



**Metropolitan Transportation Authority**

# **Diversity Committee Meeting**

## **July 2012**

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### **Committee Members**

S. Metzger, Chair

F. Ferrer

J. Banks III

R. Bickford

A. Saul



## **MEETING AGENDA**

### **MTA DIVERSITY COMMITTEE**

**July 23rd – 4:00 p.m.**

347 Madison Avenue  
Fifth Floor Board Room  
New York, NY

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#### **AGENDA ITEMS**

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**MTA DIVERSITY COMMITTEE**  
Meeting Minutes  
347 Madison Avenue, Fifth Floor Board Room  
New York, NY 10017  
Monday April 23, 2012  
3:15 pm.

The following Committee members were present:

Hon. Susan G. Metzger, Chairperson  
Hon. Robert 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  
Gwendolyn Harleston, Assistant Director, EEO Compliance, DDCR  
Luis A. Hernandez, Acting Deputy Director, Business Programs, DDCR  
Danny Camacho, Manager, Certification, DDCR  
Melissa Jones, Compliance Supervisor, Business Programs, DDCR  
Raymond Burney, Senior Vice President, Administration, MTA Metro-North Railroad ("MNR")  
Adrienne Cortez, Director, Human Resources, MNR  
Roberto Aguirre, Manager, Statistical Analysis and Compliance, Employee Relations and Diversity, MNR  
Vernessa Moses, Assistant Chief Officer, EEO Compliance, MTA New York City Transit  
Michael Fyffe, Director, Diversity Management, MTA Long Island Rail Road ("LIRR")  
Gloria Colon, Chief EEO Officer, MTA Bridges & Tunnels ("B&T")

### **1. Public Speakers:**

There were no public speakers.

### **2. Minutes**

Upon motion duly made and seconded, the Committee unanimously approved the minutes of the meeting held on February 27, 2012.

### **3. Overview of Today's Meeting**

#### **2012 Diversity Committee Work Plan**

Chairperson Metzger asked whether there were any changes to the Committee Work Plan. Mr. Din noted that instead of presenting the Year-End 2011 Report on Equal Employment Opportunity ("EEO"), DDCR is presenting the First Quarter 2012 Report on EEO. He said there were no other changes to the Committee Work Plan.

#### **Committee Goals**

Chairperson Metzger commented on reporting workforce underutilization at MTA Agency Committee meetings, including steps being undertaken to address underutilization. The Chairperson stated that the MTA Board sets goals for achieving workforce diversity and participation by Minority, Women-owned and Disadvantaged Business Enterprises ("MWDBEs") in MTA and its Agencies' contracting opportunities. However, the responsibility for achieving these goals rests with the Agencies. By reviewing data on workforce underutilization, including steps being undertaken to address underutilization, and MWDBE participation, the Board monitors progress being made toward achievement of goals in these areas.

#### **Outreach Events/Diversity Programs**

Mr. Camacho reported on outreach initiatives from April through June. As a panel member, Mr. Garner spoke at an outreach event in April, which was hosted by National Grid and the Long Island Power Authority. Other DDCR staff members also attended this event. DDCR will attend a town hall meeting in Harlem on April 24, 2012, which is presented by the Harlem Chamber of Commerce. DDCR will provide an update on the Mother Clara Hale Depot project at this event. Mr. Camacho said it is DDCR's goal to conduct outreach events throughout MTA's service area. Outreach events will be conducted in Connecticut in the near future.

Chairperson Metzger expressed her appreciation for the update provided on the Mother Clara Hale Depot project at a Capital Program Oversight Committee meeting earlier in the day. She stated that she was pleased to see an update on the MWBE participation on this project.

Ms. Harleston reported on the diversity programs for April and May. The MTA Diversity Council and MNR will celebrate Jewish American Heritage at an event in April. MTA Headquarters, LIRR and B&T will celebrate the Asian American Heritage month in May.

### **Certification Activity Report**

Mr. Camacho reported on certification activity from January to March 2012. He provided a comparison of the DBE applications received in the first three months each year from 2010 through 2012. In 2012, 24 applications were received; in 2011, 34 were received; and in 2010, 21 were received. In terms of certification determinations for first quarter of 2012, a total of 15 DBEs were certified, three were denied certification, four applications were returned and two were withdrawn. Mr. Camacho also provided a comparison of certification activity for the first three months each year from 2010 through 2012. In 2012, 24 applications were processed, compared with 25 in 2011 and 23 in 2010. Chairperson Metzger asked if the lower number of firms processed in 2012 indicated there was a backlog. Mr. Camacho replied no, that it is a continuing process.

Chairperson Metzger asked if a greater number of firms that are eligible for certification are applying now than in the past. Mr. Camacho replied that the eligibility of new firms varies from quarter to quarter. In response to Chairperson Metzger's question regarding the retention rate of certified DBEs, Mr. Camacho replied that the certified firms no longer need to reapply for certification. However, they do need to submit annual updates. DBEs remain certified until they lose their eligibility.

Mr. Garner stated that by year-end 2012, DDCR will report on contracts awarded by MTA and its Agencies to certified DBE firms.

### **EEO Activity Report**

Ms. Harleston reported on the EEO activities for the first quarter 2012. As of March 30, 2012, women, Hispanics and employees classified as "others" were underrepresented Agency-wide at the MTA. A majority of underrepresentation occurred in the administrative support, skilled craft and service maintenance job categories. Positions in these categories are usually filled based on an ability to pass a written examination. Ms. Harleston stated that she has reached out to MTA Agency representatives to determine if there are any barriers to employment of minorities and women in these categories.

In response to Mr. Garner's question, Ms. Harleston stated that the Agencies have agreed to use the same template when reporting their workforce underutilization at Agency Committee meetings. This template is similar to the one presented in this month's Committee book. The only difference is that the Agencies will also report on attrition and retention rates. Agencies which are experiencing underutilization of minorities and women will formulate strategies for addressing this underutilization. Ms. Harleston said one of the steps being taken is to reach out to outside organizations. The focus is on hiring minorities and women.

Mr. Ferrer agreed with the need to determine if there are any barriers to hiring of minorities and women. He expressed his approval for the Agencies in reporting their strategies for addressing underutilization in their workforce at Committee meetings. He said this is a step in the right direction.

Chairperson Metzger also agreed that this is a step in the right direction. She acknowledged the progress that has been made in this area. She said all Agencies should use the same reporting format.

Ms. Harleston also reported on new hires. Of the 628 employees hired Agency-wide as of March 30, 2012, 23.7% are women and 67.4% are minorities. Of the minority groups hired, 41.9% are black and 14.3% are Hispanics. MTA hired the highest number of women while NYC Transit hired the highest number of minorities.

The MTA Agencies also handled a total of 272 EEO complaints, with 197 complaints filed with outside agencies and 75 filed internally. The majority of internal and external complaints cited disability discrimination, race/color discrimination and miscellaneous discrimination as the basis for the complaint. Between January and March 2012, MTA and its Agencies handled 18 Title VI complaints. Of these complaints, race discrimination was mostly frequently cited as the basis for the complaint.

### **MTA Small Business Mentoring Program**

Mr. Garner provided an update on the MTA Small Business Mentoring Program ("SBMP"). The goal is to maximize the number of projects in the SBMP at a faster rate. MTA is also working with the Federal Transit Administration to institute a similar program for federally-funded contracts. Once approved and implemented, such a program will increase contract awards to DBE firms.

In response to Chairperson Metzger's question, Mr. Garner stated that exit interviews with firms in the SBMP upon project completion are continuing. He said these interviews are used as a tool to improve the Program. Chairperson Metzger said she reviewed these exit interviews and found them enlightening and encouraging.

### **MWDBE Contract Compliance**

Ms. Jones reported on federal and state contracts as of March 2012. The overall 2012 DBE goal is 17%. As of March 2012, \$397 million was awarded in federally-funded contracts, with \$46 million (12%) being awarded to DBEs. A total of \$208 million was paid on three prime contracts that were closed with \$34 million (16%) being paid to DBEs.

The overall MWBE goal for the New York State fiscal year 2011-2012 is 20%. As of March 2012, \$1.5 billion was awarded in New York State funded contracts, with \$131 million (9%) being awarded to MWBEs. A total of \$1.1 billion was paid on prime contracts with \$151 million (12%) paid to MWBEs.

Mr. Garner noted that the Governor's office expects MTA to lead the effort in achieving the Governor's goal of 20% for MWBE participation. He is working with MTA Agencies to achieve this goal. After contract award, the Agency project manager is responsible for achieving the MWDBE goals. Chairperson Metzger and Mr. Ferrer expressed their approval for making project managers responsible for achieving the MWDBE goals.

Mr. Garner reported on MWBE participation in outside counsel fees. For the period April 2011 through March 2012, 12% was paid in legal fees to MWBEs. He is working with MTA Agencies' General Counsels to increase MWBE participation in this area. Last week, MTA Bus awarded five cases to State certified outside law firms.

Chairperson Metzger noted that legal fees are a difficult topic since the MTA Board is seeking to have outside counsel fees reduced, rather than increased.

MWBE participation in underwriter fees is 17%. Chairperson Metzger and Mr. Ferrer said it is important to achieve higher MWBE participation in this area and the Board members support these efforts.

With respect to the MaBSTOA Pension Plan, MWBE participation is 21% and in the MTA Defined Benefit Pension Plan, participation is 22% within the traditional asset funds.

Mr. Garner reported that MTA will issue a new Request for Proposal to hire a financial analyst, who will be responsible for vetting asset fund managers who do business with the MTA. Mr. Garner also stated that at the next Committee meeting, DDCR will report on MWBE participation in Agencies' discretionary purchases.

Regarding achievements of MWDBE goals on MTA's Capital projects, Mr. Garner stated that although progress has been made, the MTA Agencies have not yet achieved their goals. The MTA Agencies are working hard to increase MWDBE participation in this area. Chairperson Metzger and Mr. Ferrer said that these efforts are evident.

### **Adjournment**

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

Respectfully submitted,

Jeana Titre  
Department of Diversity and Civil Rights



## 2012 Diversity Committee Work Plan

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### 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	
2011 Year-End Report on EEO	

#### April 2012

2012 1st Quarter 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.

#### **MW/DBE Activities**

MTA Department of Diversity/Civil Rights update on the status of MW/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.

**2011 Year-End Report on EEO**

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

**April 2012**

**1<sup>st</sup> Quarter 2012 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**

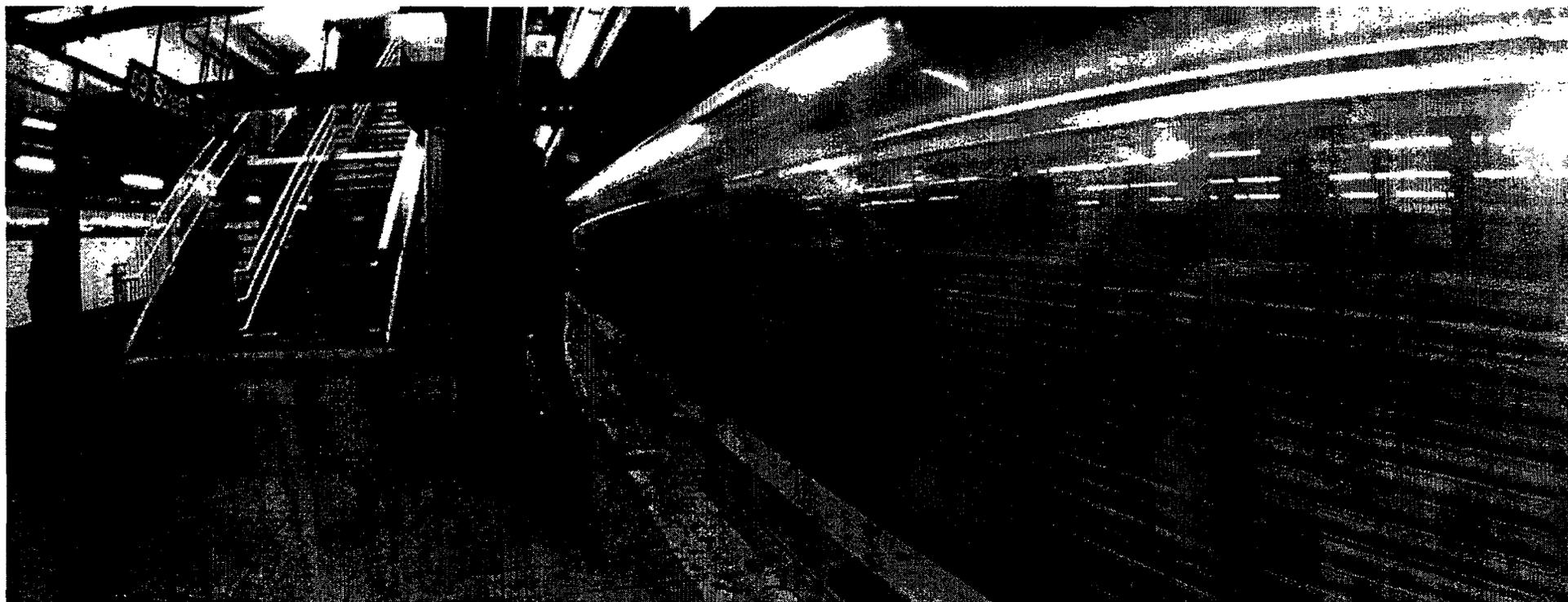
The Department of Diversity/Civil Rights report will address progress made by the Task Force to improve M/W/DBE participation.

**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*

July 23, 2012  
4:00 P.M.



**MTA Department of Diversity/Civil Rights  
Diversity and Outreach Report**

**July 23, 2012**

# **M/W/DBE Outreach Initiatives**

## **July**

MTA Agency-Wide MWBE Discretionary Purchase Networking Forum  
27<sup>th</sup> Annual National Hispanic Business Group Gala & Scholarship Presentation  
DDCR Certification Session  
Urban League of Southern Connecticut Small Business Mentoring Program Presentation  
2012 Harlem Week Celebrations

## **August**

Nineteenth Annual Competitive Edge Conference  
MTA Agency-Wide Architectural and Engineering Networking Forum  
DDCR Certification Session  
55<sup>th</sup> Street Ventilation Facility MWDBE Outreach Event

## **September**

MTA Agency-Wide Information Technology and Supplier Diversity Networking Forum  
DDCR Certification Session

# **MTA Agency-Wide Diversity Programs**

## **September**

MTA HQ Diversity Council celebrates Hispanic American Heritage Month

MTA Bridges and Tunnels presents a Talent Show

# **MTA Department of Diversity/Civil Rights Certification Activity Report**

**July 23, 2012**

**CERTIFICATION APPLICATIONS RECEIVED – 2nd QUARTER  
2010– 2012**

	<b>2012</b>	<b>2011</b>	<b>2010</b>
<b>April</b>	<b>18</b>	<b>9</b>	<b>11</b>
<b>May</b>	<b>14</b>	<b>3</b>	<b>7</b>
<b>June</b>	<b>11</b>	<b>15</b>	<b>10</b>
<b>Total</b>	<b>43</b>	<b>27</b>	<b>28</b>

**CERTIFICATION ACTIVITY FOR NEW APPLICATIONS – 2nd QUARTER  
2010 - 2012**

	2012	2011	2010
<b>CERTIFIED</b>	17	21	16
<b>DENIED</b>	2	3	4
<b>RETURNED</b>	4	1	10
<b>WITHDRAWN</b>	2	3	3
<b>TOTAL</b>	25	28	33

**MTA DEPARTMENT OF DIVERSITY/CIVIL RIGHTS  
EEO and Title VI Update**

**July 23, 2012**

## **2012 TITLE VI ANNUAL ASSESSMENT**

- On an annual basis, MTA Agencies submit the results of the statistical analyses conducted on the services provided to minority and low-income communities.
- Each Agency has developed monitoring procedures using at least one or more of the following three methods:
  - Level of Service
  - Quality of Service
  - Analysis of Customer Surveys

## **2012 ANNUAL UPDATE EEO PROGRAM**

- MTA and its Agencies conducted an availability analysis of females and minorities within their relevant labor markets.
- Underutilization is determined by comparing the number of females and minorities in 2011 year-end workforce with their availability in the relevant labor markets.
- Projected goals are established where statistical underutilization of females and minorities was identified and where vacancies were projected.

**MTA DEPARTMENT OF DIVERSITY/CIVIL RIGHTS  
EEO ACTIVITIES – Second Quarter 2012**

**July 23, 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, 2012 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

In general, as of June 30, 2012, females, Hispanics and employees classified as Others are underrepresented protected groups in some of the job categories at the operating agencies. A majority of the underrepresentation within these groups occurred within the Administrative Support, Skilled Craft and Service Maintenance job categories. These job categories have the highest population of employees at the operating agencies.

Positions within the administrative support, skilled craft and service maintenance job categories usually require taking and successfully passing a written examination. Additionally, a majority of the positions are considered non-traditional for females, which has resulted in a low percentage of females applying for positions within these categories.

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, by job category and whether or not the estimated availability percentages were met for females and minorities within each of the job categories.

# MTA-WIDE UTILIZATION ANALYSIS

AS OF JUNE 30, 2012

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOPI***			Other		
	Est Avail	Actual %	Util Yes/No Anal	Est Avail	Actual %	Util Yes/No Anal	Est Avail	Actual %	Util Yes/No Anal	Est Avail	Actual %	Util Yes/No Anal	Est Avail	Actual %	Util Yes/No Anal	Est Avail	Actual %	Util Yes/No Anal	Est Avail	Actual %	Util Yes/No Anal
<b>Officials &amp; Administrators</b>																					
MTA HQ	36%	37%	Yes	17%	24%	Yes	2%	6%	Yes	9%	10%	Yes	0%	0%	Yes	0%	0%	Yes	1%	1%	Yes
MTA B&T	30%	24%	No	10%	22%	Yes	4%	6%	Yes	6%	10%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA MNR	27%	19%	No	8%	14%	Yes	7%	5%	No	6%	6%	Yes	0%	0%	Yes	0%	0%	Yes	2%	1%	No
MTA LRR	21%	20%	No	11%	10%	No	6%	6%	Yes	4%	4%	Yes	0%	0%	Yes	0%	0%	Yes	1%	2%	Yes
MTA NYCT	25%	15%	No	12%	35%	Yes	6%	10%	Yes	5%	14%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA CC	10%	22%	Yes	15%	11%	No	11%	8%	No	19%	25%	Yes	0%	0%	Yes	0%	0%	Yes	1%	3%	Yes
MTA Bus	18%	10%	No	14%	28%	Yes	11%	11%	Yes	3%	5%	Yes	0%	0%	Yes	0%	0%	Yes	1%	1%	Yes
<b>Professionals</b>																					
MTA HQ	39%	54%	Yes	10%	32%	Yes	9%	11%	Yes	8%	17%	Yes	0%	0%	Yes	0%	0%	Yes	2%	3%	Yes
MTA B&T	31%	31%	Yes	10%	20%	Yes	6%	15%	Yes	10%	21%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA MNR	37%	37%	Yes	10%	21%	Yes	7%	8%	Yes	7%	15%	Yes	0%	0%	Yes	0%	0%	Yes	2%	1%	No
MTA LRR	20%	21%	Yes	10%	13%	Yes	7%	7%	Yes	6%	17%	Yes	0%	0%	Yes	0%	0%	Yes	1%	3%	Yes
MTA NYCT	36%	37%	Yes	11%	34%	Yes	7%	8%	Yes	8%	26%	Yes	0%	0%	Yes	0%	0%	Yes	2%	0%	No
MTA CC	19%	39%	Yes	4%	31%	Yes	4%	4%	Yes	4%	39%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA Bus	34%	48%	Yes	10%	27%	Yes	5%	12%	Yes	5%	17%	Yes	0%	0%	Yes	0%	0%	Yes	2%	2%	Yes

\* Females are also included in the percentage totals for each of the racial/ethnic groups.

\*\* American Indian/Alaskan Native

\*\*\* Native Hawaiian Other Pacific Islander

# MTA-WIDE UTILIZATION ANALYSIS

AS OF JUNE 30, 2012

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOPi***			Other		
	Est Avail	Actual %	Util Anal Yes/No	Est Avail	Actual %	Util Anal Yes/No	Est Avail	Actual %	Util Anal Yes/No	Est Avail	Actual %	Util Anal Yes/No	Est Avail	Actual %	Util Anal Yes/No	Est Avail	Actual %	Util Anal Yes/No	Est Avail	Actual %	Util Anal Yes/No
<b>Technicians</b>																					
MTA HQ	14%	11%	No	13%	6%	No	8%	9%	Yes	1%	2%	Yes	0%	0%	Yes	0%	0%	Yes	1%	2%	Yes
MTA B&T	10%	19%	Yes	9%	17%	Yes	6%	19%	Yes	1%	4%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA MNR	40%	2%	No	12%	21%	Yes	17%	8%	No	11%	6%	No	0%	0%	Yes	0%	0%	Yes	3%	0%	No
MTA LIRR	9%	11%	Yes	10%	19%	Yes	8%	13%	Yes	6%	7%	Yes	0%	0%	Yes	0%	1%	Yes	1%	0%	No
MTA NYCT	36%	46%	Yes	11%	50%	Yes	10%	8%	No	12%	14%	Yes	0%	0%	Yes	0%	0%	Yes	2%	1%	No
MTA CC	0%	0%	Yes																		
MTA Bus	24%	50%	Yes	7%	19%	Yes	6%	6%	Yes	14%	13%	No	0%	0%	Yes	0%	0%	Yes	2%	0%	No
<b>Protective Services</b>																					
MTA HQ	11%	11%	Yes	11%	16%	Yes	12%	18%	Yes	1%	3%	Yes	0%	0%	Yes	0%	0%	Yes	1%	1%	Yes
MTA B&T	18%	21%	Yes	16%	32%	Yes	21%	23%	Yes	2%	4%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA MNR	0%	0%	Yes																		
MTA LIRR	0%	0%	Yes																		
MTA NYCT	14%	21%	Yes	35%	59%	Yes	17%	14%	No	4%	7%	Yes	0%	0%	Yes	0%	0%	Yes	3%	1%	No
MTA CC	0%	0%	Yes																		
MTA Bus	15%	0%	No	33%	50.0%	Yes	15%	17%	Yes	3%	0%	No	0%	0%	Yes	0%	0%	Yes	3%	17%	Yes

\*Females are also included in the percentage totals for each of the racial/ethnic groups.

\*\* American Indian/Alaskan Native

\*\*\*Native Hawaiian Other Pacific Islander

# MTA-WIDE UTILIZATION ANALYSIS

AS OF JUNE 30, 2012

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOPI***			Other		
	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal
			Yes/No																		
<b>Para-Professionals</b>																					
MTA HQ	0%	0%	Yes																		
MTA B&T	0%	0%	Yes																		
MTA MNR	56%	67%	Yes	17%	15%	No	12%	6%	No	6%	11%	Yes	0%	0%	Yes	0%	0%	Yes	3%	0%	No
MTA LIRR	0%	0%	Yes																		
MTA NYCT	52%	51%	No	13%	63%	Yes	10%	20%	Yes	4%	4%	Yes	0%	0%	Yes	0%	0%	Yes	2%	0%	No
MTA CC	0%	0%	Yes																		
MTA Bus	47%	86%	Yes	15%	43%	Yes	7%	14%	Yes	4%	14%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
<b>Administrative Support</b>																					
MTA HQ	67%	79%	Yes	18%	51%	Yes	16%	18%	Yes	5%	1%	No	0%	0%	Yes	0%	0%	Yes	2%	3%	Yes
MTA B&T	61%	60%	No	18%	57%	Yes	19%	26%	Yes	4%	3%	No	0%	0%	Yes	0%	0%	Yes	2%	0%	No
MTA MNR	52%	42%	No	19%	29%	Yes	14%	12%	No	4%	5%	Yes	0%	0%	Yes	0%	0%	Yes	3%	2%	No
MTA LIRR	35%	49%	Yes	19%	27%	Yes	11%	9%	Yes	3%	3%	Yes	0%	0%	Yes	0%	0%	Yes	2%	2%	Yes
MTA NYCT	57%	43%	No	22%	60%	Yes	20%	13%	No	7%	14%	Yes	0%	0%	Yes	0%	0%	Yes	3%	0%	No
MTA CC	67%	100%	Yes	17%	29%	Yes	16%	29%	Yes	4%	0%	No	0%	0%	Yes	0%	0%	Yes	2%	0%	No
MTA Bus	60%	45%	No	21%	27%	Yes	19%	14%	No	7%	8%	Yes	0%	0%	Yes	0%	0%	Yes	3%	1%	No

\*Females are also included in the percentage totals for each of the racial/ethnic groups.

\*\*American Indian/Alaskan Native

\*\*\*Native Hawaiian Other Pacific Islander

# MTA-WIDE UTILIZATION ANALYSIS

AS OF JUNE 30, 2012

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOPi***			Other		
	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal
			Yes/No																		
<b>Skilled Craft</b>																					
MTA HQ	0%	0%	Yes																		
MTA B&T	0%	0%	Yes																		
MTA MNR	5%	6%	Yes	16%	17%	Yes	11%	7%	No	2%	2%	Yes	0%	0%	Yes	0%	0%	Yes	2%	1%	No
MTA LIRR	8%	10%	Yes	16%	16%	Yes	11%	10%	No	3%	2%	No	0%	0%	Yes	0%	0%	Yes	2%	1%	No
MTA NYCT	13%	5%	No	25%	40%	Yes	14%	11%	No	10%	13%	Yes	0%	0%	Yes	0%	0%	Yes	2%	0%	No
MTA CC	0%	0%	Yes																		
MTA Bus	2%	1.0%	No	21%	28%	Yes	25%	14%	No	6%	9.0%	Yes	0%	0%	Yes	0%	1%	Yes	6%	4%	No
<b>Service Maintenance</b>																					
MTA HQ	0%	0%	Yes																		
MTA B&T	2%	1%	No	14%	14%	Yes	18%	12%	No	2%	4%	Yes	0%	0%	Yes	0%	0%	Yes	2%	0%	No
MTA MNR	12%	14%	Yes	15%	37%	Yes	29%	14%	No	6%	2%	No	0%	0%	Yes	0%	0%	Yes	3%	1%	No
MTA LIRR	17%	19%	Yes	19%	29%	Yes	19%	12%	No	2%	2%	Yes	0%	0%	Yes	0%	0%	Yes	2%	2%	Yes
MTA NYCT	19%	18%	No	28%	57%	Yes	30%	20%	No	3%	5%	Yes	0%	0%	Yes	0%	0%	Yes	3%	0%	No
MTA CC	0%	0%	Yes																		
MTA Bus	10%	12%	Yes	26%	50%	Yes	26%	20%	No	7%	4%	No	0%	0.0%	Yes	0%	0%	Yes	2%	2%	Yes

\*Females are also included in the percentage totals for each of the racial/ethnic groups.

\*\*American Indian/Alaskan Native

\*\*\*Native Hawaiian Other Pacific Islander

# MTA Recruitment Initiatives

MTA and its Agencies continue to implement sourcing and recruitment strategies to attract minority and female applicants. This includes working jointly with the MTA Recruitment and Sourcing Roundtable at job/career fairs and in the facilitation of MTA in Your Community – Job Readiness Seminars. Recently, U.S. Representative Charles Rangel sent a letter of appreciation to the MTA, expressing his gratitude for MTA and its Agencies’ participation in his 2012 Career and Job Fair and the facilitation of the Job Readiness Seminars. MTA Agencies also continue to implement recruitment initiatives that are agency-specific. These include outreach to community-based organizations, veterans groups, and professional networking organizations, attending job fairs, presenting job-readiness seminars and workshops, enhancing the use of social media sites and U.S. Department of Labor employment sites, and outreach to area colleges and universities. For example, for its upcoming Police Officer examination, MTA Headquarters has placed classified advertisements in publications serving the minority community, i.e., *Amsterdam News*, *Chinese World Journal*, *Korean Times*, *El Diario*, *The Chief*, *Carib News*, and *La Voz Hispania*. Job postings were also placed on minority-focused websites, i.e., International Association of Women Police, National Center for Women and Policing, and National Organization of Black Law Enforcement Executives, and radio stations, i.e., WBLS 107.5 FM and WSKQ 97.9 FM.

For its upcoming Civil Service examination for Maintainer, MTA Bridges and Tunnels will conduct outreach to community organizations, non-profit groups and advocacy groups such as Nontraditional Employment for Women (“NEW”). MTA Capital Construction (“CC”) recently attended the Hiring Our Heroes Vet Job Fair and will participate in Harlem Week Career Fair and job fairs sponsored by New York State Senator Joseph Addabbo and the Ozone Park Civic Association. CC has also recently joined several LinkedIn groups, i.e. National Society of Hispanic Professionals, National Association of Hispanic MBAs, and National Society of Black Engineers.

MTA Long Island Rail Road (“LIRR”) recently sent job postings for Electrician and Machinist positions to NEW, technical schools and military organizations. LIRR also conducted outreach to the Chinese-American Planning Council about vacancies in the Car Appearance Maintainer position. LIRR has also attended multiple job fairs sponsored by public officials, veteran and community groups, and educational institutions.

MTA New York City Transit regularly attends job fairs and community outreach events for face-to-face meetings with the public. In June 2012, NYC Transit attended New York State Department of Labor’s Five Borough Career Fair, and career fairs sponsored by veterans groups and public officials such as Senator Addabbo and Representative Rangel.

# MTA-Wide New Hires

January to June 2012

- ❖ As of June 30, 2012, MTA and its Agencies hired a total of 2,027 employees.
- ❖ 23.4% of the total new hires are females while 71.1% are minorities.
- ❖ Of the 71.1% of minorities\* hired, a large percentage are black (41.4%) and Hispanic (15.7%) .
- ❖ MTA Headquarters hired the highest percentage of females (59.3%).
- ❖ NYC Transit hired the highest percentage of minorities (80.5%).

\*Females are included in each of the minority groups.

# MTA-WIDE NEW HIRES

JANUARY – JUNE 2012

AGENCY	New Hires	Females*		Minorities		Non-Minorities		Blacks		Hispanics		Asians		AI/ANs		NHOPI		Other	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MTA HQ	54	32	59.3%	37	68.5%	17	31.5%	21	38.9%	6	11.1%	9	16.7%	0	0.0%	0	0.0%	1	1.9%
MTA B&T	15	3	20.0%	9	60.0%	6	40.0%	5	33.3%	3	20.0%	1	6.7%	0	0.0%	0	0.0%	0	0.0%
MTA MNR	272	41	15.1%	99	36.4%	173	63.6%	39	14.3%	33	12.1%	21	7.7%	2	0.7%	0	0.0%	4	1.5%
MTA LIRR	143	37	25.9%	68	47.6%	75	52.4%	40	28.0%	17	11.9%	7	4.9%	1	0.7%	0	0.0%	3	2.1%
MTA NYCT	1,293	315	24.4%	1,041	80.5%	252	19.5%	630	48.7%	215	16.6%	183	14.2%	1	0.1%	1	0.1%	11	0.9%
MTA CC	5	1	20.0%	2	40.0%	4	80.0%	0	0.0%	1	20.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%
MTA BUS	245	46	18.8%	186	75.9%	59	24.1%	105	42.9%	44	18.0%	22	9.0%	0	0.0%	0	0.0%	15	6.1%
<b>Total:</b>	<b>2027</b>	<b>475</b>	<b>23.4%</b>	<b>1442</b>	<b>71.1%</b>	<b>586</b>	<b>28.9%</b>	<b>840</b>	<b>41.4%</b>	<b>319</b>	<b>15.7%</b>	<b>244</b>	<b>12.0%</b>	<b>4</b>	<b>0.2%</b>	<b>1</b>	<b>0.0%</b>	<b>34</b>	<b>1.7%</b>

\*Females are also included in the percentage totals for each of the racial/ethnic groups.

# EEO/TITLE VI COMPLAINTS

- Between January and June 2012, MTA and its agencies handled a total of 294 EEO complaints, citing 468 separate allegations.
- Of the 272 complaints, 175 were filed externally at city, state and federal agencies and 119 were filed internally.
- Of the 175 external complaints, disability (22%), other\* types of miscellaneous discrimination (24%), and race/color discrimination (19%) were most frequently cited as the basis for the complaint.
- Of the 119 internal complaints, other\* types of miscellaneous discrimination (26%), sexual harassment (26%) and race/color (24%) were most frequently cited as the basis for the complaint.
- Between January and June 2012, MTA and its agencies handled a total of 20 Title VI complaints, citing 24 separate allegations. Of these 20 complaints, race discrimination (67%) was most frequently cited as the basis of the complaint.

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

# EEO/TITLE VI COMPLAINTS

## EEO DISCRIMINATION COMPLAINTS EXTERNAL

AGENCY	RACE COLOR	SEXUAL HARASS.	AGE	GENDER	RELIGION	NATIONAL ORIGIN	DISABILITY	OTHER*	TOTAL ISSUES	TOTAL ** CASES	STATUS
											OPEN
MTA	3	0	1	4	0	3	3	2	16	8	7 OPEN
B&T	3	0	2	5	0	0	4	5	19	11	7 OPEN
MNR	7	1	5	4	3	2	6	11	39	17	13 OPEN
LIRR	3	0	1	1	1	3	3	15	27	17	16 OPEN
NYCT	41	2	20	19	13	17	52	42	206	121	109 OPEN
CC	0	0	0	0	0	0	0	0	0	0	NONE
MTA BUS	0	0	0	0	0	0	1	0	1	1	1 OPEN
<b>TOTAL</b>	<b>57</b>	<b>3</b>	<b>29</b>	<b>33</b>	<b>17</b>	<b>25</b>	<b>69</b>	<b>75</b>	<b>308</b>	<b>175</b>	<b>153 OPEN</b>
	19%	1%	9%	11%	6%	8%	22%	24%			

## EEO DISCRIMINATION COMPLAINTS INTERNAL

AGENCY	RACE COLOR	SEXUAL HARASS.	AGE	GENDER	RELIGION	NATIONAL ORIGIN	DISABILITY	OTHER*	TOTAL ISSUES	TOTAL ** CASES	STATUS
											OPEN
MTA	1	3	0	2	0	2	0	2	10	8	4 OPEN
B&T	0	0	0	0	0	1	2	1	4	4	NONE
MNR	6	7	2	3	1	0	3	5	27	25	9 OPEN
LIRR	1	1	0	0	0	0	0	3	5	3	2 OPEN
NYCT	29	30	4	4	5	7	3	28	110	77	61 OPEN
CC	0	0	1	0	0	0	0	0	1	1	NONE
MTA BUS	1	0	0	0	0	0	0	2	3	1	NONE
<b>TOTAL</b>	<b>38</b>	<b>41</b>	<b>7</b>	<b>9</b>	<b>6</b>	<b>10</b>	<b>8</b>	<b>41</b>	<b>160</b>	<b>119</b>	<b>76 OPEN</b>
	24%	26%	4%	6%	4%	6%	5%	26%			

## TITLE VI COMPLAINTS

AGENCY	RACE COLOR	NATIONAL ORIGIN	INCOME	TOTAL ISSUES	TOTAL** CASES	STATUS
						OPEN
MTA	0	0	0	0	0	NONE
MTA MNR	3	0	1	4	3	NONE
MTA LIRR	2	0	0	2	2	NONE
MTA NYCT	8	1	5	14	12	12 OPEN
MTA CC	0	0	0	0	0	NONE
MTA BUS	3	1	0	4	3	1 OPEN
<b>TOTAL</b>	<b>16</b>	<b>2</b>	<b>6</b>	<b>24</b>	<b>20</b>	<b>13 OPEN</b>
	67%	8%	25%	0%		

\*\*\*Other" may include allegations of unlawful discrimination based on military status, sexual orientation, marital status, arrest/conviction record or retaliation.

\*\*In some instances a single complaint involved two or more protected categories.

**MTA SMALL BUSINESS MENTORING  
PROGRAM UPDATE**

**July 23, 2012**

# **MTA Small Business Mentoring Program Update**

**as of July 13, 2012**

- **A total of 56 contracts have been awarded, totaling \$31 million.**
- **Forty-two of these contracts were awarded to 37 New York State certified M/WBE firms,\* totaling over \$24 million.**
- **Of these 37 M/WBE firms, 10 are also certified DBEs.**
- **157 firms have been pre-qualified.**
- **35 firms are pending pre-qualification.**

\*Five firms were awarded two contracts each since Program inception.

**M/W/DBE CONTRACT COMPLIANCE  
ALL PROJECTS  
Second Quarter 2012 Update**

**July 23, 2012**

**DBE Participation in Federally Funded Contracts  
Federal Fiscal Year 2012  
(October 1, 2011 to June 30, 2012)**

- 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 the previous 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 2012, MTA set an overall DBE goal of 17%.
- Over \$745 million was awarded in federally funded contracts, with \$114 million (15%) being awarded to certified DBEs.
- Over \$220 million was paid to prime contractors in five completed contracts. Payments to certified DBEs totaled approximately \$35 million (16%).

**FEDERALLY-FUNDED CONTRACTS  
DBE CONTRACT ACTIVITY  
FEDERAL FISCAL YEAR 2012 (OCTOBER 2011 - JUNE 2012)**

**AWARDS**

CONTRACT AWARDS	PRIME AWARDS		DBE PARTICIPATION			OVERALL FTA GOAL
	Number of Awards	Award Amount	Number of Awards	DBE Award Amount	% To Agency Total	
<b>1st SEMI-ANNUAL REPORT</b> <b>October 2011 - March 2012</b>	46	\$396,885,392	66	\$46,290,866	12%	17%
<b>2nd SEMI-ANNUAL REPORT</b> <b>April 2012 - June 2012</b>	19	\$348,683,527	26	\$67,932,300	19%	17%
<b>TOTAL</b>	<b>65</b>	<b>\$745,568,919</b>	<b>92</b>	<b>\$114,223,166</b>	<b>15%</b>	<b>17%</b>

**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	
<b>1st SEMI-ANNUAL REPORT</b> <b>October 2011 - March 2012</b>	3	\$208,775,291	15	\$33,506,422	16%	17%
<b>2nd SEMI-ANNUAL REPORT</b> <b>April 2012 - JUNE 2012</b>	2	\$11,670,513	4	\$1,474,295	13%	17%
<b>TOTAL</b>	<b>5</b>	<b>\$220,445,804</b>	<b>19</b>	<b>\$34,980,717</b>	<b>16%</b>	<b>17%</b>

**New York State Fiscal Year 2011-2012  
(April 2011 to June 2012)**

- 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 15<sup>th</sup>, May 15<sup>th</sup>, August 15<sup>th</sup>, and November 15<sup>th</sup>.
- 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.
- Approximately \$79 million was awarded in NY state funded prime contracts, with over \$29 million (37%) awarded to certified MWBEs.
- \$197 million was paid on prime contracts with approximately \$37 million (19%) paid to MWBEs.

**NYS CONTRACTS  
MWBE CONTRACT ACTIVITY  
APRIL 2012 - JUNE 2012**

**AWARDS**

CONTRACT AWARDS	PRIME AWARDS		MWBE AWARDS			NYS Goal
	Number of Awards	Award Amount	Number of Awards	MWBE Award Amount*	MWBE %	
FIRST FISCAL QUARTER APRIL 2012-JUNE 2012	527	\$78,914,250	577	\$29,045,969	37%	20%
<b>TOTAL</b>	<b>527</b>	<b>\$78,914,250</b>	<b>577</b>	<b>\$29,045,969</b>	<b>37%</b>	<b>20%</b>

**PAYMENTS**

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		MWBE PARTICIPATION			NYS Goal
	Number of Contracts	Payment Amount	Number of Contracts	MWBE Payment Amount**	MWBE %	
FIRST FISCAL QUARTER APRIL 2012-JUNE 2012	573	\$197,048,846	892	\$36,958,019	19%	20%
<b>TOTAL</b>	<b>573</b>	<b>\$197,048,846</b>	<b>892</b>	<b>\$36,958,019</b>	<b>19%</b>	<b>20%</b>

\* For the first quarter of New York State Fiscal Year (April to June 2012), a greater number of MWBEs have participated in New York State funded projects compared with previous years. In some instances prime contractors exceeded the assigned MWBE goals. In addition to subcontracts, prime contracts were also awarded to MWBEs.

\*\*This amount includes payments made to MWBE prime and subcontractors.

**MTA ALL AGENCY  
DISCRETIONARY PROCUREMENT REPORT\***

November 2011 - June 2012

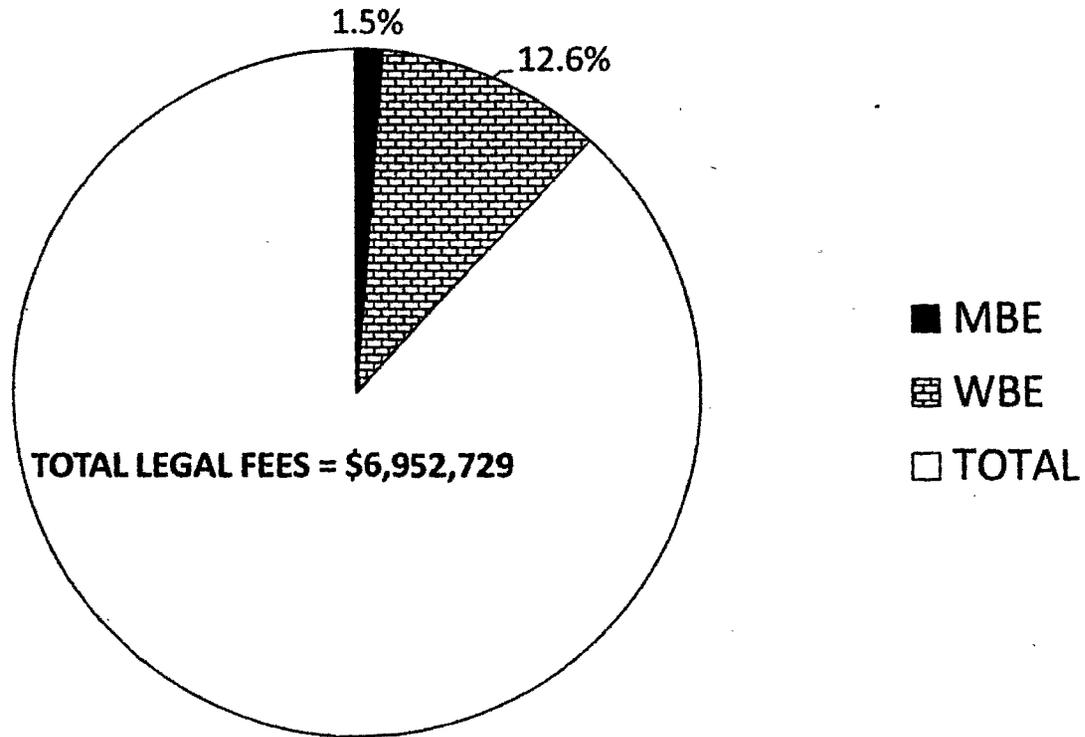
	Total Award Amount	MWBE Award Amount	MWBE%
<b>MTA NYCTA</b>	\$311,106,232.99	\$21,189,751.94	7%
<b>MTA MNR</b>	\$35,719,586.99	\$2,410,677.33	7%
<b>MTA B&amp;T</b>	\$73,726,702.36	\$2,826,656.92	4%
<b>MTA LIRR</b>	\$160,218,480.96	\$2,639,383.45	2%
<b>MTA HQ</b>	\$49,230,685.18	\$808,963.22	2%
<b>MTA CC</b>	\$1,023,964.45	\$19,457.82	2%
<b>MTA BUS</b>	\$11,078,239.14	\$145,812.66	1%
<b>Total</b>	<b>\$642,103,892.07</b>	<b>\$30,040,703.34</b>	<b>5%</b>

\* Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services that do not exceed \$200,000 each, which are not federally funded and may be awarded under the New York State Public Authorities Law to a qualified small business concern or a MWBE.

**FINANCIAL AND LEGAL  
SERVICES**

**July 23, 2012**

# MTA ALL AGENCY LEGAL FEES April 2012-June 2012



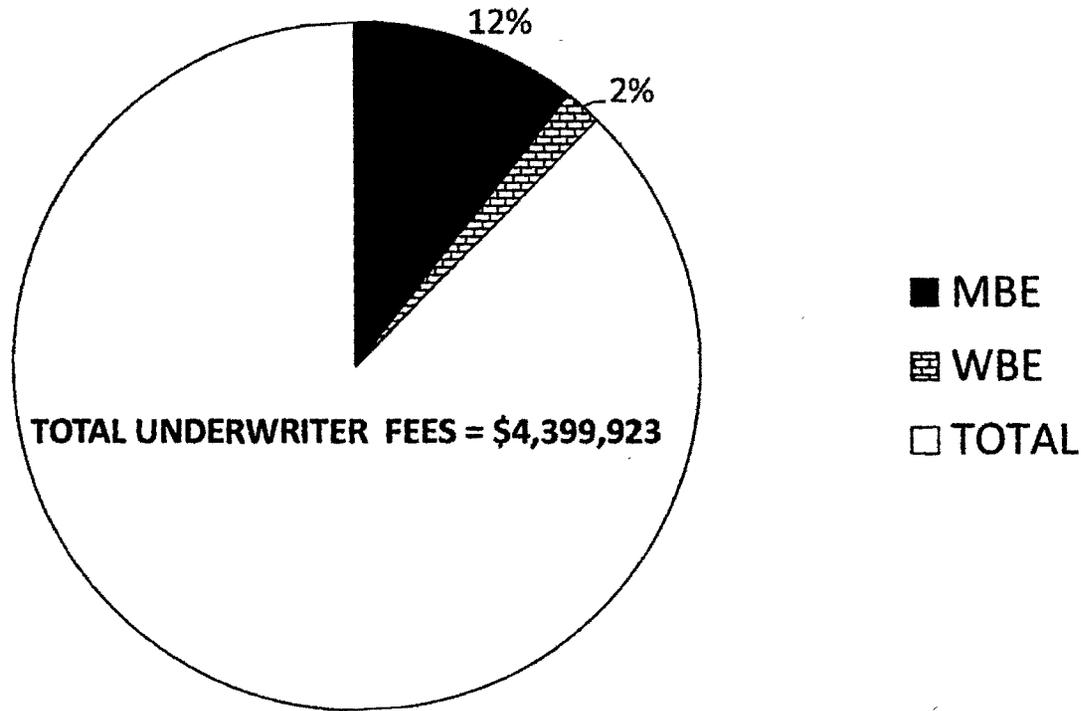
**10% MBE GOAL**  
**10% WBE GOAL**

**Actual MBE Participation = \$105,954 or 1.5%**  
**Actual WBE Participation = \$878,468 or 12.6%**

**MTA ALL AGENCY LEGAL FEES PAID  
APRIL THROUGH JUNE 2012**

<u>TOTAL FEES PAID BY AGENCY</u>	<u>ALL FEES</u>	<u>MBE</u>	<u>AGENCY MBE</u>	<u>WBE</u>	<u>AGENCY WBE</u>
	<u>PAID</u>	<u>FEES PAID</u>	<u>PARTICIPATION</u>	<u>FEES PAID</u>	<u>PARTICIPATION</u>
B&T	\$131,999	\$0	0%	\$16,345.00	12%
LIRR	\$425,110	\$4,331	1%	\$0.00	0%
MTA BUS	\$1,122,130	\$0	0%	\$180,788	16%
MTACC	\$421,886	\$0	0%	\$421,760	100%
MTAHQ	\$1,667,719	\$0	0%	\$47,254	3%
MNR	\$220,819	\$0	0%	\$12,353.00	6%
NYCTA	\$2,963,066	\$101,623	3%	\$199,968	7%

**MTA ALL AGENCIES UNDERWRITER FEES  
April 2012-May 2012**



**10% MBE GOAL  
10% WBE GOAL**

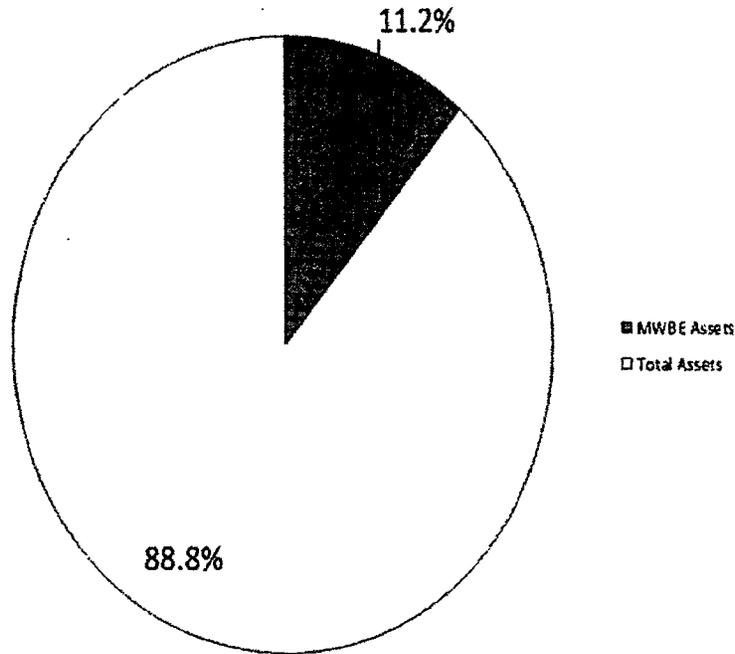
**Actual MBE Participation = \$542,392 or 12%  
Actual WBE Participation = \$81,883 or 2%**

# **MTA ASSET FUND MANAGERS**

**July 23, 2012**

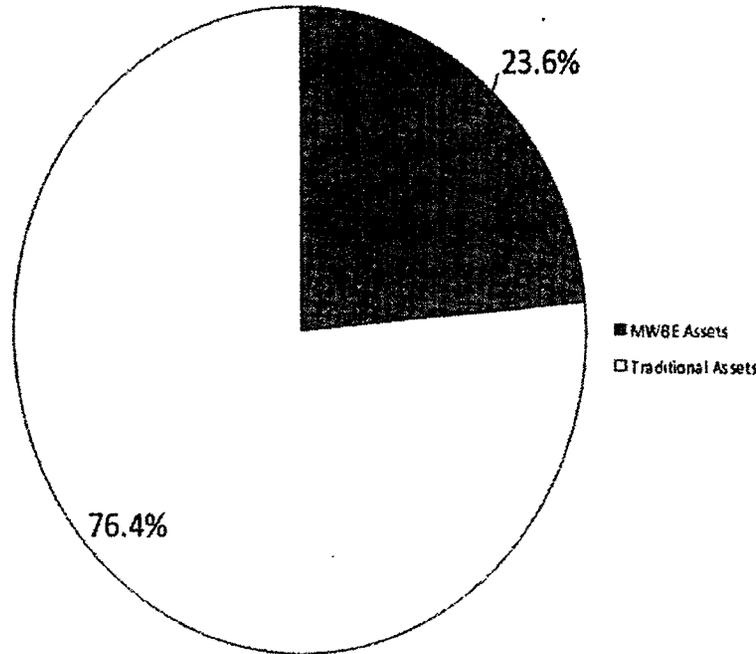
Asset Fund Managers  
MTA MaBSTOA Pension Plan  
As of 05/31/12

Total Assets



Total Assets = \$1,602,810,917  
Actual MWBE Participation = \$179,206,861

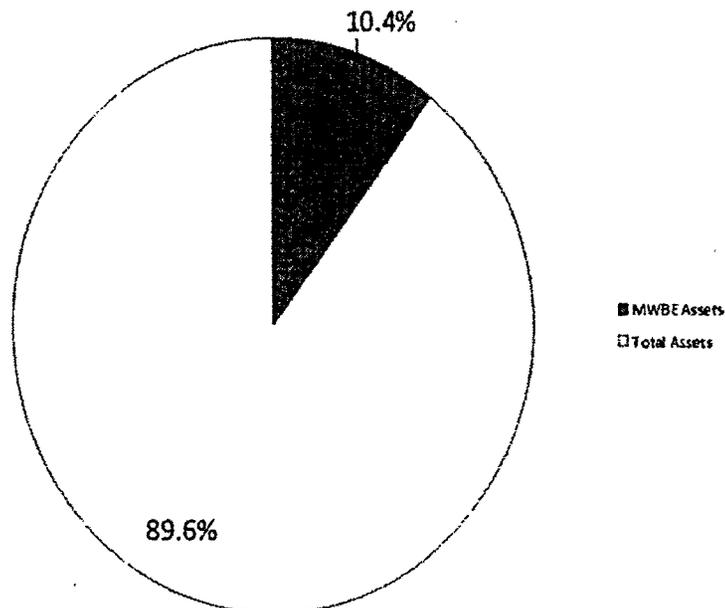
Traditional Assets



Traditional Assets = \$760,065,120  
Actual MWBE Participation = \$179,206,861  
MWBE GOAL - 20%

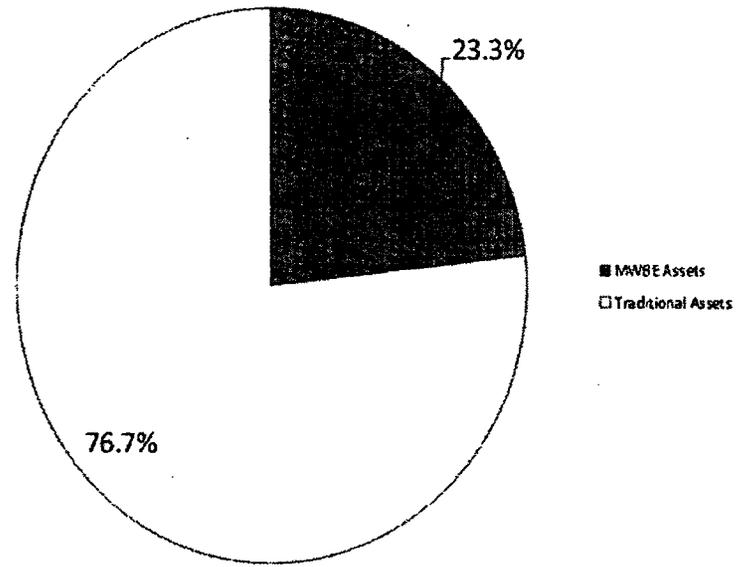
Asset Fund Managers  
 MTA Defined Benefit Pension Plan  
 Including LIRR Additional Plan  
 As of 05/31/12

**Total Assets**



Total Assets = \$2,578,662,793  
 Actual MWBE Participation = \$ 268,305,791

**Traditional Assets**



Traditional Assets = \$1,153,953,675  
 Actual MWBE Participation = \$ 268,305,791

MWBE GOAL - 20%

**MTA CAPITAL PROJECTS  
M/W/DBE AWARDS  
JANUARY- JUNE 2012**

# MWDBE AWARDS ON MTA CAPITAL PROJECTS with GOALS

## January – June 2012

### ALL PROJECTS

FEDERALLY FUNDED	FIRST QUARTER (JANUARY-MARCH) (In millions)			SECOND QUARTER (APRIL-JUNE) (In millions)			2012 TOTALS (JANUARY-JUNE 2012) (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 (%)
Construction	\$ 312.2	\$ 31.4	10.1%	\$ 337.9	\$ 67.3	19.9%	\$ 650.1	\$ 98.7	15.2%
Professional Services				\$ 15.0	\$ 2.6	17.0%	\$ 15.0	\$ 2.6	17%
Other				\$ 1.6	\$ 0.3	20.1%	\$ 1.6	\$ 0.3	20%
<b>TOTAL</b>	<b>\$ 312.2</b>	<b>\$ 31.4</b>	<b>10.1%</b>	<b>\$ 354.5</b>	<b>\$ 70.1</b>	<b>19.8%</b>	<b>\$ 666.7</b>	<b>\$ 101.5</b>	<b>15.2%</b>
<b>Additional MWBE Participation:</b>	<b>Total Awards</b>	<b>Total MWBE Awards</b>		<b>Total Awards</b>	<b>Total MWBE Awards</b>		<b>Total Awards</b>	<b>Total MWBE Awards</b>	
Construction	\$ 312.2	\$ 19.0		\$ 337.9	\$ 29.2		\$ 650.1	\$ 48.2	
Professional Services	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -	
Other	\$ -	\$ -		\$ 1.6	\$ 0.3		\$ 1.6	\$ 0.3	
<b>Total</b>	<b>\$ 312.2</b>	<b>\$ 19.0</b>		<b>\$ 339.5</b>	<b>\$ 29.5</b>		<b>\$ 651.7</b>	<b>\$ 48.5</b>	

STATE FUNDED	FIRST QUARTER (JANUARY-MARCH) (In millions)			SECOND QUARTER (APRIL-JUNE) (In millions)			2012 TOTALS (JANUARY-JUNE 2012) (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 (%)
Construction	\$ 146.1	\$ 11.0	7.5%	\$ 46.5	\$ 4.6	9.8%	\$ 192.6	\$ 15.6	8.1%
Professional Services	\$ 5.7	\$ 0.6	10.0%	\$ 25.6	\$ 2.6	10.1%	\$ 31.4	\$ 3.2	10.0%
Other			0.0%				\$ -	\$ -	
MBE Participation on FTA-funded projects		\$ 7.7			\$ 4.0***		\$ -	\$ 11.7	
<b>TOTAL</b>	<b>\$ 151.8</b>	<b>\$ 19.3</b>	<b>12.7%</b>	<b>\$ 72.1</b>	<b>\$ 11.1</b>	<b>15.4%</b>	<b>\$ 224</b>	<b>\$ 30.4</b>	<b>13.6%</b>
<b>WBE Participation Goal: 10%</b>	<b>Total Awards</b>	<b>Total WBE Awards</b>	<b>WBE Participation (%)</b>	<b>Total Awards</b>	<b>Total WBE Awards</b>	<b>WBE Participation (%)</b>	<b>Total Awards</b>	<b>Total WBE Awards</b>	<b>WBE Participation (%)</b>
Construction	\$ 146.1	\$ 9.2	6.3%**	\$ 46.5	\$ 5.6	12.1%	\$ 192.6	\$ 14.8	7.7%
Professional Services	\$ 5.7	\$ 0.6	10.0%	\$ 25.7	\$ 2.7	10.4%	\$ 31.4	\$ 3.2	10.3%
Other	\$ -	\$ -	0.0%	\$ -	\$ -	0.0%	\$ -	\$ -	
WBE Participation on FTA-funded projects	\$ -	\$ 11.3		\$ -	\$ 25.6***		\$ -	\$ 36.9	
<b>TOTAL</b>	<b>\$ 151.8</b>	<b>\$ 21.1</b>	<b>13.9%</b>	<b>\$ 72.1</b>	<b>\$ 33.8</b>	<b>46.9%</b>	<b>\$ 224</b>	<b>\$ 55.0</b>	<b>24.5%</b>
<b>Additional DBE Participation:</b>	<b>Total Awards</b>	<b>Total DBE Awards</b>		<b>Total Awards</b>	<b>Total DBE Awards</b>		<b>Total Awards</b>	<b>Total DBE Awards</b>	
Construction	\$ 146.1	\$ 6.2		\$ 46.5	\$ 1.6		\$ 192.6	\$ 7.7	
Professional Services	\$ -	\$ -		\$ 25.7	\$ 5.0		\$ -	\$ -	
Other	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -	
<b>Additional DBE Participation Total</b>	<b>\$ 146.1</b>	<b>\$ 6.2</b>		<b>\$ 72.2</b>	<b>\$ 6.5</b>		<b>\$ 192.6</b>	<b>\$ 7.7</b>	

\* During the first quarter, due to specialized nature of the project involving underground track, signal, power and communication systems for NYCT, contract #C-2009, totaling \$261.9 million, the prime contractor was required to perform a majority of the work with its own workforce. Due to the limited number of qualified DBEs in these areas, the 17% DBE goal was reduced to 8%.

\*\* During the first quarter, based on the limited availability of qualified MWBEs in communication, electrical and mechanical areas for NYCT contract #W-32686R, totaling \$105 million, involving VHF radio system upgrade the 20% MWBE goal was reduced to 10% on this project.

\*\*\* NYS credits awards for MWBE participation on Federally funded projects. Therefore, in June 2012, the MTA awarded a federally funded capital construction project, (Second Avenue Subway, 96th Street Station - C-26010), to EE Cruz/Tully, a Joint Venture, totaling \$328 million. In addition to the 20% DBE goal established on the project, EE Cruz/Tully awarded an additional \$28.9 million to 17 NYS certified MWBEs.