

DEPARTMENT OF FINANCE | Division of Purchases

# ANNUAL REPORT for the Equal Business Opportunity Program

FISCAL YEAR 2024 | July 2023 - June 2024

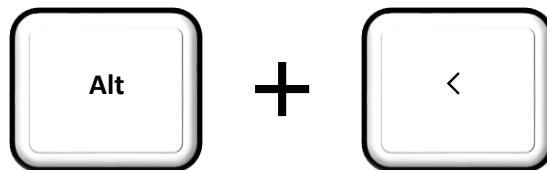
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Metropolitan Government of Nashville & Davidson County

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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,

From July 1, 2023, through June 30, 2024, **75 contracts were awarded** with goals for certified black, brown, and women owned participation. Highlights include:

- **\$85 million** in proposed spending with **black and brown owned (MBE)** businesses;
- **\$98 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 **\$6.6 million** or **17%** increase in payments to MBE and WBE subcontractors year over year.
- For contracts that closed in FY 2024 with MBE/WBE goals:
  - **62%** met or exceeded MBE market availability.
  - **87%** met or exceeded WBE market availability.

We are grateful for your continued support of the Equal Business Opportunity (EBO) Program and commend this report for your consideration.

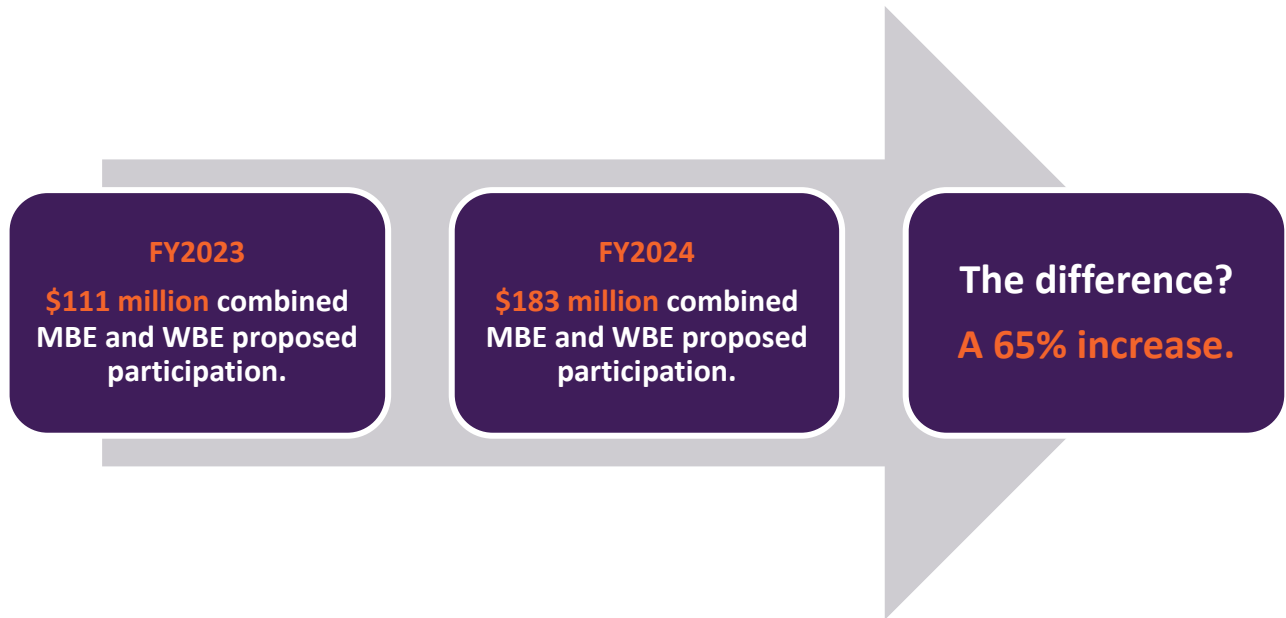
Best,

*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.

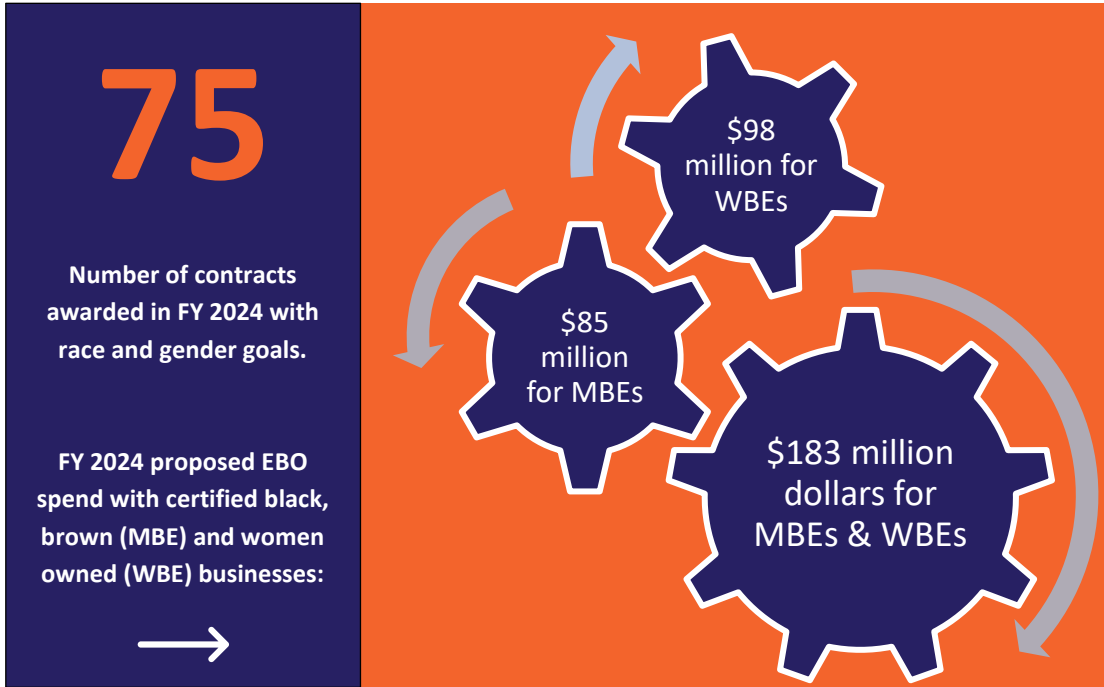
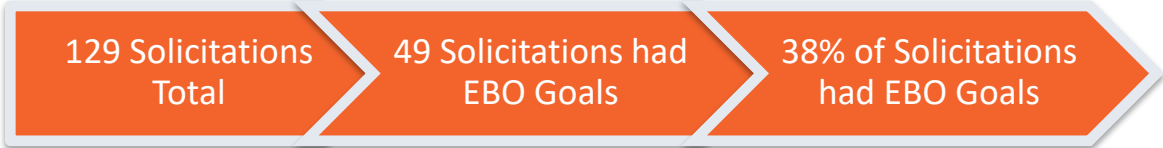
These numbers represent commitments, not payments. Change orders and amendments will be reflected in subsequent reports for the fiscal years in which they were effectuated.

From July 2023 to June 2024, the fifth year of the EBO program, the proposed participation on Metro awards was **\$85 million** dollars for MBE subcontractors and **\$98 million** dollars for WBE subcontractors.

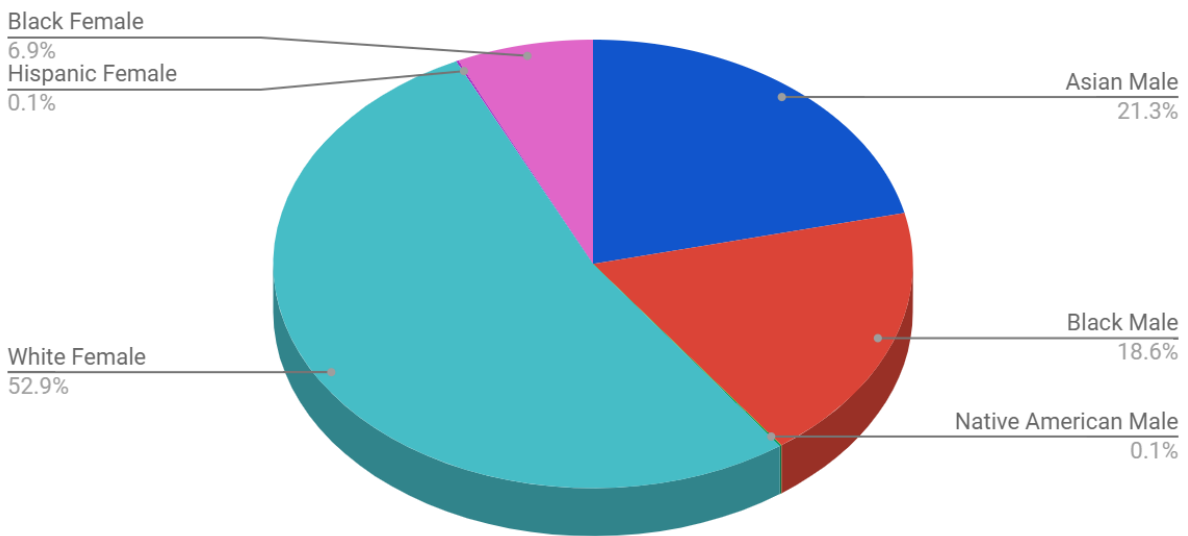
The average MBE proposed participation was **9%**; the average WBE proposed participation was **6%**.

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 2024 contracts awarded under the EBO Program.

From July 2023 to June 2024, payments to certified black, brown, and women owned subcontractors totaled **\$44.8 million** dollars.















Participation by Demographics



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

July 2023 – June 2024

	<b>Asian Male</b> \$39,161,733 dollars	<b>Asian Female</b> \$0 dollars	
	<b>Black Male</b> \$34,170,836 dollars	<b>Black Female</b> \$12,689,001 dollars	
	<b>Hispanic Male</b> \$15,750 dollars	<b>Hispanic Female</b> \$174,400 dollars	
	<b>Native American Male</b> \$155,106 dollars	<b>Native American Female</b> \$0 dollars	
	<b>White Female</b> \$97,031,072 dollars	<b>Undefined MBE</b> \$0 dollars	
	<b>Undefined WBE</b> \$0 dollars	<b>Total</b> \$183,397,899 dollars	

See **Appendix 2** for a complete list of contracts awarded in FY 2024 with Metro proposed participation goals vs. vendor proposed participation goals.

See **Appendix 3** for a complete list of contracts awarded in FY 2024 by sector with proposed MBE/WBE utilization.

See **Appendix 4** for a complete list of contracts awarded in FY 2024 with race, gender, and UNSPS code.

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

July 2023 – June 2024



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

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

July 2023 – June 2024

Construction	Non-Professional Services
Total Proposed Spend: \$24,643,203	Total Proposed Spend: \$12,755,150
MBE: 10% Availability; 13% Aspirational; <b>9%</b> Achieved	MBE: 10% Availability; 23% Aspirational; <b>10%</b> Achieved
WBE: 10% Availability; 12% Aspirational; <b>11%</b> Achieved	WBE: 8% Availability; 16% Aspirational; <b>6%</b> Achieved
Professional Services	Goods
Total Proposed Spend: \$134,805,341	Total Proposed Spend: \$11,194,205
MBE: 8% Availability; 24% Aspirational; <b>8%</b> Achieved	MBE: 8% Availability; 10% Aspirational; <b>11%</b> Achieved
WBE: 4% Availability; 16% Aspirational; <b>4%</b> Achieved	WBE: 9% Availability; 11% Aspirational; <b>89%</b> Achieved

## SUPPLIER DIVERSITY HIGHLIGHTS

July 2023 – June 2024

- **9** prime contracts awarded to Metro approved small businesses (SBE).
- **6** prime contracts awarded to certified women owned businesses (WBE).
- **4** prime contracts awarded to certified black/brown owned businesses (MBE).
- **56** unique MBEs awarded subcontracts.
- **59** unique WBEs awarded subcontracts.
- **72%** of awarded contracts met or exceeded Metro's MBE/WBE goals.
- **28%** 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.
  - **6%** - average WBE utilization proposed by vendors.
  - **1%** - average WBE underutilization relative to market availability.
- **50%** - highest MBE utilization proposed by vendor.
- **36%** - highest WBE utilization proposed by vendor.



## **EQUAL BUSINESS OPPORTUNITY SUBCONTRACTOR PAYMENTS**

July 2023 – June 2024

The EBO directed **\$44,847,430** in payments to black/brown (MBE) and women owned (WBE) businesses as subcontractors during FY 2024. The payments were spread across **125 contracts** – **10** awarded in FY 2024 and **115** 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 2024 by race, gender, and UNSPS code.

See **Appendix 6** for a complete list of certified MBE and WBE subcontractors paid in FY 2024.

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

July 2023 – June 2024

Sixteen (**16**) contracts with EBO provisions were completed and closed-out in FY 2024. The total amount paid to subcontractors for these contracts was **\$7,040,297**.

Thirteen (**13**) of the sixteen (**16**) contracts were awarded with black/brown owned (MBE) subcontractor participation. Of these thirteen (**13**) contracts:

- **8/13** or **62** percent met or exceeded MBE market availability.
- **5/13** or **38** percent underperformed MBE market availability.

Fifteen (**15**) of the sixteen (**16**) contracts were awarded with goals for woman owned (WBE) subcontractor participation. Of fifteen (**15**) contracts:

- **13/15** or **87** percent met or exceeded WBE market availability.
- **2/15** or **13** underperformed WBE market availability.

See **Appendix 7** for a complete list of contracts that closed in FY 2024 with GFE and MBE/WBE goals.

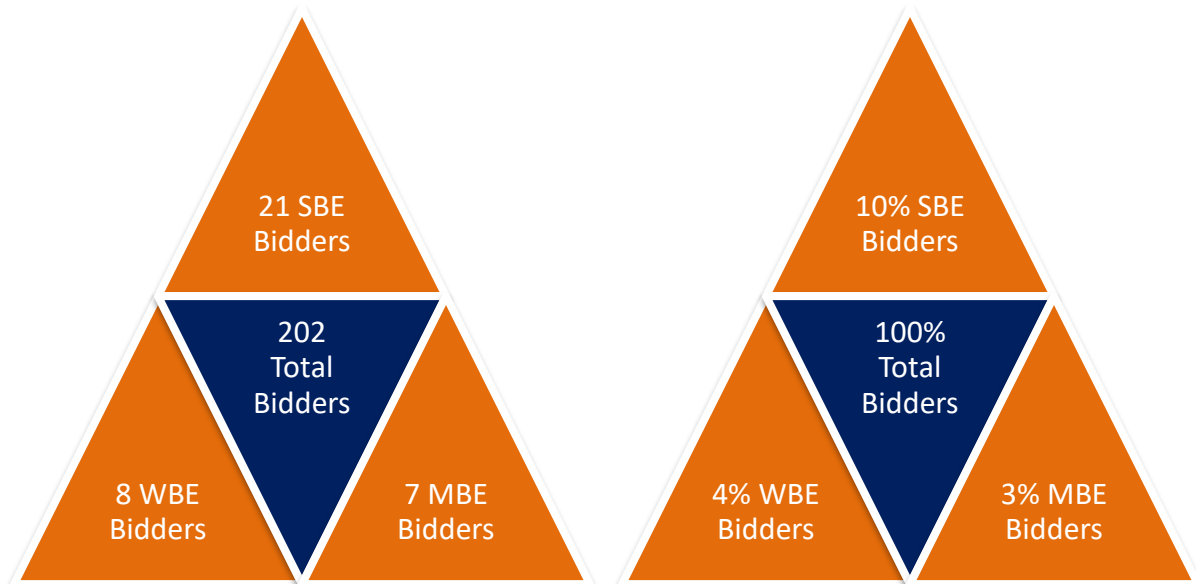
**NUMBER OF MBE AND WBE PRIME CONTRACT BIDDERS ON EBO AWARDED PROJECTS**

July 2023 – June 2024



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

July 2023 – June 2024



## **CONTRACT COMPLIANCE**

July 2023 – June 2024

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 seventy-five (**75**) awarded contracts, twenty-one (**21**) 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 2023 – June 2024

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 2024, the PAO completed the following reviews and reports:

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

## **BUSINESS DEVELOPMENT & OUTREACH**

July 2023 – June 2024

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 2024, these BDO efforts include:

- **15** hours of direct training provided by Metro.
- **676** individuals trained live.
- **1,286** individuals provided with recording/materials from training.
- **19** electronic communications with vendors.
- Hosting, attending, and participating in **134** hours of indirect training, business networking, and outreach events provided by partner organizations.
- Approving **413** unique, diverse businesses in Metro's certified directory, reaching a total of **1,065** 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.

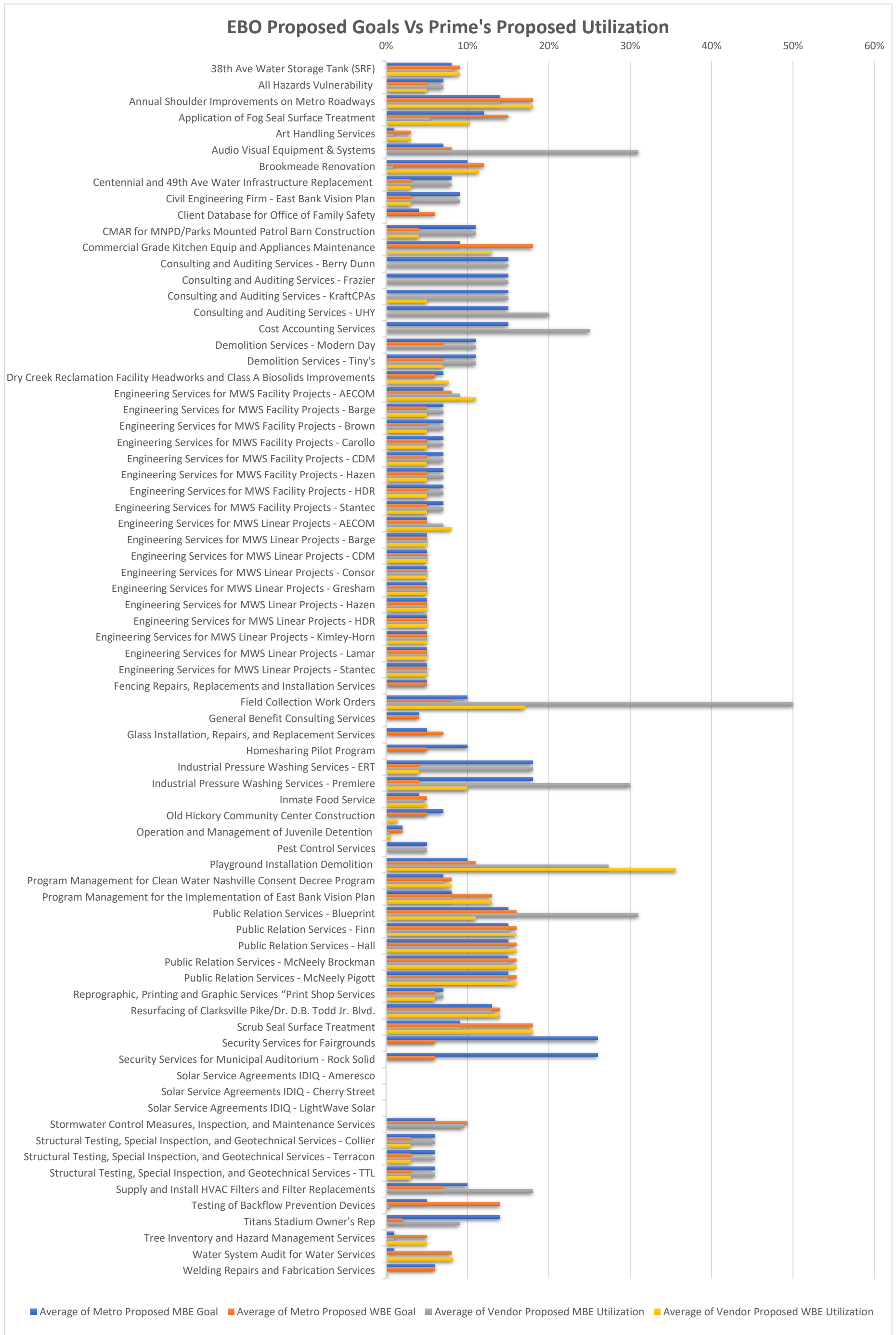
**Underutilization:** Means the percentage of dollars spent by the Metropolitan Government with MWBE's is less than participation of MWBE's than reasonably expected based on the availability of MWBE's within the Program Area.

**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.

APPENDIX 2:

Contracts Awarded in FY 2024 with Metro Proposed Participation Goals Vs. Vendor Proposed Participation Goals





APPENDIX 3:

CONTRACTS AWARDED IN FY24 BY PROCUREMENT SECTOR WITH PROPOSED MBE/WBE UTILIZATION

	Contract Value	Prime Proposed MBE Utilization \$	Prime Proposed WBE Utilization \$
<b>Construction</b>	<b>\$ 378,885,802.67</b>	<b>\$ 5,082,645.99</b>	<b>\$ 28,132,761.95</b>
38th Ave Water Storage Tank (SRF)	\$ 15,169,934.00	\$ 1,234,832.63	\$ 1,368,328.05
Annual Shoulder Improvements on Metro Roadways	\$ 5,225,200.00	\$ 731,528.00	\$ 940,536.00
Application of Fog Seal Surface Treatment*	\$ 7,500,000.00	\$ 405,750.00	\$ 770,250.00
Brookmeade Renovation*	\$ 765,000.00	\$ 6,655.50	\$ 87,133.50
Centennial and 49th Ave Water Infrastructure Replacement	\$ 2,300,000.00	\$ 184,000.00	\$ 69,000.00
CMAR for MNPDP/Parks Mounted Patrol Barn Construction	\$ 5,500,000.00	\$ 605,000.00	\$ 220,000.00
Demolition Services - Modern Day*	\$ 6,375,000.00	\$ 701,250.00	\$ -
Demolition Services - Tiny's	\$ 275,000.00	\$ 30,250.00	\$ 19,250.00
Dry Creek Reclamation Facility Headworks and Class A Biosolids Improvements*	\$ 310,212,170.12	\$ 310,212.17	\$ 23,824,294.67
Old Hickory Community Center Construction*	\$ 17,017,874.00	\$ -	\$ 238,250.24
Playground Installation Demolition	\$ 84,870.65	\$ 23,169.69	\$ 30,213.95
Resurfacing of Clarksville Pike/Dr. D.B. Todd Jr. Blvd.	\$ 1,460,753.90	\$ 189,898.01	\$ 204,505.55
Scrub Seal Surface Treatment	\$ 2,000,000.00	\$ 183,600.00	\$ 361,000.00
Stormwater Control Measures, Inspection, and Maintenance Services*	\$ 5,000,000.00	\$ 476,500.00	\$ -
<b>Non-Professional Service</b>	<b>\$ 153,707,647.00</b>	<b>\$ 10,394,650.00</b>	<b>\$ 4,707,100.00</b>
Art Handling Services	\$ 300,000.00	\$ 3,000.00	\$ 9,000.00
Audio Visual Equipment & Systems*	\$ 65,000.00	\$ 20,150.00	\$ -
Client Database for Office of Family Safety**	\$ 1,535,917.00	\$ -	\$ -
Commercial Grade Kitchen Equip and Appliances Maintenance*	\$ 2,000,000.00	\$ -	\$ 260,000.00
Fencing Repairs, Replacements, and Installation Services**	\$ 6,000,000.00	\$ -	\$ -
Field Collection Work Orders	\$ 15,000,000.00	\$ 7,500,000.00	\$ 2,550,000.00
General Benefit Consulting Services**	\$ 4,331,730.00	\$ -	\$ -
Glass Installation, Repairs, and Replacement Services**	\$ 3,000,000.00	\$ -	\$ -
Homesharing Pilot Program**	\$ 300,000.00	\$ -	\$ -
Industrial Pressure Washing Services - ERT	\$ 1,000,000.00	\$ 180,000.00	\$ 40,000.00
Industrial Pressure Washing Services - Premiere	\$ 1,000,000.00	\$ 300,000.00	\$ 100,000.00
Inmate Food Service	\$ 20,000,000.00	\$ 900,000.00	\$ 1,000,000.00
Pest Control Services	\$ 1,000,000.00	\$ 50,000.00	\$ -
Public Relation Services - Blueprint	\$ 500,000.00	\$ 155,000.00	\$ 55,000.00
Public Relation Services - Finn	\$ 500,000.00	\$ 75,000.00	\$ 80,000.00
Public Relation Services - Hall	\$ 500,000.00	\$ 75,000.00	\$ 80,000.00
Public Relation Services - McNeely Brockman	\$ 500,000.00	\$ 75,000.00	\$ 80,000.00
Public Relation Services - McNeely Pigott	\$ 500,000.00	\$ 75,000.00	\$ 80,000.00
Reprographic, Printing and Graphic Services "Print Shop Services"	\$ 3,000,000.00	\$ 210,000.00	\$ 180,000.00
Security Services for Fairgrounds**	\$ 925,000.00	\$ -	\$ -
Security Services for Municipal Auditorium - Rock Solid**	\$ 2,000,000.00	\$ -	\$ -
Solar Service Agreements IDIQ - Ameresco***	\$ 25,000,000.00	\$ -	\$ -
Solar Service Agreements IDIQ - Cherry Street***	\$ 25,000,000.00	\$ -	\$ -

Solar Service Agreements IDIQ - LightWare Solar***	\$ 25,000,000.00	\$ -	\$ -
Supply and Install HVAC Filters and Filter Replacements*	\$ 4,000,000.00	\$ 720,000.00	\$ -
Testing of Backflow Prevention Devices*	\$ 7,000,000.00	\$ 31,500.00	\$ 5,600.00
Tree Inventory and Hazard Management Services	\$ 2,500,000.00	\$ 25,000.00	\$ 125,000.00
Water System Audit for Water Services*	\$ 750,000.00	\$ -	\$ 61,500.00
Welding Repairs and Fabrication Services*	\$ 500,000.00	\$ -	\$ 1,000.00
<b>Professional Service</b>	<b>\$ 1,120,948,675.50</b>	<b>\$ 69,719,880.80</b>	<b>\$ 65,360,860.27</b>
All Hazards Vulnerability	\$ 325,000.00	\$ 22,750.00	\$ 16,250.00
Civil Engineering Firm - East Bank Vision Plan	\$ 2,173,675.50	\$ 195,630.80	\$ 65,210.27
Consulting and Auditing Services - Berry Dunn	\$ 2,500,000.00	\$ 375,000.00	\$ -
Consulting and Auditing Services - Frazier	\$ 500,000.00	\$ 75,000.00	\$ -
Consulting and Auditing Services - KraftCPAs	\$ 2,500,000.00	\$ 375,000.00	\$ 125,000.00
Consulting and Auditing Services - UHY	\$ 500,000.00	\$ 100,000.00	\$ -
Cost Accounting Services	\$ 250,000.00	\$ 62,500.00	\$ -
Engineering Services for MWS Facility Projects - AECOM	\$ 50,000,000.00	\$ 4,500,000.00	\$ 5,500,000.00
Engineering Services for MWS Facility Projects - Barge	\$ 50,000,000.00	\$ 3,500,000.00	\$ 4,000,000.00
Engineering Services for MWS Facility Projects - Brown	\$ 50,000,000.00	\$ 3,500,000.00	\$ 2,500,000.00
Engineering Services for MWS Facility Projects - Carollo	\$ 50,000,000.00	\$ 2,500,000.00	\$ 2,500,000.00
Engineering Services for MWS Facility Projects - CDM	\$ 50,000,000.00	\$ 3,500,000.00	\$ 2,500,000.00
Engineering Services for MWS Facility Projects - Hazen	\$ 50,000,000.00	\$ 3,500,000.00	\$ 2,500,000.00
Engineering Services for MWS Facility Projects - HDR	\$ 50,000,000.00	\$ 3,500,000.00	\$ 2,500,000.00
Engineering Services for MWS Facility Projects - Stantec	\$ 50,000,000.00	\$ 2,500,000.00	\$ 2,500,000.00
Engineering Services for MWS Linear Projects - AECOM	\$ 50,000,000.00	\$ 3,500,000.00	\$ 4,000,000.00
Engineering Services for MWS Linear Projects - Barge	\$ 50,000,000.00	\$ 2,500,000.00	\$ 2,500,000.00
Engineering Services for MWS Linear Projects - CDM	\$ 50,000,000.00	\$ 3,500,000.00	\$ 2,500,000.00
Engineering Services for MWS Linear Projects - Consor	\$ 50,000,000.00	\$ 3,500,000.00	\$ 2,500,000.00
Engineering Services for MWS Linear Projects - Gresham	\$ 50,000,000.00	\$ 2,500,000.00	\$ 2,500,000.00
Engineering Services for MWS Linear Projects - Hazen	\$ 50,000,000.00	\$ 2,500,000.00	\$ 2,500,000.00
Engineering Services for MWS Linear Projects - HDR	\$ 50,000,000.00	\$ 2,500,000.00	\$ 2,500,000.00
Engineering Services for MWS Linear Projects - Kimley-Horn	\$ 50,000,000.00	\$ 2,500,000.00	\$ 2,500,000.00
Engineering Services for MWS Linear Projects - Lamar	\$ 50,000,000.00	\$ 3,500,000.00	\$ 2,500,000.00
Engineering Services for MWS Linear Projects - Stantec	\$ 50,000,000.00	\$ 2,500,000.00	\$ 2,500,000.00
Operation and Management of Juvenile Detention*	\$ 24,000,000.00	\$ 96,000.00	\$ 134,400.00
Program Management for Clean Water Nashville Consent Decree Program	\$ 150,000,000.00	\$ 10,500,000.00	\$ 12,000,000.00
Program Management for the Implementation of East Bank Vision Plan	\$ 25,000,000.00	\$ 2,000,000.00	\$ 3,250,000.00
Structural Testing, Special Inspection, and Geotechnical Services - Collier	\$ 3,000,000.00	\$ 180,000.00	\$ 90,000.00
Structural Testing, Special Inspection, and Geotechnical Services - Terracon	\$ 3,000,000.00	\$ 180,000.00	\$ 90,000.00
Structural Testing, Special Inspection, and Geotechnical Services - TTL	\$ 3,000,000.00	\$ 180,000.00	\$ 90,000.00
Titans Stadium Owner's Rep*	\$ 4,200,000.00	\$ 378,000.00	\$ -

\*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 FY24 WITH RACE, GENDER, AND UNSPSC


	MBE (UNSPSC)	WBE (UNSPSC)	Prime
<b>Construction</b>			
38th Ave Water Storage Tank (SRF)	Black Female (72153507) Black Male x3 (72102902, 46161500, 72141500)	White Female x5 (72152700, 72151500, 72151900, 31330000, 30121601)	
Application of Fog Seal Surface Treatment	Black Male x2 (46161500, 72151306)	White Female x3 (46161500 x2, 80111618)	White Female
Annual Shoulder Improvements on Metro Roadways	Black Male x2 (46161500, 72153507)	Black Female (72153507)	
Brookmeade Renovation	Black Male (72151306)	White Female (72152700)	
Centennial and 49th Ave Water Infrastructure Replacement	Asian Male x2 (81101703, 81101505)	White Female x3 (81102200, 80130000, 80170000)	
CMAR for MNP/DParks Mounted Patrol Barn Construction	Black Male x (72102902, 72152700 72151300)	White Female x4 (72141102, 72151900, 72151100, 46161500)	
Demolition Services - Modern Day	Black Female (72153507) Black Male (72153507)	N/A	Black Male
Demolition Services - Tiny's	Black Male (80111613)	White Female x2 (72153507, 46180000)	
Dry Creek Reclamation Facility Headworks and Class A Biosolids Improvements	Black Male (92120000) Native American Male (72152902)	White Female x3 (30121600, 72150000, 72152902)	
Old Hickory Community Center Construction	N/A	White Female (72151911)	
Playground Installation Demolition	Black Female (72152700) Black Male (72152705)	White Female x3 (30110000, 30152000, 72152705)	White Female
Resurfacing of Clarksville Pike/Dr. D.B. Todd Jr. Blvd.	Black Male x3 (30121600, 46161500, 78101801)	White Female x 2 (72141103, 72141104)	
Scrub Seal Surface Treatment	Black Male (46161500)	White Female x2 (46161500, 72153507)	White Female
Stormwater Control Measures, Inspection, and Maintenance Services	Black Male (72102902)	N/A	
<b>Non-Professional Service</b>			
Art Handling Services	Asian Male (81101505) Black Male (60121400)	White Female (60121400)	
Audio Visual Equipment & Systems	Asian Male (86141702)	N/A	
Client Database for Office of Family Safety	N/A	N/A	
Commercial Grade Kitchen Equip and Appliances Maintenance	N/A	White Female x2 (23180000 x2)	
Fencing Repairs, Replacements, and Installation Services	N/A	N/A	
Field Collection Work Orders	Black Female (80111600)	White Female (83100000)	
General Benefit Consulting Services	N/A	N/A	
Glass Installation, Repairs, and Replacement Services	N/A	N/A	
Homesharing Pilot Program	N/A	N/A	
Industrial Pressure Washing Services - ERT	Black Male (47130000)	White Female (72103301)	Black Male
Industrial Pressure Washing Services - Premiere	Black Female (72153504) Black Male (72153504)	Black Female (72153504)	Black Male
Inmate Food Service	Black Female (14000000) Black Male (50200000)	White Female (23180000)	
Pest Control Services	Black Male (70111706)	N/A	
Public Relation Services - Blueprint	Black Female x2 (80170000 x2)	White Female (80170000)	Black Female
Public Relation Services - Finn	Black Male (80170000)	White Female (80170000)	

Public Relation Services - Hall	Black Female (80170000)	White Female (82140000)	
Public Relation Services - McNeely Brockman	Black Female (80170000)	Hispanic Female (80170000) White Female (80170000)	White Female
Public Relation Services - McNeely Pigott	Black Female (80170000)	White Female (80170000)	White Female
Reprographic, Printing and Graphic Services "Print Shop Services"	Black Male (82121500)	White Female (82121500)	
Security Services for Fairgrounds	N/A	N/A	
Security Services for Municipal Auditorium - Rock Solid	N/A	N/A	
Solar Service Agreements IDIQ - Ameresco	Provided on a project-by-project basis	Provided on a project-by-project basis	
Solar Service Agreements IDIQ - Cherry Street	Provided on a project-by-project basis	Provided on a project-by-project basis	
Solar Service Agreements IDIQ - LightWave Solar	Provided on a project-by-project basis	Provided on a project-by-project basis	
Supply and Install HVAC Filters and Filter Replacements	Black Male (72151200)	N/A	
Testing of Backflow Prevention Devices	Black Male (82121500) Hispanic Male (78102200)	White Female (44120000)	White Female
Tree Inventory and Hazard Management Services	Black Male (80111604)	Black Female (80111604)	
Water System Audit for Water Services	N/A	White Female (77101700)	
Welding Repairs and Fabrication Services	N/A	White Female (24102100)	
<b>Professional Service</b>			
All Hazards Vulnerability	Asian Male (81111801)	White Female (80101510)	
Civil Engineering Firm - East Bank Vision Plan	Black Male x2 (81101505, 81101528)	White Female x3 (81101500, 81101514, 81101517)	
Consulting and Auditing Services - Berry Dunn	Black Female (84111600)	N/A	
Consulting and Auditing Services - Frazier	Asian Male (84111600) Black Female x2 (84111600 x2)	N/A	
Consulting and Auditing Services - KraftCPAs	Black Male (84111600)	White Female (84111600)	
Consulting and Auditing Services - UHY	Black Male (84111600)	N/A	
Cost Accounting Services	Black Female (84111501)	N/A	
Engineering Services for MWS Facility Projects - AECOM	Asian Male x2 (80101603, 81101500) Black Male (81101500)	White Female (81101514, 81151604)	
Engineering Services for MWS Facility Projects - Barge	Asian Male (81101505) Black Male (81101500)	White Female x6 (77000000, 81101514, 81101515, 81101517, 81102900, 81151604)	
Engineering Services for MWS Facility Projects - Brown	Asian Male x2 (81101505, 81101514) Black Male x2 (81101500 x2)	White Female x3 (77000000, 81101514, 83101501)	
Engineering Services for MWS Facility Projects - Carollo	Asian Male (81101505) Black Male (81101505)	White Female x3 (77000000, 81151604, 81101701)	
Engineering Services for MWS Facility Projects - CDM	Asian Male x2 (81101505, 81101514) Black Male (81101528)	White Female x4 (77100000, 81102201, 81102900, 81151906)	
Engineering Services for MWS Facility Projects - Hazen	Asian Male x2 (81101505, 81101514) Black Male (81101500)	White Female x3 (77000000, 81101701, 81102900)	
Engineering Services for MWS Facility Projects - HDR	Asian Male x2 (81101505, 81101514)	White Female x2 (81151906, 83101502)	
Engineering Services for MWS Facility Projects - Stantec	Asian Male x2 (80101603, 81101505) Black Male (81101500)	White Female x4 (77101700, 81101514, 81101517, 81151906)	
Engineering Services for MWS Linear Projects - AECOM	Asian Male x2 (80101603, 81101500) Black Male (81101500)	White Female x2 (81101514, 81151604)	
Engineering Services for MWS Linear Projects - Barge	Black Male (81101500)	White Female x6 (77000000, 80130000, 81101514, 81101517, 81102900, 81151604)	
Engineering Services for MWS Linear Projects - CDM	Asian Male x2 (81101505, 81101514)	White Female x4 (77100000, 81102201, 81102900, 81151906)	

	Black Male (81101528)	
Engineering Services for MWS Linear Projects - Consor	Black Male (81101500)	White Female x6 (80130000, 81101701, 81102201, 81102500, 81102900, 81151906)
Engineering Services for MWS Linear Projects - Gresham	Asian Male x3 (80101603, 81101505, 83100000) Black Male x2 (83100000, 83101502)	White Female (81151906)
Engineering Services for MWS Linear Projects - Hazen	Asian Male x2 (81101505, 81101514) Black Male (81101500)	White Female x3 (77000000, 81101701, 81102900)
Engineering Services for MWS Linear Projects - HDR	Asian Male (81101514) Black Male (83101500)	White Female (81151906)
Engineering Services for MWS Linear Projects - Kimley-Horn	Asian Male (80101603) Black Female (80170000) Black Male x3 (80101600, 81100000, 83101500)	White Female x3 (77000000, 81101514, 83100000)
Engineering Services for MWS Linear Projects - Lamar	Asian Male x2 (81101505, 81101514) Black Male x2 (81100000, 81101500)	White Female x5 (77000000, 80130000, 81101514, 81102200, 81102900)
Engineering Services for MWS Linear Projects - Stantec	Asian Male x3 (80101603, 81101505 x2) Black Male (81101500)	White Female x4 (77101700, 81101514, 81101517, 81151906)
Operation and Management of Juvenile Detention	Black Female x2 (44120000, 53100000)	Hispanic Female (43210000)
Program Management for Clean Water Nashville Consent Decree Program	Asian Male x2 (81101505, 81101514) Black Male (81101500)	White Female x4 (77000000, 77101700, 80130000, 81151906)
Program Management for the Implementation of East Bank Vision Plan	Asian Male (81101516) Black Female x2 (80101604, 80170000)	White Female (80101600, 80101604)
Structural Testing, Special Inspection, and Geotechnical Services - Collier	Asian Male (81101505) Black Male (70111708)	White Female (30190000, 81101508)
Structural Testing, Special Inspection, and Geotechnical Services - Terracon	Asian Male (81100000)	White Female (81100000)
Structural Testing, Special Inspection, and Geotechnical Services - TTL	Asian Male (81141805)	White Female (81101514)
Titans Stadium Owner's Rep	Black Female (80161509) Black Male x2 (80101604, 84110000)	N/A

**APPENDIX 5:**

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

	
<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 81101703</b> Engineering testing services <b>\$107,142</b> dollars spent</p>	<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 80101604</b> Project administration or planning <b>\$18,203</b> dollars spent</p>
<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 81101505</b> Structural engineering <b>\$24,150</b> dollars spent</p>	<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 80101604</b> Project administration or planning <b>\$58,710</b> dollars spent</p>
<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 81112205</b> Database management system maintenance <b>\$600</b> dollars spent</p>	<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 81101500</b> Civil engineering <b>\$88,883</b> dollars spent</p>
<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 72152400</b> Window and door installation and erection <b>\$600</b> dollars spent</p>	<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 81101505</b> Structural engineering <b>\$26,846</b> dollars spent</p>
<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 81101505</b> Structural engineering <b>\$366,313</b> dollars spent</p>	<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 81101505</b> Structural engineering <b>\$4,910</b> dollars spent</p>
<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 81101505</b> Structural engineering <b>\$408,383</b> dollars spent</p>	<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 81101505</b> Structural engineering <b>\$26,370</b> dollars spent</p>
<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 81101505</b> Structural engineering <b>\$26,117</b> dollars spent</p>	<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 43210000</b> Computer Equipment and Accessories <b>\$7,974</b> dollars spent</p>
<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 81101512</b> Geographic information system GIS services <b>\$728</b> dollars spent</p>	<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 81101505</b> Structural engineering <b>\$2,200</b> dollars spent</p>
<p style="text-align: center;"><b>Asian Male</b> <b>UNSPSC 81102200</b> Transportation engineering <b>\$16,763</b> dollars spent</p>	




<p><b>Black Male</b>  <b>UNSPSC 72101510</b>            Plumbing system maintenance or repair  <b>\$269,303</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72153507</b>            Construction site haul away service  <b>\$331,346</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 80161509</b>            Vendor management  <b>\$13,776</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 81101528</b>            Stormwater engineering  <b>\$21,869</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 81101505</b>            Structural engineering  <b>\$308,601</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>            Traffic control  <b>\$173,300</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 76110000</b>            Cleaning and janitorial services  <b>\$547,800</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 86141704</b>            Library or documentation services  <b>\$1,440</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 76110000</b>            Cleaning and janitorial services  <b>\$286,200</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 81101500</b>            Engineering testing services  <b>\$181,792</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 76110000</b>            Cleaning and janitorial services  <b>\$281,110</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 81100000</b>            Professional engineering  <b>\$14,624</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 46161500</b>            Traffic control  <b>\$8,793</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72153100</b>            Athletic and recreational facility construction  <b>\$26,700</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 30121600</b>            Asphalts  <b>\$31,003</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72153507</b>            Construction site haul away service  <b>\$87,760</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 72153507</b>            Construction site haul away service  <b>\$329,619</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72153507</b>            Construction site haul away service  <b>\$302,971</b> dollars spent</p>

<p><b>Black Male</b>  <b>UNSPSC 80111604</b>  Temporary technician staffing  <b>\$327,0894</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 81101500</b>  Civil engineering  <b>\$89,873</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 82121500</b>  Printing  <b>\$5,979</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 44121504</b>  Window envelopes  <b>\$4,765</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 80111604</b>  Temporary technician staffing  <b>\$193,586</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 81100000</b>  Professional engineering  <b>\$101,525</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 72153507</b>  Construction site haul away service  <b>\$6,908</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 80111601</b>  Temporary clerical or administrative assistance  <b>\$64,324</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 72153507</b>  Construction site haul away service  <b>\$138,352</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72152600</b>  Roofing and siding and sheet metal services  <b>\$8,332</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$70,105</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72151300</b>  Painting and paper hanging services  <b>\$8,603</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 80171900</b>  Stakeholder management and relations  <b>\$8,712</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 76110000</b>  Cleaning and janitorial services  <b>\$4,774</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 72151306</b>  Pavement marking service  <b>\$15,495</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 84111600</b>  Audit services  <b>\$53,700</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 80101600</b>  Project management  <b>\$2,812</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72151200</b>  HVAC construction and maintenance services  <b>\$78,561</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 80171600</b>  Publicity and marketing support services  <b>\$8,500</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 81101512</b>  Geographic information system GIS services  <b>\$1,425</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 72152600</b>  Roofing and siding and sheet metal services  <b>\$12,853</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$3,298</b> dollars spent</p>



<p><b>Black Male</b>  <b>UNSPSC 80171900</b>  Stakeholder management and relations  <b>\$13,824</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 80101600</b>  Project management  <b>\$32,900</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 30121600</b>  Asphalts  <b>\$192,215</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72153612</b>  Interior design or decorating  <b>\$34,026</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$17,820</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$15,600</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 80101504</b>  Strategic planning consultation  <b>\$18,383</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 30121600</b>  Asphalts  <b>\$146,130</b> dollars spent</p>
<p><b>Black Male</b>  <b>UNSPSC 80101600</b>  Project management  <b>\$4,140</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 80171900</b>  Stakeholder management and relations  <b>\$30,013</b> dollars spent</p>

	
<p><b>Native American Male</b>  <b>UNSPSC 30120000</b>  Roads and landscape  <b>\$691,686</b> dollars spent</p>	<p><b>Native American Male</b>  <b>UNSPSC 30120000</b>  Roads and landscape  <b>\$768,870</b> dollars spent</p>
<p><b>Native American Male</b>  <b>UNSPSC 30120000</b>  Roads and landscape  <b>\$341,393</b> dollars spent</p>	<p><b>Native American Male</b>  <b>UNSPSC 30120000</b>  Roads and landscape  <b>\$15,759</b> dollars spent</p>



**Hispanic Male**  
**UNSPSC 72151900**  
Masonry and stonework services  
**\$532,119** dollars spent

**Hispanic Male**  
**UNSPSC 72151900**  
Masonry and stonework services  
**\$6,405** dollars spent



**Hispanic Female**  
**UNSPSC 80171907**  
Community relations consultation and engagement  
**\$67,791** dollars spent

**Hispanic Female**  
**UNSPSC 86000000**  
Education and Training Services  
**\$6,400** dollars spent



**Native American Female**  
**UNSPSC 72152601**  
Roofing service  
**\$37,159** dollars spent



<p><b>Black Female</b>  <b>UNSPSC 72152700</b>            Concrete installation and repair  <b>\$251,654</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 80161509</b>            Vendor management  <b>\$2,860</b> dollars spent</p>
<p><b>Black Female</b>  <b>UNSPSC 72152700</b>            Concrete installation and repair  <b>\$438,681</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 81102200</b>            Transportation engineering  <b>\$41,438</b> dollars spent</p>
<p><b>Black Female</b>  <b>UNSPSC 76110000</b>            Cleaning and janitorial services  <b>\$272,561</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 80111604</b>            Temporary technician staffing  <b>\$10,532</b> dollars spent</p>
<p><b>Black Female</b>  <b>UNSPSC 76110000</b>            Cleaning and janitorial services  <b>\$1,258,818</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 80171900</b>            Stakeholder management and relations  <b>\$310,952</b> dollars spent</p>
<p><b>Black Female</b>  <b>UNSPSC 76110000</b>            Cleaning and janitorial services  <b>\$13,325</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 72152700</b>            Concrete installation and repair  <b>\$20,000</b> dollars spent</p>
<p><b>Black Female</b>  <b>UNSPSC 76110000</b>            Cleaning and janitorial services  <b>\$882,059</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 72152700</b>            Concrete installation and repair  <b>\$287,430</b> dollars spent</p>
<p><b>Black Female</b>  <b>UNSPSC 72152700</b>            Concrete installation and repair  <b>\$203,115</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 81101524</b>            City development planning  <b>\$20,794</b> dollars spent</p>
<p><b>Black Female</b>  <b>UNSPSC 72152700</b>            Concrete installation and repair  <b>\$468,411</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 81141500</b>            Quality control  <b>\$339,041</b> dollars spent</p>
<p><b>Black Female</b>  <b>UNSPSC 72153507</b>            Construction site haul away service  <b>\$1,421</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 80171604</b>            Public information campaign service  <b>\$2,642</b> dollars spent</p>

<p><b>Black Female</b>  <b>UNSPSC 40170000</b>  Pipe piping and pipe fittings  <b>\$1,574,773</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 72153507</b>  Construction site haul away service  <b>\$3,720</b> dollars spent</p>
<p><b>Black Female</b>  <b>UNSPSC 80161509</b>  Vendor management  <b>\$9,020</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 84111500</b>  Accounting services  <b>\$12,375</b> dollars spent</p>
<p><b>Black Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$7,890</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 80171900</b>  Stakeholder management and relations  <b>\$7,778</b> dollars spent</p>
<p><b>Black Female</b>  <b>UNSPSC 80171907</b>  Community relations consultation and engagement  <b>\$21,532</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 80171904</b>  Cultural and ethnic group relations consultation and engagement  <b>\$10,700</b> dollars spent</p>
<p><b>Black Female</b>  <b>UNSPSC 81101516</b>  Energy or utility consulting  <b>\$2,544</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 80170000</b>  PR and professional communications  <b>\$11,700</b> dollars spent</p>
<p><b>Black Female</b>  <b>UNSPSC 72153507</b>  Construction site haul away service  <b>\$2,063</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$219,693</b> dollars spent</p>
<p><b>Black Female</b>  <b>UNSPSC 80171900</b>  Stakeholder management and relations  <b>\$12,049</b> dollars spent</p>	



<p><b>White Female</b>  <b>UNSPSC 81101508</b>            Architectural engineering  <b>\$1,417,456</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>            Highway and road paving  <b>\$3,500</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81101500</b>            Civil engineering  <b>\$733,827</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>            Highway and road paving  <b>\$3,585</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 83101900</b>            Energy conservation  <b>\$949,332</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 83101500</b>            Water and sewer utilities  <b>\$5,692,740</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81101517</b>            Landscape architecture  <b>\$173,171</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 83101500</b>            Water and sewer utilities  <b>\$628,990</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81101500</b>            Civil engineering  <b>\$627,003</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 83101500</b>            Water and sewer utilities  <b>\$434,014</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81151705</b>            Archaeological services  <b>\$222,582</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 83101500</b>            Water and sewer utilities  <b>\$30,875</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72141103</b>            Highway and road paving  <b>\$1,970,920</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>            Highway and road paving  <b>\$184,336</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 30121600</b>            Asphalts  <b>\$380,388</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 10150000</b>            Seeds and bulbs and seedlings and cuttings  <b>\$9,914</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81101517</b>            Landscape architecture  <b>\$9,111</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>            Highway and road paving  <b>\$732.266</b> dollars spent</p>

<p><b>White Female</b>  <b>UNSPSC 81102500</b>  Permitting services  <b>\$29,991</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$10,328</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72153507</b>  Construction site haul away service  <b>\$127,111</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$725,304</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72153507</b>  Construction site haul away service  <b>\$192,400</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$25,109</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$240,683</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$91,819</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$88,048</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 30121600</b>  Asphalts  <b>\$1,453</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72153507</b>  Construction site haul away service  <b>\$137,173</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$160,027</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$3,273</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$95,988</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$47,644</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72151201</b>  HVAC mechanical construction  <b>\$36,744</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$7,100</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80111604</b>  Temporary technician staffing  <b>\$893,148</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72153507</b>  Construction site haul away service  <b>\$11,715</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101514</b>  Geotechnical engineering  <b>\$65,934</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$19,268</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81100000</b>  Professional engineering  <b>\$252,677</b> dollars spent</p>

<p><b>White Female</b>  <b>UNSPSC 30111900</b>  Concrete reinforcement hardware  <b>\$350</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$51,921</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72152902</b>  Concrete reinforcement placing service  <b>\$1,905</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72152503</b>  Carpet laying service  <b>\$142,058</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$134,702</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72153900</b>  Building site preparation  <b>\$449,254</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$89,727</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 30000000</b>  Construction and Mfg. Components and Supplies  <b>\$6,520</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$24,105</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72152200</b>  Terrazzo tile and marble and mosaic services  <b>\$13,762</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$6,730</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$48,403</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$116,213</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141123</b>  Manhole construction  <b>\$7,200</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$226,854</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 40170000</b>  Pipe piping and pipe fittings  <b>\$132,390</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$6,671</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 70131503</b>  Erosion control services  <b>\$3,105</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$317,897</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$42,627</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81102200</b>  Transportation engineering  <b>\$2,048</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 82131601</b>  Aerial photography  <b>\$268</b> dollars spent</p>

<p><b>White Female</b>  <b>UNSPSC 81101701</b>  Electrical engineering  <b>\$34,502</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$271,634</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$1,733</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81000000</b>  Engineering, Research, and Technology Services  <b>\$231,603</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81102200</b>  Transportation engineering  <b>\$22,345</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 83101500</b>  Water and sewer utilities  <b>\$196,321</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$248</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101514</b>  Geotechnical engineering  <b>\$29,254</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 77000000</b>  Environmental Services  <b>\$33,177</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80101604</b>  Project administration or planning  <b>\$598,160</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 80101600</b>  Project management  <b>\$56,836</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101703</b>  Engineering testing services  <b>\$135,576</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81151604</b>  Land surveying  <b>\$47,997</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101703</b>  Engineering testing services  <b>\$13,870</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81101528</b>  Stormwater engineering  <b>\$14,859</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81151604</b>  Land surveying  <b>\$578,426</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 80161505</b>  Fleet management  <b>\$10,565</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80101603</b>  Economic or financial evaluation of projects  <b>\$3,087</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$1,365,201</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101516</b>  Energy or utility consulting service  <b>\$22,461</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$16,620</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$372,692</b> dollars spent</p>












<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$169,713</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80111604</b>  Temporary technician staffing  <b>\$125,800</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 46161500</b>  Traffic control  <b>\$52,889</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 82131601</b>  Aerial photography  <b>\$2,606</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72141505</b>  Earthmoving service  <b>\$329,519</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72154013</b>  Fence construction  <b>\$451,647</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 83101500</b>  Water and sewer utilities  <b>\$6,688</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72153507</b>  Construction site haul away service  <b>\$161,723</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81102200</b>  Transportation engineering  <b>\$42,237</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72102902</b>  Landscaping services  <b>\$8,272</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 44120000</b>  Office supply  <b>\$1,031</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 55121700</b>  Signage  <b>\$23,104</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81101517</b>  Landscape architecture  <b>\$1,430</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 30120000</b>  Roads and landscape  <b>\$170,705</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 80170000</b>  PR and professional communications  <b>\$4,583</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 30120000</b>  Roads and landscape  <b>\$259,608</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 30121600</b>  Asphalts  <b>\$3,412</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80101604</b>  Project administration or planning  <b>\$13,530</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$430,079</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101514</b>  Geotechnical engineering  <b>\$35,176</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 30120000</b>  Roads and landscape  <b>\$89,575</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80101604</b>  Project administration or planning  <b>\$1,600</b> dollars spent</p>

<p><b>White Female</b>  <b>UNSPSC 80101604</b>  Project administration or planning  <b>\$4,813</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101517</b>  Landscape architecture  <b>\$19,525</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81101508</b>  Architectural engineering  <b>\$27,866</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101514</b>  Geotechnical engineering  <b>\$9,825</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81101500</b>  Civil engineering  <b>\$4,070</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80101604</b>  Project administration or planning  <b>\$7,454</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81101517</b>  Landscape architecture  <b>\$63,941</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80111613</b>  Temporary manual labor  <b>\$337</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81101514</b>  Geotechnical engineering  <b>\$2,663</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72152600</b>  Roofing and siding and sheet metal services  <b>\$889</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81101514</b>  Geotechnical engineering  <b>\$9,783</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101516</b>  Energy or utility consulting  <b>\$22,778</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81102200</b>  Transportation engineering  <b>\$5,148</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80111601</b>  Temporary clerical or administrative assistance  <b>\$77,850</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72151500</b>  Electrical system services  <b>\$215</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81151604</b>  Land surveying  <b>\$89,009</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72152500</b>  Floor laying services  <b>\$4,400</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101514</b>  Geotechnical engineering  <b>\$39,053</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72152503</b>  Carpet laying service  <b>\$9,424</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81102200</b>  Transportation engineering  <b>\$293</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 84111600</b>  Audit services  <b>\$8,200</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 82121500</b>  Printing  <b>\$7,055</b> dollars spent</p>

<p><b>White Female</b>  <b>UNSPSC 72141103</b>  Highway and road paving  <b>\$114,207</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80101604</b>  Project administration or planning  <b>\$3,618</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 30120000</b>  Roads and landscape  <b>\$6,947</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80130000</b>  Real estate services  <b>\$2,531</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 77101700</b>  Environmental advisory services  <b>\$22,556</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101605</b>  Electromechanical services  <b>\$95,247</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72141505</b>  Earthmoving service  <b>\$58,434</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 77101700</b>  Environmental advisory services  <b>\$14,254</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 46210000</b>  Workplace safety equipment and supplies and  training materials  <b>\$474</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80171907</b>  Community relations consultation and  engagement  <b>\$25,000</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 23180000</b>  Industrial food and beverage equipment  <b>\$2,599</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101701</b>  Electrical engineering  <b>\$33,481</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72153507</b>  Construction site haul away service  <b>\$1,046</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101517</b>  Landscape architecture  <b>\$13,996</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81101600</b>  Mechanical engineering  <b>\$10,065</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80101600</b>  Project management  <b>\$2,793</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 77101700</b>  Environmental advisory services  <b>\$13,596</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81151604</b>  Land surveying  <b>\$16,412</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81101514</b>  Geotechnical engineering  <b>\$2,130</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101517</b>  Landscape architecture  <b>\$9,975</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81101508</b>  Architectural engineering  <b>\$165,899</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101502</b>  Technical drawing  <b>\$36,359</b> dollars spent</p>

<p><b>White Female</b>  <b>UNSPSC 82121500</b>          Printing  <b>\$3,829</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 77101700</b>          Environmental advisory services  <b>\$10,056</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81102200</b>          Transportation engineering  <b>\$13,755</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101512</b>          Geographic information system GIS services  <b>\$22,530</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72141103</b>          Highway and road paving  <b>\$47,576</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 71122500</b>          Water or gas control  <b>\$48,667</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 72141003</b>          Highway and road maintenance  <b>\$168,588</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72141103</b>          Highway and road paving  <b>\$128,660</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 55121700</b>          Signage  <b>\$12,338</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 30121600</b>          Asphalts  <b>\$40,693</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 80141501</b>          Marketing analysis  <b>\$5,880</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 80101600</b>          Project management  <b>\$19,800</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 60121400</b>          Picture framing  <b>\$1,049</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 46161500</b>          Traffic control  <b>\$1,551</b> dollars spent</p>
<p><b>White Female</b>  <b>UNSPSC 81151604</b>          Land surveying  <b>\$26,059</b> dollars spent</p>	

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

	<p><b>Asian Male</b>  <b>\$1,184,892 Total Payments</b></p>	<p><b>Black Female</b>  <b>\$6,721,571 Total Payments</b></p>	
	<p><b>Black Male</b>  <b>\$7,876,434 Total Payments</b></p>	<p><b>Hispanic Female</b>  <b>\$74,191 Total Payments</b></p>	
	<p><b>Hispanic Male</b>  <b>\$538,524 Total Payments</b></p>	<p><b>Native American Female</b>  <b>\$37,159 Total Payments</b></p>	
	<p><b>Native American Male</b>  <b>\$1,817,708 Total Payments</b></p>	<p><b>White Female</b>  <b>\$26,596,951 Total Payments</b></p>	
<p><b>All EBO Subcontractor MBE and WBE Payments</b>  <b>\$44,847,430 Total Payments</b></p>			

**APPENDIX 6:**

**BLACK/BROWN (MBE) AND WOMEN OWNED (WBE) FIRMS PAID IN FY 2024**

<b>MBE</b>	<b>WBE</b>
A and R Services	1965
A&R Masonry Inc	Aerial Innovations of TN, Inc
Al Dobbs, Pc	Artifice, LLC
A-Action Air HVAC Inc	ASA Engineering and Consulting, Inc
ABES Engineering, Inc	Ashworth Environmental Design
Allworld Project Management, LLC	Athena Engineering and Environmental, Inc
Beneath The Earth Excavating LLC	BAC Paving Co Inc
Bestway Services, Inc	Blankenship Farms and Nursery
Booker Engineering, Inc	Brown Building Supply
Borra Consulting	Burch Transportation, LLC
Broadwater and Associates Group, Inc	Chefs Deal Inc
Business Resource Group, LLC	CIA, Civil Infrastructure Associates, LLC
CD Steger Construction, Inc	Clarksville Fencing, LLC
CMG Contractors, Inc	Cobra, LLC
CNT Enterprises	Compass Partners, LLC
Collier Roofing Co, Inc	Connico Incorporated
Commercial Installation, LLC	Contract Carpet Sales Company, Inc
Connico LLC	Crown Paving, LLC
Consolidated Facility Services, Inc	DF&H Services, PLLC
Corbrook, LLC	EOA Architects PLLC
Cornerstone Engineering, Inc	Extreme Electric, Inc
Culture Architecture and Design, PLLC	Hanging Around, Inc
Culture Shift Team, Inc	Hawkins Partners, Inc
Dale's Cleaning Service, Inc	Homeland LLC
David Mason + Associates	HQ Direct, LLC
Dugard Communications	Inventive Solutions, LLC
Elite Roofing Company of Nashville Inc	Jarvis Award, Sign & Flag, Co
Enfinity Supply, LLC	Jen-Hill Construction Materials
Etchmark Pavement Maintenance Experts, LLC	John Bouchard & Sons Company
EverReady Transportation LLC	KellyGirl Video, LLC
Fairointe Planning, LLC	Kimberly, Inc
Flournoy Tough Security Company	Lykins Reinforcing, Inc
G & M Associates LLC	McCoy Design
Hoskins & Co PC	NASCO Construction Services Inc
J R Construction Tennessee Inc	Nashville Fabrication LLC
Jerry B. Young, Construction, Inc	Nickell Company, LLC
K. Payne Contracting, LLC	Oasis Construction Services, Inc

KBMD & Associates, PC	Pavement Restorations, Inc
Lestar Mineral Development Inc	Pipeworks-Plus, Inc
Logan Patri Engineering, Inc	Professional Traffic Control Services, LLC
Lynn Staffing LLC	Raven Security and Traffic Control, LLC
M & P Services, Inc	Richard Grubb And Associates, Inc
MEPR Agency	SafeZone, LLC
Mojo Marketing Pr Inc	SDM Construction, LLC
Morgan & Morgan, Inc	Sunrise Contracting, Inc
Mpyer Marketing & Advertising	Sunset Marketing, Inc
NuOrigin Systems, Inc	Tara Armistead Landscape Architecture
Pantegon, LLC	Tegrah Engineering PC
Pillars Development LLC	Tennessee Tile & Marble Co, Inc
Pipeline Innovation	Tennessee Valley Archaeological Research, Inc
Planning Design & Research Engineers, Inc	Theater Craft, Inc
Premiere Building Maintenance Corporation	Tioga Environmental Consultants, Inc
ReadyServ Enterprises	Titan Fastener & Supply LLC
Spring Clean Cleaning Service LLC	Underground Eyes, Inc
Tennatee Services Inc	Varallo Public Relations
TRC Worldwide Engineering, Inc	Water Control Roofing Company, Inc
	Wilmot Inc
	Win Engineering, LLC
	W-ZHA, LLC

**APPENDIX 7:**

**CONTRACTS CLOSED OUT IN FY 2024 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
12th Avenue South Water Main Replacements	6%	10%	6%	32%	7%	37%
8th Ave South Water Main*	9%	14%	0%	17%	0%	16%
Annex Avenue Sidewalk Improvements	9%	8%	9%	16%	6%	20%
Castleman Drive Water Main	9%	12%	9%	27%	4%	29%
Centennial Park - Children's Memory Garden Construction*	3%	5%	0%	7%	0%	7%
Design Services for Administrative Office Buildings and Garage at Omohundro South	5%	4%	7%	7%	14%	5%
Dodson Chapel Road Sidewalk Improvements*	11%	8%	6%	0%	7%	0%
Dry Creek WWTP New Ultra-Violet Disinfection System	5%	5%	5%	16%	4%	17%
East Bank Area - Plans and Technical Studies	3%	7%	6%	7%	3%	3%
Edgehill Community Planning & Infrastructure Study	11%	10%	25%	15%	23%	0%
Elmington Tennis Court Renovation	7%	7%	12%	8%	11%	7%
Hillwood Park Water Main Improvements*	4%	10%	1%	37%	1%	30%
Madison Station Blvd. Road Construction	7%	11%	11%	15%	13%	17%



Massman Sinkhole Repair*	11%	7%	0%	2%	0%	8%
New Warehouse Structure	6%	6%	6%	6%	8%	8%
Vision Zero Action Plan Consultant Services	9%	11%	9%	11%	53%	55%

\*Utilized Good Faith Efforts (GFEs)

**APPENDIX 8:**

**CONTRACTS AWARDED IN FY 2024 WITH GOOD FAITH EFFORTS**

<b>Contracts that Required Good Faith Efforts</b>
Application of Fog Seal Surface Treatment
Audio Visual Equipment & Systems
Brookmeade Renovation
Client Database for Office of Family Safety
Commercial Grade Kitchen Equip and Appliances Maintenance
Demolition Services - Modern Day
Dry Creek Reclamation Facility Headworks and Class A Biosolids Improvements
Fencing Repairs, Replacements, and Installation Services
General Benefit Consulting Services
Glass Installation, Repairs, and Replacement Services
Homesharing Pilot Program
Old Hickory Community Center Construction
Operation and Management of Juvenile Detention
Security Services for Fairgrounds
Security Services for Municipal Auditorium - Rock Solid
Stormwater Control Measures, Inspection, and Maintenance Services
Supply and Install HVAC Filters and Filter Replacements
Testing of Backflow Prevention Devices
Titans Stadium Owner's Rep
Water System Audit for Water Services
Welding Repairs and Fabrication Services