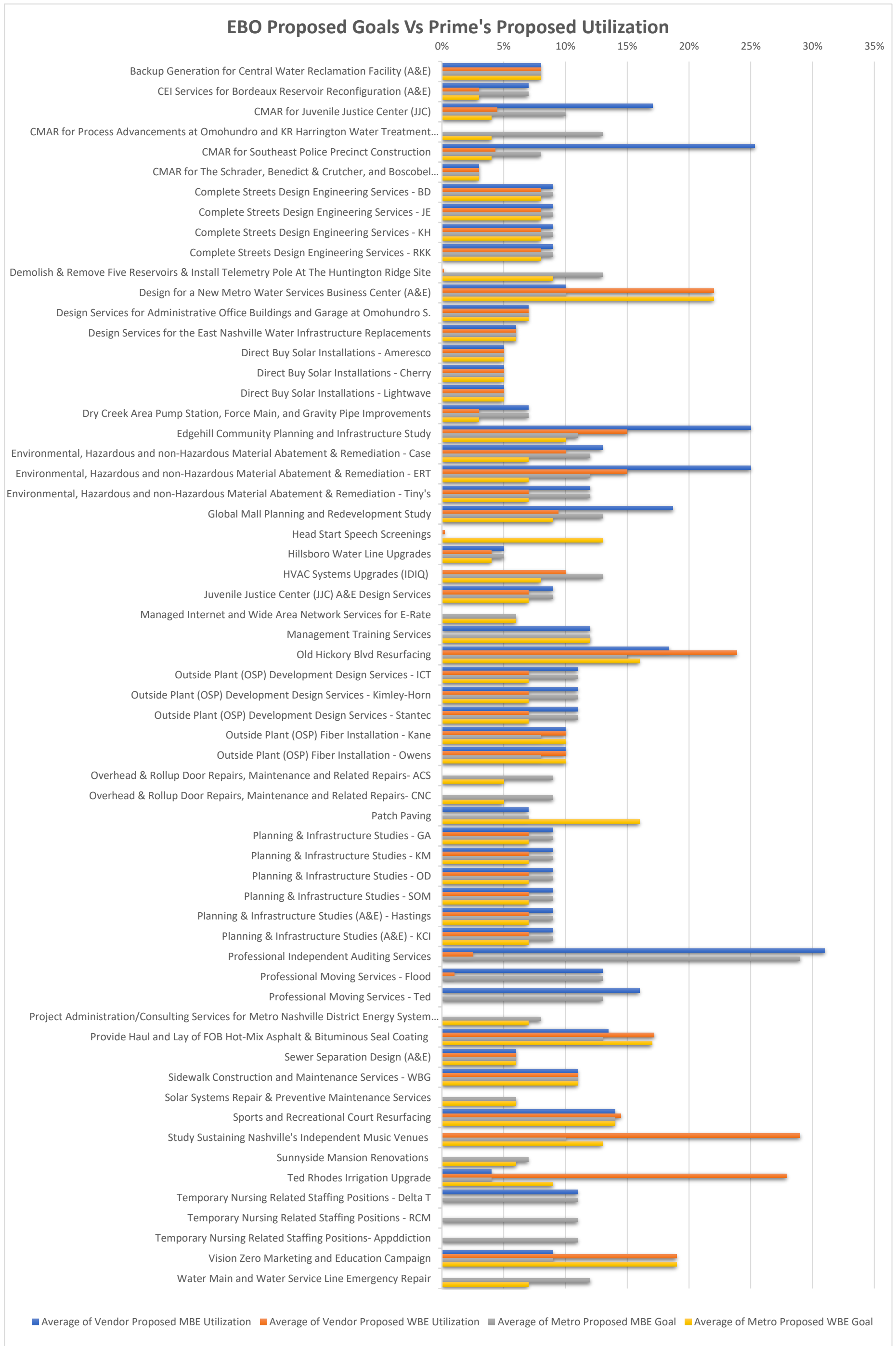
**Supplier:** Means a warehouse or manufacturer of materials, supplies or equipment that contracts directly with a Bidder to provide such materials, supplies or equipment on a project that involves a trade or service. For purposes of measuring the total contract dollars awarded or paid to suppliers on 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.

Contracts Awarded in FY 2023 with Metro Proposed Participation Goals Vs. Vendor Proposed Participation Goals





APPENDIX 3:

CONTRACTS AWARDED IN FY23 BY PROCUREMENT SECTOR WITH PROPOSED MBE/WBE UTILIZATION

	Contract Value	Prime Proposed MBE Utilization \$	Prime Proposed WBE Utilization \$
<b>Construction</b>	\$1,617,899,744.28	\$63,366,673.62	\$32,257,648.73
CMAR for Juvenile Justice Center (JJC)	\$210,000,000.00	\$35,784,000.00	\$9,345,000.00
CMAR for Process Advancements at Omohundro and KR Harrington Water Treatment Plants Project***	\$800,000,000.00	\$-	\$-
CMAR for Southeast Police Precinct Construction	\$14,000,000.00	\$3,546,200.00	\$602,000.00
CMAR for The Schrader, Benedict & Crutcher, and Boscobel Sewer Separation Projects	\$285,000,000.00	\$8,550,000.00	\$8,550,000.00
Demolish & Remove Five Reservoirs & Install Telemetry Pole at The Huntington Ridge Site*	\$3,273,300.00	\$-	\$4,909.95
Direct Buy Solar Installations - Ameresco	\$25,000,000.00	\$1,250,000.00	\$1,250,000.00
Direct Buy Solar Installations - Cherry	\$25,000,000.00	\$1,250,000.00	\$1,250,000.00
Direct Buy Solar Installations - Lightwave	\$25,000,000.00	\$1,250,000.00	\$1,250,000.00
Hillsboro Water Line Upgrades	\$3,000,000.00	\$150,000.00	\$120,000.00
Old Hickory Blvd Resurfacing	\$676,694.00	\$124,511.70	\$161,526.86
Patch Paving*	\$50,000,000.00	\$3,500,000.00	\$-
Provide Haul and Lay of FOB Hot-Mix Asphalt & Bituminous Seal Coating	\$7,500,000.00	\$1,010,250.00	\$1,288,500.00
Sewer Separation Design (A&E)	\$33,528,532.00	\$2,011,711.92	\$2,011,711.92
Sidewalk Construction and Maintenance Services - MTI	\$30,000,000.00	\$3,300,000.00	\$3,300,000.00
Solar Systems Repair & Preventive Maintenance Services**	\$1,000,000.00	\$-	\$-
Sports and Recreational Court Resurfacing	\$10,000,000.00	\$1,400,000.00	\$1,450,000.00
Sunnyside Mansion Renovations **	\$4,371,438.00	\$-	\$-
Ted Rhodes Irrigation Upgrade	\$6,000,000.00	\$240,000.00	\$1,674,000.00
Water Main and Water Service Line Emergency Repair**	\$84,549,780.28	\$-	\$-
<b>Non-Professional Service</b>	\$24,058,285.30	\$2,647,201.93	\$1,747,651.93
Environmental, Hazardous and non-Hazardous Material Abatement & Remediation - Case	\$3,000,000.00	\$390,000.00	\$300,000.00
Environmental, Hazardous and non-Hazardous Material Abatement & Remediation - ERT	\$3,000,000.00	\$750,000.00	\$450,000.00
Environmental, Hazardous and non-Hazardous Material Abatement & Remediation - Tiny's	\$3,000,000.00	\$360,000.00	\$210,000.00
Managed Internet and Wide Area Network Services for E-Rate**	\$645,816.00	\$-	\$-
Management Training Services*	\$1,000,000.00	\$120,000.00	\$-
Outside Plant (OSP) Fiber Installation - Kane	\$5,000,000.00	\$500,000.00	\$500,000.00
Outside Plant (OSP) Fiber Installation - Owens	\$2,007,969.30	\$200,796.93	\$200,796.93
Overhead & Rollup Door Repairs, Maintenance and Related Repairs- ACS**	\$2,000,000.00	\$-	\$-
Overhead & Rollup Door Repairs, Maintenance and Related Repairs- CNC**	\$2,000,000.00	\$-	\$-
Professional Moving Services - Flood	\$1,000,000.00	\$130,000.00	\$10,000.00
Professional Moving Services - Ted	\$1,000,000.00	\$160,000.00	\$-
Vision Zero Marketing and Education Campaign	\$404,500.00	\$36,405.00	\$76,855.00
<b>Professional Service</b>	\$89,548,766.00	\$5,833,009.15	\$5,101,871.52
Backup Generation for Central Water Reclamation Facility (A&E)	\$2,500,000.00	\$200,000.00	\$200,000.00
CEI Services for Bordeaux Reservoir Reconfiguration (A&E)	\$1,000,000.00	\$70,000.00	\$30,000.00
Complete Streets Design Engineering Services - BD	\$1,500,000.00	\$135,000.00	\$120,000.00
Complete Streets Design Engineering Services - JE	\$1,500,000.00	\$135,000.00	\$120,000.00

Complete Streets Design Engineering Services - KH	\$1,500,000.00	\$135,000.00	\$120,000.00
Complete Streets Design Engineering Services - RKK	\$1,500,000.00	\$135,000.00	\$120,000.00
Design for a New Metro Water Services Business Center (A&E)	\$1,900,000.00	\$190,000.00	\$418,000.00
Design Services for Administrative Office Buildings and Garage at Omohundro S.	\$985,795.00	\$69,005.65	\$69,005.65
Design Services for the East Nashville Water Infrastructure Replacements	\$5,000,000.00	\$300,000.00	\$300,000.00
Dry Creek Area Pump Station, Force Main, and Gravity Pipe Improvements	\$7,068,125.00	\$494,768.75	\$212,043.75
Edgehill Community Planning and Infrastructure Study	\$297,500.00	\$74,375.00	\$44,625.00
Global Mall Planning and Redevelopment Study	\$516,496.00	\$96,584.75	\$48,550.62
Head Start Speech Screenings*	\$300,000.00	\$-	\$600.00
HVAC Systems Upgrades*	\$10,000,000.00	\$-	\$1,000,000.00
Juvenile Justice Center (JJC) A&E Design Services	\$15,817,500.00	\$1,423,575.00	\$1,107,225.00
Outside Plant (OSP) Development Design Services - ICT	\$1,000,000.00	\$110,000.00	\$70,000.00
Outside Plant (OSP) Development Design Services - Kimley-Horn	\$1,000,000.00	\$110,000.00	\$70,000.00
Outside Plant (OSP) Development Design Services - Stantec	\$1,000,000.00	\$110,000.00	\$70,000.00
Planning & Infrastructure Studies - GA	\$2,000,000.00	\$180,000.00	\$140,000.00
Planning & Infrastructure Studies - KM	\$2,000,000.00	\$180,000.00	\$140,000.00
Planning & Infrastructure Studies - OD	\$2,000,000.00	\$180,000.00	\$140,000.00
Planning & Infrastructure Studies - SOM	\$2,000,000.00	\$180,000.00	\$140,000.00
Planning & Infrastructure Studies (A&E) - Hastings	\$2,000,000.00	\$180,000.00	\$140,000.00
Planning & Infrastructure Studies (A&E) - KCI	\$2,000,000.00	\$180,000.00	\$140,000.00
Professional Independent Auditing Services	\$870,000.00	\$269,700.00	\$21,750.00
Project Administration/Consulting Services for Metro Nashville District Energy System (MNDES)**	\$3,000,000.00	\$-	\$-
Study Sustaining Nashville's Independent Music Venues *	\$293,350.00	\$-	\$85,071.50
Temporary Nursing Related Staffing Positions - Delta T	\$6,000,000.00	\$660,000.00	\$-
Temporary Nursing Related Staffing Positions – RCM**	\$6,000,000.00	\$-	\$-
Temporary Nursing Related Staffing Positions- Appddiction**	\$6,000,000.00	\$-	\$-
Backup Generation for Central Water Reclamation Facility (A&E)	\$2,500,000.00	\$200,000.00	\$200,000.00

\*Vendor partially met the Metro established EBO goals but met good faith effort requirements.

\*\*Vendor did not meet the Metro established EBO goals but met good faith effort requirements.

\*\*\*Vendor agreed to meet Metro established EBO goals on a project-by-project basis.

APPENDIX 4:

CONTRACTS AWARDED IN FY23 WITH RACE, GENDER, AND UNSPSC

	MBE (UNSPSC)	WBE (UNSPSC)	Prime
<b>Construction</b>			
CMAR for Juvenile Justice Center (JJC)	Black Female (80100000) Black Male (81101513)	White Female (77100000)	
CMAR for Process Advancements at Omohundro and KR Harrington Water Treatment Plants Project	Provided on a project-by-project basis	Provided on a project-by-project basis	
CMAR for Southeast Police Precinct Construction	Black Female (80100000)	White Female x2 (72150000, 82131601) Black Female (72153900)	
CMAR for The Schrader, Benedict & Crutcher, and Boscobel Sewer Separation Projects	Black Female x2 (72152700, 80100000) Black Male x4 (46161500, 72100000 x2, 72153900)	White Female x8 (30000000, 31270000, 46161500, 72141103, 72153507, 72153900, 81141807, 81151604)	
Demolish & Remove Five Reservoirs & Install Telemetry Pole At The Huntington Ridge Site	N/A	White Female (72141103)	
Direct Buy Solar Installations - Ameresco	Provided on a project-by-project basis	Provided on a project-by-project basis	
Direct Buy Solar Installations - Cherry	Provided on a project-by-project basis	Provided on a project-by-project basis	
Direct Buy Solar Installations - Lightwave	Provided on a project-by-project basis	Provided on a project-by-project basis	
Hillsboro Water Line Upgrades	Asian Male (81101514)	White Female (81102200)	
Old Hickory Blvd Resurfacing	Black Male x2 (30120000, 46161500)	White Female x2 (72141103 x2)	
Patch Paving	Black Female (72152700)	N/A	
Provide Haul and Lay of FOB Hot-Mix Asphalt & Bituminous Seal Coating	Black Male x2 (46161500, 72153507)	Black Female (72153507)	
Sewer Separation Design (A&E)	Asian Male (81101514) Black Male (81100000)	White Female x 4 (77100000, 81101500, 81101517, 81151705)	
Sidewalk Construction and Maintenance Services - MTI	Black Male (72153507)	White Female (46161500, 72141103)	
Solar Systems Repair & Preventive Maintenance Services	N/A	N/A	
Sports and Recreational Court Resurfacing	Black Male (72153102)	White Female (72153102)	
Sunnyside Mansion Renovations	N/A	N/A	
Ted Rhodes Irrigation Upgrade	Black Male (70171700)	White Female x2 (40170000, 81101512)	
Water Main and Water Service Line Emergency Repair	N/A	N/A	

**Non-Professional Service**

Environmental, Hazardous and non-Hazardous Material Abatement & Remediation - Case	Black Male x2 (72151100, 76110000)	White Female x2 (30000000, 72152500)	Hispanic Female
Environmental, Hazardous and non-Hazardous Material Abatement & Remediation - ERT	Black Female (72153507) Black Male (72151500)	Black Female (76110000)	Black Male
Environmental, Hazardous and non-Hazardous Material Abatement & Remediation - Tiny's	Black Male (80111613)	White Female (72153507)	
Managed Internet and Wide Area Network Services for E-Rate	N/A	N/A	
Management Training Services	Hispanic Female (86000000)		White Female
Outside Plant (OSP) Fiber Installation - Kane	Black Female (72152700)	White Female (72141103)	
Outside Plant (OSP) Fiber Installation - Owens	Black Male (26121607)	White Female (46161500)	
Overhead & Rollup Door Repairs, Maintenance and Related Repairs- ACS	N/A	N/A	
Overhead & Rollup Door Repairs, Maintenance and Related Repairs- CNC	N/A	N/A	
Professional Moving Services - Flood	Black Male (80111600) Hispanic Male (80111600)	White Female (46180000)	
Professional Moving Services - Ted	Black Male x3 (76110000, 80111600, 92120000)	N/A	
Vision Zero Marketing and Education Campaign	Black Female (80170000)	Black Female (80170000) White Female (80170000)	Black Female



















**Professional Service**





















Backup Generation for Central Water Reclamation Facility (A&E)	Asian Male x 2 (80100000, 81101500)	White Female x3 (81101508, 81101514, 81151604)	
CEI Services for Bordeaux Reservoir Reconfiguration (A&E)	Asian Male (81101505)	White Female (81151604)	
Complete Streets Design Engineering Services - BD	Provided on a project-by-project basis	Provided on a project-by-project basis	
Complete Streets Design Engineering Services - JE	Provided on a project-by-project basis	Provided on a project-by-project basis	
Complete Streets Design Engineering Services - KH	Provided on a project-by-project basis	Provided on a project-by-project basis	
Complete Streets Design Engineering Services - RKK	Provided on a project-by-project basis	Provided on a project-by-project basis	
Design for a New Metro Water Services Business Center (A&E)	Asian Male (81101505)	White Female x2 (81100000, 77101701)	White Female
Design Services for Administrative Office Buildings and Garage at Omohundro S.	Black Male (81101508)	White Female x2 (77101700, 81101517)	
Design Services for the East Nashville Water Infrastructure Replacements	Black Male (81100000)	White Female (81102201)	





















Dry Creek Area Pump Station, Force Main, and Gravity Pipe Improvements	Asian Male (81101514) Black Male x2 (81101500, 81101505)	White Female (81101516)
Edgehill Community Planning and Infrastructure Study	Black Female (80170000) Black Male (80100000)	White Female x2 (80170000, 81101517)
Global Mall Planning and Redevelopment Study	Black Female (80170000) Black Male (80170000)	White Female (80141501)
Head Start Speech Screenings	N/A	White Female (80140000)
HVAC Systems Upgrades	N/A	White Female x2 (30000000, 40101800)
Juvenile Justice Center (JJC) A&E Design Services	Asian Male (81101505)	White Female x2 (81101701, 81102201)
Outside Plant (OSP) Development Design Services - ICT	Asian Male (81101505)	Black Female (81100000) White Female x2 (81100000, 81101508)
Outside Plant (OSP) Development Design Services - Kimley-Horn	Asian Male (81101505)	White Female x2 (81101512, 81102200)
Outside Plant (OSP) Development Design Services - Stantec	Asian Male x2 (81100000 x2)	White Female x 2 (81101500, 81102200)
Planning & Infrastructure Studies - GA	Black Female (80170000) Black Male (80101600)	White Female x2 (80170000, 81101517)
Planning & Infrastructure Studies - KM	Black Female (80170000) Hispanic Female (80170000)	White Female (80100000)
Planning & Infrastructure Studies - OD	Black Male (81100000)	White Female (81101517)
Planning & Infrastructure Studies - SOM	Black Female (80170000)	White Female x3 (77100000, 81101517, 81102201)
Planning & Infrastructure Studies (A&E) - Hastings	Black Male x 2 (80170000, 81100000)	White Female (81101517)
Planning & Infrastructure Studies (A&E) - KCI	Black Female (81100000) Black Male x2 (81100000, 81121500)	White Female x2 (77100000, 81100000)
Professional Independent Auditing Services	Black Female x2 (84111500) Black Male (84111500)	White Female (84111500)
Project Administration/Consulting Services for Metro Nashville District Energy System (MNDES)	N/A	N/A
Study Sustaining Nashville's Independent Music Venues	N/A	Hispanic Female (80170000)
Temporary Nursing Related Staffing Positions - Delta T	Black Male (80111606)	N/A
Temporary Nursing Related Staffing Positions - RCM	N/A	N/A
Temporary Nursing Related Staffing Positions- Appddiction	N/A	N/A

APPENDIX 5:





















EBO SUBCONTRACTOR PAYMENTS BY RACE, GENDER, & UNSPSC





















	<p><b>Asian Male</b>  <b>UNSPSC 72152400</b>                      Window and door installation and erection services  <b>\$475,347</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 30120000</b>                      Roads and landscape  <b>\$558,908</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 76110000</b>                      Cleaning and janitorial services  <b>\$1,132,743</b> dollars spent</p>	<p><b>Hispanic Female</b>  <b>UNSPSC 80170000</b>                      Public relations and professional communications  <b>\$53,335</b> dollars spent</p>	
	<p><b>Hispanic Male</b>  <b>UNSPSC 72151900</b>                      Masonry and stonework  <b>\$60,384.97</b> dollars spent</p>	<p><b>Native American Female</b>  <b>UNSPSC 83100000</b>                      Water and sewer utilities  <b>\$305,778</b> dollars spent</p>	
	<p><b>Native American Male</b>  <b>UNSPSC 30120000</b>                      Roads and landscape  <b>\$565,747</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 83101500</b>                      Water and sewer utilities  <b>\$2,986,075</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 40170000</b>                      Pipe piping and pipe fittings  <b>\$2,217,007</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 76110000</b>                      Cleaning and janitorial services  <b>\$545,959</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 40170000</b>                      Pipe piping and pipe fittings  <b>\$1,361,157</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141500</b>                      Land preparation services  <b>\$1,357,155</b> dollars spent</p>	
	<p><b>Asian Male</b>  <b>UNSPSC 81101505</b>                      Structural engineering  <b>\$402,241</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141104</b>                      Highway and road resurfacing  <b>\$1,006,346</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 76110000</b>                      Cleaning and janitorial services  <b>\$905,636</b> dollars spent</p>	<p><b>Native American Male</b>  <b>UNSPSC 30120000</b>                      Roads and landscape  <b>\$370,349</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 46161500</b>                      Traffic control  <b>\$829,225</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 80100000</b>                      Management advisory services  <b>\$438,083.57</b> dollars spent</p>	





















	<p><b>White Female</b>  <b>UNSPSC 83101500</b>  Water and sewer utilities  <b>\$784,073</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$617,642</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 76110000</b>  Cleaning and janitorial services  <b>\$312,914</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$616,271</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$561,644</b> dollars spent</p>	<p><b>Native American Male</b>  <b>UNSPSC 30120000</b>  Roads and landscape  <b>\$341,366</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141104</b>  Highway and road resurfacing  <b>\$479,516</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 83101500</b>  Water and sewer utilities  <b>\$475,875</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$265,090</b> dollars spent</p>	<p><b>Asian Male</b>  <b>UNSPSC 81101514</b>  Geotechnical engineering  <b>\$282,120</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 72153900</b>  Building site preparation  <b>\$267,906</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 30103623</b>  Reinforcing bar, rebar, or mesh  <b>\$447,454</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72100000</b>  Building construction, support,  maintenance, and repair  <b>\$431,313</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$242,610</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141104</b>  Highway and road resurfacing  <b>\$429,604</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 76110000</b>  Cleaning and janitorial services  <b>\$263,475</b> dollars spent</p>	
	<p><b>Native American Male</b>  <b>UNSPSC 30120000</b>  Roads and landscape  <b>\$339,150</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101508</b>  Architectural engineering  <b>\$398,086</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$202,628</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 83101500</b>  Water and sewer utilities  <b>\$377,640</b> dollars spent</p>	





















	<p><b>White Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$362,914</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$165,517</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 76110000</b>  Cleaning and janitorial services  <b>\$263,000</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72153900</b>  Building site preparation services  <b>\$346,460</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$330,494</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 78101801</b>  Construction site hauling  <b>\$189,941</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$293,462</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$281,388</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 78101801</b>  Construction site hauling  <b>\$193,344</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141104</b>  Highway and road resurfacing  <b>\$273,105</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141104</b>  Highway and road resurfacing  <b>\$270,146</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 76110000</b>  Cleaning and janitorial services  <b>\$113,900</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 76110000</b>  Cleaning and janitorial services  <b>\$159,433</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141104</b>  Highway and road resurfacing  <b>\$256,133</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 80111604</b>  Temporary technician staffing  <b>\$242,795</b> dollars spent</p>	<p><b>Native American Female</b>  <b>UNSPSC 72152601</b>  Roofing service  <b>\$118,899</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 11100000</b>  Minerals and ores and metals  <b>\$218,290</b> dollars spent</p>	<p><b>Asian Male</b>  <b>UNSPSC 81101505</b>  Structural engineering  <b>\$155,901</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 72151200</b>  Heating and cooling and air conditioning HVAC construction  <b>\$153,900</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$179,153</b> dollars spent</p>	











































	<p><b>White Female</b>  <b>UNSPSC 81101500</b>  Civil engineering  <b>\$180,945</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81100000</b>  Professional engineering  <b>\$176,166</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 78101801</b>  Local area trucking services  <b>\$76,985</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 76110000</b>  Cleaning and janitorial services  <b>\$142,218</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 40170000</b>  Pipe piping and pipe fittings  <b>\$208,600</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101508</b>  Architectural engineering  <b>\$213,581</b> dollars spent</p>	
	<p><b>Native American Female</b>  <b>UNSPSC 83101500</b>  Water and sewer utilities  <b>\$117,947</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72153507</b>  Construction site hauling  <b>\$129,003</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 81101500</b>  Civil engineering  <b>\$207,860</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81151604</b>  Land surveying  <b>\$202,100</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 81100000</b>  Professional engineering  <b>\$202,045</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$200,375</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$71,460</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$168,316</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 30161701</b>  Carpeting  <b>\$166,617</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 78101801</b>  Local area trucking services  <b>\$111,126</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$162,518</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72152900</b>  Structural steel erection  <b>\$160,722</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 78101801</b>  Local area trucking services  <b>\$100,266</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$154,054</b> dollars spent</p>	





















	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$127,382</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$134,405</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$125,973</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$76,875</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72153507</b>  Construction site hauling  <b>\$121,798</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81000000</b>  Engineering and Research and  Technology Based Services  <b>\$121,742</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$74,383</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 40170000</b>  Pipe piping and pipe fittings  <b>\$121,005</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 30110000</b>  Concrete, cement, and plaster  <b>\$116,163</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141104</b>  Highway and road resurfacing  <b>\$119,805</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$113,196</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 30103623</b>  Reinforcing bar, rebar, or mesh  <b>\$72,792</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141104</b>  Highway and road resurfacing  <b>\$112,000</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141104</b>  Highway and road resurfacing  <b>\$111,111</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$64,070</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101508</b>  Architectural engineering  <b>\$108,585</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$107,189</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72153507</b>  Construction site hauling  <b>\$106,095</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$103,688</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$70,105</b> dollars spent</p>	





















	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$99,213</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80111600</b>  Temporary personnel services  <b>\$97,421</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 81100000</b>  Professional engineering  <b>\$66,792</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$96,950</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 27112700</b>  Power tools  <b>\$94,219</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$93,869</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72152900</b>  Structural steel erection  <b>\$91,200</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72153900</b>  Building site preparation  <b>\$65,501</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$187,206</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$89,876</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$51,320</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 83101500</b>  Signage  <b>\$82,995</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141104</b>  Highway and road resurfacing  <b>\$76,762</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81151604</b>  Land surveying  <b>\$73,973</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 81101514</b>  Geotechnical engineering  <b>\$68,272</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 39120000</b>  Electrical equipment and  components and supplies  <b>\$44,084</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 80100000</b>  Management advisory services  <b>\$67,738</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$66,879</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 72151300</b>  Painting and paper hanging  <b>\$60,597</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$66,664</b> dollars spent</p>	

	<p><b>White Female</b>  <b>UNSPSC 81101701</b>  Electrical engineering services  <b>\$66,265</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72153507</b>  Construction site hauling  <b>\$64,955</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$61,311</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$55,700</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 77000000</b>  Environmental Services  <b>\$59,159</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$53,393</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 78101801</b>  Local area trucking services  <b>\$33,388</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101701</b>  Electrical engineering services  <b>\$52,220</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$44,110</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$46,854</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$43,023</b> dollars spent</p>	<p><b>Native American Female</b>  <b>UNSPSC 83101500</b>  Water and sewer utilities  <b>\$49,537</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141123</b>  Manhole construction service  <b>\$42,020</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$40,589</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 72121100</b>  Commercial and office building  construction services  <b>\$49,386</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 39120000</b>  Electrical equipment and  components and supplies  <b>\$38,790</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 70170000</b>  Water resources development  and oversight  <b>\$37,283</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$37,024</b> dollars spent</p>	
	<p><b>Asian Male</b>  <b>UNSPSC 81101505</b>  Structural engineering  <b>\$44,135</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 80111600</b>  Temporary personnel services  <b>\$33,014</b> dollars spent</p>	





















	<p><b>White Female</b>  <b>UNSPSC 72141104</b>  Highway and road resurfacing  <b>\$36,370</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72153900</b>  Building site preparation  <b>\$35,883</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72154013</b>  Fence construction service  <b>\$35,850</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72153507</b>  Construction site hauling  <b>\$49,198</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$35,890</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101508</b>  Architectural engineering  <b>\$35,718</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$35,116.00</b> dollars spent</p>	<p><b>Asian Male</b>  <b>UNSPSC 43210000</b>  Computer Equipment and  Accessories  <b>\$41,699</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$34,745</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 55121700</b>  Signage  <b>\$35,028</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$34,002</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 30103623</b>  Reinforcing bar, rebar, or mesh  <b>\$34,542</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 81100000</b>  Professional engineering  <b>\$31,804</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72152001</b>  Drywall installation and repair  <b>\$34,249</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 30000000</b>  Structures, Building, Const.,  Mfg. Components and Supplies  <b>\$33,398</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$30,706</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 80000000</b>  Management and Business  Professionals Admin Services  <b>\$31,584</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 70170000</b>  Water resources development  and oversight  <b>\$30,800</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141104</b>  Highway and road resurfacing  <b>\$29,651</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101514</b>  Geotechnical engineering  <b>\$29,442</b> dollars spent</p>	





















	<p><b>White Female</b>  <b>UNSPSC 81101500</b>  Civil engineering  <b>\$29,342</b> dollars spent</p>	<p><b>Hispanic Male</b>  <b>UNSPSC 83101500</b>  Water and sewer utilities  <b>\$26,726</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 30103623</b>  Reinforcing bar, rebar, or mesh  <b>\$28,351</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 70170000</b>  Water resources development and oversight  <b>\$28,513</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 81101517</b>  Landscape architecture and design service  <b>\$28,151</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 70131503</b>  Erosion control services  <b>\$24,885</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72153900</b>  Building site preparation  <b>\$27,899</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$22,940</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 81101500</b>  Civil engineering  <b>\$25,420</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 80101600</b>  Project management  <b>\$28,265</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 80161500</b>  Management support services  <b>\$27,966</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 77101600</b>  Environmental planning  <b>\$22,276</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 72153507</b>  Construction site hauling  <b>\$26,213</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81100000</b>  Professional engineering  <b>\$21,801</b> dollars spent</p>	
	<p><b>Hispanic Male</b>  <b>UNSPSC 31330000</b>  Fabricated structural assemblies  <b>\$24,900</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81100000</b>  Professional engineering  <b>\$21,707</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 80141501</b>  Marketing analysis  <b>\$21,487</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 80170000</b>  Public relations and professional communications  <b>\$23,294</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 55121700</b>  Signage  <b>\$20,601</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80100000</b>  Management advisory services  <b>\$19,901</b> dollars spent</p>	





















	<p><b>White Female</b>  <b>UNSPSC 81101514</b>  Geotechnical engineering  <b>\$20,263</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$18,922</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$21,061</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$18,368</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 80111618</b>  Temporary construction services  <b>\$18,716</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 81000000</b>  Engineering and Research and Technology Based Services  <b>\$20,983.60</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 80100000</b>  Management advisory services  <b>\$18,220</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72100000</b>  Building construction, support, maintenance and repair  <b>\$18,000</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 81101508</b>  Architectural engineering  <b>\$17,560</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$17,682</b> dollars spent</p>	
	<p><b>Asian Male</b>  <b>UNSPSC 81101505</b>  Structural engineering  <b>\$16,500</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72102504</b>  Retaining wall construction  <b>\$17,300</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 80100000</b>  Management advisory services  <b>\$16,923</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72102900</b>  Grounds maintenance services  <b>\$16,406</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$15,339</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 81101508</b>  Architectural engineering  <b>\$15,925</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 80170000</b>  Public relations and professional communications  <b>\$16,750</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$15,861</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 72130000</b>  General building construction  <b>\$15,090</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$14,634</b> dollars spent</p>	








	<p><b>Black Male</b>  <b>UNSPSC 81101508</b>  Architectural engineering  <b>\$14,628</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81151604</b>  Land surveying  <b>\$14,210</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$14,350</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$14,018</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72151303</b>  Industrial painting service  <b>\$13,600</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 77101600</b>  Environmental planning  <b>\$12,600</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 30000000</b>  Structures, Building, Const.,  Mfg. Components and Supplies  <b>\$13,466</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80111613</b>  Temporary manual labor  <b>\$12,564</b> dollars spent</p>	
	<p><b>Asian Male</b>  <b>UNSPSC 81101505</b>  Structural engineering  <b>\$12,495</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$12,432</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 80100000</b>  Management advisory services  <b>\$13,200</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101517</b>  Landscape architecture and  design service  <b>\$12,300</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 80170000</b>  Public relations and  professional communications  <b>\$12,000</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$11,347</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 81100000</b>  Professional engineering  <b>\$11,878</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72153507</b>  Construction site hauling  <b>\$11,658</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 80170000</b>  Public relations and  professional communications  <b>\$9,900</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$11,500</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141002</b>  Highway, road sign, or guardrail  construction and repair service  <b>\$10,900</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$11,263</b> dollars spent</p>	












	<p><b>White Female</b>  <b>UNSPSC 30110000</b>  Concrete, cement, and plaster  <b>\$10,795</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 80101600</b>  Project management  <b>\$8,386</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 80170000</b>  Public relations and professional communications  <b>\$10,640</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101514</b>  Geotechnical engineering  <b>\$9,843</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$9,544</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80170000</b>  Public relations and professional communications  <b>\$9,640</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 30000000</b>  Structures, Building, Const., Mfg. Components and Supplies  <b>\$9,391</b> dollars spent</p>	<p><b>Asian Male</b>  <b>UNSPSC 81100000</b>  Professional engineering  <b>\$9,631</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 22000000</b>  Building and Construction Machinery and Accessories  <b>\$9,198</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$8,931</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 81101514</b>  Geotechnical engineering  <b>\$8,993</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 83101500</b>  Water and sewer utilities  <b>\$8,918</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 80171907</b>  Community relations consultation and engagement  <b>\$6,200</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 78101801</b>  Local area trucking services  <b>\$8,401</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 77100000</b>  Environmental management  <b>\$7,718</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101500</b>  Civil engineering  <b>\$7,367</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$6,741</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101514</b>  Geotechnical engineering  <b>\$7,365</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 77000000</b>  Environmental Services  <b>\$6,655</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$6,126</b> dollars spent</p>	

	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$5,370</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 80000000</b>  Management and Business  Professionals &amp; Admin Services  <b>\$5,940</b> dollars spent</p>	
	<p><b>Asian Male</b>  <b>UNSPSC 81101505</b>  Structural engineering  <b>\$6,008</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$5,880</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 80100000</b>  Management advisory services  <b>\$5,813</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 78101801</b>  Local area trucking services  <b>\$3,060</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 72103003</b>  Demolition services  <b>\$5,807</b> dollars spent</p>	<p><b>Asian Male</b>  <b>UNSPSC 81101505</b>  Structural engineering  <b>\$4,840</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 80101604</b>  Project admin or planning  <b>\$5,670</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81100000</b>  Professional engineering  <b>\$4,830</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 30110000</b>  Concrete, cement, and plaster  <b>\$5,168</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$4,599</b> dollars spent</p>	
	<p><b>Hispanic Female</b>  <b>UNSPSC 80170000</b>  Public relations and  professional communications  <b>\$4,610</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 92121504</b>  Security guard services  <b>\$4,075</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 22101607</b>  Road pavers  <b>\$4,500</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72152600</b>  Roofing and siding and sheet  metal services  <b>\$4,055</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 80111613</b>  Temporary manual labor  <b>\$4,346</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$4,240</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 80100000</b>  Management advisory services  <b>\$2,361</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 55120000</b>  Signage and accessories  <b>\$2,469</b> dollars spent</p>	

	<p><b>Black Male</b>  <b>UNSPSC 80101600</b>  Project management  <b>\$3,960</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 31160000</b>  Hardware  <b>\$1,440</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 92121504</b>  Security guard services  <b>\$3,758</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 80101600</b>  Project management  <b>\$2,846</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 80101600</b>  Project management  <b>\$3,588</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 72153507</b>  Construction site hauling  <b>\$1,650</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 77100000</b>  Environmental management  <b>\$2,234</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101508</b>  Architectural engineering  <b>\$1,812</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 81102200</b>  Transportation engineering  <b>\$2,145</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$1,800</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 82131601</b>  Aerial photography services  <b>\$2,136</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 82121500</b>  Printing  <b>\$1,764</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 83100000</b>  Utilities  <b>\$1,620</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$1,704</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 80101604</b>  Project admin or planning  <b>\$1,440</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$1,500</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 81102200</b>  Transportation engineering  <b>\$1,530</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 22100000</b>  Heavy construction machinery  and equipment  <b>\$1,452</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 22000000</b>  Building and Construction  Machinery and Accessories  <b>\$670</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81102200</b>  Transportation engineering  <b>\$548</b> dollars spent</p>	

	<p><b>White Female</b>  <b>UNSPSC 46210000</b>  Workplace safety equipment, supplies, and training materials  <b>\$646</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 80101600</b>  Project management  <b>\$1,275</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 76110000</b>  Cleaning and janitorial services  <b>\$800</b> dollars spent</p>	<p><b>Hispanic Male</b>  <b>UNSPSC 80100000</b>  Management advisory services  <b>\$903</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$297</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72152708</b>  Parking lot construction service  <b>\$448</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 55121700</b>  Signage  <b>\$188</b> dollars spent</p>		

**TOTAL EBO SUBCONTRACTOR PAYMENTS BY RACE, GENDER, & UNSPSC**

	<p><b>Asian Male</b>  <b>\$1,450,917</b> Total Payments</p>	<p><b>Black Female</b>  <b>\$4,332,201</b> Total Payments</p>	
	<p><b>Black Male</b>  <b>\$4,301,736</b> Total Payments</p>	<p><b>Hispanic Female</b>  <b>\$57,945</b> Total Payments</p>	
	<p><b>Hispanic Male</b>  <b>\$112,914</b> Total Payments</p>	<p><b>Native American Female</b>  <b>\$592,161</b> Total Payments</p>	
	<p><b>Native American Male</b>  <b>\$1,616,612</b> Total Payments</p>	<p><b>White Female</b>  <b>\$25,771,888</b> Total Payments</p>	
<p><b>All EBO Subcontractor MBE and WBE Payments</b>  <b>\$38,236,374</b> Total Payments</p>			

**APPENDIX 6:****BLACK/BROWN (MBE) AND WOMEN OWNED (WBE) FIRMS PAID IN FY 2023**

<b>MBE</b>	<b>WBE</b>
7nt Enterprises, LLC	A & H Construction Co., Inc
A And R Services	Aerial Innovations of TN
A&R Masonry Inc.	Artifice, LLC
A-Action Air HVAC Inc.	Athena Engineering & Environmental, LLC
Abes Engineering	BAC Paving Co Inc
AECE Building Services, LLC	Brown Building Supply
Allworld Project Management, LLC	Burch Transportation, LLC
Archangel Protective Services Inc.	Cannon & Cannon, Inc.
B. Miller Recycling LLC	CIA, Civil Infrastructure Associates, LLC
Beard Property Maintenance, Inc.	Cobra, LLC
Beneath The Earth Excavating LLC	Compass Partners, LLC
Bestway Services, Inc.	Compass Partners, LLC
Booker Engineering, Inc	Connico Incorporated
Braav	Contract Carpet Sales Company, Inc.
Business Resource Group, LLC	Crown Paving, LLC
C. D. Steger Construction, Inc.	DF&H Services, PLLC
CMG Contractors, Inc.	Earthworx, LLC
CNT Enterprises	Elle Waterworks Supply, LLC
Collier Roofing Co., Inc.	EOA Architects PLLC
Commercial Installation, LLC	F8th Construction Company, LLC
Consolidated Facility Services, Inc.	Gibco Construction LLC
Corbrook, LLC	Gilley Construction, Inc
Cornerstone Engineering, Inc.	Hawkins Partners, Inc
Crayons & Marketers LLC	HQ Direct, LLC
Culture Architecture and Design, PLLC	Jarvis Award, Sign & Flag, Co.
Culture Shift Team, Inc.	Jen-Hill Construction Materials
Dale's Cleaning Service, Inc	John Bouchard & Sons Company
Design Consultants, Inc	Joyner & Hogan Company, Inc.
Dugard Communications	Kimberly, Inc
Elite Diversified Construction Inc	L & G Construction Co., Inc
Elite Roofing Company of Nashville Inc	Lykins Reinforcing Inc
EnergyElectives LLC	M & M Manufacturing Inc
EverReady Transportation LLC	Mayer Electric Supply Co., Inc.
Fairpointe Planning, LLC	McCoy Design
Flournoy Tough Security Company	Nashville Fabrication LLC
G&M Associates	Nickell Company, LLC
Gonzalez Companies, LLC	Oasis Construction Services, Inc.

J R Construction Tennessee Inc	Pavement Restorations, Inc.
Jerry B. Young Construction, Inc.	Pipeworks-Plus, Inc.
K. Payne Contracting, LLC	Professional Traffic Control Services, LLC
KBMD & Associates, P.C.	Ram Tool & Supply, Inc.
Lestar Mineral Development Inc.	Raven Security and Traffic Control, LLC
Logan Patri Engineering, Inc.	Retaining Walls of Tennessee, Inc
M & P Services, Inc.	S.B. Johnson Construction, LLC
Melvin Gill & Associates	Safezone, LLC
MEPR Agency	Smart Scapes LLC
Moody Nolan, Inc.	Sportsturf Solutions, LLC
Morgan & Morgan, Inc.	Staff Zone
Pantegon, LLC	Strategy And Leadership, LLC
Pillars Development LLC	Sunrise Contracting, Inc.
Pipeline Innovation	Sunset Marketing, Inc.
Polk & Associates Construction Inc	Tara Armistead Landscape Architecture
ReadyServ, LLC	Tegrah Engineering Pc
Rocky Top Hauling, LLC	Tennessee Texture, LLC
Small Planet Works, Inc.	Tennessee Valley Archaeological Research, Inc.
Spring Clean Cleaning Service LLC	TFC, Inc
Tennatee Services, Inc.	Tioga Environmental Consultants, Inc.
TRC Worldwide Engineering, Inc.	Titan Fastener & Supply LLC
Utopia Building Group, LLC	Underground Eyes, Inc
Volunteer Rebar, LLC	Varallo Public Relations
Windwalker Group LLC	Vertex Contracting Inc.
Zones, LLC	Wilmot Inc.
	Win Engineering, LLC
	W-ZHA, LLC

**APPENDIX 7:**

**CONTRACTS CLOSED OUT IN FY 2023 WITH GFE AND MBE/WBE GOALS**

Contract Name	MBE Goal Set by Metro	WBE Goal Set by Metro	Prime Proposed MBE Utilization	Prime Proposed WBE Utilization	MBE Achievement	WBE Achievement
Blair Boulevard Sewer Re-Route	10%	10%	22%	22%	6%	5%
Hadley Park Pavilion	6%	5%	12%	20%	11%	21%
Maplewood Trace Sidewalk Improvements and MWS Relocations*	0%	6%	0%	2%	0%	4%

\*Utilized Good Faith Efforts (GFEs)

**APPENDIX 8:**

**CONTRACTS AWARDED IN FY 2023 WITH GOOD FAITH EFFORTS**

<b>Contracts that Required Good Faith Efforts</b>
CMAR for Process Advancements at Omohundro and KR Harrington Water Treatment Plants Project
Demolish & Remove Five Reservoirs & Install Telemetry Pole at The Huntington Ridge Site
Head Start Speech Screenings
HVAC Systems Upgrades
Managed Internet and Wide Area Network Services for E-Rate
Management Training Services
Overhead & Rollup Door Repairs, Maintenance and Related Repairs- ACS
Overhead & Rollup Door Repairs, Maintenance and Related Repairs- CNC
Patch Paving
Project Administration/Consulting Services for Metro Nashville District Energy System (MNDES)
Solar Systems Repair & Preventive Maintenance Services
Study Sustaining Nashville's Independent Music Venues
Sunnyside Mansion Renovations
Temporary Nursing Related Staffing Positions - RCM
Temporary Nursing Related Staffing Positions- Appddiction
Water Main and Water Service Line Emergency Repair