

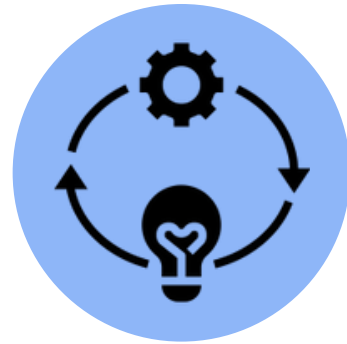


2nd Annual MBTA Supplier Diversity Report

Payments & Awards for Federal & Non-Federal Funds

February 2024

CONTEXT



The 2nd Annual MBTA Supplier Diversity Report is part of a collection of new supplier diversity initiatives and programs recently unveiled by the MBTA, which follow best practices established in the government, nonprofit and corporate sectors.



The report showcases the performance of the MBTA with certified diverse businesses receiving payments or awards as primes or sub-primes from federal and non-federal funds within goods & services and design & construction for our operating and capital funds.



Certified diverse businesses and enterprises are defined as:

- **Minority owned (MBEs)**
- **LGBT owned (LGBTBEs)**
- **Disability owned (DOBEs)**
- **Women owned (WBEs)**
- **Veteran owned (VBEs)**
- **Disadvantaged Business Enterprises (DBE)**

PURPOSE



Best practices in Supplier Diversity require constant innovation and engagement with diverse and non-diverse companies.



By producing an aggregate MBTA annual report focusing on payments and awards for the agency's total federal and non-federal supplier diversity components, the agency can better:

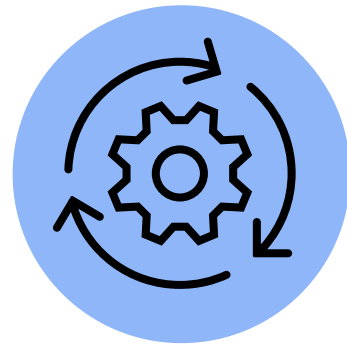
- **Measure our total impact and performance with diverse businesses.**
- **Understand opportunities, strengths and challenges of the supplier diversity programs.**
- **Leverage synergies on federal and non-federal programs to grow results with diverse businesses.**



The two key sections of this report focus on:

- **FY23 Payments made to diverse businesses from 7/1/22 to 6/30/23 is our second annual exercise and provides a comparison to our FY22 inaugural baseline report.**
- **FYTD24 Awards introduces a new analysis from 7/1/23 to 12/31/23 on contracts awarded to diverse businesses and will be shared as a full year in the FY24 Supplier Diversity Report.**

METHODOLOGY



Production of this report is led by the DEI team via an integrated collaboration between various departments, including Procurement, Capital, ODCR, OPMI, Legal and Finance.



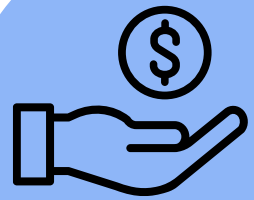
The Payments & Awards sections of the report together are a synergetic and important tandem to better measure and understand the supplier diversity progress of the MBTA.

- Awards are defined as base executed contracts, purchase orders and task orders. This section serves as a leading indicator of the MBTA's supplier diversity program.**
- Payments are defined as direct payments issued to businesses. This section serves as a lagging indicator of the MBTA's supplier diversity program as many of our contracts are multi-year.**



The 2nd Annual Supplier Diversity Report includes awards & payments with funding from the Federal Transit Authority (FTA) which carry specific DBE goals. This report does not supersede or determine the program components set by the FTA for the DBE program.

KEY RESULTS



In FY23, the MBTA paid a total of \$198.1M or 9.4% to 252 certified diverse companies from an overall total of \$2.1B in payments issued for all companies during this period.

FY23 grew by ~\$10M from FY22 when \$188.8M or 8.9% was paid to 234 diverse companies.

- A. FY23 \$67.9M paid to 105 MBEs increasing from FY22 of \$60.7M to 49 MBEs.**
- B. FY23 \$128.6M paid to 166 WBEs increasing from FY22 of \$94.1 to 120 WBEs.**
- C. FY23 \$169.2M paid to 178 DBEs increasing from FY22 of \$119M to 169 DBEs.**
- D. FY23 \$7.6M paid to 11 LGBTQ, Disability and Veterans businesses increasing from FY22 of \$3.8M paid to 9 businesses with these certifications.**



For FY24TD, the MBTA awarded a total of \$57.8M or 11% to 91 diverse companies from an overall total of \$526.5M in awards issued for all companies from July 1 to December 31, 2023.

- A. 38 MBEs were awarded \$26M**
- A. 57 WBEs were awarded \$25M**
- A. 69 DBEs were awarded \$39M**

MBTA Diversity Payment Scorecard FY23 (Includes Federal & Non-Federal Funding)



MBTA
Total Payments
(FY23)

\$2,114.0M

Diversity Payment Rate %
(FY23)

9.4%

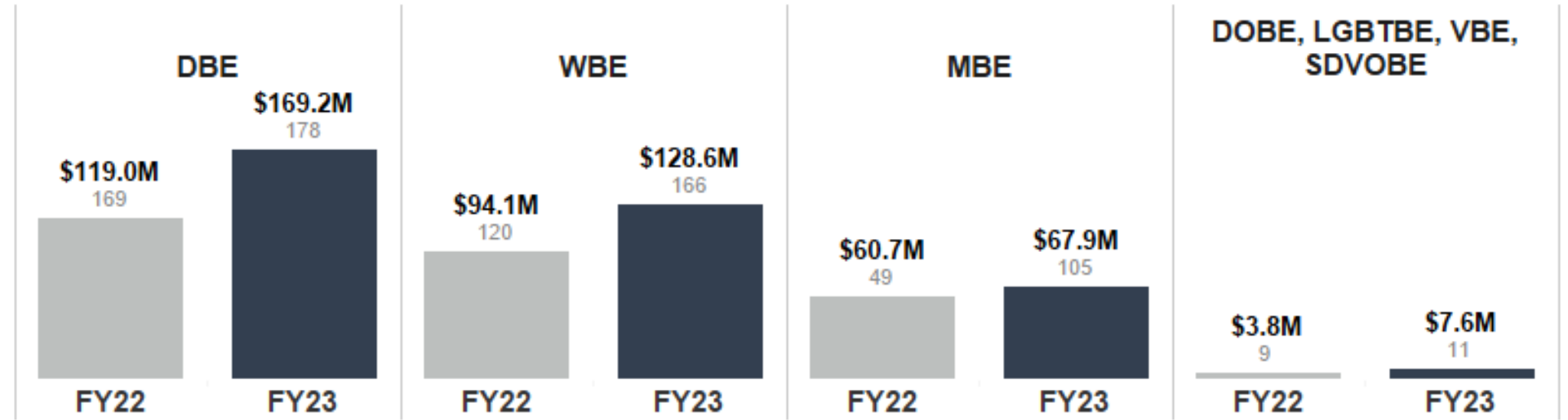
Diversity Payment Rate \$
(FY23)

\$198.1M

MBTA FY23 Diversity Payments

	FY22	FY23
Total Payments	\$2,110.2M	\$2,114.0M
Diversity Payments (Primes)	\$32.7M	\$30.4M
Diverse Prime Vendor Count	73	84
Diversity Payments (Subs)	\$156.1M	\$167.8M
Diverse Sub Vendor Count	178	192
Total Diversity Payments	\$188.8M	\$198.1M
Diversity %	8.9%	9.4%

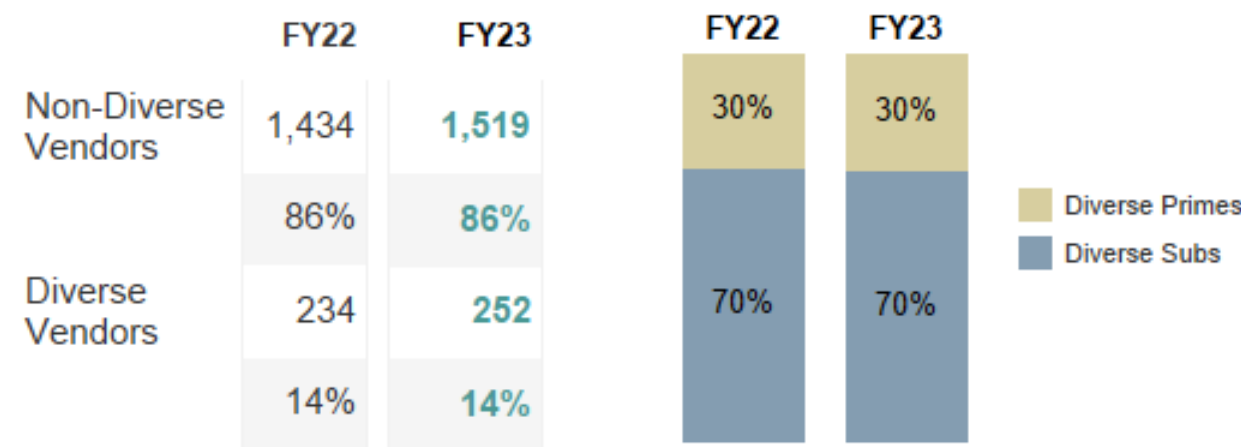
MBTA Vendor Diversity Payments By Certification **



Business Enterprise (BE) Categories:

DBE: Disadvantaged Business Enterprise MBE: Minority owned WBE: Women owned VBE: Veteran owned
LGBTBE: Lesbian, Gay, Bisexual, Transgender DOBE: Disability-owned SDVOBE: Service-Disabled Veteran owned

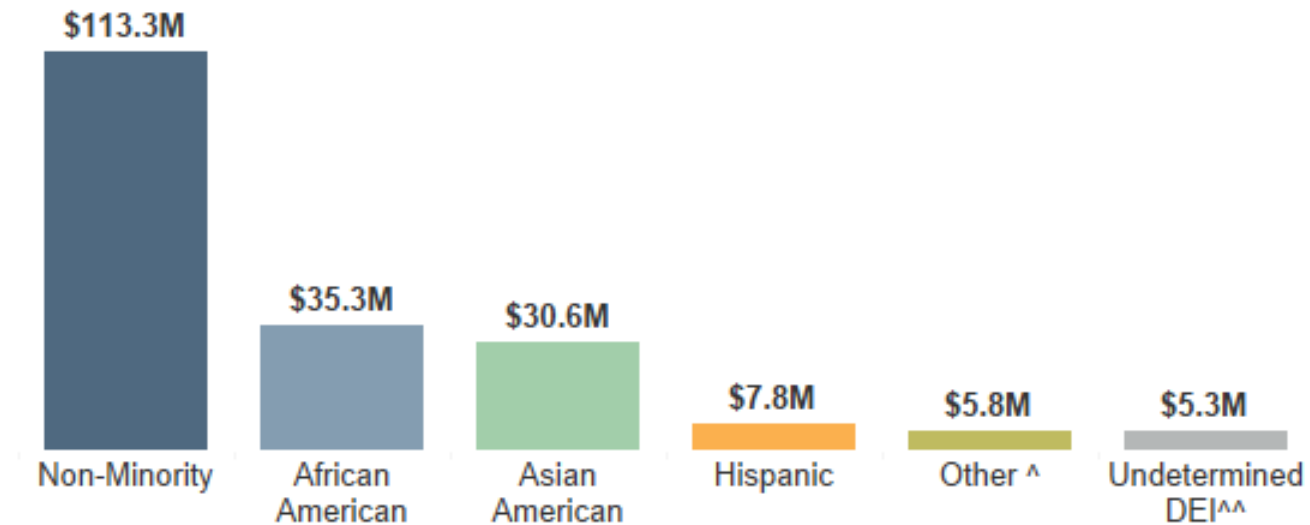
MBTA Active Vendor Count



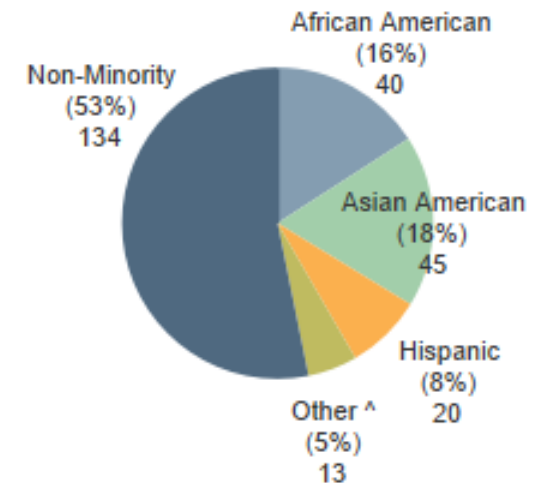
* Total Payments exclude certain categories such as financial services, employee wages, utilities and settlements. Payments include Capital and Operational Funds.

** Note: Vendors with multiple certifications will be counted in each category they are certified in. (i.e. a Minority, Veteran owned would count in both.)

MBTA FY23 Payments by Race/Ethnicity



Vendor Count



^ "Other" includes Native American, Portuguese, and Non-Specified by SDO-recognized third-party certified organization.

^^ "Undetermined DEI" refers to diverse commitments made to unidentified diverse firms at the time of award for non-FTA funded awards, Statewide contracts (SWC), and Transit Vehicle Manufacturer (TVM) contracts where the DBE Goal is set annually by the FTA.

MBTA Diversity Awards FYTD24 (Includes Federal & Non-Federal Funding)

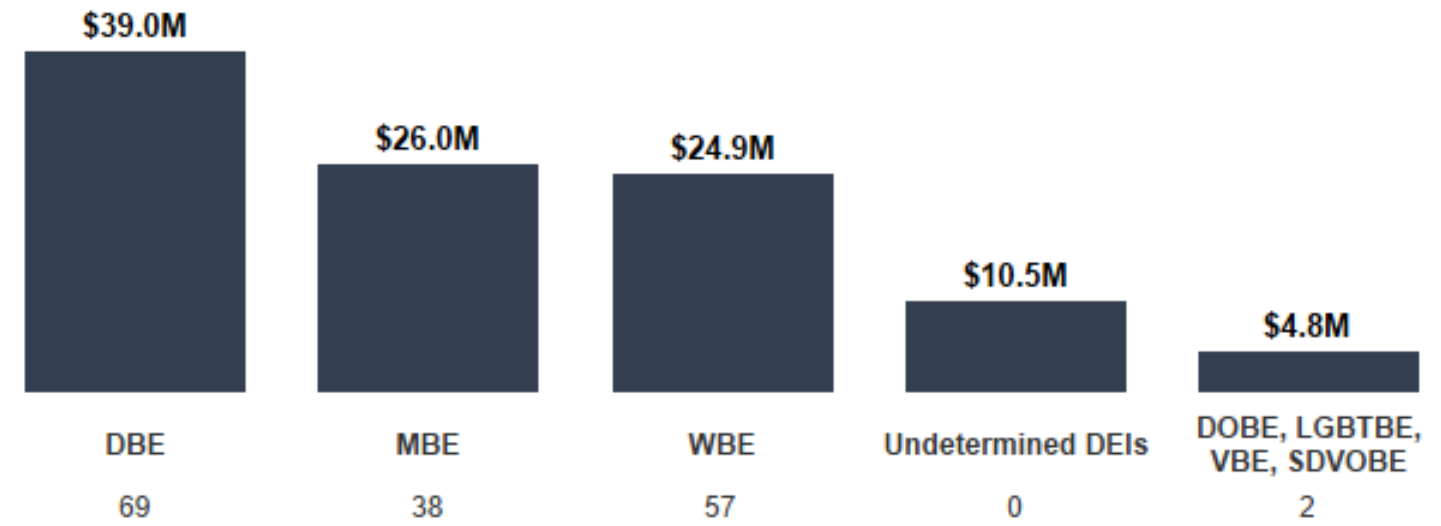


MBTA Total Awards *	Diversity Award %	Diversity Award \$	Number of Awards **
\$526.5M	11.0%	\$57.8M	5,404

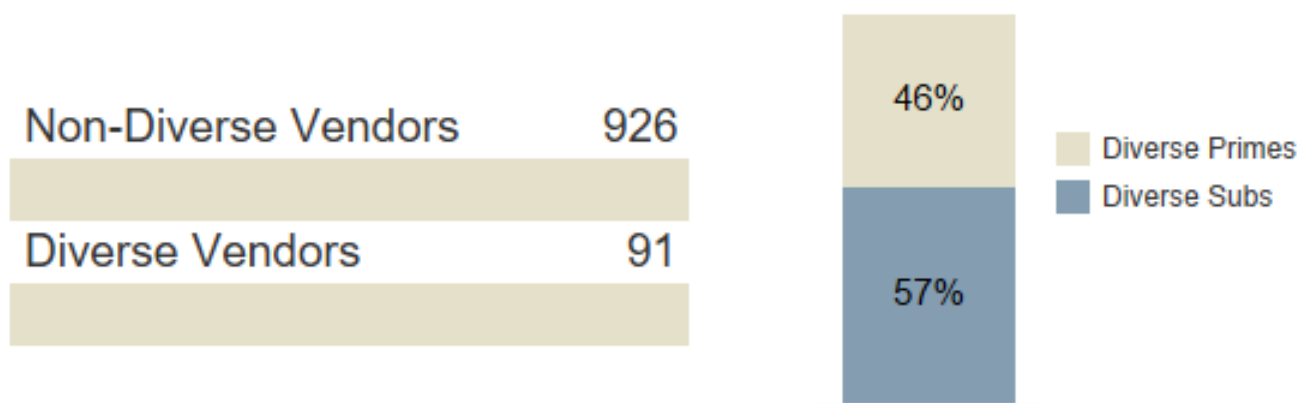
MBTA FYTD24 Awards

Total Awards	\$526.5M
Diversity Awards (Primes)	\$23.1M
Diverse Prime Vendor Count	42
Diversity Awards (Subs)	\$34.7M
Diverse Sub Vendor Count	52
Total Diversity Awards	\$57.8M
Diversity %	11.0%

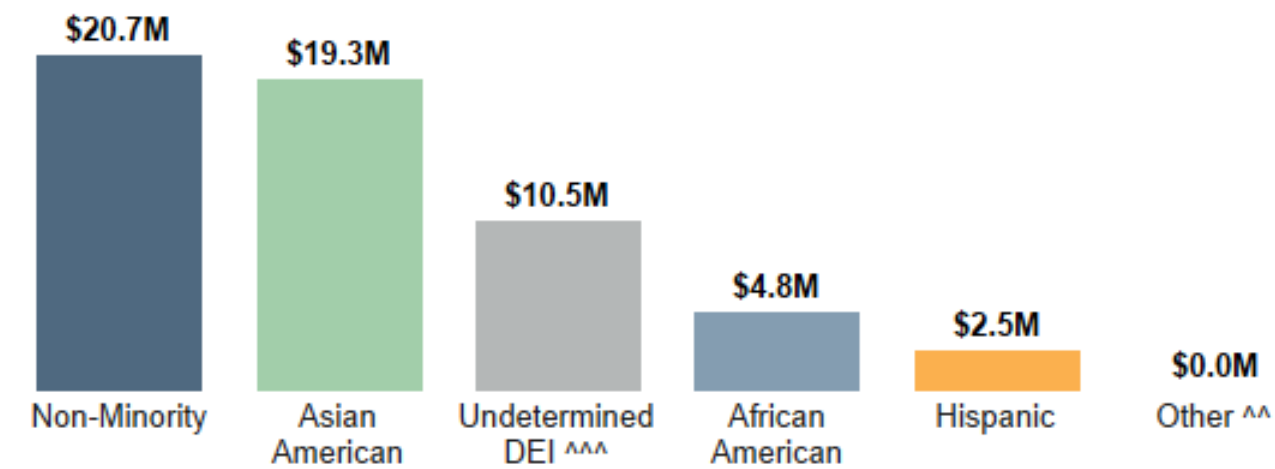
MBTA Awards and Vendor Count by Certification



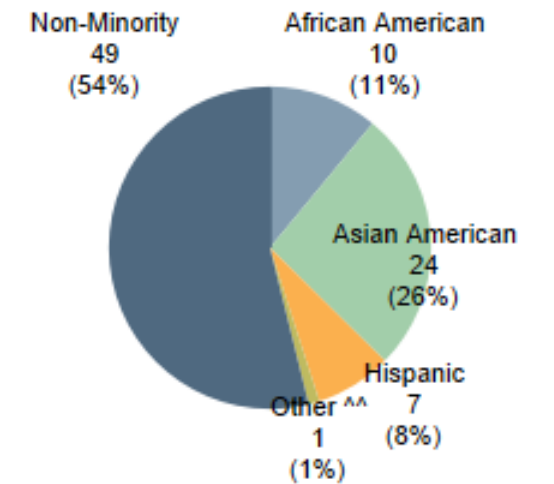
MBTA Awards Vendor Count



MBTA Awards Amounts by Race/Ethnicity ^



Vendor Count



* Total Awards excludes certain categories such as financial services, employee wages, utilities and settlements.

** Number of awards includes Contracts, POs and Task Orders

[^] Note: Vendors with multiple certifications will be counted in each category they are certified in (i.e., a Women owned, Disadvantaged Business Enterprise would count in both.)

^{^^} "Other" includes Native American, Portuguese, and Non-Specified by SDO-recognized third-party certified organization.

^{^^^} "Undetermined DEI" refers to diverse commitments made to unidentified diverse firms at the time of award for non-FTA funded awards, Statewide contracts (SWC), and Transit Vehicle Manufacturer (TVM) contracts where the DBE Goal is set annually by the FTA.

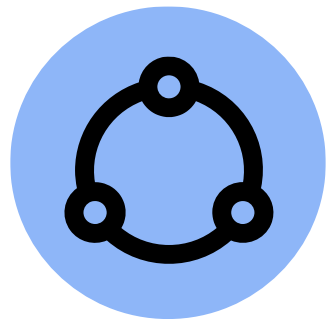
CONCLUSION & LOOK AHEAD



We are determined to continue to steward and grow the newly launched initiatives started in 2021 that continue to-date. Sharing our trends transparently with leadership, Board of Directors and key stakeholders in an important part of our commitment to supplier diversity.

That's why we are motivated and pleased by the recent year-over-year supplier diversity programming traction and embrace that there are some areas for improvements.

Several key elements for our path forward stand out.



- Continue to receive support from Executive Leadership and Board of Directors**
- Leverage synergies across the state and federal programs, initiatives and efforts**
- Strengthen compliance, monitoring and tracking of performance**
- Improve on outreach and engagement efforts targeting diverse firms for opportunities**
- Develop more opportunities for diverse firms to win prime & sub-prime contracts**
- Grow the small business program in total dollars and direct opportunities marketed**
- Join quasi-public peers in reporting with the executive branch's annual report in March**



**Thank You
& Discussion**





Appendix



MBTA Diversity Awards FYTD24 (Includes Federal & Non-Federal Funding)



Diversity Awards (Primes)

A I Engineers, Inc.		MBE	DBE
Aetna Fire Alarm Service Co., Inc.	WBE		
Air Control Systems, Inc.		MBE	
AmeTrade, Inc.	WBE		DBE
Annette Famolare	WBE		
Armand Resource Group, Inc.		MBE	DBE
B2B Holdings, Inc.	WBE		DBE
Bulletproof Solutions		MBE	DBE
CAM Office Services, Inc.	WBE	MBE	
Contemporaries, Inc.	WBE		DBE
Cross Cultural Communication Systems, Inc.	WBE		DBE
Dagle Electrical Construction Corp.	WBE		
Daven Corp.	WBE		DBE
Glass & Mirror, Inc.	WBE		
Global Link Language Services, Inc.	WBE		
Helco Safety Equipment Corporation	WBE		
Intueor Consulting, Inc.		MBE	DBE
J Mikulsky Railway Supply Co., Inc.	WBE		DBE
John Leonard Employment Services, Inc.	WBE		
K5 Corporation	WBE		
Lane Printing Co., Inc.	WBE		
Leone Marketing Solutions, Inc.	WBE		
M & R Consultants Corp.		MBE	DBE
Millennium Printing Corporation	WBE		DBE
One Source Construction, LLC	WBE	MBE	
Overture Partners, LLC	WBE		DBE
Peopleserve, Inc.			DOBE
PMA Consultants, LLC		MBE	
Powertech Controls Co., Inc.	WBE		DBE

Reliance Engineers, LLC		MBE	DBE
RetroFit-Technolgies, Inc.	WBE		
RL Controls, LLC	WBE		DBE
Safety Environmental Consultants, Inc.		MBE	DBE
Sambo Okolo & Company, LLC		MBE	DBE
SHI International Corp.	WBE	MBE	
Standard Modern Company, Inc.	WBE		DBE
Taylor & Lloyd, Inc.	WBE		
Tools Unlimited, Inc.	WBE		DBE
Transit Sourcing Services, Inc.	WBE		DBE
TRANSITAIR, INC.		MBE	DBE
Turtle & Hughes, Inc.	WBE		
Zones, LLC		MBE	

MBTA Diversity Awards FYTD24 (Includes Federal & Non-Federal Funding)



Diversity Awards (Subs)

Akal Engineering, Inc.		MBE	DBE
Aquas, Inc.	WBE		DBE
Architectural Engineers, Inc.	WBE		DBE
Arora Engineers, LLC		MBE	DBE
Bloom Companies, LLC			DBE
Bryant Associates, Inc.		MBE	DBE
C & C Consulting Engineers, LLC		MBE	DBE
C4CABLE, LLC	WBE		DBE
Caminiti Consulting Company, Inc.	WBE		DBE
CDW Consultants, Inc.	WBE		DBE
Chapman Construction Group, Inc.	WBE		DBE VBE
City Point Partners, LLC	WBE		DBE
Clark Transportation Consulting & Services, LLC		MBE	DBE
CodeRed Business Solutions, Inc.		MBE	DBE
Common Sense Environmental, Inc.	WBE		DBE
Davis Freight Management, Inc.	WBE		DBE
Dawood Engineering, Inc.		MBE	
Don Martin Corporation		MBE	DBE
ELLANA, Inc.	WBE		DBE
Facet Engineering, LLC		MBE	DBE
Foursquare Integrated Transportation Planning, Inc.	WBE		DBE
Garg Consulting Services, Inc.		MBE	DBE
GM2 Associates, Inc.		MBE	DBE
Green International Affiliates, Inc.		MBE	DBE
Harris Miller Miller & Hanson, Inc.	WBE		DBE
HRV Conformance Verification Associates, Inc.	WBE		DBE
Intueor Consulting, Inc.		MBE	DBE
Javelin SEC, Inc.	WBE		DBE
Jimenez & Son Construction Co., Inc.		MBE	DBE
Keville Enterprises, Inc.	WBE		DBE

Lin Associates, Inc.	WBE	MBE	DBE
Marine Tiger Technologies, Inc.	WBE		DBE
MLD Services, Inc.	WBE		DBE
Nobis Engineering, Inc.		MBE	DBE
Overland Engineering , LLC		MBE	DBE
PMA Consultants, LLC		MBE	
Rachel Moran Engineering, Inc.	WBE		DBE
Raul V. Bravo & Associates, Inc.		MBE	DBE
Regina Villa Associates, Inc.	WBE		DBE
Reliance Engineers, LLC		MBE	DBE
RND Consultants, Inc.	WBE		DBE
Sam's Multi Service Center LLC			DBE
Saugus Construction Corporation	WBE	MBE	DBE
SMK Services Incorporated	WBE		DBE
Steere Engineering, Inc.	WBE		DBE
Strategic Enterprise Technology, Inc.		MBE	DBE
Studio 2112 Landscape Architecture, Inc.	WBE		DBE
Surveying Solutions, Inc		MBE	DBE
Taylor & Burns, Inc.	WBE		DBE
Urban Idea Lab, LLC	WBE	MBE	DBE
VN Engineers, Inc.	WBE		DBE
VP Engineering, Inc.		MBE	DBE