



Metropolitan Transportation Authority

Diversity Committee Meeting

February 2015

Committee Members

J. Molloy, Chairman

F. Ferrer, MTA Vice Chairman

S. Metzger

J. Banks III

R. Bickford

Diversity Committee Meeting
2 Broadway - 20th Floor Board Room
New York, NY 10004
Monday, 2/23/2015
2:15 - 3:15 PM ET

- 1. PUBLIC COMMENT PERIOD** Discussion
- 2. APPROVAL OF MINUTES – NOVEMBER 17, 2014** Approve
Minutes of the MTA Diversity Committee Meeting - November 17, 2014 - Page 3
- 3. 2015 DIVERSITY COMMITTEE WORK PLAN** Review
2015 Diversity Committee Work Plan - Page 10
- 4. 2015 DEPARTMENTAL GOALS UPDATE**
2015 Departmental Goals - Page 13
- 5. BUSINESS AND DIVERSITY INITIATIVES** Presentation
Business And Diversity Initiatives - Page 16
- 6. CERTIFICATION ACTIVITY REPORT** Presentation
Certification Activity Report - Page 18
- 7. FOURTH QUARTER 2014 EEO ACTIVITIES** Presentation
EEO Fourth Quarter Activity Report - Page 22
Strategies to Address Underutilization - Page 44
- 8. SMALL BUSINESS MENTORING PROGRAM UPDATE** Presentation
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- 9. SMALL BUSINESS FEDERAL PROGRAM UPDATE** Presentation
Small Business Federal Program Update - Page 63
- 10. M/W/DBE CONTRACT COMPLIANCE 2014 4TH QUARTER REPORT** Presentation
MWDBE Contract Compliance - Page 65
- 11. FINANCIAL AND LEGAL SERVICES** Presentation
Financial and Legal Services - Page 74
- 12. ASSET FUND MANAGERS** Presentation
Asset Fund Managers - Page 78
- 13. M/W/DBE CAPITAL PROJECTS** Presentation
Capital Projects - Page 81
- 14. MTA EEO POLICY STATEMENTS**
EEO Policy Statements - Page 84

MTA DIVERSITY COMMITTEE

Meeting Minutes

347 Madison Avenue, Fifth Floor Board Room

New York, NY 10017

Monday, November 17, 2014

2:30 p.m.

The following Committee members were present:

Hon. John Molloy, Chairman

Hon. Fernando Ferrer

Hon. Susan G. Metzger

Hon. Robert Bickford

The following Committee member was absent:

Hon. John Banks III

The following were also present:

Joseph Giulietti, President, MTA Metro-North Railroad (“MNR”)

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

Jerome Page, MTA General Counsel

Michael Wetherell, Director, MTA Office of Construction Oversight

Naeem Din, Deputy Director, DDCR

Ray Burke, Assistant Director, Minority Women-owned and Disadvantaged Business Enterprise (“MWDBE”) Contract Compliance, DDCR

Zenaida Chape, Assistant Director, Business and Diversity Initiatives, DDCR

Shawn Moore, Assistant Director, Equal Employment Opportunity (“EEO”) and Title VI Compliance, DDCR

L. Danny Camacho, Manager, Certification, DDCR

Leon Goodman, Assistant Director, EEO, Title VI and MWDBE Outreach, DDCR

George Cleary, Deputy Director, Small Business Mentoring Program, DDCR

David Sang, EEO Specialist, Investigations, DDCR

Alexandra Infeld, Chief of Staff, MTA New York City Transit (“NYC Transit”)

Joel Andrews, Chief Officer, Office of EEO, NYC Transit

Vernessa Moses, Assistant Chief Officer, Office of EEO, NYC Transit

Alberto Richardson, Operations Analysis Officer, NYC Transit, Buses

Michael Fyffe, Director, Diversity Management, MTA Long Island Rail Road (“LIRR”)

Katherine Betries-Kendall, Vice President, Human Resources, MNR

Robert Rodriguez, Director, Office of Diversity and Equal Opportunity, MNR

Roberto Aguirre, Sr., Assistant Director, Office of Diversity and Equal Opportunity, MNR

Alana Smith, Manager, Statistical Analysis and Compliance, MNR

Ouida Gaillard, Human Resources Business Partner, Human Resources, MNR
Eric Perry, Acting Chief EEO Officer, MTA Bridges and Tunnels (“B&T”)
Anthony Gardner, Deputy Director, Procurement, MNR
Christine Norman, Manager, MWDBE Procurement Compliance, MNR
Evan Eisland, General Counsel, MTA Capital Construction (“CC”)
David Cannon, Director, Procurement and Risk Management, CC
Sheldon Dixon, Director, Human Resources, CC

1. Public Speakers:

There were no public speakers.

2. Minutes

Upon a motion duly made and seconded, the Committee unanimously approved the minutes of the meeting held on September 22, 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 indicated that there are no changes to the 2014 Work Plan. The committee approved the 2015 Work Plan.

Business and Diversity Initiatives

Ms. Chape reported on outreach initiatives for the third quarter of 2014, highlighting the events for August and September. Ms. Zenaida Chape stated that the B&T’s Sandy Mega Project outreach meeting, held in August 2014, resulted in contract awards for certified firms. She also noted in August, Tutor Perini presented Hudson Yards MWDBE Expo. In addition, Ms. Chape stated that the training for MTA’s Small Business Development Program began in September and that in October, MTA-wide procurement staff took part in the annual New York State MWBE Conference in Albany. She also expressed that the agency procurement representatives did an excellent job representing the MTA at this conference.

Certification Activity Report

Mr. Danny Camacho reported on the certification activity for the third quarter of 2014. He stated that a total of 30 new certification applications were received during this quarter, which is the same number of applications that were received during third quarter of 2013, but less than the number of applications received for the same period in 2012, i.e., 40. Mr. Camacho said that a total of 33 applications were processed during the third quarter of 2014: 19 certified, 1 denied certification, 8 applications returned, and 5 withdrawn. Mr. Camacho added that the number of denials will be higher in the next report, as they are still being processed.

Mr. Ferrer asked whether applicant firms, that are being denied certification, are intentionally misstating facts in their applications. Mr. Camacho said no, applicant firms believe they meet the certification standards set out in the federal regulations, when in fact they do not. Mr. Garner said that at the next

Committee meeting, DDCR will report on the number of certified firms which have received prime or subcontract awards. Mr. Garner also added that in April 2014, two large prime contracts were awarded to certified DBEs, one in the amount of \$16 million and the other worth \$14 million. Ms. Metzger said there is a lot of pride in the award of these contracts.

Third Quarter 2014 EEO Activities

Ms. Shawn Moore reported on MTA-wide underutilization as of September 30, 2014. Ms. Moore stated that females are underutilized in all job categories, except service maintenance, and that Hispanics are underutilized in all job categories, except paraprofessionals. She also stated that Blacks are underutilized in the officials & administrators category at LIRR, and in the technician category at MTA HQ, which is comprised of MTAPD. Ms. Moore explained that updated Census figures show MTA-wide improvement in the representation of Blacks but that there is underrepresentation of Native Hawaiians/Other Pacific Islanders in all job categories. Ms. Moore stated that this is an area MTA agencies are focused on addressing, underutilization. She also noted that Asians, and American Indians and Alaskan Natives, are underutilized in at least half of the job categories throughout MTA; however their representation has improved in the other half.

Ms. Moore also reported that MTA-wide a total of 4,628 new employees were hired, of which 20% are females and 72% are minorities. She added that HQ hired the highest percentage of females (45%); and MTA Bus hired the highest percentage of minorities (86%). Ms. Moore also reported that MTA-wide, a total of 418 EEO complaints were received and that of these, 200 complaints were filed with external agencies. Ms. Moore stated that the most frequently alleged external complaints included: disability discrimination (20%), race and color discrimination (20%), and other or miscellaneous discrimination (25%). Ms. Moore reported that there were a total of 218 internal EEO complaints. She stated that sexual harassment (21%), race and color discrimination (23%), and other or miscellaneous discrimination (23%) were most frequently alleged. She added that 72 Title VI complaints were received; race/color discrimination (80%) was most frequently alleged.

Ms. Moore also reported on female and minority underutilization in MTA HQ workforce. She noted an improvement of Hispanics and Native Hawaiian /Pacific Islanders in the officials and administrators, category. Ms. Moore stated that areas in need of improvement include: Technician Category with respect to Hispanics, Native Hawaiian /Other Pacific Islander, and Females; Protective Service Category, we need to focus on Females and Native Hawaiian/ Other Pacific Islander; and Administrative Support Category, we need to focus on Hispanics, who are down by 4%, and Native Hawaiian /Other Pacific Islander, down by 5%. Ms. Moore reported that in MTA PD workforce, females are underutilized in all titles, except detective, and Blacks are underutilized in all titles except police officer and detective. She also stated that Hispanics are underutilized in the titles of lieutenant and captain and that Native Hawaiian/Other Pacific Islanders are underutilized in the title of police officer. Ms. Moore also reported that a total of 132 employees were hired at MTAHQ, of which 57% are minorities and 45% are females.

Mr. Ferrer asked what steps the MTA is taking to address underutilization of females and Hispanics. Additionally, he said the availability and underutilization numbers for MTA CC are still puzzling. Mr. Garner replied that in his recent meeting with Michael Horodniceanu, president MTA CC, it was determined that there needs to be MTA-wide focus on addressing barriers to hiring of females and Hispanics. Mr. Garner added that external relationships need to be developed and maintained and that various MTA agencies have internship programs, or are discussing putting such programs in place. Mr. Garner highlighted B&T's Management Associates Program, which allows the agency to hire paid management associates over a 24-month period. He said they rotate through different assignments within

the agency and that females and minorities comprised 58% of the most recent class in this program. Mr. Garner added that we need an MTA-wide internship program and that Chairman Prendergast has agreed to fund such a paid program, first at HQ and then across the organization.

Mr. Garner stated that MTA is planning a Request for Proposal (“RFP”) that will allow the MTA to hire a consultant to assist and provide guidance in the MTA-wide hiring of females and Hispanics. Mr. Garner said these are the types of strategies that need to be put in place in order to focus on the hiring of females and minorities, including Hispanics. Ms. Moore said that Mr. Ferrer’s questions about underutilization and workforce availability at CC will be addressed by the presentation provided at this Committee meeting on selection of MTA’s geographic recruitment areas, and the workforce availability process.

Ms. Moore briefed the Committee on selection of MTA’s geographic recruitment area, which is primarily New York and New Jersey; Connecticut is a secondary recruitment area. She outlined specific counties within the tri-state area that make up the recruitment area, as listed in the Committee book. Ms. Moore added that the 2010 Census data is based on the American Community Survey of skilled civilian labor force, based on race and gender. Further details of the presentation are contained in reports filed with the records of this meeting and in the video recording of the meeting produced by the MTA and maintained in the MTA records.

Ms. Metzger noted that Orange County is not part of the New York recruitment area. Ms. Moore said MTA is never limited to counties listed in the presentation; recruitment areas can always be expanded as needed. Ms. Metzger asked if availability percentages are based on selected recruitment areas. Ms. Moore said yes, they are based on the recruitment areas that we have identified and MTA is required to show the Federal Transit Administration (“FTA”) its recruitment areas, the areas of underutilization and the efforts to address it. We need to show FTA we are recruiting from our identified recruitment areas, Ms. Moore added. Ms. Metzger said she will ensure MTA recruits from Orange County, which offers a pool of skilled applicants; several MTA employees also reside there.

Mr. Ferrer asked how MTA determines workforce availability numbers. Ms. Moore said availability of females and minorities for each job category is determined using an external factor -- those available in the relevant geographic area, and an internal factor -- those available for promotion and transfer in the existing workforce. She stated that underutilization exists if the percentage of females and minorities in a particular job group is less than 80% of what is determined to be the availability. She also said that the workforce availability numbers may vary among MTA agencies depending on the two factors referenced above. Ms. Moore said other factors that may affect availability are differences in recruitment areas and their application to various job categories, variance among the agencies in job categories, the differences in internal availability, and major internal restructuring, such as consolidation, restructuring and/or creation of new job functions.

Ms. Metzger asked if the FTA has approved our method for calculating workforce availability. Ms. Moore replied that the MTA and its agencies have used the current methodology in their EEO Program, which is approved by the FTA. Ms. Metzger said if MTA were using the wrong methodology, FTA would not have approved its EEO Program. Ms. Metzger noted that it is strange that smaller internal availability would result in a smaller overall availability number. Ms. Moore said, for example within MTA PD, police officers are a feeder group for detectives and sergeants. Ms. Moore noted that in order to diversify the ranks of detectives and sergeants, we would have to make sure that the group of police officers is diverse. Ms. Metzger said this would cause a delay in addressing underutilization. Ms. Moore said that she gave an example of a position within MTA PD. Ms. Moore said there is more flexibility for other managerial positions where we are not limited to a feeder pool and that for those positions, a greater emphasis can be placed on external recruitment.

Mr. Ferrer said he understood the two-factor analysis for determining availability. He wanted to know what efforts are being made to correct underutilization, and when can he expect to see the results of those efforts. Mr. Garner said the paid internship programs are the short term solution and that these programs will allow the MTA to have a diverse pool of available applicants to draw from. Mr. Garner said in the long term, MTA will need to establish meaningful relationships with outside groups, who can refer qualified diverse applicants when vacancies exist. Mr. Garner said MTA is also seeking to hire an outside consultant in assisting it in hiring females and Hispanics. Mr. Ferrer asked for the time frame in hiring of the consultant, and for it to make recommendations. Mr. Garner said the RFP has not yet been issued, and he will get back to Mr. Ferrer shortly. Mr. Garner added that a meeting is being scheduled with Michael Coan, Chief, MTA PD and the Guardian Association's representatives to discuss efforts to address underutilization at MTA PD. Mr. Garner said that the same focus will be applied to address underutilization that was applied to MWDBE Programs.

Small Business Mentoring Program ("SBMP") Update

Mr. Cleary provided an update on the SBMP for the period July to September 2014. He stated that five contracts were awarded, totaling \$3 million. He noted, of these, four contracts were awarded to certified MWBEs, totaling \$2.1 million (70%).

Mr. Cleary reported that there were 29 firms pending pre-qualification. He said a total of five loans have been approved, totaling \$650,000 and that participating firms can apply for small business loans totaling the lesser of \$150,000, or 30% of the contract value.

Small Business Federal Program ("SBFP") Update

Mr. Cleary provided an update on the SBFP for the period July to September 2014. Mr. Cleary said that two projects were awarded, totaling \$2.1 million with 31% DBE participation. He reported that a total of 23 firms have been prequalified and 14 firms were pending prequalification and that participating firms can apply for loans totaling the lesser of \$900,000, or 30% of contract value. Mr. Cleary said the Surety Bond Assistance Program has been finalized with Willis/ACE Surety. He explained that under this program, participating firms will be eligible for surety bonding assistance for up to \$3 million.

Mr. Garner added that the MTA has the largest surety bonding assistance program in the nation. Mr. Garner thanked Mr. Page and MTA's outside consultant for their assistance in finalizing this program. Mr. Garner said it is expected that between now and July 30, 2015, 125 contracts will be awarded in the Mentoring Program, totaling \$147 million.

MWDBE Contract Compliance

Mr. Ray Burke reported on federal and state funded contract awards. Mr. Burke reported for the period October 2013 to September 2014, MTA awarded \$984 million in federally funded contracts with approximately \$168 million (17%) being awarded to certified DBEs. Mr. Garner said that for the first time MTA achieved its 17% DBE goal and that for the same period, \$1.5 billion was paid to prime contractors, of which \$192 million (12%) was paid to DBEs.

Mr. Garner said as a result of recent FTA rule change, MTA is now required to report to the FTA payments made on ongoing contracts. Mr. Din added that for its DBE participation report to the FTA, due June 1, 2015, MTA will report payments made on ongoing contracts and contracts that were closed.

Mr. Burke stated that for New York State funded contracts, the MTA has set an overall MWBE goal of 20% for State Fiscal Year 2014/2015 and that for the period April 2014 through September 2014, MTA

and its Agencies awarded \$907 million, with MWBE participation of \$194 million (21%). Mr. Burke stated that during the same period, payments on prime contracts totaled \$622.5 million, with MWBE participation of approximately \$143 million (23%), exceeding MTA's goal. Mr. Burke also reported on discretionary procurement awards. He said these awards exclude federally funded contracts and state funded construction contracts. Mr. Burke said of the approximately \$776 million in contract awards, \$174 million (22%) represented discretionary procurements. He said of this amount, \$13.5 million (8%) was awarded to MWBEs, and approximately \$7 million (4%) was awarded to Small Business Concerns.

Mr. Garner added that he is working with MTA Business Service Center to determine whether there are enough available MWBEs in those areas where we procure goods and services. Mr. Garner explained that once the report is finalized, DDCR will be able to determine whether there is sufficient MWBE availability, and whether the agencies are adequately using the discretionary procurement process.

Mr. Garner also reported on legal and financial services for the period April to September 2014 stating that MBEs were awarded 1.4% in outside counsel fees, while 7.3% was awarded to WBEs. Mr. Garner said he will continue to work with Mr. Page to improve MWBE participation in this area. Mr. Garner said an orientation session has been scheduled for Monday, November 24, 2014 for small law firms, including MWBEs, which were recently added to MTA's outside counsel panel. Mr. Ferrer asked how the cost of hiring special counsel for extraordinary events is handled. Mr. Page replied fees paid to special counsel are included in the overall outside counsel fees that are reported to the Committee.

Mr. Garner said that regarding underwriting fees, MBE participation was 11%, while WBE participation was 3%. Mr. Garner said he is working with Robert Foran, MTA Chief Financial Officer, and Patrick McCoy, Director, MTA Finance, in an effort for MTA to exceed its goal in this area. Mr. Garner also reported on asset fund managers stating that MTA has done well in terms of MWBE participation in traditional assets but not in the non-traditional assets. Mr. Garner said he will meet with MTA's new Chief Investment Officer and Mr. Foran to discuss the New York State and New York City Comptrollers' Emerging Managers Program. Mr. Garner said this area is an MWBE growth area.

Mr. Burke reported on MWDBE participation on MTA's Capital Projects for the period January to September 2014. He said MTA exceeded its overall DBE and MWBE goals and that the DBE participation on federally funded contracts was 20%. He added that on state funded contracts, MBE participation was 12% and WBE participation was 13%.

MTA Inter-Agency MWDBE Task Force Update

Mr. Garner said he and Chairman Molloy will be meeting with the internal stakeholders to discuss an increase in MTA's MWBE goal from 20% to 30%.

Mr. Garner added that in October 2014, MTA attended the Governor's New York State MWBE Event in Albany N.Y., which attracted more than 2,000 attendees. He said that all 97 State Authorities and agencies were in attendance and that various workshops were held; a staff member from each of the MTA agencies took part in panel discussions.

Mr. Garner also stated that he is continuing to work towards implementation of a mentoring program for Paratransit service. He said this is another MWBE growth area. Mr. Garner said he is working with Mr. Page to issue an RFP to solicit small law firms, including MWDBEs, which specialize in bond work. Mr. Garner said talks are also continuing with NYC Transit and large firms about creating a mentoring program for small firms, including MWDBEs, which specialize in signal work. Mr. Garner said this will lead to the creation and development of a larger pool of firms who can work in this area.

Mr. Garner complimented the DDCR staff for their dedication and commitment to getting the job done.

Diversity Committee Charter

Mr. Din said each year at this time the Committee reviews its charter. No changes to the charter are recommended.

Adjournment

In concluding the meeting Chairman Molloy acknowledged the hard work performed by DDCR staff. Upon a motion duly made and seconded, the meeting was adjourned.

Respectfully submitted,

Leon T. Goodman
Department of Diversity and Civil Rights

2015 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

February 2015

Recommitment to EEO Policy	Dept. of Diversity/Civil Rights
2015 Departmental Goals	
2014 Year-End Report	
Recruitment Strategies for MTAHQ and MTA Agencies	Dept. of Diversity/Civil Rights, MTAHQ and Agency Staff

May 2015

1st Quarter 2015 Report	Dept. of Diversity/Civil Rights
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September 2015

2nd Quarter 2015 Report	Dept. of Diversity/Civil Rights
Recruitment Strategies for MTAHQ and MTA Agencies	Dept. of Diversity/Civil Rights, MTAHQ and Agency Staff

December 2015

3 rd Quarter 2015 Report	Dept. of Diversity/Civil Rights
Status Report on MTA Inter-Agency M/W/DBE Task Force	
Diversity Committee Charter Review	Committee Chair & Members
2016 Diversity Committee Work Plan	Dept. of Diversity & Civil Rights

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

February 2015

Recommitment to EEO Policy

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

Overview of 2015 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 for 2015.

2014 Year-End Report

The Department of Diversity and Civil Rights will present 2014 year-end update on MTA Agency-wide EEO and M/W/DBE contract compliance activities.

Recruitment Strategies

Staff from the Department of Diversity and Civil Rights, MTAHQ and MTA Agencies will present recruitment strategies to address underutilization of minorities and women in the workforce.

May 2015

1st Quarter 2015 Report

The Department of Diversity and Civil Rights will present 1st quarter 2015 update on MTA Agency-wide EEO and M/W/DBE contract compliance activities.

September 2015

2nd Quarter 2014 Report

The Department of Diversity and Civil Rights will present 2nd quarter 2015 update on MTA Agency-wide EEO and M/W/DBE contract compliance activities.

Recruitment Strategies

Staff from the Department of Diversity and Civil Rights, MTAHQ and MTA Agencies will present recruitment strategies to address underutilization of minorities and women in the workforce.

December 2015

3rd Quarter 2014 Report

The Department of Diversity and Civil Rights will present 3rd quarter update on MTA Agency-wide EEO and M/W/DBE contract compliance 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.

2016 Diversity Committee Work Plan

The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2016.



MTA Department of Diversity/Civil Rights 2015 Departmental Goals Update

February 23, 2015

DEPARTMENT OF DIVERSITY AND CIVIL RIGHTS

2015 DEPARTMENTAL GOALS UPDATE

GOALS	STATUS
Small Business Development Program Training.	Ongoing. Training will resume on March 19, 2015.
MTA Mentor/Graduate Mentor Programs is to award \$80 million by July 2015.	From program inception in November 2010 through December 2014, MTA awarded \$88.2 million, of which, MTA awarded \$65.3 million (74%) to MWBEs.
MTA Small Business Federal Program for federally funded contracts, to award \$30 million by July 2015.	From program inception in March 2013 through December 2014, MTA awarded \$41.7 million, of which, MTA awarded \$14 million (34%) to DBEs.
Work with Empire State Development to formulate a procurement strategy for increased awards to M/WBEs.	DDCR is working with Empire State Development and MTA Agencies to formulate strategies.
Finalize implementation of the M/W/DBE Contract Compliance System.	MTA Information Technology (IT) will be scheduling a briefing with the Chairman.
Finalize MTA's Minority Supplier Development Program for subway car and bus manufacturers.	DDCR is working with Kawasaki Rail Car, Inc., to finalize the program.
Achieve MTA's 27% M/WBE goal and 17% DBE goal.	For the first three quarters of State Fiscal Year 2014/2015 (April 2014 to December 2014) MTA exceeded its MWBE participation goal of 20%, and achieved 23% participation. For State fiscal year 2015/2016, MTA's MWBE goal is 27%. For Federal Fiscal Year 2014 (October 2013 to September 2014), MTA achieved its DBE participation goal of 17%.
Implement a mentoring program within Paratransit.	Currently in planning stages.
Creation of a Mentor/Protégé Program focusing on signal projects.	Talks are ongoing between NYC Transit and Signal Equipment manufactures.

<p>Hudson Yards Mentor/Protégé Program.</p>	<p>TDX Corp. is working to finalize the program.</p>
<p>MWDBE Outreach Events in the suburban counties within the MTA Service Region.</p>	<p>An outreach event in Nassau County is scheduled for April 2015. Another event in Suffolk County is scheduled for May 2015.</p>



**MTA DEPARTMENT OF
DIVERSITY AND CIVIL RIGHTS
BUSINESS AND DIVERSITY INITIATIVES**

February 23, 2015

Business & Diversity Initiatives

January 2015

18th Annual Wall Street Project Economic Summit

DDCR presents DBE Certification Workshop

Caribbean American Chamber of Commerce (CACCI) Business Power Breakfast Meeting

Assemblyman Michael Blake Jobs & Justice Summit Call

Small Business Mentoring Program Graduation Ceremony

February 2015

DDCR presents “New Firm Orientation Session”

DDCR presents “DBE Certification Workshop”

NYS Association of Black & Puerto Rican Legislators Conference

National Minority Business 35th Annual Awards Luncheon & Expo

March 2015

DDCR presents “DBE Certification Workshop”

Regional Alliance for Small Contractors Clearinghouse

MTA Small Business Mentoring Program Session: “How to do business with the MTA”

MTA Small Business Mentoring Program Session: “Estimating and Bidding Strategies at the MTA”

Annual Somos El Futuro Legislative Conference



MTA Department of Diversity/Civil Rights Certification Activity Report

February 23, 2015

CERTIFICATION APPLICATIONS RECEIVED 2012 – 2014

	2014	2013	2012
January	14	9	5
February	4	9	7
March	6	14	12
April	15	10	18
May	2	19	14
June	13	5	11
July	8	10	22
August	16	10	6
September	6	10	12
October	11	21	4
November	8	9	11
December	15	11	8
TOTAL	118	137	130

CERTIFICATION ACTIVITY FOR NEW APPLICATIONS 2012 - 2014

	2014	2013	2012
CERTIFIED	77	94	78
DENIED	4	8	7
RETURNED	29	18	30
INELIGIBLE	0	0	0
WITHDRAWN	20	12	11
TOTAL	130	132	126

CONTRACT AWARDS TO DBE FIRMS CERTIFIED 2012-2014

- Number of DBE firms certified from 2012-2014: 249
- Number of DBE firms certified from 2012-2014 receiving federally funded prime/subcontracts: 6
- Number of federally funded prime/subcontracts for DBE firms certified from 2012-2014: 21
- Total contract amount awarded to DBE firms certified from 2012-2014 on federally funded contracts: \$14,417,774

There were also 15 firms certified as DBE firms during 2012-2014 with dual M/WBE certification that received contract awards on NYS contracts totaling \$39,547,103, representing 51 prime/sub-contract awards.

* **Grand Total:** \$53,964,877 (FTA and NYS Contracts)



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

February 23, 2015

OVERVIEW

MTA and its Agencies have conducted an availability analysis of females and minorities. The availability analysis consists of comparing each agency's December 31, 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 December 31, 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 DECEMBER 31, 2014

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	
Officials & Administrators																						
MTA HQ	32%	42%	YES	8%	28%	YES	8%	7%	5%	11%	YES	0%	0%	YES	2%	0%	NO	1%	1%	YES	1%	YES
MTA B&T	29%	22%	NO	6%	19%	YES	8%	5%	8%	8%	NO	2%	0%	NO	0%	0%	YES	1%	6%	YES	1%	YES
MTA MNR	26%	24%	NO	8%	15%	YES	9%	6%	7%	7%	NO	0%	0%	YES	0%	0%	YES	1%	2%	YES	1%	YES
MTA LIRR	22%	21%	NO	12%	10%	NO	7%	8%	4%	6%	YES	0%	0%	YES	1%	0%	NO	2%	3%	YES	2%	YES
MTA NYCT	27%	16%	NO	11%	36%	YES	9%	11%	6%	14%	YES	0%	0%	YES	1%	0%	NO	1%	3%	YES	1%	YES
MTA CC	21%	27%	YES	5%	10%	YES	9%	4%	27%	28%	NO	0%	1%	YES	1%	0%	NO	0%	3%	YES	0%	YES
MTA Bus	21%	10%	NO	13%	30%	YES	9%	15%	6%	6%	YES	0%	0%	YES	0%	0%	YES	1%	4%	YES	1%	YES
Professionals																						
MTA HQ	39%	55%	YES	11%	33%	YES	8%	10%	7%	19%	YES	0%	1%	YES	3%	0%	NO	1%	6%	YES	1%	YES
MTA B&T	31%	38%	YES	8%	18%	YES	8%	18%	9%	18%	YES	0%	0%	YES	1%	0%	NO	1%	2%	YES	1%	YES
MTA MNR	33%	37%	YES	7%	17%	YES	6%	11%	11%	12%	YES	0%	0%	YES	0%	0%	YES	1%	2%	YES	1%	YES
MTA LIRR	19%	22%	YES	10%	14%	YES	7%	9%	6%	12%	YES	0%	0%	YES	2%	0%	NO	1%	4%	YES	1%	YES
MTA NYCT	36%	36%	YES	11%	32%	YES	8%	9%	8%	26%	YES	0%	0%	YES	3%	0%	NO	1%	3%	YES	1%	YES
MTA CC	43%	53%	YES	7%	21%	YES	7%	5%	5%	47%	NO	0%	5%	YES	2%	0%	NO	1%	0%	YES	1%	NO
MTA Bus	34%	49%	YES	12%	23%	YES	9%	10%	7%	19%	YES	0%	0%	YES	2%	0%	NO	2%	5%	YES	2%	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 DECEMBER 31, 2014

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	
Technicians																						
MTA HQ	13%	6%	NO	15%	3%	NO	10%	8%	YES	1%	2%	YES	0%	0%	YES	1%	0%	NO	1%	3%	YES	
MTA B&T	12%	20%	YES	12%	16%	YES	11%	18%	YES	4%	6%	YES	0%	0%	YES	3%	0%	NO	0%	2%	YES	
MTA MNR	26%	8%	NO	10%	19%	YES	8%	6%	NO	18%	11%	NO	0%	0%	YES	0%	0%	YES	1%	2%	YES	
MTA LIRR	11%	9%	NO	11%	18%	YES	8%	13%	YES	7%	10%	YES	0%	0%	YES	1%	0%	NO	1%	0%	NO	
MTA NYCT	39%	50%	YES	11%	49%	YES	12%	12%	YES	5%	13%	YES	0%	0%	YES	12%	0%	NO	2%	3%	YES	
MTA CC	0%	0%	YES																			
MTA Bus	20%	53%	YES	8%	11%	YES	8%	16%	YES	14%	26%	YES	0%	0%	YES	4%	0%	NO	1%	0%	NO	
Protective Services																						
MTA HQ	14%	12%	NO	12%	16%	YES	15%	18%	YES	1%	4%	YES	0%	0%	YES	1%	0%	NO	1%	1%	YES	
MTA B&T	19%	20%	YES	29%	32%	YES	5%	23%	YES	3%	4%	YES	0%	0%	YES	0%	0%	YES	0%	2%	YES	
MTA MNR	0%	0%	YES																			
MTA LIRR	0%	0%	YES																			
MTA NYCT	21%	23%	YES	31%	61%	YES	18%	16%	NO	1%	7%	YES	1%	0%	NO	3%	0%	NO	1%	1%	YES	
MTA CC	0%	0%	YES																			
MTA Bus	16%	17%	YES	34%	67%	YES	18%	17%	NO	3%	0%	NO	18%	17%	NO	2%	0%	NO	2%	17%	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 DECEMBER 31, 2014

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
Para-Professionals																					
MTA HQ	0%	0%	YES																		
MTA B&T	0%	0%	YES																		
MTA MNR	69%	66%	NO	12%	21%	YES	12%	14%	YES	5%	10%	YES	0%	0%	YES	0%	0%	YES	1%	3%	YES
MTA LIRR	0%	0%	YES																		
MTA NYCT	52%	47%	NO	20%	44%	YES	16%	28%	YES	2%	7%	YES	0%	0%	YES	6%	0%	NO	2%	0%	NO
MTA CC	0%	0%	YES																		
MTA Bus	0%	0%	YES																		
Administrative Support																					
MTA HQ	62%	76%	YES	20%	44%	YES	19%	12%	NO	2%	8%	YES	0%	0%	YES	5%	0%	NO	2%	4%	YES
MTA B&T	53%	70%	YES	18%	55%	YES	22%	13%	NO	2%	11%	YES	2%	0%	NO	4%	0%	NO	1%	0%	NO
MTA MNR	59%	42%	NO	14%	33%	YES	15%	14%	NO	6%	3%	NO	0%	1%	YES	0%	0%	YES	1%	4%	YES
MTA LIRR	49%	47%	NO	19%	28%	YES	11%	11%	YES	3%	4%	YES	0%	0%	YES	2%	0%	NO	2%	3%	YES
MTA NYCT	55%	42%	NO	21%	56%	YES	23%	14%	NO	4%	15%	YES	0%	0%	YES	6%	0%	NO	2%	2%	YES
MTA CC	65%	90%	YES	18%	50%	YES	17%	10%	NO	2%	0%	NO	0%	0%	YES	4%	0%	NO	2%	0%	NO
MTA Bus	57%	42%	NO	23%	28%	YES	21%	13%	NO	3%	6%	YES	0%	0%	YES	5%	0%	NO	5%	8%	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 DECEMBER 31, 2014

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
Skilled Craft																					
MTA HQ	0%	0%	YES																		
MTA B&T	0%	0%	YES																		
MTA MNR	3%	6%	YES	12%	18%	NO	8%	2%	YES	1%	0%	NO	2%	0%	YES	0%	0%	YES	2%	2%	YES
MTA LIRR	9%	10%	YES	17%	16%	NO	10%	2%	YES	0%	0%	YES	2%	0%	YES	1%	0%	NO	2%	2%	YES
MTA NYCT	21%	5%	NO	24%	38%	YES	12%	5%	YES	0%	0%	NO	7%	0%	YES	7%	0%	NO	2%	2%	YES
MTA CC	0%	0%	YES																		
MTA Bus	0%	1%	YES	21%	30%	YES	14%	2%	YES	2%	10%	NO	2%	0%	YES	3%	2%	NO	1%	4%	YES
Service Maintenance																					
MTA HQ	0%	0%	YES																		
MTA B&T	1%	3%	YES	11%	18%	YES	15%	3%	YES	3%	4%	YES	3%	0%	NO	1%	0%	NO	1%	2%	YES
MTA MNR	8%	14%	YES	15%	34%	YES	12%	3%	NO	3%	1%	NO	3%	0%	YES	0%	0%	YES	1%	3%	YES
MTA LIRR	17%	19%	YES	17%	26%	YES	14%	2%	NO	2%	2%	NO	2%	0%	YES	1%	0%	NO	2%	4%	YES
MTA NYCT	17%	18%	YES	36%	57%	YES	21%	2%	NO	2%	5%	NO	2%	0%	YES	2%	0%	NO	2%	2%	YES
MTA CC	0%	0%	YES																		
MTA Bus	11%	12%	YES	27%	51%	YES	21%	4%	NO	4%	6%	NO	4%	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 December 31, 2014

- ❖ Between January 1, 2014 and December 31, 2014, MTA and its Agencies hired a total of 5,631 employees.
- ❖ 20% of the total new hires are females.
- ❖ 72% of the total new hires are minorities.*
- ❖ Of the 72% of minorities hired, 39% are black and 18% are Hispanic.
- ❖ MTA HQ hired the highest percentage of females (49%).
- ❖ 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 DECEMBER 31, 2014

AGENCY	NEW HRES ¹	FEMALES ²		Minorities		Non-Minorities		BLACKS		HISPANICS		ASIANS		AI/AN		NHOPI		OTHER	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MTA HQ	152	74	49%	92	61%	59	39%	39	26%	23	15%	28	18%	0	0%	0	0%	3	2%
MTA B&T	49	13	27%	26	53%	23	47%	12	24%	10	20%	3	6%	0	0%	0	0%	1	0%
MTA MNR	490	76	16%	225	46%	265	54%	96	20%	87	18%	32	7%	1	0%	0	0%	9	2%
MTA LIRR	435	69	16%	211	49%	224	51%	81	19%	66	15%	50	11%	1	0%	1	0%	12	3%
MTA NYCT	4,021	817	20%	3,079	77%	942	23%	1,736	43%	741	18%	558	14%	3	0%	0	0%	41	1%
MTA CC	26	12	46%	14	54%	12	46%	5	19%	1	4%	6	23%	1	4%	0	0%	1	4%
MTA BUS	458	68	15%	398	87%	60	13%	229	50%	107	23%	52	11%	1	0%	0	0%	9	2%
Total	5,631	1,129	20%	4,045	72%	1,585	28%	2,198	39%	1,035	18%	729	13%	7	0%	1	0%	76	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 December 2014, MTA and its Agencies handled a total of 480 EEO complaints, citing 830 separate allegations.*
- Of the 480 complaints, 225 were filed externally at city, state and federal agencies and 255 were filed internally.
- Of the 225 external complaints, the most frequently cited bases for complaints were: 1) disability discrimination (21%); 2) other** types of miscellaneous discrimination (24%); and 3) race/color discrimination (20%).
- Of the 255 internal complaints, the most frequently cited bases for complaints were: 1) sexual harassment (20%); 2) other types of miscellaneous discrimination (16%); and 3) race/color discrimination (24%).
- Between January 2014 and December 2014, MTA and its Agencies handled a total of 92 Title VI complaints, citing 95 separate allegations. Of these 92 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 DECEMBER 31, 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	4	1	1	3	2	1	1	2	13	7	4
B&T	3	0	1	4	2	1	2	4	15	6	6
MNR	12	0	11	6	6	4	11	12	62	28	6
LIRR	8	1	2	2	0	2	3	3	21	13	4
NYCT	51	7	26	31	8	26	64	78	291	157	128
CC	0	0	0	0	0	0	0	0	0	0	0
BUS	6	0	2	1	1	3	8	4	25	14	9
TOTAL	84	9	43	47	19	37	89	103	427	225	157
	20%	2%	10%	11%	4%	9%	21%	24%			

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	7	1	1	4	1	0	1	1	16	10	2
B&T	1	0	0	0	1	1	2	0	5	5	0
MNR	15	9	4	14	1	4	3	12	62	40	11
LIRR	7	4	2	1	1	0	0	3	18	18	1
NYCT	65	65	18	44	13	32	12	48	297	179	74
CC	0	0	0	0	0	0	0	0	0	0	0
BUS	2	0	1	1	0	0	1	0	5	3	1
TOTAL	97	79	26	64	17	37	19	64	403	255	89
	24%	20%	6%	16%	4%	9%	5%	16%			

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 DECEMBER 31, 2014¹

AGENCY	RACE	COLOR	NATIONAL ORIGIN	INCOME	TOTAL ² ISSUES	TOTAL CASES	STATUS OPEN
MTA HQ	0	0	0	0	0	0	0
MTA MNR	11	2	0	0	13	13	1
MTA LIRR	4	0	0	0	4	4	0
MTA NYCT	57	4	13	0	74	71	26
MTA CC	0	0	0	0	0	0	0
MTA B&T	0	0	0	0	0	0	0
MTA BUS	4	0	0	0	4	4	0
TOTAL	76	6	13	0	95	92	27
	80%	2%	14%	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.

PRIOR THREE-YEAR TITLE VI COMPLAINTS-2012-2014

<u>Agency-Wide</u>						
<u>2014</u>						
<u>Title VI Complaints *</u>						
	<u>Race/Color</u>		<u>Issues</u>		<u>Total Cases**</u>	
	<u>76</u>	<u>6</u>	<u>13</u>	<u>0</u>	<u>92</u>	
		<u>National Origin</u>	<u>Income</u>			
		<u>0</u>	<u>0</u>			
<u>2013</u>						
<u>Title VI Complaints</u>						
	<u>Race/Color</u>		<u>Issues</u>		<u>Total Cases</u>	
	<u>53</u>	<u>9</u>	<u>7</u>	<u>0</u>	<u>68</u>	
		<u>National Origin</u>	<u>Income</u>			
		<u>0</u>	<u>0</u>			
<u>2012</u>						
<u>External Title VI Complaints</u>						
	<u>34</u>	<u>7</u>	<u>9</u>	<u>0</u>	<u>43</u>	
		<u>National Origin</u>	<u>Income</u>			
		<u>0</u>	<u>0</u>			

* This includes complaints filed prior to the reporting period which remained open during the reporting period.

** In some instances a single complaint involved allegations relating to two or more protected categories.

MTA-WIDE EEO COMPLAINTS DISPOSITION - JANUARY TO DECEMBER 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	12	10	0	0	0	22
LIRR	0	1	0	0	4	4	9
NYCT	0	26	0	1	0	0	27
CC	0	0	0	0	0	0	0
MTA BUS	1	3	1	1	2	0	8
						TOTAL	69

EEO DISCRIMINATION INTERNAL COMPLAINTS

MTA AGENCY	REASONABLE CAUSE	NO REASONABLE CAUSE	ADMINISTRATIVE CLOSURE	WITHDRAWN	DISMISSAL	RESOLVED/ SETTLEMENT	TOTAL CASES
MTAHQ	1	6	0	0	0	1	8
B&T	0	5	0	0	0	0	5
MNR	4	15	7	1	0	2	29
LIRR	2	12	0	0	0	0	14
NYCT	9	42	10	9	0	0	70
CC	0	0	0	0	0	0	0
MTA BUS	1	2	1	0	0	0	4
						TOTAL	130

MTA-WIDE TITLE VI COMPLAINTS

DISPOSITION - JANUARY TO DECEMBER 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	7	5	0	0	0	12
LIRR	0	4	0	0	0	0	4
NYCT	0	36	9	0	0	0	45
CC	0	0	0	0	0	0	0
MTA BUS	1	5	0	0	0	0	6
						TOTAL	67

2014 FOURTH QUARTER EEO REPORT

AGENCY NAME: **MTAHQ**

**WORKFORCE UTILIZATION
AS OF DECEMBER 31, 2014**

JOB TITLE	FEMALES ¹			BLACKS			HISPANICS			ASIANS			AI/AN ²			NHOP 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%	42%	Yes	8%	28%	Yes	8%	7%	No	5%	11%	Yes	0%	0%	Yes	2%	0%	No	1%	1%	Yes
Professionals	39%	55%	Yes	11%	33%	Yes	8%	10%	Yes	7%	19%	Yes	0%	1%	Yes	3%	0%	No	1%	6%	Yes
Technicians	13%	6%	No	15%	3%	No	10%	8%	No	1%	2%	Yes	0%	0%	Yes	1%	0%	No	1%	3%	Yes
Protective Services	14%	12%	No	12%	16%	Yes	15%	18%	Yes	1%	4%	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%	76%	Yes	20%	44%	Yes	19%	12%	No	2%	8%	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 FOURTH 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%	2	0	No	20%	2	1	No	12%	1	1	Yes
Captains	16%	1	0	No	19%	1	0	No	11%	2	1	No
Lieutenants	16%	5	2	No	20%	6	0	No	12%	3	2	No
Sergeants/Detective Sgts.	11%	10	5	No	11%	10	4	No	8%	7	7	Yes
Detectives	18%	5	5	Yes	13%	4	4	Yes	14%	4	4	Yes
Police Officers	13%	68	60	No	12%	58	81	Yes	15%	75	90	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	18	Yes	0%	0	0	Yes	1%	6	6	No

JOB TITLE	OTHER			
	Est Avail	Estimated #	Actual #	Met Avail (Yes/No)
Inspector	1%	0	1	Yes
Captains	1%	0	1	Yes
Lieutenants	1%	0	2	Yes
Sergeants/Detective Sgts.	0%	0	2	Yes
Detectives	1%	0	1	Yes
Police Officers	1%	6	5	No

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, 4TH QUARTER EEO REPORT

AGENCY NAME: **MTAHQ**

**NEW HIRES
AS OF DECEMBER 31, 2014**

JOB CATEGORY	TOTAL ¹	FEMALES ²		Minorities		Non-Minorities		BLACKS		HISPANICS		ASIANS		AI/AN		NHOPI		OTHER	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	29	13	45%	16	55%	12	41%	8	28%	3	10%	6	21%	0	0%	0	0%	0	0%
Professionals	67	45	67%	50	75%	17	25%	23	34%	10	15%	14	21%	0	0%	0	0%	3	4%
Technicians	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Protective Services	33	3	9%	10	30%	23	70%	4	12%	4	12%	2	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	23	13	57%	16	70%	7	30%	4	17%	6	26%	6	26%	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	152	74	49%	92	61%	59	39%	39	26%	23	15%	28	18%	0	0%	0	0%	3	2%

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

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

2014 FOURTH QUARTER EEO REPORT

AGENCY NAME: MTAHQ

**EEO AND TITLE VI COMPLAINTS
JANUARY 1, 2014 to DECEMBER 31, 2014¹**

Category	Race	Disability	Gender	National Origin	Age	Sexual Harassment	Religion	Other ²	Total Issues ³	Total Cases	Status (# Open)
EEO TOTAL	11	2	7	1	2	2	3	3	29	17	8
External Complaints	4	1	3	1	1	1	2	2	13	7	4
Internal Complaints	7	1	4	0	1	1	1	1	16	10	2

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 FOURTH QUARTER EEO REPORT

AGENCY NAME: MTAHQ

EEO DISCRIMINATION COMPLAINT RESOLUTIONS

JANUARY 1, 2014 to DECEMBER 31, 2014

	Decided in Favor of Agency	Decided in Favor of Complainant	Administrative Closure	Withdrawn	Dismissed	Resolved/Settled	Total
EEO TOTAL	6	1	0	0	0	4	11
External Complaints	0	0	0	0	0	3	3
Internal Complaints	6	1	0	0	0	1	8

TITLE VI DISCRIMINATION COMPLAINT RESOLUTIONS

JANUARY 1, 2014 to DECEMBER 31, 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

Strategies to Address Underutilization

February 23, 2015

2014 – 4TH QUARTER EEO REPORT MTA HEADQUARTERS

EFFORTS TO IMPROVE UNDERUTILIZATION

MTA Headquarters is committed to creating a diverse and fully inclusive workplace, and recognizes the value of increasing the representation of women and minorities at all levels of the organization as a business necessity. To achieve workforce parity with the demographics of the community that MTAHQ serves, recruitment strategies and goals are established annually to address the underrepresentation of women and/or ethnic minorities. To accomplish this goal, MTA Headquarters Human Resources and Department of Diversity and Civil Rights have partnered and developed proactive recruitment strategies to improve women and minority representation in its workforce.

Challenges in Hiring Ethnic Minorities/Women in the Workforce

Underutilization and Evaluation

MTA Headquarters continues to focus and improve on female and minority under-representation. Between January 2, 2014 and December 31, 2014, there were 152 new hires, of which 74 (49%) were female and 92 (61%) were minority. The highest concentration of female new hires occurred in the Professional Category (75%). Of the new hires, the highest percentage of minorities was identified as Black at (34%) in the Professional Category, Hispanics and Asian at (26%) in the Administrative Support Category. MTA Police Department increased the percentage of Black (12%), Hispanic (12%) and Asian (6%) Police Officers and surpassed the estimated availability in MTA Headquarters' geographic recruitment area. Although 2014 experience several milestones, recruitment efforts remain focused strongly on increasing the number of women and minorities in the higher ranks within MTA Police Department and Hispanics in the Official and Administrators and Administrative Support job categories.

Native Hawaiian and other Pacific Islanders (NHOPI)

As one of the fastest-growing race groups identified in the U.S. Census, for the first time NHOPI are underutilized in all workforce categories at MTA Headquarters. MTA Headquarters Human Resources and MTA Department of Diversity and Civil Rights are exploring strategies to increase representation in this group.

Diversity and Recruitment Plan

- MTA appointed a Director of All-Agency Veteran Recruitment and Staffing Initiatives responsible for organizing MTA's attendance at job fairs and providing ways to assist the military community in learning about and applying for positions throughout the MTA family.

- MTA will continue to work in partnership with the BSC to send all new job openings to organizations inclusive of veterans, female and minority organizations.
- MTA will ensure that the EEO Officer is involved from the beginning of the outreach, recruitment and hiring process for each recruitment effort.
- MTA Human Resources (“HR”) will work in closer partnership with MTA’s Department of Diversity and Civil Rights (“DDCR”) to specifically identify which positions within each of the job categories at HQ are underutilized. In addition, MTA HR will work with DDCR to find new sources for those categories that are underutilized within the various job categories.
- Working in conjunction with the Department of Diversity and Civil Rights, MTA HR will establish an outreach and recruitment budget as a strategy for addressing underutilization.
- Working in conjunction with the Department of Diversity and Civil Rights, MTA HR will establish relationships with external ethnic and women associations.
- Working in conjunction with the Department of Diversity and Civil Rights, MTA HR will work to secure funding to create a paid college internship program as a strategy for recruiting and developing diverse future talent.
- MTA HR will work with MTA DDCR to breakout MTA BSC and MTA HQ underutilization numbers. This will allow us to identify more clearly where our underutilization is between the MTA BSC and other MTA HQ departments.
- Native Hawaiian and Other Pacific Islanders are underutilized in all of our categories and MTA HR and MTA DDCR are in the process of exploring new ideas to increase this group’s representation in various job categories.

Ongoing Monitoring Program

MTA Headquarters Department of Diversity and Civil Rights, in partnership with the MTA Headquarters Department of Human Resources, ensures that utilization targets for women and minorities in particular job categories, in connection with hiring, and promotional opportunities are based on estimated availability and internal workforce numbers. Inclusive as part of MTA Headquarters’ recruitment strategies is the ongoing monitoring and outreach efforts to include veteran and persons’ with disabilities in the talent pool. The MTA Department of Diversity and Civil Rights approves hires, promotions, and provides utilization targets. On an annual basis, the MTA Department of Diversity and Civil Rights develops goals for under-represented EEO job groups, based on estimated availability percentages and internal job group populations, and disseminates the information to MTA Headquarters Human Resources.

Challenges in Hiring Ethnic Minorities/Women

Competitive Examinations

Positions in NYC Transit and MTA Bus Company, for the most part, are filled through competitive examinations. While NYC Transit and MTA Bus Company continue to expand their outreach efforts, in the case of positions requiring a competitive examination, only those applicants who achieve a passing grade can be considered for the position in list number order, without regard to ethnicity or gender. For example, in the case of MTA Bus Company, of the total positions, 88% are non-discretionary and are filled from a list. Approximately 80% of all hires at NYC Transit are non-discretionary and are filled from a list.

Pool of Qualified Applicants

While the competitive examination itself must remain blind to ethnicity and gender, we will continue to make all efforts to increase the pool of qualified ethnic minorities and females who are applying for, taking, and passing NYC Transit and MTA Bus Company's competitive examinations.

Female Inclusivity

Expanding female inclusivity, which includes attracting and retaining more women in traditionally male-dominated titles, particularly in the Skilled Craft and Officials & Administrators categories (*especially in the supervisory ranks which are also list hires*), remains a significant challenge. Identifying the underlying causes that may impede the recruitment of women is a critical step toward redressing the balance and improving inclusivity.

Native Hawaiian and other Pacific Islanders (NHOP)

Underutilization in the NHOP racial group was identified for the first time in the utilization analysis as a result of the updated 2010 Census data. We will expand our recruitment and outreach efforts to include and target this group.

Strategies for Improvement

Diversity and Inclusion Plan

NYC Transit and MTA Bus Company's vision is to have a respectful workplace that attracts and retains talented men and women, and where diversity is leveraged to create programs and services that meet the needs of the diverse communities they serve. NYC Transit and MTA Bus Company believe that the values of diversity and inclusion must be integrated into all that we do. A taskforce and a steering committee have been formed to develop and implement a comprehensive and robust Diversity and Inclusion Plan. Under this plan, diversity will encompass not only race, ethnicity, and gender but the full range of human differences that affect the way we think and do things. The committee will be provided with periodic updates as the Diversity and Inclusion Plan is implemented.

Ongoing Targeted Recruitment and Outreach Efforts

NYC Transit and MTA Bus Company strategically plan their recruitment and sourcing efforts to ensure that information about employment opportunities and upcoming examinations leading to employment are broadly advertised throughout the five boroughs of New York City. Our multi-faceted marketing approach includes, but is not limited to, attending job fairs and community outreach events; utilizing social media channels such as Facebook, Twitter, YouTube, etc.; placing advertisements of examinations and employment information in subway stations and on buses; distributing examination schedules via MetroCard sales vans; and transmitting email blasts about employment opportunities to veterans organizations, not-for-profit entities, and community-based groups.

Outreach to Women

As part of our continued partnership with the local technical schools across the city, NYC Transit's Division of Human Resources assisted interested high school seniors with their applications for the Electrical Helper examination. This partnership has the potential of assisting us with addressing under-representation of women in the skilled craft jobs.

In March, NYC Transit President Bianco had the pleasure of meeting and hosting a luncheon for 16 young women from City Polytechnic High School in Brooklyn who are participating in Transportation YOU. Transportation YOU is a joint initiative between the Women Transportation Seminar and the U.S. Department of Transportation that offers young girls an introduction to a wide variety of transportation careers through hands-on, interactive mentoring.

As part of their visit to NYC Transit, these 16 young women had the opportunity to tour our facilities and meet with some of our women leaders, including those recognized by NYC Transit as "Inspiring Women." For the past two years, NYC Transit and MTA Bus Company have recognized female employees who inspire others to go above and beyond through our "Inspiring Women" program. These women set an example for all agency employees through their achievements in such varied areas as military service, non-traditional work and overcoming health challenges. The "Inspiring Women" served as mentors in partnership with Transportation YOU and exposed these young women to information and activities that we hope will spark their interest in the field of transportation and ultimately in becoming a part of the NYC Transit and MTA Bus Company team.

In addition to this and other mentorship efforts, NYC Transit and MTA Bus Company recently honored our past and present women department heads within our observance of Women's History Month. As part of this recognition, a photo display of the women was placed in the lobbies of each of our main administrative buildings. In addition, a summary of each leader's contributions to NYC Transit and MTA Bus Company was featured on the front page of MTA Today, our internal employee news service.

In a similar effort to highlight the contribution of women, NYC Transit and MTA Bus Company recently created the video Women in Transit for our internal news service and employment page. This video provides an historic account of the contributions made by women, particularly women in our operating departments. These women have had a tremendous impact in the field of public transportation and we are proud to highlight these achievements.

As part of NYC Transit and MTA Bus Company's community outreach, senior leaders met with students attending Ralph R. McKee Career and Technical Education High School and Bronx Community College. This effort has the potential to address the current under-representation of women and minorities. NYC Transit and MTA Bus Company's maintenance and support services personnel also reached out to representatives of CUNY Bronx Community College's (BCC) Automotive Technology curriculum, offering assistance with a mentoring program. BCC has a large minority population and their Automotive Technology curriculum is the only one of its kind in the CUNY system.

In Q4-2014, NYC Transit and MTA Bus Company participated in the annual Salute to Women's Veterans Event, the Circle of Sister's annual conference for Women of Color to promote employment opportunities.

Outreach to Veterans

To further strengthen our recruitment of veterans, NYC Transit and MTA Bus Company recently signed a Memorandum of Agreement with "Army PaYS." The US Army developed the Army PaYS Program to link experienced soldiers with technical skills to civilian employers looking for veterans with matching skills. Through this program, current soldiers are matched with prospective employers prior to completion of their active duty. The soldier and prospective employer remain in contact until the soldier's separation from duty at which point the employer may recruit the new veteran. Our inclusion in Army PaYS provides NYC Transit and MTA Bus Company the opportunity to market its positions to a highly skilled workforce.

On March 21, 2014, NYC Transit and MTA Bus Company participated in a career guidance program called, "How to Read a Military Resume," that was facilitated by the Wounded Warrior Project. This program assisted recruiters with reading and interpreting a military resume. The workshop covered such topics as understanding common military acronyms and jargon, translating the concept of rank within the context of civilian titles and typical professions, and understanding responsibilities across the various service branches.

In Q4-2014, NYC Transit and MTA Bus Company participated in four events that were organized for Veterans seeking employment: Recruit Military, Be a Hero, Hire a Hero, the annual Veterans of Wall Street Conference, hosted by Goldman Sachs, and a resume writing and interviewing skills workshop for active military and veterans at Fort Totten, Queens, NY. In addition, NYC Transit and MTA Bus Company recruiting personnel joined MTA recruiters to host a table at the annual Veteran's Day Parade. The NYC Transit and MTA Bus Company recruiting team continues to work closely with the MTA All-Agency Director of Veteran Recruiting to plan the 2015 recruitment strategy.

Outreach to Hispanics

NYC Transit and MTA Bus Company's ongoing outreach to Hispanics includes the dissemination of information about employment opportunities at community events, career fairs through targeted email blasts, and through various social media. On March 6, 2014, NYC Transit and MTA Bus Company HR staff participated in the Mind, Body and Spirit Conference held at Yankee Stadium that was sponsored by 100 Hispanic Women. Although the focus was primarily on health and wellness, the event provided our HR professionals with an opportunity to network with attendees as well as share information about employment opportunities at NYC Transit and MTA Bus Company.

Ongoing Program Monitoring

NYC Transit's Office of EEO, in partnership with NYC Transit's Division of Human Resources, ensures that utilization targets for women and minorities in particular job categories, based on estimated availability and internal workforce numbers, are known before vacancies, discretionary hires and promotions are posted. The Office of EEO provides utilization targets to departments on a quarterly basis. As part of the Office of EEO's and Division of Human Resources' monitoring of the selection process, we ensure that women and minority group members are included as interviewees. The Office of EEO must approve all discretionary hires and promotions. For MTA Bus Company, the MTA Department of Diversity and Civil Rights approves discretionary hires, promotions, and provides utilization targets. In addition, MTA Bus Company conducts panel interviews which include a Human Resources representative and ensures panel members include women and minorities.

2014 FOURTH QUARTER EEO REPORT

LONG ISLAND RAIL ROAD

EFFORTS TO IMPROVE THE REPRESENTATION OF UNDERUTILIZED PROTECTED GROUPS

EEO Program Management and Evaluation

LIRR Office of Diversity Management is responsible for monitoring the agency's EEO program and progress towards EEO goals. On an annual basis, Diversity Management develops goals for under-represented EEO job groups, based on estimated availability percentages and internal job group populations, and disseminates the information to each department, including Human Resources. On a quarterly basis, Diversity also disseminates Progress Towards Goals reports to Human Resources.

Diversity Management reviews all applicant flow reports to ensure that candidate pools are diverse, and concurs with every non-represented new hire and promotion, pursuant to FTA/DOT Circular requirements.

LIRR continues to focus and improve on female and minority under-representation. Between January 1, 2014 and December 31, 2014, there were 435 new hires, of which, 69 (15.9%) were female and 211 (48.5%) were minority. The highest concentration of female new hires occurred in the Administrative Support job category (37.8%). Of the 110 new hires in the Service Maintenance job category, 19.8% were Black and 15.4% were Hispanic. Of the 70 new hires in the Service Maintenance category, 24.3% were black and 17.1% were Hispanic. Of the 47 new hires in the Professionals category, 19.1% were Hispanic and 29.8% were Asian.

Upward Mobility Programs and Other Special Initiatives

Junior Engineer:

This is an entry-level training which introduces participants to the Long Island Rail Road and its various operating and supporting departments. Specifically, the program is designed to familiarize employees with all aspects of railroad operations. The 52-week curriculum covers signals, track or structures, and on the job training. The participant will work with a mentor. Upon successful completion of the program, junior engineers are placed in an entry-level management position.

Project Management-Trainee:

Project Management Trainee is a two-year, entry-level training position, responsible to assist with the coordination and administration of projects in the Department of Project Management.

Working with seasoned project managers, trainees receive on the job and classroom training in project coordination development, controls, management, scheduling, and estimating. Trainees learn, in a mentoring environment, to apply specialized knowledge, specific to the requirements of the railroad industry.

EFFORTS TO IMPROVE THE REPRESENTATION OF UNDERUTILIZED PROTECTED GROUPS

Page 2 of 3

There is a series of rotation assignments that introduce trainees to the railroad and its various operating and support departments. Upon successful completion of the training program, trainees are placed into appropriate entry-level project management positions

Between January 2008 and December 2014, 11 Jr. Engineers and 20 Project Manager Trainees were hired. Of the Jr. Engineer hires, 36% were minority. Of the Project Manager Trainee hires, 25% were female and 60% were minority.

Targeted Recruitment and Outreach Efforts

The Long Island Rail Road has developed a recruitment strategy designed to address under-representation of females and minorities in our workforce, and to better reflect the demographics of the markets we serve.

1. An annual hiring plan is developed at the conclusion of each year, to aid recruitment efforts for anticipated vacancies in each craft. Candidate pools are evaluated at the end of the recruitment process. If the pool is lacking diversity or if areas of under-representation need to be addressed, additional outreach is conducted.
2. LIRR's outreach efforts to attract women, minorities and veterans continue to expand to include community-based and veterans job fairs, including the Hispanic/Latino Professionals Association Job Fair. We have also posted jobs on military websites and sent job postings to military contacts. The MTA also held its first ever Educational Summit for Veterans in College on September 4, 2014. We met with representatives from various colleges to inform them about the internship programs each agency offers, and the application process. Additionally, we conducted on-campus college recruitment and attended college job fairs, most with diverse student bodies.
3. Between January 1 and December 31, 2014, LIRR staff attended the following job fairs/college presentations: SUNY-Oneonta (January 10); NYU/Polytechnic University (February 6 & September 18); Manhattan College (February 11); Stony Brook University (February 14); Cooper Union (March 4); Stevens Institute of Technology (March 5 & September 24); NYC Area Committee for Employer Support of the Guard and Reserve (March 5); Farmingdale State College (March 6); Hiring our Heroes (March 27); Best of Brooklyn (April 1); Queensborough Community College (April 2); CUNY Big Apple Job Fair (April 4); Newsday (April 9); Suffolk Community College (April 16); Adelphi University (April 23); U.S. Marines Corp. Sixth Battalion Family Day (May 4); Veterans Upward Bound (May 7); Congressman Charles Rangel Harlem Job Fair (May 15); U.S. Marine Corp Marine for Life (June 20); Northrop Grumman (August 13);

EFFORTS TO IMPROVE THE REPRESENTATION OF UNDERUTILIZED PROTECTED GROUPS

Page 3 of 3

Hiring our Heroes (August 14); West Point (August 15); Harlem Week Historic Black College Fair (August 16); Marine Corp. Mega-Muster (August 16); Hispanic/Latino Professionals Association (September 24); NYS Senator Dean Skelos' Job Fair (October 3); Nassau County Job Fair (October 7); NYS Dept. of Labor-Brooklyn (October 8); TCI College of Technology (October 15); Suffolk County Job Fair (October 17); American Public University Virtual Job Fair (October 21); Suffolk County Veterans Services (October 22); Be A Hero/Hire a Hero (November 10); Bronx Community College (November 20).

4. Methods of advertising include social media, as well as professional organizations and career websites. The specific Hispanic websites include: Latinos for Hire, Society of Hispanic Professional Engineers, National Association of Hispanic Journalists, and Saludos.
5. Employment posters are conspicuously posted in stations and terminals.
6. Outreach efforts have included applicants with disabilities. We met with the NYS Adult Career & Continuing Education Services & Vocational Rehabilitation on December 16, 2014.

Metro-North Railroad Diversity and Recruitment Strategic Plan 2015 [Efforts to Improve Underutilization]

Metro-North Railroad (“MNR”) has developed an aggressive diversity and outreach recruitment strategy to address the underutilization of females and minorities in its workforce. The results of these efforts will ensure MNR achieves and maintains a diverse workforce population and is seen as an employer of choice in the region. To accomplish this task, Human Resources and Diversity/EEO Departments have partnered and developed a three-prong approach that focuses on outreach, retention and culture shift.

Recruiting and Outreach:

In order to recruit and hire qualified females and minorities, the recruitment staff is committed to participating in and leading events and career fairs that portray a positive image of MNR in order to create the foundation for future recruiting success. The strategies that have proven to be the most effective are those that focus on direct contact and to that end MNR maintains extensive contacts in urban and minority communities and reaches out to high schools, local colleges, female and minority affiliated organizations and elected officials. MNR continues to seek those venues which are the most beneficial to our recruitment strategy and recognizes that our success depends upon how we market ourselves. Our enhanced Internship Program has served as a successful recruitment tool whereby interns have been recruited and hired after successfully completing the Program.

The goal of the recruiting component is to identify and attract talent from a diverse pool and to ensure that every candidate is treated fairly throughout the hiring process. To ensure that diverse pools are reviewed and screened appropriately, hiring managers and search committee members have been provided mandatory training that addresses ethics, hiring processes, EEO issues and interview skills. This training ensures that that the application and screening processes are bias-free and that hiring managers do not let their subtle biases or cultural knowledge gaps negatively impact the hiring process.

Retention and Mobility:

Our workforce diversity report shows that middle managers tend to be more diverse than those in executive positions. Therefore, we have developed programs intended to prepare internal applicants for higher level positions. Often the best candidates for specialized managerial positions are internal applicants, but due to the lack of specialized training or certification they are unable to compete for positions they have the experience to perform. The programs include the Associate Engineer Program and the MNR Mentoring Program. Both programs are intended to inspire upward mobility and improve the retention of underrepresented groups. We have also enhanced our career counseling offerings and have expanded those services to agreement employees to assist them in finding higher level positions within MNR.

Culture Shift:

Finally, MNR will only be successful in increasing and maintaining diversity if the organizational culture embraces diversity as an important business necessity. In order to achieve this goal, MNR has instituted mandatory trainings that include diversity awareness and ongoing events that celebrate diversity. These trainings are intended to show MNR employees that their individual qualities and contributions enhance the agency and make it better.

2015 Metro-North Railroad Diversity and Recruitment Strategic Plan

The following strategies have been or will be implemented by Metro-North Railroad to improve female and minority representation in its workforce:

- MNR will continue to meet annually with all Metro-North executive and management staff to review the workplace diversity report and progress against goals, and discuss their responsibilities and efforts necessary to ensure that their departments strive to achieve their goals.
- MNR will continue to attend career fairs of regional colleges with historically diverse student populations including CUNY and SUNY colleges as a way to recruit a diverse applicant pool for jobs and internships
- MNR has established a process for following up with contacts made at job fairs, schools, and minority associations to ensure qualified diverse applicants apply for open positions.
- MNR will continue to network with regional offices of minority associations, and attend conventions of minority associations.
- MNR will continue to develop long-term recruitment resources by visiting middle and high schools to introduce students to Metro-North Railroad and inform them of future career/employment opportunities before they seek college or craft schools.
- MNR will continue to promote and enhance programs intended to promote from within and diversify job groups that have historically been underrepresented by females and minorities. These programs include the Associate Engineer Program and MNR Mentoring Program.
- MNR will continue to conduct mandatory *Diversity Awareness and Equal Opportunity in the Workplace* Training to all Metro-North employees to communicate EEO policies and the value of diversity to MNR.
- MNR expanded upon its successful Internship Program by having a career fair dedicated solely to recruit applicants from historically diverse institutions.
- MNR has established Career Advisement Workshops for agreement employees to prepare them to apply for higher level management positions.
- MNR will continue to conduct mandatory *Recruitment and Hiring Process* trainings to all employees participating in search committees that will instruct committee members on their ethical responsibilities and prepare them to conduct interviews and selections in order to ensure that the hiring process is fair and non-discriminatory.
- MNR will expand its Diversity & Inclusion Ambassador Program wherein each department is represented by an ambassador. Ambassadors are given the tools needed to spread the message of diversity & inclusion through workshops and communications that seek to increase the cultural competency of MNR's workforce and to create a diversity friendly and culturally sensitive workplace.
- MNR will expand its Core Management Training to include a five-hour training module on EEO, Workplace Violence, Diversity, and Critical Thinking/Managerial Responsibility & Liability.



Metro-North Railroad

Metro-North Railroad Job/Career Fairs 2014

Name of Organization	Location (City or Borough, State)
Transit Tech High School	Brooklyn, NY
College Wide Career Fair	New York, NY
Marines of Garden City	Garden City, NY
Women in Transportation	Long Island City, NY
Borough of Manhattan Community College	New York, NY
CCNY Mock Interview Day	New York, NY
Hostos College	Bronx, NY
Wounded Warriors Project	Brooklyn, NY
Wounded Warriors Program (x2)	New York, NY
NYC Transit Museum Job Fair	Brooklyn, NY
Hiring Our Heroes	New York, NY
Hofstra University	Hempstead, NY
Mercy College Spring 2014 Career Fair	Dobbs Ferry, NY
STEM – Gateway Community College	New Haven, CT
Vaughn College (x3)	Flushing, NY
MLK SUNY Spring Job Fair	Bronx, NY
Lehman College	Bronx, NY
AARP Foundation	New York, NY
Army PaYS presentation	New York, NY
Rangel Career Fair	New York, NY
Girl Scouts Career and College Success	Rye Brook, NY
Open House – Transit Museum	Brooklyn, NY
Veterans Job Readiness Workshop	Carmel, NY
The WorkPlace	Bridgeport, CT
New Yorker Hotel	New York, NY
Veterans Job Fair	Howard Beach, NY


Metro-North Railroad

New York Works Career Expo	Bronx, NY
Transit Museum Procurement Job Fair	Brooklyn, NY
NCOA Military Job	West Point, NY
Work Local First Job Fair Registration Form	Poughkeepsie, NY
Baruch College	New York, NY
2014 - HLPA Career Expo - New York	New York, NY
LGBT	New York, NY
STEM Career Fair at City College of New York	New York, NY
Manhattan College- STEM	Riverdale, NY
ED Mangano's Career & Mega Job Fair Veterans	Uniondale, NY
Yonkers Chamber of Commerce	Westchester County Center, NY
Yonkers - Saunders Trade School	Yonkers, NY
DeVry	New York City, NY
SoBro	Bronx, NY
Recruit Westchester	Westchester Hilton, NY
Columbia Engineering Consortium Career Fair	New York, NY
Grace Institute	New York, NY
Bronx Disability Employment Expo	New York, NY
STEVENS College Career Fair	Hoboken, NJ
Goodwillny Operation: GoodJobs	New York, NY

2014 – 4TH QUARTER EEO REPORT MTA BRIDGES AND TUNNELS

EFFORTS TO IMPROVE UNDERUTILIZATION

MTA Bridges and Tunnels (B&T) is committed and engaged in assertive targeted recruitment and outreach efforts to increase female and minority representation where it exists within the Agency. Between January 1, 2014 and December 31, 2014, there were 49 new hires, of which 13 (27%) were female and 26 (53%) were minority. The highest concentration of female new hires occurred in the Professional Category and the highest number of minorities identified as Black occurred in the Service Maintenance Category. B&T will continue to focus its outreach efforts to address the underutilization of females and minorities as identified in its workforce analysis reports. To achieve this goal, B&T will implement a strategic talent management plan, and increase its presence at professional and community organizations, colleges, and universities career fairs designed to attract minorities, veterans, and female candidates in 2015.

TALENT MANAGEMENT CHALLENGES

- **Underutilization:** B&T's workforce has underutilization in the Officials and Administrators job category of Females (22%) and Hispanics (5%), and in the Administrative Support job category of Hispanics (13%). B&T's workforce reports also indicate an underutilization for American Indian/Native Alaskan, and Native Hawaii and Other Pacific Islander (NHOPI), which is a challenge for all MTA agencies given the group's greatly increased estimated workforce availability figures.
- **Civil Service:** B&T is faced with an additional workforce composition challenge that impacts approximately 350 Civil Service positions. The New York City Department of Citywide Administrative Services (DCAS) announced to all agencies under its civil service purview that it plans to reduce the number of Civil Service Provisional positions over the next two years as a result of the City of Long Beach vs. Civil Service Employees Association, Inc. decision. In June 2015, DCAS shall administer civil service exams in titles where there are employees serving on a provisional basis. B&T will continue to be in compliance with civil service selection and appointment rules and regulations.

STRATEGIC RETENTION AND MOBILITY PROGRAMS

- **Central Control Unit:** MTA Bridges and Tunnel implemented Kronos, a new human capital time and attendance system, as part of its organizational restructuring plans. Kronos provided B&T with the mechanism to transition from a decentralized system to a centralized time and attendance system. Specifically, key functions of the CCU Unit provided management with real-time attendance patterns and trends, and a reduction in payroll computation errors. To accomplish this task, the key transactional functions were performed by current B&T personnel. This resulted in the transfer of a diverse work group to the newly formed Central Control Unit (CCU), and the enhancement of their qualitative and quantitative professional skills.

- **Management Associate Program:** B&T successfully launched and completed its first Bridges & Tunnels Management Associate Program in December 2014. The two-year management program provided hands-on project management opportunities throughout B&T, through divisional rotation and by allowing participants to fully immerse themselves in the business process of these departments. B&T will be launching its next program in 2015, and the applicant selection process will commence in March 2015. B&T is expanding the program to include recruitment of candidates with engineering training who will be placed in the B&T Engineering and Construction Department.
- **Maintenance Management Internship Program:** In an effort to attract females and Hispanics, B&T initiated a year-round internship program designed to attract Maintainer candidates from aviation, automotive and technical fields. The internship program combines and enhances the student's academic and technical school-based training, with practical job related skills. B&T is partnering with Vaughn College; however, the program is open to regional colleges for placement of interested candidates.

TARGETED RECRUITMENT AND OUTREACH EFFORTS

MTA Bridges & Tunnels recruitment goal is to identify and attract qualified talent in an effort to address workforce under-representation. To do so, B&T participates in community-based veteran job fairs, regional and college job fairs; and diversified its marketing sourcing efforts to include community events, affinity and disability organizations, professional associations, and web-based and social media advertisement.

Highlights of outreach efforts during January 1, 2014 to December 31, 2014 include: Long Island Job Seeker Job Fair in Ronkonkoma, March 11, 2014; Vaughn College of Aeronautics and Technology Career Fair, April 10, 2014; Career Expo at the College of Staten Island, April 24, 2014; Veteran Job Readiness Job and Career Development Workshop, May 21, 2014; Marine For Life Military Job Fair, June 20, 2014; Northrop Grumman Job Fair; August 13, 2014; Vaughn College of Aeronautics and Technology Career Fair, September 25, 2104; Suffolk County Veteran Career Fair, October 22, 2014; American Public University Virtual Job Fair, October 22, 2014; Career Expo at Bronx Community College (CUNY), November 20, 2014; and Vaughn College of Aeronautics and Technology Career Fair, December 4, 2014.

ONGOING MONITORING PROGRAM

MTA Bridges and Tunnels Office of Equal Employment Opportunity (EEO), in partnership with the MTA Bridges and Tunnels Human Resources Department, ensures that utilization targets for women and minorities in particular job categories, in connection with hiring, transfers, and promotional opportunities are based on workforce goals and estimated availability in the relevant market. The Office of EEO shall provide quarterly and on an as need basis utilization targets to address the under-representation identified in B&T's workforce reports. The Office of EEO must approve all discretionary hires and promotions, and for civil service positions B&T must apply the New York City Civil Service rules and regulations to the competitive titles, which impacts our utilization of under-represented groups. To address this barrier, B&T will continue to increase its efforts to address the underutilization of women and minorities through aggressive targeted recruitment.

EFFORTS TO IMPROVE THE REPRESENTATION OF UNDERUTILIZED PROTECTED GROUPS

Utilization and Evaluation

MTA Capital Construction is committed to correcting the underutilization of protected groups within our staffing and we continue to partner with MTA's Department of Diversity and Civil Rights to ensure that utilization targets for these groups are identified and addressed. Through the use of utilization reports provided by MTA's Department of Diversity and Civil Rights, MTA Capital Construction compares talent availability to workforce representation and structures our recruitment accordingly.

As of December 31, 2014, MTA Capital Construction's workforce reflected a Female representation of 35% and a Minority representation of 52%. We met or exceeded utilization targets for Females (all job categories), Blacks (all job categories) and Asians (all job categories with the exception of Administrative Support). We are still working to meet utilization targets for Hispanics (Officials & Administrators, Professionals, Administrative Support) and Asians (Administrative Support).

Targeted Recruitment and Outreach Efforts

MTA Capital Construction utilizes strategies to address underutilization which include targeted recruitment as well as internship and mentoring programs. Our strategies include:

Corporate membership in Hispanic organizations such as HLPA (Hispanic/Latino Professionals Association) and attendance at Latino targeted job fairs such as HLPA, LATCareers and LatPro. MTACC also attends job fairs and employment events targeted at other underutilized groups and military members.

MTACC has invited local universities including Columbia University, Manhattan College, New York Institute of Technology and New Jersey Institute of Technology (NJIT) to participate in an MTACC sponsored mentorship program with the above listed college chapters of SHPE (Society of Hispanic Professional Engineers).



Currently, we are partnering with NJIT to formalize and implement a mentoring program and are seeking to add NYU Polytechnic School of Engineering to our program as well.

During late 2014, MTA Capital Construction instituted a paid internship program to make internship opportunities more accessible to diverse students from all economic backgrounds. This program will be expanded through recruitment targeted to college level Latino and other college level underutilized groups during the summer and fall semesters of 2015.

In 2014, MTA Capital Construction attended job fairs and employment events including the LATCareers Job Fair (8/7/2014), the HPLA Job Fair (9/24/2014), the Marines of Garden City Job Fair (3/8/14), How to Read a Military Resume Workshop (5/13/14), the Marines Mega-Muster Employment Event (8/16/2014) and the American Public University System Job Fair (10/21/2014). We utilized social media to target members of the National Society of Hispanic Professionals, National Society of Black Engineers, National Society of Hispanic Engineers, American Society of Civil Engineers, National Society of Hispanic MBA's, Public Transit and Construction Health and Safety with information and updates on MTACC employment opportunities through the professional networking site LinkedIn.

During 2015, MTA Capital Construction will continue to focus on attracting Latino, African American, Women, and Asian candidates through social media and job advertisements on various diversity based websites such as Saludos, Professional Women in Engineering, the Asian American Bar Association, the National Society of Black Engineers and others.

Recruitment Updates

With the processing of a recent hire scheduled for February 2015, MTA Capital Construction's utilization of Hispanics within the Professionals job category will increase by approximately 1%. Although our hiring needs are limited, we intend to continue this upward trend in 2015 through targeted recruitment and outreach efforts.

MTA SMALL BUSINESS MENTORING PROGRAM UPDATE

February 23, 2015

MTA Small Business Mentoring Program Update

as of December 31, 2014

- Since November 2010, when the Small Business Mentoring Program commenced, MTA awarded 142 contracts, totaling \$88.2 million.
- 105 of these contracts were awarded to 70 New York State certified M/WBE firms,* totaling over \$65.3 million (74%).
- Of these 70 M/WBE firms, 21 are also certified DBEs.
- 140 firms have been pre-qualified.
- 70 firms are pending pre-qualification.
- 42 loans were approved and closed, totaling \$4,325,000. 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.
- 45 participating firms graduated from SBMP Tier 1.

* Twenty-nine firms were awarded 2 or more projects each over the past four and half program years.

MTA SMALL BUSINESS FEDERAL PROGRAM UPDATE

February 23, 2015

MTA Small Business Federal Program Update as of December 31, 2014

- **Since Program inception in March 2013, 22 projects have been awarded, totaling \$41.7 million, of which, \$14 million (34%) was awarded to DBEs.**
- **Thirty-one firms are prequalified, and one firm is pending prequalification.**
- **MTA approved and closed three loans totaling \$615,000.**
- **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.**
- **MTA is finalizing a Surety Bond Assistance Program with Willis/ACE Surety. Participating firms are eligible for surety bond assistance of up to \$3 million.**



M/W/DBE CONTRACT COMPLIANCE

Fourth Quarter 2014 Update

February 23, 2015

**DBE Participation in Federally Funded Contracts
Federal Fiscal Year 2015*
(October 1, 2014 to December 31, 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 2015, MTA set an overall DBE goal of 17%.
- From October 2014 through December 2014, MTA awarded approximately \$554 million in the federally funded portion of contracts and awarded over \$96 million (17%) to certified DBEs.
- From October 2014 through December 2014, MTA paid prime contractors approximately \$346 million, with payments to certified DBEs totaling over \$45 million (13%).

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

**FEDERALLY-FUNDED CONTRACTS
DBE CONTRACT ACTIVITY
FEDERAL FISCAL YEAR 2015 (OCTOBER 2014 - DECEMBER 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 2014 - December 2014	20	\$553,644,171	58	\$96,248,322	17%	17%
TOTAL	20	\$553,644,171	58	\$96,248,322	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 2014 - December 2014	115	\$345,796,010	417	\$45,468,279	13%	17%
TOTAL	115	\$345,796,010	417	\$45,468,279	13%	17%

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

DBE CONTRACT AWARDS

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%

DBE CONTRACT AWARDS

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%

DBE CONTRACT AWARDS

FEDERAL FISCAL YEAR 2014

October 2013 - September 2014

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

DBE CONTRACT AWARDS

FEDERAL FISCAL YEAR 2015

October 2014 - December 2014

	Total Awards	Total DBE Awards	DBE%
October 2014 - December 2014	\$553,644,171	\$96,248,322	17%
Total 2014	\$553,644,171	\$96,248,322	17%

DBE CONTRACT PAYMENTS
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%

DBE CONTRACT PAYMENTS
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%

DBE CONTRACT PAYMENTS
FEDERAL FISCAL YEAR 2014
October 2013 - September 2014

	Total Prime Payments	Total DBE Payments	DBE%
October 2013 - March 2014	\$608,532,033	\$91,976,131	15%
April 2014 - September 2014	\$932,229,007	\$100,045,929	11%
Total 2014	\$1,540,761,040	\$192,022,060	12%

DBE CONTRACT PAYMENTS
FEDERAL FISCAL YEAR 2015
October 2014 - December 2014

	Total Prime Payments	Total DBE Payments	DBE%
October 2014 - December 2014	\$345,796,011	\$45,468,279	13%
Total 2015	\$345,796,011	\$45,468,279	13%

**MWBE Participation in State Funded Contracts
New York State Fiscal Year 2014-2015*
(April 1, 2014 to December 31, 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 December 31, 2014, MTA awarded approximately \$2.1 in NY State funded contracts, with over \$372 million (18%) awarded to certified MWBEs.
- From April 1, 2014 to December 31, 2014, MTA paid approximately \$877 million on prime contracts with over \$198 million (23%), paid to MWBEs.

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

**NYS CONTRACTS
MWBE CONTRACT ACTIVITY
APRIL 1, 2014-DECEMBER 31, 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						
SECOND QUARTER	14,250	\$366,609,489	994	\$110,419,842	30%	20%
JULY 2014-SEPTEMBER 2014						
THIRD QUARTER	18,346	\$1,188,024,656	844	\$177,818,657	15%	20%
OCTOBER 2014-DECEMBER 2014						
TOTAL	49,511	\$2,095,099,940	2,262	\$372,151,727	18%	20%

PAYMENTS

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		MWBE PARTICIPATION		NYS Goal
	Number of Contracts	Payment Amount	Number MWBE Contracts	MWBE Payment Amount	
FIRST QUARTER	1,683	\$297,168,938	2,047	\$70,811,822	20%
APRIL 2014-JUNE 2014					
SECOND QUARTER					
JULY 2014-SEPTEMBER 2014	1,799	\$325,324,903	2,204	\$71,782,605	20%
THIRD QUARTER					
OCTOBER 2014-DECEMBER 2014	1,727	\$254,448,102	2,081	\$55,867,702	20%
TOTAL	5,209	\$876,941,943	6,332	\$198,462,129	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 - December 2014

	AGENCY	AGENCY PRIME AWARDS	MBE AWARDS	MBE %	WBE AWARDS	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	MTA	\$540,465,794	\$42,186,077	8%	\$41,727,151	8%	\$83,913,228	16%
QTR. 2	MTA	\$366,609,489	\$55,965,313	15%	\$54,454,529	15%	\$110,419,842	30%
QTR. 3	MTA	\$1,188,024,656	\$74,709,014	6%	\$103,109,644	9%	\$177,818,657	15%
TOTALS		\$2,095,099,940	\$172,860,404	8%	\$199,291,323	10%	\$372,151,727	18%

DBE CONTRACT PAYMENTS
FEDERAL FISCAL YEAR 2012
October 2011 - September 2012

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October 2011 - March 2012	\$652,219,929	\$100,229,968	15%
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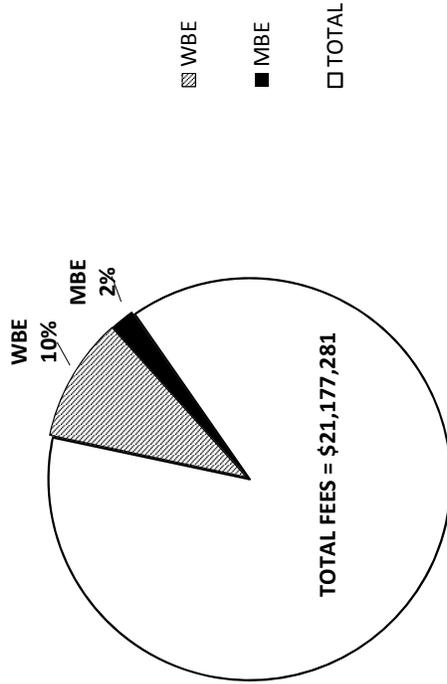
DBE CONTRACT PAYMENTS
FEDERAL FISCAL YEAR 2015
October 2014 - December 2014

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Total 2015	\$345,796,011	\$45,468,279	13%

FINANCIAL AND LEGAL SERVICES

February 23, 2015

**MTA ALL AGENCY LEGAL FEES
APRIL 2014 - DECEMBER 2014**



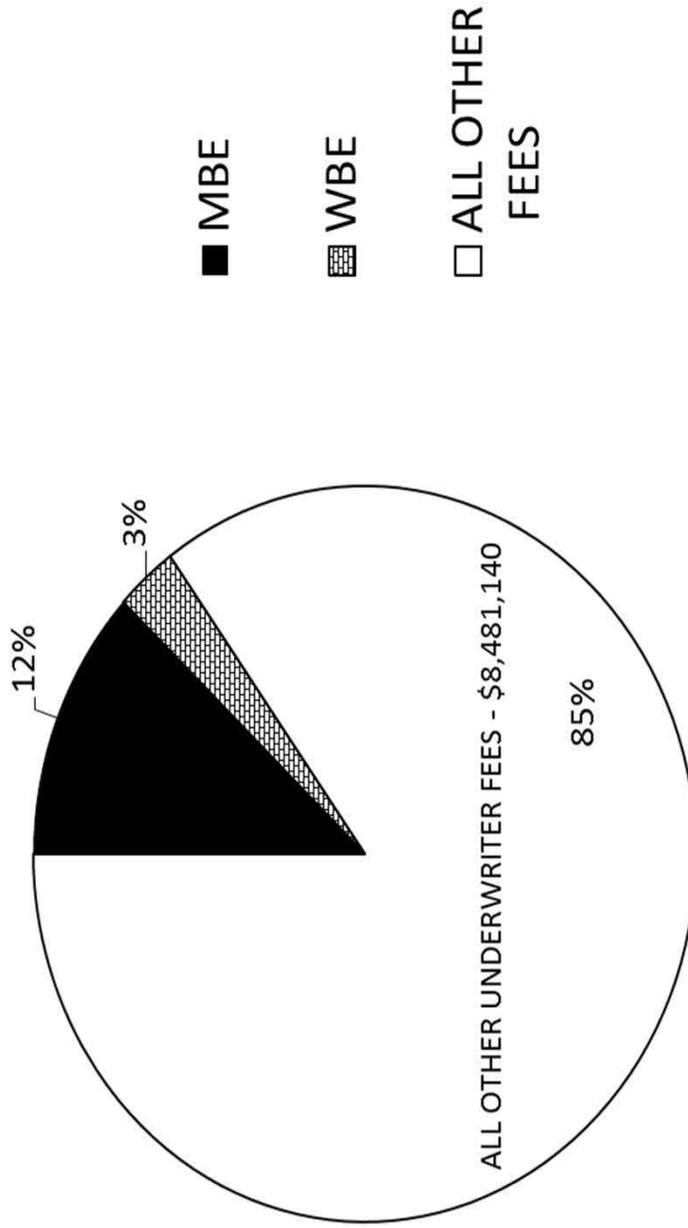
10% MBE
10% WBE

ACTUAL MBE PARTICIPATION = \$408,732 or 2%
ACTUAL WBE PARTICIPATION = \$2,021,827 or 10%

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

AGENCY	ALL FEES PAID	MBE FEES PAID	Agency MBE PARTICIPATION	WBE FEES PAID	Agency WBE PARTICIPATION
B & T	\$326,149	\$285	0.1%	\$29,311	9.0%
LIRR	\$1,122,391	\$55,066	4.9%	\$15,422	1.4%
MTABUS	\$3,081,545	\$182,045	5.9%	\$211,694	6.9%
MTACC	\$2,565,119	\$0	0.0%	\$1,269,213	49.5%
MTAHQ	\$5,908,865	\$16,644	0.3%	\$59,207	1.0%
MNR	\$1,297,238	\$44,580	3.4%	\$7,174	0.6%
NYCTA	\$6,875,973	\$110,112	1.6%	\$429,806	6.3%
TOTAL	\$21,177,281	\$408,732	1.9%	\$2,021,827	9.5%

**MTA ALL AGENCIES UNDERWRITER FEES
April 2014-December 2014**



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

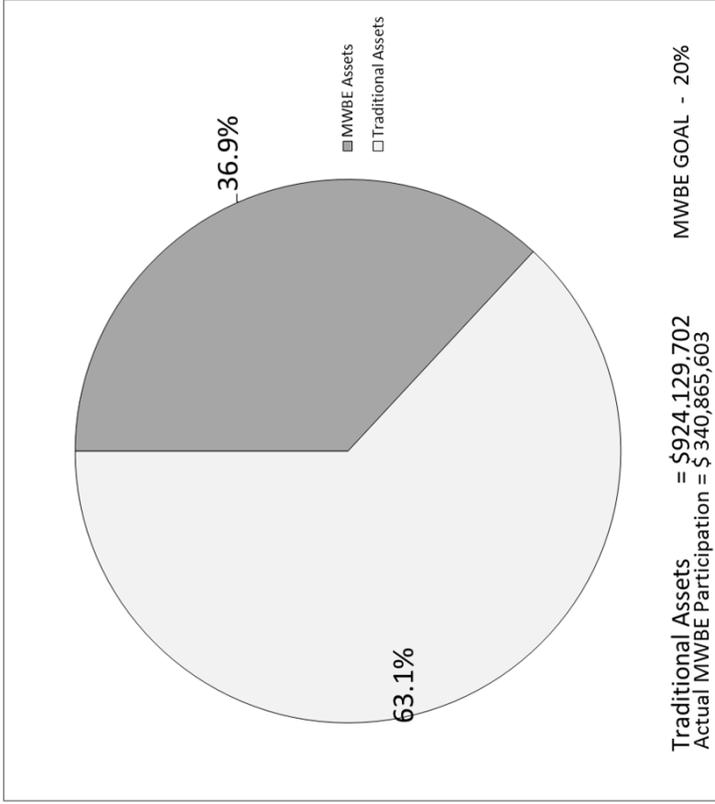
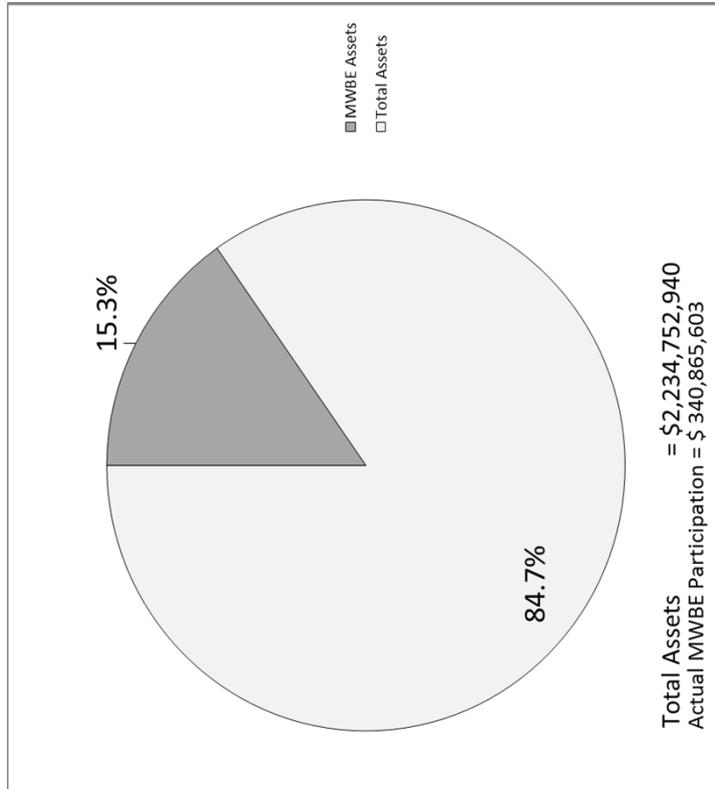
**Total Underwriter Fees = \$9,940,079 or 100%
Actual MBE Participation = \$1,161,036 or 12%
Actual WBE Participation = \$297,903 or 3%**



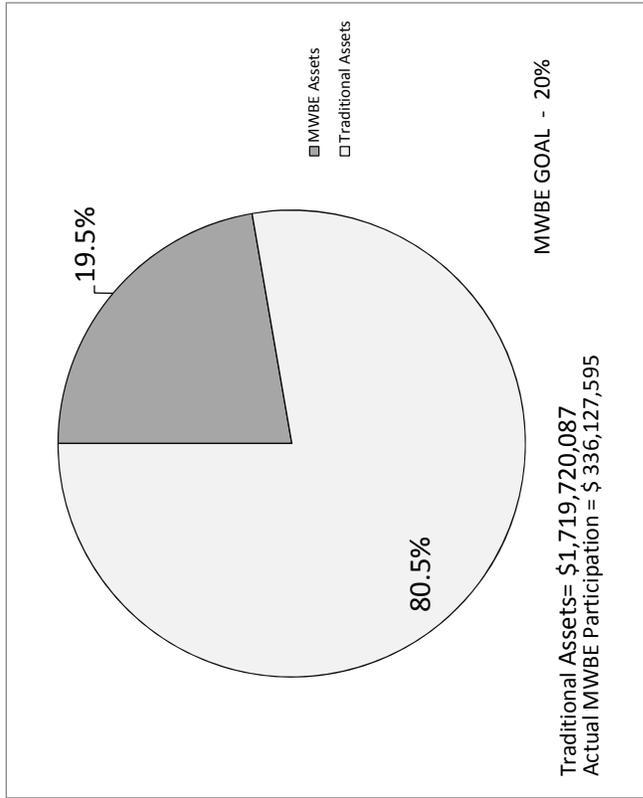
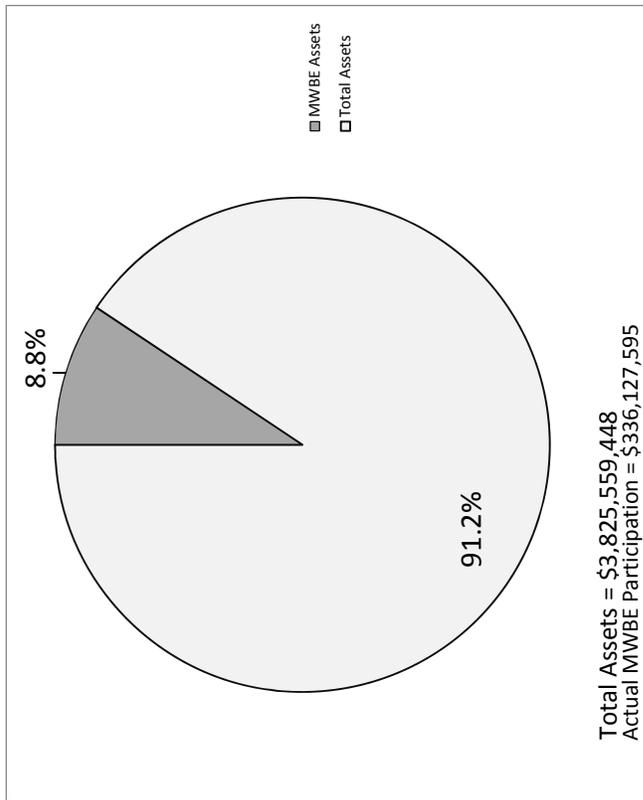
MTA ASSET FUND MANAGERS

February 23, 2015

Asset Fund Managers
 MTA MaBSTOA Pension Plan
 As of 12/31/2014



Asset Fund Managers
 MTA Defined Benefit Pension Plan
 Including LIRR Additional Plan
 As of 12/31/2014



* Traditional assets include domestic equities, international equities, emerging market equities as well as fixed income. In previous presentations, international equities and emerging market equities were excluded from the group of traditional assets.

**MTA CAPITAL PROJECTS
M/W/DBE AWARDS**

February 23, 2015

**DBE AWARDS ON MTA CAPITAL PROJECTS with GOALS
JANUARY - DECEMBER 2014
FEDERALLY FUNDED**

FEDERALLY FUNDED	FIRST QUARTER (JANUARY-MARCH) (in millions)			SECOND QUARTER (APRIL-JUNE) (in millions)			THIRD QUARTER (JULY-SEPTEMBER) (in millions)			FOURTH QUARTER (OCT.-DEC) (in millions)			2014 TOTALS (JANUARY-DECEMBER 2014) (in millions)		
	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)
DBE Participation Goal: 17%															
Construction	\$ 639.0	\$ 141.0	22%	\$ 98.4	\$ 13.1	13%	\$ 131.0	\$ 31.6	24.2%	\$ 583.3	\$ 95.7	16.4%	\$ 1,451.6	\$ 281.4	19%
Professional Services							\$ 0.8	\$ 0.2	21.9%	\$ 34.5	\$ 9.6	27.7%	\$ 35.3	\$ 9.8	28%
Other															
TOTAL	\$ 639.0	\$ 141.0	22%	\$ 98.4	\$ 13.1	13%	\$ 131.8	\$ 31.8	24.1%	\$ 617.8	\$ 105.3	17.0%	\$ 1,487.0	\$ 291.2	20%
Additional MWBE Participation:	Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards	
Construction	\$ 639.0	\$ 134.0		\$ 98.4	\$ 11.4		\$ 131.0	\$ 0.4		\$ 34.5	\$ 100.7		\$ 868.4	\$ 246.5	
Professional Services	\$ -	\$ -		\$ -	\$ -		\$ 0.8	\$ 0.2		\$ -	\$ 3.4		\$ 35.3	\$ 3.6	
Other	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -		\$ -	\$ -		\$ -	\$ -	
Total	\$ 639.0	\$ 134.0		\$ 98.4	\$ 11.4		\$ 131.8	\$ 0.6		\$ 34.5	\$ 104.1		\$ 903.7	\$ 250.1	

**MWBE AWARDS ON MTA CAPITAL PROJECTS with GOALS
JANUARY 2014 - DECEMBER 2014
STATE FUNDED**

STATE FUNDED	FIRST QUARTER (JANUARY-MARCH) (in millions)				SECOND QUARTER (APRIL-JUNE) (in millions)				THIRD QUARTER (JULY-SEPTEMBER) (in millions)				FOURTH QUARTER (OCTOBER-DECEMBER) (in millions)				2014 TOTALS (JANUARY-DECEMBER 2014)				
	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)
MBE Participation Goal: 10%																					
Construction	\$ 21.2	\$ 3.8	17.8%	\$ 93.3	\$ 11.5	12.3%	\$ 84.6	\$ 8.4	9.9%	\$ 661.3	\$ 68.3	10.3%	\$ 860.4	\$ 91.9	10.7%						
Professional Services	\$ 3.4	\$ 0.1	4.1%	\$ 4.7	\$ 0.6	11.6%	\$ 3.7	\$ 0.2	4.1%	\$ 41.7	\$ 5.2	12.4%	\$ 53.5	\$ 6.0	11.2%						
Other	\$ 2.3	\$ 0.3	12.9%	\$ -	\$ -	0.0%	\$ -	\$ -	0.0%	\$ -	\$ -	0.0%	\$ 2.3	\$ 0.30	12.9%						
MBE Participation on FTA-funded projects																					
TOTAL	\$ 26.9	\$ 4.2	16%	\$ 98.0	\$ 12.0	12%	\$ 88.3	\$ 8.56	10%	\$ 703.0	\$ 73.41	10.4%	\$ 916.2	\$ 98.2	11%						
WBE Participation Goal: 10%																					
Construction	\$ 21.2	\$ 2.8	13.1%	\$ 93.3	\$ 20.8	22.3%	\$ 84.6	\$ 9.6	11.3%	\$ 661.3	\$ 63.5	9.6%	\$ 860.4	\$ 96.6	11.2%						
Professional Services	\$ 3.4	\$ 1.6	47.1%	\$ 4.7	\$ 0.5	11.4%	\$ 3.7	\$ 0.1	3.2%	\$ 41.7	\$ 4.3	10.2%	\$ 53.5	\$ 6.5	12.2%						
Other	\$ 2.3	\$ 0.2	10.0%	\$ -	\$ -	0.0%	\$ -	\$ -	0.0%	\$ -	\$ -	0.0%	\$ 2.3	\$ 0.23	10.0%						
WBE Participation on FTA-funded projects																					
TOTAL	\$ 26.9	\$ 4.6	17%	\$ 98.0	\$ 21.3	22%	\$ 88.3	\$ 9.7	11.0%	\$ 703.0	\$ 67.7	9.6%	\$ 916.2	\$ 103.4	11%						
Additional DBE Participation:																					
Construction	\$ 21.2	\$ 5.2		\$ 92.4	\$ 13.1		\$ 84.6	\$ 33.5		\$ 648.5	\$ 130.1		\$ 846.7	\$ 181.9							
Professional Services	\$ 3.4	\$ 1.7		\$ 2.6	\$ 0.4		\$ 3.9	\$ 0.4		\$ 41.3	\$ 8.8		\$ 51.2	\$ 11.3							
Other	\$ 2.3	\$ 0.5		\$ -	\$ -		\$ -	\$ -		\$ -	\$ -		\$ 2.3	\$ 0.5							
Additional DBE Participation Total	\$ 26.9	\$ 7.4		\$ 95.0	\$ 13.5		\$ 88.5	\$ 33.9		\$ 689.8	\$ 138.9		\$ 900.2	\$ 193.7							



MTA EEO POLICY STATEMENTS

February 23, 2015

MTAHQ POLICY

EQUAL EMPLOYMENT OPPORTUNITY

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

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

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

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

MTAHQ POLICY

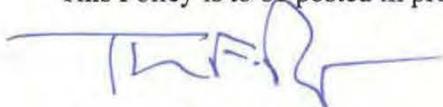
EQUAL EMPLOYMENT OPPORTUNITY (Continued)

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

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

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

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



Thomas F. Prendergast
Chairman and Chief Executive Officer

MTAHQ POLICY

SEXUAL AND OTHER DISCRIMINATORY HARASSMENT

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

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

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

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

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

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

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

MTAHQ POLICY

SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

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

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

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

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

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

MTAHQ POLICY

SEXUAL AND OTHER DISCRIMINATORY HARASSMENT

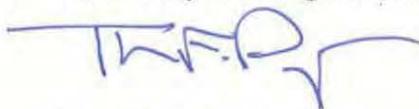
(Continued)

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

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

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Thomas F. Prendergast
Chairman and Chief Executive Officer

MTAHQ POLICY

AMERICANS WITH DISABILITIES ACT

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

To request a reasonable accommodation for a disability relating to your employment or application for employment with the MTA, please contact Jessie Crawford, Deputy Director, Human Resources and Retirement Programs, MTA Human Resources Department, 2 Broadway, 4th Floor New York, NY 10004, at (212) 878-7238.

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

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

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

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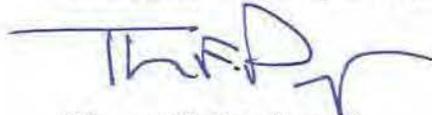
MTAHQ POLICY

AMERICANS WITH DISABILITIES ACT (Continued)

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

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