



Metropolitan Transportation Authority

Diversity Committee Meeting

February 2012

Committee Members

S. Metzger, Chair

F. Ferrer

J. Banks III

R. Bickford

A. Saul



MEETING AGENDA

MTA DIVERSITY COMMITTEE

February 27th – 3:15 p.m.

347 Madison Avenue
Fifth Floor Board Room
New York, NY

AGENDA ITEMS

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MTA DIVERSITY COMMITTEE

Meeting Minutes

347 Madison Avenue, Fifth Floor Board Room

New York, NY 10017

Monday, October 24, 2011

4:25 P.M.

The following Committee members were present:

Hon. Susan G. Metzger, Chairperson

Hon. Robert C. Bickford

Hon. Fernando Ferrer

The following Committee members were absent:

Hon. John Banks III

Hon. Andrew Saul

The following were also present:

Michael J. Garner, Chief Diversity Officer, MTA Department of Diversity and Civil Rights ("DDCR")

Naeem U. Din, Deputy Director, DDCR

Carolyn Greene, Assistant Director, Certification, DDCR

Gwendolyn Harleston, Assistant Director, EEO Compliance, DDCR

Cheryl George, Compliance Manager, Business Programs, DDCR

Wendy Wark, Director, Employee Relations and Diversity, MTA Metro-North Railroad ("MNR")

Roberto Aguirre, Manager, Statistical Analysis and Compliance, Employee Relations and Diversity, MNR

Joel Andrews, Chief EEO Officer, Office of EEO, MTA New York City Transit ("NYC Transit")

Gloria Colon, Chief EEO Officer, MTA Bridges & Tunnels ("B&T")

Leon Goodman, Assistant Director, Staffing and Employee Relations, Human Resources Department, MTA

Frederic Gill, Talent Acquisition Specialist, Human Resources Department, MNR

1. Public Speakers:

There were no public speakers.

2. Minutes

Upon motion duly made and seconded, the committee unanimously approved the minutes of the meetings held on April 21, 2011, June 27, 2011 and June 29, 2011.

3. Overview of Today's Meeting

2011 Diversity Committee Work Plan

Chairperson Metzger asked whether there were any changes to the Committee Work Plan. Mr. Din said unlike in previous years, DDCR will not present MTA's overall annual goal for participation by Disadvantaged Business Enterprises ("DBEs") in federally-funded contracts in August 2012. In the past DDCR has presented to the committee for approval every August MTA's overall DBE goal. Pursuant to changes in applicable federal regulations, MTA now submits its DBE goal to the Federal Transit Administration ("FTA") every three years. MTA submitted its three-year goal to the FTA on or about August 1, 2011, covering federal fiscal years 2012-2014. The projected value of federally-funded contracts, used to calculate MTA's three-year DBE goal, is based upon MTA's 2010-2014 Capital Program. The Capital Program is currently funded through the end of calendar year 2011. MTA's three-year DBE goal may be further adjusted in 2012, depending on the level of local funding which will be allocated for the remainder of the Capital Program. Chairperson Metzger asked that DDCR advise the Committee in 2012 whether or not an adjustment to MTA's DBE goal is needed. Mr. Din said there were no other changes to the work plan.

Outreach Events/Diversity Programs

Ms. Chapé provided an update on current and future outreach initiatives, including in-house events. . The MTA Small Business Development Training Program is currently underway; 30 to 35 firms are expected to attend. In October 2011, DDCR attended the 2011 New York State Minority and Women-owned Business Enterprise ("M/WBE") Conference. This event was formerly hosted by the Dormitory Authority of the State of New York ("DASNY"), and was referred to as the DASNY Conference. DDCR and NYC Transit are currently planning an in-house event for suppliers of bus parts, entitled "MTA New York City Transit Bus Suppliers Diversity Outreach Event." DDCR is inviting five bus manufacturers to meet about 60 to 70 small businesses, including M/W/DBEs, for a networking event. This event will take place in December 2011, rather than November as indicated in the committee book.

Mr. Garner added that this event is part of MTA's effort to create a Minority Supplier Development Program modeled after the big three auto makers. NYC Transit is taking the lead in organizing and hosting this event. A similar event for subway car manufacturers will be held in the first quarter of 2012. Chairperson Metzger said there should be a similar event for rail car manufacturers for the commuter railroads. In closing, Ms. Chapé said that it has been a very busy year with DDCR participating in over 70 outreach events.

Ms. Harleston reported on upcoming MTA agency-wide diversity programs for the September through December 2011 period. Chairperson Metzger encouraged committee members to attend agency

diversity events. She said she recently attended B&T's Hispanic Heritage Month event. These events are always enjoyable and sometimes they can be very touching. Ms. Harleston thanked the Chairperson for attending B&T's diversity event, which was jointly hosted by MTA, B&T and NYC Transit. Ms. Harleston also reported that MTA and NYC Transit observed Domestic Violence Month in October 2011.

In addition, Ms. Harleston said the Veterans Day event will be held on November 15, 2011, in honor of the Tuskegee Airmen; it will be hosted by MTA and NYC Transit. In addition to a few actual Tuskegee Airmen, cast members from the off-Broadway production, "Black Angels over Tuskegee" are scheduled to attend. In December 2011, MTA will host International Dessert Day, and LIRR will host a Diversity Council Holiday event.

Ms. Colon added that B&T will present a program on Orchard Beach Pavilion on December 19, 2011. Ms. Wark invited committee members to MNR's upcoming Diversity Awareness Month event in Grand Central Terminal on Tuesday, October 25, 2011, hosted by MNR's newly created Inclusion Council. Previous such events, held in New Haven, Croton Harmon and North White Plains, were very well attended. MNR will also host a Veterans Day event in Grand Central Terminal on November 11, 2011.

Certification Activity Report

Ms. Greene reported on certification activity for the June through September 2011 period. She provided a comparison of the DBE certification applications received from June to September for the years 2008-2011. For the period between June and September 2011, the number of certification applications nearly doubled from the number of applications received for the same period in 2008. However, Ms. Greene said the number of new applications fluctuates over time. For example, from June through September, 23 applications were received in 2008, 60 in 2009, 43 in 2010, and 42 in 2011. DDCR received seven additional applications since the time the current report was prepared. For the reporting period, 45 applications were processed -- 26 firms were certified, five were denied certification, three firms withdrew their applications, and 11 applications were returned. This number represents an increase compared with the same period in the last three years -- 17 applications were processed in 2008, 33 in 2009 and 36 in 2010. Ms. Greene added that DDCR recently underwent a compliance review by the U.S. Department of Transportation's Office of the Inspector General ("OIG"). The OIG praised MTA's DBE certification process and the way DDCR maintains its certification files. Ms. Greene said that OIG intends to use MTA's certification procedure as a model for other agencies.

Chairperson Metzger offered her congratulations. While DDCR is handling more applications with limited resources, the Chairperson hopes to see a continued increase in the number of certified firms. In addition to handling increased applications, on an annual basis, DDCR reviews certified firms to ensure they maintain their certification status.

Mr. Garner added that he believes the number of certification applications has increased, because firms sense that MTA is open for business. DDCR invites newly-certified DBEs and M/WBEs to quarterly orientation sessions. These events allow the firms to become familiar with how MTA and its agencies do business, and learn about upcoming contracting opportunities.

Chairperson Metzger said that previously certified firms might also benefit by attending these orientation sessions. Ms. Chapé responded that each year, DDCR invites certified M/WBE and DBE firms, along with small businesses to a series of specially focused forums to learn about contracting opportunities, and to meet and network with prime contractors and agency procurement representatives. Chairperson Metzger was glad to learn that the previously certified firms also have the opportunity to attend these types of events.

Mid-Year 2011 EEO Report

Ms. Harleston reported on the EEO activities as of June 30, 2011. MTA and its agencies compared the number of women and minorities in their workforce with 80% of Census availability within the relevant labor market. Overall, minority representation at MTA Headquarters ("MTAHQ") and each of the agencies exceeded 80% of the Census availability. However, female representation was below 80% of Census availability at MTAHQ and each of the agencies, with the exception of MTA Capital Construction, where it was above Census availability.

Mr. Goodman reported that the "Best Practices Hiring Initiatives," designed to assist in improving MTA-wide minority and female representation will be finalized after review and approval by MTA Managing Director Diana Jones Ritter. Ms. Jones plans to meet with agency HR directors and presidents prior to finalizing new hiring initiatives. These initiatives for improving minority and female representation will be undertaken at MTAHQ and throughout the agencies. Mr. Goodman said he will report back to the committee about these initiatives at its next meeting. Mr. Ferrer said he wants to see a detailed analysis of minority and female underutilization and the strategies for improving utilization at MTAHQ and across the agencies. Chairperson Metzger said it is a good idea to reach out to the agencies, because they are the ones who will implement new strategies for improving MTA-wide utilization. The Chairperson wanted committee members to have the opportunity to preview these initiatives and make suggestions for improvement.

Mr. Garner agreed with this approach. He asked Mr. Goodman to brief the committee on the recent Circle of Sisters Exposition held in October 2011. This is an example of MTA agencies working together to reach out to the public, including underutilized groups in order to create a broader applicant pool.

Mr. Goodman briefed the committee on the Circle of Sisters event. He recognized Mr. Gill and Joyce Lee of NYC Transit for their efforts in coordinating this event. Mr. Goodman distributed the program brochure to committee members. He said other public agencies and prime contractors also attended this event. Attendees had an opportunity to meet with recruiters and learn about employment opportunities being offered by the MTA and other participants at this event. HR professionals from the MTA and its agencies offered four workshops on the following topics: Creating value in resumes; interviewing skills; dress for success; and successful internet job searches. The purpose of these workshops was to make a job applicant more marketable. The applicant can then use these newly acquired skills to obtain employment at the MTA or elsewhere. Either way, MTA will benefit. Either MTA will acquire a new employee or it will acquire a new customer, since the successful candidate will use our transportation system to commute to his/her job. Recruiters from across MTA agencies plan similar type of workshops, entitled "MTA in Your Community," throughout the tri-state area, by working with community-based and professional networking organizations. Mr. Gill said similar events were recently held in Yonkers, New York, and in Connecticut and were well attended. Participants received job vacancy information and learned how to write a resume and dress for a job interview.

Mr. Garner asked if actual job interviews were conducted at the Circle of Sisters event. Mr. Goodman replied that if the recruiters were particularly impressed with a candidate, then they interviewed that candidate for a specific vacancy.

Mr. Garner thanked Jessie Crawford, Director, MTA Human Resources, and MTA-wide HR staff for their efforts in coordinating the Circle of Sisters event. Chairperson Metzger said that as we have been thinking outside the box in trying to increase minority and women-owned firms' participation in MTA's procurement activities, we need the same kind of thinking in increasing women and minority representation in MTA-wide workforce. She said the committee is focused on both of these issues.

Ms. Harleston reported on the number of internal and external complaints being handled by the MTA and its agencies. Of the internal and external complaints being handled, race/color, disability and other¹ types of discrimination were most frequently cited as the basis for the complaint.

Mr. Garner asked Ms. Harleston to provide an overview of the MTA-wide workforce underutilization report that was presented to the committee. According to this document, women, Hispanics and employees classified as "others" are most frequently underrepresented in MTA and its agencies' workforce. The "others" category was created in 2000 and some of the agencies have not completed reclassifying their employees, which may account for some of the underutilization being shown in the document submitted to the committee.

Chairperson Metzger said it was a good summary of underutilization. Mr. Ferrer agreed and said we need to focus on measures to address underutilization. Mr. Garner said that MTA can follow the example of Chairman Walder, who appointed record number of minorities and women in senior level positions at the MTA.

The Chairperson agreed with Mr. Ferrer's suggestion that the MTA-wide workforce underutilization summary be discussed with agency Presidents at the operating agency committee meetings. In response to Mr. Andrews' request for clarification, the Chairperson said she will check with the MTA Chairman and agency Presidents and request that the underutilization report be part of the agenda at operating agencies' committee meetings. The Chairperson said once underutilization is reported to the committees, it will trigger an agency action plan.

MTA Small Business Mentoring Program ("SBMP")

Mr. Garner provided an update on the SBMP. As of October 10, 2011, 27 contracts were awarded. Of these contracts, 19 were awarded to certified M/WBEs for \$15 million. There are 87 firms awaiting pre-qualification. Firms have been accepted from each county within the MTA service area, except Putnam. MTA has conducted outreach sessions in Putnam County. Because of this program, a large number of M/WBEs are being awarded prime contracts. MTA is also working with the FTA to establish a similar program for federally-funded contracts.

Mr. Din reviewed current initiatives to increase M/W/DBE participation in MTA-wide procurement activities, i.e., SBMP to increase the pool of small businesses, including M/WBEs, who can work as prime contractors, and the plan to create a similar program for federally-funded contracts. MTA is awaiting approval from the State for exclusion of specific classifications of goods/materials and services from M/WBE goals. MTA-wide procurement departments have identified these items as

¹ "Other" may include, among other things, allegations of retaliation, unlawful discrimination based on military or marital status, sexual orientation or arrest/conviction record.

offering insufficient opportunity for M/WBE participation. Exclusion of these items from M/WBE requirements will more accurately reflect the participation rate of M/WBEs in MTA-wide procurement activities. Mr. Garner said the excluded items include large purchases such as subway and bus parts for which there are insufficient M/WBEs.

Chairperson Metzger understood that M/WBE participation goals need to be set when firms are sufficiently available. However, MTA should continue to work with our large vendors to afford opportunities for M/WBE participation. Mr. Garner said MTA is in discussion with bus and subway car manufacturers to create a Minority Supplier Development Program for M/WBEs for supply of subway and bus parts to MTA agencies.

Mr. Ferrer asked about fees awarded to outside M/WBE firms for underwriting and legal services. Mr. Garner replied that great effort is being made to procure these services from M/WBEs. Mr. Ferrer asked for a separate report on M/WBE participation in fees awarded to underwriters and outside law firms. Mr. Garner agreed to provide this report.

M/W/DBE Contract Compliance 2011 Mid-Year Report

Ms. George reported on contract awards and monitoring activities as of June 30, 2011. DDCR monitored 4,576 subcontracts with 1,144 individual M/W/DBE subcontractors. The number of prime contracts being monitored slightly increased from 1,033 at the end of the first quarter 2011 to 1,058 at the end of the second quarter 2011. The subcontract amount of \$2.7 billion at the end of first quarter 2011 increased to \$2.76 billion at the end of second quarter 2011.

Mr. Garner stated that he has asked MTA's outside consultant to review and revise as needed the contract and subcontract award activity and payments that had been made to prime contractors and M/W/DBE subcontractors as of second quarter 2011. The data as reported in the committee book needs to be revised. For example, the amount of total payments made to M/W/DBE subcontractors has been revised to \$64.5 million from the \$30.3 million figure reported in the committee book. Based on the consultant's review, DDCR will revise the M/W/DBE contract compliance report as of second quarter 2011.

Inter-Agency M/W/DBE Taskforce Update

Mr. Din provided an update on the Inter-Agency M/W/DBE Taskforce. DDCR has continued to meet with agency procurement directors in order to increase M/W/DBE participation. Standard contract language has been revised in line with federal and state regulations. A procedure has been drafted for non-federally-funded noncompetitive procurement of discretionary purchases not to exceed \$200,000. The purchases subject to this procedure will involve goods and technology that are recycled, or contracts that are awarded to a qualified small business concern or certified M/WBE. In addition, an agency-wide policy directive is being prepared, which will ensure compliance with M/W/DBE goals. Significant contractor non-compliance with M/W/DBE goals will be recorded in the All-Agency Contractor Compliance Evaluation ("ACE") System. Significant non-compliance with M/W/DBE requirements, lack of good faith efforts, fraud or unethical conduct may result in an unsatisfactory overall contractor evaluation.

Mr. Garner said the policy directive will allow MTA to ensure compliance with M/W/DBE requirements. An unsatisfactory evaluation may result in a ban from future awards.

Mr. Garner thanked Roberta Bender, Deputy General Counsel, and Rhonda Moll, Special Counsel, Employment, of the MTA Office of the General Counsel for their assistance in preparing the All-Agency non-competitive procurement procedure and policy directive.

Chairperson Metzger also expressed her appreciation.

Diversity Committee Charter Review

Chairperson Metzger did not propose any changes to the committee charter, other than what is indicated in the committee book. The Chairperson asked committee members to approach her if they wish to propose any additional changes to the charter.

Adjournment

Chairperson Metzger concluded the meeting and upon a motion duly made and seconded, the meeting was adjourned.

Respectfully submitted,

Naeem Din

Department of Diversity and Civil Rights



2012 Diversity Committee Work Plan

I. RECURRING AGENDA ITEMS

Responsibility

Approval of Minutes	Committee Chair & Members
Committee Work Plan	Committee Chair & Members
MTA Agency-wide Diversity Outreach Program Activities	Dept. of Diversity/Civil Rights
MTA DBE Certification Program Activities	Dept. of Diversity/Civil Rights
M/W/DBE Contract Compliance Activities	Dept. of Diversity/Civil Rights
Action Items (if any)	As listed

II. SPECIFIC AGENDA ITEMS

Responsibility

February 2012

Recommitment to EEO Policy Statements	Dept. of Diversity/Civil Rights
2012 Departmental Goals	

April 2012

2011 Year-End Report on EEO	Dept. of Diversity/Civil Rights
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July 2012

Title VI Program Update	Dept. of Diversity/Civil Rights
EEO Program Update	

October 2012

2012 Mid-Year Report on EEO	Dept. of Diversity/Civil Rights
Status Report on MTA Inter-Agency M/W/DBE Task Force	
Diversity Committee Charter Review	Committee Chair & Members
2013 Diversity Committee Work Plan	

2012 Diversity Committee Work Plan

Detailed Summary

I. RECURRING

Approval of Minutes

Approval of the official proceedings of the previous month's Committee meeting.

Diversity Committee Work Plan

A monthly update of any edits and/or changes in the work plan.

MTA Agency-wide Diversity Outreach Program Activities

The MTA Department of Diversity/Civil Rights update of planned Agency-wide Diversity Outreach Program activities.

MTA DBE Certification Program Activities

MTA Department of Diversity/Civil Rights update on the status of DBE Certification Program Activities.

M/W/DBE Activities

MTA Department of Diversity/Civil Rights update on the status of M/W/DBE contract activities and program initiatives.

Action Items

Staff summary documents presented to the Board for approval of items affecting business standards and practices.

II. SPECIFIC AGENDA ITEMS

February 2012

Recommitment to EEO Policy Statements

Each year the MTA disseminates Policy Statements addressing the Americans with Disabilities Act, Sexual and Other Discriminatory Harassment Prevention and Equal Employment Opportunity. We disseminate these Policy Statements to all MTA employees to reaffirm MTA's commitment to ensuring a work place environment free from illegal discrimination and to ensure continued compliance with all applicable laws.

Overview of MTA Department of Diversity/Civil Rights Departmental Goals

The MTA Department of Diversity/Civil Rights will present an overview of Departmental goals and objectives.

April 2012

Year-End Report on EEO and Contract Compliance Activities

The Department of Diversity/Civil Rights will present an update on MTA EEO activities.

July 2012

Title VI Program Update

The MTA Department of Diversity/Civil Rights will present an update on the annual Title VI Program.

EEO Program Update

The MTA Department of Diversity/Civil Rights will present an update on the annual EEO Program.

October 2012

Mid-Year Report on EEO Activities

The Department of Diversity/Civil Rights will present an update on MTA EEO activities.

Status Report on MTA Inter-Agency M/W/DBE Task Force

The Department of Diversity/Civil Rights report will address progress made by the Task Force to improve M/W/DBE participation.

Diversity Committee Charter Review

The Diversity Committee will review and assess the adequacy of its charter and recommend changes as necessary.



MTA DIVERSITY COMMITTEE MEETING
A NEW DAY AT THE MTA

February 27, 2012
3:15 P.M.





Metropolitan Transportation Authority

**DEPARTMENT OF DIVERSITY/CIVIL RIGHTS
2012 DEPARTMENTAL GOALS**

February 27, 2012

Department of Diversity/Civil Rights

2012 Departmental Goals

- Small Business Development Program Training – Training will resume on March 1, 2012.
- MTA Mentor/Graduate Mentor Program. Goal is to award \$16 million in contracts this year.
- Implement MTA Small Business Mentor Program for federally funded contracts. Goal is to award the first project in June 2012, subject to federal approval.
- Work with Empire State Development to formulate a procurement strategy for increased awards to M/WBEs.
- Finalize implementation of the M/W/DBE Contract Compliance System.
- Finalize MTA's Minority Supplier Development Program for subway car and bus manufacturers.
- Achieve our M/W/DBE goals.



Metropolitan Transportation Authority

MTA Department of Diversity/Civil Rights Diversity and Outreach Report

February 27, 2012

M/W/DBE Outreach Initiatives

January 2012

15th Annual Wall Street Project Economic Summit

MTA DBE Certification Session

Dr. Martin Luther King Jr. CACCI* Annual Small Business Breakfast Meeting

February 2012

AMENY** presents the 36th Annual Legislative Business Development Conference

41st Annual New York State Association of Black and Puerto Rican Legislators Conference

Annual MTA Agency-Wide Contractor Forum

MTA DBE Certification Session

National Minority Business Council 32nd Annual Awards Luncheon

March 2012

MTA/NYS Puerto Rico Trade Mission Conference

MTA Small Business Development Program – Spring Session

MTA DBE Certification Session

Somos El Futuro Conference – Albany, New York

La Guardia Community College presents the “Brooklyn Small Business and Procurement Expo”

2012 Regional Alliance for Small Contractors Clearing House

Third Annual MTA Agency-Wide Architectural and Engineering Forum

*Caribbean American Chamber of Commerce and Industry, Inc. (“CACCI”)

**Association of Minority Entrepreneurs of New York (“AMENY”)

MTA Agency-Wide Diversity Programs

February

MTA HQ Diversity Council, NYCT Office of EEO and the Committee on African Americans in Transit ("CAAT") celebrate Black History Month

LIRR celebrates African American Heritage Month

March

MTA HQ celebrates Women's History Month

LIRR celebrates Women's History Month



Metropolitan Transportation Authority

MTA Department of Diversity/Civil Rights Certification Activity Report

February 27, 2012

CERTIFICATION APPLICATIONS RECEIVED

2009 – 2011

	2011	2010	2009
January	16	4	4
February	11	9	5
March	7	8	9
April	9	11	9
May	3	7	12
June	15	10	15
July	7	8	22
August	11	15	9
September	9	10	14
October	6	10	3
November	12	8	19
December	8	8	10
TOTAL	114	108	131

CERTIFICATION ACTIVITY FOR NEW APPLICATIONS 2009 - 2011

	2011	2010	2009
CERTIFIED	70	70	60
DENIED	12	13	8
RETURNED	21	29	28
INELIGIBLE	0	0	7
WITHDRAWN	9	7	10
TOTAL	112	119	113

CONTRACT AWARDS TO DBE FIRMS CERTIFIED 2009-2011

- Number of DBE firms certified from 2009-2011: **200**
- Number of DBE firms certified from 2009-2011 receiving prime contracts: **12**
- Number of subcontracts for DBE firms certified from 2009-2011: **25**
- Total contract amount awarded to DBE firms certified from 2009-2011: **\$25,585, 441***
(FTA Funded Contracts)

Note: There were also 26 firms certified as DBEs during 2009-2011 with dual M/WBE certification that received contract awards on NYS funded contracts totaling **\$13, 033, 604**, representing 19 sub-contract and 7 prime contract awards.

* **Grand Total:** **\$38,619,045** (FTA and NYS Funded Contracts)



Metropolitan Transportation Authority

MTA DEPARTMENT OF DIVERSITY/CIVIL RIGHTS
Year-End 2011 MTA-wide Workforce

February 27, 2012

OVERVIEW

MTA and its Agencies have conducted an availability analysis of females and minorities. The availability analysis consists of comparing each agency's June 30, 2011 workforce percentages for females and minorities to 80% of the females and minorities available for work within the relevant labor market based on the Census.

The following numbers and information do not reflect availability for specific job groups. In addition, the numbers and information provided do not show statistical disparities or explain the reasons or provide a root cause analysis for any identified underutilization. Terms such as "exceed, at or below 80% of Census availability" or "underutilization" that may appear in this report do not constitute a finding or admission of unlawful discrimination. Although the MTA will use such terms in good faith in this report, it cautions that these terms should not be applied outside the report's narrow context.

SUMMARY OF FINDINGS

As of December 31, 2011 overall, minority representation at each of the agencies continues to exceed 80% of the minorities available for work. However, female representation at each of the agencies, with the exception of MTA CC and LIB, was below 80% of the females available for work in the relevant market. The following chart provides the female and minority workforce percentages for each agency, 80% of the females and minorities available for work based on the Census, and whether or not the estimated availability percentages were met for females and minorities:

AGENCY	Female Actual Workforce %	Female Estimated Availability %	Met Female Goal Yes/No	Minority Actual Workforce %	Minority Estimated Availability %	Met Minority Goal Yes/No
MTA HQ	34.2	38.6	No	46.6	24.0	Yes
LIB	40.0	25.3	Yes	47.8	43.2	Yes
B&T	21.0	33.5	No	50.8	23.6	Yes
MNR	12.4	20.4	No	32.5	32.2	Yes
LIRR	15.2	25.4	No	32.0	31.2	Yes
NYCT	17.4	31.9	No	73.1	22.7	Yes
CC	28.2	26.7	Yes	51.6	19.8	Yes
MTA Bus	12.3	25.5	No	67.0	22.4	Yes



Metropolitan Transportation Authority

MTA SMALL BUSINESS MENTORING PROGRAM UPDATE

February 27, 2012

MTA Small Business Mentoring Program

Update as of February 3, 2012

- A total of 35 contracts have been awarded, totaling approximately **\$19 million**
- Twenty-five of these contracts were awarded to New York State certified M/WBES, totaling approximately **\$14 million**
- Of these 25 M/WBE firms, nine are also certified DBEs
- **149** firms are pre-qualified
- **47** firms are pending pre-qualification

SBMP Project Awards as of 2/3/12

#	Agency	Project Name	Project Description/Work Scope	Primary Trades	County	Awarded Contract Amount	Revised Contract Amount	Project Duration	Notice of Award Date	Close-Out Date	Contractor	Contractor Certification (if any)
YEAR ONE												
1	NYCT	Street Stair Replacement 7 Stations - New Lots Line	Replacement of 2 stairs - Junius Street	Mason/Iron worker/ Electrician	Brooklyn	\$560,000.00	\$560,000.00		11/23/10	11/28/11	ARCH Builders	M/W/DBE
2	MNR	Port Jervis Station Improvements - Phase I	Platform Lighting, Enclosed Heated Shelter, ADA Ramp, Electrical Distribution System, Platform Wire Benches, Station ID, Station PA System	General Construction/ Civil, Electrical	Orange	\$656,944.40	\$643,814.40		12/23/10	11/30/11	Lashay's Construction & Development Co. Inc.	M/DBE
3	NYCT	Street Stair Replacement 7 Stations - New Lots Line	Replacement of 2 stairs - Van Sicken Ave.	Mason/Iron worker/ Electrician	Brooklyn	\$457,777.00	\$457,777.00		12/23/10	1/10/12	Silverlands Services, Inc.	—
4	B&T	Tower Structure Pointing	Rehabilitate joints through mortar removal, cleaning and installation of new jointing materials at Wards Island and Astoria Park Towers	Stone Masonry, Repointing, Caulkers	New York and Queens	\$409,600.00	\$396,696.44		1/10/11	7/5/11	Ruhk Enterprises, Inc.	M/BE
5	LIRR	Platform Handrail Replacements at Queens Village Station	Remove and replace existing platform railings.	Structural/ Ornamental Ironwork, Exterior General Construction	Queens	\$381,726.77	\$411,726.77		1/27/11	11/30/11	Riggs Construction Co., Inc.	M/BE
6	NYCT	Street Stair Replacement 7 Stations - New Lots Line	Replacement of 2 stairs - Pennsylvania Ave	General Construction/ Concrete/Iron Worker/Electrician	Brooklyn	\$447,571.00	\$447,571.00		1/31/11	1/10/12	Citywide Building Restoration, Inc.	M/DBE
7	NYCT	Street Stair Replacement 7 Stations - New Lots Line	Replacement of 3 stairs - Saratoga Ave	Structural/ Ornamental Ironwork, Exterior General Construction	Brooklyn	\$702,000.00	\$702,000.00	420	2/10/11		REBT Corp.	—
8	B&T	Spalling Removal	Stabilize spalling and/or delaminated concrete and ceramic or porcelain tiles at various Authority structures	General Construction	NYC Various	\$468,091.00	\$468,091.00	730	2/28/11		Merit Constructors, Inc.	M/DBE
9	NYCT	Street Stair Replacement 7 Stations - New Lots Line	Replacement of 2 stairs - Rockaway Ave.	Structural/ Ornamental Ironwork, Exterior General Construction	Brooklyn	\$443,000.00	\$443,000.00	330	3/29/11		Tri-State Construction and Masonry Corp.	M/DBE
10	MNR	Poughkeepsie Station Rehabilitation	Station Rehabilitation	General Construction Interior & Exterior, Demolition, Tile/Work, Terrazzo, Finish Carpentry, Mechanical, Electrical, Plumbing	Dutchess	\$638,130.00	\$671,121.00	240	4/8/11		Scott Electrical Service, LLC	M/DBE
11	LIRR	Station Enhancements at Valley Stream Station & Atlantic Avenue Facility	Valley Stream: New bulletproof glass at station building, communication room requires vacuum tight space, stair handrail extensions, access acoustic ceiling panels for AC-1 unit maintenance, provide access door for condenser unit maintenance. Atlantic Avenue Facility: Employee area, signal maintainer room, platform area, and street level rehab within the facility. Work includes: new acoustical ceiling tile, corridor walls, drainage drip pans, cleaning & painting stairs, rehabilitate pavers & waterproofing around hatches.	Painting, Waterproofing, Interior & Exterior General Construction, Sheetmetal, Ornamental Ironwork, Masonry, Paving Stone Replacement	Nassau/ Brooklyn	\$384,300.00	\$401,148.00	240	4/13/11		Masterpiece U.S. Inc.	—
12	LIRR	Stony Brook & Kew Gardens Parking Improvements	Stony Brook: Resurfacing and striping of existing parking lot, Kew Gardens: Complete parking area rehabilitation, remove & replace existing pavement & striping	General Construction/ Excavation/ Paving & Striping	Suffolk/ Queens	\$322,751.00	\$403,725.00		4/15/11	11/30/11	Realty Construction Inc.	M/BE
13	NYCT	Street Stair Replacement 7 Stations - New Lots Line	Replacement of 2 stairs - New Lots Ave.	Structural/ Ornamental Ironwork, Exterior General Construction	Brooklyn	\$467,000.00	\$467,000.00	330	4/20/11		Falcon Builder Inc.	—
14	NYCT/DO B	Brick Facade Repair at Manhattan Ave Bus Depot	Repair existing brick facade along the entire perimeter of the Depot	Brick Work/ Carpentry/ Electrician/Laborer/ Operating Engineer/Iron Worker	Manhattan	\$669,000.00	\$671,825.00	240	5/3/11		Shazi Construction Co. Inc.	M/BE

SBMP Project Awards as of 2/3/12

#	Agency	Project Name	Project Description/Work Scope	Primary Trades	County	Awarded Contract Amount	Revised Contract Amount	Project Duration	Notice of Award Date	Close Out Date	Contractor	Contractor Classification (if any)
15	NYCT	Street Stair Replacement 7 Stations - New Lots Line	Replacement of 3 stairs - Sutter Ave	Structural/ Ornamental Ironwork, Exterior General Construction	Brooklyn	\$510,000.00	\$510,000.00	450	5/20/11		B & R Construction Services Corp	MBE
16	LIRR	Shop Reconfiguration- West Side Shop	Construct a new building addition to house the Cushman carts.	General Construction, Mechanical, Electrical, Plumbing	Manhattan	\$311,500.00	\$311,500.00	395	5/23/11		Donald McGeady, Inc	MBE
17	B&T	Roof Upgrade @ Marine Parkway Service Building	Replace roofing, drains & walkways on the roof, hot water flue, vents & mec. electrical	General Construction/ Roofing/ HVAC/ Plumbing/ Electrical	Brooklyn	\$672,000.00	\$672,000.00	240	5/31/11		Ultima Construction, Inc.	M/WBE
18	NYCT / DOB	Jamaica Roof Repair - Phase 1	Replace partial EPDM roof and repair coping along the roof perimeter	General Construction/Roofing/ Masonry/Carpentry/Miscellaneous Ironwork	Queens	\$634,000.00	\$623,534.00	240	6/16/11		RVS Construction Corporation	MBE
19	B&T	Facade Restoration at Henry Hudson Bridge Service Building	Restore acceptable building facade at 3-story Henry Hudson Service Building	Civil Engineering/masonry workers/concrete workers/power washer equipment operators/scaffold erectors	Bronx	\$209,792.00	\$222,746.66		6/16/11	11/23/11	Zion Contracting, LLC	M/DBE
20	LIRR	NYTA Police Department Facility in Central Islip, Interior fit-out of 2nd Floor	Construction for the interior fit-out of the 2nd floor includes: interior wall partitions to include insulation, doors, and trim. Painting of ceiling, walls, and doors. Plumbing to consist of urinal modifications. Mechanical to include metal duct work and duct outlets. Electrical work consists of outlets, lighting, and communications. Flooring to include carpet and vinyl composite tile.	Laborers/Electricians/ Plumbers/ Carpenters/Sheet Metal Workers/ Painters/ Flooring	Suffolk	\$117,254.00	\$117,254.00	240	7/11/11		Alliance Tri-State Construction, Inc.	---
21	LIRR	Elevator Replacements at LIRR Hillside Facility	Replacement of two (2) elevators from North & South Platforms to the Overpass at the LIRR Hillside facility.	Electricians, Elevator Operating Engineers, Laborers	Queens	\$796,500.00	\$796,500.00	390	7/12/11		Laser Electrical Contracting Inc	MBE
22	NYCT	Street Stair Repair @ Longwood Ave. Station - Portam Line - Phase 2	Street Stair Repair @ Longwood Ave. Station - Portam Line - Phase 2	General Construction/Concrete & Various Trades	Bronx	\$564,000.00	\$564,000.00	360	7/12/11		Sharon Builders, Inc	MBE
23	LIRR	Flonkoma Yard Material Lay down / Storage Area	Construction includes: clearing and grubbing of 4.6 acre parcel of land, excavation and preparation of subgrade for stone ballast placement, installation of electrical lightpole bases and conduits, and installation of perimeter fencing and two rolling gates.	Laborers/Electricians/Iron Workers/Equipment Operators	Suffolk	\$794,000.00	\$794,000.00	210	7/12/11		PSP Construction, Inc	M/DBE
24	NYCT / DOB	Jamaica Roof Repair - Phase 2	Replace partial EPDM roof and repair coping along the roof perimeter	General Construction/Roofing/ Masonry/Carpentry/Miscellaneous Ironwork	Queens	\$663,000.00	\$650,353.00	240	7/13/11		Double M Construction, Inc	---
25	NYCT	Street Stair Repair @ Longwood Ave. Station - Portam Line - Phase 1	Street Stair Repair @ Longwood Ave. Station - Portam Line - Phase 1	General Construction/Concrete & Various Trades	Bronx	\$598,000.00	\$598,000.00	360	10/5/11		CNA Enterprises, Inc.	---

Year One Totals:

\$13,537,937.17

\$13,805,364.27

SBMP Project Awards as of 2/3/12

#	Agency	Project Name	Project Description/Work Scope	Primary Trades	County	Amended Contract Amount	Revised Contract Amount	Project Duration	Project Award Date	Closeout Date	Contractor	Contractor Certification (MBE)
YEAR TWO												
1	NYCT / DOB	Chessis Wash Lift Replacement at Fresh Pond Depot	Remove (2) two existing inground lifts and install (2) new platform lifts one for Articulated Buses and one for Standard Buses Up to an MCI	Carpenter/Electrician/ Laborer/Operating Engineer/Iron Worker/ Teamster/ Cement Mason Plumber/Metal Lather	Queens	\$949,800.00		300	8/30/11		BHW Contracting Inc.	MBE
2	LIRR	Roof Replacements at Jamaica and Morris Park Facilities	Roof Replacement: existing roof and replace in kind at LIRR HDQ Building in Jamaica and Communication Building in Morris Park Yard.	Laborer/Roofers	Queens	\$547,725.00		180	9/30/11		Lighthouse Builders, Inc.	---
3	NYCT	Canopy Reconstruction Police Facility at Beach 116th Street	Replace section of canopy roof at Beach 116th Street	Brick Layer/Carpenter/Roofers/ Painter/Cem. Worker/Electrician/ Laborer/ Operating Engineer/ Steel Worker/Teamster	Queens	\$337,642.84		240	10/14/11		Maysonek United Liability Company	MBE
4	B&T	Fencing at Former DPR Offices	3-month. Provide approved secure areas at the Former DPR Offices through installation of 8FT high, 800LF fence with electricity-powered 40FT vehicular gate	Civil Engineering/Fencing Workers/ Concrete Workers/ Electrician	Manhattan	\$84,000.00		90	10/26/11		Fava Inc.	MBE
5	LIRR	Shop Reconfiguration, Richmond #8 FA-Out	Fit-out of an approximate 3,800 sq. ft. structure provided by others. The interior scope includes: mezzanine, stairs, roof ladder, storage cabinet, pellet racks, work benches, Mechanical, Electrical & Plumbing, and Fire Protection Systems	Laborer/Electrician/Iron Workers/ Plumbers/Carpenters/Sheet Metal Workers/Painters	Queens	\$300,857.00		270	10/26/11		BLH Construction, Inc.	MBE
6	NYCT	138th & 3rd Ave. Pelham Line	Stair replacement (P1) & Mazarine Wall, Beams, Columns & Ceiling Repair	Steel/ Iron Work, Roofing, Masonry & Electrical Work	Bronx	\$387,750.50		300	12/9/11		HIBUILD Limited Liability Company	MBE
7	NYCT	Fordham Road, Concourse Line	Stairs replacement:- S1/ M1A2, S2A3M5, S3M5M7, S4M4, S5M6 & S6M11	Steel/ Iron Work, Roofing & Electrical Work	Bronx	\$593,367.00		300	12/9/11		GEM - Quality Corporation	W/DBE
8	MNR	New Haven Line - Remove existing platform guard rail and replace with new	Remove existing platform guardrail and secure new guardrail to existing concrete embedded steel plates (Harrison and Harlem Stations)	Ironworkers	Westchester	\$949,500.00		270	1/27/12		Innovative Electric of New York Inc.	MBE
9	MNR	New Haven Line - Remove existing platform guard rail and replace with new	Remove existing platform guardrail and secure new guardrail to existing concrete embedded steel plates (Mt Vernon East, Pelham, and New Rochelle Stations)	Ironworkers	Westchester	\$894,384.00		270	1/27/12		Champion Construction Services Corp	---
10	MNR	Park Avenue Tunnel Renewal	Emergency exit repairs at 56th St & 66th St	Structural & Mec. Metal Repairs	Manhattan	\$180,000.00		365	2/2/12		Streamline Remodeling, Inc	---

Year Two Totals: \$6,134,966.34 \$6,134,966.34

Total SBMP Awards: \$18,672,793.51 \$18,940,240.61



Metropolitan Transportation Authority

**M/W/DBE CONTRACT COMPLIANCE
ALL PROJECTS
4th Quarter 2011 Update**

February 27, 2012

DBE Participation in Federally Funded Contracts
Federal Fiscal Year 2011
(October 1, 2010 to September 30, 2011)

- Each year MTA reports to the Federal Transit Administration on a semi-annual basis DBE participation in federally funded contracts.
- Reports are submitted on June 1st -- covering the previous October through March, and December 1st -- covering April through September. The December report also summarizes data for the entire federal fiscal year ("FFY").
- Reports include data on DBE participation in new awards and payments on completed contracts.
- For FFY 2011, MTA set an overall DBE goal of 17%.
- \$958 million was awarded in federally funded contracts, with \$104 million being awarded to certified DBEs for a DBE participation rate of 11%.
- \$261 million was paid to prime contracts in five completed contracts. Payments to certified DBEs totaled \$32 million for a DBE participation rate of 12%.

**New York State Fiscal Year 2011-2012
(April 1, 2011 to December 31, 2011)**

- Each year MTA reports to the Empire State Development Corporation on a quarterly basis MWBE participation on state funded contracts.
- Reports are submitted 45 days after the end of each quarter, on February 15th, May 15th, August 15th, and November 15th.
- Reports include data on contract awards and number of contracts with goals, and prime contract payments together with MWBE participation.
- MTA set an overall MWBE goal of 20% for state fiscal year 2011-2012, starting on April 1, 2011.
- \$1.3 billion was awarded in NY state funded prime contracts, with \$114 million being awarded to certified MWBEs for a MWBE participation rate of 9%.
- \$775 million was paid on prime contracts with \$99 million being paid to MWBEs for a MWBE participation rate of 13%.

**FEDERALLY-FUNDED CONTRACTS
DBE CONTRACT ACTIVITY
FEDERAL FISCAL YEAR 2011 (OCTOBER 2010 - SEPTEMBER 2011)**

AWARDS

CONTRACT AWARDS	PRIME AWARDS		DBE PARTICIPATION			OVERALL FTA GOAL
	Number of Contracts	Award Amount	Number of DBE Contracts	DBE Award Amount	% To Agency Total	
1st SEMI-ANNUAL REPORT October 2010 - March 2011	1,400	\$747,606,517	67	\$79,800,552	11%	17%
2nd SEMI-ANNUAL REPORT April 2011 - September 2011	1,544	\$210,145,463	92	\$24,262,919	12%	17%
TOTAL	2,944	\$957,751,980	159	\$104,063,471	11%	17%

PAYMENTS

PAYMENTS ON COMPLETED CONTRACTS	PAYMENTS TO PRIMES		DBE PARTICIPATION			OVERALL FTA GOAL
	Number of Contracts	Payment Amount	Number of Subcontracts	DBE Payment Amount	% To Agency Total	
1st SEMI-ANNUAL REPORT October 2010 - March 2011	3	\$39,708,883	8	\$7,984,837	20%	17%
2nd SEMI-ANNUAL REPORT April 2011 - September 2011	2	\$221,489,198	32	\$23,655,469	11%	17%
TOTAL	5	\$261,198,081	40	\$31,640,306	12%	17%

**NYS CONTRACTS
MWBE CONTRACT ACTIVITY
STATE FISCAL YEAR 2011 (APRIL 2011 - DECEMBER 2011)**

AWARDS

CONTRACT AWARDS	PRIME AWARDS		MWBE AWARDS			NYS Goal
	Number of Contracts	Award Amount	Number of Subcontracts	MWBE Award Amount	MWBE %	
FIRST QUARTER APRIL 2011-JUNE 2011	11,232	\$366,342,215	181	\$19,280,141	5%	20%
SECOND QUARTER JULY 2011 - SEPTEMBER 2011	100	\$823,488,404	13	\$87,965,478	11%	20%
THIRD QUARTER OCTOBER 2011 - DECEMBER 2011	788	\$74,071,138	64	\$7,016,874	9%	20%
TOTAL	12,120	\$1,263,901,757	258	\$114,262,493	9%	20%

PAYMENTS

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		MWBE PARTICIPATION			NYS Goal
	Number of Contracts	Payment Amount	Number MWBE Contracts	MWBE Payment Amount	MWBE %	
FIRST QUARTER APRIL 2011-JUNE 2011	17,596	\$206,290,381	587	\$30,392,093	15%	20%
SECOND QUARTER JULY 2011 - SEPTEMBER 2011	17,511	\$229,726,901	707	\$26,804,631	12%	20%
THIRD QUARTER OCTOBER 2011 - DECEMBER 2011	939	\$338,892,028	362	\$41,995,259	12%	20%
TOTAL	35,107	\$774,909,310	1,656	\$99,191,982	13%	20%

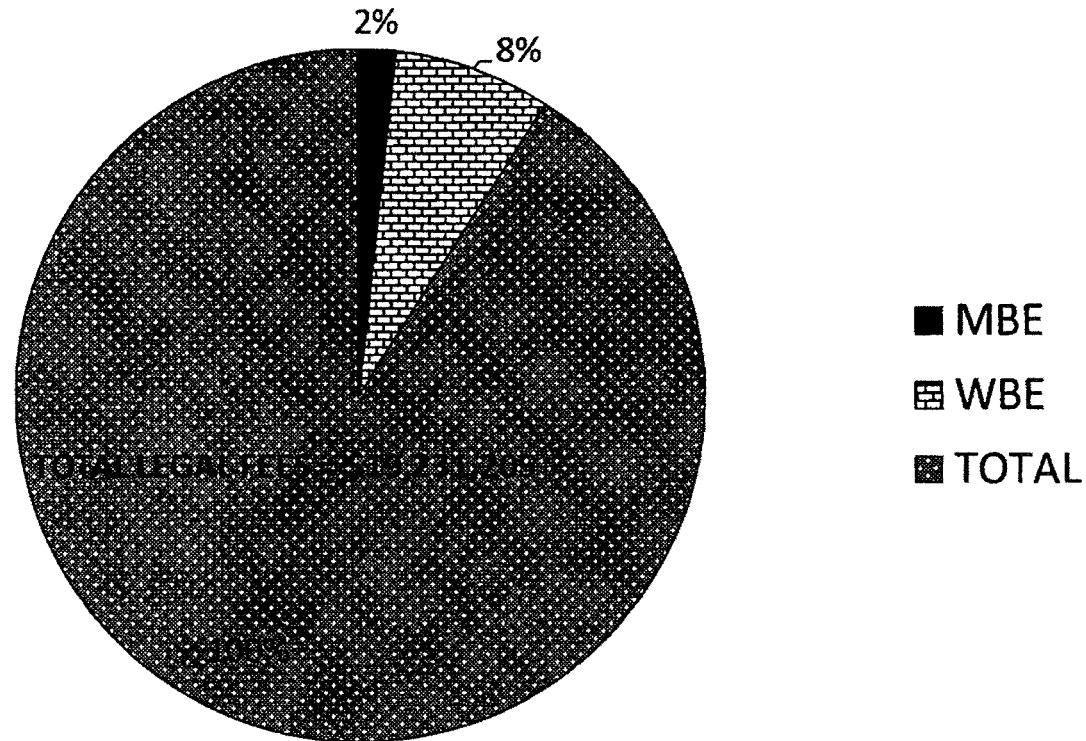


Metropolitan Transportation Authority

FINANCIAL AND LEGAL SERVICES

February 27, 2012

MTA ALL AGENCY LEGAL FEES April-December 2011



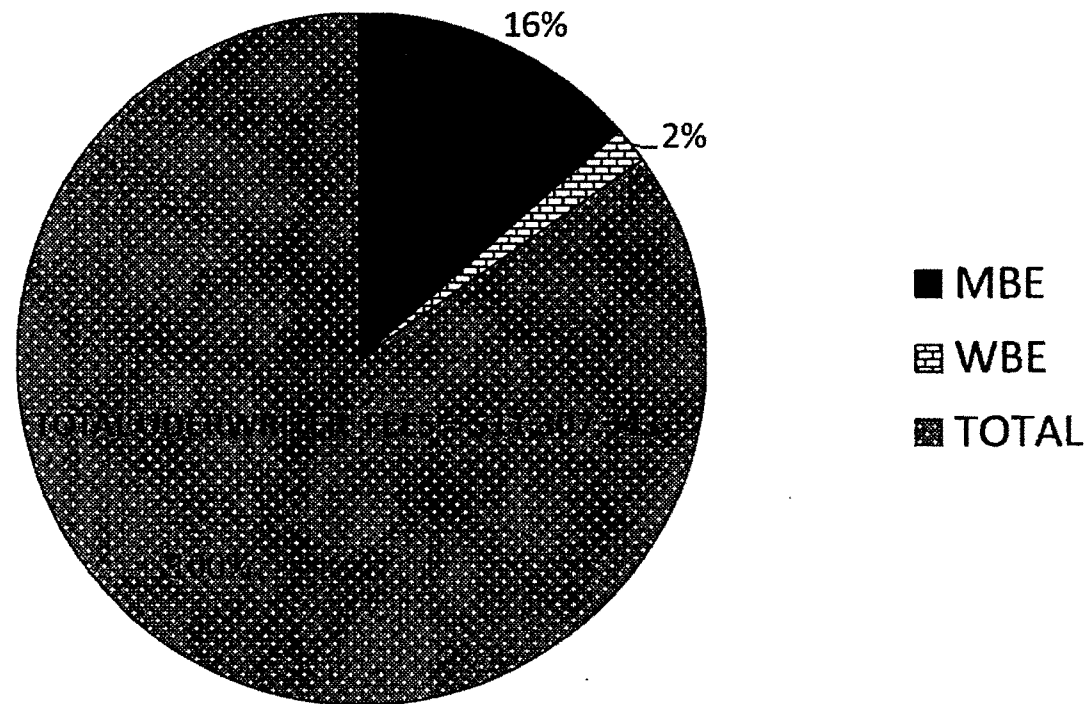
10% MBE GOAL
10% WBE GOAL

Actual MBE Participation = \$299,402 or 2%

Actual WBE Participation = \$1,618,304 or 8%

TOTAL FEES PAID BY AGENCY		ALL FEES	MBE	AGENCY MBE	OVERALL MBE	WBE	AGENCY WBE	OVERALL WBE
		PAID	FEES PAID	PARTICIPATION	PARTICIPATION	FEES PAID	PARTICIPATION	PARTICIPATION
	LIRR	\$288,415	\$261	0%	0%	\$0.00	0%	0%
	LIBUS	\$1,390,602	\$0	0%	0%	\$0.00	0%	0%
	MNR	\$1,164,906	\$0	0%	0%	\$0.00	0%	0%
	MTA BUS	\$3,205,234	\$1,643	0%	0%	\$432,069	13%	2%
	MTACC	\$1,163,884	\$0	0%	0%	\$68,886	6%	0%
	MTAHQ	\$5,982,565	\$0	0%	0%	\$359,499	6%	2%
	NYCTA	\$5,363,029	\$297,498	6%	2%	\$757,850	14%	4%
	B&T	\$672,568	\$0	0%	0%	\$0.00	0%	0%
TOTAL MWBE FEES PAID			\$299,402			\$1,618,304		
TOTAL LEGAL FEES PAID		\$19,231,205						

MTA ALL AGENCIES UNDERWRITER FEES April-December 2011



10% MBE GOAL
10% WBE GOAL

Actual MBE Participation = \$1,783,886 or 16%
Actual WBE Participation = \$242,705 or 2%

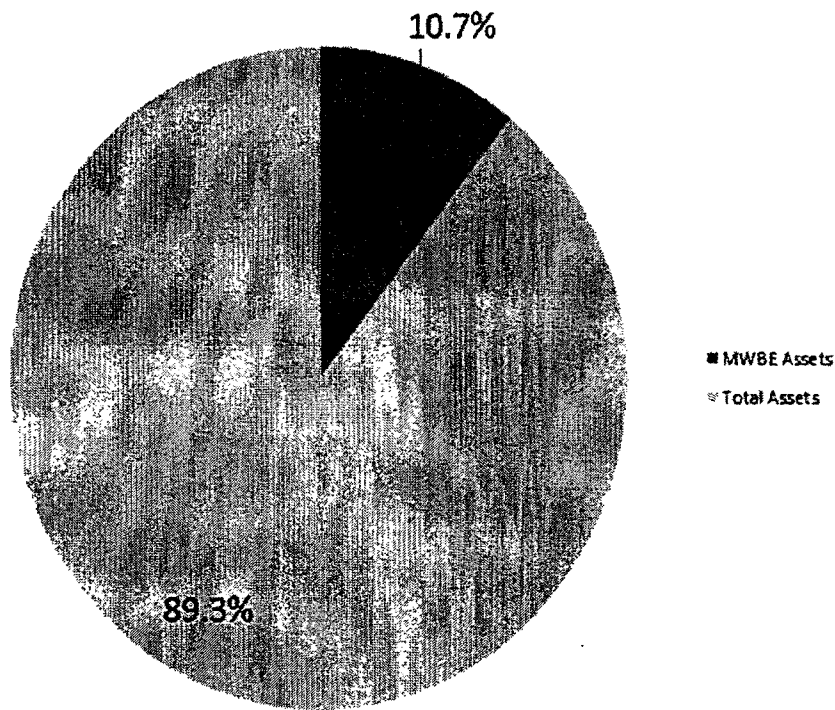


Metropolitan Transportation Authority

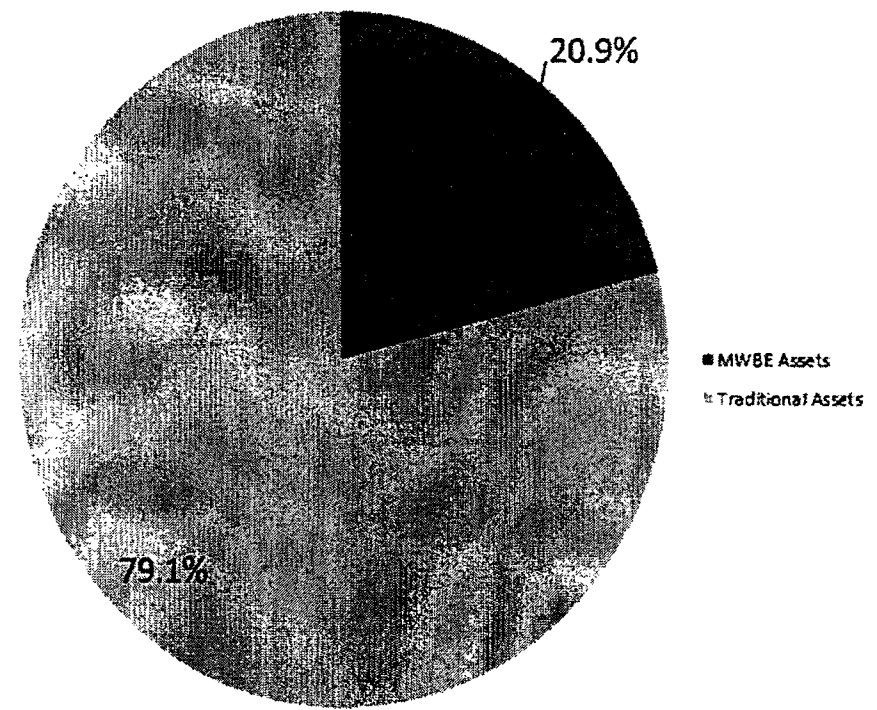
MTA ASSET FUND MANAGERS

February 27, 2012

Asset Fund Managers
MTA MaBSTOA Pension Plan
As of 12/31/11



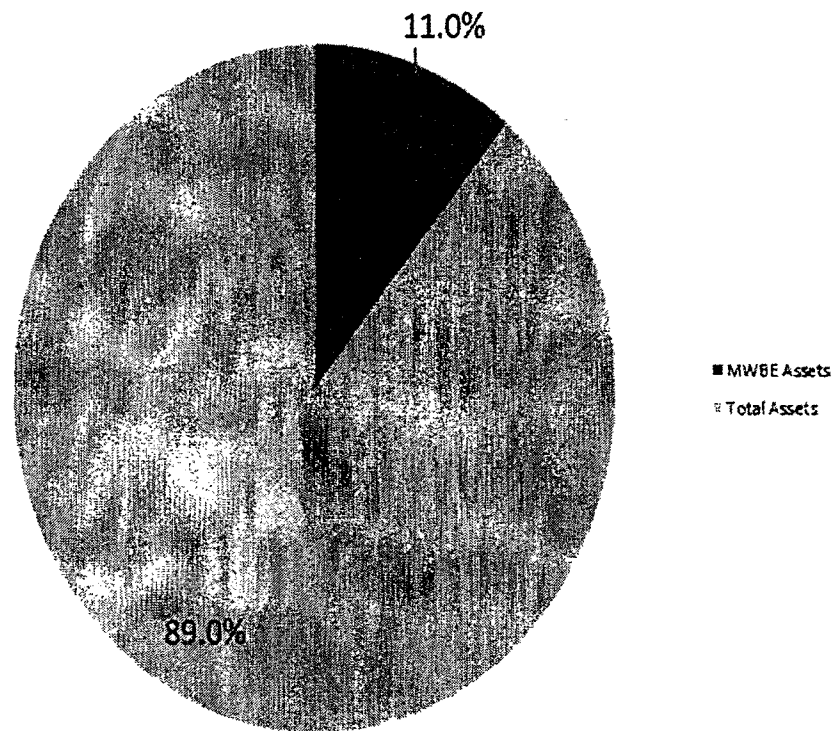
Total Assets = \$1,542,139,078
Actual MWBE Participation = \$165,189,039



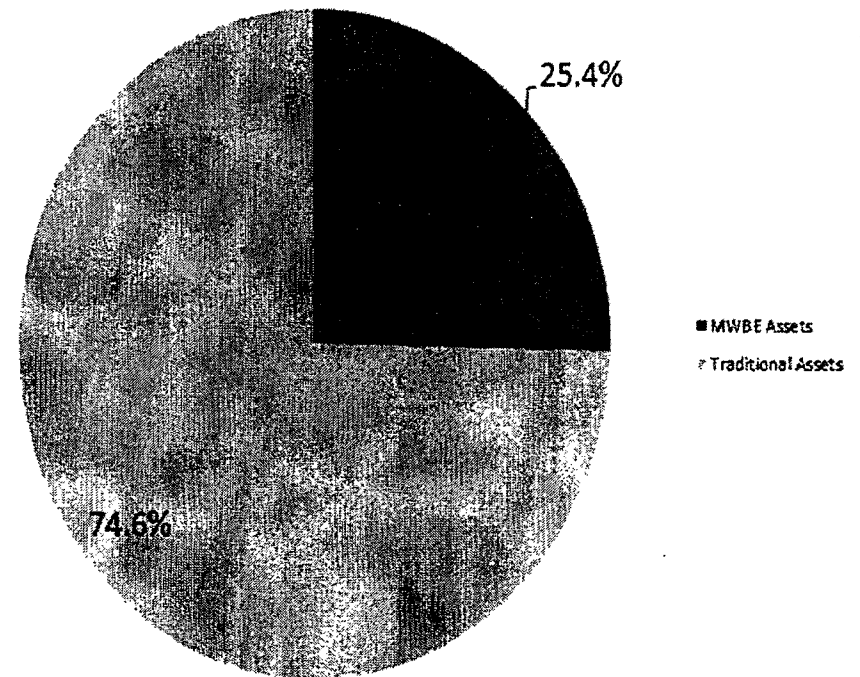
Traditional Assets = \$788,668,737
Actual MWBE Participation = \$165,189,039

MWBE GOAL - 20%

Asset Fund Managers
MTA Defined Benefit Pension Plan
Including LIRR Additional Plan
As of 12/31/11



Total Assets = \$2,516,561,608
Actual MWBE Participation = \$275,888,812



Traditional Assets = \$1,087,591,784
Actual MWBE Participation = \$275,888,812

MWBE GOAL - 20%



Metropolitan Transportation Authority

**MTA CAPITAL PROJECTS
M/W/DBE AWARDS
JANUARY- DECEMBER 2011**

2011 MWDBE AWARDS ON MTA CAPITAL PROJECTS with GOALS

January – December

ALL PROJECTS

FEDERALLY FUNDED	FIRST QUARTER (JANUARY-MARCH) (in millions)			SECOND QUARTER (APRIL-JUNE) (in millions)			THIRD QUARTER (JULY-SEPTEMBER) (in millions)			FOURTH QUARTER (OCTOBER-DECEMBER) (in millions)			2011 TOTALS (JANUARY-DECEMBER 2011) (in millions)		
DBE Participation Goal: 17%	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)
Construction	\$ 189.7	\$ 34.4	18%	\$ 38.5	\$ 6.0	16%	\$ 489.0	\$ 35.4	8%	\$ 15.6	\$ 3.9	25%	\$ 732.8	\$ 83.7	11%
Professional Services	\$ -	\$ -	0%	\$ -	\$ -	0%	\$ -	\$ -	0%	\$ -	\$ -	0.0%	\$ -	\$ -	0%
Other	\$ -	\$ -	0%	\$ -	\$ -	0%	\$ -	\$ -	0%	\$ -	\$ -	0.0%	\$ -	\$ -	0%
Total	\$ 189.7	\$ 34.4	18%	\$ 38.5	\$ 6.0	16%	\$ 489.0	\$ 35.4	8%	\$ 15.6	\$ 3.9	25.0%	\$ 732.8	\$ 83.7	11%
Additional MWBE Participation:	Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards	
Construction	\$ 189.7	\$ 1.4		\$ -	\$ -		\$ 489.0	\$ 5.7		\$ -	\$ -		\$ 678.7	\$ 7.1	
Professional Services	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -		\$ -	\$ -		\$ -	\$ -	
Other	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -		\$ -	\$ -		\$ -	\$ -	
Total	\$ 189.7	\$ 1.4		\$ -	\$ -		\$ 489.0	\$ 5.7		\$ -	\$ -		\$ 678.7	\$ 7.1	

STATE FUNDED	FIRST QUARTER (JANUARY-MARCH) (in millions)			SECOND QUARTER (APRIL-JUNE) (in millions)			THIRD QUARTER (JULY-SEPTEMBER) (in millions)			FOURTH QUARTER (OCTOBER-DECEMBER) (in millions)			2011 TOTALS (JANUARY-DECEMBER 2011) (in millions)		
MBE Participation Goal: 10%	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)
Construction	\$ 68.6	\$ 6.9	10%	\$ 79.3	\$ 12.9	16%	\$ 741.2	\$ 97.5	13%	\$ 15.6	\$ 3.2	21%	\$ 904.9	\$ 120.5	13%
Professional Services	\$ 16.1	\$ 1.6	9%	\$ 7.2	\$ 0.7	10%	\$ 10.5	\$ 1.3	12%	\$ 13.6	\$ 1.6	12%	\$ 47.4	\$ 5.1	11%
Other	\$ -	\$ -	0%	\$ -	\$ -	0%	\$ -	\$ -	0%	\$ 403.6	\$ 6.1	2%	\$ 403.6	\$ 6.1	2%
Total	\$ 84.9	\$ 8.4	10%	\$ 86.5	\$ 13.6	16%	\$ 751.7	\$ 98.8	13%	\$ 432.8	\$ 10.9	3%	\$ 1,356.9	\$ 131.7	10%
WBE Participation Goal: 5%	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)
Construction	\$ 68.6	\$ 3.2	5%	\$ 79.3	\$ 6.9	7%	\$ 741.2	\$ 53.6	7%	\$ 15.6	\$ 1.2	6%	\$ 904.9	\$ 63.9	7%
Professional Services	\$ 16.1	\$ 1.1	7%	\$ 7.2	\$ 0.8	11%	\$ 10.5	\$ 0.8	8%	\$ 13.6	\$ 1.2	9%	\$ 47.4	\$ 3.9	8%
Other	\$ -	\$ -	0%	\$ -	\$ -	0%	\$ -	\$ -	0%	\$ 403.6	\$ 9.6	2%	\$ 403.6	\$ 9.6	2%
Total	\$ 84.9	\$ 4.3	5%	\$ 86.5	\$ 6.7	8%	\$ 751.7	\$ 54.4	7%	\$ 432.8	\$ 12.0	3%	\$ 1,356.9	\$ 77.3	6%
Additional DBE Participation:	Total Awards	Total DBE Awards		Total Awards	Total DBE Awards		Total Awards	Total DBE Awards		Total Awards	Total DBE Awards		Total Awards	Total DBE Awards	
Construction	\$ 68.6	\$ 0.1		\$ -	\$ -		\$ 741.2	\$ 2.3		\$ -	\$ -		\$ 810.0	\$ 2.4	
Professional Services	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -		\$ -	\$ -		\$ -	\$ -	
Other	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -		\$ -	\$ -		\$ -	\$ -	
Total	\$ 68.6	\$ 0.1		\$ -	\$ -		\$ 741.2	\$ 2.3		\$ -	\$ -		\$ 810.0	\$ 2.4	

* This percentage includes a prime contract awarded to John P. Picone, Inc. in the amount of \$13.6 million.
Due to the scope of work and limited pool of DBEs, the 17% DBE goal was reduced to 6.2%.

**Due to the scope of work consisting of underground tunneling and limited opportunities for DBEs, the 17% DBE goal was reduced to 9%

on NYCTA contract C-26008 awarded to Skanska/Taylor JV, totaling \$301.7 Million.

JANUARY TO DECEMBER 2011 MWDBE AWARDS ON MTA CAPITAL PROJECTS with GOALS
NON-MEGA PROJECTS
(Construction projects under \$750 million in value)

FEDERALLY FUNDED	FIRST QUARTER (JANUARY-MARCH) (in millions)			SECOND QUARTER (APRIL-JUNE) (in millions)			THIRD QUARTER (JULY-SEPTEMBER) (in millions)			FOURTH QUARTER (OCTOBER-DECEMBER) (in millions)			2011 TOTALS (JANUARY-DECEMBER 2011) (in millions)		
DBE Participation Goal: 17%	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)
Construction	\$ 189.7	\$ 34.4	18%	\$ 38.5	\$ 6.0	16%	\$ 187.2	\$ 31.9	17%	\$ 15.6	\$ 3.9	25%	\$ 431.0	\$ 76.2	18%
Professional Services	-	-	0%	-	-	0%	-	-	0%	-	-	0.0%	-	-	0%
Other	-	-	0%	-	-	0%	-	-	0%	-	-	0.0%	-	-	0%
Total	\$ 189.7	\$ 34.4	18%	\$ 38.5	\$ 6.0	16%	\$ 187.2	\$ 31.9	17%	\$ 15.6	\$ 3.9	25.0%	\$ 431.0	\$ 76.2	18%
Additional MWBE Participation:	Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards	
Construction	\$ 189.7	\$ 1.4		-	\$ -		\$ 187.2	\$ 6.7		-	\$ -		\$ 376.9	\$ 7.1	
Professional Services	-	-		-	-		-	-		-	-		-	-	
Other	-	-		-	-		-	-		-	-		-	-	
Total	\$ 189.7	\$ 1.4		\$ -	\$ -		\$ 187.2	\$ 6.7		\$ -	\$ -		\$ 376.9	\$ 7.1	

STATE FUNDED	FIRST QUARTER (JANUARY-MARCH) (in millions)			SECOND QUARTER (APRIL-JUNE) (in millions)			THIRD QUARTER (JULY-SEPTEMBER) (in millions)			FOURTH QUARTER (OCTOBER-DECEMBER) (in millions)			2011 TOTALS (JANUARY-DECEMBER 2011) (in millions)		
MBE Participation Goal: 10%	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)
Construction	\$ 68.8	\$ 6.9	10%	\$ 79.3	\$ 12.9	16%	\$ 741.2	\$ 97.5	13%	\$ 15.6	\$ 3.2	21%	\$ 904.9	\$ 120.5	13%
Professional Services	\$ 16.1	\$ 1.5	9%	\$ 7.2	\$ 0.7	10%	\$ 10.5	\$ 1.3	12%	\$ 13.6	\$ 1.6	12%	\$ 47.4	\$ 6.1	11%
Other	-	-	0%	-	-	0%	-	-	0%	\$ 403.6	\$ 6.1	1%	\$ 403.6	\$ 6.1	2%
Total	\$ 84.9	\$ 8.4	10%	\$ 86.5	\$ 13.6	16%	\$ 751.7	\$ 98.8	13%	\$ 432.8	\$ 10.9	3%	\$ 1,355.9	\$ 131.7	10%
WBE Participation Goal: 5%	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)
Construction	\$ 68.8	\$ 3.2	5%	\$ 79.3	\$ 6.9	7%	\$ 741.2	\$ 53.6	7%	\$ 15.6	\$ 1.2	8%	\$ 904.9	\$ 63.9	7%
Professional Services	\$ 16.1	\$ 1.1	7%	\$ 7.2	\$ 0.8	11%	\$ 10.5	\$ 0.8	8%	\$ 13.6	\$ 1.2	9%	\$ 47.4	\$ 3.9	8%
Other	-	-	0%	-	-	0%	-	-	0%	\$ 403.6	\$ 9.6	2%	\$ 403.6	\$ 9.6	2%
Total	\$ 84.9	\$ 4.3	5%	\$ 86.5	\$ 6.7	8%	\$ 751.7	\$ 54.4	7%	\$ 432.8	\$ 12.0	3%	\$ 1,355.9	\$ 75.7	6%
Additional DBE Participation:	Total Awards	Total DBE Awards		Total Awards	Total DBE Awards		Total Awards	Total DBE Awards		Total Awards	Total DBE Awards		Total Awards	Total DBE Awards	
Construction	\$ 68.8	\$ 0.1		-	\$ -		\$ 741.2	\$ 2.3		-	\$ -		\$ 810.0	\$ 2.4	
Professional Services	-	-		-	-		-	-		-	-		-	-	
Other	-	-		-	-		-	-		-	-		-	-	
Total	\$ 68.8	\$ 0.1		\$ -	\$ -		\$ 741.2	\$ 2.3		\$ -	\$ -		\$ 810.0	\$ 2.4	

* This percentage includes a prime contract awarded to John P. Picone, Inc, in the amount of \$13.8 million.
Due to the scope of work and limited pool of DBEs, the 17% DBE goal was reduced to 6.2%.

MTAHQ POLICY

EQUAL EMPLOYMENT OPPORTUNITY

The Metropolitan Transportation Authority ("MTA") is fully committed to equal employment opportunity for all employees and applicants for employment without unlawful regard to race, color, religion, creed, national origin, ancestry, sex, sexual orientation, age, disability, predisposing genetic characteristic, gender identity, gender expression, domestic violence victim status, military or marital status or arrest/conviction records. This Policy applies to all personnel actions, including but not limited to promotion, demotion, transfer, recruitment, layoff or other discharge, recall, rates of pay, benefits and selection for training. Further, the MTA expressly prohibits any form of unlawful harassment based on race, color, religion, creed, national origin, ancestry, sex, sexual orientation, age, disability, predisposing genetic characteristic, gender identity, gender expression, domestic violence victim status, military or marital status or arrest/conviction records. Such unlawful interference with the ability of the MTA's employees to perform their expected job duties is not tolerated.

The MTA is fully committed to complying with all applicable laws for establishing and implementing a program providing equal employment opportunities for all employees and applicants for employment. The MTA has developed an equal employment opportunity program, setting goals with timetables to provide minorities and women equal opportunities in its workforce. All managers and supervisors are responsible for implementing this program. This responsibility is measured in the same manner as their performance toward other business objectives. The successful achievement of this program will provide benefits to MTA through fuller utilization and development of minorities and women employees.

All employees and applicants for employment shall be protected from retaliation or harassment for filing a complaint or participating in an investigation of a complaint. Reprisal against or interference with an employee's or applicant's right to file a complaint concerning such matters constitutes a violation of this Policy.

Michael J. Garner, Chief Diversity Officer, is responsible for coordinating the MTA's equal employment opportunity program. If you believe you have been subjected to a violation of this Policy in your employment or application for employment, you may contact your immediate supervisor, a higher level supervisor or Mr. Garner at 2 Broadway, 16th Floor, New York, NY 10004. Mr. Garner can be reached by telephone at (646) 252-1385. A supervisor who receives a complaint under this Policy should immediately contact Mr. Garner. If you wish to file a complaint, you should contact Mr. Garner at the above address or phone number. In addition, an employee or an applicant for employment may contact the Department of Diversity and Civil Rights at (646) 252-1373 in order to file a complaint. The Department of Diversity and Civil Rights will promptly initiate a thorough and impartial inquiry.

MTAHQ POLICY

EQUAL EMPLOYMENT OPPORTUNITY (Continued)

If, for any reason, you do not wish to bring your complaint to a supervisor, to Mr. Garner, or to the Department of Diversity and Civil Rights, then you should report the matter to the MTA Chief of Staff, who will promptly initiate a thorough and impartial inquiry. The Chief of Staff, with my approval, may delegate the inquiry to another person. In all cases, confidentiality will be maintained throughout the investigation to the extent practical and consistent with the MTA's obligation to undertake a full inquiry and to make a determination. In addition, all employees are required to fully cooperate during the conduct of such an investigation.

If it is determined that a violation of this Policy has occurred, the MTA will take immediate action to remedy the situation. Any employee who is found to have violated this Policy or any supervisory or managerial employee who knowingly permits a violation of this Policy to occur may be subject to disciplinary action, up to and including dismissal from employment. Such an employee may also be subject to personal legal and financial liability.

In addition to the complaint procedures described above, complaints may be filed with the New York State Division of Human Rights or the United States Equal Employment Opportunity Commission.

This Policy is to be posted in prominent locations throughout the MTA's facilities.

Joseph J. Lhota
Chairman and Chief Executive Officer

MTAHQ POLICY

SEXUAL AND OTHER DISCRIMINATORY HARASSMENT

Sexual or other discriminatory harassment in the workplace is illegal and all employees, vendors, visitors and applicants for employment are prohibited from engaging in any such activity. It is the Policy of the Metropolitan Transportation Authority ("MTA") that all employees have the right to work in an environment free from any form of discriminatory harassment or intimidation, either physical or verbal, by any other employee, vendor, visitor or applicant for employment. The MTA will not tolerate sexual or any other form of discriminatory harassment and violators of this Policy will be subject to disciplinary action, including but not limited to termination of employment.

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment, or
2. submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

1. The victim and the harasser may be a woman or a man.
2. The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker or a non-employee.
3. Unlawful sexual harassment may occur without economic injury to or discharge of the victim.
4. The harasser's conduct must be unwelcome.

Examples of sexual harassment include, but are not limited to:

- a demand for sexual favors that is accompanied by a promise of favorable job treatment or a threat concerning the employee's or applicant's employment;
- pressure for sexual favors, including implying or threatening that an applicant's or employee's cooperation of a sexual nature (or refusal thereof) will have any effect on the person's employment, job assignment, wages, promotion, or on any other conditions of employment or future job opportunities; or

MTAHQ POLICY

SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

- unwelcome conduct of an offensive nature, such as continual sexual propositions, slurs or innuendoes directed at the employee or applicant, uninvited physical contact, or repeated vulgar or demeaning comments, whether written, oral or sent by e-mail, directed toward the employee or applicant and others of his/her gender.

Harassment does not have to be of a sexual nature, however, and can include other forms of harassment. Other forms of discriminatory harassment consist of unwelcome conduct that is based on race, color, religion, creed, national origin, ancestry, sex, sexual orientation, age, disability, predisposing genetic characteristic, gender identity, gender expression, domestic violence victim status, military or marital status, arrest/conviction records or any other legally protected basis, that has the purpose or effect of unreasonably interfering with an individual's work performance, or creating an intimidating, hostile or offensive working environment.

All employees, visitors, vendors and applicants for employment shall be protected from retaliation for filing a complaint or participating in an investigation of a complaint. Reprisal against or interference with an employee's, visitor's, vendor's or applicant's right to file a complaint concerning such matters constitutes a violation of this Policy.

Michael J. Garner, Chief Diversity Officer, is responsible for coordinating this Policy. If you believe you have been subjected to a violation of this Policy in your employment or application for employment, you may contact your immediate supervisor, a higher level supervisor or Mr. Garner at 2 Broadway, 16th Floor, New York, NY 10004. Mr. Garner can be reached by telephone at (646) 252-1385. A supervisor who receives a complaint under this Policy, should immediately contact Mr. Garner. If you wish to file a complaint, you should contact Mr. Garner at the above address or phone number. In addition, an employee or applicant may contact the Department of Diversity and Civil Rights at (646) 252-1373 in order to file a complaint.

The Department of Diversity and Civil Rights will promptly initiate a thorough and impartial inquiry.

If, for any reason, you do not wish to bring your complaint to a supervisor, to Mr. Garner, or to the Department of Diversity and Civil Rights, then you should immediately report the matter to the MTA Chief of Staff, who will promptly initiate a thorough and impartial inquiry. The Chief of Staff, with my approval, may delegate the inquiry and determination to another person. In all cases, confidentiality will be maintained throughout the investigation to the extent practical and consistent with the MTA's obligation to undertake a full inquiry and to make a determination. In addition, all

MTAHQ POLICY

SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

employees are required to fully cooperate during the conduct of such an investigation. The MTA Equal Employment Opportunity Policy also contains pertinent information relating to claims of discrimination.

If it is determined that a violation of this Policy has occurred, the MTA will take immediate action to remedy the situation. Any employee who is found to have violated this Policy or any supervisor or managerial employee who knowingly permits a violation of this Policy to occur may be subject to disciplinary action, up to and including dismissal from employment. Such an employee may also be subject to personal legal and financial liability.

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Joseph J. Lhota
Chairman and Chief Executive Officer

MTAHQ POLICY

AMERICANS WITH DISABILITIES ACT

The Metropolitan Transportation Authority ("MTA") is fully committed to equal opportunity for all employees and applicants for employment and prohibits discrimination on the basis of disability in all of its employment practices. Such unlawful interference with the ability of the MTA's employees to perform their expected job duties is not tolerated. The Americans with Disabilities Act ("ADA") requires MTA to make reasonable accommodations to qualified applicants and employees with disabilities under certain circumstances. The MTA recognizes this obligation and has adopted guidelines to ensure its compliance with the ADA.

To request a reasonable accommodation for a disability relating to your employment or application for employment with the MTA, please contact Leon Goodman, Assistant Director, Staffing and Employee Relations, MTA Human Resources Department, 347 Madison Avenue, 6th Floor, New York, NY 10017, at (212) 878-7275.

All employees and applicants for employment shall be protected from retaliation or harassment for filing a complaint or participating in an investigation of a complaint. Reprisal against or interference with an employee's or applicant's right to file a complaint concerning such matters constitutes a violation of this Policy.

Michael J. Garner, Chief Diversity Officer, is responsible for coordinating this Policy. If you believe you have been subjected to a violation of this Policy in your employment or application for employment with the MTA, you may contact your immediate supervisor, a higher level supervisor or Mr. Garner at 2 Broadway, 16th Floor, New York, NY 10004. Mr. Garner can be reached by telephone at (646) 252-1385. A supervisor who receives a complaint under this Policy should immediately contact Mr. Garner. If you wish to file a complaint, you should contact Mr. Garner at the above address or phone number. In addition, an employee or applicant may contact the Department of Diversity and Civil Rights at (646) 252-1373 in order to file a complaint. The Department of Diversity and Civil Rights will promptly initiate a thorough and impartial inquiry.

If, for any reason, you do not wish to bring your complaint to a supervisor, to Mr. Garner, or to the Department of Diversity and Civil Rights, then you should immediately report the matter to the MTA Chief of Staff, who will promptly initiate a thorough and impartial inquiry. The Chief of Staff, with my approval, may delegate the inquiry and determination to another person. In all cases, confidentiality will be maintained throughout the investigation to the extent practical and consistent with the MTA's obligation to undertake a full inquiry and to make a determination. In addition, all employees are required to fully cooperate during the conduct of such an investigation.

MTAHQ POLICY

AMERICANS WITH DISABILITIES ACT (Continued)

The MTA Equal Employment Opportunity Policy also contains pertinent information relating to claims of discrimination.

If it is determined that a violation of this Policy has occurred, the MTA will take immediate action to remedy the situation. Any employee who is found to have violated this Policy or any supervisor or managerial employee who knowingly permits a violation of this Policy to occur may be subject to disciplinary action, up to and including dismissal from employment. Such an employee may also be subject to personal legal and financial liability.

In addition to the complaint procedures described above, complaints may be filed with the New York State Division of Human Rights or the United States Equal Employment Opportunity Commission.

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Joseph J. Lhota
Chairman and Chief Executive Officer

REPORT TO MTA DIVERSITY COMMITTEE ON NYS FY 2011-12 M/WBE GOALS

Pursuant to Article 15-A of the New York State Executive Law, the Metropolitan Transportation Authority Department of Diversity & Civil Rights ("DDCR") must establish an overall annual goal for the utilization of M/WBEs by MTA and its subsidiary and affiliated agencies ("the MTA Agencies"), in their procurement and contracting activities.

For the State fiscal year 2011-2012, DDCR has established and reported to the State Department of Economic Development/Empire State Development Corporation a 10% goal for the utilization of Minority Business Enterprises ("MBEs") and a 10% goal for the utilization of Women-owned Business Enterprises ("WBEs") for contracts and procurements subject to Article 15-A. The 10% MBE goal remains the same as for the prior fiscal year, and the WBE goal has increased from the previous year from 5% to 10%.

The New York State M/WBE Program

The MBE and WBE goals apply to non-federally regulated projects subject to Article 15-A. The provisions of MTA's MBE/WBE Program apply to solicitations over \$100,000 for construction or public work projects and over \$25,000 for all other contracts.

In accordance with Article 15-A and its implementing regulations, and consistent with the State-wide effort led by New York State Governor, Andrew Cuomo, to expand economic opportunities for M/WBEs, an overall 10% MBE goal and a 10% WBE goal has been established by MTA DDCR. In setting these goals, MTA Department of Diversity and Civil Rights considered factors identified in the State regulations and directives addressing goal determination, including: 1) the 2010 Disparity Study conducted by New York State; 2) the number, type and dollar value of contracting opportunities expected to be awarded during the fiscal year; 3) the number of MBE and WBE firms likely to be available to compete for such contracts, based on the type of contracting opportunities; and 4) geographical considerations associated with the anticipated contracting opportunities (including the anticipated locations for performance of agency procurements, the presence of suitable MBE and WBE firms in locations in which contracts are anticipated to be performed, the extent to which geography is material to the performance of anticipated contracts, and the extent to which MBE and WBE firms could participate in agency contracts notwithstanding the expected location). Based upon our search of New York State Directory of certified firms and our analysis of these factors, we project that there are sufficient numbers of M/WBE firms to support the proposed overall goals. The MTA and its Agencies have four general areas of procurement: construction, construction consultants, service consultants and commodity purchases. Historically, MBEs and WBEs have had the greatest opportunity to participate as subcontractors in the areas of construction, construction consulting and service consulting. These areas also offer the greatest number of available MBEs and WBEs.

MTA is taking a number of steps to increase the overall participation by small businesses, including M/WBEs, in its procurement activities:

- We are striving to set aggressive contract-specific goals for M/WBE participation, taking into account M/WBE firm availability for contracting and subcontracting opportunities.
- Pursuant to Public Authorities Law § 2879, we have developed a procedure for award of contracts without competitive bidding or other formal competitive process to qualified small businesses, including M/WBEs, for procurements not exceeding \$200,000 that are non-federally funded and involve goods or technology that is recycled. Contracts may be awarded for the purchase of goods, public works, or for other miscellaneous procurements or personal services. This procedure will allow MTA to increase M/WBE participation in the area of commodities, an area which has afforded fewer opportunities for M/WBE participation in the past.
- We have engaged in aggressive outreach efforts, including focused outreach forums for M/WBEs, to meet and network with prime contractors and MTA procurement representatives.
- In order to increase the number of M/WBEs, we have held quarterly certification workshops where firms can seek certification assistance.
- We implemented a Small Business Mentoring Program in 2010, to assist small businesses, including M/WBEs, in obtaining prime public works projects. As of February 2012, 35 contracts have been awarded totaling \$19 million. Twenty-five of these contracts were awarded to M/WBEs, totaling \$14 million.
- We are working with Kawasaki and Nova Bus to create a MTA Minority Supplier Development Program for M/WBEs, where MTA and the subway car/bus manufacturers will jointly identify firms which can supply parts to supplement their respective manufacturing processes. We project that this program will also increase M/WBE participation in the commodities sector. We expect to implement this program in 2012.
- We are also working with the New York State Governor's Office and the Empire State Development Corporation to formulate strategies to maximize participation by M/WBEs in MTA Agency-wide procurement activities.

Based upon the above, we have maintained a 10% goal for the utilization of MBEs and increased the goal from 5% to 10% for the utilization of WBEs in MTA Agencies' efforts on contracts and procurements subject to Article 15-A. We believe this is an achievable goal.