



Metropolitan Transportation Authority

Diversity Committee Meeting

September 2014

Committee Members

J. Molloy, Chairman

F. Ferrer, MTA Vice Chairman

S. Metzger

J. Banks III

R. Bickford

Diversity Committee Meeting
347 Madison Ave. - 5th Floor Board Room
New York, NY 10017
Monday, 9/22/2014
2:45 - 3:45 PM ET

- 1. PUBLIC COMMENT PERIOD Discussion**
- 2. APPROVAL OF MINUTES – JULY 28, 2014 Approve**
Minutes of the MTA Diversity Committee Meeting July 2014 - Page 3
- 3. 2014 DIVERSITY COMMITTEE WORK PLAN Review**
DR July 2014 Work Plan - Page 10
- 4. BUSINESS AND DIVERSITY INITIATIVES Presentation**
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- 5. CERTIFICATION ACTIVITY REPORT Presentation**
Certification - September 2014 - Page 16
- 6. SECOND QUARTER 2014 EEO ACTIVITIES Presentation**
EEO Second Quarter Activity Report - September 2014 - Page 19
- 7. SMALL BUSINESS MENTORING PROGRAM UPDATE Presentation**
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- 8. SMALL BUSINESS FEDERAL PROGRAM UPDATE Presentation**
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- 9. M/W/DBE CONTRACT COMPLIANCE 2014 3RD QUARTER REPORT Presentation**
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- 10. FINANCIAL AND LEGAL SERVICES Presentation**
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- 11. ASSET FUND MANAGERS Presentation**
Asset Fund Managers - September 2014 - Page 57
- 12. M/W/DBE CAPITAL PROJECTS 2014 REPORT Presentation**
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MTA DIVERSITY COMMITTEE
Meeting Minutes
347 Madison Avenue, Fifth Floor Board Room
New York, NY 10017
Monday, July 28, 2014
1:00 p.m.

The following Committee members were present:

Hon. John Molloy, Chairman
Hon. Fernando Ferrer
Hon. Susan G. Metzger
Hon. John Banks III

The following Committee member was absent:

Hon. Robert C. Bickford

The following were also present:

Carmen Bianco, President, MTA New York City (“NYC”) Transit
Darryl Irick, President, MTA Bus Company (“MTA Bus”)
Michael Horodniceanu, President, MTA Capital Construction (“CC”)
Joseph Giulietti, President, MTA Metro-North Railroad (“MNR”)
Patrick Nowakowski, President, MTA Long Island Rail Road (“LIRR”)
James Ferrara, President, MTA Bridges and Tunnels (“B&T”)
Barry Kluger, MTA Inspector General
Robert Bergen, Executive Vice President, NYC Transit
Michael J. Garner, Chief Diversity Officer, MTA Department of Diversity and Civil Rights
 (“DDCR”)
Heidi Lemanski, Chief of Staff, MTA Bus
James Henly, General Counsel, MNR
Richard Gans, General Counsel, LIRR
Kathy Meilick, Director, Human Resources, LIRR
Sharon Gallo-Kotcher, Vice President, Staff Services, B&T
Serafina Rutigliano, Director, Human Resources, B&T
Joel Andrews, Chief Equal Employment Opportunity (“EEO”) Officer, Office of EEO,
NYC Transit
Vernessa Moses, Assistant Chief Officer, Office of EEO, NYC Transit
Raymond Diaz, MTA Director of Security

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Michael Coan, Chief of Police, MTA Police Department (“MTAPD”)
Jessie Crawford, Deputy Director, MTA Human Resources and Retirement Programs
Patrick Smith, Senior Director, Human Resources, NYC Transit
Michael Fyffe, Director, Diversity Management, LIRR
Shibu Jacob, Manager, Diversity Management, LIRR
Dennis Mahon, Chief Procurement & Logistics Officer, LIRR
Robert Rodriguez, Director, Office of Diversity & Equal Opportunity, MNR
Anthony Gardner, Deputy Director, Operation Procurement, MNR
Christine Norman, Manager, Procurement and Material Management, MNR
Roberto Aguirre, Assistant Director, Office of Diversity & Equal Opportunity, MNR
Nancy Cotto, Manager, Office of Diversity & Equal Opportunity, MNR
Naeem U. Din, Deputy Director, DDCR
Shawn Moore, Assistant Director, EEO and Title VI Compliance, DDCR
David Cannon, Director, Procurement & Risk Management, CC
Dennis Mahon, Chief Procurement and Logistics Officer, LIRR
Steven Plochochi, Vice President, Materiel, NYC Transit
Judith Giberstone, Assistant Manager, Staffing and Employee Relations, MTA Human Resources
Lakeesha Kaufman, Senior Manager, MTA Human Resources
Julia Christ, Deputy General Counsel, B&T
Michael Wetherell, Director, MTA Office of Construction Oversight

1. Public Speakers:

There were two public speakers.

Debra Grief of Brooklyn Family Support Services’ Advisory Council said people with disabilities should be part of diversity.

Murray Bodin said the elderly should be part of diversity. Mr. Bodin also spoke about change, referring to public agencies being able to solve transportation problems in a different way. He said change has taken place at other public transportation agencies, but change is not so obvious at the MTA.

2. Minutes

Upon motion duly made and seconded, the committee unanimously approved the minutes of the meeting held on May 19, 2014.

3. Overview of Today’s Meeting

2014 Diversity Committee Work Plan

Chairman Molloy asked if there were any changes to the work plan. Mr. Din said updates of outreach events/diversity programs, certification activity, Small Business Mentoring Program (“SBMP”), Small

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Business Federal Program (“SBFP”), and MWDBE contract compliance activities will not be presented at this meeting. Second quarter updates of these program activities will be presented at a committee meeting scheduled for September 2014. Third quarter 2014 updates of the above-mentioned program activities will be presented at the November 2014 committee meeting.

EEO Program Activities

Ms. Moore reported on MTA-wide underutilization as of March 31, 2014. In general, females, Hispanics and employees classified as Others are underutilized. A majority of underutilization occurred within administrative support, skilled craft and service maintenance job categories. Ms. Moore also highlighted underutilization at MTA Headquarters (“MTAHQ”). Overall, females, blacks, Hispanics, and Native Hawaiian/Other Pacific Islanders (“NHOPIs”) are underutilized. At MTAPD, females, blacks, Hispanics and NHOPIs are underutilized.

Ms. Moore also reported on MTA-wide new hires between January and March 2014. A total of 1,543 employees were hired, of which 19% are female and 70.5% are minority. Of the minorities hired, 38.1% are black and 19.4% are Hispanic. MTAHQ hired 40 employees, of whom 13 (32.5%) are females, and 19 (47.5%) are minorities. Ms. Moore also presented a comparison of new hires for the years 2011 through 2013 and for the first quarter of 2014. Mr. Garner added that DDCR is addressing challenges in outreach and hiring that would allow the MTA to move forward.

Additionally, Ms. Moore reported that MTA-wide, 286 EEO complaints were handled between January and March 2014, citing 486 separate allegations. Of these complaints, 141 were filed with external agencies and 145 were filed internally. Of the external complaints, race/color discrimination (18%), disability discrimination (20%), and other or miscellaneous discrimination (25%) were most frequently alleged. Of the internal complaints, race/color discrimination (23%), sexual harassment (22%), and gender discrimination (16%) were most frequently alleged. Ms. Moore also reported on complaint disposition as of first quarter 2013. A total of 43 cases were closed: 18 external and 25 internal. Of the cases that were closed, two were decided in favor of the complainants, two were resolved or settled, one was withdrawn, and the rest were closed in favor of the MTA and its agencies. At MTAHQ, nine complaints were handled during the reporting period. Of these complaints, four were filed with external agencies and five were filed internally. A total of four cases were closed: one external and three internal. Of the cases that were closed, two were decided in favor of MTAHQ and two were settled.

A total of 45 Title VI complaints were handled MTA-wide, of which 80% alleged race discrimination. With respect to complaint disposition, nine cases were closed, all in favor of MTA agencies. No Title VI complaints were filed at MTAHQ. Ms. Moore also provided a comparison of EEO and Title VI complaints handled for the period 2011 through 2013.

Chairman Molloy asked why the number of complaints has increased. Ms. Metzger said more employees are aware of their rights to file a complaint. Ms. Moore said more employees are aware of the internal and external complaint procedures and are using them to file complaints; these complaints are taken seriously.

MTA Agency Presidents' Reports on Recruitment Strategies

The Agency presidents, Ms. Crawford, and Chief Coan each made presentations to the committee. The presentations are contained in the Committee book. Each presenter outlined challenges in female and minority recruitment and strategies to address underutilization at each Agency, at MTAHQ and at MTAPD, respectively.

Ms. Crawford said that working closely with DDCR, MTA Human Resources is developing and implementing a number of strategies to improve underutilization at MTAHQ. MTA recently appointed a director for all-Agency veteran recruitment and staffing initiatives, who will organize attendance at job fairs, and who will assist veterans in learning about and applying for positions throughout the MTA agencies. Human Resources will work closely with DDCR to identify positions where female and minority groups are underutilized, and to find new sources for those job categories where underutilization exists. Human Resources is also working with DDCR to establish an outreach and recruitment budget. Mr. Garner added that another strategy is to create a paid college internship program. He has been having discussions with the Chairman and Board members about funding this program. Chief Coan said MTAPD works closely with MTA Human Resources in recruitment. MTAPD will also work with MTA's director for all agency veteran recruitment and staffing initiatives.

Mr. Ferrer asked how candidates are selected from the pool of applicants who have passed the entry level competitive examination for MTA police officer. Ms. Crawford said applicants who pass the examination are placed in a pool. Candidates from this pool are selected on a random basis by a computer. Mr. Ferrer asked how candidates are selected for ranks of sergeants and above. Ms. Crawford said police officers take the promotional examination for the position of sergeant, and sergeants take the promotional examination for the position of lieutenant. The examination is graded and a list is established. Mr. Ferrer asked if the applicants are ranked. Ms. Crawford replied that yes, they are ranked.

Mr. Bianco reaffirmed NYC Transit's commitment to diversity. He said that while NYC Transit has a very diverse workforce, females and Hispanics are underutilized in various job categories. NYC Transit has conducted focused outreach to address underutilization of these groups. Mr. Bianco added that based on the availability figures from the 2010 Census, Native Hawaiian and Other Pacific Islanders ("NHOPIs") are also underutilized in various job categories. NYC Transit is exploring ways to address underutilization of NHOPIs. A steering committee has been established, coordinated by Mr. Bianco and Mr. Irick, to develop and implement a comprehensive diversity and inclusion plan at NYC Transit and MTA Bus. Mr. Bianco will provide future updates to the Committee about the development and implementation of this plan. Mr. Bianco said he and his leadership team continue to make efforts to increase inclusion and diversity.

Mr. Irick shared Mr. Bianco's commitment to diversity. MTA Bus workforce composition is as follows: 12% female, and 71% minority, including 43% black, 19% Hispanic, 6% Asian, and 4% other groups. Females, Hispanics, Asians and NHOPIs are underutilized in various job categories. MTA Bus has implemented a three-prong approach to increase diversity: executive management awareness, improved public outreach, and workforce development. MTA Bus works closely with senior

management to promote inclusion and diversity. In public outreach, MTA Bus partners with colleges and community organizations to ensure diversity of applicant pool. A workforce development team focuses on increasing skill levels to ensure employees achieve their full potential. MTA Bus is making progress in addressing underutilization of females and minorities within its workforce. Minorities are 87%, and females are 20% of new hires for the first quarter of 2014.

Mr. Nowakowski also affirmed LIRR's commitment to diversity. At LIRR, there is underutilization of females, blacks, Hispanics, American Indians/Alaskan Natives, NHOPIs and Others in various job categories. Improvements have been made in addressing underutilization. Outreach efforts have included attendance at community-based and veterans job fairs, posting vacancies at military websites, recruitment at colleges, and attending high school career events. LIRR is also making special efforts to higher veterans.

Vacancies are announced through the social media and professional websites. Later this year, LIRR will post vacancies at stations and terminals. LIRR also conducts resume writing and interview skills workshops to prepare employees for career advancement. LIRR's 2014 Summer Internship Program is quite diverse; over 80% of interns are females and/or minorities.

Mr. Giuliatti also reaffirmed MNR's commitment to diversity. He said MNR hires the best candidates available from a diverse pool of applicants. He said that of MNR's workforce, 13% are females, 27% are black, 9% are Hispanic, 3% are Asian, 2% are Other. There is underutilization of females, Hispanics, Asians, and Others in various job categories. MNR is currently in the process of hiring over 850 employees, and is engaged in aggressive outreach efforts to diversify its workforce. The three-year comparison of new hires from 2011 to 2013 shows an increase in the number of females and most minority groups. MNR has also increased the representation of females and Hispanics in its internship program. Through its Associate Engineer and mentoring programs, MNR has sought to diversify its workforce. MNR also seeks to promote employees from within its organization. It assists employees through career advisement, and resume writing and interview skills workshops. Mr. Garner said that he looks forward to working with MNR.

Dr. Horodniceanu also reaffirmed CC's commitment to diversity. Of CC's workforce, 31% are females and 50% are minority. Hispanics, NHOPIs and Others are underutilized in various job categories. Although its hiring needs are limited, CC does engage in targeted recruitment and outreach to address underutilization. In order to address the underutilization of Hispanics, CC has acquired membership in Hispanic professional associations, *i.e.*, Hispanic Latino Professional Association ("HLP") and LATCareers. CC posts its vacancies on these associations' websites, and has access to their resume data base. Dr. Horodniceanu said CC will work with DDCR to identify positions where females and minorities are underutilized, and resources for addressing underutilization. Dr. Horodniceanu said he strongly supports paid internships for college students.

Mr. Ferrara also reaffirmed B&T's commitment to diversity. While B&T has made progress, some underutilization remains. Females, Hispanics, American Indians/Alaskan Natives, NHOPIs, and Others are underutilized in various categories. Mr. Ferrara said B&T's Management Associates Program is a vehicle for addressing underutilization. The objective of this program is to select candidates from a diverse pool for entry level positions and mentor them for higher level positions. B&T expects to double the number of associates in the program from five to 10. B&T will also expand

its paid summer internship program. This summer B&T hired 62 interns, the most it has hired. Of this year's summer interns, 66% are minority. The summer interns worked in all departments of B&T.

In addition, B&T attends job fairs to target females, minorities and veterans. Its employees speak at colleges and technical schools. A Civil Service examination for B&T Officer will be offered in early 2015. B&T will engage in outreach to ensure a diverse applicant pool for this examination.

Mr. Ferrer asked why availability numbers were different from agency to agency. Mr. Giulietti said the availability numbers are derived from the service area and where employees reside. He said Agencies are not measured against the same availability pool.

Mr. Din said that the availability numbers are derived from each agency's recruitment area; agencies have different recruitment areas. Mr. Ferrer said it is confusing to see different availability numbers for agencies that use the same recruitment area. Ms. Moore said availability is determined by looking at Census figures for particular job groups within job categories for a particular recruitment area. Ms. Metzger said a report describing each agency's recruitment area would be helpful.

MTA DBE Goal Plan

Mr. Din presented MTA's overall Goal Plan for Disadvantaged Business Enterprise ("DBE") participation in Agency-wide federally funded contracts and procurements for the next three Federal Fiscal Years ("FFYs"), 2015-2017. The Goal Plan needs to be submitted to the Federal Transit Administration ("FTA") by August 1, 2014. While the FTA does not approve MTA's DBE goal, it approves the methodology used to determine the goal. MTA has established a goal of 17% DBE participation, which is the same as the goal for last three FFYs. Mr. Din said MTA's DBE goal is at best an estimate, since MTA's Five-Year Capital Program, covering calendar years 2015-2019, is pending approval. This Capital Program will cover MTA's federally funded projects for FFYs 2015-2017. Upon approval of MTA's Capital Program, DDCR will reassess MTA's DBE goal and its rationale to determine if any adjustment is warranted.

A two-step process is used to determine the expected level of DBE participation. First, a "Base Figure" of DBE availability is established. This entails dividing the number of available DBEs which can perform the types of contracts MTA Agencies anticipate awarding by the total number of all firms which can perform the types of contracts MTA Agencies anticipate awarding. The projected value of federally funded contracts subject to the goal is estimated to be approximately \$5.7 billion. Contracting activity is broken down by the type of work involved, *i.e.*, general construction, special trades, architectural and engineering services, and administrative support. Using this methodology, MTA arrived at the base figure of 17.09%. The second step is to determine if any adjustment to the Base Figure is needed. Factors considered are abilities of DBEs to undertake projects as primes, upcoming opportunities for DBE participation, level of past DBE participation, increased outreach and input from interested parties, and DBE participation in MTA's SBFP. Considering these factors, MTA has determined that adjustment to the Base Figure is not necessary.

Mr. Din said DBE participation in MTA's federally funded projects has steadily increased from FFY 2011 through the first six months of FFY 2014. DBE participation in SBFP is at 33%, almost twice the overall DBE goal of 17%.

As required by Federal regulations, MTA engaged in a public participation process. Meetings were held with DBEs, non-DBEs, and advocacy groups. MTA received positive feedback from attendees on its goal of 17% DBE participation. Starting on June 12, 2014, MTA's DBE goal was advertised in *The New York Times*, *Newsday*, *El Diario*, *Minority Commerce Weekly*, and *The Journal News*. Each publication announced a 45-day comment period. To date no comments have been received.

The Committee unanimously approved MTA's DBE goal and forwarded it to the full MTA Board for approval.

Adjournment

Chairman Molloy 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



2014 Diversity Committee Work Plan

I. RECURRING AGENDA ITEMS

Responsibility

Approval of Minutes	Committee Chair & Members
Committee Work Plan	Committee Chair & Members
MTA Agency-wide Business and Diversity Initiatives and EEO Programs 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

March 2014

Recommitment to EEO Policy Statements	Dept. of Diversity/Civil Rights
2014 Departmental Goals	
2013 Year-End Report on EEO	

May 2014

1st Quarter 2014 Report	Dept. of Diversity/Civil Rights
Approval of MTA's Title VI Program	Committee Chairs & Members

July 2014

1st Quarter 2014 Report on EEO	Dept. of Diversity/Civil Rights
EEO Program Update	
Recruitment Strategies for MTAHQ and MTA Agencies	Dept. of Diversity/Civil Rights and Agency Staff
Approval of MTA's Overall DBE Goal for Federal Fiscal Years ("FFYs") 2015-2017	Committee Chair & Members

September 2014

2nd Quarter 2014 Report

November 2014

3 rd Quarter 2014 Report	Dept. of Diversity/Civil Rights
Status Report on MTA Inter-Agency M/W/DBE Task Force	
Diversity Committee Charter Review	Committee Chair & Members
2015 Diversity Committee Work Plan	Dept. of Diversity & Civil Rights

2014 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

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

MTA Agency-wide Business and Diversity Initiatives Program Activities

The MTA Department of Diversity and Civil Rights update of planned Agency-wide Business and Diversity Initiatives Programs activities.

MTA Agency-wide EEO Program Activities

The MTA Department of Diversity and Civil Rights update of agency-wide workforce analysis, new hires and EEO and Title VI complaints.

MTA DBE Certification Program Activities

MTA Department of Diversity and Civil Rights update of DBE Certification Program activities.

M/W/DBE Contract Compliance Activities

MTA Department of Diversity and Civil Rights update 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

March 2014

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 2014 MTA Department of Diversity/Civil Rights Departmental Goals

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

2013 Year-End Report on EEO

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

May 2014

1st Quarter 2014 Report

The Department of Diversity and Civil Rights will present an update on Business and Diversity Initiatives. The Department of Diversity and Civil Rights will also present an update on DBE Certification and M/W/DBE Contract Compliance Programs activities.

Approval of MTA's Title VI Program

The Department of Diversity and Civil Rights will present MTA's Title VI Program for approval of the Diversity Committee.

July 2014

1st Quarter 2014 Report on EEO

The Department of Diversity and Civil Rights will present an update on EEO Program activities. The Department of Diversity and Civil Rights, MTA Human Resources and agency staff will present a report on recruitment strategies for MTAHQ and MTA agencies.

EEO Program Update

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

Approval of MTA's DBE Goal for FFY 2015-2017

In addition, the Department of Diversity and Civil Rights will present MTA's overall DBE Goal for FFYs 2015-2017 for approval of the Diversity Committee.

September 2014

2nd Quarter 2014 Report

The Department of Diversity and Civil Rights will present an update on Business and Diversity Initiatives and EEO Programs activities. The Department of Diversity and Civil Rights will also present an update on the activities of DBE Certification and M/W/DBE Contract Compliance Programs activities.

November 2014

3rd Quarter 2014 Report

The Department of Diversity and Civil Rights will present an update on Business and Diversity Initiatives and EEO Programs activities. The Department of Diversity and Civil Rights will also present an update on the activities of DBE Certification and M/W/DBE Contract Compliance Programs activities.

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

The Department of Diversity and 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.

2015 Diversity Committee Work Plan

The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2015.



Metropolitan Transportation Authority

MTA DEPARTMENT OF DIVERSITY AND CIVIL RIGHTS BUSINESS AND DIVERSITY INITIATIVES

September 22, 2014

Business & Diversity Initiatives

June 2014

Monthly DBE Certification Workshop
DDCR Presents the New Firm Orientation Session
MTA DBE Goal Setting Roundtable Session Fiscal Years 2015 - 2017
Asian Women In Business Procurement Opportunities Conference
Harlem Week Celebration Kick off Reception
NY/NJ Minority Supplier Development Council Business Opportunity Expo
LaGuardia Community College 12th Annual Queens Small Business and Procurement Expo
2014 Long Island Community and Economic Development Conference
SBA Growing Your Business With Government Contracts
National Minority Business Council 42nd Anniversary Celebration

July 2014

Monthly DBE Certification Workshop
DBE Goal & Rationale Methodology Public Meeting FFY 2015 - 2017
Rockland Economic Development Corp.: How to Do Business with the MTA
The 21st Annual Competitive Edge Conference
The National Hispanic Business Group Women's Leadership Dinner
The National Hispanic Business Group Awards Gala



Metropolitan Transportation Authority

MTA Department of Diversity/Civil Rights Certification Activity Report

September 22, 2014

**CERTIFICATION APPLICATIONS RECEIVED
SECOND QUARTER 2014 - 2012**

	2014	2013	2012
APRIL	13	10	18
MAY	2	19	14
JUNE	17	5	11
TOTAL	32	34	43

CERTIFICATION ACTIVITY FOR NEW APPLICATIONS SECOND QUARTER 2014 - 2012

	2014	2013	2012
CERTIFIED	18	30	17
DENIED	1	0	2
RETURNED	4	6	4
WITHDRAWN	7	4	2
TOTAL	30	40	25



Metropolitan Transportation Authority

MTA DEPARTMENT OF DIVERSITY/ CIVIL RIGHTS EEO ACTIVITIES SECOND QUARTER 2014

September 22, 2014

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, 2014 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, 2014, females, Hispanics and employees classified as Others were underrepresented 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 number of employees at the operating agencies.

The following charts provide: 1) the female and minority workforce percentages for each agency; 2) 80% of the females and minorities available for work based on the 2010 Census by job category; and 3) 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, 2014

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOP***			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
Officials & Administrators																					
MTA HQ	32%	40%	YES	8%	17%	YES	8%	6%	NO	5%	12%	YES	0%	0%	YES	2%	0%	NO	1%	1%	YES
MTA B&T	29%	20%	NO	6%	18%	YES	8%	5%	NO	5%	10%	YES	2%	0%	NO	0%	0%	YES	1%	1%	YES
MTA MNR	26%	23%	NO	8%	15%	YES	9%	6%	NO	6%	7%	YES	0%	0%	YES	0%	0%	YES	1%	2%	YES
MTA LIRR	22%	21%	NO	12%	10%	NO	7%	7%	YES	4%	6%	YES	0%	0%	YES	1%	0%	NO	2%	2%	YES
MTA NYCT	27%	16%	NO	11%	35%	YES	9%	11%	YES	6%	14%	YES	0%	0%	YES	1%	0%	NO	1%	2%	YES
MTA CC	21%	27%	YES	5%	12%	YES	9%	4%	NO	27%	30%	YES	0%	0%	YES	1%	0%	NO	0%	3%	YES
MTA Bus	21%	10%	NO	13%	29%	YES	9%	14%	YES	6%	6%	YES	0%	0%	YES	0%	0%	YES	1%	3%	YES
Professionals																					
MTA HQ	39%	56%	YES	11%	34%	YES	8%	10%	YES	7%	17%	YES	0%	1%	YES	3%	0%	NO	1%	6%	YES
MTA B&T	31%	39%	YES	8%	18%	YES	8%	17%	YES	9%	20%	YES	0%	0%	YES	1%	0%	NO	1%	2%	YES
MTA MNR	33%	37%	YES	8%	18%	YES	7%	11%	YES	9%	14%	YES	0%	0%	YES	0%	0%	YES	1%	3%	YES
MTA LIRR	19%	22%	YES	10%	13%	YES	7%	11%	YES	6%	16%	YES	0%	0%	YES	2%	0%	NO	1%	3%	YES
MTA NYCT	36%	35%	NO	11%	32%	YES	8%	9%	YES	8%	26%	YES	0%	0%	YES	3%	0%	NO	1%	3%	YES
MTA CC	43%	50%	YES	7%	22%	YES	7%	11%	YES	5%	45%	YES	0%	0%	YES	2%	0%	NO	1%	0%	NO
MTA Bus	34%	48%	YES	12%	24%	YES	9%	10%	YES	7%	18%	YES	0%	0%	YES	2%	0%	NO	2%	6%	YES

*Females are also included in the percentage totals for each of the minority groups.

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

MTA-WIDE UTILIZATION ANALYSIS

AS OF JUNE 30, 2014

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOP1***			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
Technicians																					
MTA HQ	13%	6%	NO	15%	5%	NO	10%	8%	NO	1%	2%	YES	0%	0%	YES	1%	0%	NO	1%	3%	YES
MTA B&T	12%	19%	YES	12%	17%	YES	11%	18%	YES	4%	6%	YES	0%	0%	YES	3%	0%	NO	0%	5%	YES
MTA MNR	27%	5%	NO	12%	21%	YES	9%	4%	NO	13%	9%	NO	0%	0%	YES	0%	0%	YES	1%	2%	YES
MTA LIRR	9%	12%	YES	11%	17%	YES	8%	11%	YES	7%	12%	YES	0%	0%	YES	1%	0%	NO	1%	0%	NO
MTA NYCT	39%	47%	YES	11%	49%	YES	12%	13%	YES	5%	12%	YES	0%	0%	YES	12%	0%	NO	2%	3%	YES
MTA CC	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA Bus	20%	58%	YES	8%	13%	YES	8%	17%	YES	14%	21%	YES	0%	0%	YES	4%	0%	NO	1%	0%	NO
Protective Services																					
MTA HQ	14%	12%	NO	12%	15%	YES	15%	18%	YES	1%	3%	YES	0%	0%	YES	1%	0%	NO	1%	1%	YES
MTA B&T	19%	21%	YES	29%	33%	YES	5%	23%	YES	3%	4%	YES	0%	0%	YES	0%	0%	YES	0%	1%	YES
MTA MNR	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA LIRR	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA NYCT	21%	23%	YES	31%	60%	YES	18%	16%	NO	1%	7%	YES	1%	0%	NO	3%	0%	NO	1%	1%	YES
MTA CC	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA Bus	16%	40%	YES	34%	40%	YES	18%	40%	YES	3%	0%	NO	0%	0%	YES	2%	0%	NO	2%	20%	YES

*Females are also included in the percentage totals for each of the minority groups.

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

MTA-WIDE UTILIZATION ANALYSIS

AS OF JUNE 30, 2014

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOP1***			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
Para-Professionals																					
MTA HQ	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA B&T	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA MNR	69%	53%	NO	13%	15%	YES	12%	13%	YES	4%	23%	YES	0%	0%	YES	0%	0%	YES	1%	3%	YES
MTA LIRR	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA NYCT	52%	46%	NO	20%	50%	YES	16%	25%	YES	2%	7%	YES	0%	0%	YES	6%	0%	NO	2%	0%	NO
MTA CC	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA Bus	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
Administrative Support																					
MTA HQ	62%	74%	YES	20%	46%	YES	19%	16%	NO	2%	5%	YES	0%	0%	YES	5%	0%	NO	2%	4%	YES
MTA B&T	53%	72%	YES	18%	59%	YES	22%	12%	NO	2%	9%	YES	2%	0%	NO	4%	0%	NO	1%	0%	NO
MTA MNR	59%	44%	NO	15%	32%	YES	15%	14%	NO	5%	4%	NO	0%	1%	YES	0%	0%	YES	1%	3%	YES
MTA LIRR	49%	47%	NO	19%	27%	YES	11%	11%	YES	3%	4%	YES	0%	0%	YES	2%	0%	NO	2%	3%	YES
MTA NYCT	55%	43%	NO	21%	57%	YES	23%	14%	NO	4%	15%	YES	0%	0%	YES	6%	0%	NO	2%	2%	YES
MTA CC	65%	78%	YES	18%	22%	YES	17%	11%	NO	2%	11%	YES	0%	0%	YES	4%	0%	NO	2%	0%	NO
MTA Bus	57%	42%	NO	23%	28%	YES	21%	13%	NO	3%	7%	YES	0%	0%	YES	5%	0%	NO	5%	7%	YES

*Females are also included in the percentage totals for each of the minority groups.

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

MTA-WIDE UTILIZATION ANALYSIS

AS OF JUNE 30, 2014

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOP1***			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
Skilled Craft																					
MTA HQ	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA B&T	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA MNR	3%	6%	YES	13%	18%	YES	10%	8%	NO	2%	2%	YES	0%	0%	YES	0%	0%	YES	2%	2%	YES
MTA LIRR	9%	10%	YES	17%	16%	NO	12%	10%	NO	2%	3%	YES	0%	0%	YES	1%	0%	NO	2%	2%	YES
MTA NYCT	21%	5%	NO	24%	39%	YES	16%	12%	NO	5%	13%	YES	0%	0%	YES	7%	0%	NO	2%	1%	NO
MTA CC	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA Bus	0%	0%	YES	21%	29%	YES	25%	15%	NO	2%	9%	YES	0%	0%	YES	3%	2%	NO	1%	4%	YES
Service Maintenance																					
MTA HQ	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA B&T	1%	3%	YES	11%	18%	YES	15%	15%	YES	3%	4%	YES	0%	0%	YES	1%	0%	NO	1%	2%	YES
MTA MNR	7%	13%	YES	16%	35%	YES	25%	17%	NO	3%	1%	NO	0%	0%	YES	0%	0%	YES	2%	2%	YES
MTA LIRR	17%	19%	YES	17%	27%	YES	22%	14%	NO	2%	2%	YES	0%	0%	YES	1%	0%	NO	2%	3%	YES
MTA NYCT	17%	18%	YES	36%	57%	YES	26%	21%	NO	2%	5%	YES	0%	0%	YES	2%	0%	NO	2%	2%	YES
MTA CC	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA Bus	11%	12%	YES	27%	51%	YES	30%	21%	NO	4%	5%	YES	0%	0%	YES	3%	0%	NO	1%	3%	YES

*Females are also included in the percentage totals for each of the minority groups.

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

MTA-Wide New Hires January 1, 2014 to June 30, 2014

- ❖ Between January 1, 2014 and June 30, 2014, MTA and its Agencies hired a total of 3,313 employees.
- ❖ 21 % of the total new hires are females.
- ❖ 71% of the total new hires are minorities.*
- ❖ Of the 71% of minorities hired, 39% are black and 18% are Hispanic.
- ❖ MTA HQ hired the highest percentage of females (41%).
- ❖ MTA BUS hired the highest percentage of minorities (87%).

*Females are included in each of the minority groups.

MTA-WIDE NEW HIRES

JANUARY 1, 2014 TO JUNE 30, 2014

AGENCY	NEW HRES ¹	FEMALES ²		Minorities		Non-Minorities		BLACKS		HISPANICS		ASIANS		AI/AN		NHOPI		OTHER	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MTA HQ	80	33	41%	47	59%	33	41%	22	28%	8	10%	15	19%	0	0%	0	0%	2	3%
MTA B&T	36	11	31%	18	50%	18	50%	8	22%	9	25%	1	3%	0	0%	0	0%	0	0%
MTA MNR	298	53	18%	137	19%	161	54%	55	19%	54	18%	23	8%	0	0%	0	0%	5	2%
MTA LIRR	270	49	18%	137	51%	133	49%	49	18%	36	13%	42	16%	0	0%	0	0%	1	0%
MTA NYCT	2,330	490	21%	1,760	76%	570	24%	1,004	43%	430	18%	307	13%	1	0%	0	0%	18	1%
MTA CC	13	5	38%	8	62%	5	38%	2	15%	1	8%	5	38%	0	0%	0	0%	0	0%
MTA BUS	286	39	14%	250	87%	36	13%	145	51%	73	26%	28	10%	1	0%	0	0%	3	1%
Total	3,313	680	21%	2,357	71%	956	29%	1,285	39%	611	18%	421	13%	2	0%	0	0%	29	1%

¹ Total includes males and females, both minority and non-minority.

² Total includes females, both minority and non-minority.

EEO/TITLE VI COMPLAINTS

- Between January 2014 and June 2014, MTA and its Agencies handled a total of 352 EEO complaints, citing 566 separate allegations.*
- Of the 352 complaints, 168 were filed externally at city, state and federal agencies and 184 were filed internally.
- Of the 168 external complaints, the most frequently cited bases for complaints were: 1) disability discrimination (19%); 2) other** types of miscellaneous discrimination (25%); and 3) race/color discrimination (20%).
- Of the 184 internal complaints, the most frequently cited bases for complaints were: 1) sexual harassment (21%); 2) other types of miscellaneous discrimination (15%); and 3) race/color discrimination (23%).
- Between January 2014 and June 2014, MTA and its Agencies handled a total of 59 Title VI complaints, citing 61 separate allegations. Of these 59 complaints, race discrimination (80%) was most frequently cited as the basis for the complaint.

*These complaints include those filed prior to the reporting period and which remained open during the reporting period.

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

MTA-WIDE EEO COMPLAINTS

AS OF JUNE 30, 2014¹

EEO DISCRIMINATION COMPLAINTS EXTERNAL											
AGENCY	RACE COLOR	SEXUAL HARASS.	AGE	GENDER	RELIGION	NATIONAL ORIGIN	DISABILITY	OTHER ²	TOTAL ISSUES ³	TOTAL CASES	STATUS OPEN
MTA	3	1	1	2	2	1	1	2	13	6	3
B&T	2	1	1	2	2	1	0	4	13	6	6
MNR	9	0	11	3	2	2	9	12	48	23	16
LIRR	5	1	1	1	0	2	2	1	13	8	6
NYCT	35	3	20	21	6	12	41	49	186	119	96
CC	0	0	0	0	0	0	0	0	0	0	0
MTA BUS	4	0	1	0	0	0	2	3	10	6	6
TOTAL	58	6	35	29	12	18	55	71	283	168	133
	20%	2%	12%	10%	4%	6%	19%	25%			

EEO DISCRIMINATION COMPLAINTS INTERNAL											
AGENCY	RACE COLOR	SEXUAL HARASS.	AGE	GENDER	RELIGION	NATIONAL ORIGIN	DISABILITY	OTHER ²	TOTAL ISSUES ³	TOTAL CASES	STATUS OPEN
MTA	6	1	0	4	1	0	1	1	15	9	4
B&T	0	0	0	0	1	1	2	0	4	4	0
MNR	10	1	3	5	0	2	0	4	31	20	6
LIRR	2	0	1	0	0	0	0	3	6	5	0
NYCT	47	56	14	34	6	22	10	35	224	143	93
CC	0	0	0	0	0	0	0	0	0	0	0
MTA BUS	0	1	1	1	0	0	0	0	3	3	2
TOTAL	65	59	19	44	8	25	13	43	283	184	105
	23%	21%	7%	16%	3%	9%	5%	15%			

1. This chart includes all pending matters as of the date of the report; including matters filed prior to the reporting period.
2. "Other" contains all EEO categories not otherwise specifically mentioned on the chart (i.e., sexual orientation, military status, marital status, arrest/conviction record or retaliation, etc.)
3. In some instances, a single complaint may involve two or more EEO categories.

MTA-WIDE TITLE VI COMPLAINTS

AS OF JUNE 30, 2014¹

AGENCY	RACE	COLOR	NATIONAL ORIGIN	INCOME	TOTAL ² ISSUES	TOTAL CASES	STATUS OPEN
MTA	0	0	0	0	0	0	0
MTA MNR	8	0	0	0	8	8	1
MTA LIRR	3	0	0	0	3	3	2
MTA NYCT	39	3	7	0	49	47	35
MTA CC	0	0	0	0	0	0	0
MTA BUS	1	0	0	0	1	1	0
TOTAL	51	3	7	0	61	59	38
	80%	2%	11%	0%			

1. This chart includes all pending matters as of the date of the report; including matters filed prior to the reporting period.
2. In some instances, a single complaint may involve two or more EEO categories.

MTA-WIDE EEO COMPLAINTS

DISPOSITION - JANUARY TO JUNE 2014

EEO DISCRIMINATION EXTERNAL COMPLAINTS

MTA AGENCY	REASONABLE CAUSE	NO REASONABLE CAUSE	ADMINISTRATIVE CLOSURE	WITHDRAWN	DISMISSAL	RESOLVED/ SETTLEMENT	TOTAL CASES
MTAHQ	0	0	0	0	0	3	3
B&T	0	0	0	0	0	0	0
MNR	0	2	5	0	0	0	7
LIRR	0	0	0	0	1	1	2
NYCT	0	23	0	0	0	0	23
CC	0	0	0	0	0	0	0
MTA BUS	0	0	0	0	0	0	0
TOTAL							35

EEO DISCRIMINATION INTERNAL COMPLAINTS

MTA AGENCY	REASONABLE CAUSE	NO REASONABLE CAUSE	ADMINISTRATIVE CLOSURE	WITHDRAWN	DISMISSAL	RESOLVED/ SETTLEMENT	TOTAL CASES
MTAHQ	1	3	0	0	0	1	5
B&T	0	4	0	0	0	0	4
MNR	1	7	6	0	0	0	14
LIRR	0	5	0	0	0	0	5
NYCT	8	29	8	5	0	0	50
CC	0	0	0	0	0	0	0
MTA BUS	0	1	0	0	0	0	1
TOTAL							79

MTA-WIDE TITLE VI COMPLAINTS

DISPOSITION - JANUARY TO JUNE 2014

MTA AGENCY	REASONABLE CAUSE	NO REASONABLE CAUSE	ADMINISTRATIVE CLOSURE	WITHDRAWN	DISMISSAL	RESOLVED/ SETTLEMENT	TOTAL CASES
MTAHQ	0	0	0	0	0	0	0
B&T	0	0	0	0	0	0	0
MNR	0	4	3	0	0	0	7
LIRR	0	1	0	0	0	0	1
NYCT	0	10	2	0	0	0	12
CC	0	0	0	0	0	0	0
MTA BUS	0	1	0	0	0	0	1
						TOTAL	21

2014 SECOND QUARTER EEO REPORT

AGENCY NAME: **MTAHQ**

**WORKFORCE UTILIZATION
AS OF JUNE 30, 2014**

JOB TITLE	FEMALES ¹			BLACKS			HISPANICS			ASIANS			AI/AN ²			NHOPI ³			OTHER		
	Est Avail	Actual %	Met Avail	Est Avail	Actual %	Met Avail	Est Avail	Actual %	Met Avail	Est Avail	Actual %	Met Avail	Est Avail	Actual %	Met Avail	Est Avail	Actual %	Met Avail	Est Avail	Actual %	Met Avail
Officials & Administrators	32%	40%	Yes	8%	17%	Yes	8%	6%	No	5%	12%	Yes	0%	0%	Yes	2%	0%	No	1%	1%	Yes
Professionals	39%	56%	Yes	11%	34%	Yes	8%	10%	Yes	7%	17%	Yes	0%	1%	Yes	3%	0%	No	1%	6%	Yes
Technicians	13%	6%	No	15%	5%	No	10%	8%	No	1%	2%	Yes	0%	0%	Yes	1%	0%	No	1%	3%	Yes
Protective Services	14%	12%	No	12%	15%	Yes	15%	18%	Yes	1%	3%	Yes	0%	0%	Yes	1%	0%	No	1%	1%	Yes
Paraprofessionals	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
Administrative Support	62%	74%	Yes	20%	46%	Yes	19%	14%	No	2%	5%	Yes	0%	0%	Yes	5%	0%	No	2%	4%	Yes
Skilled Craft	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
Service Maintenance	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes

1. Females are also included in the percentage totals for each of the minority groups.
2. American Indian/Alaskan Native
3. Native Hawaiian/Other Pacific Islander

DEFINITIONS OF EEO JOB CATEGORIES:

Officials & Administrators

Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis.

Professionals

Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.

Technicians

Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.

Protective Services

Occupations in which workers are entrusted with public safety, security and protection from destructive forces.

Paraprofessionals

Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.

Administrative Support

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

Skilled Craft

Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal

Service Maintenance

Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

MTA POLICE WORKFORCE UTILIZATION SECOND QUARTER 2014

JOB TITLE	FEMALES ¹				BLACKS				HISPANICS			
	Est Avail	Estimated #	Actual #	Met Avail (Yes/No)	Est Avail	Estimated #	Actual #	Met Avail (Yes/No)	Est Avail	Estimated #	Actual #	Met Avail (Yes/No)
Inspector	16%	0	0	Yes	20%	1	0	No	12%	0	0	Yes
Captains	16%	2	0	No	19%	3	0	No	11%	2	1	No
Lieutenants	16%	4	1	No	20%	4	0	No	12%	3	2	No
Sergeants/Detective Sgts.	11%	9	6	No	11%	10	5	No	8%	7	6	No
Detectives	18%	5	5	Yes	13%	3	3	Yes	14%	4	6	Yes
Police Officers	13%	70	60	No	12%	60	80	Yes	15%	77	89	Yes

JOB TITLE	ASIANS				AI/AN ²				NHOPI ³			
	Est Avail	Estimated #	Actual #	Met Avail (Yes/No)	Est Avail	Estimated #	Actual #	Met Avail (Yes/No)	Est Avail	Estimated #	Actual #	Met Avail (Yes/No)
Inspector	1%	0	0	Yes	0%	0	0	Yes	1%	0	0	Yes
Captains	1%	0	1	Yes	0%	0	0	Yes	1%	0	0	Yes
Lieutenants	1%	0	0	Yes	0%	0	0	Yes	1%	0	0	Yes
Sergeants/Detective Sgts.	0%	0	2	Yes	0%	0	0	Yes	1%	0	0	Yes
Detectives	1%	0	0	Yes	0%	0	0	Yes	1%	0	0	Yes
Police Officers	1%	6	17	Yes	0%	0	0	Yes	1%	6	0	No

JOB TITLE	OTHER			
	Est Avail	Estimated #	Actual #	Met Avail (Yes/No)
Inspector	1%	0	1	Yes
Captains	1%	0	0	Yes
Lieutenants	1%	0	2	Yes
Sergeants/Detective Sgts.	0%	0	1	Yes
Detectives	1%	0	1	Yes
Police Officers	1%	6	6	Yes

1. Females are also included in the percentage totals for each of the minority groups.

2. American Indian/Alaskan Native

3. Native Hawaiian Other Pacific Islander

2014 SECOND QUARTER EEO REPORT

AGENCY NAME: **MTAHQ**

NEW HIRES AS OF JUNE 30, 2014

JOB CATEGORY	TOTAL ¹	FEMALES ²		Minorities		Non-Minorities		BLACKS		HISPANICS		ASIANS		AI/AN		NHOPI		OTHER	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	18	8	44%	11	61%	7	39%	8	44%	1	6%	2	11%	0	0%	0	0%	0	0%
Professionals	32	16	50%	22	69%	10	31%	8	25%	3	9%	9	28%	0	0%	0	0%	2	6%
Technicians	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Protective Services	17	2	12%	5	29%	12	71%	3	18%	1	6%	1	6%	0	0%	0	0%	0	0%
Paraprofessionals	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	13	7	54%	9	69%	4	31%	3	23%	3	23%	3	23%	0	0%	0	0%	0	0%
Skilled Craft	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Service Maintenance	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	80	33	41%	47	59%	33	41%	22	28%	8	10%	15	19%	0	0%	0	0%	2	3%

1. Total includes males and females, both minority and non-minority.

2. Total includes females, both minority and non-minority.

2014 SECOND QUARTER EEO REPORT

AGENCY NAME: **MTAHQ**

EEO AND TITLE VI COMPLAINTS

JANUARY 1, 2014 to JUNE 30, 2014¹

Category	Race	Disability	Gender	National Origin	Age	Sexual Harassment	Religion	Other ²	Total Issues ³	Total Cases	Status (# Open)
EEO TOTAL	9	2	6	1	2	2	3	3	28	15	7
External Complaints	3	1	2	1	1	1	2	2	13	6	3
Internal Complaints	6	1	4	0	1	1	1	1	15	9	4

Category	Race	National Origin	Color	Total Issues ³	Total Cases	Status (# Open)
Title VI	0	0	0	0	0	0

1. This chart includes all pending matters as of the date of the report; including matters filed prior to the reporting period.
2. "Other" contains all EEO categories not otherwise specifically mentioned on the chart.
3. In some instances a single complaint may involve two or more EEO categories.

2014 SECOND QUARTER EEO REPORT

AGENCY NAME: **MTAHQ**

EEO DISCRIMINATION COMPLAINT RESOLUTIONS

JANUARY 1, 2014 to JUNE 30, 2014

	Decided in Favor of Agency	Decided in Favor of Complainant	Administrative Closure	Withdrawn	Dismissed	Resolved/Settled	Total
EEO TOTAL	3	1	0	0	0	4	8
External Complaints	0	0	0	0	0	3	3
Internal Complaints	3	1	0	0	0	1	5

TITLE VI DISCRIMINATION COMPLAINT RESOLUTIONS

JANUARY 1, 2014 to JUNE 30, 2014

	Decided in Favor of Agency	Decided in Favor of Complainant	Administrative Closure	Withdrawn	Dismissed	Resolved/Settled	Total
TITLE VI							
Complaints	0	0	0	0	0	0	0



Metropolitan Transportation Authority

MTA SMALL BUSINESS MENTORING PROGRAM UPDATE

September 22, 2014

MTA Small Business Mentoring Program Update

April to June 2014

- **Fourteen contracts were awarded, totaling \$9.5 million.**
- **Nine of these contracts were awarded to New York State certified M/WBE firms, totaling over \$6.1 million (65%).**
- **38 firms were pending pre-qualification.**
- **Nine loans were approved and closed, totaling \$1,000,000. Participating firms may apply for small business loans, the maximum value of the loan shall be the lesser of \$150,000, or 30% of contract value.**



Metropolitan Transportation Authority

MTA SMALL BUSINESS FEDERAL PROGRAM UPDATE

September 22, 2014

MTA Small Business Federal Program Update

April to June 2014

- **Three projects were awarded, totaling \$4.4 million, with a total of 55% DBE participation.**
- **Twenty-two firms are prequalified, and 13 firms were pending prequalification.**
- **One loan was approved and closed for \$215,000.**
- **Participating firms may apply for small business loans, the maximum value of the loan shall be the lesser of \$900,000, or 30% of contract value.**
- **A Surety Bond Assistance Program is being finalized with Willis/ACE Surety. Participating firms are eligible for surety bond assistance up to \$3 million.**



Metropolitan Transportation Authority

M/W/DBE CONTRACT COMPLIANCE Third Quarter 2014 Update

September 22, 2014

**DBE Participation in Federally Funded Contracts
Federal Fiscal Year 2014*
(October 1, 2013 to June 30, 2014)**

- 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 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 2014, MTA set an overall DBE goal of 17%.
- From October 2013 through June 2014, approximately \$848 million was awarded as the federally funded portion of contracts, with over \$144 million (17%) being awarded to certified DBEs.

From October 2013 through June 2014, approximately \$956 million was paid to prime contractors, with payments to certified DBEs totaling over \$137 million (14%).

*The Federal Fiscal Year runs from October 1st through September 30th.

**FEDERALLY-FUNDED CONTRACTS
DBE CONTRACT ACTIVITY
FEDERAL FISCAL YEAR 2014 (OCTOBER 2013 - JUNE 2014)**

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 2013 - March 2014	34	\$719,672,946.57	59	\$127,906,389	18%	17%
2nd SEMI-ANNUAL REPORT April 2014 - June 2014	62	\$128,148,453.96	30	\$16,627,156	13%	17%
TOTAL	96	\$847,821,401	89	\$144,533,545	17%	17%

PAYMENTS*

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		DBE PARTICIPATION			OVERALL FTA GOAL
	Number of Contracts	Payment Amount	Number of DBE Subcontracts	DBE Payment Amount	% To Agency Total	
1st SEMI-ANNUAL REPORT October 2013 - March 2014	410	\$608,532,033	2,552	\$91,976,131	15%	17%
2nd SEMI-ANNUAL REPORT April 2014 - June 2014	104	\$347,353,459	413	\$45,332,249	13%	17%
TOTAL	514	\$955,885,492	2,965	\$137,308,380	14%	17%

*Dollar amounts represent the federally-funded portion of contracts.

DBE CONTRACT AWARDS

FEDERAL FISCAL YEAR 2011

October 2010 - September 2011

	Total Awards	Total DBE Awards	DBE%
October 2010 - March 2011	\$747,606,517	\$79,800,552	11%
April 2011 - September 2011	\$210,145,463	\$24,262,919	12%
Total 2011	\$957,751,980	\$104,063,471	11%

FEDERAL FISCAL YEAR 2012

October 2011 - September 2012

	Total Awards	Total DBE Awards	DBE%
October 2011 - March 2012	\$307,074,469	\$34,327,000	11%
April 2012 - September 2012	\$156,564,018	\$21,416,153	14%
Total 2012	\$463,638,487	\$55,743,153	12%

FEDERAL FISCAL YEAR 2013

October 2012 - September 2013

	Total Awards	Total DBE Awards	DBE%
October 2012 - March 2013	\$845,238,320	\$109,007,346	13%
April 2013 - September 2013	\$699,047,960	\$97,557,356	14%
Total 2013	\$1,544,286,280	\$206,564,702	13%

FEDERAL FISCAL YEAR 2014

October 2013 - June 2014

	Total Awards	Total DBE Awards	DBE%
October 2013 - March 2014	\$719,672,946	\$127,906,389	18%
April 2014 - June 2014	\$128,148,454	\$16,627,156	13%
Total 2014	\$847,821,400	\$144,533,545	17%

DBE CONTRACT PAYMENTS**FEDERAL FISCAL YEAR 2011****October 2010 - September 2011**

	Total Prime Payments	Total DBE Payments	DBE%
October 2010 - March 2011	\$601,662,839	\$85,665,553	14%
April 2011 - September 2011	\$754,426,914	\$87,309,466	12%
Total 2011	\$1,356,089,753	\$172,975,019	13%

FEDERAL FISCAL YEAR 2012**October 2011 - September 2012**

	Total Prime Payments	Total DBE Payments	DBE%
October 2011 - March 2012	\$652,219,929	\$100,229,968	15%
April 2012 - September 2012	\$812,570,064	\$90,441,254	11%
Total 2012	\$1,464,789,993	\$190,671,222	13%

FEDERAL FISCAL YEAR 2013**October 2012 - September 2013**

	Total Prime Payments	Total DBE Payments	DBE%
October 2012 - March 2013	\$586,192,865	\$62,515,499	11%
April 2013 - September 2013	\$573,253,404	\$75,451,916	13%
Total 2013	\$1,159,446,269	\$137,967,415	12%

FEDERAL FISCAL YEAR 2014**October 2013 - June 2014**

	Total Prime Payments	Total DBE Payments	DBE%
October 2013 - March 2014	\$608,532,033	\$91,976,131	15%
April 2014 - June 2014	\$347,353,459	\$45,332,249	13%
Total 2014	\$955,885,492	\$137,308,380	14%

**MWBE Participation in State Funded Contracts
New York State Fiscal Year 2014-2015*
(April 1, 2014 to June 30, 2014)**

- Each year, MTA reports to the Empire State Development Corporation on a quarterly basis MWBE participation on state funded contracts.
- Reports are submitted 15 days after the end of each quarter, on January 15, April 15, July 15, and October 15.
- Reports include data on contracts with goals and MWBE contract payments.
- MTA established an overall MWBE goal of 20% for State fiscal year 2014-2015, starting on April 1, 2014.
- From April 1, 2014 to June 30, 2014, over \$540 million was awarded in NY State funded contracts, with approximately \$84 million (16%) awarded to certified MWBEs.
- From April 1, 2014 to June 30, 2014, over \$297 million was paid on prime contracts with approximately \$71 million (24%) paid to MWBEs.

*The State Fiscal Year runs from April 1st through March 31st.

**NYS CONTRACTS
MWBE CONTRACT ACTIVITY
APRIL 1, 2014-JUNE 30, 2014
AWARDS**

CONTRACT AWARDS	PRIME AWARDS		MWBE AWARDS			NYS Goal
	Number of Contracts	Award Amount	Number of MWBE Subcontracts	MWBE Award Amount	MWBE %	
FIRST QUARTER	16,915	\$540,465,794	424	\$83,913,228	16%	20%
APRIL 2014-JUNE 2014						
TOTAL	16,915	540,465,794	424	83,913,228	16%	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	1,683	\$297,168,938	2,047	\$70,811,822	24%	20%
APRIL 2014-JUNE 2014						
TOTAL	1,683	\$297,168,938	2,047	\$70,811,822	24%	20%

MWBE AWARDS**FY 2011 - 2012 MWBE AWARDS**

April 2011 - March 2012

	AGENCY	AGENCY PRIME AWARDS	MBE AWARDS	MBE%	WBE AWARDS	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	MTA	\$366,342,216	\$12,418,882	3%	\$6,861,258	2%	\$19,280,140	5%
QTR. 2	MTA	\$360,271,682	\$17,787,465	5%	\$11,549,550	3%	\$29,337,015	8%
QTR. 3	MTA	\$1,032,607,349	\$67,793,668	7%	\$44,284,802	4%	\$112,078,470	11%
QTR. 4	MTA	\$79,386,111	\$4,205,169	5%	\$2,830,735	4%	\$7,035,904	9%
TOTALS		\$1,838,607,358	\$102,205,184	6%	\$65,526,344	4%	\$167,731,528	9%

FY 2012 - 2013 MWBE AWARDS

April 2012 - March 2013

	AGENCY	AGENCY PRIME AWARDS	MBE AWARDS	MBE%	WBE AWARDS	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	MTA	127,257,440	20,261,495	16%	18,869,069	15%	39,130,564	31%
QTR. 2	MTA	215,936,782	25,266,811	12%	21,435,174	10%	46,701,986	22%
QTR. 3	MTA	246,752,496	39,483,610	16%	28,740,692	12%	68,224,302	28%
QTR. 4	MTA	128,226,362	28,785,208	22%	22,036,571	17%	50,821,779	40%
TOTALS		718,173,079	113,797,125	16%	91,081,506	13%	204,878,631	29%

FY 2013 - 2014 MWBE AWARDS

April 2013 - March 2014

	AGENCY	AGENCY PRIME AWARDS	MBE AWARDS	MBE%	WBE AWARDS	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	MTA	116,955,585	23,349,641	20%	18,157,768	16%	41,507,410	35%
QTR 2	MTA	195,012,501	20,680,851	11%	14,881,246	8%	35,562,098	18%
QTR 3	MTA	240,110,260	31,353,894	13%	26,014,920	11%	57,368,815	24%
QTR 4	MTA	87,365,455	20,812,617	24%	11,632,610	13%	32,445,227	37%
TOTALS		639,443,801	96,197,003	15%	70,686,545	11%	166,883,549	26%

FY 2014 - 2015 MWBE AWARDS

April 2014 - June 2014

	AGENCY	AGENCY PRIME AWARDS	MBE AWARDS	MBE%	WBE AWARDS	WBE %	Total M/WBE	Total M/WBE %
April 2014-June 2014	MTA	540,465,794	42,186,077	8%	41,727,151	8%	83,913,228	16%
TOTALS		540,465,794	42,186,077	8%	41,727,151	8%	83,913,228	16%

MWBE PAYMENTS**FY 2011 - 2012 MWBE AWARDS**

April 2011 - March 2012

	AGENCY EXPENDITURE	MBE Utilization	MBE%	WBE Utilization	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	\$209,773,476	\$21,098,722	10%	\$9,293,371	4%	\$30,392,093	14%
QTR. 2	\$253,958,630	\$17,459,064	7%	\$16,619,780	7%	\$34,078,844	13%
QTR. 3	\$338,892,028	\$21,567,860	6%	\$20,427,398	6%	\$41,995,259	12%
QTR. 4	\$271,257,278	\$23,657,517	9%	\$28,459,076	10%	\$52,116,593	19%
TOTALS	\$1,073,881,412	\$83,783,163	8%	\$74,799,626	7%	\$158,582,788	15%

FY 2012 - 2013 MWBE PAYMENTS

April 2012 - March 2013

	AGENCY EXPENDITURE	MBE Utilization	MBE%	WBE Utilization	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	\$359,164,512	\$30,152,593	8%	\$35,714,723	10%	\$65,867,316	18%
QTR. 2	\$279,965,925	\$33,642,858	12%	\$32,348,289	12%	\$65,991,146	24%
QTR. 3	\$267,401,199	\$37,756,663	14%	\$26,350,595	10%	\$64,107,258	24%
QTR. 4	\$303,256,314	\$34,305,802	11%	\$30,939,264	10%	\$65,245,066	22%
TOTALS	\$1,209,787,949	\$135,857,915	11%	\$125,352,870	10%	\$261,210,785	22%

FY 2013 - 2014 MWBE PAYMENTS

April 2013 - March 2014

	AGENCY EXPENDITURE	MBE Utilization	MBE%	WBE Utilization	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	\$341,714,029	\$40,020,062	12%	\$33,645,353	10%	\$73,665,416	22%
QTR. 2	\$292,881,193	\$41,026,934	14%	\$34,944,002	12%	\$75,970,936	26%
QTR. 3	\$320,491,973	\$39,377,640	12%	\$34,936,213	11%	\$74,313,852	23%
QTR. 4	\$283,143,437	\$32,883,478	12%	\$29,762,065	11%	\$62,645,543	22%
TOTALS	\$1,238,230,632.80	\$153,308,114	12%	\$133,287,633	11%	\$286,595,747	23%

FY 2014 - 2015 MWBE PAYMENTS

April 2014 - June 2014

	AGENCY EXPENDITURE	MBE Utilization	MBE%	WBE Utilization	WBE %	Total M/WBE	Total M/WBE %
April 2014- June 2014	\$297,168,938	\$38,442,457	13%	\$32,369,365	11%	\$70,811,822	24%
TOTALS	\$297,168,938.27	\$38,442,457	13%	\$32,369,365	11%	\$70,811,822	24%

MTA ALL AGENCY DISCRETIONARY PROCUREMENT REPORT*

April 2014 - June 2014

AGENCY	Total Award Amount	Total MWBE Awards	MWBE	Total Awards \$200k or less	MWBE Discretionary	Discretionary MWBE	SBC Discretionary	Discretionary SBC
MTA NYCTA	\$198,956,247	\$27,261,748	14%	\$52,226,450	\$5,334,789	10%	\$2,708,721	5%
MTA MNR	\$31,256,857	\$1,142,008	4%	\$12,450,323	\$771,031	6%	\$50,400	0%
MTA B&T	\$60,957,635	\$227,289	0%	\$1,487,252	\$0	0%	\$0	0%
MTA LIRR	\$78,191,247	\$1,294,834	2%	\$11,166,906	\$613,075	5%	\$421,496	4%
MTA HQ	\$23,032,780	\$294,373	1%	\$2,010,693	\$0	0%	\$0	0%
MTA CC	\$4,775,300	\$5,657	0%	\$19,103	\$1,661	9%	\$201	1%
MTA BUS	\$16,647,225	\$428,629	3%	\$10,048,111	\$149,602	1%	\$107,400	1%
TOTAL	\$413,817,291	\$30,654,538	7%	\$89,408,838	\$6,870,158	8%	\$3,288,218	4%

** Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services that do not exceed \$200,000, which are not federally funded and may be awarded under the New York State Public Authorities Law, to qualified small business concerns or NYS certified Minority and Woman-owned Business Enterprises.*

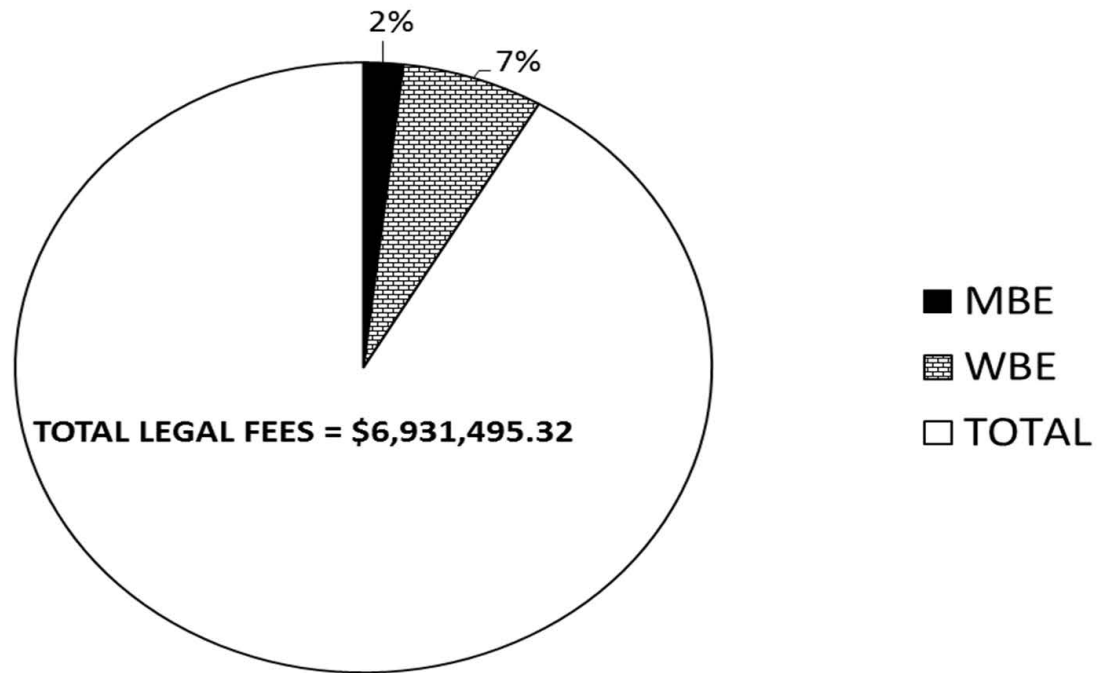


Metropolitan Transportation Authority

FINANCIAL AND LEGAL SERVICES

September 22, 2014

MTA ALL AGENCY LEGAL FEES April 2014 -June 2014



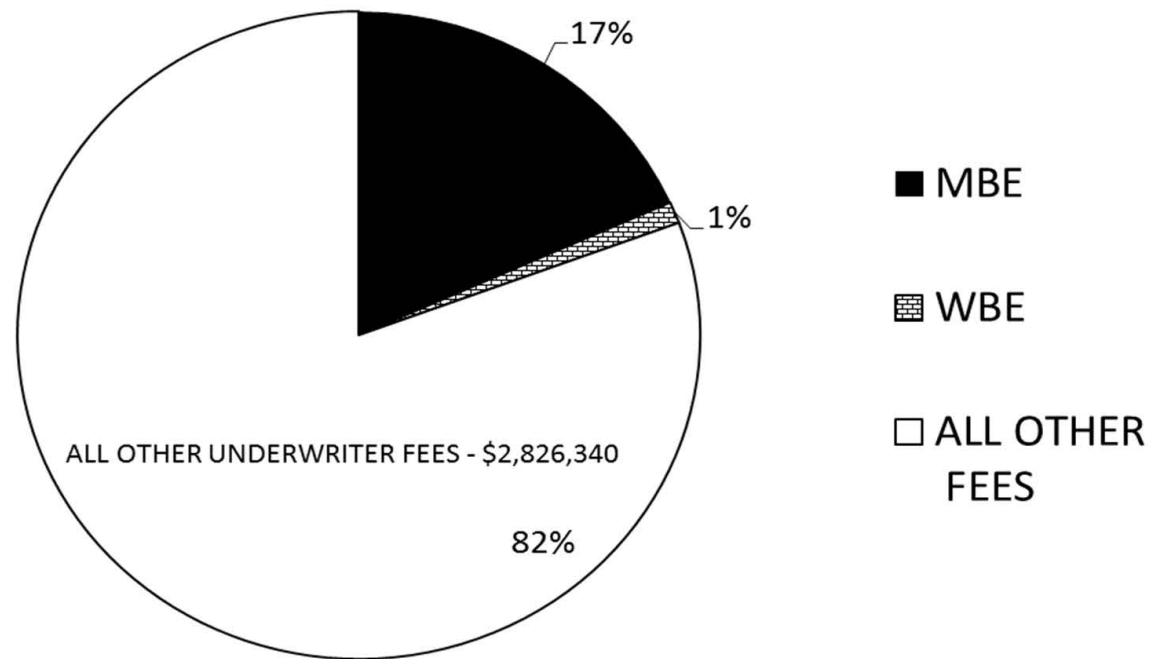
10% MBE GOAL
10% WBE GOAL

Actual MBE Participation = \$108,166 or 2%
Actual WBE Participation = \$496,936 or 7%

**MTA ALL AGENCY LEGAL FEES PAID
APRIL THROUGH JUNE 2014**

AGENCY	ALL FEES PAID	MBE FEES PAID	AGENCY MBE PARTICIPATION	WBE FEES PAID	AGENCY WBE PARTICIPATION
B & T	\$382,069	\$0	0.0%	\$25,121	6.6%
LIRR	\$290,551	\$10,804	3.7%	\$0	0.0%
MTABUS	\$1,149,331	\$52,779	4.6%	\$0	0.0%
MTACC	\$1,198,376	\$0	0.0%	\$258,264	21.6%
MTAHQ	\$1,290,301	\$4,543	0.4%	\$18,835	1.5%
MNR	\$370,609	\$15,929	4.3%	\$0	0.0%
NYCTA	\$2,250,258	\$24,111	1.1%	\$194,716	8.7%
TOTAL	\$6,931,495	\$108,166	1.6%	\$496,936	7.2%

MTA ALL AGENCIES UNDERWRITER FEES April 2014 – June 2014



10% MBE GOAL
10% WBE GOAL

Total Underwriter Fees = \$3,458,155 or 100%
Actual MBE Participation = \$593,077 or 17%
Actual WBE Participation = \$38,738 or 1%

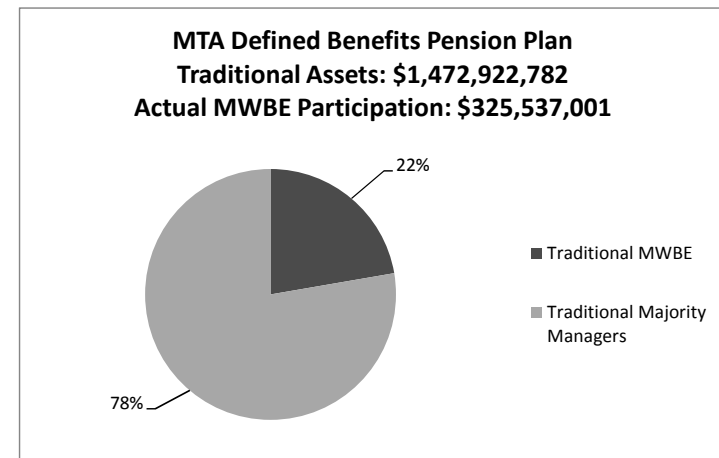
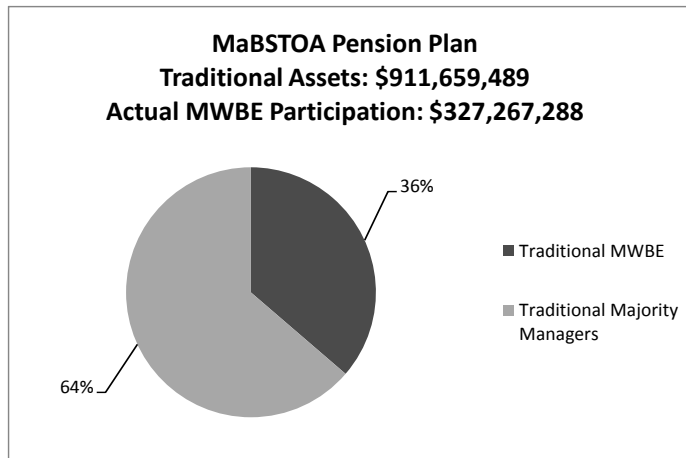


Metropolitan Transportation Authority

MTA ASSET FUND MANAGERS

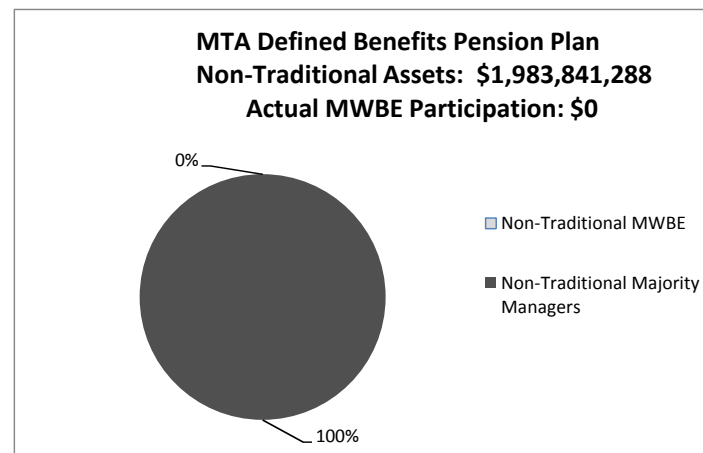
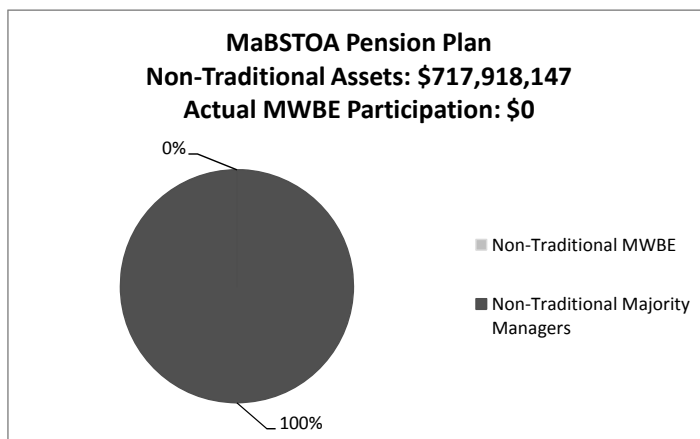
September 22, 2014

**TRADITIONAL ASSETS
MWBE PARTICIPATION
As of 06/30/2014**



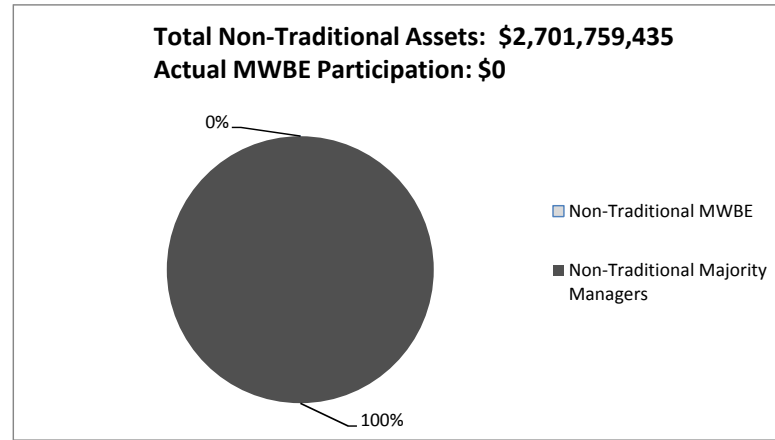
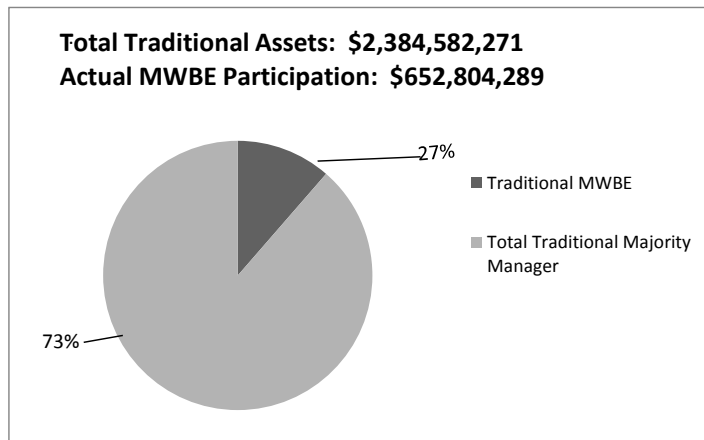
TOTAL TRADITIONAL ASSETS = \$2,384,582,271

NON-TRADITIONAL ASSETS MWBE PARTICIPATION As of 06/30/2014



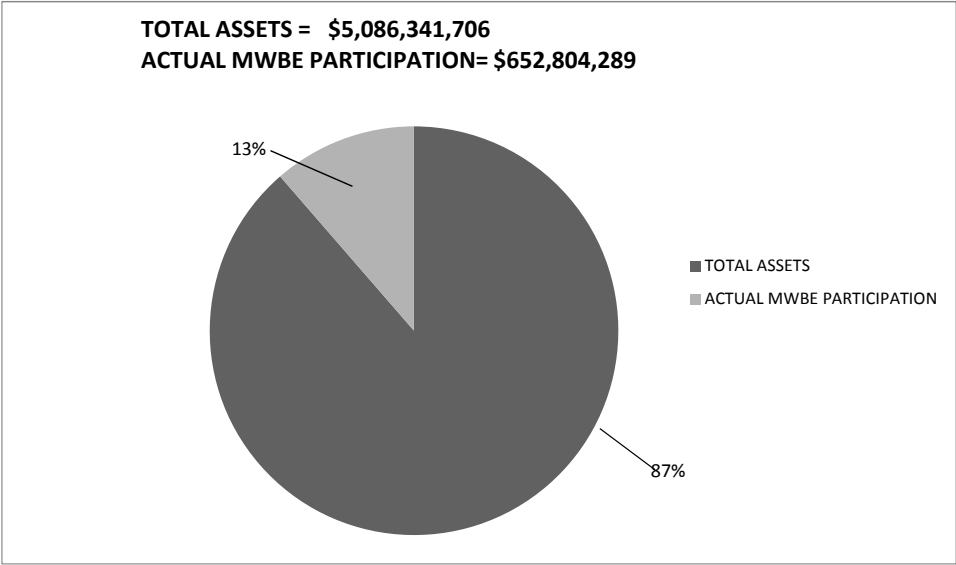
TOTAL NON-TRADITIONAL ASSETS = \$2,701,759,435

**SUMMARY OF ALL PENSION ASSETS
TRADITIONAL/NON-TRADITIONAL
MWBE PARTICIPATION
As of 06/30/2014**



Total Assets = \$5,086,341,706

**SUMMARY OF TOTAL ASSETS
MWBE PARTICIPATION**
As of 06/30/2014





Metropolitan Transportation Authority

MTA CAPITAL PROJECTS M/W/DBE AWARDS JANUARY- JUNE 2014

September 22, 2014

**MWBE AWARDS ON MTA CAPITAL PROJECTS with GOALS
JANUARY - JUNE 2014
FEDERALLY FUNDED**

<u>FEDERALLY FUNDED</u>	FIRST QUARTER (JANUARY-MARCH) (in millions)			SECOND QUARTER (APRIL-JUNE) (in millions)			2014 TOTALS (JANUARY-JUNE 2014) (in millions)		
<u>DBE Participation Goal: 17%</u>	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)
Construction	\$ 639.0	\$ 141.0	22%	\$ 98.4	\$ 13.1	13%	\$ 737.4	\$ 154.1	21%
Professional Services									
Other									
TOTAL	\$ 639.0	\$ 141.0	22%	\$ 98.4	\$ 13.1	13%	\$ 737.4	\$ 154.1	21%
<u>Additional MWBE Participation:</u>	Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards	
Construction	\$ 639.0	\$ 134.0		\$ 98.4	\$ 11.4		\$ 737.4	\$ 145.4	
Professional Services	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -	
Other	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -	
TOTAL	\$ 639.0	\$ 134.0		\$ 98.4	\$ 11.4		\$ 737.4	\$ 145.4	

**MWDBE AWARDS ON MTA CAPITAL PROJECTS with GOALS
JANUARY - JUNE 2014
STATE FUNDED**

<u>STATE FUNDED</u>	FIRST QUARTER (JANUARY-MARCH) (in millions)			SECOND QUARTER (APRIL-JUNE) (in millions)			2014 TOTALS (JANUARY-JUNE 2014) (in millions)		
<u>MBE Participation Goal: 10%</u>	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)
Construction	\$ 21.2	\$ 3.8	17.9%	\$ 93.3	\$ 11.5	12.3%	\$ 114.5	\$ 15.3	13%
Professional Services	\$ 3.4	\$ 0.1	2.9%	\$ 4.7	\$ 0.6	12.8%	\$ 8.1	\$ 0.7	9%
Other	\$ 2.3	\$ 0.3	13.0%	\$ -	\$ -	0.0%	\$ 2.3	\$ 0.30	13%
MBE Participation on FTA-funded projects									
TOTAL	\$ 26.9	\$ 4.2	16%	\$ 98.0	\$ 12.1	12%	\$124.9	\$ 16.3	13%
<u>WBE Participation Goal: 10%</u>	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)
Construction	\$ 21.2	\$ 2.8	13.2%	\$ 93.3	\$ 10.9	11.7%	\$ 114.5	\$ 13.7	12%
Professional Services	\$ 3.4	\$ 1.6	47.1%	\$ 4.7	\$ 0.5	10.6%	\$ 8.1	\$ 2.1	26%
Other	\$ 2.3	\$ 0.2					\$ 2.3	\$ 0.20	
WBE Participation on FTA-funded projects									
TOTAL	\$ 26.9	\$ 4.6	17%	\$ 98.0	\$ 11.4	12%	\$ 124.9	\$ 16.0	13%
<u>Additional DBE Participation:</u>	Total Awards	Total DBE Awards		Total Awards	Total DBE Awards		Total Awards	Total DBE Awards	
Construction	\$ 21.2	\$ 5.2		\$ 92.4	\$ 13.1		\$ 113.6	\$ 18.3	
Professional Services	\$ 3.4	\$ 1.7		\$ 2.6	\$ 0.4		\$ 6.0	\$ 2.1	
Other	\$ 2.3	\$ 0.5		\$ -	\$ -		\$ 2.3	\$ 0.5	
Additional DBE Participation - TOTAL	\$ 26.9	\$ 7.4		\$ 95.0	\$ 13.5		\$ 121.9	\$ 20.9	